

Siemens to distribute €200 million in special COVID payments to its employees

- **Worldwide COVID-related employee bonuses totaling about €200 million**
- **Up to €1,000 for every employee worldwide except for senior managers**
- **Managing Board's appreciation for top performance during crisis and recognition for additional burdens caused by pandemic**
- **Prompt implementation planned**

The Managing Board of Siemens AG has approved a special worldwide COVID payment to all employees except senior managers. This decision honors the workforce's extraordinary performance during the pandemic, which Siemens has handled excellently so far – thanks also to its employees. The company is also making this payment to live up to its role as a responsible employer during these special times.

For this reason, plans call for the bonus to be paid out quickly. Wherever possible, it is to be paid to all eligible employees before calendar 2020 ends.

“The months behind us presented a huge challenge for our company, too. And together, we've mastered it comparatively well. By making this one-time special payment, the Managing Board is underscoring its appreciation for our colleagues' extraordinary performance and dedication under the most difficult conditions,” said Joe Kaeser, President and CEO of Siemens AG. “We wish to express our sincere gratitude to the employees who are now still tirelessly going the extra mile and are helping to keep Siemens on a successful trajectory.”

All Siemens employee worldwide except for senior managers are to receive the special corona-related bonus. The specific amount will be adjusted separately for each country based on the World Bank's independent Purchasing Power Parity Index.

This press release is available at <https://sie.ag/383V5J4>

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Siemens AG (Berlin and Munich) is a global technology powerhouse that has stood for engineering excellence, innovation, quality, reliability and internationality for more than 170 years. Active around the world, the company focuses on intelligent infrastructure for buildings and distributed energy systems and on automation and digitalization in the process and manufacturing industries. Siemens brings together the digital and physical worlds to benefit customers and society. Through Mobility, a leading supplier of intelligent mobility solutions for rail and road transport, Siemens is helping to shape the world market for passenger and freight services. Via its majority stake in the publicly listed company Siemens Healthineers, Siemens is also a world-leading supplier of medical technology and digital health services. In addition, Siemens holds a minority stake in Siemens Energy, a global leader in the transmission and generation of electrical power that has been listed on the stock exchange since September 28, 2020. In fiscal 2019, which ended on September 30, 2019, the Siemens Group generated revenue of €58.5 billion and net income of €5.6 billion. As of September 30, 2019, the company had around 295,000 employees worldwide on the basis of continuing operations. Further information is available on the Internet at www.siemens.com.