

## Siemens to increase the percentage of women in top management

- **Percentage of women at top two management levels to be increased**
- **Percentage of women on Siemens' Managing Board – currently two of seven members – to be at least maintained**
- **Quota of 30 percent women on the Supervisory Board already fulfilled**

Siemens AG intends to further increase the percentage of women in its top management positions. For both of the company's top two management levels in Germany, the share is to be raised to 10 percent by the end of June 2017. For the company's Managing Board, the Siemens Supervisory Board has set the target of at least maintaining the status quo until June 30, 2017. Two women – Lisa Davis and Janina Kugel – are currently members of the seven-member Managing Board. With six female members – Bettina Haller, Nicola Leibinger-Kammüller, Güler Sabancı, Birgit Steinborn, Nathalie von Siemens and Sibylle Wankel – the Supervisory Board of Siemens AG already fulfills the statutory gender quota of 30 percent women.

“In recent years, Siemens has worked hard to get more women in top positions. The results are quite impressive. But we can't let up now. Particularly as a technology company, we have a long-term responsibility to increase the share of women in leadership positions. Women in top positions should be the rule rather than the exception,” said Janina Kugel, Siemens' Chief Human Resources Officer.

Siemens Healthcare GmbH, a separately managed company, aims to have women in 25 percent of its Supervisory Board positions. This target, too, has already been achieved. Healthcare intends to boost the share of women in its top- and second-level management to five percent and 18 percent, respectively, by the end of June 2017.

On their own initiative, the companies listed on Germany's DAX stock market index set individual targets for increasing the percentage of women in their management positions. Every year, these companies report on their progress in status reports. Siemens has set a goal of increasing the share of women in its management in Germany from 10 percent at the end of September 2011 to 12 to 13 percent by 2015. This target has been reached. By the end of fiscal 2014, nearly 13 percent of the company's managers in Germany were women.

The DAX companies' current voluntary targets are not comparable to the targets now legally required for management boards and the top two levels of company management. The German law requires that management teams set targets for their companies' management boards and top two leadership levels by September 30, 2015. For this reason, the DAX companies will continue to report on their progress in achieving their voluntary national and international targets in addition to publishing the status of their compliance with the German law.

### Contact for journalists

Michael Friedrich

Tel.: +49 30 386 24187; e-mail: [michael-hans.friedrich@siemens.com](mailto:michael-hans.friedrich@siemens.com)

Follow us on Twitter: [www.twitter.com/siemens\\_press](http://www.twitter.com/siemens_press)

**Siemens AG** (Berlin and Munich) is a global technology powerhouse that has stood for engineering excellence, innovation, quality, reliability and internationality for more than 165 years. The company is active in more than 200 countries, focusing on the areas of electrification, automation and digitalization. One of the world's largest producers of energy-efficient, resource-saving technologies, Siemens is No. 1 in offshore wind turbine construction, a leading supplier of gas and steam turbines for power generation, a major provider of power transmission solutions and a pioneer in infrastructure solutions as well as automation, drive and software solutions for industry. The company is also a leading provider of medical imaging equipment – such as computed tomography and magnetic resonance imaging systems – and a leader in laboratory diagnostics as well as clinical IT. In fiscal 2014, which ended on September 30, 2014, Siemens generated revenue from continuing operations of €71.9 billion and net income of €5.5 billion. At the end of September 2014, the company had around 343,000 employees worldwide on a continuing basis. Further information is available on the Internet at [www.siemens.com](http://www.siemens.com).

This document contains statements related to our future business and financial performance and future events or developments involving Siemens that may constitute forward-looking statements. These statements may be identified by words such as “expect,” “look forward to,” “anticipate” “intend,” “plan,” “believe,” “seek,” “estimate,” “will,” “project” or words of similar meaning. We may also make forward-looking statements in other reports, in presentations, in material delivered to shareholders and in press releases. In addition, our representatives may from time to time make oral forward-looking statements. Such statements are based on the current expectations and certain assumptions of Siemens’ management, of which many are beyond Siemens’ control. These are subject to a number of risks, uncertainties and factors, including, but not limited to those described in disclosures, in particular in the chapter Risks in the Annual Report. Should one or more of these risks or uncertainties materialize, or should underlying expectations not occur or assumptions prove incorrect, actual results, performance or achievements of Siemens may (negatively or positively) vary materially from those described explicitly or implicitly in the relevant forward-looking statement. Siemens neither intends, nor assumes any obligation, to update or revise these forward-looking statements in light of developments which differ from those anticipated.