

# Diversity Fact Sheets

Siemens AG / 2019

HR PL ID

# The strategic importance of Diversity for Siemens



Diversity strengthens our innovative capacity, unleashes the potential of Siemens' employees and thereby directly contributes to our business success.

**Janina Kugel**, Chief Diversity Officer and Member of the Managing Board



## Globalization

- New trend of global market in the future: top-5 GDP ranks in 2030: CN, US, IN, BR, JP<sup>1)</sup>
- Preferred immigration countries: Germany at No. 4, after US, UK and CA<sup>2)</sup>
- >85% of Siemens global revenue outside HQ<sup>3)</sup>



## Competitive workforce market place

- Shortfall of 24 million professional workers in Europe by 2040<sup>4)</sup>
- Emerging talent markets: in Brazil, 70% of workforce <40 years, China 82%<sup>5)</sup>; 54% of graduates from Asia Pacific<sup>6)</sup>
- Women in BRIC make up 30-50% of the workforce<sup>7)</sup>



## Politics and regulations

- Women's quota in Germany: 30% women on the Supervisory Board, 20% on the Executive Board (2 out of 10)<sup>8)</sup>
- Diversity certificates as an important management tool, e.g. BBEEE<sup>9)</sup> in S. Africa



## New social developments

- LGBTI
- Culture and Race
- Disability
- Gen. Y embraces Diversity<sup>10)</sup>



## Demographic shift

- Working population will be worldwide reduced by 3-4% until 2050<sup>11)</sup>
- Multi-generations in the workplace



**The World  
and Diversity  
& Inclusion**

1) GDP 2030, Statista.de 2) The global workforce crisis of 2030, BCG & The Network: Decoding Global Talent, 2014 3) Company reports 4) McKinsey Quarterly Sept. 08  
5) UN statistics 6) The Athena Factor, Sylvia Ann Hewlett Associates 7) Battle for female talent in emerging markets, HBR 8) BMJV, March 6<sup>th</sup>, 2015  
9) Broad-Based Black Economic Empowerment 10) Generational Diversity, C.d.V. 11) McKinsey Quarterly, Sep. 8<sup>th</sup>, 2014

# Diversity is a competitive advantage for Siemens

The Diversity definition at Siemens

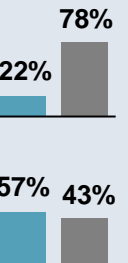
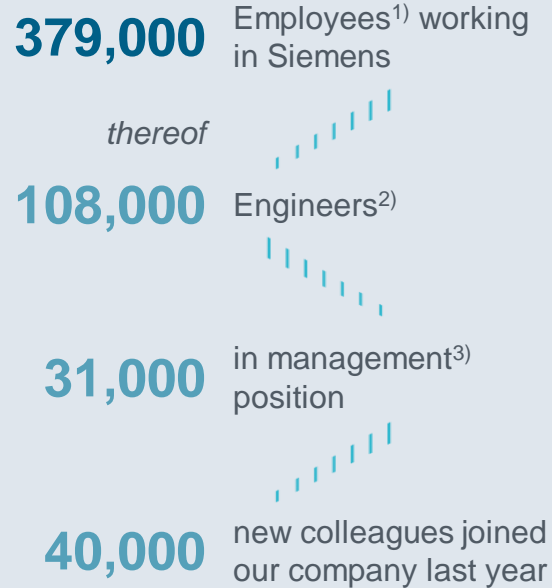
At Siemens,  
we value diversity as the  
inclusion and collaboration of  
different thinking, backgrounds,  
**experience, expertise** and  
individual qualities across  
all organizational levels  
and dimensions.



Source: Siemens AG

# Overview on Siemens workforce

## Worldwide



1) Headcount 2) Job family R&D, EN, IT, CS without Pos. Type Operations  
 3) Employees with personnel or project responsibilities  
 4) Exempt Salary Group ("Übertarifliche Mitarbeiter" in Germany)  
 Source: Siemens AG; HRL, parental leave: COLORADO Data as of FY18

# Siemens unites people from 169 nations



We have colleagues from



In Germany: **125**

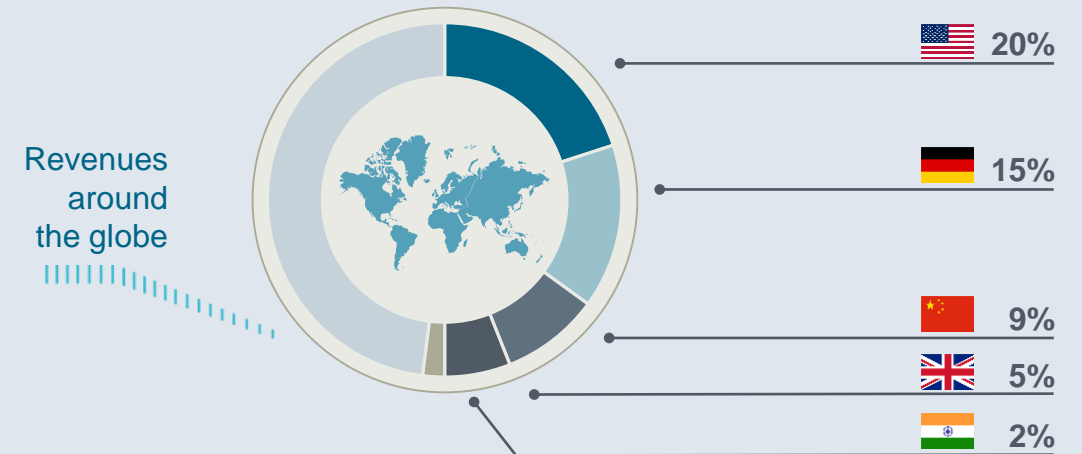
In UK: 93

In US: 79

In China: 43

In India: 26

## Siemens has its business presence in >200 countries



In FY 2017, Siemens recruited talents from around



1) Employees with personnel or project responsibilities  
Source: Siemens AG; Data as of FY18



# Both genders contribute to Siemen's Ingenuity and Digitalization capability

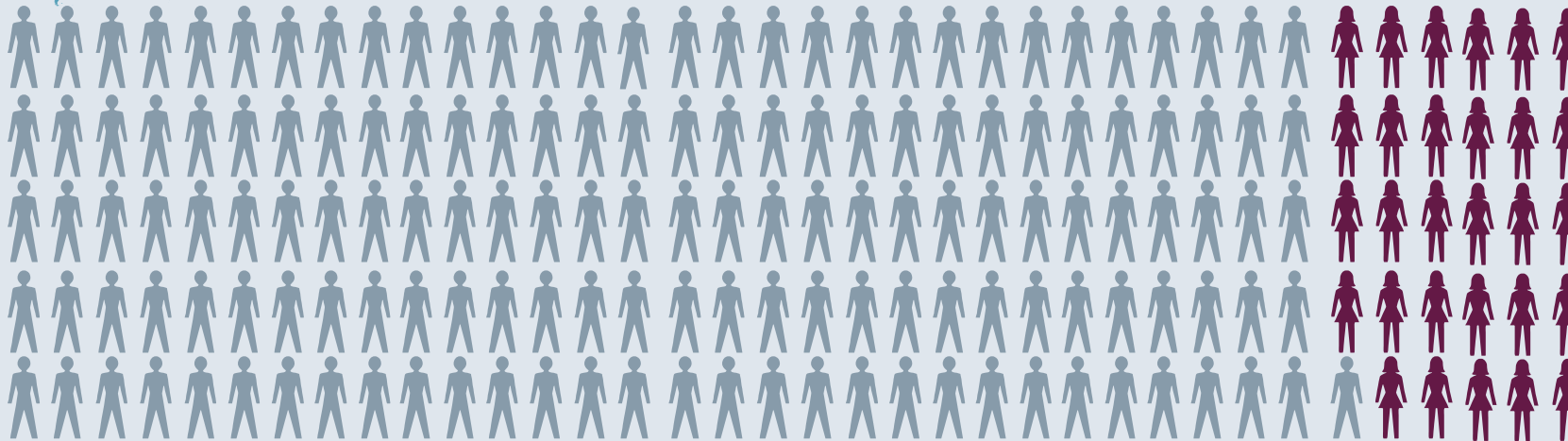


108T



86%

14%



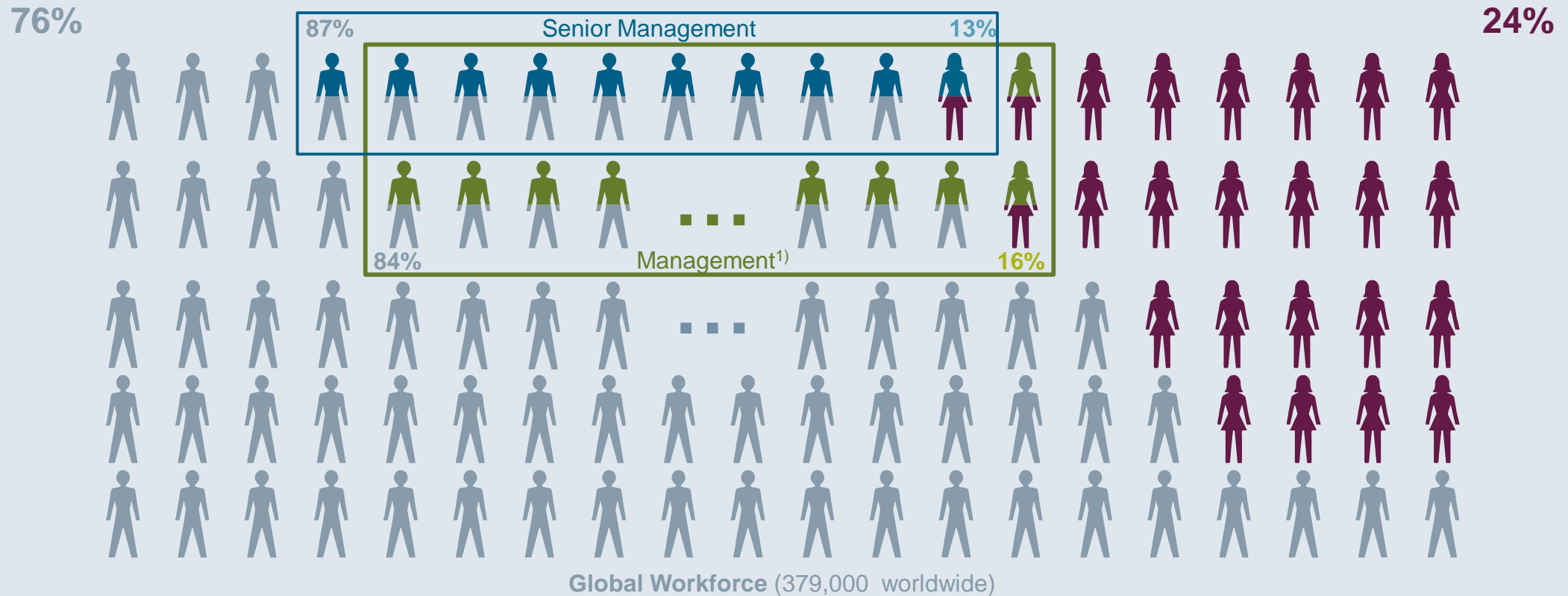
Female share of Ing. In Siemens Deutschland: 11%



Female share of Ing. In Siemens China: 19%

1) JF R&D, EN, IT, CS ohne Pos. Type Operations  
Source: Siemens in Germany; Data as end of FY18

# 24% of global workforce are women - There is a great need for improvement in management



The respective percentages of the Share of Women in Germany:  
Sr. Mgmt. 11%, Mgmt. 12%, ÜT<sup>2)</sup> 15%, All employees 23%

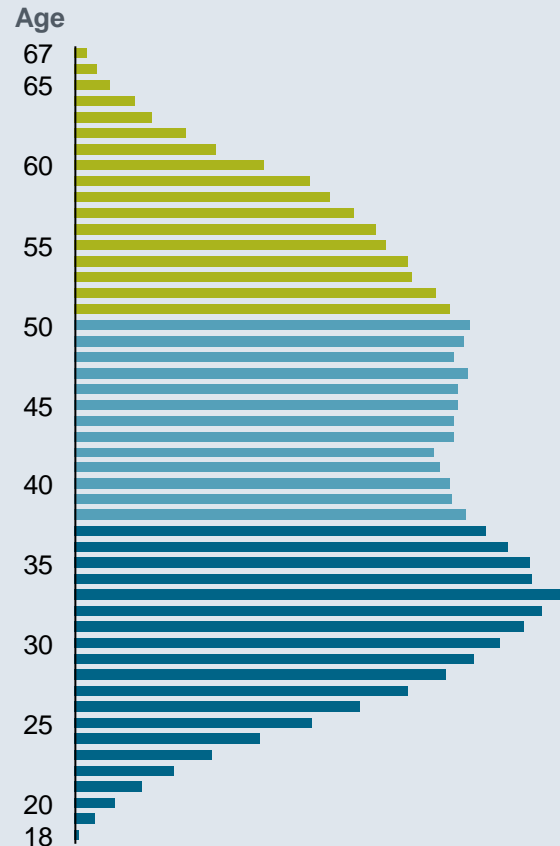
1) Employees with personnel or project responsibilities 2) Exempt Salary Group ("Übertarifliche Mitarbeiter" in Germany); Source: Siemens AG; Data as of FY18



# In Siemens, three distinguished generations work shoulder to shoulder



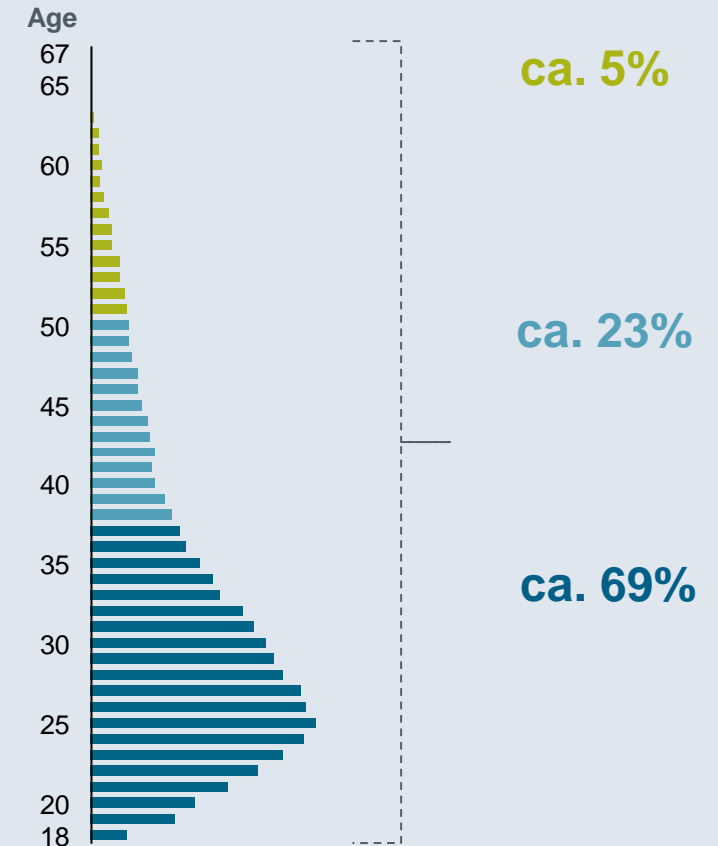
## Siemens Workforce



## Generation

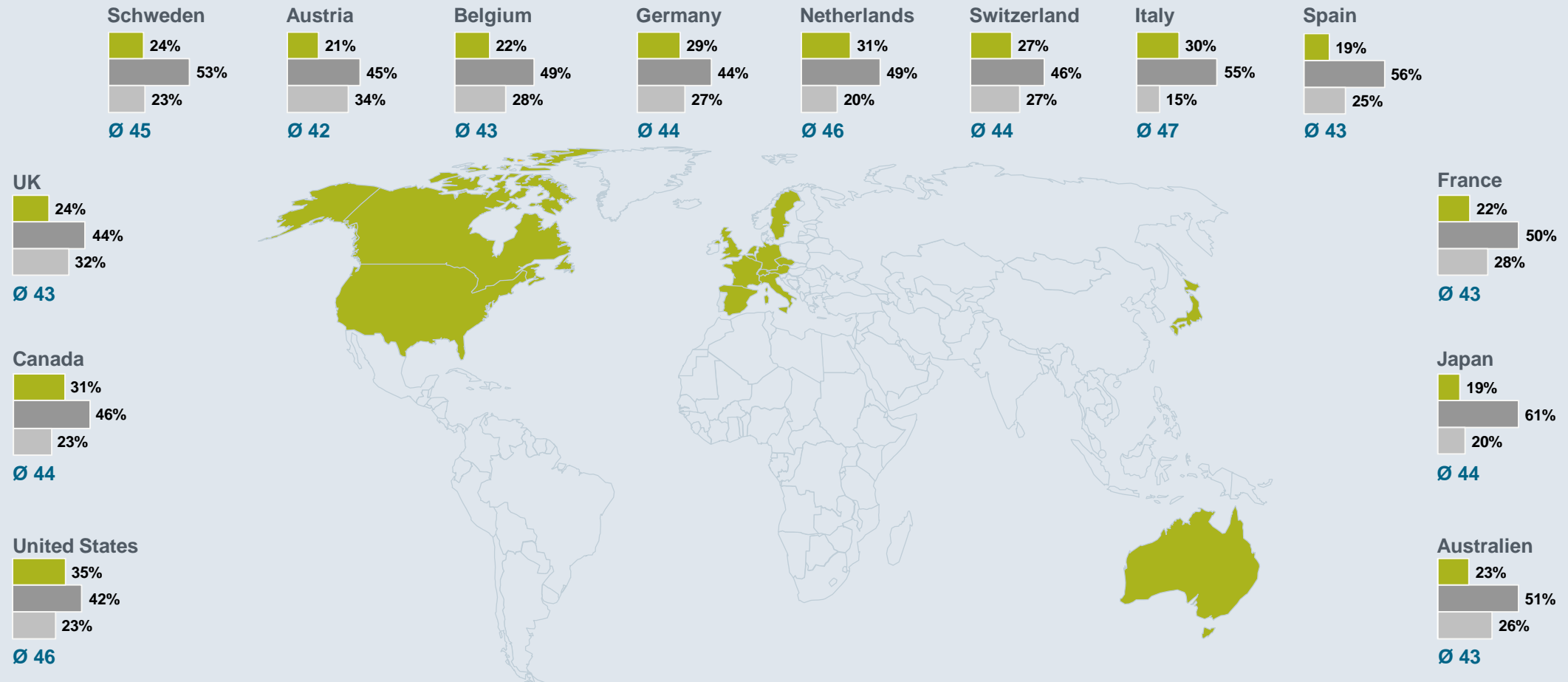
- 21% Boomers (~1946-1964)**
  - Time scarcity
  - Technology nebulous
  - Restart career
- 42% Gen Xs (~1965-1980)**
  - Hit by boom & bust, blocked by boomers, passed by Ys
  - Financial pressure
  - Eldercare + childcare
- 36% Gen Ys (~1981-2000)**
  - More experienced soon
  - Prospects for advancement
  - Want to be good citizens & parents and learning how

## Siemens New Hires



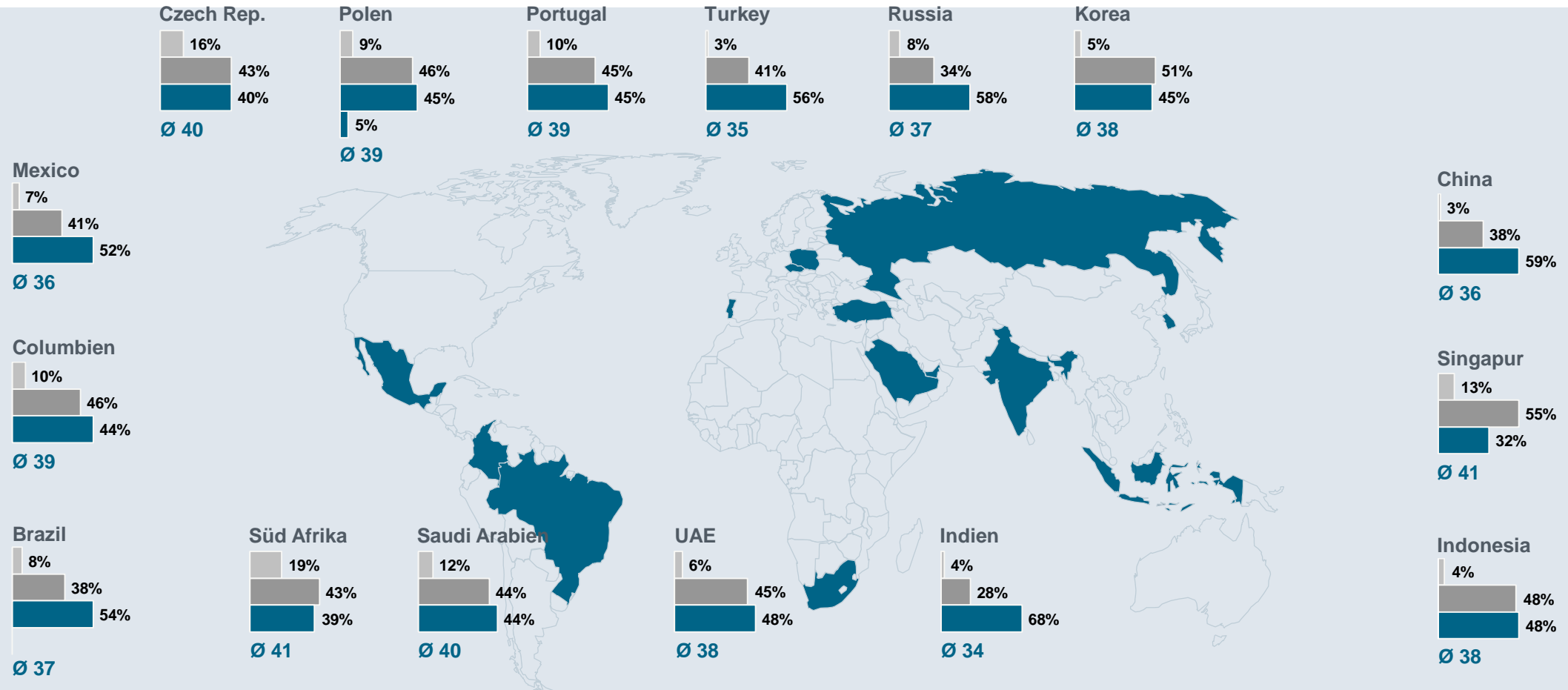
Source: Siemens AG; Data as of FY18; Cam Marston and Learning Communications; Oxygenz.com; IBM/Universum/EZI; Booz & company; FT 2009, HBR 09-10; CWLP

# Siemens countries with significant share of Boomers



Source: Company reports as of FY18; Illustration only. In case of inconsistency, please refer to up-to-date local company reports

# Siemens Länder mit signifikantem Gen Y Anteil



Source: Company reports as of FY18 Illustration only. In case of inconsistency, please refer to up-to-date local company reports

# Diversity Employee Networks – important catalysts to foster inclusive and ownership culture

Lesbian, gay, bisexual, transgender colleagues have founded the **Pride Network**

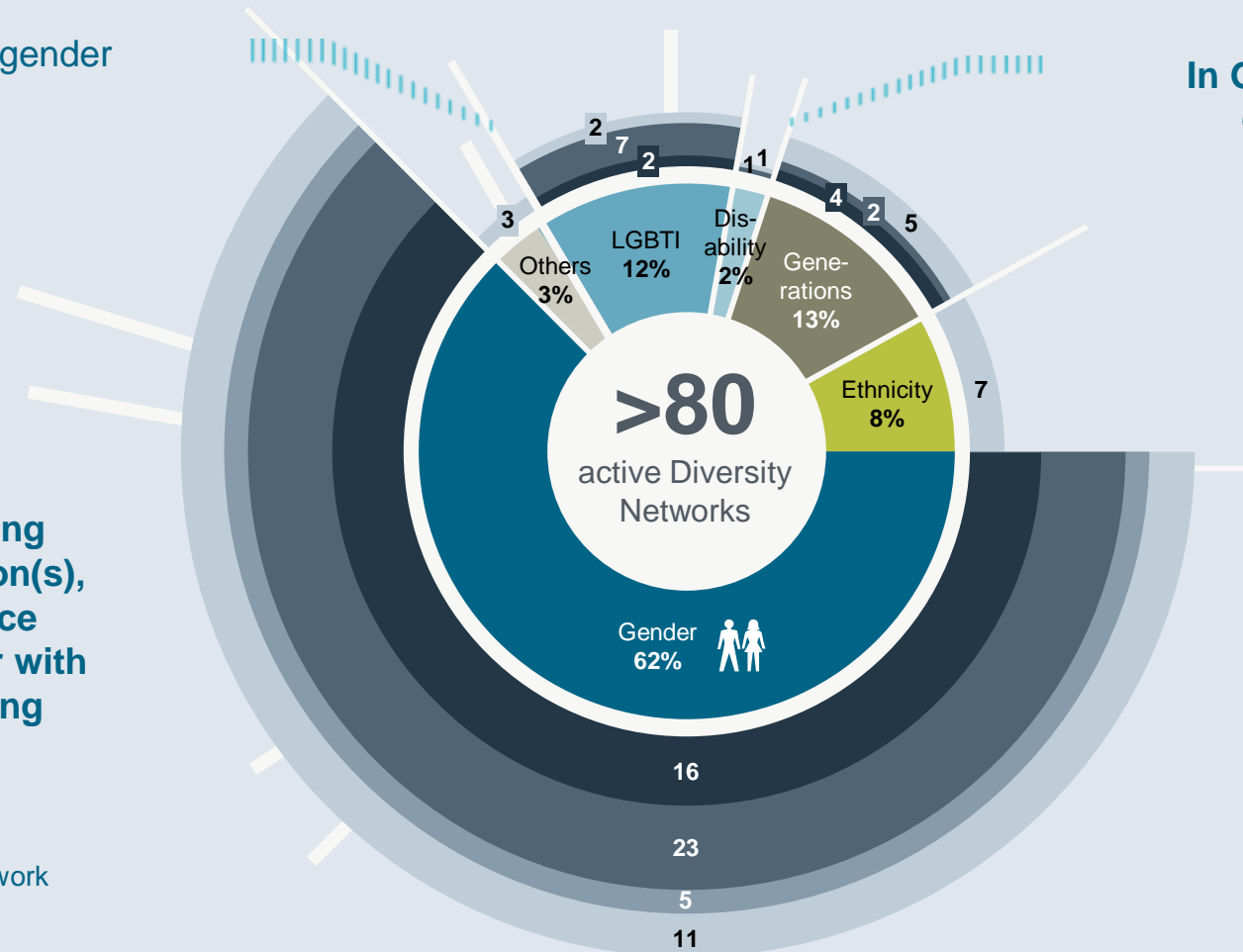


## Diversity Networks

are communities with employees representing specific diversity dimension(s), such as Employee Resource Groups, Affinity Groups or with activities strongly promoting Diversity

“Active” refers to regular and visible activities organized by the network

Source: Siemens AG; Data as of FY18



In Germany, 6500 disabled colleagues are working for Siemens



- Americas
- Asia, Australia
- Germany
- Europe, C.I.S., Africa, Middle East (without Germany)

# External recognitions and contribution of Siemens for Diversity



Since 2004,  
Siemens has won **>100**  
Diversity-related awards



Siemens is an official partner and member of **CHEFSACHE**, and charta der vielfalt

# Contact



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