



Diversity, Equity & Inclusion at Siemens

Siemens AG - January 2021

SIEMENS



In times of tremendous change, it is more important than ever to seek for diversity & inclusion - diversity has become a business imperative. So be the change you want to see in the world like Gandhi said.

The beauty of diversity & inclusion is simple to describe: you get remarkable results, more innovations and with this it is a critical business driver and pushes digitalization.

Natalia Oropeza

Chief Diversity Officer & Chief Cybersecurity Officer



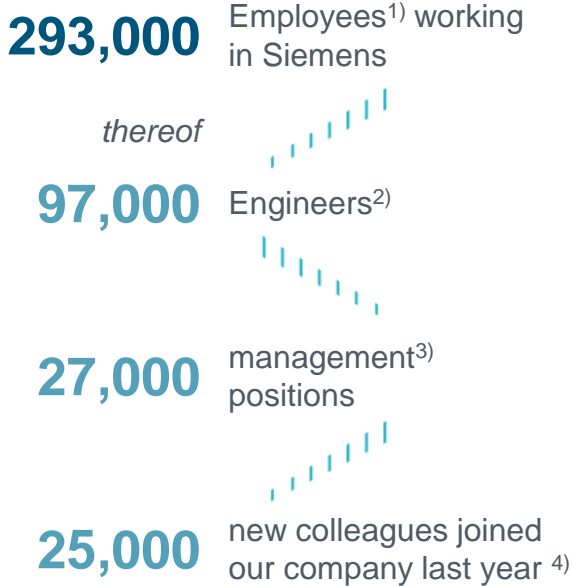


At Siemens we value diversity as the inclusion and collaboration of different thinking, backgrounds, experience, expertise and individual qualities across all organizational levels and dimensions.

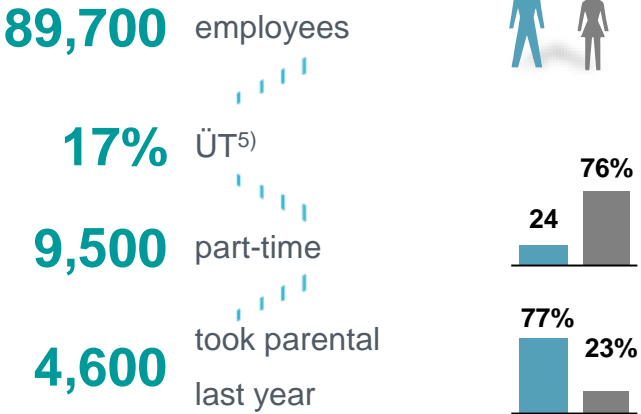


Siemens employees overall

Worldwide



In Germany



1) Headcount
 2) Job family R&D, Engineering, IT, Customer service without Position Type Operations
 3) Employees with personnel responsibilities
 4) excluding Siemens Energy (SE)
 5) Exempt Salary Group ("Übertarifliche Mitarbeiter" in Germany)
 source: Siemens AG (HRL), figures as of Sept 2020



Siemens employees - one global family

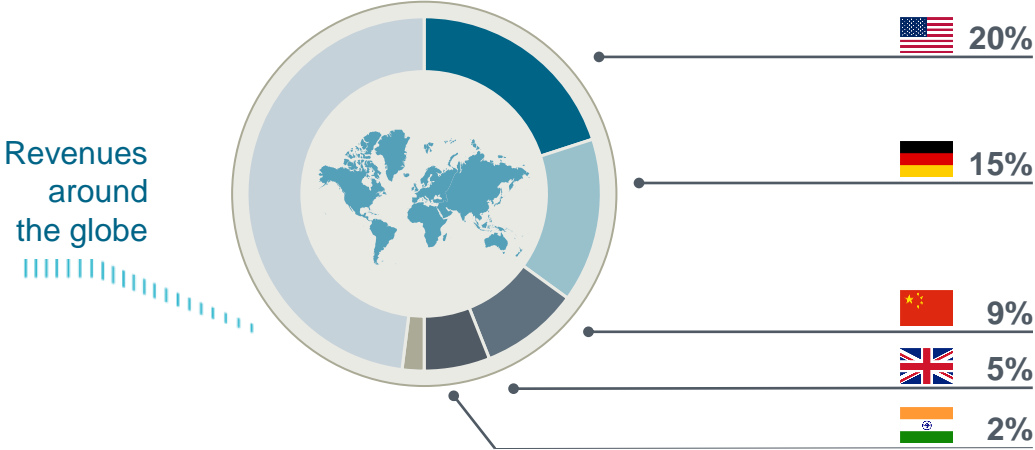


Our employees represent



1) employees with personnel responsibilities
 2) excl. Siemens Energy (SE)
 source: Siemens AG (HRL), figures as of Sept 2020

Siemens is present in >200 countries



Gender representation at Siemens

 Engineers¹⁾

95k



85%

15%



engineers' women share Siemens Germany: 13%

1) Job family R&D, Engineering, IT, Customer service without Pos. Type Operations
source: Siemens AG (HRL), figures as of Sept 2020

Representation of women at Siemens

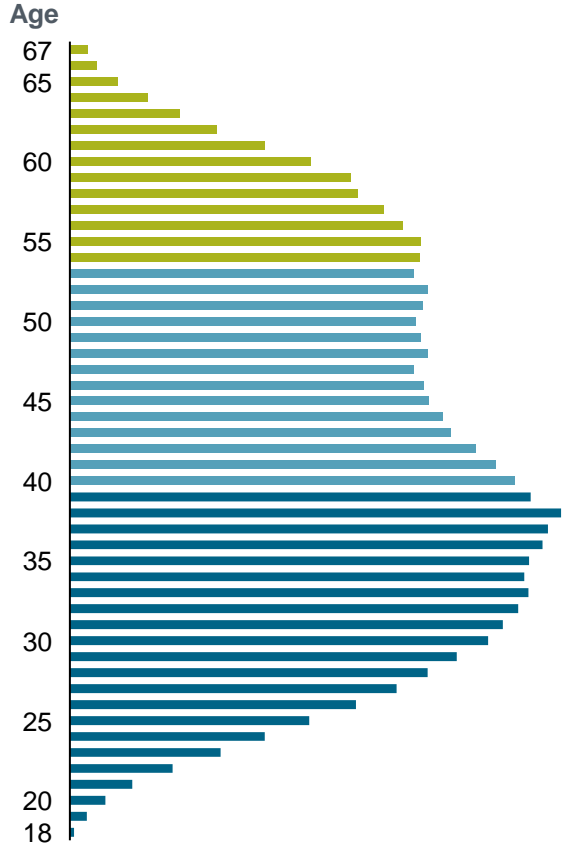


The respective percentages of the women share in Germany:
 Senior Management 14%, Management 16%, all employees 25%

1) Employees with personnel responsibilities
 source: Siemens AG (HRL), figures as of Sept 2020

Taking advantage of a multi-generational workplace at Siemens

Siemens Employees



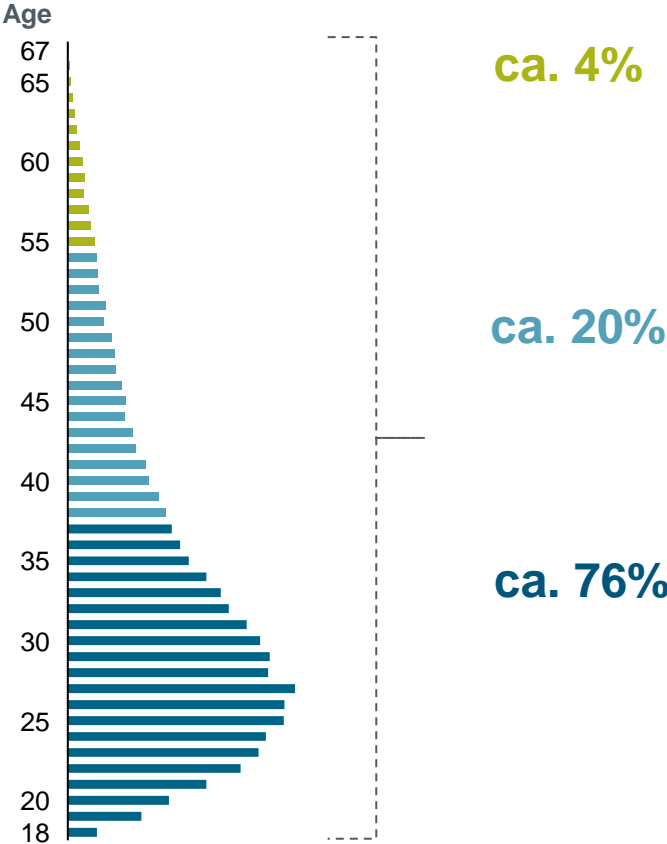
Generation

- 15%** **Boomers** (~1946-1964)
 - Time scarcity
 - Technology nebulous
 - Restart career

- 40%** **Gen Xs** (~1965-1980)
 - Hit by boom & bust, blocked by boomers, passed by Ys
 - Financial pressure
 - Eldercare + childcare

- 44%** **Gen Ys** (~1981-2000)
 - More experienced soon
 - Prospects for advancement
 - Want to be good citizens & parents and learning how

Siemens New Hires



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

Siemens AG (HRL), figures as of Sept 2020

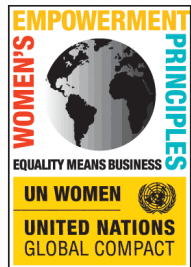


Siemens leading commitment, engagement and recognition in the industry

2014

2017

2020



| Contact

Published by Siemens AG

Global Diversity, Equity & Inclusion

HR PL ID

Otto-Hahn-Ring 6

81739 Munich

Germany

E-mail diversity@siemens.com