Grow With Us
A Tailor-Made Program for Future Leaders
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The CF A program was established on October 1, 2008. Our mission is to improve the overall success of Siemens worldwide business operations and processes and provide independent, factual, unbiased assurance to Siemens Managing Board and Audit Committee.

As a business partner to Siemens executive management, we leverage our expertise in a wide range of topics in order to create an impact that drives change with improved financial results.

CF A has over 300 professionals working in nine Siemens offices around the world. We welcome people from a wide range of backgrounds: from engineers, accountants, lawyers, and Big Data Experts to M&A transaction support specialists. Our team also benefits from a rich mix of professionals with relevant industry experience within Siemens or from outside the company.

“In our department, you can work with international leaders and broaden your Siemens experience, thereby accelerating your career.”

Hans Winters
CF A is a Global Leadership Development Program where you will work on different projects for various Siemens businesses globally.

The hands-on international exposure, in-depth view into Siemens operations, and networking opportunities are key elements to taking on a leadership role within Siemens as your next career step.

70-80 professionals have been hired on average per year

40% of new hires came through recommendations of CF A staff

38 nationalities within the department

60 professionals have been promoted on average per year
Expand Your Expertise

We offer our services around the fields of expertise named below. The projects generally consist of mixed teams to maximize knowledge sharing among CF A colleagues. No two projects are the same, providing you with a diverse and dynamic project portfolio.

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<th>Fields of expertise</th>
<th>Project examples</th>
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| **Operational**           | • Consider critical risks in an order backlog consisting of large customer projects  
                           | • Support efficiency improvements at factories for Division Process Industries & Drives  
                           | • Review bids (technical / legal / commercial) for high speed trains for Division Mobility |
| **Financial**             | • Check if acquisition for industry software and rail operating solutions enhanced or destroyed shareholder value  
                           | • Prepare newly acquired companies for Siemens Financial Reporting Guidelines (SFRG) and consolidation purposes |
| **Transaction Support**   | • Look at the financial workstream for the purchase of Dresser Rand and the Rolls Royce aero-derivative gas turbine business  
                           | • Provide financial and accounting support for the sale of the Healthcare Audiology business, as well as the joint venture with Mitsubishi Hitachi for metals technology |
| **Regulatory Compliance** | • Look at business partners in high risk countries and the anti-corruption framework in place  
                           | • Ensure quality management systems are compliant with FDA requirements  
                           | • Highlight areas where Siemens can improve environmental health and safety standard practices at production and operating sites |
| **Information Technology**| • Perform Friendly Hacking techniques to test and improve the security of Siemens systems, products and confidential information  
                           | • Use data mining methods to evaluate Siemens transactional data in processes such as purchase to pay, order to cash and production planning  
                           | • Apply data analysis techniques to investigate anti-trust matters or intellectual property theft |
Realize Your Career Goals

Our Global Leadership Development Program has been set up to help you achieve your career goals.

**Personal Development Plan**
Identify the additional hot skills and behavioral capabilities required for your career path.

**Engagements**
Grow expertise across different departments and get exposure to projects that support your career goals.

**Feedback Culture**
Receive constructive feedback on all your engagements to ensure continuous learning and development.

**Semi-annual Performance Review**
We’re the only department in Siemens performing a semi-annual performance review (PMP) and promotion rounds, helping you to accelerate your career.

**Career Coaching & Mentoring**
Hold regular meetings with your supervisor to help you define and reach your professional goals. You will also gain a fresh perspective on your career plans and expand your network with a mentor from the businesses.

**Comprehensive Training Program**
You’ll receive a comprehensive training program designed to provide the necessary skills and expertise you require.
See Where CF A Can Take You

Since CF A was established in 2008, there has been continual movement in our group on a global scale*:

- 540 people were hired
- 345 professionals have made at least one promotional step within the department
- 310 people have developed into the business
- 36 countries where our professionals worked directly after CF A

Career Level
Roles people at CF A have developed into

Partner/Director

- CFO UAE
- Chief Information Security Officer of Process Industries and Drives
- Head of Project Management @ Siemens in Corporate Technology
- Head of Mergers & Acquisitions for Asia Pacific
- Head of Business Administration in Healthcare Diagnostics
- Head of Technical Sales and Mobilization, Data Services for Siemens Digital Factory

Manager

- Division Controller for Power Generation Services
- Head of Siemens Financial Services for Legal Compliance
- UK Integration Manager at Rail Automation
- Global Business Administration for Customer Relationship Management within Energy Management High Voltage Products Business Unit

Auditor

- Business Administration Head of Global Manufacturing at Energy Wind Power in Denmark
- Head of Shareholder Controlling and Mergers & Acquisitions in Brazil
- Senior Manager Procurement Mergers & Acquisitions Projects in IT
- Senior Manager for Compliance Investigations in India

* Status as of September 30, 2015
Hear From Our Alumni

As part of our Global Leadership Development Program, many of our professionals develop into various roles within Siemens after 3 to 5 years. We also maintain a CF A Alumni Network to help keep everyone in close contact. Hear from our recent Alumni describing their view of CF A and how it can contribute to your career goals.

Franz Gredler
Chief Financial Officer Mobility Urban Transport, in Austria

"CF A gives you a head start and prepares you for future challenges ... as long as you are open, and prepared to invest and learn.

Do not think about CF A as an ‘alternative’ to your current career path. Rather, it is an opportunity to enrich your knowhow in many fields that you have not yet touched or even believe are important for your next step."

Yan Ping (Alice) Li
Head of Mergers & Acquisitions for Asia and Australia, in China

"The individualized aspect of CF A’s Global Leadership Development Program helped me make substantial improvement in my personal and technical capabilities.

The comprehensive training curriculum, variety of demanding projects, integrated multinational teams, and high performance culture made CF A the best springboard for my career at Siemens."

Lebi Tsholo
Controller, Wind Power & Renewables, in South Africa

"During my 3.5 years at CF A, I gained international experience and a deep understanding of the expectations that Headquarters, Divisions, and Senior Management have for the regions and other functions within Siemens.

This equipped me with the knowledge and capabilities required to succeed in my current role within a short period of time."

Karla Rodriguez de La Fuente
Claim Manager in Process Industries & Drives: Oil & Gas and Marine, in Mexico

"CF A is a fully dynamic environment, where you constantly face challenges that take you out of your comfort zone. You will work with various Siemens businesses on diverse topics in different countries.

It wasn’t always easy, but the benefits include an expanded business network, exposure to senior management, and the satisfaction of being considered a trusted advisor, contributing to the improvement of Siemens."
We believe having the right team of professionals in place is key to our success, which is why we run a highly selective recruiting process for this competitive program. As a first step the following criteria must be met.

- A proven track record of outstanding business performance and capabilities.
- A minimum of three years professional experience in relevant backgrounds such as engineering, accounting, data analysis and IT security, or merger and acquisition activities.
- 100% willingness to travel internationally and have mobility to build a global career.
- Enthusiasm for driving change within the organization and desire to be a future leader within Siemens.
- Strong commitment to investing in a career at Siemens through hard work and capitalizing on the opportunities within a performance culture.
- Excellent English and interpersonal skills with the ability to communicate on an executive level.
Are You Ready to Grow With Us?
The CF A Application Process

The interview process is designed to help you learn more about the opportunities at Siemens CF A and to allow us to get a more complete picture of you as a person and a professional.

Our application process will help us get to know each other and to match your interests with the right opportunities. This process is very important to us and may therefore take up to three months.

1. Screening
   Based on the review of your profile one of our Talent Acquisition Team members will discuss your experience and the position in question with you.

2. First Interview
   The first interview will be held with a Partner, a Director and a Talent Acquisition Team member. It may be scheduled as a video conference.

3. Second Interview
   In the second interview you will talk to a Partner of Siemens CF A. We may also invite you for a meeting with an executive from one of the Siemens businesses.

4. Offer
   If we agree there is a good fit we will get in touch to discuss the terms of an offer.

The CF A Leadership and Talent Acquisition teams look forward to meeting you.
Apply Now!

If you meet the requirements of one of our job profiles, we strongly encourage you to submit your CV and references, either via the Siemens Career Portal or via email to

cfa-recruiting.cf@siemens.com

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