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More than 300,000 employee shareholders: Siemens sets benchmark in ownership culture

- **Eighty percent of Siemens employees worldwide now hold shares in the company**
- **Siemens distributes around €400 million to employees below management – mostly in the form of free shares**
- **Record number of employees participate in the company's success**

Eighty percent of all Siemens employees worldwide are now also Siemens shareholders. In total, around 300,000 of the company's 377,000 employees worldwide hold Siemens shares. The company had aimed to have about 200,000 employee shareholders by 2020. This target has now already been exceeded by a clear margin. In January 2018, the number of employees holding shares in the company was still just 186,000.

The comparatively sharp rise is due to a payout from Siemens Profit Sharing, which was established in 2015 in order to enable all eligible employees below management to participate in the company's success. Siemens Profit Sharing enables employees to receive free shares following particularly successful fiscal years. Participation requires no personal investment on the part of the employees. A total of €400 million had been paid into the Profit Sharing Pool since 2015. For the first time, this sum has now been distributed to the eligible employees in 102 countries, primarily in the form of free shares.

"We want to enable all our employees to participate directly in Siemens' success and sustainable development. By allowing all Siemens employees company-wide to participate in the company's success, we're setting standards for sustainable management in this area, too. I'm happy and proud that more than 300,000

employees are now also co-owners of our company. Shareholding is an integral part of our Ownership Culture,” said Joe Kaeser, President and CEO of Siemens AG.

“Unfortunately, this culture of enabling employees to own a part of their company is still rather weak in Germany, particularly in comparison with other European countries,” added Kaeser. “This is partly due to a very low tax exemption. Here, lawmakers have a great opportunity to realize appealing and sustainable forms of retirement planning and enable Germany to advance and become a pioneer in Europe. Better framework conditions and incentives must be implemented so that employee equity participation can become established as a key pillar for the long-term creation of wealth and for demographically appropriate retirement planning.”

In addition to Profit Sharing, Siemens’ global Share Matching Program forms the core of the company’s equity culture and is one of the world’s largest employee equity programs. This share plan has been implemented in annual tranches since 2008.

This press release, infographics and further informational materials on this topic are available at www.siemens.com/press/equityculture.

Contact for journalists

Konstanze Somborn

Tel.: +49 89 636-36641

E-mail: konstanze.somborn@siemens.com

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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 170 years. The company is active around the globe, focusing on the areas of electrification, automation and digitalization. One of the world’s largest producers of energy-efficient, resource-saving technologies, Siemens is a leading supplier of efficient power generation and power transmission solutions and a pioneer in infrastructure solutions as well as automation, drive and software solutions for industry. With its publicly listed subsidiary Siemens Healthineers AG, 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 2017, which ended on September 30, 2017, Siemens generated revenue of €83.0 billion and net income of €6.2 billion. At the end of September 2017, the company had around 377,000 employees worldwide. Further information is available on the Internet at www.siemens.com.