Global Development of High Potentials in Siemens

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Siemens Ltd., China
Megatrends and Climate Change – the world’s toughest questions

Urbanization
- Today: 280 million people in megacities (> 10 million)
- 2007: First time in human history more people living in cities than in rural areas
- 2015: 350 million people in megacities

⇒ Challenge for infrastructure

Demographic change
- Average life expectancy increasing globally from 46.6 (1950) to 72 (2025)
- Population growth from more than 6 billion to 8 billion by 2025

⇒ Challenges for infrastructure and healthcare

Climate Change
- The average global surface temperature has increased by 0.76°C compared to the 18th century. 11 of the 12 years between 1994 and 2005 rank among the 12 warmest since weather observations began.
- Greenhouse gas emissions have risen dramatically since industrialization. Today we face the highest CO2 concentration in the atmosphere for 350,000 years.
Facts that prompt questions

- More than one billion people without drinking water
- Increasing world population requires efficient production and supply of food and goods
- BRIC countries continuously increase their share of global GDP
- Growing public demand for security

Siemens answers

- Leading developer of systems for the intelligent factory
- Entire portfolio for mobility systems (complete mobility)
- No. 1 provider of products and solutions for the entire range of water treatment
- Efficient security solutions
Facts that prompt questions

- More than 40% increase in worldwide energy demand in the coming 25 years
- Emerging countries account for two-thirds of the increase in the world’s primary energy consumption
- Energy diversity will not change fundamentally in the next 10 years
- Increase of CO₂ emissions risk to global climate

Siemens answers

- Market leader for offshore wind energy facilities
- Manufacturer of the world's largest, most efficient gas turbine
- Leading provider of HVDC
- „Performance Contracting“ offers a complete portfolio for energy efficient solutions in buildings
Siemens answers the world’s toughest questions

Healthcare

Facts that prompt questions
- Percentage of 80+ generation to grow globally
- Healthcare costs in industrialized nations account for more than 10% of GDP
- Number of people requiring daily care will rise to 165 million by 2020 in India and China alone

Siemens answers
- Siemens enables early detection of disease by combining state of the art laboratory diagnostics (in-vitro) and imaging technologies (in-vivo)
- The company is the world leader for IT solutions in healthcare
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<tr>
<th>Sector</th>
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<th>Former Groups</th>
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<td>A&amp;D</td>
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China – Strong base in a dynamic environment

Overview 2007
- Revenue (in millions of euros) 5,200
- Employees 50,000
- Regional offices 60
- Companies >90

Contributions to China's infrastructure
- 1400 kilometer long HVDC transmission system for Southern China
- 500 6-axle freight locomotives
"When planning for a year, plant corn. When planning for a decade, plant trees. When planning for life, train and educate people."
Global Development of our High Potentials

Development = Commitment from the Organization + Employee

- HQ Networking
- China Top Mgt Networking
- Internal Peer Networking
- Cross-Groups Peer Networking
- Succession Plan
- Cross-functional projects
- Job change/Transfer/enrichment
- International Assignment/IDD
- Development Centre
- Language training
- Intercultural Training
- Leadership Programs
- Tailored Development Programs/coaching
- Mentoring
- Feedback Culture
Percentage allocation of language training in FY06/07

- Chinese, 147, 27%
- German, 120, 22%
- English, 271, 51%
Forecast of this FY

FY0607 vs FY0708
by Language

<table>
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<tr>
<th>Language</th>
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<th>FY0708</th>
<th>Trainer Days</th>
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<tbody>
<tr>
<td>En</td>
<td>270.71</td>
<td>612.20</td>
<td>+ 126%</td>
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<tr>
<td>Cn</td>
<td>147.32</td>
<td>120.50</td>
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<tr>
<td>Ge</td>
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Total Trainer Days: 538.03 (FY0607) \( \rightarrow \) 836.64 (FY0708)

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Han Qing
On-line English training – Participant Number

The number of activated user is increased stably

- Apr-08: 631
- May-08: 397
- Jun-08: 397
- Jul-08: 393
- Aug-08: 393

- April 08 to August 08

- Deactivated User
- Activated User
Thank you!

Any Questions?