

Leadership Connections

Get to Know SFS Americas

Paul Nagrowski | October 15, 2025

Housekeeping Items



The recording and presentation will be available on the Learning Academy HUB and the iPortal.



Engage! Please use the icons, unmute your mic, the chat to ask a question or comment.



You will receive digital learning credits for this session. They will be uploaded into the Global Learning Portal (GLP 2.0).

Welcome From SFS Communications Americas



Maureen Cooke
Senior Manager, Communications
SFS CM AM

Personal Background



- BS in Finance, Management, & International Business w/ additional focus in Management Consulting, East Asian Studies
- EMBA in International Leadership and Finance



Key Attributes

- Reliable
- Driven
- Efficient and Organized
- Uncompromising Ethics
- Apply experience to problem solving
- Non-traditional approach to Financial role

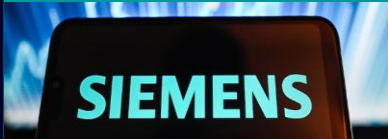
Leadership Style

- Direct
- Set & Uphold high standards
- Practical and Pragmatic
- Recognize & Reward Accomplishment
- Create Team-based environment
- Servant leader
- KISS & SWIPE

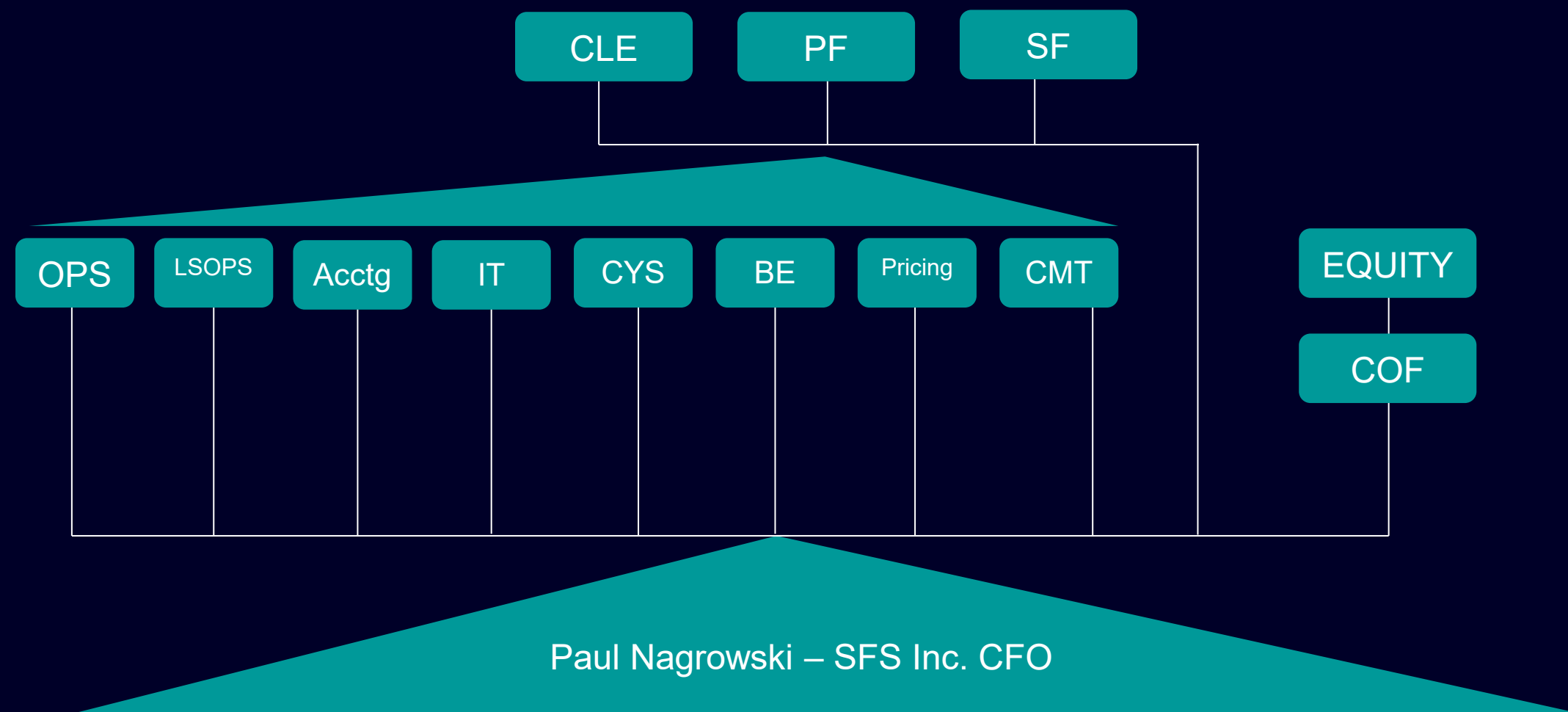
My Career Progression...

FLDP + SGP	Financial Analyst	Project Controller	Operations Controller	Segment BA
PDICD, RPD Financial Analysis Factory Reporting Hyperion Controller BPFA Executive Package Corporate Controlling Balanced Practical Cap A&D CA 2 10 mos. In Nürnberg CL+ & SOX support SE&A-SAG liason ITESA Consolidation Reg. Germany report Global Procurement Wire Re-sourcing Price Increase Process	 SE&A PCD Industrial Drives SAP GO-LIVE Budget Planning Controlling Monthly Reporting Cost Analysis Cost Allocation Data Integrity Price Realization	 SE&A PCD Traction NYCT R160 ~70' Project SD Power User Cost Controlling EUR-USD FX Hedging Sales Order Process MTO Process Definition(DDRPP) Productivity Controller Price Calculation Six-Sigma Green Belt	 Alpharetta Operations Master Data Controlling Inventory Accuracy Export Control/Customs Rate Benchmarking OVH & Labor Rates Freight Pool Controlling Zebra Factory Mgmt Facility Controller MCA Process	 Mining ~100' P&L Global LDT MI Role Exceed Profit/Cashflow Bus Cycle experience BTA Plan & Execution Asset Management SGA Management A/R Management Team Development Strategy Development Crisis Management!

My Career Progression...

Segment BA	Operational Review	BU Controller	BU Controller	SFS
				
SII DT Verticals	Industry + Infrastructure & Cities	PD Large Drives	LDA	CFO, SFS, Inc.
~200' P&L		500' – 750' P&L		PS-AM
Marine & Ship building Pulp & Paper Mobile Mining Mining Projects	USA Canada Mexico	SCM Responsibility Alpharetta New Kensington Norwood	Americas Brazil Bundle Canada Chile Bundle Mexico USA	Functional Matrix Operations Accounting IT + CYS RC
GIVAS Rollout GIVAS Optimization	Process Reviews Business Reviews Functional Reviews	CRM Responsibility Applications Products Traction Verticals	CRM Responsibility MV Motors MV Drives Solutions	Pricing / ALM Siemens US Org

Organizational Setup (from my view)



Personal Background

Career Journey

- BS, Indiana University – Kelly (Finance, Management, International Business)
- EMBA – FAU University of Erlangen/Nbg
- FLDP + SGP
- Have worked in businesses across Siemens – now SI, DI, MO, Corporate + Spinoffs.
- Started in 2003
- 4 + years at SFS

Personal Stuff

- From Roslyn, Long Island, NY
- Live in Milton, GA
- Married 20 years, together 25
- Dad of 2 kids & 3 pups
- Met my wife at a fraternity party
- Lived in Japan, Denmark and Germany

Paul Nagrowski PSAM + SFS Inc CFO



What drives me?

- Family
- Fear of failure
- Guilt / Immigrant mentality
- Doing "Good" / The right thing

Fun Facts:

- Deeply invested in travel baseball
- My daughter plays flag football
- I love negotiating and public speaking
- Banned from the GA DMV electronic system
- Wanted to be a pilot
- Love and prioritize travel





Any
Questions