



SFS People & Organization (P&O)

Understanding the P&O Universe

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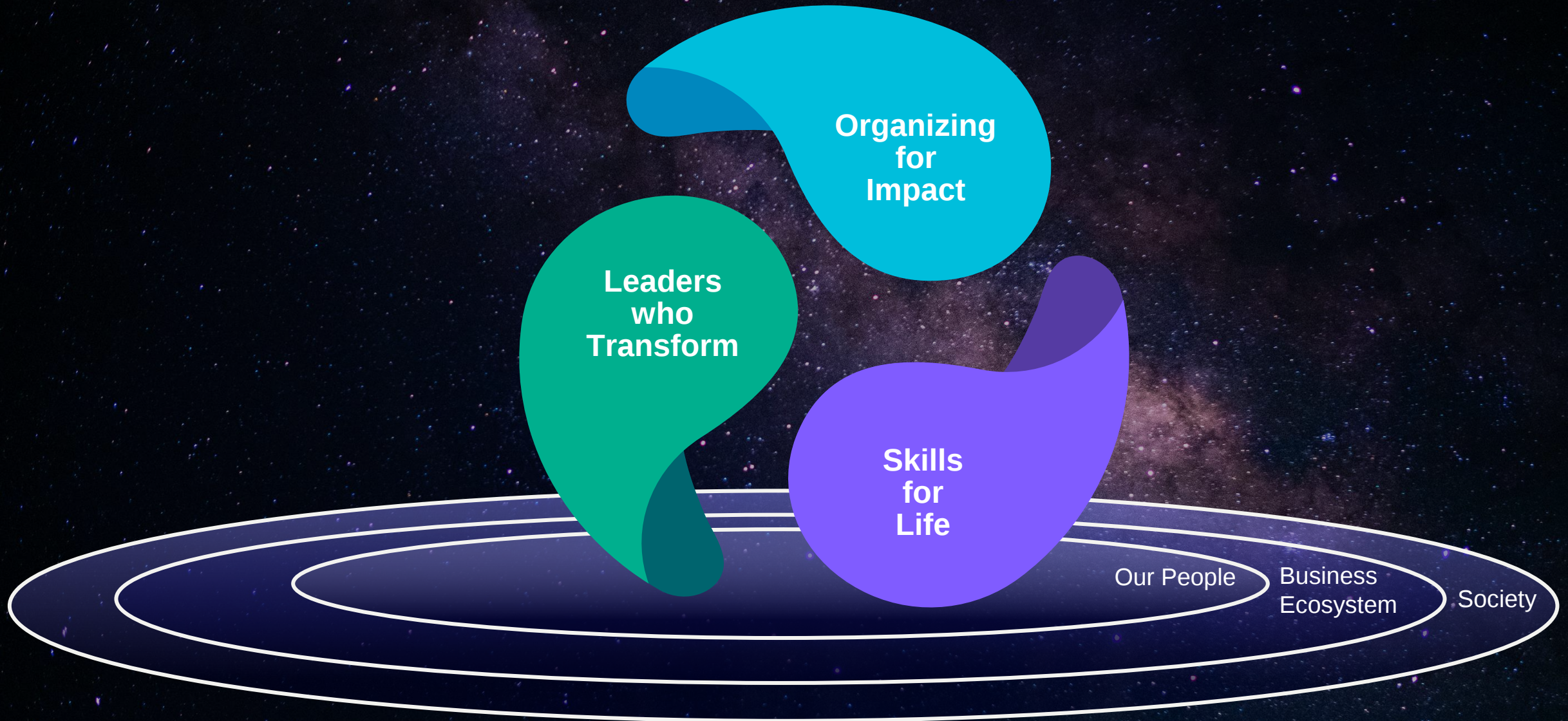
March 2025

Knowing the Siemens P&O Strategy

Navigating the P&O Universe

What can help us grow?

The Siemens P&O Strategy 2030: As One Technology Company, we Transform the Everyday, for Everyone.

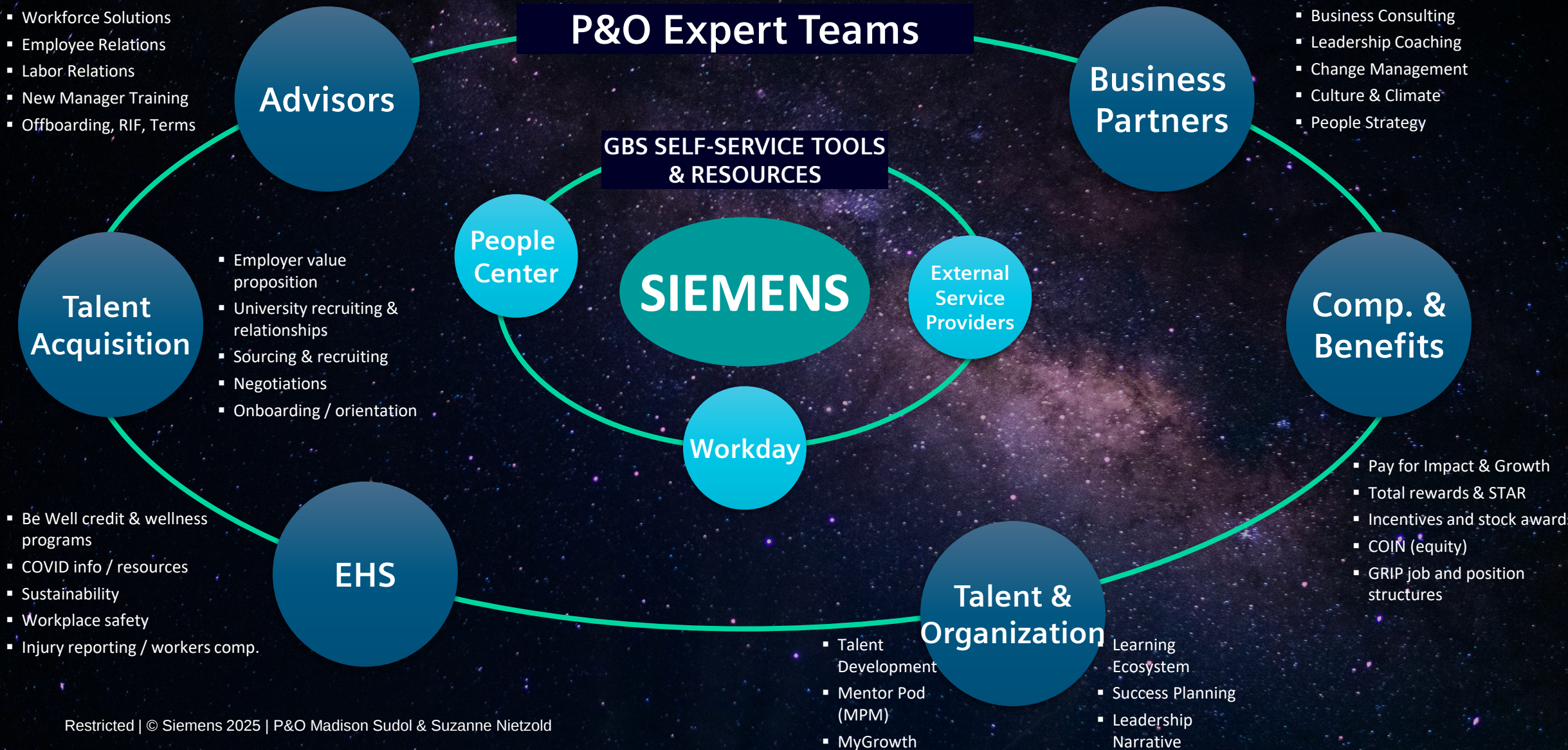


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What can help us grow?

Who's included in the P&O universe?



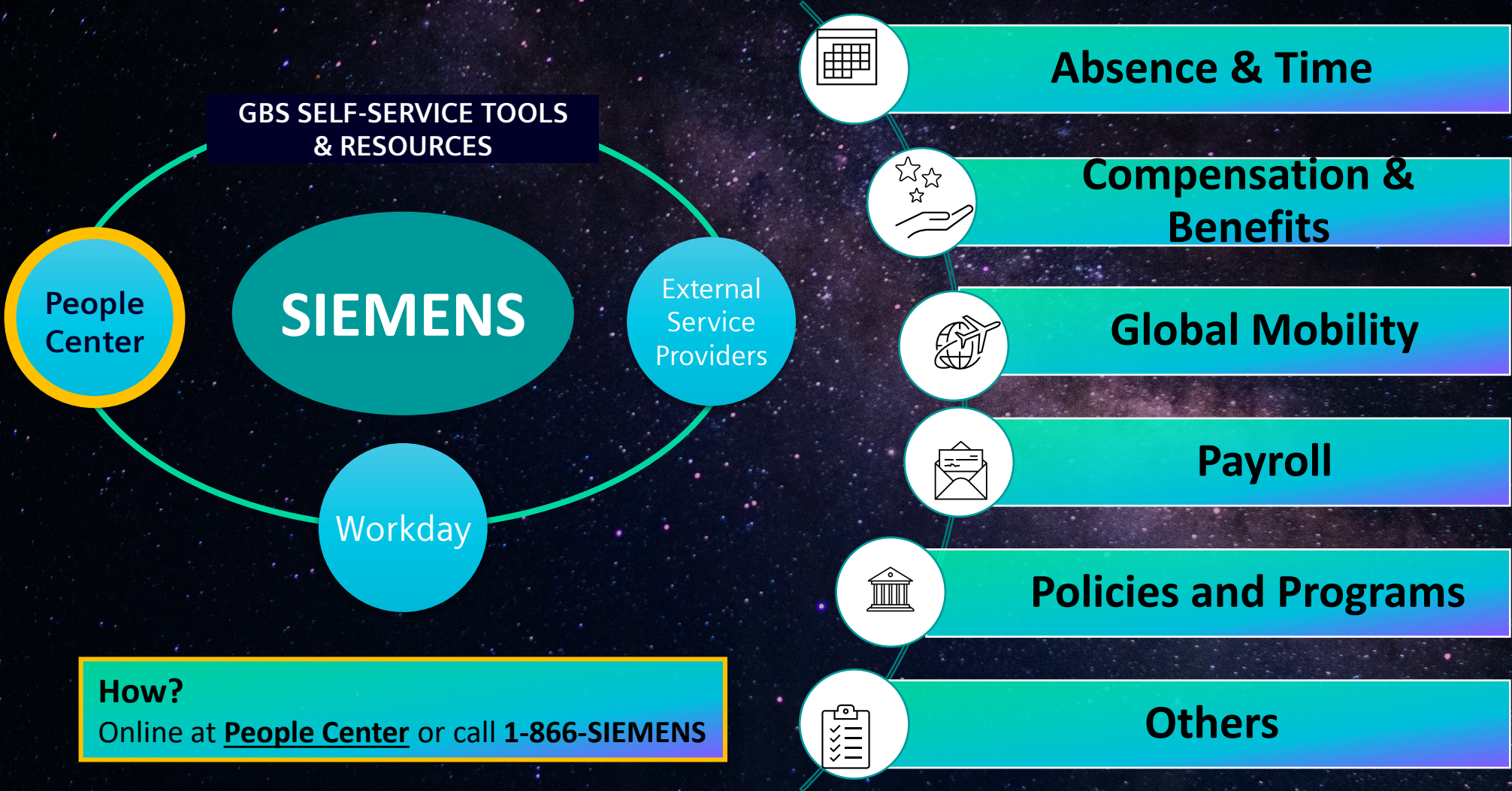
Business Partner Teams

Strategic, trusted advisors who foster strong relationships with business leaders, and whose success is fully intertwined with the success of the businesses they partner with.



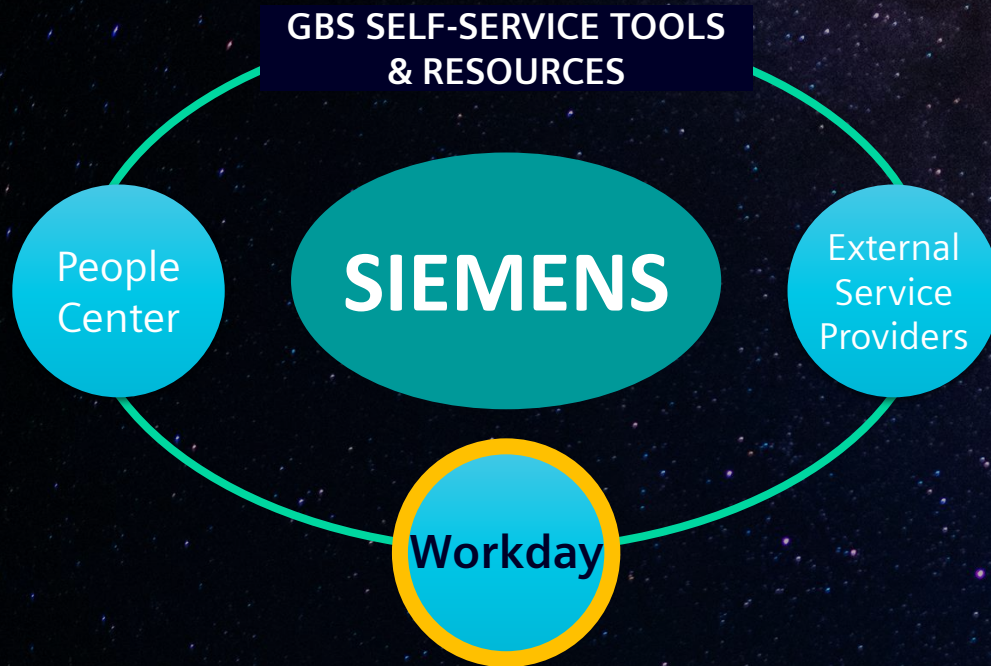
People Center

Your new one-stop shop for all people-related resources and knowledge, including company policies and other relevant information for both managers and employees



Workday

Workday is a cloud-based software platform – in our context we use the human capital management (HCM) – a centralized HR database with real-time reporting with different key features



Growth & Performance (target setting, performance review, feedback)

Target setting due (Jan 31)

View and edit Personal Data

View Job & Comp Data

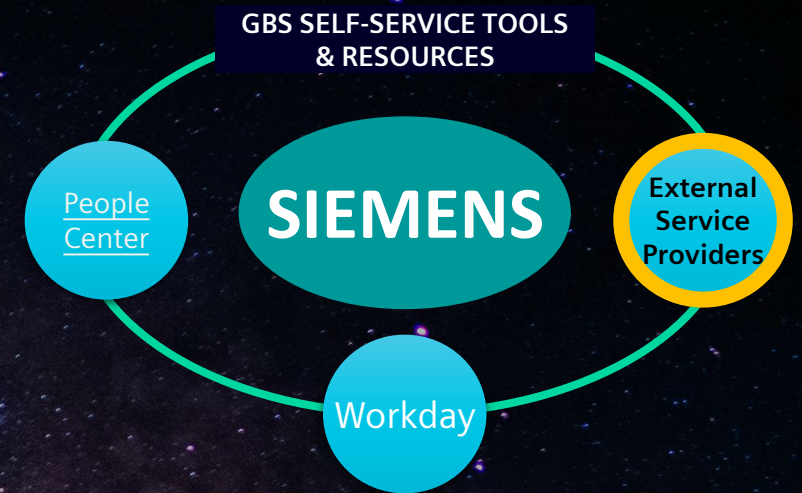
How?
Workday

Workday Guide

SFS Growth&Performance Guides

External Service Providers

Several P&O functions are outsourced to external vendors, however, links to all external service providers can be found through People Center



Short-term disability & family/medical leaves

are managed by Lincoln Financial Group

Contact 24/7 to ask questions, find resources, initiate leave, or check claim/payment status

Visit

www.mylincolnportal.com or call 1-877-824-3423

Employment verifications

are requested through Equifax's

theworknumber.com (code: 10987)

Note: For exemption from the standard verification letter, visit: AskHR > 'HR Policies & Programs' > 'Verification of Employment: Exception Requests'.

Anonymously report a compliance

with the [online form](#) or by calling 1-866-SIEMENS (1-866-743-6367). A Complaint Management ticket can be submitted to the P&O Employee Relations team [here](#).

Employee benefits

are managed by [Siemens Benefits Service Center](#) (SBSC), who can help with all benefits-related questions and changes

SBSC is available Monday through Friday 10am to 6pm ET, by calling 1-800-392-7495

Employee Assistance Program (EAP)

is a free benefit program available 24/7 to all employees and their households to help with issues that can impact financial, mental, and emotional health/well-being

Contact Cigna at my.cigna.com (Employer ID: Siemens) or 1-800-547-5589

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What can help us grow?

MyGrowth Platform

The doorway to all of Siemens' learning and career development resources: Developed to support the growth mindset essential to long-term success



→ Siemens empowers employees to drive their career journey by discovering their strengths, linking them to the correct people, and identifying their growth opportunities

MyGrowth Live Event Mar 19 -
Register here!

Opportunities to Grow @ SFS

There's always room for growth.

On this page, we gathered some of the many different opportunities to grow within SFS for you. Some of these measures are limited to special target groups or regions.

Develop through self-reflection & feedback

Growth Talks; Strengthscope; Development Plan;
Retrospective; Multi-Source Feedback; Inclusive
Leadership Survey; Self-reflection

Get new perspectives

Job shadowing; Mentoring; Coaching

Upskill yourself

MySkills; My Learning World; Learning Hubs



Take over additional (or new) challenges

Marketplace; Cross-functional projects; Assignments
& going abroad; New role/job

Accelerate through development programs

e.g., SFS Talent League, CAP

Be visible

Brand Builder; Networks & communities; Internal
best-practice sharing; Conferences

Thank you!

