

Dear «FNAMT1»

We are pleased to provide you with your Siemens Canada Limited Total Rewards Statement. This confidential summary has been prepared to provide you with a picture of the total rewards you received in 2016.


«NAMT1»
«ADDLT1»
«ADDLT2»
«ADDLT3»
























YOUR TOTAL REWARDS

«TOTRW1»* * *

The value of your Total Rewards is a summation of the categories noted below. Each dollar amount that is specific to you is included to make up the Total Rewards amount shown above for the period of Jan 01 to Dec 31, 2016.

Career and Culture & Community is excluded from your Total Rewards amount.

 When you see this icon, go to the next page for more information.

Compensation	Health	Your Career	Lifestyle	Culture & Community								
 <p>Your cash compensation is the foundation of your total rewards. Siemens recognizes that being able to meet your financial goals is an essential part of why you work hard every day. We pride ourselves on offering you a competitive salary, incentives, and savings tools.</p> <p>Cash compensation as of 31/12/2016:</p> <table border="0"> <tr> <td>Base Pay:</td> <td>\$60,000</td> </tr> <tr> <td>Target Bonus:</td> <td>\$6,000</td> </tr> <tr> <td>Commission*:</td> <td>\$6,000</td> </tr> <tr> <td>Total Target Cash:</td> <td>\$6,000</td> </tr> </table> <p>*Based on actual commission for 2016. </p> <p>Defined Contribution (DC) Pension: You are eligible for a <E1>% contribution from Siemens to your Defined Contribution Pension Plan (DCPP). You are not enrolled in the Pension Plan. Please complete the necessary enrollment process to receive your contributions from Siemens. </p> <p>Executive Pension Arrangement: The contributions to your account in 2016 were \$1000, according to our records. </p> <p>Savings Plan Contribution Matching: As per our records, in 2016, you received \$<G1> in matching contributions from Siemens. </p> <p>Delegate: As a delegate on assignment in Canada, you are not eligible to participate in the Canadian Pension Program.</p> <p>«CMPP1TO1»</p>	Base Pay:	\$60,000	Target Bonus:	\$6,000	Commission*:	\$6,000	Total Target Cash:	\$6,000	 <p>Your overall health and well-being are essential to us. Siemens aims to provide you with the level of health coverage and financial protection that is right for you and your family.</p> <p>Flexible Benefits: In 2016, Siemens paid an average of \$<MBS> on each employee's behalf towards Flexible Benefits coverage. This number has been calculated based on the total cost of the flexible benefits plan divided by the average number of plan members. For more information about your current benefits coverage, please visit the Siemens Benefits Centre Portal to view your confirmation statement. </p> <p>Healthcare Expense Account (HCEA): According to our records, in 2016 \$<H> was deposited into your HCEA.</p> <p>Personal Spending Account: In 2016, you received \$<I> towards your Personal Spending Account, as per our records.</p> <p>Employee & Family Assistance Program: Our Employee & Family Assistance Program is provided by Morneau Shepell, offering an array of confidential support services 24/7. </p> <p>«HLTP1TO1»</p>	 <p>Siemens would like to reward you for your performance and dedication, as well as develop your skills for a long and successful career. Our programs are designed to help you leverage Siemens resources to grow, achieve, and be challenged.</p> <p>Learning Campus Access: To more than 3000 online courses and several hundred in-person training sessions on diverse topics is available to all Siemens employees. Learning Campus is your partner to help you achieve great results and improve your skill level. </p> <p>Mentoring Program: Interested in mentoring, or looking to become part of the program as a mentee? Information is available on the HR intranet under Learning & Development. </p> <p>Ready to Grow- Balanced People Development Toolbox: Continuous People Development ensures that your skillset stays up-to-date, ensuring you get and keep fit for all kinds of opportunities throughout your career. Visit the Ready to Grow site on the HR intranet and find the tools that you need to succeed. </p> <p>VORTEX - Your Vehicle for Optimizing Resources, Talent and Expertise: The VORTEX is Siemens Canada's official career-pathing tool. This tool can be used as your planning guide, and map for navigating the extensive multi-dimensional Siemens career landscape. Visit the Vortex site on the HR intranet. </p> <p>At Siemens we all own our careers.</p>	 <p>Your life outside of the workplace is important. Your personal fulfillment makes you a productive and engaged employee, so Siemens has implemented programs that give you the resources you need to maintain balance and enjoy life to the fullest.</p> <p>Vacation: In 2016, you were entitled to <K1>* vacation days, worth \$<K2>. </p> <p>Diversity Days: In 2016, you were entitled to <K3> Diversity days, worth \$<K4></p> <p>Flexible Work Arrangements and Summer Hours: Flexible work arrangements and summer hours are available subject to job requirements and managerial approval. </p> <p>Executive Medical Program: In 2016, you were eligible to participate in the Executive Medical program with Medcan, valued at \$1,845.</p> <p>Beneplace (Employee Discount Program): Beneplace is an independent gateway for Siemens' active employees to access voluntary benefits, discounts and special services offered by Siemens' customers, vendors and other companies. www.beneplace.com/siemens/canada *Calculated based on standard hours per week. </p> <p>«LFSP1TO1»</p>	 <p>At Siemens Canada, we are committed to giving back to local communities through our charitable activities including fundraising, volunteering, donations and community sponsorships. Below, we outline a few examples of our Corporate Social Responsibility programs.</p> <p>Support of Cystic Fibrosis Canada: In 2016, \$138,000 was donated to this organization. </p> <p>Earth Day Tree Planting: In 2016, Siemens presented a \$51,000 sponsorship to Tree Canada, and 300 Siemens employees from 15 Canadian cities planted 1,500 trees at various planting sites. </p> <p>Partnership with Habitat for Humanity: In 2016, Siemens invested \$100,000 into Habitat Canada's home-building program and more than 225 employees contributed 1,600 volunteer hours. </p> <p>Hope for the Holidays Fundraising Campaign: In 2016, Siemens Canada employees donated more than 3,198 toys, 1,590 food items and various other items including hats, mittens and winter clothing, and more than \$32,000 for local families in need. </p> <p>Siemens Disaster Relief: In 2016, Siemens and its employees gave over \$100,000 to help those affected by the Fort McMurray fires, Paris attacks, as well as the Syrian refugee crisis. </p> <p>Giving back is important to Siemens.</p>
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