

Annual Shareholders' Meeting 2025 of Siemens Energy AG

Qualification Matrix of shareholder representatives proposed for election under Agenda Item 8

| | | Joe Kaeser | Dr. Hubert Lienhard | Anja-Isabel Dotzenrath | Sigmar Gabriel | Prof. Dr. Veronika Grimm | Simone Menne | Laurence Mulliez | Matthias Rebellius | Geisha Williams | Dr. Feiyu Xu |
|-------------------------------------|--|-------------------------|------------------------|---|---|--------------------------------|---------------------|---------------------|--|---|--|
| Duration of Membership | Member since | 25/09/20 | 25/09/20 | 20/02/25 | 25/09/20 | 26/02/24 | 26/02/24 | 25/09/20 | 25/09/20 | 25/09/20 | 20/02/25 |
| Personal ability | Independence* | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Age limit | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Limit on number of terms | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Diversity / Internationality | Gender | male | male | female | male | female | female | female | male | female | female |
| | Year of birth | 1957 | 1951 | 1966 | 1959 | 1971 | 1960 | 1966 | 1965 | 1961 | 1969 |
| | Nationality | German | German | German | German | German | German | French / UK | German / Swiss | US | German |
| | International experience | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Educational background | Business Administration | Studies of Chemistry | Master's degree in engineering, Master of Business Administration | Studies of German, Literature, Politics and Sociology | Prof. of Economics | Certified Economist | MBA | Chartered Engineer (FH) Electrical Engineering | BSc Engineering, Master Business Administration | MSC, PhD and post-doctoral qualification in computer linguistics |
| Professional ability | Important business areas (esp. Energy generation, transmission, distribution, storage) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Stakeholder Management | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Change Management | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Technological competence (incl. software and digitalization) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Strategy | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Innovation | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Supply Chain Management (procurement / manufacturing) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Marketing and sales | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Law, esp. Corporate Governance and Compliance | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Human resources (including Leadership Development, Personnel Development, Talent Management) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Sustainability, in particular decarbonization, climate protection and responsible operations | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Management resp. transformation experience | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Financial competence | Expert accounting | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Expert auditing | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

✓ means that the criterion is met. The statements relating to professional ability are based on the Supervisory Board's self-assessment. A check equals at least "good knowledge" and accordingly the ability to well understand the facts of a matter and to make informed decisions, based on already existing qualification and additional trainings undergone by the Supervisory Board members. On a scale from 1 (highest) to 5 (lowest), this corresponds to a rating of at least 2.

* In accordance with the criteria specified by the German Corporate Governance Code.

This version of the Qualification Matrix prepared for the convenience of English-speaking readers is a translation of the German original. For purposes of interpretation, the German text shall be authoritative and final.