

## Annual Shareholders' Meeting 2025 of Siemens Energy AG

### Synopsis of amendments to the Articles of Association as proposed under Agenda Items 9 and 10

Agenda Item 9			
	Current Version	Proposed amendment (mark-up)	Proposed amendment (clean)
	<b>Section 12 Compensation</b>	<b>Section 12 Compensation</b>	<b>Section 12 Compensation</b>
	(1) The members of the Supervisory Board shall receive a fixed basic remuneration of EUR 120,000.00 for each full fiscal year. This basic remuneration is increased for the chair of the Supervisory Board by an additional EUR 120,000.00 and for each deputy chair by EUR 60,000.00 for each full fiscal year.	(1) The members of the Supervisory Board shall receive a fixed basic remuneration of EUR 120,000.00 for each full fiscal year. This basic remuneration is increased for the chair of the Supervisory Board by EUR 120,000.00 and for each deputy chair by EUR 60,000.00 for each full fiscal year.	(1) The members of the Supervisory Board shall receive a fixed basic remuneration of EUR 120,000.00 for each full fiscal year. This basic remuneration is increased for the chair of the Supervisory Board by EUR 120,000.00 and for each deputy chair by EUR 60,000.00 for each full fiscal year.
	(2) For their services on the Supervisory Board committees, additional compensation shall be paid for each full fiscal year as follows:  (a) to the chair of the Audit Committee and the chair of the Presiding Committee (Präsidium): EUR 120,000.00 in each case; to each other member of the Audit Committee and of the Presiding Committee: EUR 60,000.00 in each case;  (b) to the chair of the Sustainability and Finance Committee and to the chair of the Compensation Committee EUR 70,000.00 in each case and to each other member of these committees EUR 40,000.00,  provided the committee in question is formed permanently.	(2) <del>For their services on the Supervisory Board committees, additional compensation shall be paid for each full fiscal year as follows:</del>  <del>(a) to the</del> The chair of the <del>Audit Committee and the chair of the</del> Presiding Committee (Präsidium): <del>EUR 120,000.00 in each case; to each other member and the chair of the Audit Committee and of the Presiding Committee: each receive an additional EUR 120,000.00, and each other member receives an additional EUR 60,000.00, in for each case;</del> full fiscal year for their work on these committees.  <del>(b)(3) to the chair of the Sustainability and Finance Committee and to the chair of the Compensation Committee</del> The chair of another Supervisory Board committee – with the exception of the Nomination Committee and the Mediation Committee – receives an additional EUR 70,000.00, <del>in each case and to each other member of these committees receives an additional EUR 40,000.00,</del> for each full fiscal year for their work on these committees, provided the respective committee <del>in question</del> is formed permanently.	(2) The chair of the Presiding Committee (Präsidium) and the chair of the Audit Committee each receive an additional EUR 120,000.00, and each other member receives an additional EUR 60,000.00, for each full fiscal year for their work on these committees.  (3) The chair of another Supervisory Board committee – with the exception of the Nomination Committee and the Mediation Committee – receives an additional EUR 70,000.00, and each other member receives an additional EUR 40,000.00, for each full fiscal year for their work on these committees, provided the respective committee is formed permanently.
	(3) In the case of changes to the Supervisory Board or its committees within the course of a year, the remuneration shall be calculated pro rata temporis, rounding up to full months.	<del>(3)</del> (4) In the case of changes to the Supervisory Board or its committees within the course of a year, the remuneration shall be calculated pro rata temporis, rounding up to full months.	(4) In the case of changes to the Supervisory Board or its committees within the course of a year, the remuneration shall be calculated pro rata temporis, rounding up to full months.
	(4) The remuneration shall be due for payment after the Shareholders' Meeting that accepts, or decides on the approval of, the annual financial statements for the prior fiscal year.	<del>(4)</del> (5) The remuneration shall be due for payment after the Shareholders' Meeting that accepts, or decides on the approval of, the annual financial statements for the prior fiscal year.	(5) The remuneration shall be due for payment after the Shareholders' Meeting that accepts, or decides on the approval of, the annual financial statements for the prior fiscal year.

	<p>(5) In addition to the above, the Supervisory Board members shall be paid an attendance fee amounting to EUR 1,500.00 for each Supervisory Board meeting and committee meeting which they attend; in the case of several meetings which occur on the same day, the attendance fee shall not exceed EUR 3,000.00 per day. Attendance shall also include attendance via telephone or other means of electronic communication (in particular video transmission). The attendance fee for the meetings which have been held in a given quarter shall be paid within a month of the end of each quarter.</p>	<p><del>(5)</del>(6) In addition to the above, the Supervisory Board members shall be paid an attendance fee amounting to EUR 1,500.00 for each Supervisory Board meeting and committee meeting which they attend; in the case of several meetings which occur on the same day, the attendance fee shall not exceed EUR 3,000.00 per day. Attendance shall also include attendance via telephone or other means of electronic communication (in particular video transmission). The attendance fee for the meetings which have been held in a given quarter shall be paid within a month of the end of each quarter.</p>	<p>(6) In addition to the above, the Supervisory Board members shall be paid an attendance fee amounting to EUR 1,500.00 for each Supervisory Board meeting and committee meeting which they attend; in the case of several meetings which occur on the same day, the attendance fee shall not exceed EUR 3,000.00 per day. Attendance shall also include attendance via telephone or other means of electronic communication (in particular video transmission). The attendance fee for the meetings which have been held in a given quarter shall be paid within a month of the end of each quarter.</p>
	<p>(6) The Supervisory Board members shall be included into a D&amp;O liability insurance for board members and certain employees of the Siemens Energy Group taken out with a reasonable amount of cover by the Company in the interests of the Company, in as far as such insurance has been taken out. The premiums shall be paid by the Company. Moreover, the Company shall reimburse all Supervisory Board members for their expenses and value added tax levied on their salaries.</p>	<p><del>(6)</del>(7) The Supervisory Board members shall be included into a D&amp;O liability insurance for board members and certain employees of the Siemens Energy Group taken out with a reasonable amount of cover by the Company in the interests of the Company, in as far as such insurance has been taken out. The premiums shall be paid by the Company. Moreover, the Company shall reimburse all Supervisory Board members for their expenses and value added tax levied on their salaries.</p>	<p>(7) The Supervisory Board members shall be included into a D&amp;O liability insurance for board members and certain employees of the Siemens Energy Group taken out with a reasonable amount of cover by the Company in the interests of the Company, in as far as such insurance has been taken out. The premiums shall be paid by the Company. Moreover, the Company shall reimburse all Supervisory Board members for their expenses and value added tax levied on their salaries.</p>

## Agenda Item 10

	<i>Current Version</i>	<i>Proposed amendment (mark-up)</i>	<i>Proposed amendment (clean)</i>
	<b>Section 14 (7)</b>	<b>Section 14 (7)</b>	<b>Section 14 (7)</b>
	<p>(7) The Executive Board shall be authorized to provide for the Shareholders' Meeting to be held without the shareholders or their proxy representatives being physically present at the place where the Shareholders' Meeting is held (virtual Shareholders' Meeting) for a period of up to two years after entry of this subsection 7 in the Company's commercial register.</p>	<p>(7) The Executive Board shall be authorized to provide for the Shareholders' Meeting to be held without the shareholders or their proxy representatives being physically present at the place where the Shareholders' Meeting is held (virtual Shareholders' Meeting) for a period of <del>up to</del> two years after entry of <b>the new version of this subsection 7 resolved by the Shareholders' Meeting on February 20, 2025</b>, in the Company's commercial register.</p>	<p>(7) The Executive Board shall be authorized to provide for the Shareholders' Meeting to be held without the shareholders or their proxy representatives being physically present at the place where the Shareholders' Meeting is held (virtual Shareholders' Meeting) for a period of two years after entry of the new version of this subsection 7 resolved by the Shareholders' Meeting on February 20, 2025, in the Company's commercial register.</p>

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This version of the Synopsis of amendments to the Articles of Association 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.