

Declaration of Conformity by the Executive Board and the Supervisory Board of Siemens Energy AG with the German Corporate Governance Code pursuant to Section 161 of the German Stock Corporation Act

Since the submission of the last Declaration of Conformity in September 2025, Siemens Energy AG has complied with all the recommendations of the Government Commission on the German Corporate Governance Code in the version dated April 28, 2022 (the “Code”), published by the Federal Ministry of Justice in the official section of the Federal Gazette (Bundesanzeiger), with the following deviations:

- Recommendations C.4 and C.5 were not complied with. According to recommendation C.4, a Supervisory Board member who is not a member of the Executive Board of any listed company shall not accept more than five Supervisory Board mandates in non-group listed companies or comparable functions, with an appointment as chair of a Supervisory Board being counted twice. According to recommendation C.5, members of the Executive Board of a listed company shall not accept more than two Supervisory Board mandates in non-group listed companies or comparable functions and shall not serve as chair of a Supervisory Board in a non-group listed company.

At Siemens Energy, rather than regarding the recommended maximum number of mandates for Executive Board and Supervisory Board members as a fixed upper limit, a judgment on whether the number of relevant mandates is appropriate within the meaning of the Code should be made on a case-by-case basis. This assessment should take into account the anticipated workload arising from the accepted mandates, which may differ from case to case.

- According to recommendation G.10 sentence 2, granted long-term variable remuneration components shall be accessible to management board members only after a period of four years. For the period following the redemption of the government guarantee provided by the Federal Republic of Germany in December 2023, the members of the Executive Board were granted an equity component (Section I.3 of the Compensation System) once in fiscal year 2026, which is already accessible at the end of fiscal year 2027 and thus after less than four years. This is intended to incentivize the Executive Board members to achieve clearly defined performance targets in line with the company strategy in the first years after redemption of the government guarantee.

Siemens Energy AG will comply with all recommendations of the Code in the future, with the exception of recommendations C.4 and C.5, from which Siemens Energy AG continues to deviate for the reasons stated above.

Munich, September 2026

Siemens Energy AG

The Executive Board

The Supervisory Board