SIEMENS energy

Compensation system for the Supervisory Board members

Annual Shareholders' Meeting
of Siemens Energy AG on February 26, 2026



This edition of the compensation system for the Supervisory Board members, 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.

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The compensation system for the Supervisory Board members provides for a pure fixed compensation plus an attendance fee, with no variable components and no share-based compensation. Granting a pure fixed compensation is for the most part common practice at other listed companies and has proven its worth. The Executive Board and the Supervisory Board are of the opinion that a pure fixed compensation for the Supervisory Board members is best suited to strengthen the Supervisory Board's independence as well as to enable it to perform its advisory and oversight functions independently of the Company's success. A pure fixed compensation for Supervisory Board members is also envisaged in suggestion G.18 sentence 1 of the German Corporate Governance Code.

The Supervisory Board's compensation comprises the following components: In accordance with the provisions set out in the Articles of Association, the fixed annual base compensation for the chair of the Supervisory Board is EUR 400,000, for each deputy chair EUR 240,000, and for each other member of the Supervisory Board EUR 160,000. In accordance with the recommendations in the German Corporate Governance Code, the compensation paid to the chair and deputy chair of the Supervisory Board takes account of their larger time commitment. The same applies to persons who chair or are members of certain committees. The chair of the Audit Committee receives an additional EUR 150,000, and each other member receives an additional EUR 75,000, for each full fiscal year for their work on this committee. The chair of another Supervisory Board committee – with the exception of the Nomination Committee and the Mediation Committee – receives an additional EUR 100,000, and each other member receives an additional EUR 50,000, for each full fiscal year for their work on these committees. However, additional compensation for serving on these other committees shall only be due if the respective committee is formed permanently. Due to the particular importance and requirements of the duties of the Audit Committee, the work of Supervisory Board members on this committee is remunerated at a higher rate than on the other committees. Moreover, every member of the Supervisory Board and its committees additionally receives an attendance fee as defined in the Articles of Association for each meeting of the Supervisory Board or its committees he or she attends. It is EUR 2,000 for attendance in person at the meeting's venue and EUR 1,000 for virtual attendance, i.e. via telephone or other means of electronic communication, in particular video transmission. These amounts also constitute the upper limit of the attendance fee to be granted per calendar day, even if the member in question attends several meetings on that calendar day. The higher attendance fee of EUR 2,000 applies if the member attends at least one meeting on that calendar day in person. The upper limit for the compensation of Supervisory Board members is the sum total of the fixed compensation, the amount of which depends specifically on the duties assumed on the Supervisory Board or its committees, and the attendance fee, which is based on attendance at Supervisory Board and committee meetings. There is no fixed amount set for the maximum compensation for members of the Supervisory Board. The Supervisory Board members are included into a D&O liability insurance for board members which is taken out by the Company and the premiums for which are paid by Siemens Energy AG. Moreover, the Company reimburses all Supervisory Board members for their expenses and value added tax levied on their salaries, if applicable.

The level and structure of Supervisory Board compensation is in line with the market – particularly in view of the Supervisory Board compensation paid by other listed companies in Germany – and means the Company is and will be able to attract and retain outstandingly qualified candidates for the Supervisory Board. That is vital to ensuring the best-possible exercise of the Supervisory Board's advisory and oversight duties, and that also makes a key contribution to supporting Siemens Energy AG's business strategy and promoting its long-term development.

The fixed compensation is due for payment after the Shareholders' Meeting that accepts, or decides on the approval of, the Annual Financial Statements for the prior fiscal year. The attendance fees for the meetings held in a quarter are paid within one month of the end of each quarter. There are no further deferral periods for the payment of compensation components.

The compensation of the members of the Supervisory Board is governed definitively by the Articles of Association; there are no ancillary or supplementary agreements. The compensation is linked to the duration of the appointment as a member of the Supervisory Board. Supervisory Board members who are members of the Supervisory Board or a committee, or who have chaired a committee, for only part of the fiscal year receive a lower fixed compensation in proportion to the time for which they have served (pro rata adjustment). The compensation is adjusted on a pro rata temporis basis, rounding up to full months. No commitments have been given as regards severance payment, pension or early retirement arrangements.

The compensation rules apply equally to shareholder representatives and employee representatives on the Supervisory Board. The compensation and employment terms of the employees were and are of no significance for the Supervisory Board's compensation system. That is due to the fact that the Supervisory Board's compensation is granted for an activity which fundamentally differs from the activity of the employees of Siemens Energy AG and the Siemens Energy Group and, consequently, such a vertical comparison with the employee compensation is ruled out.

The Supervisory Board's compensation system is adopted by the Shareholders' Meeting at the proposal of the Executive Board and the Supervisory Board. The compensation is governed in the Company's Articles of Association. The Executive Board and Supervisory Board review regularly, at the latest every four years, whether the level and structure of the compensation are still in line with the market and are commensurate with the duties of the Supervisory Board and the Company's situation. To enable that, the Supervisory Board undertakes a horizontal market comparison. The Supervisory Board may obtain advice from an independent external expert as part of that. If there is cause to change the compensation system for the Supervisory Board, the Executive Board and Supervisory Board submit a proposal to the Shareholders' Meeting to amend the provisions of the Articles of Association on Supervisory Board compensation.

Any conflicts of interest in the review of the compensation system are counteracted by the division of powers under the law, since the final decision-making authority on Supervisory Board compensation is assigned to the Shareholders' Meeting and a resolution proposal is submitted to it by both the Executive Board and the Supervisory Board. This means that a system of mutual control is already provided for in the statutory regulations. In addition, the general rules for conflicts of interest apply, according to which such conflicts must be disclosed and addressed appropriately.

Siemens Energy AG
Chairman of the Supervisory Board: Joe Kaeser;
Executive Board: Christian Bruch, President and Chief Executive Officer; Karim Amin, Maria Ferraro, Tim Oliver Holt, Anne-Laure Parrical de Chammard, Vinod Philip;
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Siemens Energy AG
Otto-Hahn-Ring 6
81739 Munich

Media Relations: press@siemens-energy.com
Investor Relations: investorrelations@siemens-energy.com

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