SIEMENS energy

Supervisory Board

of Siemens Energy AG



siemens-energy.com



Joe Kaeser
Chairman of the Supervisory Board
Siemens Energy AG

Dear Shareholders,

Siemens Energy AG's fiscal year 2020 was largely dominated by its spin-off from Siemens AG, which was completed with Siemens Energy AG's listing. The company has thus achieved key milestones and is now independent. Siemens Energy's first Annual Shareholders' Meeting (AGM) will be held on February 10, 2021. We look forward to engaging with you at this Shareholders' Meeting, which will be conducted as a virtual event due to the coronavirus pandemic.

The meeting's agenda contains important items that you are asked to vote on. Among other things, they include the appointment of the independent auditor, say-on-pay and in particular the election of the shareholder representatives on the Supervisory Board, who will represent your interests as part of their duties to oversee and advise the company. A lot of information on these subjects is already available, for example in the Annual Report or in the Notice of Annual Shareholders' Meeting published in the German Federal Gazette (Bundesanzeiger) on December 15, 2020.

For the first time, you have the opportunity to elect the Supervisory Board of the newly listed Siemens Energy. That is one of the core items on the agenda. We are, therefore, seeking dialogue with you in order to duly clarify key matters at the Annual Shareholders' Meeting and, if necessary, deal with issues you feel to be important in greater depth. That is also important for us because interactive dialogue is restricted due to the fact that the Annual Shareholders' Meeting is being held as a virtual event.

Today, I would like to begin with the pending election of the Supervisory Board members. Here we want to give you some insight into the criteria we considered to be most relevant in the selection process for the Supervisory Board members:

1. An understanding of and experience in the energy sector and/or finance (domain know how)
2. Internationality and diversity (diversification)
3. Experience in the field of regulation and government relations (e.g. energy transformation)
4. Appropriate involvement of the main shareholder to ensure stability while emphasizing our independence (deconsolidation)

Based on these criteria and the availability of candidates, we selected the following persons to be proposed for election by the shareholders:

Hubert Lienhard, Hildegard Müller, Geisha Jimenez Williams and Randy Zwirn contribute substantial experience in the industry and in particular in Siemens Energy's business segments. With Christine Bortenlänger, Laurence Mulliez and Ralf Thomas, we have proven and internationally respected financial experts. And with Ralf Thomas, we ensure a smooth transition and the stabilization of a successful and mutually value-creating deconsolidation. Sigmar Gabriel is able to put major infrastructure projects into context thanks to his vast domestic and international experience in the governmental and political landscape. Matthias Rebellius is the member of the Managing Board of Siemens AG responsible for Smart Infrastructure. In his capacity as an Energy board member,

he can help optimize the interface in the electrical value chain between Siemens Energy AG and Siemens AG – also with regard to cooperation ventures to the benefit of both companies and ultimately their shareholders.

All in all, we believe we have excellent selections. And we are also aware that we can strengthen the Supervisory Board's expertise even further in some areas going forward. Representation of the Asia region is one example. We also believe that there should be greater ethnic diversity in addition to gender diversity and wide range of experience. Such considerations are on the medium-term agenda for further enhancing the Supervisory Board. They also include, in particular, further strengthening the independence of key Supervisory Board committees. After all, good corporate governance is our top priority. And a highly independent Supervisory Board is an integral part of that.

The overarching intent in spinning off the Energy Sector from Siemens AG and establishing Siemens Energy as a separate company has always been to ensure the future and, above all, sustainable success of both companies, Siemens AG and Siemens Energy AG.

Therefore, the Chairman of the Supervisory Board of Siemens AG, and I, as its President and Chief Executive Officer, did important groundwork early on to achieve that goal. That also included a dedicated succession process for me as President and CEO of Siemens AG and the involvement of Siemens Energy AG's Executive Board at an early stage. It became very clear to Jim Hagemann Snabe and me, that a neutral positioning was necessary in the process of spinning off Siemens Energy in order to ensure fair, balanced and mutually acceptable structures for the two companies – the "new" Siemens AG and Siemens Energy. This included resolving conflicts of interest between their different objectives. With the early succession appointment of Roland Busch and a timely management structure for Siemens Energy, I was able to fulfill this mediation task while still being President and CEO of Siemens AG to accomplish the goal of creating two strong and well equipped companies going forward. And therefore, I was able to act in the best interests of shareholders, who would receive shares in both companies at the time of the spin-off. Another particularly important aspect in the creation of the two new companies, Siemens AG and Siemens Energy, was to find structures and processes that enable stabilization of Siemens Energy, a company that is attractive in the medium term, but is faced in the short term by structural challenges.

In order to support this essential task, I agreed to accept the post of Chairman of Siemens Energy's Supervisory Board. In the past months, I have accompanied the operationally independent board of the Gas and Power operating company in a neutral and dedicated manner on its path toward autonomy. During that time, I have handed over the operational part of my responsibilities as President and CEO of Siemens AG to my successor Roland Busch and focused on creating a stable governance and management structure at Siemens Energy. We have acted precisely in line with the way we defined the spin off process early on.

As planned for a long time, I will resign as President and CEO of Siemens AG effective February 3, 2021, the day of Siemens AG's Annual Shareholders' Meeting. I will also resign from the Supervisory Board of Siemens Limited India effective February 12, 2021. From then onwards, I will have no further ties with or obligations toward Siemens AG and will act in a fully independent way in the best interest of Siemens Energy shareholders.

Independence on the Supervisory Board has the highest priority. At the time the Notice of Annual Shareholders' Meeting was issued, seven members of the Supervisory Board did not have any personal or business relations with Siemens AG or Siemens Energy AG. I myself will end my ties with Siemens AG soon as stated above. This is why the Siemens Energy Supervisory Board concluded that I will be fully independent at the time of the Annual Shareholders' Meeting on February 10, 2021.

Despite our keen interest in ensuring continuity and stability in the separation and thus, deconsolidation process of Siemens Energy from Siemens AG, independent judgment is nevertheless important. And we are also respectful of any remaining shareholder concerns regarding the involvement of current and former management members of Siemens AG. In order to address these concerns, the Supervisory Board has nominated Hubert Lienhard a special independent director who will explicitly watch over shareholders' interests in terms of independence. This heightened authority and the fact that Siemens AG will only have a significantly lower number of votes in electing that Supervisory Board member underscores the special importance of Hubert Lienhard's position, which is based on the role and responsibilities of a Lead Independent Director.

One of the most prominent committees is the Audit Committee, a majority of whose members are to be independent. We believe all nominated shareholder representatives have outstanding professional qualities and experience for this post and are an outstanding team for the Audit Committee. By the same token, it is also highly important to enable a smooth transition to the new company in terms of, for example, the integrity of the internal control system and compliance. Therefore, we propose to have Ralf Thomas play an important role in the committee for an interim timeframe. In this context, we assume that there will be developments in the next one to two years that will underscore the intent to equip the Audit Committee further with independent members – for example, as soon as Siemens AG (as announced) has reduced its stake in Siemens Energy AG or where criteria for inclusion in further stock market indices accelerate this plan.

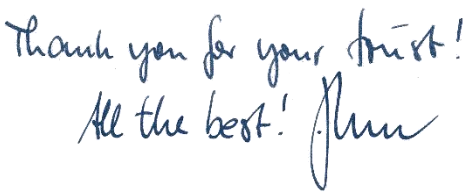
Günter Augustat, Manfred Bäreis, Andrea Fehrmann, Andreas Feldmüller, Rüdiger Groß, Nadine Florian, Horst Hakelberg, Robert Kensbock, Jürgen Kerner and Hagen Reimer have been appointed by the court as employee representatives. Our constituent meeting with the employee representatives was held on December 4, 2020. I look forward to working together with them. I believe that the great strength of German codetermination lies in a constructive relationship between shareholder and employee representatives for the greater good of the company and all its stakeholders. That strength will be a key factor in view of the tasks ahead of us.

Given the diligent considerations laid out above in great detail, the members of the individual committees, on which shareholders and employees are equally represented, are proposed as follows:

Chairman's Committee	Joe Kaeser (Chairman) Robert Kensbock	Hubert Lienhard Jürgen Kerner		
Audit Committee	Christine Bortenlänger Robert Kensbock	Laurence Mulliez Andrea Fehrmann	Joe Kaeser Nadine Florian	Ralf Thomas Manfred Bäreis
Innovation and Finance Committee	Joe Kaeser (Chairman) Robert Kensbock	Hubert Lienhard Jürgen Kerner	Matthias Rebellius Günter Augustat	Geisha Williams Rüdiger Groß
Nominating Committee	Joe Kaeser (Chairman)	Hubert Lienhard	Ralf Thomas	Geisha Williams
Mediation Committee	Joe Kaeser Robert Kensbock	Hubert Lienhard Jürgen Kerner		
Related Party Transactions Committee	Hildegard Müller Robert Kensbock	Christine Bortenlänger Andreas Feldmüller	Sigmar Gabriel Horst Hakelberg	

I wish to thank you kindly for your trust in our Supervisory Board and would be delighted if you gave your support to the candidates in the election on February 10, 2021. If you have any further questions in the meantime that cannot wait to be answered at the AGM, do not hesitate to contact our investor relations team.

We assume that there will also be further detailed questions on other topics, like the Executive Board's compensation, appointment of the independent auditor and possibly other points. We will also be pleased to address these matters at the Annual Shareholders' Meeting.



Joe Kaeser

Chairman of the Supervisory Board of Siemens Energy AG



Joe Kaeser
Chairman

Arnbruck, Germany

President and Chief Executive Officer of Siemens AG* and Chairman of the Supervisory Board of Siemens Energy AG

Personal information:
Date of birth: June 23, 1957
Place of birth: Arnbruck / Regen District, Germany
Nationality: German

Education:
Business administration studies, "Diplom-Betriebswirt" (FH)

Professional career:

Since 2019	Asia-Pacific Committee of German Business, Berlin, Germany: Chairman
Since 2013	Siemens AG, Munich, Germany: President and Chief Executive Officer*
2006–2013	Siemens AG, Munich, Germany: Member of the Managing Board, Chief Financial Officer
2004–2006	Siemens AG, Munich, Germany: Chief Strategy Officer
2001–2004	Siemens AG, Munich, Germany: Member of the Group Executive Management of the Information and Communication Mobile Group
1999–2001	Siemens AG, Munich, Germany: Corporate Finance, Accounting Unit, Controlling and Taxes
1995–1999	Siemens Microelectronics Inc., San José, California, US: Executive Vice President and Chief Financial Officer
1990–1995	Siemens AG, Munich, Germany: Opto Semiconductors Division: Head of Business Administration
1988–1990	Siemens AG, Munich, Germany: Semiconductors Group, Discrete Semiconductors Division: Head of Business Administration
1987–1988	Siemens Semiconductors, Malacca, Malaysia: Head of Business Administration Projects
1980–1987	Siemens AG, Munich and Berlin, Germany • Discrete Components Division. Head of Business Administration • Semiconductor Plant, Finance Director, Regensburg, Germany • Semiconductors Group. Head of Accounting and Product Planning

Membership in domestic supervisory boards whose establishment is required by law:
- Daimler AG, Stuttgart, Germany (listed company)
- Mercedes-Benz AG**, Stuttgart, Germany
- Siemens Energy AG, Munich, Germany (listed company)
- Siemens Energy Management GmbH***, Munich, Germany

Membership in comparable domestic or foreign controlling bodies of business enterprises:
- NXP Semiconductors N.V., Netherlands (listed company)
- Siemens Ltd., India (until February 12, 2021; Group company position of Siemens AG; listed company)

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* At the time the election nomination was submitted by the Company's Supervisory Board, Mr. Kaeser serves as President and Chief Executive Officer of Siemens AG. His term of office will expire at the end of the Annual Shareholders' Meeting 2021 of Siemens AG on February 3, 2021.

** Daimler AG group company

*** Siemens Energy AG group company



Robert Kensbock

(Employee Representative)

Deputy Chairman

Mülheim a.d. Ruhr, Germany

Chairman of the Central Works Council of Siemens Energy Global GmbH & Co. KG

Personal information:
Date of birth: March 13, 1971
Place of birth: Kettwig / Essen, Germany
Nationality: German

Education:

1989–1992 Professional training as technical drawer, since 1990 member of the Youth and Trainee Council

Professional history:

Since 2020 Siemens Energy Global GmbH & Co. KG
- Chairman of the Central Works Council

2010–2020 Siemens Aktiengesellschaft
- Member of the Works Council Mülheim an der Ruhr
- Member of the Central Works Council of Siemens AG

2013–2020 Deputy Chairman of the Central Works Council of Siemens AG

2013–2020 Deputy Chairman of the Group Works Council of Siemens AG

2013–2020 Member of the Supervisory Board of Siemens AG

2007–2010 Siemens Aktiengesellschaft
- Competency manager

2004–2007 Siemens Power Generation Inc.
- Specialist for product training

2000–2004 Siemens Aktiengesellschaft
- Head of professional education
- Member of the Works Council Mülheim an der Ruhr

1996–2000 Siemens Aktiengesellschaft
- Gas turbine engineering
- Member of the Works Council Mülheim an der Ruhr

1992–1996 Siemens Aktiengesellschaft
- Gas turbine engineering
- Member of the Central Youth and Trainee Council

Memberships in statutory supervisory boards in Germany and in comparable supervisory bodies of business enterprises in Germany and abroad:
- Siemens Energy AG, Munich (stock exchange listed)
- Siemens Energy Management GmbH*, Munich

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Siemens Energy AG group company



Dr. Hubert Lienhard

Further Deputy Chairman

Heidenheim, Germany

Member of the supervisory boards of various German enterprises

Personal information:
Date of birth: January 12, 1951
Place of birth: Triberg / Black Forest, Germany
Nationality: German

Education:

1972–1977	Studies in chemistry at the Technical University of Karlsruhe, Germany
1977–1980	Doctorate in engineering ("Dr.-Ing.")

Professional career:

Since 2018	Voith GmbH & Co, KGaA, Heidenheim, Germany: Member of the Shareholders' Committee and Supervisory Board and of various other supervisory bodies
2008–2018	Voith GmbH & Co. KGaA, Heidenheim, Germany: Chairman of the Management Board
2001–2008	Voith AG, Heidenheim, Germany: deputy member and as of June 2002 full member of the Executive Board, responsible for Voith Siemens Hydro Power Generation
1998–2001	The Energy Consulting Group Ltd., Zurich, Switzerland: partner and cofounder, consulting activities in the energy sector and plant construction
1989–1998	• ABB Ltd., Mannheim, Germany: Head of Gas Turbines Business • ABB Kraftwerke AG, Baden, Germany: Member of the Management Board • ABB Ltd., Zurich, Switzerland: Head of the international sales organization of the Power Generation segment • ABB AG, Mannheim, Germany: Member of the Management Board and Head of the global business unit Steam Power Plants • ABB Ltd., Zurich, Switzerland: Member of the Board of Management of the power plant division
1981–1989	Lurgi AG, Frankfurt am Main, Germany: various positions, International Power Plant Division

Membership in domestic supervisory boards whose establishment is required by law:

- EnBW Energie Baden-Württemberg AG, Karlsruhe, Germany (listed company)
- Heraeus Holding GmbH, Hanau, Germany
- Siemens Energy AG, Munich, Germany (listed company)
- Siemens Energy Management GmbH*, Munich, Germany
- SMS GmbH, Düsseldorf, Germany
- SMS group GmbH, Düsseldorf, Germany
- Voith GmbH & Co. KGaA, Heidenheim an der Brenz, Germany

No membership in comparable domestic or foreign controlling bodies of business enterprises.

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* Siemens Energy AG group company



Günter Augustat

(Employee Representative)

Hohen Neuendorf, Germany

Member of the Central Works Council of Siemens Energy Global GmbH & Co. KG

Personal information:
Date of birth: June 1,1968
Place of birth: Berlin, Germany
Nationality: German

Education:

1997	Studies of energy and process engineering, Technische Universität Berlin, degree in engineering
1988	Professional training as vehicle mechanic and general qualification of university entrance (Abitur)

Professional history:

Since 2020	Chairman of the Group Works Council of Siemens Energy AG
Since 2020	Member of the Central Works Council of Siemens Energy Global GmbH & Co. KG
Since 2020	Siemens Energy Global GmbH & Co. KG
Since 2014	Chairman of the Works Council Berlin Huttenstraße, Gas Turbine Manufacturing and Service
2002	Member of the Works Council Berlin Huttenstraße, Service
2000–2019	Siemens Aktiengesellschaft, Berlin • Order and project execution power plant services and long-term programs for gas and steam turbines • Group leader sales and marketing long-term programs
1998–2000	Ingenieurgesellschaft für Energie- und Kraftwerkstechnik mbH (IEK): project manager for biomass-to-heat projects

Memberships in statutory supervisory boards in Germany and in comparable supervisory bodies of business enterprises in Germany and abroad:
- Siemens Energy AG, Munich (stock exchange listed)
- Siemens Energy Management GmbH*, Munich

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Siemens Energy AG group company



Manfred Bäreis

(Employee Representative)

Heßdorf, Germany

Chairman of the Works Council SE BR Erlangen

Personal information:
Date of birth: August 24, 1962
Place of birth: Erlangen, Germany
Nationality: German

Education:

1978	General certificate of secondary education (Realschulabschluss)
1978 – 1982	Professional training as energy devices technician at Siemens AG, Erlangen
1982 – 1983	Basic military service
1987 – 1989	Certified technician electrical engineering (focus on energy technology)

Professional history:

Since 2020 Siemens Energy Global GmbH & Co. KG:
- Chairman of the Works Council Siemens Energy Erlangen

2014 – 2020 Siemens AG:
- Fulltime member of the Works Council Erlangen South
- Chairman of the Works Council Erlangen South since 2017

1989 – 2014 Siemens AG:
- Various functions in Germany and abroad in the field of energy

1982 – 1987 Siemens AG:
- Working on various construction sites in Germany and abroad in the field of energy

Memberships in statutory supervisory boards in Germany and in comparable supervisory bodies of business enterprises in Germany and abroad:
- Siemens Energy AG, Munich (stock exchange listed)
- Siemens Energy Management GmbH*, Munich

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Siemens Energy AG group company



Dr. Christine Maria Bortenlänger

Pullach, Germany

Managing Director of Deutsches Aktieninstitut e.V.

Personal information:
Date of birth: November 17, 1966
Place of birth: Munich, Germany
Nationality: German

Education:

1986–1988	Banking apprenticeship at Bayerische Vereinsbank, Munich, Germany
1988–1996	Studies and doctorate degree in business administration, Ludwig Maximilians University (LMU), Munich, Germany

Professional career:

Since 2012	Deutsches Aktieninstitut e.V., Frankfurt am Main, Germany: Managing Director
2000–2012	Munich Stock Exchange, Munich, Germany: Managing Director Bayerische Börse AG, Munich, Germany: Member of the Management Board responsible for Sales and Marketing, Media and Public Relations, Business Development, Organization, and IT
1998–2000	Munich Stock Exchange, Munich, Germany: Deputy Managing Director responsible for Marketing and Public Relations
1997–1998	Dr. Seebauer & Partner management consultants, Munich, Germany: Senior Consultant and Project Manager for strategic and organizational projects in the financial services sector
1996–1997	Bayerische Landesbank, Munich, Germany: Project Manager for Electronic Business Networking / Electronic Commerce

Membership in domestic supervisory boards whose establishment is required by law:

- Covestro AG, Leverkusen, Germany (listed company)
- Covestro Deutschland AG*, Leverkusen, Germany
- MTU Aero Engines AG, Munich, Germany (listed company)
- Osram GmbH**, Munich, Germany (until February 23, 2021)
- Osram Licht AG, Munich, Germany (until February 23, 2021; listed company)
- Siemens Energy AG, Munich, Germany (listed company)
- Siemens Energy Management GmbH***, Munich, Germany
- TÜV Süd AG, Munich, Germany

No membership in comparable domestic or foreign controlling bodies of business enterprises.

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* Covestro AG group company
** Osram Licht AG group company
*** Siemens Energy AG group company



Dr. Andrea Fehrmann

(Employee Representative)

Nuremberg, Germany

Trade Union Secretary, IG Metall Regional Office for Bavaria

Personal information:
Date of birth: June 21,1970
Place of birth: Hagen, Germany
Nationality: German

Education:
- Study of Sociology, Hamburg, Germany
- Doctoral Degree (Dr. phil)

Professional history:

Since 2018	Member of the Supervisory Board of Siemens Aktiengesellschaft
Since 2010	IG Metall Regional Office for Bavaria – Industrial Policy
2013–2017	Deputy Chairwoman of the Supervisory Board of and Company Representative for Bosch Rexroth AG
2009–2012	Member of the Supervisory Board of Siemens Enterprise Communications GmbH, Munich, Germany
2005–2010	IG Metall Regional Office for Bavaria – Siemens Team
2004–2005	Trainee at the IG Metall industrial trade union
2000–2004	Scholarship recipient through the Hans-Böckler-Stiftung Scholarship Program for Doctoral Candidates and the Gifted
1998–1999	Research associate at the Institute of Sociology at Friedrich Schiller University, Jena, Germany
1998	Research assistant at the Pedagogical Institute of the University of the German Federal Armed Forces (Helmut-Schmidt-University – Universität der Bundeswehr), Hamburg, Germany

Memberships in statutory supervisory boards in Germany and in comparable supervisory bodies of business enterprises in Germany and abroad:
- Siemens Aktiengesellschaft, Berlin and Munich (stock exchange listed)
- Siemens Energy AG, Munich (stock exchange listed)
- Siemens Energy Management GmbH*, Munich

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Siemens Energy AG group company



Dr. Andreas Feldmüller

(Employee Representative)

Bochum, Germany

Director Expanded Scope Solutions and Chairman of the Central Committee of Spokespersons of Siemens Energy Global GmbH & Co. KG

Personal information:
Date of birth: April 24, 1962
Place of birth: Bochum, Germany
Nationality: German

Education:

1981–1986	Studies of mechanical engineering at Ruhr University Bochum
1991	Doctorate in engineering, Ruhr University Bochum

Professional history:

Since 2020 Siemens Energy Global GmbH & Co. KG
- Head of Expanded Scope Solutions
- Chairman of the Committee of Spokespersons Mülheim an der Ruhr
- Chairman of the Central Committee of Spokespersons
- Chairman of the Group Committee of Spokespersons of Siemens Energy AG

1991–2019 Siemens Aktiengesellschaft, various positions, inter alia
- Head of Development Steam Turbines
- Head of Service Engineering Steam Turbines
- Head of Expanded Scope Solutions
- 2006–2019: Member of the Committee of Spokespersons Mülheim an der Ruhr, Chairman since 2014
- 2014–2019: Member of the Executive Committee of the Central Committee of Spokespersons of Siemens Aktiengesellschaft, Deputy Chairman since 2017

Memberships in statutory supervisory boards in Germany and in comparable supervisory bodies of business enterprises in Germany and abroad:
- Siemens Energy AG, Munich (stock exchange listed)
- Siemens Energy Management GmbH*, Munich

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Siemens Energy AG group company



Nadine Florian

(Employee Representative)

Mülheim a.d. Ruhr, Germany

Chair of the Works Council, Member of the Central Works Council of Siemens Energy Global GmbH & Co. KG

Personal information:
Date of birth: August 23, 1976
Place of birth: Mülheim a.d. Ruhr, Germany
Nationality: German

Education:
1996–1998 Professional training as an office administrator

Professional history:
Since 2020 Siemens Energy Global GmbH & Co. KG
- Member of the Central Works Council

2004–2020 Siemens Aktiengesellschaft, Duisburg
- Full-time member of the Works Council
- 2006–2019 Substitute member of the Central Works Council of Siemens AG
- 2008–2009 Deputy Chair of the Works Council
- Since 2009 Chair of the Works Council

2001–2004 Siemens Aktiengesellschaft, Duisburg
- Project planner
- Since 2002 Member of the Works Council

1998–2000 Mannesmann Demag AG, Duisburg, project planner

Memberships in statutory supervisory boards in Germany and in comparable supervisory bodies of business enterprises in Germany and abroad:
- Siemens Energy AG, Munich (stock exchange listed)
- Siemens Energy Management GmbH*, Munich

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Siemens Energy AG group company



Sigmar Gabriel

Goslar, Germany

Former German Federal Government Minister, Author and Publicist

Personal information:
Date of birth: September 12, 1959
Place of birth: Goslar, Germany
Nationality: German

Education:

1982–1987	First State Exam, Teacher Training, German, Literature, Politics and Sociology, University of Göttingen, Germany
1987–1989	Second State Exam, Secondary School Teacher Qualification, German Language and Literature Studies and Political Science, University of Göttingen, Germany

Professional career:

Since 2019	Atlantik Brücke e.V., Berlin, Germany: Executive Chair (honorary office)
Since 2019	Eurasia Group, New York, US: Senior Advisor
Since 2018	Speech Design SGL GbR, Berlin, Germany: Partner, Freelance Advisor
2017–2018	Vice Chancellor and Federal Minister for Foreign Affairs, Federal Government of Germany, Berlin, Germany
2013–2016	Vice Chancellor and Federal Minister, Federal Ministry for Economic Affairs and Energy, Berlin, Germany
2009–2013	Federal Chairman of the Social Democratic Party of Germany, Berlin, Germany
2005–2019	Member of the SPD Parliamentary Group, German Bundestag, Berlin, Germany
2005–2009	Federal Minister, Federal Ministry for the Environment, Nature Conservation and Nuclear Safety, Berlin, Germany
2003–2005	Leader of the SPD Parliamentary Group, State Parliament of Lower Saxony, Hannover, Germany
1999–2003	Prime Minister, Government of Lower Saxony, Hannover, Germany
1991–1999	Member of the City Council, Goslar, Germany
1990–2005	Member of the State Parliament of Lower Saxony, Hannover, Germany
1989–1990	Lecturer for vocational adult education, Educational Institute for Adult Education of Lower Saxony, Goslar, Germany
1987–1998	Member of the District Assembly, District of Goslar, Germany
1982–1989	Lecturer for adult education, educational association "Arbeit und Leben"

Membership in domestic supervisory boards whose establishment is required by law:

- Deutsche Bank AG, Frankfurt am Main, Germany (listed company)
- GP Günter Papenburg AG, Hannover, Germany
- Siemens Energy AG, Munich, Germany (listed company)
- Siemens Energy Management GmbH*, Munich, Germany

No membership in comparable domestic or foreign controlling bodies of business enterprises.

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* Siemens Energy AG group company



Rüdiger Groß

(Employee Representative)

Berlin, Germany

Deputy Chairman of the Central Works Council of Siemens Energy Global GmbH & Co. KG

Personal information:
Date of birth: June 12, 1965
Place of birth: Berlin, Germany
Nationality: German

Education:

1981	Professional training as electronics technician for energy devices
2011	Training as industrial master technician with instructor qualification

Professional history:

Since 2020	Siemens Energy Global GmbH & Co. KG, Berlin • Deputy Chairman of the Central Works Council of Siemens Aktiengesellschaft (until 2020)
1981–2020	Siemens Aktiengesellschaft, Berlin • Various positions, most recently Chairman of the Works Council

Memberships in statutory supervisory boards in Germany and in comparable supervisory bodies of business enterprises in Germany and abroad:
- Siemens Energy AG, Munich (stock exchange listed)
- Siemens Energy Management GmbH*, Munich

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Siemens Energy AG group company



Horst Hakelberg

(Employee Representative)

Hamburg, Germany

Deputy Chairman of the Works Council of Siemens Gamesa Renewable Energy GmbH & Co. KG

Personal information:
Date of birth: October 4, 1967
Place of birth: Eschweiler, Germany
Nationality: German

Education:

	Studies of electrical engineering at RWTH Aachen
1999	Degree in engineering

Professional history:

Since 2020	Member of the Group Works Council of Siemens Energy AG
Since 2017	Deputy Chairman of the Works Council of Siemens Gamesa Renewable Energy GmbH & Co. KG and member of the Group Works Council of Siemens Aktiengesellschaft
2012–2017	Siemens Wind Power GmbH, subsequently Siemens Gamesa Renewable Energy GmbH & Co. KG, Head of Sales for Services Offshore Germany
2010–2012	Siemens AG, Head of T&D Offshore Service
2008–2010	Siemens AG, project manager
2006–2008	EnBW Energie Baden-Württemberg AG, consultant for special tasks at the managing board division for grid operations
2002–2006	EnBW Transportnetze AG, asset manager
2000–2002	EnBW Energie-Vertriebsgesellschaft mbH, sales / project engineer
1999–2000	EnBW Energie-Vertriebsgesellschaft mbH, administrator / team lead grid access

Memberships in statutory supervisory boards in Germany and in comparable supervisory bodies of business enterprises in Germany and abroad:

- Siemens Energy AG, Munich (stock exchange listed)
- Siemens Gamesa Renewable Energy Management GmbH*, Hamburg

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Siemens Energy AG group company



Jürgen Kerner

(Employee Representative)

Königsbrunn, Germany

Chief Treasurer and Executive Member of the Managing Board of IG Metall

Personal information:
Date of birth: January 22, 1969
Place of birth: Augsburg, Germany
Nationality: German

Education:
- General certificate of secondary education (Realschulabschluss)
- Information electronics technician of Siemens AG Augsburg

Professional history:

Since 2013	Chief Treasurer and Executive Member of the Managing Board of IG Metall
2011–2013	Executive Member of the Managing Board of IG Metall
2004–2011	President of IG Metall Augsburg
2000–2004	Vice President, IG Metall Augsburg
1995–2000	Trade Union Officer, IG Metall Augsburg
1990–1995	Full-time member of the Works Council of Siemens Nixdorf Informationssysteme AG
1989–1990	Functional Tester of Siemens AG / Siemens Nixdorf Informationssysteme AG

Memberships in statutory supervisory boards in Germany and in comparable supervisory bodies of business enterprises in Germany and abroad:
- MAN SE*, Munich (Deputy Chair, stock exchange listed)
- MAN Truck & Bus SE*, Munich (Deputy Chair)
- Premium Aerotec GmbH, Augsburg, (Deputy Chair)
- Siemens Aktiengesellschaft, Berlin and Munich (stock exchange listed)
- Thyssenkrupp AG, Essen (Deputy Chair, stock exchange listed)
- Traton SE, Munich (stock exchange listed)
- Siemens Energy AG, Munich (stock exchange listed)
- Siemens Energy Management GmbH**, Munich

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Traton SE group company
** Siemens Energy AG group company



Hildegard Müller

Düsseldorf, Germany

President of the Verband der Automobilindustrie e.V. (German Association of the Automotive Industry)

Personal information:
Date of birth: June 29, 1967
Place of birth: Rheine, Germany
Nationality: German

Education:

1987–1989	Banking Apprenticeship at Dresdner Bank AG, Düsseldorf, Germany
1989–1994	Studies in business administration, Heinrich Heine University, Düsseldorf, Germany, graduate degree in business administration ("Diplom-Kauffrau")

Professional career:

Since 2020	President of the Verband der Automobilindustrie (German Association of the Automotive Industry), Berlin, Germany
2016–2019	innogy SE, Essen, Germany: Chief Operating Officer, Grid & Infrastructure
2008–2016	Chair of the Executive Board of the Federal Association of the Energy and Water Industry (Bundesverband der Energie- und Wasserwirtschaft e.V.), Berlin, Germany
2005–2008	Minister of State to the Federal Chancellor, Berlin, Germany
2002–2008	Member of the German Bundestag, Berlin, Germany
1995–2008	Dresdner Bank AG, Frankfurt am Main, Germany: Head of Department (dormant as of November 2005)

Membership in domestic supervisory boards whose establishment is required by law:

- Siemens Energy AG, Munich, Germany (listed company)
- Siemens Energy Management GmbH*, Munich, Germany
- Vonovia SE, Bochum, Germany (listed company)

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Siemens Energy AG group company



Laurence Mulliez

London, United Kingdom

Chair of the Board of Voltalia SA, France, and Chair of the Board of Globeleq Ltd., United Kingdom

Personal information:
Personal information:
Date of birth: February 6, 1966
Place of birth: Nice, France
Nationality: French

Education:

1988	Degree in Economics and Finance, ESC Rouen, France
1992	Master of Business Administration (MBA), University of Chicago, US

Professional career:

Since 2019	Globeleq Ltd., London, UK: Chair of the Board
Since 2016	Morgan Advanced Materials plc, Windsor, UK: Senior Independent Director
Since 2015	SBM Offshore N.V., Amsterdam, Netherlands: Non-executive Director
Since 2014	Voltalia SA, Paris, France: Chair of the Board (Non-executive Director since 2010)
2015–2017	UK Green Investment Bank, Edinburgh, UK: Non-executive Director
2011–2019	Aperam SA, Luxembourg: Non-executive Member of the Board and Chair of the Audit Committee
2010–2013	Eoxis UK Ltd., London, UK: Chief Executive Officer
1999–2009	Leroy Merlin, Lille, France: Non-executive Director
1999–2009	BP plc, London, UK:
	2007–2009 CEO Castrol Industrial Lubricants and Services globally
	2004–2007 Vice President PTA Europe Middle East, Africa
	2002–2003 Chief of Staff for Renewables Group Vice President
	2001–2002 Head of Strategy and Planning for Gas, Power and Renewables
	1999–2001 Profit Unit Leader, P&L Leader – VAM, Acetyls
1993–1999	Amoco, Chicago, US, and Geneva, Switzerland:
	1998–1999 Business Manager – Industrial Intermediates
	1995–1997 Manager Financial Analysis – New Business Development
	1993–1994 Business Analyst – Business Analysis & Acquisitions
1992–1993	M&M Mars, Inc., Chicago, US: Forecast Supervisor
1988–1990	Banque Nationale de Paris, Paris, France: Credit Analyst

Membership in domestic supervisory boards whose establishment is required by law:

- Siemens Energy AG, Munich, Germany (listed company)
- Siemens Energy Management GmbH*, Munich, Germany

Membership in comparable domestic or foreign controlling bodies of business enterprises:

- Globeleq Ltd., United Kingdom (Chair)
- Morgan Advanced Materials plc., United Kingdom (listed company)
- SBM Offshore N.V., Netherlands (listed company)
- Voltalia SA, France (Chair) (listed company)

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* Siemens Energy AG group company



Matthias Rebellius

Meilen, Switzerland

Member of the Managing Board of Siemens AG and CEO of Siemens Smart Infrastructure

Chairman of Siemens Switzerland Ltd.

Personal information:
Date of birth: January 2, 1965
Place of birth: Wuppertal, Germany
Nationality: German, Swiss

Education:
Studies in Electrical Engineering at Trier University of Applied Sciences, Trier, Germany, degree in Electrical, Electronics and Communications Engineering ("Diplom-Ing.")

Professional career:

Since 2020	Siemens AG, Munich and Berlin, Germany: Member of the Managing Board
Since 2019	Siemens Switzerland Ltd., Zurich, Switzerland: Chief Executive Officer
2019–2020	Siemens Smart Infrastructure: Chief Operating Officer
2015–2019	Siemens Building Technologies Division, Zug, Switzerland: Chief Executive Officer
2012–2015	Siemens Building Technologies Division, Buffalo Grove, Illinois, US: President and CEO of Region Americas (US, Canada, Brazil)
2008–2012	Siemens Building Technologies Division, Zug, Switzerland: Global CEO of the business unit "Fire Safety & Security"
2003–2008	Siemens Building Technologies Division, Männedorf, Switzerland: • Head of Strategic Marketing for fire and security products • Head of the business segment "Fire Solutions"
2000–2003	Siemens AG, A&D, Nuremberg, Germany: Head of Marketing and Product Management for Simatic HMI panels
1997–2000	Siemens AG, Automation and Drives Group / Motion Control Business, Erlangen, Germany: Head of hardware development for the Machine Tool Control business
1990–1997	Siemens AG, Industrial Automation Group, Erlangen, Germany: Development Engineer and Project Leader

Membership in domestic supervisory boards whose establishment is required by law:
- Siemens Energy AG, Munich, Germany (listed company)
- Siemens Energy Management GmbH*, Munich, Germany
- Siemens Mobility GmbH, Munich, Germany (Group company position of Siemens AG)

Membership in comparable domestic or foreign controlling bodies of business enterprises:
- Siemens Australia Ltd. (Group company position of Siemens AG)
- Siemens Ltd., India (Group company position of Siemens AG; listed company)

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* Siemens Energy AG group company



Hagen Reimer

(Employee Representative)

Oberhaching, Germany

Trade Union Secretary of the Managing Board of IG Metall

Personal information:
Date of birth: April 26,1967
Place of birth: Reinbek, Germany
Nationality: German

Education:
University degree in education

Professional history:
Since 2009 Trade Union Secretary
2001–2009 Freelance Journalist
2000–2001 Specialist Editor
1999–2000 Traineeship
1990–1994 Study of education (Bundeswehr University Munich)
1986–1999 Service as an officer in the German Armed Forces (Bundeswehr)

Memberships in statutory supervisory boards in Germany and in comparable supervisory bodies of business enterprises in Germany and abroad:
- Siemens Aktiengesellschaft, Berlin and Munich (stock exchange listed)
- Siemens Energy AG, Munich (stock exchange listed)
- Siemens Energy Management GmbH*, Munich

No membership in comparable domestic or foreign controlling bodies of business enterprises.

* Siemens Energy AG group company



Prof. Dr. Ralf P. Thomas

Marloffstein, Germany

Chief Financial Officer and member of the Managing Board of Siemens AG

Personal information:
Date of birth: March 7, 1961
Place of birth: Nuremberg, Germany
Nationality: German

Education:
- Apprenticeship in business administration
- Studies in economics and business administration at the Friedrich Alexander University of Erlangen-Nuremberg, Germany, graduate degree ("Dipl.-Kfm.")
- Doctorate in income tax accounting, Friedrich Alexander University of Erlangen-Nuremberg, Germany

Professional career:

Since 2019	Chairman of the Stock Exchange Commission of Experts at Germany's Federal Ministry of Finance
Since 2018	Friedrich Alexander University of Erlangen-Nuremberg, Germany: Honorary Professor for Economics and Business
Since 2014	Member of the Executive Committee and of the Board of Deutsches Aktieninstitut, DAI
Since 2014	Member of the Administrative Board and Treasurer of the Max Planck Society for the Advancement of Science e.V.
Since 2013	Siemens AG, Munich and Berlin, Germany: Member of the Managing Board and Chief Financial Officer
2008–2013	Siemens AG, Munich, Germany: CFO, Sector Industry
2004–2008	Siemens AG, Munich and Berlin, Germany: Head of Corporate Finance Accounting, Controlling, Reporting and Taxes
2002–2004	Siemens AG, Siemens Medical Solutions, Munich and Berlin, Germany: CFO of the Angiography, Fluoroscopic and Radiographic Systems Division
2001–2002	Siemens AG, Siemens Medical Solutions, Munich, Germany: Performance Controller
1999–2001	Siemens Ltd., Midrand, South Africa: Head of Accounting and Treasury
1995	Joined Siemens AG, Munich and Berlin, Germany

Membership in domestic supervisory boards whose establishment is required by law:
- Siemens Energy AG, Munich, Germany (listed company)
- Siemens Energy Management GmbH*, Munich, Germany
- Siemens Healthineers AG, Munich, Germany (Chair; Group company position of Siemens AG; listed company)
- Siemens Healthcare GmbH, Munich, Germany (Chair; Group company position of Siemens AG)

Membership in comparable domestic or foreign controlling bodies of business enterprises:
- Siemens Proprietary Limited, South Africa (Group company position of Siemens AG)

Prof. Dr. Thomas meets the requirements of Section 100 (5) of the German Stock Corporation Act (AktG) in terms of expertise in the areas of accounting or auditing of financial statements.

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* Siemens Energy AG group company



Geisha Jimenez Williams

St. Helena, California, US

Independent Energy Advisor and Consultant

Personal information:
Date of birth: July 21, 1961
Place of birth: Camaguey, Cuba
Nationality: American

Education:

1983	Bachelor of Science in Industrial Engineering, University of Miami, Florida, US
1995	Master in Business Administration (MBA), Nova Southeastern University, Florida, US

Professional career:

Since 2020	Osmose Utility Services, Inc., Peachtree City, US: Director
Since 2019	Bipartisan Policy Center, Inc., Washington, D.C., US: Director
2017–2020	University of Miami, Miami, US: Trustee
2014–2020	California Academy of Sciences, San Francisco, US: Trustee
2018–2019	Morgan Stanley Institute for Sustainable Investing, New York, US: Member of the Advisory Board
2016–2019	INPO Institute of Nuclear Power Operations, Atlanta, US: Director
2016–2019	Edison Electric Institute, Washington, D.C., US: Director, Member of the Executive Committee, Co-Chair of the Customer Energy Solutions Policy Committee
2015–2018	Association of Edison Illuminating Companies, Birmingham, UK: Director
2012–2019	Center for Energy Workforce Development, Washington, D.C., US: Director
2009–2015	American Red Cross Bay Area Chapter, San Francisco, US: Director
2007–2019	PG&E Corporation, San Francisco, US: various positions, 2017–2019 President and CEO
1983–2007	Florida Power & Light Company, Florida, US: various positions, 2002–2007 Vice President

Membership in domestic supervisory boards whose establishment is required by law:

- Siemens Energy AG, Munich, Germany (listed company)
- Siemens Energy Management GmbH*, Munich, Germany

Membership in comparable domestic or foreign controlling bodies of business enterprises:

- Osmose Utility Services, Inc, Peachtree City, US

* Siemens Energy AG group company



Randy Zwirn

Winter Park, Florida, US

Member of the Board of Babcock Power Inc., US

Personal information:
Date of birth: February 11, 1954
Place of birth: New York, US
Nationality: American

Education:

1976	B.S., Economics, Brooklyn College, New York, US

Professional career:

2014–2019	Navigant Consulting Group, Inc., Chicago, US: Member of the Board
2013–2017	SunEdison, Inc., St. Peters, US: Member of the Board
2008–2016	Siemens Group, US: Chief Executive Officer, Energy Service Division
1998–2008	Siemens Power Generation Group, US: Member of the Group Executive Management
1976–1998	Westinghouse Electric Corporation, Pittsburgh, US: various positions, ultimately President and Chief Executive Officer for Power Generation

Membership in domestic supervisory boards whose establishment is required by law:

- Siemens Energy AG, Munich, Germany (listed company)
- Siemens Energy Management GmbH*, Munich, Germany

Membership in comparable domestic or foreign controlling bodies of business enterprises:

- Babcock Power Inc., US

* Siemens Energy AG group company

Siemens Energy AG
Chairman of the Supervisory Board: Joe Kaeser
Executive Board: Christian Bruch, President and Chief Executive Officer; Jochen Eickholt, Maria Ferraro, Tim Oliver Holt
Registered office: Munich, Germany
Commercial registry: Munich, HRB 252581

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