Convenience Translation

This edition of our Bylaws for the Executive Board, 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.

Bylaws

for the Executive Board
of
Siemens Energy AG

Valid from May 9, 2026

§ 1
General

(1) The Executive Board shall be responsible for the management of the Company. The Executive Board is under an obligation to promote the Company's interests and drive sustainable growth in enterprise value.

(2) The members of the Executive Board shall manage the business of the Company in accordance with the law and in accordance with the Articles of Association and these Bylaws.

(3) The Executive Board shall ensure compliance with all relevant legal requirements and internal Company policies and promote such compliance in all Group companies. It shall ensure an appropriate and effective risk management, risk controlling and internal control system.

(4) As a rule, members of the Executive Board shall not be over 63 years of age.

§ 2
Conflicts of interest

(1) When making their decisions, members of the Executive Board may not be guided by personal interests nor may they exploit for their own advantage business opportunities offered to the Company. Over and above the provisions specified in section 88 of the German Stock Corporation Act (AktG), the members of the Executive Board shall be subject to a comprehensive prohibition on competitive activity for the period of their membership of the Executive Board and the period of their contract of employment.

(2) Executive Board members may conduct additional activities of a material nature outside the Company, in particular accept mandates on other supervisory boards, only with the Supervisory Board's approval.

(3) In connection with their function, the members of the Executive Board may not demand or accept unjustified benefits from third parties either for themselves or for other persons or grant unjustified benefits to third parties.

(4) The members of the Executive Board are obligated to disclose any conflicts of interest without delay to the Chair of the Supervisory Board and to the President of the Executive Board, and to inform the other members of the Executive Board thereof. The Chair of the Supervisory Board shall inform the Presiding Committee of the Supervisory Board of the conflict of interest on the part of a member of the Executive Board when the relevant issue is presented to the Supervisory Board for decision. All transactions between the Company or an entity dependent on the Company on the one side, and members of the Executive Board or persons, companies or organizations related to members of the Executive Board on the other side, must be conducted in accordance with the standards that would apply in arm's length transactions. If an individual transaction of this kind does not require the involvement of the

Supervisory Board pursuant to section 111b para. 1 or 112 of the German Stock Corporation Act (AktG) but the value of the transaction concerned exceeds €25,000, the transaction shall nevertheless require the prior consent of the Supervisory Board.

§ 3
Collective responsibility

(1) The members of the Executive Board shall bear collective responsibility for the entire management of the Company. They shall work cooperatively and provide each other with information on an ongoing basis about important activities and transactions in their respective Executive Board portfolios. If a member of the Executive Board has material concerns about an issue in a portfolio for which another member of the Executive Board is responsible and he/she is unable to resolve these concerns in a discussion with the other Executive Board member concerned, he/she is obligated to present the matter to the full Executive Board for a decision. In such cases, the action must be suspended until a decision is taken by the Executive Board.

(2) The overall interests of the Company shall have priority over the interests of the individual Executive Board portfolios.

(3) The Executive Board shall be required to take a decision in all matters for which a decision by the Executive Board is prescribed by law, by the Siemens Energy Articles of Association or by these Bylaws, specifically regarding

a) fundamental issues relating to business policy and company strategy;
b) the annual planning and multi-year planning;
c) the preparation of the annual financial statements and the consolidated financial statements, the combined management report of Siemens Energy AG and the Group, and the submission of all of these documents to the Supervisory Board;
d) the Notice of the Shareholders' Meeting;
e) proposals for the agenda of the Annual Shareholders' Meeting;
f) submissions to the Supervisory Board and to the Annual Shareholders' Meeting required by law or by the Siemens Energy Articles of Association;
g) transactions that require the consent of the Supervisory Board;
h) all matters that are submitted to the Executive Board by the President or a member for decision.

(4) A portfolio assigned to an individual member of the Executive Board shall be that member's own responsibility. Where activities and transactions in one Executive Board portfolio also concern one or more other portfolios, the Executive Board member concerned must first reach an agreement with the other Executive Board members involved. If no agreement can be reached, each of the Executive Board members involved is under an obligation to ensure that the matter is brought to the full Executive Board for a decision. In such cases, the action must be suspended until a decision is taken by the Executive Board.

(5) Activities and transactions in a particular Executive Board portfolio that are considered to be extraordinarily important for the Company or associated with an extraordinary economic risk shall require the prior consent of the full Executive Board. The same shall apply for such activities and transactions for which the President or another member of the Executive Board requests a prior decision by the Executive Board.

(6) A member of the Executive Board may proceed with activities and transactions of the kind described in paragraph 4 sentence 2 and paragraph 5 without the prior consent of the Executive Board or – in the case of paragraph 4 sentence 2 – without the prior agreement of the other Executive Board members involved if the Executive Board member concerned believes, after due consideration, that the activity or transaction is required to avoid a severe, imminent disadvantage for the Company. The President of the Executive Board must be informed of any such activity or transaction without delay.

§ 4
Allocation of business responsibilities

(1) The division of the Executive Board into portfolios and the allocation of businesses to the individual members of the Executive Board shall be defined in the business allocation plan as approved, subject to Section 5 (1), by the Supervisory Board based on a proposal by the Presiding Committee of the Supervisory Board. The Labor Director ("Arbeitsdirektor") shall be appointed in accordance with the requirements of section 33 of the German Codetermination Act (MitbestG).

(2) The heads of the Governance functions, as determined by the Executive Board, shall, in conformity with the provisions for collective responsibility pursuant to Section 3, each have an unrestricted right to issue functional instructions in relation to their function toward all parts of the Company. This shall also apply, unless not permitted by law, vis-à-vis the heads of units that form a separate legal entity and the heads of Siemens Energy companies outside Germany.

§ 5
Organizational and personnel decisions

(1) The detailed delineation between the Business Areas, the Regions, the Corporate Functions and the other areas, including the consolidation or division of Corporate Functions within the same Executive Board portfolio, shall be specified by the Executive Board based on a proposal by the President of the Executive Board.

(2) The Executive Board shall decide on the appointment and dismissal of the holders of all leadership positions on the first level below the Executive Board, and of the Compliance function, with the exception of leadership positions within the Business Area Functions. The member of the Executive Board responsible for the respective Business Area decides on the appointment and dismissal of leadership positions in the Business Area Functions on the first level below the Executive Board. This member of the Executive Board shall inform the other members of the Executive Board of his or her decision in due time. The Executive Board may decide at any time that individual leadership positions require a resolution by the full Executive Board.

Such Executive Board decisions regarding the leadership positions of Assurance, Accounting, Financial Planning & Analysis, Human Resources, Legal & Compliance (General Counsel) and Compliance shall require the approval of the Presiding Committee of the Supervisory Board.

Before appointing leadership position holders on the first level below the Executive Board who account for at least 10% of the Company's total revenue, or who are of particular significance for external reporting, the Executive Board shall afford the Presiding Committee the opportunity to comment. Additionally, the Presiding Committee shall be afforded the opportunity to comment before appointing the COO and CTO of Wind Power.

(3) When appointing people to management functions in the Company, the Executive Board shall take diversity into consideration and, in particular, aim for an appropriate consideration of women and internationality. The Executive Board specifies targets for the proportion of women in the top leadership functions.

§ 6
President of the Executive Board

(1) The President of the Executive Board shall be responsible for the coordination of all Executive Board portfolios. He/she shall endeavor to ensure that the management of all Executive Board portfolios is uniformly guided by the objectives set and approved as a whole by the Executive Board.

(2) The President of the Executive Board may at any time request information from the members of the Executive Board regarding issues within their respective portfolios and may specify that he/she must receive prior notice of

certain types of transactions. The President of the Executive Board shall be authorized to issue audit instructions to Corporate Audit and investigation instructions to the Corporate Functions; the member of the Executive Board responsible for the respective function shall be informed accordingly.

(3) The President of the Executive Board shall represent the Executive Board and the Company in external relations, specifically vis-à-vis shareholders and investors, public authorities, trade associations, economic organizations, and media. This responsibility may be delegated to another member of the Executive Board for certain types of matters or on a case-by-case basis.

(4) The President of the Executive Board shall have responsibility for leading the Executive Board in its cooperation and communication with the Supervisory Board and its members. He/she shall inform the Chair of the Supervisory Board on a regular basis regarding the state of business and the situation of the Company. He/she must report to the Chair of the Supervisory Board without delay if there are important reasons for doing so or if there are business issues that may have a significant impact on the situation of the Company. The Chair of the Supervisory Board may also at any time request from the members of the Executive Board information regarding matters in their respective portfolios; the President of the Executive Board must be informed immediately and in full regarding any such requests. A member of the Supervisory Board may – through the Chair of the Supervisory Board – effect the provision of information regarding matters in the Executive Board portfolios from the President of the Executive Board.

§ 7
Approval of the Supervisory Board

(1) The approval of the Supervisory Board is required for the following transactions and measures:

a) the acquisition, disposal and reorganization of companies, interests in companies and parts of companies, if in the individual case the market value or – if that is not known or the book value is higher – the book value of these transactions equals or exceeds the amount of €300 million or if the loss on a sale equals or exceeds the amount of €300 million, as well as the conclusion, cancellation and modification of intercompany agreements;

b) measures or transactions, which result in a reduction or termination/closure of existing business fields, if such measures or transactions affect revenue of at least 4% of the total revenue generated in the last fiscal year by the Group;

c) investments and divestments relating to movable fixed assets or intangible assets and external leases, if the value of the investment or divestment equals or exceeds the amount of €300 million;

d) the acquisition, development, disposal and encumbrance of land, land rights or similar rights, if the individual value equals or exceeds the amount of €300 million;

e) financial measures, if the value of these measures in the individual case equals or exceeds the amount of €300 million, with the exception of day-to-day financial transactions for managing liquidity and other financial risks such as currency, interest and, where appropriate, share-related risks, and the repurchase of own debt issues in accordance with the conditions of issuance;

f) the annual planning.

(2) Individual measures as specified in paragraph 1 lit. a) to e) that are related shall be aggregated to determine the thresholds specified in paragraph 1. The approval of the Supervisory Board may be granted in advance for individual measures or for a specific group or type of measures.

(3) The approval of the Supervisory Board shall be deemed to have been granted if the individual measure is part of an overall plan approved by the Supervisory Board and is specified as such in its type and scope.

(4) The Executive Board shall ensure that the measures as specified in paragraph 1 lit. a) to e) are undertaken by affiliated companies (as defined by sections 15 et seq. of the German Stock Corporation Act (AktG)) in which the Company holds a direct or indirect majority interest, only with the approval of the Supervisory Board.

(5) Exempted from the approval requirement in paragraph 1 lit. a) to e) are transactions and measures in which only the Company and its affiliates (within the meaning of sections 15 et seq. of the German Stock Corporation Act (AktG)) are involved.

§ 8
Meetings and resolutions

(1) The meetings of the Executive Board shall be convened by the President of the Executive Board. Any member of the Executive Board may request the convening of a meeting, specifying the matters to be discussed. The Executive Board shall approve the calendar of meetings (Board Calendar) based on the proposal by the President of the Executive Board. Unless otherwise stipulated by the President of the Executive Board, it is permissible to participate in the meetings by telephone and/or using electronic means of communication (in particular video conference).

(2) The notice of a meeting, including the agenda, shall be distributed no later than one week prior to the meeting. Any proposed resolutions in connection with the agenda items shall be distributed no later than five days prior to the meeting. Any member of the Executive Board may request additions to the

agenda. Such a request must be made at least five days before the meeting unless the degree of urgency justifies shorter notice.

(3) The President of the Executive Board shall chair all meetings. He/she shall determine the order in which agenda items are discussed, and the method and order of voting. He/she shall have the right to defer deliberations and resolutions on individual agenda items.

(4) The President of the Executive Board may determine whether persons who are not members of the Executive Board shall be consulted in the deliberations.

(5) The Executive Board shall be quorate if two thirds of its members take part in a resolution. Members of the Executive Board who abstain from casting their votes during a resolution, shall be deemed to be in attendance within the meaning of preceding sentence. Absent members of the Executive Board may cast their votes orally, in writing or by common means of communication (e.g. by e-mail or via the electronic boardroom). Absent members of the Executive Board shall be informed without delay of resolutions taken in their absence. Except in urgent cases, discussions and resolutions regarding matters in the portfolio of an absent member of the Executive Board shall take place only with his/her consent.

(6) As far as possible, resolutions of the Executive Board shall be passed unanimously. If unanimity cannot be achieved, a resolution shall require a simple majority of the votes cast. Abstentions shall not be counted as votes cast in this sense. The President of the Executive Board shall have the deciding vote in the event of equal votes for and against a proposal.

(7) Resolutions may also be passed outside meetings by the submission of votes orally, in writing or by common means of communication (e.g. by e-mail or via the electronic boardroom). The President of the Executive Board shall arrange for the resolution to be taken within a reasonable period. Notwithstanding paragraph 6 sentence 2, a resolution of this kind is valid only if at least three quarters of the members of the Executive Board have voted in favor of the proposal.

(8) Minutes shall be taken at every meeting of the Executive Board by a minute-taker, who is appointed by the President of the Executive Board. The minutes shall be signed by the minute-taker and sent to all members of the Executive Board. Resolutions of the Executive Board passed in accordance with paragraph 7 shall also be recorded in minutes; the minutes shall be sent to every member of the Executive Board without delay. Any objections to the wording of the minutes shall be raised without undue delay.

(9) If the President of the Executive Board is unable to carry out his/her duties, the duties for which he/she is responsible in accordance with the present section 7 shall be carried out by the member of the Executive Board appointed by the President to perform said duties. If the President of the Executive Board has not appointed any other Executive Board member as his/her deputy, or if the appointed Executive Board member is also unable to carry out the duties concerned, the duties shall be performed by the Executive Board member with the most years of service on the Executive Board. The deputy shall not be entitled to use the President's deciding vote in accordance with paragraph 6, sentence 3.

§ 9
Committees of the Executive Board

(1) The Executive Board may form committees to deal with certain tasks. It shall appoint one committee member as committee chair.

(2) Meetings of committees shall be held as required. Where the dates of such meetings are not determined in advance on the board calendar, the chair of a committee shall convene a meeting with at least one week's notice if he/she deems a meeting necessary or if a committee member requests a meeting and specifies the issues to be dealt with at the meeting.

(3) Decisions of Executive Board committees shall require unanimity unless otherwise stipulated in the resolution establishing such committees.

(4) The provisions of section 8 shall also apply *mutatis mutandis* to the meetings and decisions of the Executive Board committees.

§ 10
Former members of the Executive Board

(1) Former members of the Executive Board shall no longer be involved in the business operations of the Company once they have left the Executive Board. They shall refrain from exercising any influence over the business operations of the Company and from any public statements regarding such operations. The obligation on current members of the Siemens Energy decision-making bodies and senior managers to ensure that they do not disclose confidential information and Company secrets shall also apply to any communication with former members of the Executive Board and Supervisory Board, and former senior managers.

(2) Where former members of the Executive Board hold positions on Supervisory Boards, similar positions in companies, or positions in academic, social, cultural, professional, or other organizations, they shall not occupy these positions on behalf of the Company. The Company shall not be responsible for any expenses or obligations arising in connection with the fulfillment of such roles.

(3) In derogation from paragraph 2, an agreement can be made on a case-by-case basis for a member of the Executive Board – once he/she has resigned from the Executive Board – to take up or continue certain positions on behalf of and in the interests of the Company if there is a particular benefit for the Company in the case concerned. Any such agreement must be made in writing and requires the approval of the Presiding Committee of the Supervisory Board.

(4) If an agreement is in place in accordance with paragraph 3, the former Executive Board member involved shall be entitled to reimbursement of expenses incurred in connection with the fulfillment of the role concerned and to any necessary and reasonable support from the Company. The agreement may also include provision for appropriate compensation.

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