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 submission of the last Declaration of Conformity in September 2024, 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 ("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 any Executive Board of a listed company shall not accept more than five Supervisory Board mandates at 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 the 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 as defined by the Code should be made on a case-by-case basis. This assessment should consider the anticipated workload arising from the accepted mandates, which may differ from case to case.

- Section G of the Code has been deviated from for the following reasons: The guarantee pledged by the Federal Republic of Germany in December 2023 (the *government guarantee*), which was redeemed in June 2025, precluded variable compensation for the members of the Executive Board for fiscal years 2024 and 2025. Accordingly, no variable compensation was granted for the respective fiscal years.

Siemens Energy AG will in future comply with all recommendations of the Code, with the exception of recommendations C.4 and C.5, from which Siemens Energy AG continues to deviate for the reasons stated above. Additionally, Siemens Energy AG will deviate from recommendation G.10 sentence 2 in fiscal year 2026:

- 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, the members of the Executive Board will once be granted an equity component (section I.3 of the Compensation System) in fiscal year 2026, which is already accessible at the end of fiscal year 2027 and thus after less than four years. This aims at incentivizing 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.

Munich, September 2025

Siemens Energy AG

The Executive Board

The Supervisory Board