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

Siemens Energy AG complies 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), and will continue to comply with them in the future, with the following exceptions:

- Recommendations C.4 and C.5 are 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.

  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.

- The guarantee pledged by the Federal Republic of Germany in December 2023 (the *government guarantee*) precludes variable compensation for the members of the Executive Board for the fiscal years between 2024 and 2026, provided that guarantees secured by the government guarantee are issued within these fiscal years. Accordingly, no variable compensation within the meaning of Section G of the Code is granted for the respective fiscal years.

Since submission of the last Declaration of Conformity in July 2024, Siemens Energy AG has complied with all the recommendations of the Code, with the aforementioned exceptions, and with exception of a deviation from Recommendation C.2:

- As per recommendation C.2, an age limit shall be specified for members of the Supervisory Board and disclosed in the Corporate Governance Statement.

  The deviation has ceased to apply. By resolution of September 25, 2024, the Supervisory Board introduced a regular age limit, which is anchored in the Bylaws

of the Supervisory Board and in the objectives for Supervisory Board's composition, and which is published in the Corporate Governance Declaration.

Munich, September 2024

Siemens Energy AG

The Executive Board

The Supervisory Board