This edition of our Bylaws for the Supervisory 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

of the Supervisory Board of Siemens Energy AG

in the version applicable as of October 1, 2025

§ 1
General

(1) The Supervisory Board shall consist of twenty members, namely of ten members elected by the Annual Shareholders' Meeting and ten members whose election is governed by the German Codetermination Act (MitbestG). The Supervisory Board shall regularly advise the Executive Board in running the Company and supervise its management activities. This also comprises addressing corporate planning and strategy, including the innovation strategy.

(2) The Supervisory Board shall conduct its activities in accordance with the legal provisions, the Articles of Association, and these Bylaws. It shall observe the recommendations and suggestions of the German Corporate Governance Code.

(3) All members of the Supervisory Board shall act in the interests of the Company. They shall not be bound by orders and instructions and shall in their decisions neither pursue their own personal interests nor make personal use of business opportunities available to the Company. In accordance with section 111a para. 2 sentence 2 of the German Stock Corporation Act (AktG), the Company has defined an internal procedure that applies to related-party transactions.

(4) Every Supervisory Board member must disclose conflicts of interest to the Chair of the Supervisory Board immediately. The Chair of the Supervisory Board shall disclose his/her own conflicts of interest to the Presiding Committee. In the event of material conflicts of interests connected to his/her personal circumstances which are not merely of a temporary nature, the Supervisory Board member concerned shall resign from the Supervisory Board. Supervisory Board members shall not be members of governing bodies of, or exercise advisory functions at significant competitors of the Company and shall not hold a personal relationship with a significant competitor.

(5) The Supervisory Board assesses at regular intervals how effectively the Supervisory Board and its committees discharge their tasks.

(6) The Supervisory Board shall take care to ensure that the members of the Executive Board and employees of the Company are subject to standards of conduct (Business Conduct Guidelines). The members of the Supervisory Board shall likewise comply with these guidelines in their respective current form insofar as they are applicable to members of the Supervisory Board and compatible with their duties.

(7) The Bylaws for the Supervisory Board must be published.

§ 2
Composition of the Supervisory Board

(1) The Supervisory Board shall be composed in a manner such that its members collectively possess the required knowledge, skills and professional experience necessary for the proper performance of their duties and, as a whole, are familiar with the sector in which the Company operates. In accordance with statutory provisions and in due consideration of the recommendations of the German Corporate Governance Code, the Supervisory Board shall specify concrete objectives for its composition and establish a competency profile for the overall body. In so doing, it shall also pay attention to diversity and expertise in the sustainability issues of importance to the Company.

(2) As a rule, only persons under the age of 75 on the date of election shall be nominated for election as a member of the Supervisory Board.

(3) The recommendation for election by the Shareholders' Meeting shall take into account the fact that membership of the Supervisory Board is usually limited to three full terms of office.

(4) A Supervisory Board member whose professional activities have substantially changed since his/her election shall discuss a possible termination of his/ her mandate with the Chair of the Supervisory Board.

§ 3
Secrecy

(1) The members of the Supervisory Board shall maintain secrecy on confidential information, reports and consultations as well as secrets of the Company, namely trade and business secrets that came to their knowledge as a result of their work within the Supervisory Board. This obligation shall continue to apply even after the individual concerned resigns.

(2) If a member of the Supervisory Board intends to disclose to third parties information in respect of which it cannot be definitively ruled out that it may be confidential or relate to Company secrets, he or she shall inform the Chair of the Supervisory Board (or, if applicable, the Presiding Committee) in advance and afford him or her the opportunity to comment.

(3) The Supervisory Board members shall ensure that any personnel employed by them for support observe the obligation of secrecy to the same extent.

§ 4
Chair and Deputy Chair

(1) The Supervisory Board shall appoint a Chair and a Deputy Chair from among its members in accordance with the provisions of the German Codetermination Act (MitbestG). It may elect a further Deputy Chair, to whose election section 27 of the German Codetermination Act (MitbestG) shall not apply.

(2) If the position of the Chair, or of the Deputy Chair elected in accordance with the German Codetermination Act (MitbestG), becomes vacant before expiry of his/her term of office, the Supervisory Board shall elect a new Chair or Deputy Chair, as the case may be, for the remainder of the respective term of office without undue delay, however no later than during the next meeting of the Supervisory Board, and prior to any other decision.

(3) A Deputy Chair shall have the same rights as the Chair in all cases in which he/she stands in for the Chair while the latter is unable to perform his or her duties, however with the exception of the casting vote granted to the Chair pursuant to the German Codetermination Act (MitbestG), the Articles of Association, or these Bylaws.

(4) In the event that both the Chair and the Deputy Chair are unable to perform their duties, these duties shall be taken over by the most senior member or, in the case of equal seniority, by the oldest member of the Supervisory Board who is not unable to attend. He/she shall, however, not be entitled to the casting vote granted to the Chair pursuant to the German Codetermination Act (MitbestG), the Articles of Association, or these Bylaws.

(5) The Chair of the Supervisory Board shall coordinate the work within the Supervisory Board and represent the Supervisory Board's interests externally. Declarations of intent by the Supervisory Board and its Committees shall be issued on behalf of the Supervisory Board by the Chair. The Chair shall be entitled to receive declarations on behalf of the Supervisory Board.

(6) The Chair of the Supervisory Board shall be entitled to conduct discussions with investors on topics relevant to the Supervisory Board. He/she shall inform the Supervisory Board or its Committees of such discussions.

§ 5
Meetings; Convening of Meetings; Resolutions

(1) The meetings shall be convened by the Chair with a notice period of at least fourteen days, not counting the day on which the invitation is sent or the day on which the meeting is to be held. This notice period may be reduced in urgent cases. Meetings may be convened in writing, verbally, by phone, by fax, by e-mail, via electronic boardroom or using other commonly used means of communication. The individual convening the meeting shall determine the format of the meeting. The Chair may cancel or reschedule a meeting that has been called at his/her due discretion.

(2) The invitation shall set out the agenda of the meeting. Additions to the agenda shall be notified by the third day before the meeting, unless an urgent matter justifies later notification. Proposed resolutions relating to items on the agenda and the documents necessary to prepare for the meeting shall be distributed by the fifth day before the meeting, unless an urgent matter justifies later notification.

(3) The Chair shall conduct the meetings and determine the method and order in which the items on the agenda are attended to.

(4) On the Chair's instruction, meetings may in individual circumstances be held via a conference call and/or using electronic means of communication (in particular video conference). Supervisory Board members may be permitted to participate in meetings of the Supervisory Board by phone and/or using electronic means of communication (in particular video conference).

(5) The Supervisory Board is quorate if at least half of the members that the Supervisory Board must comprise take part in the passing of resolutions. Absent Supervisory Board members who request a Supervisory Board member personally attending the meeting to submit written votes (including by e-mail or fax), Supervisory Board members who cast their votes in accordance with § 5 paragraph 8, and members who abstain from casting their votes during a resolution, shall be deemed to be in attendance within the meaning of preceding Sentence.

(6) The passing of a resolution on an agenda item that was not included in the invitation convening the meeting or notified in accordance with § 5 paragraph 2 sentence 2 shall only be permitted if no member of the Supervisory Board objects to passing the resolution. In such cases, absent members shall be given the opportunity, within a reasonable period of time to be determined by the Chair of the Supervisory Board, to oppose the resolution or to cast their vote subsequently in writing, verbally, by phone, fax, or e-mail, or using other

commonly used means of communication. The resolution shall only enter into force if none of the absent Supervisory Board members notify the Chair of the Supervisory Board of their opposition within said period of time. Members of the Supervisory Board attending by conference call or using electronic means of communication shall be deemed present.

(7) If a motion relating to an item on the agenda is submitted or amended less than three days before the Supervisory Board meeting in such a way that a vote can be cast only with knowledge of the motion or amendment, absent members shall be given the opportunity, within a reasonable period of time to be determined by the Chair of the Supervisory Board, to cast their vote subsequently, in writing, verbally, by phone, fax, or e-mail, or using other commonly used means of communication. When determining the result of the vote on the resolution, the votes cast shall be included, if they have been received by the Chair of the Supervisory Board within the specified period of time. The passing of the resolution shall only be concluded when the votes have been received or the specified period of time has expired without the votes having been received. Members of the Supervisory Board attending by conference call or using electronic means of communication shall be deemed present.

(8) On the Chair's instruction, Supervisory Board resolutions may in individual circumstances be passed outside meetings in writing, orally, by phone, fax, or e-mail, via electronic boardroom or using other commonly used means of communication, or by a combination of such forms of communication. The Chair shall arrange for such a resolution to be taken within a reasonable period, stating the time and procedure and using one of the means of communication stipulated in sentence 1.

(9) The resolutions shall be passed with simple majority of the votes cast, unless otherwise required by mandatory law. Abstentions shall not be counted as votes cast in this sense. If a vote in the Supervisory Board results in a tie, and if the repeated vote on the same matter again results in a tie, the Chair of the Supervisory Board is entitled to a casting vote. Section 108 para. 3 of the German Stock Corporation Act (AktG) shall also apply to the casting vote.

(10) Minutes shall be taken of the meetings and resolutions of the Supervisory Board (for the purpose of record-keeping only and not as a condition for entry into force) and shall be signed by the person presiding over the respective meeting and his/her selected minute-taker or, if the resolutions were passed outside a meeting, by the Chair of the Supervisory Board. The minutes shall be made available to the Supervisory Board members.

§ 6
Third-party attendance at meetings; involvement of third parties

(1) The meetings of the Supervisory Board shall be attended by members of the Executive Board, unless the Chair of the Supervisory Board instructs otherwise on an individual basis. The Supervisory Board shall meet regularly without the Executive Board.

(2) To perform its duties, the Supervisory Board may, at its discretion, involve auditors, legal, or other external or internal advisors. The Chair of the Supervisory Board may permit these individuals or other experts and knowledge bearers to attend meetings of the Supervisory Board. Attendance by third parties required by law shall remain unaffected. The cost of involving the aforementioned individuals shall be borne by the Company.

§ 7
General Rules for Committees

(1) The Supervisory Board shall establish and appoint from among its number the following committees:

a) a Presiding Committee,

b) an Audit Committee,

c) a Sustainability and Finance Committee,

d) a Remuneration Committee,

e) a Committee for Digitalization and Artificial Intelligence, and

f) a Nomination Committee.

(2) Furthermore, immediately following the election of the Chair of the Supervisory Board and the Deputy Chair in accordance with the provisions of the Co-Determination Act, the Supervisory Board shall establish a committee for the performance of the task specified in section 31 para. 3 sentence 1 of the German Codetermination Act (MitbestG). Such committee shall consist of the Chair of the Supervisory Board and the Deputy Chair elected in accordance with the German Codetermination Act (MitbestG), as well as one additional member elected by the Supervisory Board members representing the share-

holders and one additional member elected by the Supervisory Board members representing the employees, in each case by the majority of the votes cast.

(3) The Supervisory Board may establish other committees and appoint members to them from amongst its members. To the extent legally permissible, decision-making authorities of the Supervisory Board may be transferred to the Committees or to individual members of the Supervisory Board.

(4) The term of office of the committee members shall correspond to their term of office as members of the Supervisory Board, unless a shorter period of office has been determined at the time of election by the Supervisory Board.

(5) The Committee may elect a chair from amongst its members, unless the Supervisory Board specifies a chair. A committee shall only be quorate if half of the committee's members, but at least three members, take part in the passing of resolutions. Each committee's chair shall provide the Supervisory Board with regular reports on the activities of the relevant committee. In order to ensure the exchange of expertise on overarching issues between the committees, the chair of a committee may participate in the meeting of another committee as guest, should the chair of the latter committee so require.

(6) The members of the Executive Board shall attend the meetings of the committees, if requested by the chair of the committee or by a majority of the committee members.

(7) To perform their respective duties, the committees of the Supervisory Board may exercise the special inspection and examination rights vested in the Supervisory Board pursuant to section 111 para. 2 of the German Stock Corporation Act (AktG).

(8) If the Chair of the Supervisory Board is a member of a committee, the Chair shall, in the event of a repeated tied vote, be entitled to a casting vote in mutatis mutandis application of § 5 paragraph 9 sentence 3. If the Chair of the Supervisory Board is not a member of a committee, the committee's chair shall, in the event of a repeated tied vote, be entitled to a casting vote in mutatis mutandis application of § 5 paragraph 9 sentence 3. In other respects, the proceedings of the committees shall be subject to the provisions of §§ 5 and 6 *mutatis mutandis*, unless the Supervisory Board determines otherwise for the committee.

§ 8
Presiding Committee

(1) The Presiding Committee shall consist of the Chair of the Supervisory Board, the Deputy Chair elected in accordance with § 4 paragraph 1 sentence 1, as well as one further Supervisory Board member representing the shareholders and one further Supervisory Board member representing the employees. The Presiding Committee shall be chaired by the Chair of the Supervisory Board.

(2) The Presiding Committee shall coordinate the work within the Supervisory Board, prepare the meetings of the Supervisory Board and the self-assessment of the effectiveness of the Supervisory Board and its committees in fulfilling their respective tasks, and monitor the execution of the resolutions taken by the Supervisory Board or its committees.

(3) The Presiding Committee shall deliberate and pass resolutions on corporate governance issues, including the Bylaws for the Supervisory Board and the Bylaws for the Executive Board, and issue recommendations where a resolution by the Supervisory Board is required. It shall be responsible for preparing the resolution on the Declaration of Conformity and on approval of the Corporate Governance Report in the Corporate Governance Statement, and the Report of the Supervisory Board to the Annual Shareholders' Meeting.

(4) The Presiding Committee shall propose to the Supervisory Board the names of individuals to serve on the Supervisory Board committees and to serve as Chair of the Supervisory Board or chairs of the committees.

(5) The Presiding Committee shall on behalf of the Supervisory Board pass resolutions on

a) the conclusion of transactions between the Company or an affiliated company on the one hand and a member of the Executive Board or individuals, enterprises, and associations closely related to a member of the Executive Board on the other, to the extent that they require the Supervisory Board's approval in accordance with section 112 of the German Stock Corporation Act (AktG) or otherwise;

b) the approval of secondary activities of a member of the Executive Board that require approval, in particular the acceptance of Supervisory Board mandates outside the Company. The full Supervisory Board shall remain responsible for resolutions on any adjustment to such Executive Board member's compensation to take account of remuneration for such secondary activities.

c) the granting of loans to persons listed in sections 89, 115 of the German Stock Corporation Act (AktG); no loans shall be granted to members of the Executive Board and members of the Supervisory Board;

d) the approval of contracts with members of the Supervisory Board in accordance with section 114 of the German Stock Corporation Act (AktG);

e) legal representation of the Company in legal proceedings in which the Company is represented by the Executive Board together with the Supervisory Board, or by the Supervisory Board alone, in particular in the event of an action for annulment or rescission (section 246 para. 2 sentence 2, section 249 para. 1 sentence 1 of the German Stock Corporation Act (AktG));

f) the approval of transactions and measures for which approval is required under § 5 paragraph 2, subparagraph 2 and § 10 paragraph 3 of the Bylaws for the Executive Board;

g) other measures assigned to it as stipulated by resolution of the Supervisory Board.

(6) The Presiding Committee shall deliberate regularly on the long-term succession planning for the Executive Board. It shall make suggestions to the Supervisory Board for the appointment and dismissal of members of the Executive Board as well as the extension of their mandates. When reviewing suggestions for the appointment of members of the Executive Board, the Presiding Committee shall take into account the statutory provisions and the requirements profile defined by the Supervisory Board, as well as the diversity concept. The Presiding Committee shall take into consideration that members of the Executive Board should not be appointed for an initial term of more than three years.

(7) Within the framework of the remuneration system and the remuneration of individual members of the Executive Board resolved by the full Supervisory Board, the Presiding Committee shall be responsible for concluding, amending, extending and terminating contracts of employment with members of the Executive Board.

(8) The Presiding Committee shall suggest to the Supervisory Board proposals for allocating business responsibilities within the Executive Board in cases where these issues are not regulated by law.

§ 9
Audit Committee

(1) The Audit Committee shall consist of three Supervisory Board members representing the shareholders and three Supervisory Board members representing the employees. At least one member of the Audit Committee must have expertise in the area of accounting and at least one further member must have expertise in the area of auditing. The Chair of the Audit Committee should have the appropriate expertise in at least one of these two areas.

(2) The Audit Committee shall have the following duties:

a) Monitoring of the annual audit, in particular of the selection, independence and qualification of the auditor; evaluation of the quality of the audit as well as the services of the auditor, including the additional services rendered by them; for this purpose, it shall observe the legal provisions, in particular the requirements under EU Regulation No. 537/2014 on annual audits.

b) Recommendation for the suggestion of the Supervisory Board to the Annual Shareholders' Meeting on the election of the auditor and the Group auditor as well as the auditor for the condensed financial statements and the interim management report for the Group (half-year financial report for the Group), to the extent they are audited or reviewed by the auditor;

c) Issuing the audit engagement to the auditors, determining areas of emphasis for the audit, agreeing on the circumstances to be disclosed or reported to the Audit Committee, and stipulating the fee with the auditors;

d) Addressing the review of the accounting and monitoring the accounting process, the effectiveness of the internal control system and the risk management system including the coverage of sustainability-related objectives, the effectiveness of the internal audit system, and the internal procedure for related-party transactions;

e) Preparation of the Supervisory Board's audit of the annual and consolidated financial statements, the management report of Siemens Energy AG and the Siemens Energy Group and of the Executive Board's proposal for the appropriation of profits;

f) Discussion of the half-year financial reports and quarterly statements with the Executive Board before publication thereof;

g) Monitoring compliance with legal requirements, official regulations, and Company-internal guidelines (Compliance);

(h) Dealing with the non-financial declaration or the separate non-financial report and, if applicable, commissioning an external audit under section 111 para. 2 sentence 4 of the German Stock Corporation Act (AktG). The Sustainability and Finance Committee may be involved in the preliminary audit of statements relating to sustainability within the framework of the audit of the non-financial declaration or the separate non-financial report;

(i) Dealing with the public country-by-country reporting and, if applicable, commissioning of an external audit.

§ 10
Sustainability and Finance Committee

(1) The Sustainability and Finance Committee shall consist of the Chair of the Supervisory Board and two Supervisory Board members representing the shareholders and three Supervisory Board members representing the employees.

(2) The Sustainability and Finance Committee shall perform the tasks assigned to it by resolution of the Supervisory Board. In particular, it shall address sustainability issues (Environmental, Social, Governance – ESG), without prejudice to the competence of other committees. Another of its responsibilities shall be to prepare negotiations and resolutions of the Supervisory Board on the financial situation and resources of the Company, including the annual budget, as well as investments in tangible assets and financial measures. Furthermore, the Sustainability and Finance Committee shall, on behalf of the Supervisory Board, resolve on transactions and measures requiring the Supervisory Board's approval in accordance with § 7 paragraph 1 lit. a) to e) of the Executive Board's Bylaws, unless such transactions or measures concern an amount equal to or exceeding €600 million. The Sustainability and Finance Committee shall also regularly address the Company's naming, branding and design concept.

§ 11
Remuneration Committee

(1) The Remuneration Committee shall consist of the Chair of the Supervisory Board and two Supervisory Board members representing the shareholders and three Supervisory Board members representing the employees

(2) The Remuneration Committee shall prepare resolutions of the full Supervisory Board on the remuneration system for the Executive Board, including the implementation of this system in the Executive Board contracts, and its regular review. The Remuneration Committee shall also prepare resolutions of the full Supervisory Board on the remuneration for the Supervisory Board members and the annual Remuneration Report, including the engagement of the independent auditor.

(3) Furthermore, the Remuneration Committee shall prepare resolutions of the full Supervisory Board on the determination of the targets for variable remuneration and the determination of whether these targets have been achieved, and on the determination and review of the appropriateness of the total remuneration of the individual members of the Executive Board.

(4) In order to ensure coordination on issues relating to sustainability, the Remuneration Committee can involve the Chair of the Audit Committee or the Chair of the Sustainability and Finance Committee, as appropriate.

§ 12
Committee for Digitalization and Artificial Intelligence

(1) The Committee for Digitalization and Artificial Intelligence shall consist of three Supervisory Board members representing the shareholders and three Supervisory Board members representing the employees.

(2) The Committee shall advise and oversee the Executive Board in defining and implementing the Company’s digital and artificial intelligence (AI) strategy. In this context, it shall also concern itself with analyzing fundamental trends and developments in the area of digitalization and AI and assessing their relevance for the Company. It shall advise and oversee the Executive Board in identifying and implementing requirements in the area of AI with the goal of safeguarding the Company’s competitiveness.

(3) The Committee shall regularly discuss the measures taken by the Company to protect and defend against cyber risks (cybersecurity). In addition, it shall advise and oversee the Executive Board in respect of the Company's measures and projects in the area of digitalization and AI if these are of strategic significance to the Company's development.

This is the case particularly if

a) the projects or measures result in material changes to an existing business model or in new business models that are or could be of substantial significance to the Company;

b) questions arise in connection with the use of technologies that have or could have material impacts on the current business. This also covers the significance of different data protection laws and AI regulations in various regions of the world;

c) there are or could be material impacts on employees and the organization;

d) new developments in information and communication technologies require strategic action in respect of the IT infrastructures or regulations.

§ 13
Nomination Committee

(1) The Nomination Committee shall consist of the Chair of the Supervisory Board, the further Deputy Chair elected in accordance with § 4 paragraph 1 sentence 2, and two, or, in the event that no further Deputy Chair has been elected in accordance with § 4 paragraph 1 sentence 2, three further members to be elected by the Supervisory Board's shareholder representatives from among their members. The Committee shall be chaired by the Chair of the Supervisory Board.

(2) The Nomination Committee shall, taking into account the defined targets for its appointment suggestions to the Annual General Meeting as stipulated in § 2, suggest to the Supervisory Board suitable candidates for the election of Supervisory Board members representing the shareholders by the Annual General Meeting.

§ 14
Lead Independent Director

(1) In the event that the Chair of the Supervisory Board is considered non independent according to the guidelines of important proxy advisors, the Supervisory Board may appoint a member of the Supervisory Board as “Lead Independent Director”, who is independent in accordance with the recommendations of the German Corporate Governance Code and meets the criteria of independence of the major proxy advisors.

(2) The Lead Independent Director

a) shall usually be a member of the Presiding Committee, be Chair of the Remuneration Committee and be a member of the Nomination Committee of the Company's Supervisory Board;

b) shall usually be Deputy Chair of the Supervisory Board;

c) is authorized to convene meetings of the Company's Supervisory Board and to add items on the agenda of the meetings;

d) is entitled to attend meetings of the Company's Supervisory Board committees as a guest;

e) may discuss topics related to the Supervisory Board with shareholders and other stakeholders and receive their proposals and suggestions regarding the work of the Supervisory Board;

f) may chair the Shareholders’ Meeting if the Chair of the Supervisory Board is prevented from doing so.