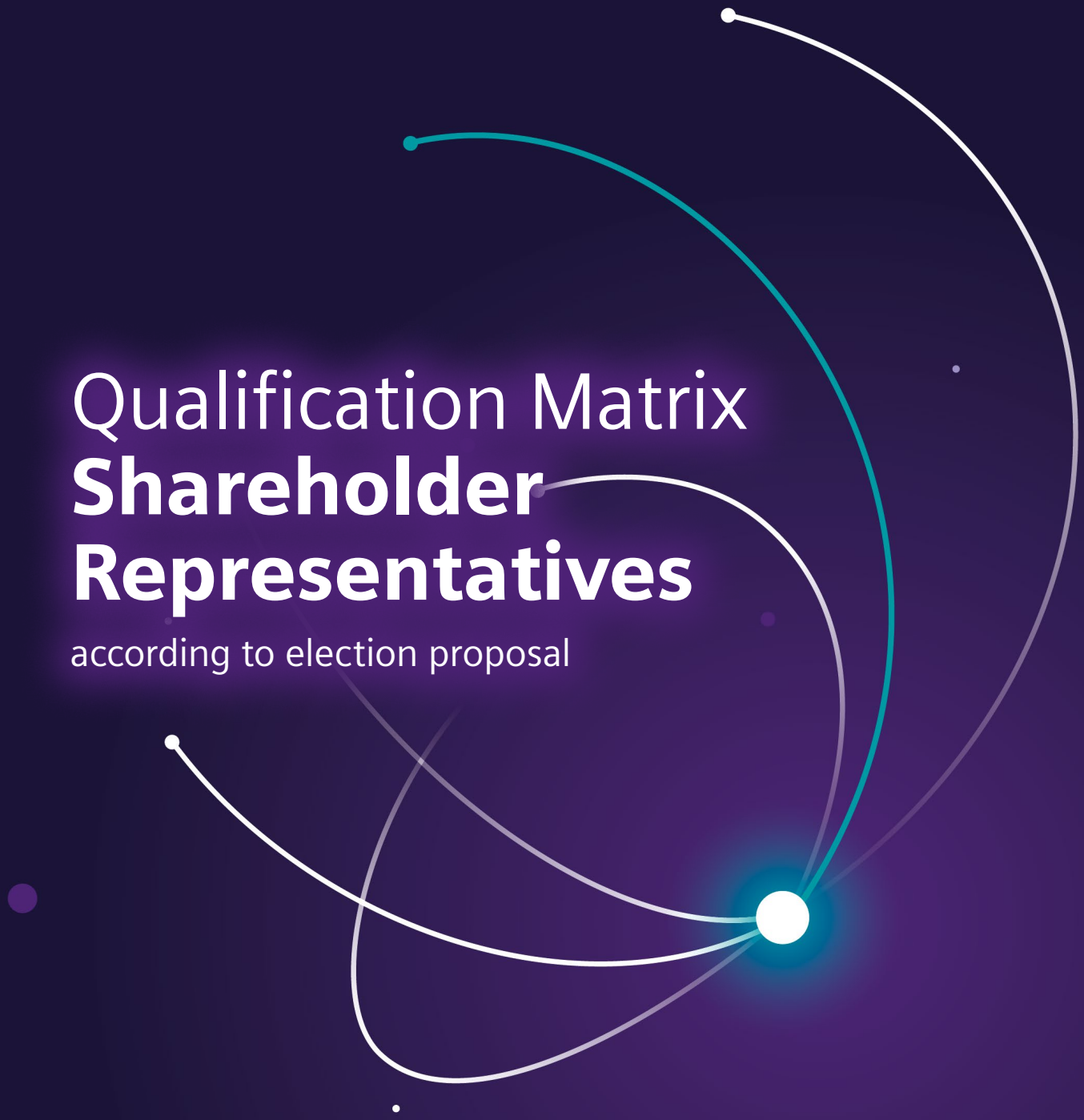
SIEMENS energy

Qualification Matrix **Shareholder Representatives**

according to election proposal



siemens-energy.com

Qualification Matrix Shareholder Representatives (according to election proposal)

on the implementation status of the objectives regarding the Supervisory Board's composition, including the profile of required skills and expertise and the diversity concept

		Joe Kaeser	Dr. Hubert Lienhard	Dr. Christine Bortenlänger	Sigmar Gabriel	Prof. Dr. Veronika Grimm	Simone Menne	Hildegard Müller	Laurence Mulliez	Matthias Rebellius	Geisha Williams
Duration of Membership	Member since	25/09/20	25/09/20	25/09/20	25/09/20	26/02/24	26/02/24	25/09/20	25/09/20	25/09/20	25/09/20
Personal ability	Personality and integrity	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Individual professional abilities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Availability	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Independence*	✓	✓	✓	✓	✓	✓	✓	✓		✓
Diversity / Inter-nationality	Gender	male	male	female	male	female	female	female	female	male	female
	Year of birth	1957	1951	1966	1959	1971	1960	1967	1966	1965	1961
	Nationality	German	German	German	German	German	German	German	French / UK	German / Swiss	U.S.
	International experience	✓	✓		✓	✓	✓	✓	✓	✓	✓
	Educational background	Business Adminis-tration	Studies of Chemistry	Banker, Certified Economist	Studies of German, Literature, Politics and Sociology	Studies of Economics, doctorate and habilitation in Economics	Studies of Economics (Dipl.-Kffr.)	Banker, Certified Economist	MBA	Chartered Engineer (FH) Electrical Engineer-ing	BSc Engineering, Master Business Administra-tion
Professional ability	Important business areas (esp. Energy generation, transmission, distribution)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Stakeholder Management	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Change Management	✓	✓	✓		✓	✓	✓	✓	✓	✓
	Technological competence		✓			✓				✓	✓
	Strategy	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Innovation	✓	✓	✓		✓	✓	✓	✓	✓	✓
	Manufacturing and production		✓						✓	✓	
	Marketing and sales	✓	✓	✓				✓	✓	✓	✓
	Law, esp. Corporate Governance and Compliance	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	Human resources (including Leadership Development, Personnel Development, Talent Management)	✓	✓	✓	✓	✓	✓	✓		✓	
	Sustainability, in particular decarbonization, climate protection and responsible operations	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Management or supervision experience	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Financial competence	Expert accounting	✓					✓		✓		
	Expert auditing	✓		✓			✓		✓		

✓ means that the criterion is met. The statements relating to professional ability are based on the Supervisory Board's self-assessment. A check equals at least "good knowledge" and accordingly the ability to well understand the facts of a matter and to make informed decisions, based on already existing qualification and additional trainings undergone by the Supervisory Board members. On a scale from 1 (highest) to 5 (lowest), this corresponds to a rating of at least 2.

* In accordance with the criteria specified by the German Corporate Governance Code