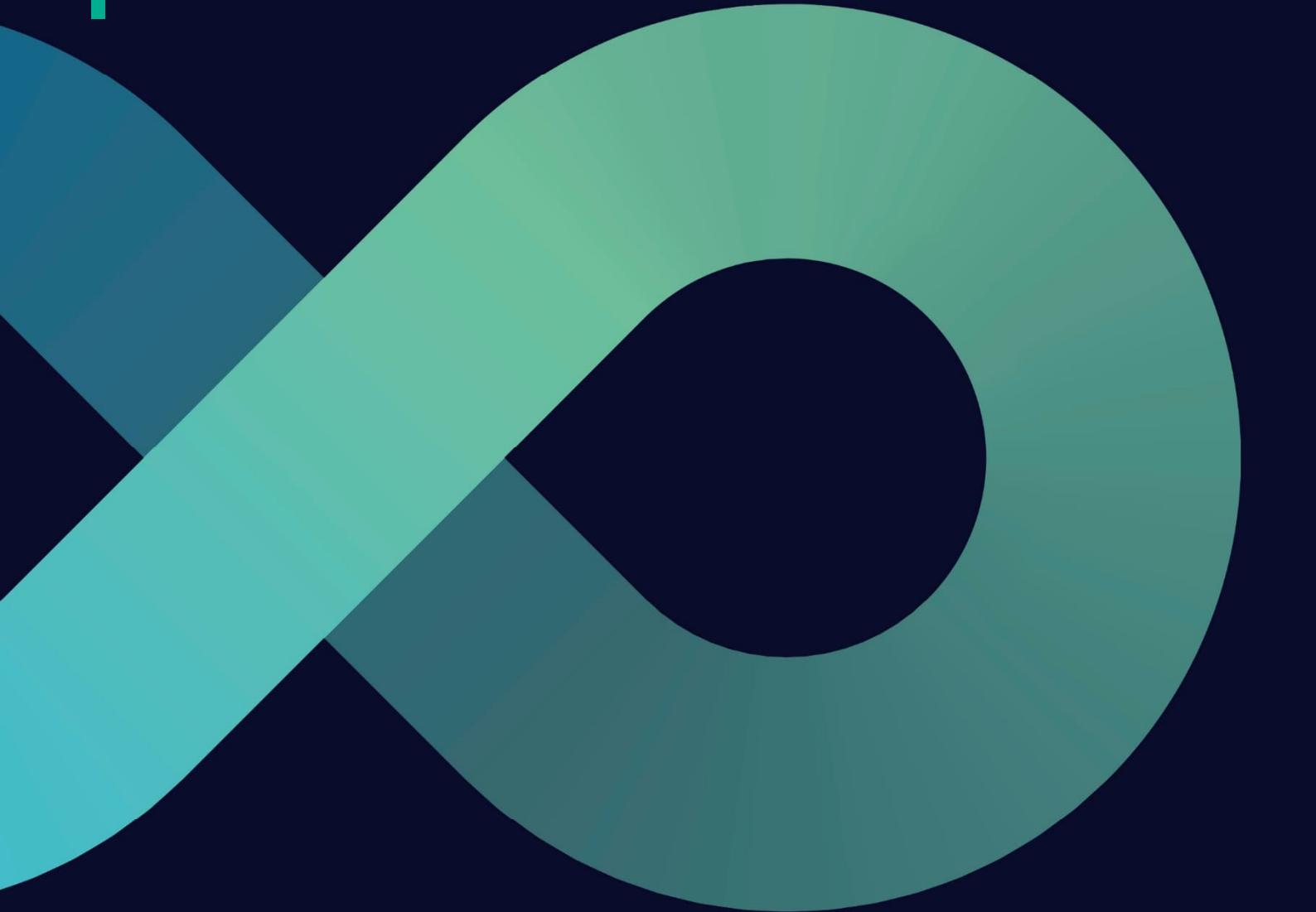


# Declaration of Conformity with the German Corporate Governance Code

AS OF OCTOBER 1, 2025



**SIEMENS**

-Convenience translation-

# **Declaration of Conformity by the Managing Board and the Supervisory Board of Siemens Aktiengesellschaft with the German Corporate Governance Code pursuant to Section 161 of the German Stock Corporation Act**

Siemens AG complies, and will continue to comply, with all the recommendations of the Government Commission on the German Corporate Governance Code in the version of April 28, 2022 ("Code"), published by the Federal Ministry of Justice in the official section of the Federal Gazette (*Bundesanzeiger*).

This declaration takes into account that the Chairman of the Supervisory Board, Jim Hagemann Snabe, has been a member of the Supervisory Board of Siemens AG since October 1, 2013, and thus for a period of more than 12 years. Although one of the indicators listed in recommendation C.7 of the Code has thereby been met, Mr. Snabe is still considered independent according to the assessment of the shareholder representatives on the Supervisory Board and taking into account the circumstances of his individual case. This determination is based on the following considerations, which, pursuant to recommendation C.8 of the Code, will also be explained in the Corporate Governance Statement to be published as scheduled in December 2025:

The shareholder representatives see no indication that Mr. Snabe's relationship with the Company or its Managing Board (even after more than 12 years of Supervisory Board membership) is of a nature that could give rise to a material and not merely temporary conflict of interest. In making this assessment, the shareholder representatives have taken into account, in particular, that Mr. Snabe – in accordance with his nomination by the Supervisory Board – was elected a Supervisory Board member by the Company's Annual Shareholders' Meeting on February 13, 2025, for a term of office of only approximately two years, during which time a transition to his successor is to take place.

The Supervisory Board's nomination was based on the consideration that Mr. Snabe – who, in his position as Supervisory Board Chairman, has continuously and successfully supported the Company's transformation toward digitalization and sustainability – should remain available during this transition period in order to significantly contribute to the continuity of the Supervisory Board's work during the ongoing implementation of Siemens' strategy as a focused technology company. The Supervisory Board maintains the view that Mr. Snabe is currently the candidate for the position of Supervisory Board Chairman who is most suitable for implementing an orderly succession planning and ensuring continuity in the Supervisory Board's activities.

As of October 1, 2024, the date of its last Declaration of Conformity, Siemens AG complied with all the recommendations of the Code.

Berlin and Munich, October 1, 2025

**Siemens Aktiengesellschaft**

The Managing  
Board

The Supervisory  
Board