

Munich, August 6, 2024

Annette Kraus and Hanno Kunkel assume new responsibilities in People & Organization and Legal and Compliance for Siemens

- **Annette Kraus to take the role of Executive Vice President Social and Industrial Relations and People & Organization (P&O) Germany**
- **Hanno Kunkel succeeds Annette Kraus as Chief Compliance Officer, Head of the Compliance organization and Human Rights Officer**

Annette Kraus (48) will take over an expanded role within the People & Organization leadership team. Effective October 1, 2024, she will assume the role of Executive Vice President Social and Industrial Relations and People & Organization Germany, moving on from her role as Chief Compliance Officer for Siemens AG.

"Annette Kraus, a valued colleague with an excellent track record as a leader, will join the P&O team to lead industrial relations and our social strategy globally, while assuming responsibility for large parts of our approximately 87,000 people in Germany. She will play a key role in engaging with a broad range of stakeholder groups, to represent Siemens as an employer. Annette will also continue to develop our social strategy worldwide, ensuring that we create societal impact by supporting people to remain resilient and relevant through learning – leveraging what we do for our own people, customers and partners. At the same time, Annette will lead our P&O function in our home market, Germany, engaging with our people and our social partners to create the most effective working conditions," said Judith Wiese, Chief People and Sustainability Officer, member of the Managing Board of Siemens AG and Labor Director.

Hanno Kunkel (50) will become Chief Compliance Officer, Head of the global Compliance organization and Human Rights Officer of Siemens AG effective October 1, 2024. He succeeds Annette Kraus.

"I would like to thank Annette Kraus for her work on compliance and human rights over the last three years. She has made an invaluable contribution creating an excellent foundation and helping to navigate the company through a complex geopolitical landscape. We welcome Hanno Kunkel, an internationally experienced and well-connected successor, who will continue to drive this development forward to ensure compliance while bringing our ethical framework to life in complex times," said Andreas C. Hoffmann, General Counsel and Head of Legal and Compliance at Siemens AG.

Annette Kraus took on the role of Chief Compliance Officer in 2021. She has been with Siemens since 2009 and has gained experience in all aspects of compliance management at Siemens in several management positions. Before joining Siemens, Annette Kraus also advised in the area of compliance, first in an international law firm, then in a management consultancy.

Hanno Kunkel has been working for Siemens AG since 2012 and has held management positions in the legal departments of various business units during this time. In recent years, Hanno Kunkel has served as General Counsel of Siemens Ltd. India and has focused on the further development of our business. Prior to joining Siemens, Kunkel worked as a lawyer in an international law firm and for various industrial companies, where he held both legal and compliance roles.

This press release as well as press pictures can be found at: <https://sie.ag/2rz8vr>

Contacts for journalists

Simon Krause

Phone: +49 173 4039683; E-Mail: krause.simon@siemens.com

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In fiscal 2023, which ended on September 30, 2023, the Siemens Group generated revenue of €77.8 billion and net income of €8.5 billion. As of September 30, 2023, the company employed around 320,000 people worldwide.

Further information is available on the Internet at www.siemens.com.