

Siemens invites to the 2025 Annual Shareholders' Meeting and proposes a new Supervisory Board member

- **Annual Shareholders' Meeting to be held in virtual format on February 13, 2025**
- **Mark Schneider, former CEO of Nestlé S.A. and Fresenius SE & Co. KGaA, nominated for election to the Supervisory Board of Siemens AG for a four-year term**
- **Jim Hagemann Snabe, Chairman, nominated for two-year extension**
- **Werner Brandt, Second Deputy Chairman, nominated for an early extension until the end of the Annual Shareholders' Meeting 2029**
- **Reelection of two other members proposed: Kasper Rørsted and Grazia Vittadini are nominated for four-year extensions**
- **Martina Merz to leave Supervisory Board to assume another supervisory board role**
- **Supervisory Board and Managing Board propose increasing dividend to €5.20, up from €4.70 in prior year**

Siemens AG today published the notice for its next ordinary Annual Shareholders' Meeting on February 13, 2025. The Managing Board of Siemens AG has decided that the Annual Shareholders' Meeting will again be held as a virtual event. In addition, the Supervisory Board has proposed the election of one new member.

"We are looking forward to the 2025 Annual Shareholders' Meeting and to interacting with our shareholders globally. After another successful fiscal year, the

Siemens AG strategy is being well executed at a period of particular geoeconomic turbulence. The company is strongly positioned for growth as a leading technology company supporting customers with their digital and sustainability transformations," said Jim Hagemann Snabe, Chairman of the Supervisory Board of Siemens AG.

"We achieved yet another successful fiscal year 2024, creating significant value for all our stakeholders. We look forward to engaging with our shareholders at the AGM and highlighting how we will continue to accelerate value creation as a leading technology company", said Roland Busch, President and CEO of Siemens AG.

When deciding on the format of the 2025 Annual Shareholders' Meeting, the Managing Board of Siemens AG took into account the interests of the company and its shareholders, focusing in particular on the protection of shareholder rights as well as effort and costs and sustainability considerations. With the virtual Annual Shareholders' Meetings 2023 and 2024, it has been possible to transfer the main advantages of the face-to-face event to the digital format. There was no need to submit questions in advance and shareholders and their representatives had full rights to speak, ask questions and propose motions. They were able to exercise these rights live at the Annual Shareholders' Meeting without having to travel to and from the venue, saving resources and ensuring a high level of attendance and increased active participation by international investors. Siemens used the opportunities offered by the digital format to explain relevant events in the past fiscal year and to present report segments and selected innovations that are key to the Company's future success in an engaging way. A corresponding authorization for a further two years will be proposed to the 2025 Annual Shareholders' Meeting.

Proposals for Supervisory Board membership

Upon completion of the Annual Shareholders' Meeting, the regular term of office for three Supervisory Board members will end. These members are being proposed for reelection. In addition, to improve the staggered timing of the appointments, an early extension is proposed for one member.

Jim Hagemann Snabe (59), is nominated for a two-year extension and Werner Brandt (70) for an early extension until the end of the Annual Shareholders' Meeting 2029, while Kasper Rørsted (62) and Grazia Vittadini (55) are both nominated for

four-year extensions. Mark Schneider (59), the former CEO of Nestlé S.A. and Fresenius SE & Co. KGaA, is proposed for election for a four-year term, as a potential successor to Jim Hagemann Snabe. Martina Merz (61) has chosen to step down to pursue another supervisory board role.

“With the proposed appointments, we will ensure continuation of a strong Supervisory Board, while improving the staggered timing of appointments. I would like to thank Martina Merz for her excellent contribution to Siemens,” said Jim Hagemann Snabe. “I strongly believe that Mark Schneider will bring tremendous value to the Supervisory Board of Siemens AG. His global experience in business transformation and passion for technology are a strong fit for Siemens. If I am fortunate to be reelected as Chair in February 2025, I plan to manage a transition within the next two years. I made a commitment to effectively manage my own succession and with Mark, we have an excellent candidate.”

Mark Schneider is a German-American dual citizen who has held chief executive officer, chief financial officer and business development roles at Haniel Group, Fresenius Medical Care AG, Fresenius SE & Co. KGaA and, most recently, Nestlé S.A. He has a track record of growth, portfolio transformation and driving sustainability impact. He has a Doctorate in Economics from the University of St. Gallen and an MBA from Harvard Business School. He serves on the Board of Roche Holding AG as a non-executive director.

Dividend proposal

The Annual Shareholders' Meeting will also vote on, among other things, the dividend for fiscal 2024. In line with Siemens' progressive dividend policy, the Supervisory and Managing Boards are proposing to the Annual Shareholders' Meeting that the dividend be increased to €5.20 from the prior-year level of €4.70. This proposal reflects the successful performance in fiscal 2024 and confidence in the future development of the company.

During the general debate at the upcoming Annual Shareholders' Meeting, shareholders may connect per video to give an address or ask questions. They do not need to submit their questions in advance. In addition, the main content of the speeches to the Annual Shareholders' Meeting given by the Supervisory Board

Chairman and the President and CEO will be published online in advance of the event (publication expected by no later than February 5, 2025). Before the Annual Shareholders' Meeting, shareholders have until February 7, 2025, to submit statements via e-mail to express their opinions on the topics that are on the agenda.

For more information, please see the Notice of Annual Shareholders' Meeting, which was published today and is available at www.siemens.com/agm.

This press release is available at: <https://sie.ag/3icWuz>

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In fiscal 2024, which ended on September 30, 2024, the Siemens Group generated revenue of €75.9 billion and net income of €9.0 billion. As of September 30, 2024, the company employed around 312,000 people worldwide on the basis of continuing operations. Further information is available on the Internet at www.siemens.com.

Notes and forward-looking statements

This document contains statements related to our future business and financial performance and future events or developments involving Siemens that may constitute forward-looking statements. These statements may be identified by words such as "expect," "look forward to," "anticipate," "intend," "plan," "believe," "seek," "estimate," "will," "project" or words of similar meaning. We may also make forward-looking statements in other reports, in prospectuses, in presentations, in material delivered to shareholders and in press releases. In addition, our representatives may from time to time make oral forward-looking statements. Such statements are based on the current expectations and certain assumptions of Siemens' management, of which many are beyond Siemens' control. These are subject to a number of risks, uncertainties and factors, including, but not limited to those described in disclosures, in particular in the chapter Report on expected developments and associated material opportunities and risks in the Combined Management Report of the Siemens Report (siemens.com/siemensreport),

and in the Interim Group Management Report of the Half-year Financial Report (provided that it is already available for the current reporting year), which should be read in conjunction with the Combined Management Report. Should one or more of these risks or uncertainties materialize, should decisions, assessments or requirements of regulatory authorities deviate from our expectations, should events of force majeure, such as pandemics, unrest or acts of war, occur or should underlying expectations including future events occur at a later date or not at all or assumptions prove incorrect, actual results, performance or achievements of Siemens may (negatively or positively) vary materially from those described explicitly or implicitly in the relevant forward-looking statement. Siemens neither intends, nor assumes any obligation, to update or revise these forward-looking statements in light of developments which differ from those anticipated.

This document includes – in the applicable financial reporting framework not clearly defined – supplemental financial measures that are or may be alternative performance measures (non-GAAP-measures). These supplemental financial measures should not be viewed in isolation or as alternatives to measures of Siemens' net assets and financial positions or results of operations as presented in accordance with the applicable financial reporting framework in its Consolidated Financial Statements. Other companies that report or describe similarly titled alternative performance measures may calculate them differently.

Due to rounding, numbers presented throughout this and other documents may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

All information is preliminary.