SIEMENS

Press

Munich, May 12, 2026

# Siemens Supervisory Board outlines its succession plan ahead of Annual Shareholders' Meeting 2027

- **The Supervisory Board of Siemens AG intends to elect Mark Schneider as Chairman immediately following the Annual Shareholders' Meeting 2027**
- **Ola Rollén, Marion Helmes and Christoph von Seidel to be proposed as new members to the Supervisory Board**
- **Regina Dugan, Keryn Lee James and Matthias Zachert to be proposed for re-election**
- **Jim Hagemann Snabe, Nathalie von Siemens and Benoît Potier to leave Supervisory Board at the end of the Annual Shareholders' Meeting 2027**

At its meeting today, the Supervisory Board of Siemens AG unanimously decided on the next steps in the succession for the role of Chair: Mark Schneider is the designated candidate to succeed Jim Hagemann Snabe. The Supervisory Board intends to elect Mark Schneider as Chairman immediately following the Annual Shareholders' Meeting on February 11, 2027. The Supervisory Board also adopted a resolution regarding its future composition. The shareholder representatives on the Supervisory Board intend to propose Ola Rollén, Marion Helmes and Christoph von Seidel as new members at the Annual Shareholders' Meeting – in addition to the re-elections of Regina Dugan, Keryn Lee James and Matthias Zachert. Benoît Potier will not be seeking re-election and will leave the Supervisory Board at the end of his regular term of office at the conclusion of the Annual Shareholders' Meeting. As part of the orderly succession plan, Jim Hagemann Snabe and Nathalie von Siemens, after more than twelve years on the Supervisory Board, will likewise leave the Board at the end of the Annual Shareholders' Meeting.

"Siemens has made significant progress in recent years – transforming itself from an industrial conglomerate into a leading technology company, to establishing a leading position in industrial AI," said Jim Hagemann Snabe, Chairman of the Supervisory Board of Siemens AG. "Next year's Annual Shareholders' Meeting will mark an important milestone, including the planned shareholder vote on the spin-off of Siemens Healthineers shares. Siemens is entering the next stage of growth – and it's important to me that the composition of the Supervisory Board matches our ONE Tech Company ambition. On behalf of my colleagues, I would like already now to express my heartfelt thanks to Nathalie von Siemens and Benoît Potier for their outstanding commitment and valuable contributions over many years."

These intended nominations are part of a broader, long-term succession plan aimed at ensuring continuity and stability in the Supervisory Board. This includes a structured transition in key roles, as well as the continued strengthening of the Supervisory Board's overall technological and digital expertise.

Since his election to the Supervisory Board in 2025, Mark Schneider has closely engaged with Siemens' businesses. With his global leadership experience and track record in leading large-scale corporate transformations, he brings a deep understanding of how to create sustainable value in times of disruption.

Ola Rollén, former CEO of Hexagon AB, brings extensive experience in software, digitalization and industrial AI. Marion Helmes, currently Chairwoman of the Audit Committee of Siemens Healthineers AG, contributes deep financial and governance expertise. Christoph von Seidel, a corporate governance expert with many years of experience in the technology, software and engineering sectors and a member of the Siemens family, would ensure continuity in the Siemens family's representation and underscores the family's long-standing commitment to Siemens' sustainable development.

The proposed re-elections of Regina Dugan, Keryn Lee James and Matthias Zachert are intended to ensure continuity and stability in the Supervisory Board's work. Their complementary experience across technology, industrial leadership and governance remain an important asset for Siemens as it continues its transformation as ONE Tech Company.

The Supervisory Board sees Siemens entering its next stage of growth from a position of strength. The company has built significant momentum in recent years – strengthening its technology portfolio, advancing its ONE Tech Company program and consistently delivering strong performance. Against this backdrop, this Supervisory Board succession plan is a deliberate step to sustain this trajectory: combining continuity with targeted renewal to ensure the Supervisory Board remains fully aligned with the pace and strategic priorities of the business. In this way, the Supervisory Board is reinforcing its role as a forward-looking partner to the Managing Board in driving Siemens' continued success.

The intended nominations will be decided in due course and the proposals put to a vote by shareholders at the Annual Shareholders' Meeting on February 11, 2027.

This press release is available at https://sie.ag/3euWDW

**Contact for journalists**

Simon Krause

Phone: +49 173 4039683; email: krause.simon@siemens.com

**Siemens AG** (Berlin and Munich) is a leading technology company focused on industry, infrastructure, mobility, and healthcare. The company's purpose is to create technology to transform the everyday, for everyone. By combining the real and the digital worlds, Siemens empowers customers to accelerate their digital and sustainability transformations, making factories more efficient, cities more livable, and transportation more sustainable. A leader in industrial AI, Siemens leverages its deep domain know-how to apply AI – including generative AI – to real-world applications, making AI accessible and impactful for customers across diverse industries. Siemens also owns a majority stake in the publicly listed company Siemens Healthineers, a leading global medical technology provider pioneering breakthroughs in healthcare. For everyone. Everywhere. Sustainably.

In fiscal 2025, which ended on September 30, 2025, the Siemens Group generated revenue of €78.9 billion and net income of €10.4 billion. As of September 30, 2025, the company employed around 318,000 people worldwide on the basis of continuing operations. Further information is available on the Internet at http://www.siemens.com

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 (www.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 decrees, decisions, assessments or requirements of regulatory or governmental 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.