C.4 Corporate Governance Statement in accordance with Sections 289f and 315d of the German Commercial Code

In this Corporate Governance Statement pursuant to Sections 289f, 315d of the German Commercial Code ("Handelsgesetzbuch") and according to Principle 23 of the German Corporate Governance Code ("GCGC"), the Managing Board and the Supervisory Board report on the corporate governance of the company and the Group in the fiscal year from October 1, 2025, to September 30, 2026. There are no overriding statutory regulations stating that the recommendations or suggestions of the GCGC were not applicable to Siemens Healthineers AG.

Further information on the subject of corporate governance – including the bylaws for the Managing Board, the bylaws for the Supervisory Board and the Corporate Governance Statements from prior fiscal years – can be found on our website at ➔ ***www.siemens-healthineers.com/investor-relations/corporate-governance.***

C.4.1 Declaration of conformity with the German Corporate Governance Code

In September 2026, the Managing Board and the Supervisory Board of Siemens Healthineers AG adopted the following Declaration of Conformity pursuant to Section 161 of the German Stock Corporation Act ("Aktiengesetz"):

Declaration of Conformity with the German Corporate Governance Code by the Managing Board and the Supervisory Board of Siemens Healthineers AG in accordance with Section 161 of the German Stock Corporation Act

Since the issuance of the last Declaration of Conformity dated September 30, 2025, Siemens Healthineers AG ("the Company") has fully complied with the recommendations of the German Corporate Governance Code as amended on April 28, 2022 (valid from June 27, 2022, "GCGC 2022"). In addition, the Managing Board and Supervisory Board declare that the Company will continue to comply with all recommendations of the GCGC 2022 in the future.

Munich, September 2026
Siemens Healthineers AG

C.4.2 Information on corporate management practices

Suggestions of the German Corporate Governance Code

In addition to recommendations, the GCGC also makes suggestions for the good and responsible management and supervision of an enterprise. Siemens Healthineers AG also complies with all the suggestions of the GCGC.

Business Conduct Guidelines

Further corporate governance practices applied beyond the legal requirements are described in the company's Business Conduct Guidelines, which are publicly available at ➔ ***www.siemens-healthineers.com/company/compliance***.

The Business Conduct Guidelines establish the ethical and legal framework governing the company's activities. They define the fundamental principles and rules for the conduct of all Siemens Healthineers employees within the company and in relation to our external partners and the public, and are an expression of our corporate purpose *We pioneer breakthroughs in healthcare. For everyone. Everywhere. Sustainably*.

C.4.3 Compensation report/compensation system

The Compensation Report and the independent auditor's report pursuant to Section 162 para. 3 of the German Stock Corporation Act, the compensation system for the members of the Managing Board pursuant to Section 87a para. 1 and 2 sentence 1 of the German Stock Corporation Act, and the resolution of the Annual Shareholders' Meeting on the compensation of the members of the Supervisory Board pursuant to Section 113 para. 3 of the German Stock Corporation Act are publicly available at ➔ ***www.siemens-healthineers.com/investor-relations/corporate-governance.***

C.4.4 Description of the working methods of the Managing Board and the Supervisory Board and the composition and working methods of their committees

Siemens Healthineers AG is subject to the regulations of German stock corporation law. It therefore has a two-tier board structure, with a Managing Board and a Supervisory Board that are separate in terms of both personnel and functions. Both governing bodies cooperate closely in the best interest of the company.

The tasks, authorities, and requirements applicable to the working methods and composition of the Managing Board and the Supervisory Board are primarily derived from the German Stock Corporation Act and the Articles of Association of Siemens Healthineers AG, as well as the bylaws of the two bodies. The Articles of Association of Siemens Healthineers AG, the bylaws for the Managing Board and the bylaws for the Supervisory Board are available on our website at ➔ ***www.siemens-healthineers.com/investor-relations/corporate-governance/bylaws.*** The German Corporate Governance Code also contains principles, recommendations and suggestions for the Managing Board and the Supervisory Board that are meant to ensure that the company is managed in its own best interest.

C.4.4.1 Composition and working methods of the Managing Board

The Managing Board was composed of the following members in fiscal year 2026:

				Memberships in supervisory boards whose establishment is required by law or in comparable domestic or foreign controlling bodies of business enterprises	
Name	**Year of birth**	**First appointed**	**Term expires**	**External positions (as of September 30, 2026)**	**Group company positions (as of September 30, 2026)**
Dr. Bernhard Montag Chief Executive Officer	1969	2018	2031	None	None
Darleen Caron Chief Human Resources Officer	1964	2021	2027	None	None
Dr. Jochen Schmitz Chief Financial Officer	1966	2018	2031	**German positions:** • Universitätsklinikum Augsburg	None
Elisabeth Staudinger-Leibrecht Member of the Managing Board	1970	2021	2029	**Positions outside Germany:** • Siemens Ltd., China	**Positions outside Germany:** • Siemens Healthineers Ltd., China

The curricula vitae of Managing Board members are available on the company's website at ➔ ***www.siemens-healthineers.com/company/management.***

As the company's top management body, the Managing Board is committed to serving the company's interests and achieving sustainable growth in the company's value. The members of the Managing Board are jointly responsible for the entire management of the company and decide on fundamental principles of business policy and corporate strategy – including the sustainability strategy – and the company's annual and multi-year planning. The Managing Board ensures that risks and opportunities connected with social and environmental factors are identified and assessed. The corporate strategy gives appropriate consideration to both long-term financial objectives and sustainability-related objectives. Details on the ambitious social and environmental commitments contained in the company's sustainability program can be found in the Sustainability Report. Further details on sustainability can be found on the website at ➔ ***www.siemens-healthineers.com/company/sustainability.***

The Managing Board is responsible for preparing the quarterly statements and the half-year financial report, the annual financial statements of Siemens Healthineers AG, the consolidated financial statements of the Group, and the combined management report of Siemens Healthineers AG and the Group. Together with the Supervisory Board, the Managing Board prepares the Compensation Report. The Managing Board has established an appropriate and effective internal control system and risk-management system, which also cover sustainability-related aspects. In addition, the Managing Board ensures that all legal provisions, government regulations, and internal company guidelines are complied with, and works to ensure that Group

companies observe them (compliance). The Managing Board has established a comprehensive compliance-management system aligned with the risk situation of the company. Details are available on the website at ➔ ***www.siemens-healthineers.com/company/compliance.***

The Supervisory Board has issued bylaws for the Managing Board, which contain an assignment of responsibilities and rules for cooperation both within the Managing Board and between the Managing Board and the Supervisory Board. The Chair of the Managing Board is responsible for coordinating the work in all areas of assigned responsibilities within the Managing Board. The Managing Board members are generally individually responsible for managing their assigned areas of responsibility. Because, however, the Managing Board members bear joint responsibility for the overall management of the company, the Managing Board members regularly inform each other of important measures and events in their assigned areas of responsibility. Measures and transactions in one area of responsibility that are unusually important to the company as a whole or entail an unusual economic risk require the prior consent of the full Managing Board. Such prior consent is also required for measures and transactions for which the Chair or another member of the Managing Board demands a prior Managing Board decision. The Managing Board did not have any committees in the reporting period. Further details can be found in the bylaws for the Managing Board at ➔ ***www.siemens-healthineers.com/investor-relations/corporate-governance/bylaws.***

Managing Board members are subject to a comprehensive prohibition on competitive activity for the period of their service on the Managing Board. They are committed to serving the interest of the company and may not be guided by personal interests, nor may they exploit for their own advantage business opportunities offered to the company when making their decisions. They are permitted to engage in secondary activities, particularly supervisory board mandates with companies that are not affiliated with the Siemens Healthineers Group, only with the consent of the Supervisory Board. Every Managing Board member is required to promptly disclose any conflicts of interest to the Chair of the Supervisory Board and inform the other Managing Board members of such conflict.

The Managing Board and the Supervisory Board work together closely in the best interest of the company. The Managing Board informs the Supervisory Board regularly, comprehensively, and without delay about all issues of importance to the company regarding strategy, including the company's sustainability strategy, planning, business development, risk situation, risk management, internal control system, and compliance, and regularly discusses the status of strategy implementation with the Supervisory Board. Personnel decisions, in particular when filling managerial positions, are made on the basis of performance; within this context, the Managing Board takes diversity into consideration and, in particular, aims for an appropriate gender representation.

Further information about the Managing Board can be found on the company's website:

Information about the compensation system for the Managing Board pursuant to Section 87a German Stock Corporation Act is available at ➔ ***www.siemens-healthineers.com/investor-relations/corporate-governance/managing-board-compensation.***

The Compensation Report 2026, including the auditor's report, pursuant to Section 162 German Stock Corporation Act is available at ➔ ***www.siemens-healthineers.com/investor-relations/corporate-governance.***

C.4.4.2 Composition and working methods of the Supervisory Board

The Supervisory Board was composed of the following members in fiscal year 2026:

Name	Occupation (as of September 30, 2026)	Year of birth	Member since	Memberships in other supervisory boards whose establishment is required by law or in comparable domestic or foreign controlling bodies of business enterprises (as of September 30, 2026)
Prof. Dr. Ralf P. Thomas Chair	Special advisor to the Supervisory Board and the Managing Board of Siemens Aktiengesellschaft	1961	2018	**German positions:** • Allianz SE[2] **Positions outside Germany:** • Siemens Proprietary Ltd., South Africa
Dorothea Simon[1] (Deputy Chair)	Chair of the Central Works Council of Siemens Healthineers AG	1969	2024	**German positions:** • Siemens AG[2]
Karl-Heinz Streibich (Further Deputy Chair)	Honorary Chairman of acatech Senate – Deutsche Akademie der Technikwissenschaften	1952	2018	**None**
Vanessa Barth[1]	Head of Policy Principles of IG Metall	1969	2024	**German positions:** • Bilfinger SE[2]
Veronika Bienert	Member of the Managing Board of Siemens Aktiengesellschaft (Chief Financial Officer)	1973	2023	**German positions:** • Siemens Bank GmbH (Chair) **Positions outside Germany:** • Siemens AG, Austria (Chair)
Stephan Büttner[1]	Chairman of the Works Council of Siemens Healthineers AG Erlangen/Forchheim	1978	2024	**None**
Dr. Roland Busch	President and Chief Executive Officer of Siemens Aktiengesellschaft	1964	2020	**German positions:** • Siemens Mobility GmbH (Chair) • Münchener Rückversicherungs-Gesellschaft AG[2]
Lars-Christian Dinglinger[1]	Portfolio Solution Manager X-Ray Products in NORD of Siemens Healthineers AG	1981	2024	**None**
Dr. Andrea Fehrmann[1]	IG Metall Regional Office for Bavaria - Industrial Policy	1970	2024	**German positions:** • Siemens AG[2] • Siemens Energy AG[2] • Siemens Energy Management GmbH
Nick Heindl[1]	1st authorized representative and Managing Director of IG Metall Erlangen	1985	2024	**None**
Dr. Marion Helmes	Supervisory board member of various companies	1965	2018	**Positions outside Germany:** • Heineken N.V., The Netherlands[2] • Lonza Group AG, Switzerland[2]
Dr. Peter Körte	Member of the Managing Board, Chief Technology Officer and Chief Strategy Officer of Siemens Aktiengesellschaft, CEO Siemens Smart Infrastructure	1975	2023	**None**
Volker Lang[1]	Member of the Works Council of Siemens Healthineers AG Erlangen/Forchheim	1979	2025	**None**
Sarena Lin	Independent Board Director and Advisor	1971	2023	**Positions outside Germany:** • Aboitiz Foods Inc., The Philippines
Axel Patze[1]	Member of the Central Works Council of Siemens Healthineers AG	1964	2024	**None**
Astrid Ploß[1]	Head of Legal Advanced Therapies & Technology Excellence of Siemens Healthineers AG	1970	2024	**None**
Peer M. Schatz	Managing Director of PS Capital Management	1965	2021	**Positions outside Germany:** • Resolve BioSciences B.V., The Netherlands (Chair)

[1] Employee representative.
[2] Exchange-listed.

Name	Occupation (as of September 30, 2026)	Year of birth	Member since	Memberships in other supervisory boards whose establishment is required by law or in comparable domestic or foreign controlling bodies of business enterprises (as of September 30, 2026)
Dr. Nathalie von Siemens	Supervisory board member of various companies	1971	2018	**German positions:** • Siemens AG[2] • TÜV SÜD AG **Positions outside Germany:** • EssilorLuxottica S.A., France[2]
Harald Tretter[1]	Deputy Chairman of the Central Works Council of Siemens Healthineers AG	1979	2024	**None**
Dow R. Wilson	Chair of the Board of Directors of Agilent Technologies, Inc., USA	1959	2023	**Positions outside Germany:** • Agilent Technologies, Inc., USA[2] (Chair)

[1] Employee representative.
[2] Exchange-listed.

The Supervisory Board is composed of 20 members, half of whom are shareholder representatives and the other half employee representatives in accordance with the German Co-Determination Act ("*Mitbestimmungsgesetz*"). The Supervisory Board members representing the shareholders are elected by the Annual Shareholders' Meeting by a simple majority. Elections to the Supervisory Board are conducted, as a rule, on an individual basis. The Supervisory Board members representing the employees are generally elected in accordance with the provisions of the German Co-Determination Act. The curricula vitae of the Supervisory Board members are available on the company's website at ➔ ***www.siemens-healthineers.com/investor-relations/supervisory-board.***

Details on the activities of the Supervisory Board and its committees in the reporting period can be found in ➔ ***C.3 Report of the Supervisory Board*** of the Annual Report 2026**.**

The Supervisory Board oversees and advises the Managing Board in its management of the company's business. At regular intervals, the Supervisory Board discusses business development, planning and strategy, including the sustainability strategy, and strategy implementation. It reviews the annual financial statements of Siemens Healthineers AG, the consolidated financial statements, and the combined management report, as well as the proposal for the appropriation of net income. It approves the annual financial statements of Siemens Healthineers AG and the consolidated financial statements of the Group, based on the results of the pre-examination conducted by the Audit Committee and considering the reports of the independent auditor. The Supervisory Board decides on the Managing Board's proposal for the appropriation of net income and the Report of the Supervisory Board to the Annual Shareholders' Meeting. The Supervisory Board prepares the Compensation Report jointly with the Managing Board. In addition, the company's adherence to statutory provisions, official regulations and internal company policies (compliance) are monitored by the Supervisory Board and/or the Audit Committee. The Supervisory Board's oversight and advisory activities also encompass sustainability-related topics in the environmental, social and governance (ESG) area. In addition to the corresponding updates given at regular intervals in the Strategy, Innovation and Sustainability Committee, the Supervisory Board also regularly demands and receives information about the sustainability strategy of Siemens Healthineers and the status of this strategy's implementation. The Supervisory Board deals with the risks and opportunities for Siemens Healthineers associated with social and environmental factors and the environmental and social impacts of the company's activities. The Supervisory Board deals with the sustainability reporting and demands and receives information on new developments and the implementation status at Siemens Healthineers. The Supervisory Board is also responsible for appointing and dismissing Managing Board members and specifying their areas of responsibility. Upon proposal by the Compensation Committee, the Supervisory Board decides on the compensation system for the Managing Board members and reviews it regularly. It determines the specific compensation details in accordance with this system and reviews the appropriateness of the overall compensation. Based on the preparatory work done in the Compensation Committee, the Supervisory Board sets the individual targets for the variable compensation and total compensation of each Managing Board member. Important Managing Board decisions – such as those regarding major acquisitions, divestments, investments in property, plant, and equipment, or financial measures – are subject to Supervisory Board approval, unless the bylaws for the Supervisory Board specify that such authority is delegated to one of the Supervisory Board committees.

Separate preparatory meetings of the shareholder representatives and of the employee representatives are held regularly in preparation for the Supervisory Board meetings. The Supervisory Board also meets regularly without the Managing Board in attendance. The bylaws of the Supervisory Board set out not only its tasks and responsibilities, but also the procedure for holding meetings, adopting resolutions, and dealing with conflicts of interest. See ➔ ***www.siemens-healthineers.com/investor-relations/corporate-governance/bylaws.*** Details on the work of the Supervisory Board, in relation to official meetings and in relation to the informational events offered additionally for the purpose of providing in-depth information on especially relevant topics, as well as details on any conflicts of interest, are provided in the Report of the Supervisory Board ➔ ***C.3 Report of the Supervisory Board*** of the Annual Report 2026.

Committees of the Supervisory Board

The Supervisory Board has seven committees (the Chairperson's Committee; the Audit Committee; the Strategy, Innovation and Sustainability Committee; the Compensation Committee; the Nomination Committee; the Related-Party Transactions Committee; and the Mediation Committee). The following sections consider, among other factors, selected disclosure requirements in line with the ESRS, specifically [ESRS 2 GOV-1, 22a].

The committees were composed of the following persons as of September 30, 2026:

Committees	Members (as of September 30, 2026)
Chairperson's Committee	• **Prof. Dr. Ralf P. Thomas (Chair)** • Dorothea Simon[1] • Dr. Andrea Fehrmann[1] • Karl-Heinz Streibich
Nomination Committee	• **Prof. Dr. Ralf P. Thomas (Chair)** • Dr. Peter Körte • Dr. Nathalie von Siemens • Dow R. Wilson
Compensation Committee	• **Peer M. Schatz (Chair)** • Lars-Christian Dinglinger[1] • Dr. Andrea Fehrmann[1] • Sarena Lin • Dorothea Simon[1] • Prof. Dr. Ralf P. Thomas
Audit Committee	• **Dr. Marion Helmes (Chair)** • Vanessa Barth[1] • Veronika Bienert • Stephan Büttner[1] • Prof. Dr. Ralf P. Thomas • Harald Tretter[1]
Strategy, Innovation and Sustainability Committee	• **Dr. Roland Busch (Chair)** • Dr. Andrea Fehrmann[1] • Volker Lang[1] • Peer M. Schatz • Dorothea Simon[1] • Prof. Dr. Ralf P. Thomas • Harald Tretter[1] • Dow R. Wilson
Related-Party Transactions Committee	• **Dr. Marion Helmes (Chair)** • Stephan Büttner[1] • Axel Patze[1] • Karl-Heinz Streibich
Mediation Committee	• **Prof. Dr. Ralf P. Thomas (Chair)** • Dorothea Simon[1] • Dr. Andrea Fehrmann[1] • Sarena Lin

[1] Employee representative.

The duties, responsibilities, and work procedures satisfy the requirements of the German Stock Corporation Act and the GCGC. The chairs of these committees provide the Supervisory Board with regular reports on the committees' activities.

The ***Chairperson's Committee*** coordinates the work of the Supervisory Board and prepares the meetings of the Supervisory Board. It prepares the self-assessment of the effectiveness of the Supervisory Board's work and monitors the execution of the resolutions taken by the Supervisory Board or its committees. In addition, it concerns itself with issues of corporate governance, including the bylaws for the Supervisory Board and the Managing Board and the assignment of responsibilities, to the extent that the latter is not governed by law, and provides recommendations on these subjects insofar as a Supervisory Board resolution is required. The Chairperson's Committee is responsible for preparing the resolution to be adopted on the Declaration of Conformity with the GCGC, and on the approval of the Corporate Governance Statement and the Report of the Supervisory Board to the Annual Shareholders' Meeting.

The Chairperson's Committee is responsible for long-term succession planning. It makes proposals to the Supervisory Board concerning the appointment and dismissal of Managing Board members. In relation to the compensation system and the overall compensation of each Managing Board member as resolved by the Supervisory Board, it is responsible for the conclusion, amendment, renewal, and termination of service agreements with members of the Managing Board. When making recommendations for the appointment of Managing Board members, the Chairperson's Committee shall take note of the relevant legal requirements and the profile of skills and expertise and diversity concept defined by the Supervisory Board, as well as the age limit and, if applicable, the target for the nomination of women on the Managing Board. When making recommendations for first-time appointments, it considers that the duration of these appointments should, as a rule, not exceed

three years. It decides on approving contracts and transactions with members of the Managing Board and their related parties, whether individuals or entities.

The Chairperson's Committee is also responsible for making proposals to the Supervisory Board concerning the composition of the Supervisory Board committees. It also makes such proposals concerning the chairs of the Supervisory Board committees, unless the Chair of the Supervisory Board is also the chair of the committee in question by virtue of the bylaws. The Chairperson's Committee, instead of the Supervisory Board, also decides on the approval of Managing Board proposals regarding the appointment or dismissal of persons in certain management positions at the level immediately below the Managing Board.

In fiscal year 2026, the Chairperson's Committee was composed of the following members: Prof. Dr. Ralf P. Thomas (Chair), Dr. Andrea Fehrmann, Dorothea Simon and Karl-Heinz Streibich.

The ***Audit Committee*** oversees the auditing of the financial statements, particularly the selection, independence, and qualifications of the independent auditor, and assesses the audit quality and the services of the independent auditor. It makes a recommendation to the Supervisory Board concerning its proposal to the Annual Shareholders' Meeting for the election of the auditor and the Group auditor as well as the auditor for the condensed financial statements and the interim Group management report (half-year financial report for the Group), to the extent that they are audited or reviewed by the independent auditor. It issues the audit engagement to the independent auditor, establishes the key audit matters, negotiates the fee agreement, prepares the audit of the annual financial statements and consolidated financial statements and the Managing Board's proposal for the appropriation of net income, and discusses the half-year financial report and quarterly reports with the Managing Board before they are published. The Audit Committee is responsible for matters of accounting and risk management. This includes monitoring the accounting process and the adequacy and effectiveness of the internal control system and risk-management system, including the coverage of sustainability-related objectives, as well as the effectiveness of the internal audit system and the internal procedure for related-party transactions. It monitors compliance with legal requirements, official regulations, and company-internal guidelines (compliance), and deals with non-financial matters, as well as any assignments of an outside auditor pursuant to Section 111 para. 2 sentence 4 of the German Stock Corporation Act. In preparation for the implementation of Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 amending Regulation (EU) No 537/2014, and the Directives 2004/109/EC, 2006/43/EC and 2013/34/EU, the Audit Committee also performed various tasks in connection with the Sustainability Report.

In fiscal year 2026, the Audit Committee was composed of the following members: Dr. Marion Helmes (Chair), Vanessa Barth, Veronika Bienert, Stephan Büttner, Prof. Dr. Ralf P. Thomas and Harald Tretter.

The ***Strategy, Innovation and Sustainability Committee*** has particular responsibility for discussions of the company's innovation strategy based on the company's overall strategy, and for preparing negotiations and resolutions of the Supervisory Board on investments in tangible assets and financial measures. In addition, the Strategy, Innovation and Sustainability Committee has been authorized by the Supervisory Board to decide on the approval of certain transactions and measures that require Supervisory Board approval and have a value of less than €300 million. Moreover, the Strategy, Innovation and Sustainability Committee regularly deals with sustainability-related topics (ESG). In the context of Managing Board compensation, it may be consulted by the Compensation Committee regarding sustainability-related targets.

In fiscal year 2026, the Strategy, Innovation and Sustainability Committee was composed of the following members: Dr. Roland Busch (Chair), Dr. Andrea Fehrmann, Volker Lang, Dorothea Simon, Peer M. Schatz, Prof. Dr. Ralf P. Thomas, Harald Tretter and Dow R. Wilson.

The ***Compensation Committee*** is responsible for making proposals to the Supervisory Board for the setting and achievement of targets for the variable compensation of the Managing Board, the assessment of the appropriateness of the overall compensation of individual Managing Board members, and the preparation of the Compensation Report, including the appointment of the independent auditor. It is also responsible for the preparation of resolutions to be adopted by the Supervisory Board on the compensation system for the Managing Board and the Supervisory Board, including the implementation of this system in the Managing Board contracts and the regular review of the system.

In fiscal year 2026, the Compensation Committee was composed of the following members: Peer M. Schatz (Chair), Lars C. Dinglinger, Dr. Andrea Fehrmann, Sarena Lin, Dorothea Simon and Prof. Dr. Ralf P. Thomas.

The ***Nomination Committee*** is composed exclusively of shareholder representatives. It suggests suitable candidates for election as new shareholder representatives by the Annual Shareholders' Meeting to the Supervisory Board. It thereby appropriately considers the knowledge, skills, and professional experience required for the proposed candidate to fulfill the profile of skills and expertise and the diversity concept, including independence requirements. Appropriate participation of women and men in accordance with the legal requirements for gender quotas must be ensured and the Supervisory Board as a whole must be familiar with the sector in which the company operates.

In fiscal year 2026, the Nomination Committee was composed of the following members: Prof. Dr. Ralf P. Thomas (Chair), Dr. Peter Körte, Dr. Nathalie von Siemens and Dow R. Wilson.

The ***Related-Party Transactions Committee*** decides on the approval of related-party transactions within the meaning of Sections 107 and 111a through 111c of the German Stock Corporation Act. The establishment of this committee creates the conditions that allow the Supervisory Board to deal with related-party transactions independently of the related parties involved in the transaction concerned. Within this scope, the committee's responsibility for making decisions pertaining to related-party transactions takes precedence over the decision-making authority of other committees.

The Related-Party Transactions Committee is composed exclusively of individuals for whom there are no concerns about conflicts of interest from their relationship to a related party. In fiscal year 2026, the committee was composed of the following members: Dr. Marion Helmes (Chair), Stephan Büttner, Axel Patze and Karl-Heinz Streibich.

The ***Mediation Committee*** is responsible for submitting proposals to the Supervisory Board concerning the appointment or dismissal of Managing Board members if the required two-thirds majority of Supervisory Board members is not reached in the first round of voting.

In fiscal year 2026, the Mediation Committee was composed of the following members: Prof. Dr. Ralf P. Thomas (Chair), Dr. Andrea Fehrmann, Sarena Lin and Dorothea Simon.

Self-assessment of the Supervisory Board's work

The Supervisory Board and its committees regularly assess, either internally or with the help of external consultants, the degree to which the Supervisory Board and its committees have performed their work effectively. In light of the consistently positive results of the self-assessment conducted in fiscal year 2025 and the continuation of the Supervisory Board's work in accordance with the same guidelines, no self-assessment was conducted during the reporting period. It is planned to conduct another comprehensive, tool-based self-assessment in fiscal year 2027, building on the assessments carried out in fiscal years 2020 to 2023 and 2025, to reflect on the work of the Supervisory Board. This approach also allows the cooperation and working practices of the Supervisory Board to be assessed again only at a point in time when the current phase of the Elevating strategy has become further established and its impact on the work of the Supervisory Board can be better evaluated.

C.4.5 Fulfillment of the minimum requirements pursuant to Sections 96 para. 2 and 76 para. 3a of the German Stock Corporation Act; targets for the share of women within the meaning of Section 76 para. 4 of the German Stock Corporation Act

Siemens Healthineers AG is required by the German Stock Corporation Act as a company whose ***Managing Board*** is composed of more than three persons to ensure that at least one woman and at least one man are members of the Managing Board (minimum participation requirement). With a 50% share of women on the Managing Board, Siemens Healthineers AG fulfilled this requirement in the reporting period.

In line with the requirements of the German Stock Corporation Act, the Managing Board also sets targets for the share of women in Siemens Healthineers AG at the ***two levels of management below the Managing Board.*** In November 2023, a target of 29% was set for the share of women in the first management level below the Managing Board and a target of 31% was set for the share of women in the second management level below the Managing Board, both to be attained by September 30, 2026. As of September 30, 2026, these targets were partially achieved: At the first management level below the Managing Board, 4 out of 24 employees, i.e., 16.7%, were women – and thus less than 29% – while at the second management level below the Managing Board, 56 out of 160 employees, i.e., 35 %, were women – and thus more than 31%.

The changes are attributable to the fact that, as part of leadership placements and the international set-up of management levels required in a global company, women outside Germany were also promoted to corresponding positions. These women cannot be taken into account for the purposes of Section 76 (4) of the German Stock Corporation Act. Due to the comparatively small reference group, even individual personnel changes have a significantly greater impact on the percentage of women and, consequently, on the achievement of the defined target, than would be the case with a larger reference group.

At the second management level, the target of 31% set pursuant to Section 76 (4) of the German Stock Corporation Act was clearly exceeded, with women accounting for 35 %. This provides good opportunities for the future advancement of these women into higher positioned roles. Accordingly, in September 2026, the Managing Board set a target of 25% for the proportion of women at the first management level below the Managing Board of Siemens Healthineers AG and a target of 35% for the proportion of women at the second management level below the Managing Board, in each case to be achieved by September 30, 2030. At the time the targets were set, this corresponded at Siemens Healthineers AG to a total of 6 women out of 24 employees

at the first management level below the Managing Board and a total of 56 women out of an expected 160 employees at the second management level below the Managing Board.

As a company with global operations, Siemens Healthineers also strives internationally – in countries where legally permissible – to achieve a balanced gender representation in senior management. Information on these targets and the extent to which they have been achieved can be found in the Sustainability Report; see chapter ➔ ***A.6.3.1.1 Working conditions, equal treatment, and opportunities for all*** of the Combined management report.

The representation of men and women on the ***Supervisory Board*** fulfilled the legal requirement for a share of at least 30% women in the reporting period, with eight out of 20 Supervisory Board Members being women (Vanessa Barth, Veronika Bienert, Dr. Andrea Fehrmann, Dr. Marion Helmes, Sarena Lin, Astrid Ploß, Dr. Nathalie von Siemens, and Dorothea Simon). In addition, according to the profile of skills and expertise and the diversity concept for the Supervisory Board, at least one woman should be a member of the Nomination Committee. This requirement is fulfilled with Dr. Nathalie von Siemens serving as a member of this committee.

Statutory provisions on the equal participation of men and women in management positions that may be applicable to Group companies other than Siemens AG remain unaffected.

C.4.6 Diversity concept and skills, long-term succession planning for the Managing Board

When selecting members for the Managing Board, the Supervisory Board takes into account their personal suitability, integrity, convincing leadership qualities, international experience, professional qualifications for the specific business responsibilities to be assumed, a proven track record, knowledge of the company, and the ability to adapt business models and processes in a constantly changing world. On this basis, diversity – including in relation to age, gender, and educational and professional background – is considered when filling Managing Board positions.

Diversity concept for the Managing Board, professional and personal skills

The following sections consider, among other factors, selected disclosure requirements in line with the ESRS, specifically [ESRS 2 GOV-1, 21c].

In its proposals for the appointment of members to the Managing Board, the Chairperson's Committee is guided by the objective to ensure, as far as possible, that the composition of the Managing Board ensures strong leadership and is as diversified and complementary as possible. The aim is for the Managing Board as a whole to have all the knowledge and experience that are considered essential in view of the activities of Siemens Healthineers. For this reason, the Supervisory Board takes particular note of the following criteria when selecting members of the Managing Board:

- In addition to the required specific technical skills and the management and leadership experience for the task in question, Managing Board members should cover a wide range of knowledge and experience, as well as educational and professional backgrounds that are as broad as possible.
- In view of the company's international reach, it should be ensured that the composition of the Managing Board reflects internationality by including different cultural backgrounds or international experience (for example, extended professional experience abroad that is relevant to Siemens Healthineers or the management of foreign business activities).
- Collectively, the Managing Board should have experience of the lines of business important to Siemens Healthineers, particularly (diagnostic) imaging, laboratory diagnostics, minimally invasive therapies, and cancer treatment.
- Collectively, the Managing Board should have many years of experience in medical and healthcare technology (including information technology, digitalization and artificial intelligence), cybersecurity, transformation, entrepreneurship, purchasing and production, sales and service, research and development, finance, human resources, and legal (including compliance and co-determination).
- Since December 1, 2023, when the provisions of the German Co-Determination Act became applicable to the company, the legal minimum participation requirement must be observed when filling Managing Board positions, meaning that a Managing Board composed of more than three persons must have at least one woman and at least one man as members of the Managing Board.
- It is regarded as useful to have different age groups represented on the Managing Board. In accordance with the recommendation of the GCGC, the Supervisory Board has set a standard age limit for members of the Managing Board. In general, an appointment or renewal of an appointment to the Managing Board was permitted only for persons who had not yet reached the age of 63; at the close of fiscal year 2024, the standard age limit was raised to 67. The age of 67 is the standard age limit for employees in Germany, and the average age of retirement in Germany is 64.4.

The decisive factor in filling a specific Managing Board position is always the company's interest, taking into account all circumstances of the individual case.

The diversity concept is implemented as part of the procedure for the Supervisory Board's appointment of Managing Board members. In selecting candidates, the Supervisory Board takes care to comply with the legal requirements and takes into account the requirements set out in the profile of skills and expertise defined by the Supervisory Board along with the diversity concept for the Managing Board.

In its current composition, the Managing Board fulfills all requirements of the profile of skills and expertise and the diversity concept. The Managing Board members collectively possess a wide range of knowledge and expertise, as well as educational and professional backgrounds, and possess international experience. The Managing Board collectively possesses all the knowledge and experience considered essential in view of the activities of Siemens Healthineers. Different age groups are represented on the Managing Board. The fixed standard age limit has not been reached by any Managing Board member. Information about the Managing Board members can be found on the company's website at ➔ ***www.siemens-healthineers.com/company/management.***

Long-term succession planning for the Managing Board

With the support of the Chairperson's Committee and in consultation with the Managing Board, the Supervisory Board performs long-term succession planning for members of the Managing Board in compliance with the relevant legal provisions. To this end, the Supervisory Board and the Chairperson's Committee regularly discuss potential candidates for the Managing Board. The Chair of the Managing Board and the Chief Human Resources Officer are involved, except in cases of their own succession. The specific requirement profiles for future Managing Board members defined by the Supervisory Board are not static but are defined individually at the start of every new succession-planning project, taking into account the current responsibility-specific needs and concrete challenges. This planning work is to be performed with an appropriate lead time. In the event of a pending specific succession decision, the Chairperson's Committee draws up a shortlist of available candidates based on these profiles. Structured interviews are conducted with these candidates, after which a recommendation is presented to the Supervisory Board to be adopted in the form of a resolution. If necessary, the Supervisory Board and the Chairperson's Committee are supported by external consultants in the development of the requirement profile and the selection of candidates based on this profile. The Supervisory Board and the Chairperson's Committee ensure that the knowledge, abilities, and experience of all members of the Managing Board are diverse and balanced. In addition, the Supervisory Board regularly requests and receives information on succession planning at the level below the Managing Board and advises the Managing Board on such matters. The Supervisory Board is also given an opportunity to review potential candidates itself. The appointment of the owners of certain executive functions at the first level below the Managing Board requires the approval of the Chairperson's Committee.

C.4.7 Profile of skills and expertise and diversity concept; further requirements for the composition of the Supervisory Board

Within the framework of the selection process and the nomination of candidates for the Supervisory Board, the Supervisory Board and the Nomination Committee of the Supervisory Board consider the requirements specified in the profile of skills and expertise and in the diversity concept, and the targets for the composition of the Supervisory Board.

The following sections and the qualification matrix consider, among other factors, selected disclosure requirements in line with the ESRS, specifically [ESRS 2 GOV-1, 21c]. The qualification matrix also includes additional information that addresses the disclosure requirement set out in [ESRS 2 GOV-1, 23a].

Profile of skills and expertise

The Supervisory Board of Siemens Healthineers AG continuously reviews its profile of skills and expertise. In fiscal year 2026, no need for adjustments was identified.

The composition of the Supervisory Board of Siemens Healthineers AG should be such that qualified oversight and advice to the Managing Board by the Supervisory Board is assured and the Supervisory Board's collective familiarity with the sector in which the company operates is guaranteed.

The candidates proposed for election to the Supervisory Board should have the knowledge, skills, and experience that enable them to perform the duties of a supervisory board member of an international enterprise and strengthen the public image of Siemens Healthineers. The character, integrity, motivation, and professionalism of the persons proposed for election should be given particular consideration.

The aim is for the Supervisory Board as a whole to have all the knowledge and experience considered essential in view of the activities of Siemens Healthineers. This includes skills and experience in the fields of medical and healthcare technology (including information technology, digitalization, and artificial intelligence), cybersecurity, transformation, entrepreneurship, purchasing and production, sales and service, research and development, finance, human resources, legal (including compliance and co-determination), and healthcare delivery. The Supervisory Board's profile of skills and expertise should also include expertise in sustainability issues relevant to the enterprise, particularly regarding access to healthcare. The Supervisory Board should also have knowledge and experience of the lines of business important to Siemens Healthineers, particularly in the fields

of (diagnostic) imaging, laboratory diagnostics, minimally invasive therapy, and cancer care. In particular, the Supervisory Board should also include persons who have management experience at a large international enterprise as a result of holding an executive position at such an enterprise.

Pursuant to the Stock Corporation Act, at least one member of the Supervisory Board (Audit Committee) should have knowledge of accounting and at least one further member should have knowledge of auditing financial statements. In addition, the Supervisory Board members should collectively be familiar with the sector in which Siemens Healthineers operates. According to the recommendation of the GCGC, expertise in the field of financial reporting should include particular knowledge and experience in the application of financial reporting principles and internal control and risk management systems, and the expertise in the auditing of financial statements should include particular knowledge and experience in the auditing of financial statements. Expertise in financial reporting and the auditing of financial statements also includes the preparation and auditing of sustainability reports. The Chair of the Audit Committee should have expertise in at least one of these two areas and should also be independent.

Before filling a new position, the Supervisory Board should consider which required skills and expertise should be bolstered.

In its current composition, the Supervisory Board satisfies the profile of skills and expertise. The Supervisory Board members have the professional and personal qualifications considered necessary. As a group, they are familiar with the sector in which the company operates and have the knowledge, skills, and experience essential for Siemens Healthineers.

In the person of Prof. Dr. Ralf P. Thomas, the Supervisory Board and Audit Committee each have at least one member with special knowledge of accounting. Relevant professional experience consists of: Chief Financial Officer at Siemens AG (from 2013 to 2026), Chairman of the Stock Exchange Committee of Experts ("Börsensachverständigenkommission"), which advises Germany's Federal Ministry of Finance (since July 2019), Chairman of the Administrative Board of the German Committee of Accounting Standards ("Deutsches Rechnungslegungs Standards Committee e.V."), (from 2011 to 2020), member of the Executive Committee and Managing Board of the German Institute for Share Promotion ("Deutsches Aktieninstitut") (since January 2014), and Treasurer and member of the Executive Committee of the Max Planck Society ("Max-Planck-Gesellschaft e.V., MPG") (since June 2014).

As regards the auditing of financial statements, the Supervisory Board and the Audit Committee each have at least one person with the corresponding expertise in the person of Dr. Marion Helmes, Chair of the Audit Committee. Relevant professional experience consists of: Chief Financial Officer at Celesio AG (from 2012 to 2014), Chief Financial Officer at Q-Cells SE (from 2010 to 2011), Chief Financial Officer at ThyssenKrupp Elevator AG (from 2006 to 2010), and Chief Financial Officer at ThyssenKrupp-Stainless AG (from 2005 to 2006). Dr. Marion Helmes, the independent Chair of the Audit Committee, therefore satisfies the GCGC recommendations for the chair of that committee.

In the view of the Supervisory Board, Audit Committee member Veronika Bienert also possesses particular expertise in the fields of financial reporting and financial statements auditing.

The status of fulfillment of the professional skills requirements for the Supervisory Board is presented in the form of a qualification matrix (presented below). Further information regarding the basis for the individual competencies is provided in the curricula vitae of the respective Supervisory Board members available on the Company's website ➔ ***www.siemens-healthineers.com/deu/investor-relations/supervisory-board***.

Diversity concept for the Supervisory Board

Pursuant to C.1 GCGC, sufficient diversity is expected in the composition of the Supervisory Board. In addition to an appropriate gender ratio, this also includes diversity regarding cultural origin, diversity of professional background, experience, and mindset. When examining potential candidates for appointments to Supervisory Board positions, diversity should be considered appropriately and at an early stage of the selection process and when nominating candidates. In selecting and nominating candidates for the Supervisory Board and within the scope of their competence, the Supervisory Board and the Nomination Committee of the Supervisory Board take account of the targets for the composition and the requirements laid down in the diversity concept. The status of fulfillment of the diversity concept is presented in the following qualification matrix.

International profile

In view of the company's international reach, it should be ensured that the Supervisory Board has enough members with many years of international experience in companies with a global presence, especially in the markets that are particularly relevant for Siemens Healthineers.

A considerable number of Supervisory Board members are engaged in international activities and/or have many years of international experience. See the qualification matrix for details.

Age limit and length of membership

Observing the age-limit laid down by the Supervisory Board in the bylaws, only persons who at the time of election or appointment have not yet reached the age of 71 should usually be proposed for election or appointment as a member of the Supervisory Board. Furthermore, a proposal for election by the Annual Shareholders' Meeting should take into account the standard limit of twelve years for membership in the Supervisory Board. The aim is to ensure an appropriate experience and age structure in the Supervisory Board.

The age limit rule and the standard limit of twelve years for membership on the Supervisory Board were taken into account in the election proposals to the Annual Shareholders' Meeting on April 18, 2024. Karl-Heinz Streibich had already reached the age of 71 at the election date. In view of his many years of experience, particularly in the fields of information technology, digitalization, and cybersecurity, the Supervisory Board considered his nomination essential to fulfill the profile of skills and expertise.

Qualification matrix

Shareholder representatives	Prof. Dr. Ralf P. Thomas[1]	Karl-Heinz Streibich[2]	Veronika Bienert	Dr. Roland Busch	Dr. Marion Helmes	Dr. Peter Körte	Sarena Lin	Peer M. Schatz	Dr. Nathalie von Siemens	Dow R. Wilson
Member since | Term of office	2018 | 3rd	2018 | 3rd	2023 | 2nd	2020| 2nd	2018 | 3rd	2023 | 2nd	2023 | 2nd	2021 | 2nd	2018 | 3rd	2023 | 2nd
End of term	ASM 2029	ASM 2027	ASM 2027	ASM 2029	ASM 2027	ASM 2027	ASM 2029	ASM 2029	ASM 2029	ASM 2029
Diversity										
Age (as of Nov. 25, 2026)	65	74	53	62	60	50	55	61	55	67
Gender	Male	Male	Female	Male	Female	Male	Female	Male	Female	Male
Nationality	DE	DE	DE	DE	DE	DE	U.S./Taiwan	CH/AT	DE	U.S.
International Experience	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Education Background	Business Administration	Engineering	Siemens AG apprenticeship in Business Administration (Stammhauslehre)	Physics	Business Administration	Business Engineering	Business Administration, International relations, Computer Science	Economics and Social Sciences	Philosophy	Business Administration
Independence										
according to GCGC C.6		✓			✓		✓	✓	✓	✓
according to GCGC C.7	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Areas of competence										
Medical and healthcare technology (incl. Information technology, digitalization, artificial intelligence)		✓		✓		✓	✓	✓	✓	✓
Cybersecurity	✓	✓	✓	✓		✓	✓			✓
Sustainability										
Operational	✓		✓	✓		✓		✓	✓	✓
Strategic	✓	✓	✓	✓		✓	✓	✓	✓	✓
Reporting (incl. audit)	✓		✓		✓					
Transformation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Entrepreneurship	✓	✓	✓	✓	✓	✓		✓	✓	✓
Purchasing and Production	✓			✓			✓	✓		✓
Sales and Service		✓	✓	✓		✓	✓	✓		✓
Research and Development		✓		✓		✓		✓		✓
Finance and Legal (incl. Compliance and Co-determination)	✓	✓	✓	✓	✓		✓	✓		✓
Human Resources	✓	✓		✓	✓		✓	✓	✓	
Healthcare Delivery							✓			
(Diagnostic) Imaging	✓					✓				✓
Laboratory diagnostics						✓		✓		
Minimally Invasive Therapy	✓									✓
Cancer Care								✓		✓
Management experience at a large international enterprise (P&L responsibility)	✓	✓	✓	✓	✓	✓	✓	✓		✓
Accounting[3]	✓		✓		✓					
Auditing of financial statements[3]	✓		✓		✓					

[1] Chair.
[2] Further Deputy Chair.
[3] Financial expert according to Section 100 para. 5 of the German Stock Corporation Act and Recommendation D.3 of the GCGC.
✓ Criterion met, based on a self-assessment by the Supervisory Board. A checkmark means at least "good knowledge" and thus the ability to understand the relevant issues well and make informed decisions on the basis of existing qualifications, the knowledge and experience acquired in the course of the work as a member of the Supervisory Board (for example, many years of service on the Audit Committee) or the training measures regularly attended by all members of the Supervisory Board.

Qualification matrix

Employee representatives	Dorothea Simon[1]	Vanessa Barth	Stephan Büttner	Lars-Christian Dinglinger	Dr. Andrea Fehrmann	Nick Heindl	Volker Lang	Axel Patze	Astrid Ploß	Harald Tretter
Member since | Term of office	2024 | 1st	2024 | 1st	2024 | 1st	2024 | 1st	2024 | 1st	2024 | 1st	2025 | 1st	2024 | 1st	2024 | 1st	2024 | 1st
Diversity										
Age (as of Nov. 25, 2026)	57	57	47	45	56	41	46	62	56	47
Gender	Female	Female	Male	Male	Female	Male	Male	Male	Female	Male
Nationality	DE	DE	DE	DE	DE	DE	DE	DE	DE	DE
International Experience										
Education Background	Law	Diploma Sociology	Industrial mechanics	Business Administration, Healthcare Management	Diploma Sociology	Business Administration	Computer Science, Political Science	Glas apparatus makers	Law	Mechanical engineering technician
Areas of competence										
Medical and healthcare technology (incl. Information technology, digitalization, artificial intelligence)	✓	✓	✓	✓			✓	✓	✓	✓
Cybersecurity	✓			✓			✓	✓	✓	
Sustainability										
Operational	✓		✓		✓					
Strategic	✓	✓			✓					
Reporting (incl. audit)		✓			✓	✓	✓			
Transformation	✓	✓		✓	✓	✓		✓		
Entrepreneurship										
Purchasing and Production			✓					✓		✓
Sales and Service				✓			✓			
Research and Development							✓			
Finance and Legal (incl. Compliance and Co-determination)	✓	✓	✓	✓	✓	✓	✓		✓	✓
Human Resources	✓	✓	✓		✓	✓	✓	✓	✓	✓
Healthcare Delivery										
(Diagnostic) Imaging				✓			✓		✓	
Laboratory diagnostics										
Minimally Invasive Therapy				✓					✓	
Cancer Care										
Management experience at a large international enterprise (P&L responsibility)										
Accounting[2]										
Auditing of financial statements[2]										

[1] Deputy Chair.
[2] Financial expert according to Section 100 para. 5 of the German Stock Corporation Act and Recommendation D.3 of the GCGC.
✓ Criterion met, based on a self-assessment by the Supervisory Board. A checkmark means at least "good knowledge" and thus the ability to understand the relevant issues well and make informed decisions on the basis of existing qualifications, the knowledge and experience acquired in the course of the work as a member of the Supervisory Board (for example, many years of service on the Audit Committee) or the training measures regularly attended by all members of the Supervisory Board.

Independence

In accordance with the GCGC, the Supervisory Board should include what it considers to be an appropriate number of independent members from the group of shareholder representatives, thereby taking into account the shareholder structure. Within the meaning of this recommendation of the GCGC, a Supervisory Board member is considered independent if he/she is independent of the company and its Managing Board, and independent of any controlling shareholder. If the company has a controlling shareholder, and the Supervisory Board comprises more than six members, the GCGC recommends that at least two shareholder representatives should be independent of the controlling shareholder. A Supervisory Board member is considered independent of the controlling shareholder if he/she, or a close family member, is neither a controlling shareholder nor a member of the executive governing body of the controlling shareholder and does not have a personal or business relationship with the controlling shareholder that could cause a substantial and not merely temporary conflict of interest.

More than half of the shareholder representatives should be independent of the company and the Managing Board. Supervisory Board members are independent of the company and its Managing Board if they have no personal or business relationship with the company or its Managing Board that could cause a substantial and not merely temporary conflict of interest.

In the opinion of the shareholder representatives and in accordance with the further requirements of the German Corporate Governance Code, the Supervisory Board has an appropriate number of independent shareholder representatives. In the fiscal year under review, six shareholder representatives of the Supervisory Board were independent of the company, its Managing Board, and the controlling shareholder in the opinion of the shareholder representatives, namely Dr. Marion Helmes, Sarena Lin, Peer M. Schatz, Dr. Nathalie von Siemens, Karl-Heinz Streibich, and Dow R. Wilson.

All members of the Supervisory Board are currently independent of the company and its Managing Board. Some members of the Supervisory Board hold high-ranking positions in other companies with which Siemens Healthineers maintains relationships in the ordinary course of business. The Supervisory Board believes that none of these relationships should be considered material.

Availability

The members of the Supervisory Board must ensure that they have sufficient time to perform their duties so that they can carry out their mandate with the necessary regularity and diligence. The legal limits on the number of positions, and the upper limit recommended by the GCGC of two supervisory board positions for Managing Board members of publicly listed companies and five supervisory board positions for other members, must be taken into consideration.

With regard to performing the tasks associated with such a position at Siemens Healthineers, it must be taken into account that

- at least six ordinary Supervisory Board meetings are held per year, which require adequate preparation,
- sufficient time must be planned for reviewing the documents relating to the annual and consolidated financial statements,
- attendance at the Annual Shareholders' Meeting is mandatory,
- depending on membership in one or more of the currently seven Supervisory Board committees, additional time is required for attending and adequately preparing for committee meetings; this applies especially to the Audit Committee, and
- additional extraordinary meetings of the Supervisory Board or a committee may become necessary to deal with special issues.

The upper limits recommended by the German Corporate Governance Code were met by all Supervisory Board members in the reporting period; see the description in Chapter ➔ ***C.4.4.2 Composition and working methods of the Supervisory Board*** of the Annual Report 2026.

C.4.8 Stock transactions of the Managing Board and the Supervisory Board

Pursuant to Article 19 Regulation (EU) No. 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (Market Abuse Regulation), members of the Managing Board and the Supervisory Board are legally required to disclose personal transactions with equity or debt instruments of Siemens Healthineers AG or related derivatives or other financial instruments related to them if the total amount of the transactions conducted by the member or a person related to him or her within a calendar year equals or exceeds the sum of €20,000. The transactions reported to Siemens Healthineers AG in the past fiscal year were duly published and are available on the company's website at: ➔ ***www.siemens-healthineers.com/investor-relations/corporate-governance/directors-dealings.***

C.4.9 Shareholders/Annual Shareholders' Meeting

The shareholders exercise their membership rights, particularly their voting rights, at the Annual Shareholders' Meeting. The Annual Shareholders' Meeting decides, among other things, on the appropriation of net income, the ratification of the actions of the Managing Board and the Supervisory Board, and the election of the independent auditor. Amendments to the Articles of Association and measures that change the company's capital stock are approved by the Annual Shareholders' Meeting and implemented by the Managing Board. Each share of Siemens Healthineers AG grants one vote. The notice of meeting and participation in the Annual Shareholders' Meeting are governed by the requirements of law and the Articles of Association. The shareholders are supported by the company in exercising their rights in the Annual Shareholders' Meeting. The company enables the shareholders to follow the entire Annual Shareholders' Meeting via the internet. Shareholders may submit motions on resolutions proposed by the Managing Board and the Supervisory Board and contest the resolutions of the Annual Shareholders' Meeting. The reports, documents, and information required by law for the Annual Shareholders' Meeting, including the annual financial report, are available online, as are the agenda for the Annual Shareholders' Meeting and any countermotions or election proposals of shareholders that require disclosure. For the election of shareholder representatives to the Supervisory Board, a detailed curriculum vitae of every candidate is published.

By resolution of the Annual Shareholders' Meeting of February 15, 2023, the Articles of Association were amended, and the Managing Board was authorized to permit the Annual Shareholders' Meeting to be held without the physical presence of the shareholders or their proxies at the place of the Annual Shareholders' Meeting (virtual Annual Shareholders' Meeting). This authorization applies to virtual Annual Shareholders' Meetings until the close of February 14, 2028.

As part of the company's investor relations activity, investors are comprehensively informed about developments within the company. Siemens Healthineers also makes extensive use of the Internet for reporting purposes. In addition, quarterly reports, half-year financial reports, annual reports, ad-hoc announcements, analyst presentations, press releases, and the financial calendar for the current year which contains the publication dates of significant financial communications and the date of the Annual Shareholders' Meeting are published on the company's website at ➔ ***www.siemens-healthineers.com/investor-relations.*** The Chair of the Supervisory Board regularly speaks with investors and voting rights advisors about Supervisory Board-specific topics. Details on the content of these discussions in the past year are provided in the Report of the Supervisory Board in chapter ➔ ***C.3 Report of the Supervisory Board*** of the Annual Report 2026. Insights gained from discussions with investors and proxy advisors are incorporated into the continuous development of the Supervisory Board's working practices and composition.

Documents and information on the Annual Shareholders' Meeting are available at ➔ ***www.siemens-healthineers.com/investor-relations.***