

JIM HAGEMANN SNABE

Major Career Roles

Chair, Siemens AG
Chair, Northvolt AB
Board member, C3.ai
Vice Chair, Allianz SE
Co-CEO, SAP SE
Chair, A.P. Møller – Mærsk AS
Chair, Board of Trustees

Other Career Highlights

Senior Adviser, C3.AI Inc.
Deputy Chair, Bang & Olufsen AS
Independent Director, Danske Bank AS
Deputy Chair, Thrane & Thrane AS
Adviser, Deutsche Bank AG
Senior Adviser, Nordic Alpha Partners

Jim Hagemann Snabe currently serves as Chair of the Supervisory Board at Siemens AG (since 2018) – a tenure recently extended through to February 2027. He is a member of the CEO Advisory Council of Cohesity (since 2023), Director of the Board of Temasek Holdings (since January 2025), Member of the Global Advisory Board at Deutsche Bank (since 2022), and a Trustee of the World Economic Forum (since 2014). In addition, he was appointed Special Envoy to the European Commission, reinforcing his influence on shaping strategic policy and digital leadership at a continental level.

His influence spans global industrial strategy, digital transformation, and stakeholder engagement at the world's leading technology and financial institutions.
His executive career was forged at SAP, where he joined in 1990 and rose through a series of leadership roles before becoming Co-CEO alongside Bill McDermott in 2010. During his tenure as Co-CEO (2010–2014), SAP doubled in value and strengthened its focus on digital transformation.

Jim transitioned to supervisory leadership as a Siemens board member in October 2013, later rising to Chair in 2018. Beyond Siemens, Jim chaired A.P. Møller–Mærsk (2017-2022) and Northvolt (2022-2024) and was a Member of the Supervisory Board and Deputy Chair of Allianz SE (2014-2022), showcasing his cross-sector governance calibre. He was a member of the Temasek European Advisory Panel (2018–2024), served on the board of C3.ai (2025–2026), and has advised EQT since 2022.

An adjunct professor at Copenhagen Business School since 2017, he co-authored the strategic leadership guide Dreams and Details, and co-founded the Dreams and Details Academy to shape future-minded leadership.

He brings deep cross-sector expertise in:

• Digital & industrial transformation – steering legacy manufacturing and software platforms through disruptive innovation and sustainability integration.

• Board governance & supervisory architecture – leading complex supervisory boards in technology, energy, shipping, and finance.

• Ethical & responsible leadership – advocating for trust, inclusion, and purpose in global digitalisation efforts.

• Global strategy & stakeholder mobilisation – orchestrating transitions across industries and geographies, with investor and policy stakeholder alignment.

Educated in Operational Research and Finance at Aarhus School of Business, Jim balances analytical rigour with cultural insight. His leadership is characterised by clarity, integrity, and a lifelong commitment to reinventing business as a force for social progress.