

Separate Group Non-financial Report 2023

TABLE OF CONTENTS

| | |
|-----------|---|
| 03 | Foreword by the CEO |
| 05 | Principles of the Separate Group Non-financial Report |
| 06 | SNP Schneider-Neureither & Partner SE |
| 07 | Strategy and Management |
| 12 | SNP and the UN SDGs |
| 14 | Measures to combat corruption and bribery |
| 16 | Personnel Issues |
| 24 | Customer Relationships |
| 26 | Environmental Issues |
| 29 | Social Concerns – Social Commitment |
| 30 | Respect for Human Rights – Suppliers and Their Social Responsibility Standards |
| 31 | EU Taxonomy |
| 37 | Independent auditor's report on a limited assurance engagement on the non-financial group reporting |

FOREWORD BY THE CEO



The two board members of the SNP, Andreas Röderer (CFO) and Dr. Jens Amail (CEO), as well as Nicole Burhenne (Head of Corporate Development, ESG & Internal Communications).

Dear readers,

As sustainability becomes an increasingly central concern of our society, our company is charting a clear course towards responsible and sustainable behaviour. Trust, respect, transparency and openness are the cornerstones of our corporate philosophy, and for years now we have been committed to building relationships with our stakeholders. Continuous dialogue with customers, partners, suppliers, employees and all other stakeholder groups continues to be a key aspect of our sustainable actions. We are confident that acting sustainably will make a major contribution to our success in the long term.

We now want to further intensify our diverse commitments to environmental, social and corporate governance issues in the years ahead and integrate them into the strategic direction of our company. Since we updated our corporate strategy in mid-2023, the topics of sustainability and people (HR) have complemented our five core pillars of customer benefit, partners, product portfolio, efficiency and market penetration.

Sustainability is no longer a future issue – it is relevant here and now. This is why we created the company's new Sustainability Department in October 2023. An initial goal in the coming months will be to work on a revision of the sustainability strategy and its consistent implementation. One purpose of this report is to serve as a transparency tool that highlights the current status of our sustainability activities and how they are derived from a materiality analysis and a review of the 17 United Nations Sustainable Development Goals. This report also serves as the foundation for our next steps in the development of our sustainability strategy for the entire SNP Group – across countries and regions.

We would like to draw particular attention to our employees worldwide, who are the foundation of our business success. Holding honest and direct discussions, facilitating an open dialogue, and our employees' satisfaction are the cornerstones of our corporate culture. We conducted another global employee survey in 2023, which confirmed that we are on the right track with the measures we have already introduced to optimize our operations. As part of this process, we launched the global

feedback year "Let's talk @ SNP" aimed at all employees, with a variety of modules such as a feedback toolbox, feedback training sessions and workshops.

In addition, the importance of sustainability performance on the capital market is clear and we are responding to this trend by once again subjecting our separate non-financial Group report to a limited assurance engagement. The separate non-financial Group report and the audit certificate are made permanently accessible to the public.

Please consider this report an invitation to get in touch with us – we are looking forward to receiving your feedback. We can only achieve sustainable success by working together.

Best wishes,

Dr. Jens Amail

CEO

PRINCIPLES OF THE SEPARATE GROUP NON-FINANCIAL REPORT

This Separate Group Non-financial Report of SNP Schneider-Neureither & Partner SE (hereinafter SNP) provides information on the development of sustainability topics in the 2023 fiscal year (January 1 to December 31). The SNP Group has a total of 1,432 employees around the world. Germany is the largest location with 561 employees. This separate non-financial Group report follows the legal requirements of Section 315c and Sections 289c to e of the German Commercial Code (HGB) and covers, among other things, non-financial aspects of the Group which have been deemed essential for the business performance, operating results and position of our company (business relevance), and which have a significant impact on the fight against corruption and bribery as well as on employee issues and customer relationships (impact relevance). SNP did not use a framework for the reporting but rather focused on the requirements set out in the HGB and the specifications set out in the German Accounting Standard No. 20 (DRS 20). By fulfilling the requirements of the HGB and concretizing the German Accounting Standard No. 20 (DRS 20), SNP is able to report comprehensively on non-financial issues. Furthermore, we also voluntarily report on environmental and social concerns, which are not deemed material, as well as on respect for human rights.

In addition, in accordance with Article 8 of Regulation 2020/852 of the European Parliament and of the Council of the European Union (EU Taxonomy), SNP discloses the extent to which its activities are related to economic activities that qualify as environmentally sustainable under this Regulation.

We have identified no material risks in connection with our own business activities, business relationships or products and services that have, or would very likely have, a significant negative impact on the non-financial issues cited in Section 289c (2) HGB (including customer relationships). All further information on the risks and opportunities for SNP may be found in the risks and opportunities report in the combined management report, which is part of our annual report: <https://investor-relations.snpgroup.com/en/>

No significant non-financial performance indicators relevant to business activities were implemented in the reporting period that concerned the key aspects of combating corruption and bribery, employee matters or customer relationships within the meaning of Sections 289c (3) (5) and 315c (1) of the HGB.

The contents of this report have been subjected to an independent business audit with limited assurance, which was carried out by Rödl & Partner GmbH Wirtschaftsprüfungsgesellschaft. This audit firm has applied the "International Standard on Assurance Engagements 3000 (revised)." This report also includes references to SNP Group websites where further information can be found. These are not a component of this Separate Group Non-financial Report and have thus not been audited by Rödl & Partner GmbH Wirtschaftsprüfungsgesellschaft.

SNP SCHNEIDER-NEUREITHER & PARTNER SE

Since 1994, SNP has offered its customers products and services for the transformation of IT systems. We operate globally, with a strong focus on expanding into new markets and forging new partner and customer relationships.

In addition to the parent company, SNP is comprised of 33 subsidiaries. The consolidated financial statements which are published in our annual report provide a full list of the Group's subsidiaries. <https://investor-relations.snpgroup.com/en/publications/?language=en>.

COMPANY PROFILE

SNP helps companies worldwide to tap into the full potential offered by their data and to embark on their very own journey to a digital future. With its Crystal-Bridge® data excellence platform and its BLUEFIELD™ approach, SNP has established a comprehensive industry standard, enabling faster and more secure restructuring and modernization of SAP systems and realizing data-driven innovations via the cloud.

Headquartered in Heidelberg, SNP generated Group revenue of € 203.4 million and an operating result (EBIT) of € 11.1 million in the 2023 fiscal year. SNP's customers are global corporations from all industries. SNP was founded in 1994 and has been publicly traded since 2000. As of August 2014, the company is listed on the Prime Standard segment of the Frankfurt Stock Exchange (ISIN DE0007203705). Since 2017, the company has operated as a European stock corporation (Societas Europaea/SE).

With the conversion under company law from a public limited company (AG) to a European Company (Societas Europaea/SE), SNP had a monistic management system with a Board of Directors as the unitary management and control body. The Managing Directors managed the day-to-day business of the company.

On September 27, 2023, the Annual General Meeting resolved to replace the previous single-tier management system with a dual-tier management system consisting of the Executive Board as the management body

and the Supervisory Board as the supervisory body. The corresponding amendment to the Articles of Association became effective on October 27, 2023.

No dividend has been distributed in the past five fiscal years. Further information on the company's key figures can be found in the combined management report as part of the Annual Report: <https://investor-relations.snpgroup.com/en/publications/?language=en>.

In terms of order entry, most of SNP's customers can be categorized as belonging to the manufacturing industry (process industry and discrete manufacturing), automotive, retail, consumer goods and capital-intensive industries (e.g. utilities, oil & gas).

Further information on the company's business model can be found in the "Our Business Model" chapter of the combined management report, which is published as part of our annual report: <https://investor-relations.snpgroup.com/en/publications/?language=en>.

STRATEGY AND MANAGEMENT

DIALOGUE WITH STAKEHOLDERS

The term “stakeholder” refers to all groups of people who have a significant interest in the activities of the SNP Group and who may influence SNP or be influenced by SNP. Accurate knowledge of these groups and their needs assists us in positioning ourselves in the market as well as enabling us to address the needs of these stakeholders. Only through regular dialog with a large number of stakeholder groups can we take note of individual feedback and expand our relationships with these stakeholders.

Our approach to stakeholder engagement includes information-gathering via the relevant channels, in a purely monitoring capacity, as well as various opportunities for active stakeholder participation, in the form of meetings as well as communication via social platforms and at events hosted by SNP and other organizations. External communication is handled by our communications department.

Although SNP is not able to initiate direct communication with all stakeholder groups, inquiries from individual groups are very welcome and we would be happy to address them. Please contact our CSR department in this regard as well as for any other questions related to this report at investor.relations@snpgroup.com.

SNP’s key stakeholder groups and the related forms of dialog are described below.

Employees

Our workforce includes permanent full-time employees of SNP SE and its subsidiaries as well as part-time and temporary employees. SNP employees are the key to our success. We greatly value dialogue with our employees. For this reason, we hold regular meetings with our employees and offer them opportunities to provide feedback with the goal of incorporating their ideas and views into the development of new strategies. In addition, we conducted a global employee survey in the fourth quarter of 2023 for the second time since 2022 in

order to identify further potential for improvement with regard to employee satisfaction and commitment and to implement optimization measures. We will use the results of this survey to derive and implement new optimization measures together with our employees, building on the measures that we implemented in 2022.

Customers and Partners

Our relationships with our customers and partner companies are in some cases of many years’ standing. We engage in continuous dialogue with our customers and partner companies. Alongside our employees, they are among our most important stakeholders. At all times, we endeavor to offer our customers the highest possible level of product and service quality. The forms of dialogue which we pursue with our customers and partner companies include, on the one hand, project and customer meetings and, on the other, events such as Transformation World, in-house roadshows, Partner Days and other trade fairs and industry events.

In-house roadshows are held several times a year at our main sites in Europe, Asia and America. At these events, experts provide exclusive insights into innovative transformation approaches and present SNP software through live demonstrations. We also incorporate regular feedback from joint customer and partner meetings into our product development process.

Capital market

As a listed company, we are highly integrated in the capital market. SNP therefore fulfills its obligation to inform existing and potential investors in a number of different ways and goes beyond this measure by offering additional means of communication such as press releases. We regularly exchange information with investors through capital market and telephone conferences as well as discussions with private and institutional investors.

Objective reporting on our business activities by third parties plays a significant role in building SNP's reputation. This is especially critical for sustainable valuation and market positioning. Through our external reporting in

the form of capital market reports, annual and financial reports and additional publications, we provide the players in the capital market with objective and up-to-date information. Interested parties can get in touch with the relevant contacts directly, via the e-mail addresses and telephone numbers listed on our corporate website (<https://www.snpgroup.com/de/investor-relations>).

Suppliers

Since we are a company operating in the IT industry, the goods and services which we obtain from external suppliers mainly consist of software and IT services. However, we do purchase a small volume of physical goods. Dialogue with our suppliers mainly takes place in the form of supplier meetings.

MATERIALITY

An update of the materiality analysis first conducted in 2020 was implemented in 2023 in order to identify material sustainability issues for SNP and its stakeholders. The goal was to reassess the issues identified on the

basis of the regular dialogue with the aforementioned stakeholder groups. Our key internal stakeholders' expectations were included and the material concerns identified according to the following two dimensions:

- Significance for the understanding of the business performance, the operating results and the company's position (business relevance under Sections 289c (3) and 315c (2) of the HGB)
- Significance of the impact of our business activities (relevance of impacts under Section 289c (3) of the HGB in conjunction with Section 315c (2) of the HGB)

The results of the 2023 materiality analysis update were compared with those from the previous year; only immaterial deviations were found. Consequently, there were no changes with regard to HGB relevance (see Table 1) compared with the previous year.

Procedure for the Materiality Analysis

As a **first step**, an extensive list of potential sustainability issues was drawn up. In 2023, a long list of sustainability topics of relevance to the SNP Group was drawn up in the run-up to Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022, amending Regulation (EU) No. 537/2014 and Directives 2004/109/EC, 2006/43/EC and 2013/34/EU on corporate sustainability reporting (CSRD), which will be mandatory from 2024. As the topics considered relevant in the previous year corresponded closely with the concerns of this year, the list of relevant topics from the previous year's analysis was used again for this report. Various standards and guidelines were taken into account, e.g. requirements of the German Sustainability Code, the Sustainability Accounting Standards Board (SASB), Sustainable Development Goals (SDGs) and also issues identified in previous materiality analyses and studies covering sustainability challenges for the IT industry.

As a **second step**, SNP assessed the material sustainability topics. The assessment covered both the business relevance for SNP (Financial Materiality) as well as the impact relevance (Impact Materiality) on a 5-point scale in an ascending order of priority, so as to define the significance of business relevance and sustainability-related impacts. The assessment is based on short-, medium- and long-term views.

In order to validate and assess these identified issues, surveys were subsequently conducted in the form of questionnaires with selected key stakeholders. In addition, open-ended questions were asked regarding the key sustainability issues for the company's future business success. This year's report is also based on updates of the previous year's assessment by the same stakeholders or, in the case of personnel changes, their successors.

As a **third and final step**, based on the evaluation, these internal assessments were prioritized and the material concerns identified. As in the previous year, the materiality threshold was defined as having medium relevance (3.5) for both financial and impact materiality.

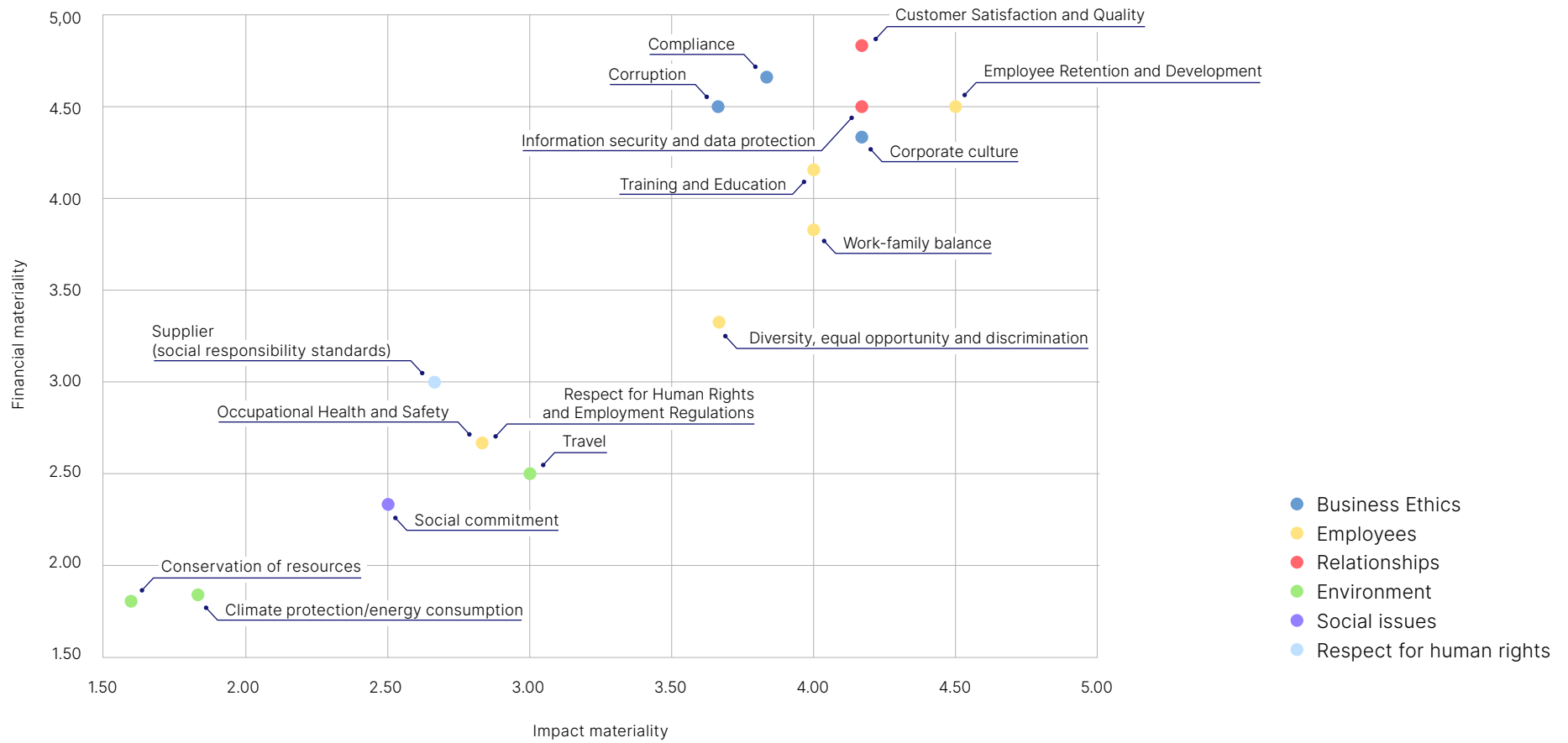
Validation

For validation purposes, the findings of this materiality analysis were presented to our CFO, who has been in office since June 2023. Following a critical discussion with the departments involved, which also included the Chief Sustainability Officer, who has been in office since October, a consensus was reached. The findings of the materiality analysis are presented in Table 1. The material sustainability areas are considered to be of greater relevance for SNP and its stakeholders. By contrast, issues not seen as material for SNP and its stakeholders are ascribed lower relevance. A report on these issues is nevertheless provided on a voluntary basis. Therefore, the reporting does not currently differentiate between concerns identified as material concerns and immaterial concerns. The materiality analysis conducted in 2023 will serve as the basis for developing a sound sustainability strategy. This will ensure that SNP continues to focus primarily on the material concerns in the future. Figure 1 shows the matrix of concerns that are material to our reporting in terms of their business relevance and environmental and social impact.

OVERVIEW OF ASPECT RELEVANCE

| ISSUES | SUSTAINABILITY AREA | HGB RELEVANCE |
|---------------------------------|---|---------------|
| Business Ethics | Corporate culture | Yes (greater) |
| | Compliance | Yes (greater) |
| | Corruption | Yes (greater) |
| Employees | Employee Retention and Development | Yes (greater) |
| | Training and Education | Yes (greater) |
| | Work-family balance | Yes (greater) |
| | Diversity, equal opportunity and discrimination | Yes (greater) |
| | Respect for Human Rights and Employment Regulations | No (lower) |
| | Occupational Health and Safety | No (lower) |
| Customer Relationships | Customer Satisfaction and Quality | Yes (greater) |
| | Information security and data protection | Yes (greater) |
| Environment | Climate protection/energy consumption | No (lower) |
| | Travel | No (lower) |
| | Conservation of resources | No (lower) |
| Social issues | Social commitment | No (lower) |
| Respect for human rights | Supplier (social responsibility standards) | No (lower) |

MATERIALITY MATRIX FOR THE REPORTING TOPICS



SNP AND THE UN SDGS

The United Nations Sustainable Development Goals (UN SDGs)

As a mid-sized IT company, we are committed to the Sustainable Development Goals (SDGs) of the United Nations, which came into force at the beginning of 2016. The SDGs include 17 concrete targets for policy-makers, civil society and businesses to create a fairer and more equal world by 2030.

Our actions have various impacts on the environment and on society along our value chain. With our software-based data transformation business, we can contribute to achieving the SDGs – especially SDGs 4, 5, 8, 10 and 13. We first defined a structured process and prioritized five SDGs in 2022. To this end, the SNP CSR team assessed the 17 SDGs and the 169 targets of those SDGs to identify how SNP can contribute to achieving these goals and targets. The team selected an SDG if SNP is implementing or plans to implement measures that serve to achieve at least one target. These selections were discussed and confirmed within the new Executive Board and with the Chief Sustainability Officer in 2023.



SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Target relevant to SNP:

- 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

SDG 5: Achieve gender equality and empower all women and girls

Targets relevant to SNP:

- 5.1: End all forms of discrimination against women and girls everywhere in the world.

- 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Target relevant to SNP:

- 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

SDG 10: Reduce inequality within and among countries

Targets relevant to SNP:

- 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, gender, disability, race, ethnicity, origin, religion or economic or other status

- 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

SDG 13: Take urgent action to combat climate change and its impacts

Target relevant to SNP:

- 13.2: Integrate climate change measures into national policies, strategies and planning.

In line with the United Nations 2030 Agenda and its 17 Sustainable Development Goals (SDGs), we strive to conduct our business activities in a sustainable way that promotes environmental protection, diversity and human rights.

The first measures implemented in support of these goals in 2023 included a donation to the Black Jaguar Foundation (SDG 13) and the creation of two scholarships for first-year students or physics students at Heidelberg University (SDG 4) as well as a donation to

UN Women, the United Nations entity that promotes gender equality and the empowerment of women and girls (SDGs 5 & 10).

There will be more far-reaching activities in 2024 following the relaunch of the sustainability strategy by the Chief Sustainability Officer, who took up his duties at SNP in October 2023.

Group Management Engagement

SNP's Executive Board is involved in the further development of sustainability concepts through the new "Sustainability" department, which falls under the responsibility of the CEO, and in sustainability reporting through the "Investor Relations" department, which falls under the CFO's area of responsibility.

MEASURES TO COMBAT CORRUPTION AND BRIBERY

CORPORATE CULTURE AND COMPLIANCE

Due to SNP's strong growth over the past few years, it is particularly important to be able to rely on a common framework of values. Only through this common approach will SNP grow into a global community that deals with its employees, customers, partners and suppliers in a respectful, honest and reliable manner.

All SNP employees are obliged to comply with the company's Code of Conduct. Our convictions and corporate guidelines are outlined here, along with a description of our efforts to comply with the rule of law and our standards of ethical conduct. At the same time, the Code of Conduct is the core of our Compliance Management System; this system is continually developed in order to introduce and implement measures that address SNP's risk position and to gauge their effectiveness. Our code of conduct has the following pillars:

Our core values:

- Continuously improving – for our customers and for ourselves
- Universal respect
- A trusting and open working relationship
- Keeping our word
- Providing prospects

Compliance with applicable laws:

- Business relationships
- Corruption¹
- Trade controls
- Protection of business and commercial secrets as well as insider regulations
- Protection of people and the environment
- Data protection and information security

EXA continues to have its own Code of Conduct, which provides equal coverage of all the key requirements of our Code.

In addition to the individual rules of conduct outlined in its code of conduct, SNP also follows the recommendations set out in the German Corporate Governance Code (the "Code"), with a few exceptions. Our Declaration on Company Management is published annually. It outlines in detail how SNP complies with the commitments set out in the Code and can be viewed at <https://investor-relations.snpgroup.com/en/governance/?language=en>.

SNP's Legal and Compliance department works closely with the company's Executive Board and managers, advising and supporting all employees to ensure compliance with internal and external requirements. Since 2021, the previous Board of Directors and now, following the transition of SNP SE's governance to a two-tier system, our Supervisory Board has had an audit committee, which deals in particular with issues relating to accounting, auditing, control systems and the risk management system. The Executive Board and the respective departments report regularly to the audit committee.

¹ Including bribery.

An “Integrity Line” is available to all employees around the world. Through this digital reporting system, employees can anonymously report any irregularities, in particular violations of applicable laws or internal guidelines.² All reports are processed confidentially by the Legal and Compliance department with the involvement of the company’s Executive Board and case managers. The reports are subject to the dual-control principle and conform to a prescribed procedure. This ensures that reporting an incident does not lead to disadvantages for the reporting person. The process was reviewed in 2023 to ensure compliance with the requirements of the Whistleblower Protection Act and adapted where necessary.

Mandatory training is another key element for the avoidance of compliance violations. Integrity training – which is based on our Code of Conduct – was introduced for all of our employees worldwide³ in 2020 in the form of an e-learning course. Employees are required to actively confirm the Code of Conduct as part of the Learning Journey. SNP also implemented a training course on equal opportunity and anti-discrimination for all employees at the German locations in 2021.⁴ In the reporting year, one additional training course was held on project risks. This training will be expanded to meet international standards for additional locations in 2024.

Employees also receive training courses on data protection and information security (see “Customer Relationships” chapter). EXA employees were trained on both topics via the online tool from IITR provided by the external data protection officer.

CORRUPTION AND BRIBERY

A major reason for our long-lasting success is the relationship of trust we have with our customers. To justify this trust, SNP must conduct its activities with fairness and integrity in all aspects of its business. We treat our customers, business partners and competitors with respect and do not engage in any activities that distort or hinder competition. As in the previous year, there were no legal actions initiated against SNP SE or its subsidiaries in 2023 pertaining to anticompetitive behaviour or anti-trust and monopoly practices. In addition, there were no penalties or fines to be paid (e.g. as a result of accounting fraud, workplace discrimination or corruption, including bribery).

We reject any form of dubious market practices, e.g. any form of bribery or corruption. We have established internal training programs in order to raise awareness

among employees and support them in recognizing and avoiding compromising situations. In addition, a multiple-phase approval process has been established for our procurement system. This requires the procurement department or a line manager to review and approve a procurement transaction. A business partner review focusing on conflicts of interest and trade restrictions was also introduced in the reporting year. A number of different tools were evaluated with a view to improving the 28% response rate to the questionnaires sent out in the previous year.

The risk management system also examines the appropriate representation of compliance aspects. For this purpose, compliance risks were identified and assessed separately for relevant topics in 2023, including the topic of corruption.

² Except for EXA.

³ EXA currently continues to use its own training courses.

⁴ With the exception of EXA employees, who will complete the training course starting in the coming reporting year.

PERSONNEL ISSUES

We work very hard to maintain and improve our reputation as a reliable and fair employer. This encompasses the entire employment life cycle of an employee and is designed to ensure a productive, positive and harmonious working relationship. These efforts begin with a fair and transparent recruiting process and continue with regular, constructive communication between employees and their managers. Major business decisions are communicated promptly; however, no specific notification periods have been contractually agreed. SNP attaches great importance to the well-being of its employees; this is the only way the company can be successful on the market in the long term.

EMPLOYEE STRUCTURE

As of the reporting date December 31, 2023, SNP had 1,432 employees worldwide (2022: 1,311 employees). 442 (30.9%) of them were women (2022: 385 or 29%). Table 2 shows the global distribution of employees by country and region.

5.6% of the employees worldwide have fixed-term employment contracts.⁵ This also includes working students.

GLOBAL DISTRIBUTION OF EMPLOYEES BY COUNTRY AND REGION

| Region | Country | 2023 | | | 2022 ⁶ | | |
|--|-------------|----------------------|---------------------|-------------|----------------------|---------------------|-------------|
| | | Absolute/ country | Absolute/ region | in % | Absolute/ country | Absolute/ region | in % |
| CEU (Central Europe incl. Slovakia) | Germany | 561 | 769 | 54% | 524 | 712 | 55% |
| | Austria | 50 | | | 44 | | |
| | Switzerland | 15 | | | 14 | | |
| | Slovakia | 138 | | | 130 | | |
| | Spain | 5 | | | | | |
| Latin America | Argentina | 223 | 377 | 26% | 207 | 333 | 25% |
| | Chile | 106 | | | 85 | | |
| | Colombia | 47 | | | 40 | | |
| | Mexico | 1 | | | | | |
| | | | | | | | |
| JAPAC (Asia-Pacific Japan) | Singapore | 18 | 157 | 11% | 22 | 173 | 13% |
| | Malaysia | 16 | | | 13 | | |
| | Australia | 2 | | | 1 | | |
| | Japan | 10 | | | 10 | | |
| | China | 33 | | | 38 | | |
| | India | 78 | | | 89 | | |
| | | | | | | | |
| USA | USA | 77 | 77 | 5% | 56 | 56 | 4% |
| UK | UK | 52 | 52 | 4% | 37 | 37 | 3% |
| Total | | 1,432 | 1,432 | 100% | 1,311 | 1,311 | 100% |

⁵ Excluding EXA.

⁶ Excluding EXA.

EMPLOYEE RETENTION AND DEVELOPMENT

Working in a demanding and highly dynamic work environment such as ours naturally requires a high level of commitment from employees. In return, we aim to offer optimal support to ensure that all employees are ideally prepared for their tasks. To this end, we support them in their continuous development and offer employees Group-wide the following:

- A working environment in a positive corporate environment,
- Clearly defined goals,
- The opportunity to advance personally and further their careers,
- Competitive remuneration,
- Decent prospects for promotion,
- Mobile working,
- Flexible working hours and a work-family balance and
- The opportunity to assume responsibility at an early stage.

In order for employees to carry out their work with consistently high quality, SNP provides excellent working conditions. This includes not only a strong team spirit and fair working conditions, but also varied challenges and good prospects for promotion.

SNP also offers its employees worldwide a host of fringe benefits, which were further expanded in 2023:⁷

FRINGE BENEFITS

| Fringe Benefits | Central Europe | UK | Slovakia | LATAM | USA | JAPAC |
|--|----------------|----|----------|-------|-----|-------|
| Company pension plan | X | X | X | | X | |
| (Group) accident insurance | X | X | X | X | X | X |
| Employee discounts | X | | X | X | | |
| Various health protection measures (incl. discounts/subsidies for statutory/private health insurance (including for families), subsidies for health and fitness measures) | X | X | | X | X | X |
| Sabbatical | X | | X | | | X |
| Various allowances: One-time payments are provided in varying amounts and in different forms (such as vouchers) for special occasions such as birthdays, weddings, the birth of a child, retirement, anniversary and the commencement of employment; allowances are also provided for children in day care | X | X | X | X | X | X |
| Granting paid leave due to various occasions (e.g. birth of child, death of parents, relocation) | X | X | X | X | X | X |
| Support for employee development, including language training (online, in-person) | X | X | X | X | X | X |
| Mobile Work Policy | X | X | | X | X | X |

⁷ For EXA, these benefits have so far included a company pension scheme, (group) accident insurance, discounts for employees, and bonuses for company anniversaries (vouchers) and for helping to recruit new employees.

In 2023, SNP registered a worldwide turnover of around 13.64% (2022: 17%).

Employee Participation: Suggested Improvements and Ideas Management

The basis for our success is fair and open interaction between all SNP employees as well as a work environment characterized by mutual trust. We have a culture of open dialogue, and we discuss issues directly and honestly.

Employees can provide feedback through various channels. These include discussions with the HR department and, in Germany, with the Dialogue Team, as well as regular Executive Board updates and regional updates. Data confidentiality is guaranteed in all cases.

In 2023, the measures were expanded to include the global employee survey⁸ "Listen!" The survey was launched at the beginning of the fourth quarter of 2023 to evaluate the morale, satisfaction and commitment of our employees, building in particular on the measures implemented on the basis of the 2022 employee survey. The participation rate was 84% (previous year: 81%). The survey results are made transparent for all employees as part of our global, centralized communication and in team-specific workshops. As part of these work-

shops, all employees had the opportunity to contribute their ideas for change, particularly in terms of team-internal aspects. These ideas provided SNP with valuable input for continuous improvement and further development. Employee surveys will be conducted regularly, with the next one scheduled for 2025.

Part of the Executive Board remuneration (LTI) is linked to the achievement of ESG targets. For 2023, this meant achieving a target value for the Commitment Index from the "Listen!" survey. The Commitment Index is compiled from the question categories of satisfaction, reapplication, recommendation, identification, motivational climate, performance and future viability. The Commitment Index rose to 68 in 2023 (previous year: 60).

Based on the Listen! findings from 2022, we decided to place a special focus on the topic of feedback in 2023. The global feedback year "Let's talk @ SNP" was launched for all employees with a global hybrid kick-off event in October. A variety of components are combined in the overall concept, such as a specially developed feedback toolbox, feedback training sessions and workshops. These elements, which focus on practical application, have been rolled out worldwide.

In addition, the first global employee survey prompted a large number of other changes in the regions, which were implemented in 2023. This is particularly the case with regard to benefits (especially in the USA and Slovakia), training opportunities (especially in CEU) and an expansion of regional activities to connect local teams.

TRAINING AND EDUCATION

The standards of the software and consulting industry require SNP employees to have a high level of education. This goes far beyond base-level education, especially in the current environment of radical technological change. Furthermore, it is in employees' own interests to be able to optimize their work by expanding their knowledge. Our extensive range of training programs is thus highly popular.

For these reasons, SNP invests very strongly in training and education throughout the Group. This training is provided by means of internal and external courses. The multi-faceted training program covers both technical (e.g. SAP Learning Hub) and non-technical subject

⁸ Except for EXA.

areas (e.g. resilience training and individual coaching). Training measures are selected in consultation between employees, managers and HR so that we can respond appropriately to the individual needs of our employees.

Content drawn from various subject areas is offered to all employees worldwide via SNP's internal e-learning platform "SNP eCampus." The training courses on offer range from specialist Learning Journeys for individual professional groups (e.g. account managers and transformation consultants) to soft skills and leadership content to compliance and integrity training. EXA employees use other e-learning platforms and, in individual cases, the defined Transformation Consultant Learning Journeys in the SNP eCampus.

Furthermore, the SNP Group offers its employees⁹ an extensive range of language courses through an external provider (the scope encompasses German, English, Spanish, French and Italian at various proficiency levels), which can also be accessed via the "SNP eCampus".

SNP Trainee Program

Internally, university graduates and career changers receive consulting training as part of a nine-month trainee program. In the four-month theory phase, trainees learn about the theoretical principles and content of their future job. During this time, trainees are released from all other duties so that they are able to devote all their efforts to their education. In the subsequent practical phases, they put what they have learned into practice together with their mentor. The training program is an established measure designed to advance SNP's growth by fostering qualified junior employees. In 2023, the trainee program took place twice in Germany, with a total of 28 trainees. Compared with previous years, we saw an increase in the diversity of participants in terms of their origin. In Slovakia, a trainee program with 11 participants was held for the first time in 2023.

Strategic Career Development

When new employees join the SNP Group, local onboarding processes in the individual regions ensure that they are welcomed on their first day and informed about the most important topics and SNP regulations. In Germany, for example, this is ensured by means of a welcome call with the HR department. In the calls, new employees receive the information they need to get off to a good start in the SNP Group and they are informed about all the most important training courses that they need to complete straight away. In LATAM, new employees spend an entire day with HR and IT, for example. Following this, the departments are responsible for the further content-related onboarding of the employee in their new role.

All employees in Central Europe receive performance reviews, irrespective of their career level. The aim is to systematically enhance the skill sets of employees by

⁹ Except for EXA.

setting individual targets. Training needs are also discussed here and relevant courses initiated. Employees can also suggest improvements and provide feedback. Performance reviews are also carried out and documented in the other regions. To ensure a common global understanding of performance and performance management, a standardized process for evaluating employees against defined criteria was rolled out in 2022. The focus is on the further development of every employee by carrying out an assessment that differentiates between their individual strengths and development potential. At EXA, as part of target and feedback discussions, employee performance is evaluated and further training measures for the next year are defined. Another discussion is held after six months to evaluate the employee's development progress and, if necessary, further targets and measures are defined.

To support managers in their leadership roles, we developed training courses that are geared towards specific target groups and practical training. In addition to the existing modules of the Leadership Enablement Program, which were made available to the new managers, the focus in the reporting year continued to be on providing in-depth input for employees' personal

development planning. This year, for the first time, training was offered to employees as well as managers. This will ensure that employees are made aware that they are also responsible for their own development, and that the onus is not just on the managers.

Based on the results of the global employee survey and the development needs that employees expressed, CEU set up department-specific Learning Journeys for the Services and Sales areas. In the Services division (including project managers), the focus is on teaching the necessary skills based on the mission statement developed for the Services area in 2023. In Sales, the focus is primarily on negotiations. A Learning Journey for R&D will be developed in 2024.

SNP Global Talent Development Program: "Activate!"

In 2022, SNP launched its global talent development program, "Activate!" which spans across different locations and hierarchy levels¹⁰. A total of 12 participants (women: 2, men: 10) attended the 2023/2024 program. The aim is to support the participants in their personal development and help them to establish a cross-hierarchy network within the SNP Group. The

attendees were selected in the different regions according to defined criteria as part of the annual performance review process. Over a total of 12 months, the participants completed various interdisciplinary (usually virtual) training modules (e.g. on personal development, the power of persuasion or change management). In addition, networking events ("lunch & learns" or "fireside chats") are held to give participants the opportunity to exchange views and ideas on relevant topics with experienced senior managers. At the same time, being involved in a strategically important project is a cornerstone of the program. In addition to personal development, the various projects focus on analyzing problems, finding solutions and presenting the results to the Executive Board. The aim is to act on and implement all the results in practice.

WORK-FAMILY BALANCE

These days, having a balance between family, private life and work is considered a matter of course. SNP supports this as a fundamental aspect to which every employee is entitled.

¹⁰ Except for EXA.

Consistent and conscious time management is considered a key factor for achieving a balance between work and private life. A variety of options are available to all employees worldwide such as flexible trust-based working hours, part-time working models, clearly communicated expectations, the legal entitlement to parental leave and avoidance of commuting times by working from home. An overview of the fringe benefits is available in Table 3 in the “Employee Matters” chapter.

In the context of the coronavirus pandemic, SNP was able to rapidly and flexibly adapt processes and to establish the necessary Group-wide infrastructure that enabled the company to seamlessly switch its business activities to mobile working from one day to the next. The general conditions for mobile working for employees were defined in the Mobile Work Policy. In addition to the German locations¹¹, this policy has also been implemented in JAPAC, the UK, the US and LATAM. Currently, 487 employees worldwide (163 of whom work for German companies) are actively making use of the Mobile Work Policy.

In the organization in Germany, all employees have a statutory right to parental leave. In 2023, 31 employees (2022: 34 employees) took advantage of parental leave (13 women, 18 men). Of these 31 employees, 11 were still on parental leave on December 31, 2023, and 20 had returned to active work. SNP also provides a child-care allowance for children attending daycare centers. In addition, 8 employees at SNP’s Slovakian companies took parental leave (women: 8, men: 0). 5 employees are still on parental leave and the others have returned to active work. At EXA companies, a total of 3 employees took parental leave (women: 1, men: 2) – 2 of them in India and 1 in Germany.

However, the introduction of a sabbatical policy at the beginning of 2023 represented another milestone in improving work-life balance. Depending on how long they have been at SNP, employees at the German companies can take a career break of up to six months and then return to their position. In 2023, a sabbatical policy was also introduced in LATAM, JAPAC and Slovakia. A global rollout of the sabbatical policy is currently being reviewed by the other regions.

DIVERSITY, EQUAL OPPORTUNITY AND DISCRIMINATION

By promoting diversity in the workforce, SNP benefits from genuine competitive advantage. There are no deliberate barriers pertaining to heritage or other personal aspects. For further information on our values, please see the “Measures to Combat Corruption and Bribery” chapter.

The diversity of the SNP workforce is discernible in the gender ration as well as in Table 2 in the “Personnel issues” chapter. The cooperation between employees of different nationalities, both at individual sites and between sites, is also evidence of our diversity. This represents a fundamental contribution to a culture of equality and tolerance.

¹¹ Except for EXA; employees at EXA were able to flexibly work from home during the pandemic in most cases, unless operational issues required them to be at the office.

Before SNP SE switched to a dualistic system of governance in the reporting year, the competence profile for future new appointments to the Board of Directors and the Executive Board included a diversity concept. This concept provided for internationality, different backgrounds and various career paths as well as time-based and quota-based targets in accordance with the statutory provisions on the equal participation of women and men in management positions. Because the dual system now has a smaller number of Executive Board members and Supervisory Board members, the targets have been adjusted as follows in accordance with the statutory provisions:

At its meeting on December 12, 2023, the new Supervisory Board set a target figure for the proportion of women on the Supervisory Board of 25% and 33% on the Executive Board. The deadline for achieving these targets is November 30, 2028, provided that at least one person is added to each board; the Supervisory Board currently consists of three members and the Executive Board of two members.

In accordance with the provisions of Section 76 IV AktG (German Stock Corporation Act), at its meeting on February 19, 2024, the Executive Board set targets for the proportion of women in the first and second management levels below the Executive Board as follows: The aim is to achieve the target values of at least 30% women at both levels by November 30, 2028.

As of December 31, 2023, the proportion of women in the first management level below the Executive Board was 25% (9 out of 36 members) and in the second management level below the Executive Board 20% (12 out of 59 members).

In addition to our Code of Conduct, our processes are clearly communicated throughout the Group and our human resources department acts as both a mediator and the contact for all our employees' concerns. This includes immediate internal investigation of suspected cases of discrimination and reports through the "integrity line" regarding discrimination or harassment in the workplace as well as implementation of countermeasures where appropriate.

RESPECT FOR HUMAN RIGHTS AND EMPLOYMENT REGULATIONS

SNP takes its responsibility to society very seriously. Compliance with human rights and fair work conditions are an integral component of our corporate culture. This makes it easier for us to recruit top people and to retain them on a long-term basis, to increase our capacity for innovation and our productivity and to enhance our reputation. All SNP employees¹² are obliged to comply with the company's universal Code of Conduct (see "Measures to Combat Corruption and Bribery" chapter). Any violations can be reported via the "integrity line", which is available Group-wide, and will be sanctioned where appropriate.

¹² EXA continues to have its own Code of Conduct, which provides equal coverage of all the key requirements.

OCCUPATIONAL HEALTH AND SAFETY

For SNP, safeguarding the occupational health and safety of its employees is more than self-evident. This is most clearly reflected in its voluntary health protection measures.

Occupational Safety

SNP adheres to all legal requirements in the area of occupational safety. These include, at the key German locations, on-site inspections and monitoring of workplace ergonomics and quarterly meetings of the occupational safety committee. SNP has hired an external service provider to provide support and carry out these examinations. In 2022, EXA was included in this contract; training, on-site inspections and participation in the occupational safety committee took place in 2023. In the reporting year, an occupational safety training course was conducted globally, as in the previous year. SNP also offers employees in Germany and Austria the opportunity to order computer glasses at no extra cost and covers the cost of the lenses.

In addition, occupational safety contacts have been designated at all of SNP's locations worldwide. Each country has different legal requirements. Compliance with these requirements is monitored by these contacts. In 2022, SNP began planning a concept for global occupational safety together with the same external company.

Work at SNP is mainly conducted from an office; in this environment, there is not a high risk of occupational disease. There are therefore no formal joint management-worker committees that monitor occupational health and safety programs. To improve its first-aid treatment, SNP is working with the Björn Steiger Foundation. All of the company's key locations in Germany are equipped with defibrillators, so that our trained first-aiders are able to provide rapid and competent assistance in case of sudden cardiac arrest. In 2023, a defibrillator was also installed at the EXA location in Heidelberg.

Health Protection

SNP promotes a healthy diet. Free drinks and snacks or fruit are available to all employees at the company's

German locations. For health and environmental reasons, in 2021 the water offered in Germany will be changed over from glass bottles to water fountains. This measure has since been very well received.

In addition to the allowance provided for fitness activities, e.g. subsidized gym memberships, employees in Germany are offered a variety of options for online fitness training. These videos are located on SNP Share-Point and can be viewed by employees at any time. Courses that were held regularly before the pandemic, such as conditioning exercises or fascia training, are planned to be offered again in a live online format in the future. Furthermore, 97 employees in Germany¹³ take advantage of the subsidized gym memberships. In addition, 115 people across Europe took part in the digitale Firmenstaffel, an intercompany running competition, and ran a total of 16,753 km.

¹³ Except for EXA employees.

CUSTOMER RELATIONSHIPS

The quality and reliability of our products is essential to the continued success of SNP in the market for corporate transformations. Our customers can rest assured that they have found a partner in SNP with our software and services to handle their sensitive company data.

Users of SNP products can expect a high level of quality and information security. The quality management system of SNP SE and SNP Deutschland GmbH is certified to ISO 9001 (at the Heidelberg site) and the information security management system of SNP SE and SNP Deutschland GmbH and EXA AG is certified to ISO 27001 (at the Heidelberg site). SNP SE has also completed a TISAX* (Trusted Information Security Assessment Exchange) assessment. This is an information security standard specifically developed by the German automotive industry association. Please see our website (<https://www.snpgroup.com/de/about>) for further details of our certifications. Both management systems are gradually being rolled out in additional countries.

CUSTOMER SATISFACTION AND QUALITY

The consistently high level of software quality is permanently monitored by our own quality assurance team. A software quality engineer who focuses on the tests during the sprints and also on the subsequent tests in the delivery stage is an integral component of our Scrum team. In order to coordinate all the software tests, all software quality engineers from the individual Scrum teams are also members of the Agile Testing Focus Team. Their professional and process-oriented approach ensures that the sources of error can be quickly identified in the event of an error as well as through preventative action. In addition, automated tests are implemented in order to catch common errors early on.

In addition, a new functionality was developed in SNP's transformation platform in 2020. The new "Mission Control" functionality is a quality test integrated into the software in the form of an automated process for the continuous control and protection of transformation projects.

SNP's support portal is available to all SNP customers with corresponding contracts worldwide, and service level agreements guarantee the availability of support. In addition, the level of customer satisfaction is frequently monitored and published on the company's website (<https://www.snpgroup.com/customer-stories>), such as in the form of customer success stories.

In 2023, a standardized customer satisfaction survey was conducted in the Aftersales CEU to improve customer loyalty.

We also regularly identify areas with the potential for improvement together with our customers and partners. Furthermore, there were no customer queries left unprocessed in our SNP Support Portal in the reporting year.

INFORMATION SECURITY AND DATA PROTECTION

Safeguarding information security is a prime concern in our business activities. The information security management system of SNP SE, SNP Deutschland

GmbH and EXA AG is subject to an annual independent review. As a result of this review, we are able to offer our stakeholders globally recognized documentation (an ISO 27001 certificate) covering our measures with regard to the confidentiality, availability and integrity of information and systems.

The General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG) are the key pieces of legislation which prescribe common rules for data protection. SNP complies with the relevant requirements. The necessary technical and organizational measures to protect data have been implemented Group-wide, and we are continuously optimizing them. SNP processes personal data, in particular the data of its customers, employees, job applicants and business partners, e.g. in fulfillment of its contractual obligations and as required by law. SNP ensures data protection in all of its processes and products. The company has appointed an external data protection

officer who provides advice to the Executive Board and supports the Legal and Compliance department in all matters related to data protection.

All employees at German locations receive information security and data protection training. In 2023, this content was being gradually made available to additional employees worldwide via our internal eCampus training portal.

No fines were imposed on the SNP Group in 2023 for non-compliance with laws or regulations with regard to information security and data protection.

ENVIRONMENTAL ISSUES¹⁴

Since SNP is not a manufacturing company, its key areas of focus with regard to environmental issues are energy consumption in buildings and during travel (by car, airplane or train).

We factor ecological considerations into our daily decisions and seek to reduce our energy consumption to the extent possible; we are also endeavoring to increase the proportion of renewable energy in our energy mix. In December 2023, we switched electricity suppliers at our Magdeburg, Hamburg and Berlin locations and we will also be using green electricity there (in addition to at our Heidelberg location) starting from January 1, 2024. An environmental guideline was rolled out in the Central Europe region in 2021. In 2022, the topic of environmental issues was integrated into the training as part of a revision of the globally mandatory integrity training. However, we have not established a general system covering prevention and protection of the environment. To date, the SNP Group has not had to pay any fines or sanctions for violations of environmental laws or regulations.

CLIMATE PROTECTION/ENERGY CONSUMPTION

Green Electricity

Since 2018, SNP's head office in Heidelberg¹⁵ has been powered by green electricity. By sourcing energy entirely from green energy sources, we produce less climate-damaging carbon dioxide compared with the national average. In most national and international locations, it is not always possible to change the electricity provider because the office space is rented and electricity is already integrated into the utility costs and managed exclusively by the landlord. Our Facility Management department is assessing the locations at which a change to green electricity is feasible.

Facility Management

The company's main office buildings¹⁶ in Germany undergo external energy reviews every five years. These reviews enable SNP to identify inefficiencies and, in turn, realize savings potential. The next review will take place in 2024. All of the buildings we use are consistently operated at a high level of efficiency.

ELECTRICITY CONSUMPTION

| Year | Electricity consumption at our Heidelberg location |
|------|--|
| 2022 | 285,200 kWh |
| 2023 | 369,589 kWh |

TRAVEL

In accordance with the Global Travel Policy, which was updated in 2021, the Sustainability section must be observed during all travel.

The following points must be checked before each trip:

- Whether a business trip is necessary or whether an online meeting via a digital platform is sufficient.
- Which means of transport is the most sustainable and whether it can be used for the business trip.
- Whether rail and/or plane tickets must be printed out or whether an online/e-ticket is sufficient.

¹⁴ Given that environmental concerns are not regarded as material within the meaning of Sections 289c (3) HGB and 315c (2) HGB, there is no central, Group-wide concept in force at the present time.

¹⁵ Except for EXA.

¹⁶ Heidelberg (Speyerer Str.), Hamburg, Berlin.

In addition, when traveling, care must be taken to ensure that as little waste as possible is produced and that it is disposed of separately if possible.

Vehicle Fleet, Air and Rail Travel

At the end of 2023, our German vehicle fleet consisted of 257 vehicles, including 224 vehicles with combustion engines, 31 vehicles with electric motors and two vehicles with hybrid drives (end of 2022: 2,578 vehicles with combustion engines and 5 vehicles with electric motors). The number of vehicles used by employees at other company sites is low and therefore regarded as insignificant.

Our guidelines call for the preferential procurement of environmentally friendly vehicles, including electric vehicles. The electricity for charging was supplied by SNP's own charging stations (installed in the underground car park of the office building) and by public charging points. All of our vehicles and their consumption are regularly analyzed and assessed.

FUEL CONSUMPTION

| Year | Fuel consumption, vehicles with combustion engines | Electricity consumption, vehicles with electric motors |
|------|--|--|
| 2022 | 348,751 litres | 4,096 kWh |
| 2023 | 364,858 litres | 52,174 kWh |

In 2023, the employees based at SNP's German locations traveled a total of 2,123,317 km by airplane, significantly more than in the previous year.

FLIGHT DISTANCE TRAVELED

| Year | Distance traveled by airplane |
|------|-------------------------------|
| 2022 | 1,623,777 km |
| 2023 | 2,123,317 km |

In 2023, the employees based at locations in the USA traveled a total of 1,224,117 km by airplane, compared to 222,571 km in Slovakia, 52,483 km in Austria and 19,201 km in Switzerland.

Currently, a booking tool is used to manage and analyze the flight distance traveled only at the locations in Central Europe and the USA. Data on the flight routes booked at the other locations was analyzed using the first-class-and-more.de service. The booking processes will be standardized gradually wherever possible.

They traveled 222,161 km by rail in Germany in 2023.¹⁷

RAIL DISTANCE TRAVELED

| Year | Distance traveled by rail |
|------|---------------------------|
| 2022 | 152,912 km ¹⁸ |
| 2023 | 222,161 km |

¹⁷ This does not include tickets purchased over the counter.

¹⁸ The value from 2021 was incorrectly reported at this point in the previous year. The value has been adjusted accordingly.

Expanded Mobility Account

The Mobility Account is available to eligible employees in Germany and Austria¹⁹. Employees are provided with a financial framework that allows them to choose from various mobility options. The following options are available:

- Company car
- Car allowance
- "BahnCard" discount pass for German rail travel
- Monthly or annual ticket for local public transport
- "Job bike" program

RESOURCE-EFFICIENT PLANNING AND USAGE OF PRODUCTS AND SERVICES

SNP Software

SNP is aware of its responsibility for climate protection. We consider modern technologies to be beneficial and an effective means of reducing carbon emissions. Our software has the following environmentally friendly features:

- We do not distribute our software via physical data carriers. This reduces transport costs and waste. All products can be obtained via a download portal.
- At the end of a project, our software products can be almost completely uninstalled, allowing all resources that had been in use to be released.
- Our software increases the degree of automation and standardization in labor-intensive IT transformation projects while also making it possible to combine multiple transformation projects in a single go-live.
- Our software is usually installed on the customer's existing SAP landscape. As a result, there is no need to set up additional infrastructure to support the project that would increase the carbon footprint. For example, the Transformation Cockpit and Mission Control are usually imported into the existing SAP Solution Manager environment.

¹⁹ Except for EXA; EXA offers its employees a monthly subsidy for the VRN job ticket to support the use of public transportation.

Remote Working

Wherever possible – and at the customer's request – we provide our consulting services remotely. This approach saves resources and makes a positive contribution to environmental protection by reducing travel. It has been particularly effective during the coronavirus pandemic and will be used more extensively in the future and established throughout the company.

Waste

Where possible, waste separation options are used or being implemented at SNP locations. In addition, single-use plastic items are avoided by providing reusable tableware. As described in the "Health Protection" chapter, the water provided in Germany was changed from glass bottles to water fountains in 2021.

In addition, extending the life cycle of IT equipment is a high priority at SNP. After an average of three years, devices associated with a maintenance agreement are exchanged and kept as replacement devices.

SOCIAL CONCERNS – SOCIAL COMMITMENT

Since SNP was founded in 1994, we have been actively involved – as donors, supporters and sponsors and in a variety of ways – in social causes, in the arts or in sports. Our roots are in Heidelberg and the Rhine-Neckar Region. That is why social issues in our home region are particularly close to our hearts.

SNP Schneider-Neureither & Partner SE once again committed to supporting the Black Jaguar Foundation in 2023. We donated EUR 30,000 to the charitable foundation, which is dedicated to saving the Brazilian rainforest. This contribution will be used to plant 3,750 trees in the Rio Araguaia biodiversity corridor in Brazil – which, at over 2,000 kilometers, is the longest biodiversity corridor in the world.

You can find out more about Black Jaguar and our commitment here: <https://www.black-jaguar.org/>

We have strong ties to Heidelberg and the Rhine-Neckar metropolitan region and we are committed to the city and the region in a variety of ways. The support provided

by SNP SE is aimed at strengthening the STEM field and helping physics students at Heidelberg University maximize their potential and develop their talents. Because we know that students' lives can be shaped by unique challenges, the scholarship aims to help students succeed in their studies despite their life obstacles and encourage them to continue on their path. The scholarship provides a monthly funding amount of € 900 per recipient and is not contingent on any specific performance on the part of the student.

The scholarship is intended for students who are studying or will study physics as part of a Bachelor's or Master's degree program at Heidelberg University. The scholarship is usually awarded for an initial period of two semesters. If all requirements are met, the scholarship can be renewed upon application. Heidelberg University is entrusted with the organization of the application and selection procedure.

SNP employees demonstrated their commitment and carried out a wide range of campaigns at our locations

around the world. For example, the Heidelberg and Bratislava locations held charity auctions, which raised a total of over € 15,000 for good causes.

As part of SNP's global Christmas donation, the company also donated € 20,000 to UN Women, the United Nations entity that works to promote gender equality and empower women and girls worldwide.

RESPECT FOR HUMAN RIGHTS – SUPPLIERS AND THEIR SOCIAL RESPONSIBILITY STANDARDS²⁰

As a software and services provider, SNP also purchases software and services itself. This accounts for a significant part of our supply chain. Hardware and software, consulting and cloud services, as well as IT infrastructure are considered to be the primary areas adding value. SNP works in partnership with a few select suppliers in these areas.

To support our core business, we purchase a range of secondary consumer goods and capital equipment. This includes, for example, IT licenses, marketing services and legal services.

Travel, and travel planning – such as vehicles/vehicle rental, air travel and accommodation – also play a major role in procurement. Please see the “Environmental Issues” chapter for further details.

Sustainability in Procurement

Moreover, all new SNP suppliers Group-wide undertake to comply with our general purchasing terms and conditions in order to ensure sustainable procurement. These terms and conditions ensure that applicable legal and social standards are adhered to and that activities

are carried out in the most environmentally friendly way possible. Respect for and observance of human rights, labor standards, occupational safety, anti-discrimination, anti-corruption and the avoidance of conflicts of interest are of great importance to us.

Our active and sustainable communication of purchasing processes and responsibilities helps to minimize maverick buying and the potential damage that can be caused by maverick buying.

The general terms and conditions of purchase were also supplemented by a binding Supplier Code at the end of 2021. EXA AG operates as an independent subsidiary and is not integrated into the Group’s processes. However, SNP’s general terms and conditions of purchase were adapted by EXA in mid-2021, as was the Supplier Code.

Selection and Assessment of Suppliers

We select our suppliers and framework contract partners carefully and pay particular attention to quality, information security, delivery reliability and price. For instance, we avoid placing orders with online retailers if the source of the goods in question is not entirely clear.

To manage our supplier relationships, we continuously monitor supplier quality as part of our supplier assessment process. Suppliers in Central Europe are assessed according to the aspects of communication, reliability and expertise.

Following the global rollout of the procurement process, suppliers will be assessed on a Group-wide basis in the future. A new global supplier assessment is currently being drafted and is scheduled for completion in 2024.

Supply Chain Due Diligence Act (LkSG)

Under current legislation, the LkSG does not apply to SNP, as SNP has fewer than 1,000 employees in Germany. However, as a supplier, SNP supports its customers, where necessary, in fulfilling their obligations under the LkSG.

²⁰ Given that the topic of respect for human rights is not regarded as material within the meaning of Sections 289c (3) HGB and 315c (2) HGB, there is no central, Group-wide concept in force at the present time

EU-TAXONOMY

SNP – EU TAXONOMY SPECIFICATION

A key objective of the EU Action Plan on Sustainable Finance is to redirect capital flows towards sustainable investments. In this context, Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (hereinafter Taxonomy Regulation) has entered into force. It is a consistent and legally binding classification system that establishes which economic activities are classified as "environmentally sustainable." The results of the classification will be disclosed by the company on an annual basis.

Article 9 of the Taxonomy Regulation specifies the following six environmental objectives:

- a) Significant contribution to climate change mitigation
- b) Climate change adaptation
- c) The sustainable use and protection of water and marine resources
- d) The transition to a circular economy
- e) Pollution prevention and control
- f) The protection and restoration of biodiversity and ecosystems

With regard to the classification of an economic activity as "environmentally sustainable" within the meaning of the EU taxonomy, it is necessary to differentiate between Taxonomy eligibility and Taxonomy alignment. The first step is to check whether an economic activity is described in the Delegated Act and is therefore Taxonomy-eligible. Only economic activities that are taxonomy-eligible can be regarded as "environmentally sustainable," provided that they meet certain criteria. Accordingly, the second step is to evaluate whether the economic activity makes a substantial contribution to an environmental objective, does no significant harm to another environmental objective, and ensures compliance with the minimum safeguards. In order to comply with the minimum safeguards, Art. 18 of the Taxonomy Regulation specifies the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, the fundamental conventions set out in the ILO, and the International Bill of Human Rights as relevant frameworks. Provided that these criteria are collectively met, the economic activity can be classified as Taxonomy-aligned.

For the first time, in fiscal year 2023, Taxonomy-eligible revenue, capital expenditure (CapEx) and operating expenditure (OpEx) for all environmental targets (a to f)

must be disclosed. The economic activities described in the Delegated Acts are considered Taxonomy eligible. Simplification provisions require that Taxonomy alignment only be disclosed for the objectives of climate change mitigation (a) and climate change adaptation (b). Economic activities that meet the technical screening criteria, including the DNSH criteria and the minimum safeguards criteria, are considered to be Taxonomy-aligned.

Accordingly, the amounts used to calculate the revenue, CapEx and OpEx KPIs are based on the figures reported in the consolidated financial statements. In principle, all fully consolidated and proportionately consolidated Group companies are included in this analysis.

Due to Section 289b (1) in conjunction with Section 315b HGB and Article 8 of the Taxonomy Regulation, SNP is obligated to apply the principles set out in the Taxonomy Regulation. Pursuant to Section 315e (1) HGB, SNP's consolidated financial statements for the year ended December 31, 2023, have been prepared in accordance with IFRS. As such, the IFRS consolidated financial statements serve as the basis for determining the following figures.

Based on the descriptions of the economic activities in the Delegated Acts of the Taxonomy Regulation, the activities of SNP were analyzed to determine whether and to what extent the economic activities are Taxonomy-eligible with regard to the six environmental objectives listed in Article 9 of the Taxonomy Regulation. No activities were identified in relation to the revenue KPI in the environmental objectives "Climate change mitigation" and "Climate change adaptation" as well as in the four other environmental objectives "The sustainable use and protection of water and marine resources," "The transition to a circular economy," "Pollution prevention and control" and "The protection and restoration of biodiversity and ecosystems"; in contrast, both Taxonomy eligibility and Taxonomy alignment were identified for the two other KPIs "Capital Expenditure" (CapEx) and "Operating Expenditure" (OpEx).

Revenue KPI

The revenue KPI is the ratio of revenues from Taxonomy-eligible business activities in a fiscal year to total revenues in that fiscal year.

Total revenues of € 203,426 thousand in fiscal year 2023 comprise the denominator of the revenue KPI and can be found in the consolidated profit and loss statement.

SNP's revenues as reported in the consolidated profit and loss statement are analyzed across all Group companies to determine whether they were generated with Taxonomy-eligible economic activities in accordance with Annex I (Substantial Contribution to Climate Change Mitigation) and Annex II (Substantial Contribution to Climate Change Adaptation) of Delegated Regulation 2021/2139 and Annexes I to IV of Delegated Regulation 2023/3851 (Sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems) of the Taxonomy Regulation. For the 2023 fiscal year, there are no Taxonomy-eligible revenues and, accordingly, no Taxonomy-aligned revenues.

CapEx KPI

In accordance with the content and presentation of subsection 1.1.2.2 of Annex I to Delegated Regulation (EU) 2021/2178, the CapEx KPIs are equal to the proportion of the capital expenditure that is:

- a) related to assets or processes that are associated with Taxonomy-aligned economic activities, or
- b) part of a plan to expand Taxonomy-aligned economic activities or to allow Taxonomy-eligible economic activities to become Taxonomy-aligned ("CapEx plan") under the conditions specified in the second subparagraph of this point 1.1.2.2, or
- c) related to the purchase of output from Taxonomy-aligned economic activities and individual measures enabling the target activities to become low-carbon or to lead to greenhouse gas reductions, notably activities listed in points 7.3 to 7.6 of Annex I to the Climate Delegated Act, as well as other economic activities listed in the Delegated Acts adopted pursuant to Article 10 (3), Article 11 (3), Article 12 (2), Article 13 (2), Article 14 (2) and Article 15 (2) of Regulation (EU) 2020/852 and provided that such measures are implemented and operational within 18 months.

Capital expenditure is based on additions to tangible and intangible assets as well as rights of use in accordance with IFRS 16 before depreciation, amortization and any re-measurements for the relevant fiscal year and excluding fair value changes. The total capital expenditure in accordance with the Taxonomy Regulation Art. 8 Annex I 1.1.2.1 amounts to € 3,512 thousand.

Based on project descriptions, among other criteria, the total additions were analyzed to determine whether they were related to a Taxonomy-eligible or Taxonomy-aligned economic activity (CapEx a)), or were part of a plan to expand or achieve an environmentally sustainable economic activity (CapEx b)), or were related to the acquisition of products from a Taxonomy-eligible or Taxonomy-aligned economic activity and individual measures enabling the target activities to become low-carbon or to lead to greenhouse gas reductions (CapEx c)).

The sum of additions that reflect a Taxonomy-eligible investment forms the numerator of the CapEx KPI in the amount of € 2,467 thousand concerning the acquisition of Taxonomy-eligible products in the areas of "6.5 Transport by motorbikes, passenger cars and light commercial vehicles", "7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)" and "7.7. Acquisition and ownership of buildings". This results in a Taxonomy-eligible CapEx KPI in the amount of 70%.

Selected Taxonomy-capable activities were tested on the basis of manufacturer surveys. Within the scope of category c), we calculated Taxonomy-aligned CapEx of 1% for activity 6.5.

OpEx KPI

In accordance with the content and presentation of subsection 1.1.3.2 of Annex I to Delegated Regulation, the CapEx KPIs are equal to the proportion of the operating expenditure that is:

- a) related to assets or processes that are associated with Taxonomy-aligned economic activities, including training and other human resources adaptation needs, and direct non-capitalized costs that represent research and development; or
- b) part of the CapEx plan to expand Taxonomy-aligned economic activities or allow Taxonomy-eligible economic activities to become Taxonomy-aligned within a predefined timeframe as set out in the second paragraph of this point 1.1.3.2; or
- c) related to the purchase of output from Taxonomy-aligned economic activities and to individual measures enabling the target activities to become low-carbon or to lead to greenhouse gas reductions as well as individual building renovation measures as identified in the Delegated Acts adopted pursuant to Article 10(3), Article 11(3), Article 12(2), Article 13(2), Article 14(2) and Article 15(2) of Regulation (EU) 2020/852 and provided that such measures are implemented and operational within 18 months.

The basis for determining the KPI is the sum of direct non-capitalized costs that relate to research and development, building renovation measures, short-term leases, and maintenance and repair. The total operating expenditure in accordance with the Taxonomy Regulation Art. 8 Annex I 1.1.3.1 amounts to € 23,821 thousand.

As an IT consulting and software company, direct research and development costs excluding overheads in the amount of € 23,090 thousand account for the majority of operating expenses; however, research and development activities cannot currently be allocated to any Taxonomy-relevant activities, which is why, conversely, € 23,191 thousand or 97% of operating expenses are not Taxonomy-eligible. Taxonomy eligibility was calculated at 3% of operating expenses in connection with building renovation measures, short-term leases and maintenance and repairs.

To determine the abovementioned KPIs, various check steps ensured that no economic activities were counted twice. These steps included documenting the data generation and ensuring that the data could be reconciled with other financial information.

REVENUE

TEMPLATES FOR THE KPIS OF NON-FINANCIAL UNDERTAKINGS

| Fiscal Year N | Year | | Substantial contribution criteria | | | | | | | DNSH criteria ("Does Not Significantly Harm") | | | | | | Minimum safeguards (17) | | Taxonomy-aligned (A.1.) or Taxonomy-eligible (A.2.) Turnover, year N-1 (18) | Category enabling activity (19) | Category transitional activity (20) |
|---|------------------|--------------|------------------------------------|-------------------------------|-------------------------------|------------|---------------|----------------------|-------------------|--|--------------------------------|------------|----------------|-----------------------|-------------------|-------------------------|----|---|---------------------------------|-------------------------------------|
| | Code (2) | Turnover (3) | Proportion of turnover, year N (4) | Climate change mitigation (5) | Climate change adaptation (6) | Water (7) | Pollution (8) | Circular economy (9) | Biodiversity (10) | Climate change mitigation (11) | Climate change adaptation (12) | Water (13) | Pollution (14) | Circular economy (15) | Biodiversity (16) | Y; N | % | | | |
| Economic activities (1) | thousands of EUR | % | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N | Y; N | Y; N | Y; N | Y; N | Y; N | Y; N | | | | | |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| A.1 Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | | |
| Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | | | | | | | | | | | | | | | | | | | |
| | 0 | 0% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 0% | | | |
| Of which: enabling activities | 0 | 0% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 0% | - | | |
| Thereof transitional activities | 0 | 0% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 0% | | - | |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | | |
| Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | | | | | | | | | | | | | | | | | | | |
| | 0 | 0% | - | - | - | - | - | - | | | | | | | | | 0% | | | |
| A. Turnover of Taxonomy-eligible activities A.1 + A.2) | | | | | | | | | | | | | | | | | | | | |
| | 0 | 0% | - | - | - | - | - | - | | | | | | | | | 0% | | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | |
| Turnover of Taxonomy-non-eligible activities | | | | | | | | | | | | | | | | | | | | |
| | 203,426 | 100% | | | | | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | | | | | | | |
| | 203,426 | 100% | | | | | | | | | | | | | | | | | | |

Y: Yes, Taxonomy-eligible and Taxonomy-compliant activity with the relevant environmental objective;
N: No, Taxonomy-eligible but Taxonomy-non-compliant activity with the relevant environmental objective;
EL: "eligible", Taxonomy-eligible activity for the respective objective;
N/EL: "not eligible", Taxonomy-non-eligible activity for the respective environmental objective

CAPEX

TEMPLATES FOR THE KPIS OF NON-FINANCIAL UNDERTAKINGS

| Fiscal Year N | Year | | | Substantial contribution criteria | | | | | | | | | | DNSH criteria ("Does Not Significantly Harm") | | | | | | | Category transitional activity (20) | Category enabling activity (19) |
|---|---------------------|--------------|------------------------------------|-----------------------------------|-------------------------------------|---------------|------------------|--------------------------|----------------------|-----------------------------------|-----------------------------------|---------------|-------------------|--|----------------------|----------------------------|---|---|---|--|---|---------------------------------------|
| | Code (2) | CapEx (3) | Proportion of CapEx, year N (4) | Climate change mitigation (5) | Climate change adaptation (6) | Water (7) | Pollution (8) | Circular economy/ (9) | Biodiversity (10) | Climate change mitigation (11) | Climate change adaptation (12) | Water (13) | Pollution (14) | Circular economy/ (15) | Biodiversity (16) | Minimum safeguards (17) | Taxonomy-aligned (A.1.) or Taxonomy- eligible (A.2.) CapEx, year N-1 (18) | | | | | |
| Economic activities (1) | thousands of EUR | % | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N | Y; N | Y; N | Y; N | Y; N | Y; N | Y; N | % | E | T | | | |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | | | |
| A.1 Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | | | | |
| Transport by motorbikes, passenger cars and light commercial vehicles | CCM 6.5. | 29 | 1% | Y | N/EL | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 0% | - | T | | | |
| CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | 29 | 1% | 1% | - | - | - | - | - | - | - | - | - | - | - | - | 0% | | | | | |
| Of which: enabling activities | | 0 | 0% | - | - | - | - | - | - | - | - | - | - | - | - | - | 0% | - | | | | |
| Thereof transitional activities | | | 1% | - | - | - | - | - | - | Y | Y | Y | Y | Y | Y | Y | 0% | | T | | | |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | | | | |
| Transport by motorbikes, passenger cars and light commercial vehicles | CCM 6.5. | 2,002 | 57% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 25% | | | | | |
| Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings) | CCM 7.4 | 14 | 0% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | | | | | | |
| Acquisition and ownership of buildings | CCM 7.7. | 422 | 12% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 41% | | | | | |
| CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 2,438 | 69% | 69% | - | - | - | - | - | | | | | | | | 65% | | | | | |
| A. CapEx of Taxonomy-eligible activities A.1 + A.2) | | 2,467 | 70% | 70% | - | - | - | - | - | | | | | | | | 65% | | | | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | | | | |
| CapEx of Taxonomy-non-eligible activities | | 1,045 | 30% | | | | | | | | | | | | | | | | | | | |
| Total | | 3,512 | 100% | | | | | | | | | | | | | | | | | | | |

Y: Yes, Taxonomy-eligible and Taxonomy-compliant activity with the relevant environmental objective;
N: No, Taxonomy-eligible but Taxonomy-non-compliant activity with the relevant environmental objective;
EL: "eligible", Taxonomy-eligible activity for the respective objective
N/EL: "not eligible", Taxonomy-non-eligible activity for the respective environmental objective
CCM: "Climate Change Mitigation"

OPEX

TEMPLATES FOR THE KPIS OF NON-FINANCIAL UNDERTAKINGS

| Fiscal Year N | Year | | Substantial contribution criteria | | | | | | | DNSH criteria ("Does Not Significantly Harm") | | | | | | | | | |
|---|-------------|------------------------------------|--|---|--|-------------------------------|-----------------------------------|--|---------------------------------------|--|--|-----------------------|---------------------------|----------------------------------|------------------------------|------------------------------------|---|--|--|
| | Code (2) | OpEx (3) thousands of EUR | Proportion of OpEx, year N (4) % | Climate change mitigation (5) Y; N; N/EL | Climate change adaptation (6) Y; N; N/EL | Water (7) Y; N; N/EL | Pollution (8) Y; N; N/EL | Circular economy (9) Y; N; N/EL | Biodiversity (10) Y; N; N/EL | Climate change mitigation (11) Y; N | Climate change adaptation (12) Y; N | Water (13) Y; N | Pollution (14) Y; N | Circular economy (15) Y; N | Biodiversity (16) Y; N | Minimum safeguards (17) Y; N | Taxonomy-aligned (A.1.) or Taxonomy- eligible (A.2.) OpEx, year N-1 (18) % | Category enabling activity (19) E | Category transitional activity (20) T |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| A.1 Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | |
| OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | 0 | 0% | - | - | - | - | - | - | - | - | - | - | - | - | 0% | | | |
| Of which: enabling activities | | 0 | 0% | - | - | - | - | - | - | - | - | - | - | - | - | 0% | - | | |
| Thereof transitional activities | | | 0% | - | - | - | - | - | - | - | - | - | - | - | - | 0% | | - | |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | |
| | | | | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | EL; N/EL | | | | | | | | | | |
| Transport by motorbikes, passenger cars and light commercial vehicles | CCM 6.5. | 420 | 2% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | 0% | | | |
| Acquisition and ownership of buildings | CCM 7.7. | 210 | 1% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | 0% | | | |
| OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 630 | 3% | 3% | 0% | 0% | 0% | 0% | 0% | | | | | | | 0% | | | |
| A. OpEx of Taxonomy-eligible activities A.1 + A.2) | | | 3% | 3% | 0% | 0% | 0% | 0% | 0% | | | | | | | 0% | | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| OpEx of Taxonomy-non-eligible activities | | 23,191 | 97% | | | | | | | | | | | | | | | | |
| Total | | | 100% | | | | | | | | | | | | | | | | |

- Y:** Yes, Taxonomy-eligible and Taxonomy-compliant activity with the relevant environmental objective;
- N:** No, Taxonomy-eligible but Taxonomy-non-compliant activity with the relevant environmental objective;
- EL:** "eligible", Taxonomy-eligible activity for the respective objective
- N/EL:** "not eligible", Taxonomy-non-eligible activity for the respective environmental objective
- CCM:** "Climate Change Mitigation"

INDEPENDENT AUDITOR'S REPORT ON A LIMITED ASSURANCE ENGAGEMENT ON THE NON-FINANCIAL GROUP REPORTING

To SNP Schneider-Neureither & Partner SE, Heidelberg

We have performed a limited assurance engagement on the separate non-financial Group report (hereinafter referred to as the "non-financial Group report") of SNP Schneider-Neureither & Partner SE, Heidelberg (hereinafter referred to as the "company"), for the period from January 1, 2023, to December 31, 2023.

An examination of the content of the Company's websites or other sources that are referred to in the non-financial Group report was not the subject of our assurance engagement.

Responsibility Statement of the Officers

The officers of the Company are responsible for the preparation of the non-financial Group report in accordance with Sections 315c and 289c to 289e of

the German Commercial Code (HGB) and Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (hereinafter referred to as the "EU Taxonomy Regulation") and the delegated acts issued in this regard, as well as with their own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the delegated acts issued in this regard, as presented in the "EU Taxonomy" section of the non-financial Group report.

This responsibility of the officers of the Company includes selecting and applying appropriate non-financial reporting methods as well as making assumptions and estimates related to individual non-financial disclosures of the Group that are reasonable in the circumstances. Furthermore, the legal representatives are responsible for such internal controls as they deem

necessary to enable the preparation of a Group non-financial report that is free from material misrepresentation, whether due to fraud (manipulation of the Group non-financial report) or error.

The EU Taxonomy Regulation and the delegated acts issued in this regard contain wording and terms that are still subject to considerable uncertainties in terms of their interpretation and for which clarifications have not yet been published in every case. For this reason, the legal representatives have disclosed their interpretation of the EU Taxonomy Regulation and the Delegated Acts adopted thereunder in the "EU Taxonomy" section of the non-financial Group report. They are responsible for the defensibility of this interpretation. Due to the imminent risk that indeterminate legal terms may be interpreted differently, the legal conformity of the interpretation is subject to uncertainties.

Auditor's Declaration Relating to Independence and Quality

We have complied with German professional regulations on independence and other professional conduct requirements.

Our audit firm applies the national legal requirements and the profession's pronouncements, the by-laws regulating the rights and duties of auditors and chartered accountants in the exercise of their profession (Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer [BS WP/vBP]) as well as the Standard on Quality Control: Requirements for Quality Control in Audit Firms (IDW Qualitätssicherungsstandards: Anforderungen an die Qualitätssicherung in der Wirtschaftsprüferpraxis IDW QS 1) published by the Institute of Public Auditors in Germany (IDW) and, accordingly, maintains a comprehensive quality control system that includes documented regulations and measures relating to compliance with professional conduct requirements, professional standards, and applicable statutory and other legal requirements.

Auditor's Responsibility

Our responsibility is to express a limited assurance conclusion on the non-financial Group report based on the assurance engagement we have performed.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). This Standard requires that we plan and perform the assurance engagement to allow us to conclude with limited assurance that no matters have come to our attention that cause us to believe that the non-financial Group report of the Company has not been prepared, in all material respects, in accordance with Sections 315c and 289c to 289e of the HGB and the EU Taxonomy Regulation and the delegated acts issued in this regard, as well as the interpretation by the officers as presented in the "EU Taxonomy" section of the non-financial Group report.

In a limited assurance engagement, the assurance procedures are less in extent than for a reasonable assurance engagement and therefore a substantially lower level of assurance is obtained. The assurance procedures selected depend on the auditor's professional judgement.

Within the scope of our assurance engagement, most of which was conducted during the period December 2023 to March 2024, we performed amongst others the following assurance procedures and further activities:

- Obtaining an understanding of the structure of the Group's sustainability organization and of the stakeholder engagement
- Inquiries of personnel at the Group level involved in the preparation of the non-financial Group report regarding the preparation process, the internal control system relating to this process, and disclosures in the separate non-financial Group report
- Identification of the likely risks of material misstatement in the non-financial Group report

- Analytical evaluation of selected quantitative disclosures in the non-financial Group report
- Comparison of selected disclosures with corresponding data in the consolidated financial statements and in the Group management report
- Evaluation of selected internal and external documents
- Evaluation of the presentation of selected disclosures in the non-financial Group report
- Evaluation of the process for identifying Taxonomy-eligible economic activities and the corresponding disclosures in the non-financial Group report

In determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation, the executive directors are required to interpret undefined legal terms. Due to the immanent risk that undefined legal terms may be interpreted differently, the legal conformity of their interpretation and, accordingly, our assurance engagement thereon are subject to uncertainties.

Assurance Conclusion

Based on our assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the non-financial Group report of the Company for the period from January 1,

2023, to December 31, 2023, has not been prepared, in all material respects, in accordance with Sections 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder, as well as the interpretation by the executive directors as disclosed in the "EU Taxonomy" section of the non-financial Group report.

Our assurance opinion does not extend to the Company's websites or other sources that are referred to in the non-financial Group report.

Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for purposes of the Company and that the report is solely intended to inform the Company about the results of the assurance engagement. As a result, the report may not be suitable for any purpose other than the aforementioned purpose. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company alone. We do not accept any responsibility to third parties. Our assurance opinion is not modified in this respect.

Liability

The engagement was based on the General Engagement Terms for German Public Auditors and Public Audit Firms (Allgemeinen Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) dated January 1, 2017, of the Institute of Public Auditors in Germany, Incorporated Association (Institut der Wirtschaftsprüfer in Deutschland e.V.). By taking note of and using the information contained in this report, each recipient confirms that they have taken note of the provisions set out therein (including the liability provision under No. 9 of the General Engagement Terms) and acknowledges their validity in relation to us.

Nuremberg, March 21, 2024

Rödl & Partner GmbH
Wirtschaftsprüfungsgesellschaft

| | |
|-------------------------|-------------------------|
| Selk | Dr. Maier |
| Wirtschaftsprüfer | Wirtschaftsprüfer |
| (German Public Auditor) | (German Public Auditor) |

PUBLISHER:

SNP Schneider-Neureither & Partner SE
Speyerer Straße 4
69115 Heidelberg

CONTACT:

Marcel Wiskow
Director Investor Relations
Phone: +49 6221 6425-637

Email: investor.relations@snpgroup.com