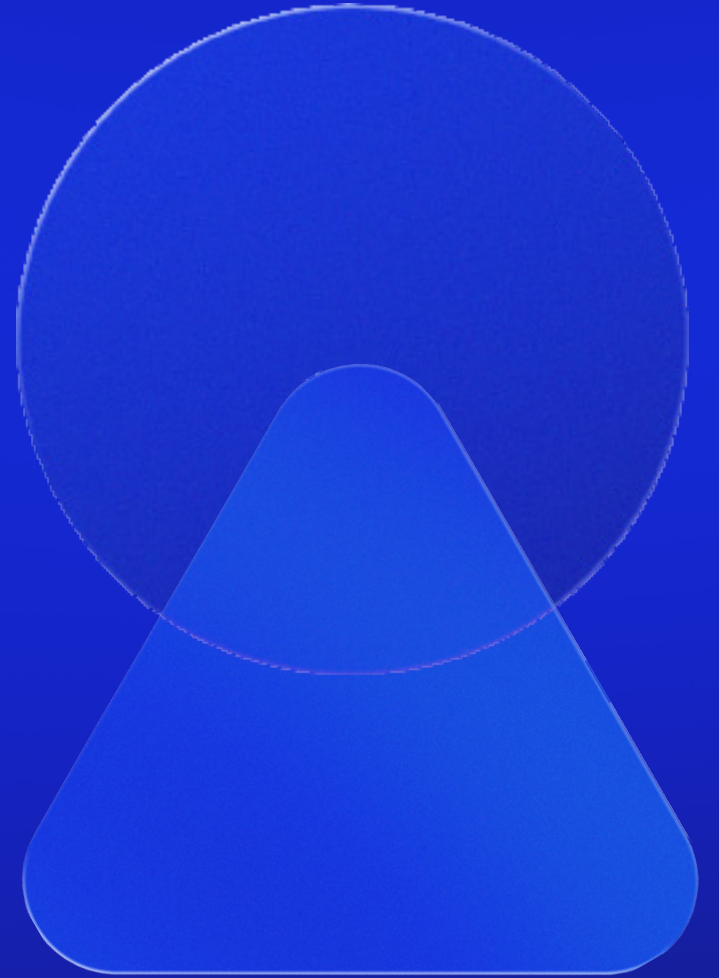


Corporate Governance



CORPORATE GOVERNANCE

Corporate Governance Statement 2025

Effective implementation of corporate governance principles is a key element of the corporate policy of SNP Schneider-Neureither & Partner SE (hereinafter: "SNP SE" or "SNP"). Transparent and responsible corporate governance is a critical precondition for the achievement of the company's goals and for increasing its enterprise value over the long term. The Supervisory Board and Executive Board work closely together for the benefit of the entire company in order to ensure efficient corporate management and control geared towards sustainable value creation through good corporate governance.

In the following statement, we explain the essential foundations of the corporate governance of SNP SE pursuant to the legal requirements of Section 315d in conjunction with Section 289f of the German Commercial Code (HGB) and the German Corporate Governance Code (GCGC or "the Code").

DECLARATION OF CONFORMITY WITH THE RECOMMENDATIONS OF THE GOVERNING COMMISSION OF GERMAN CORPORATE GOVERNANCE CODE

In accordance with Section 161 AktG in conjunction with Article 9 (1) c) ii) SE Regulation, the Executive Board and Supervisory Board of a listed SE with its registered of-

fice in Germany are obliged to declare once a year whether the German Corporate Governance Code (GCGC) in its currently valid form has been and is being complied with or which recommendations of the Code have not been or are not being applied and why not. In the event of changes during the year between two regular declarations, the declaration must be updated.

Declaration of Conformity 2025

The Executive Board and Supervisory Board of SNP SE declare in accordance with Section 161 (1) AktG that since the submission of the last declaration of conformity in March 2025 the recommendations of the Government Commission on the German Corporate Governance Code (GCGC) in the version of the GCGC dated April 28, 2022, published in the Federal Gazette on June 27, 2022, have been and will continue to be complied with, with the exception of the following deviations:

Recommendation B.3 of the Code, according to which the initial appointment of members of the Executive Board should be for a maximum of three years, was not complied with. Andreas Röderer was appointed as a member of the Executive Board for a period of five years with effect from November 1, 2023. This took into

account the fact that he was previously a Managing Director of SNP.

Dr. Jens Amail's early contract extension does not comply with **recommendation B.4** of the Code, which states that any reappointment prior to one year before the end of an appointment period at the same time as termination of the current appointment should only happen if special circumstances apply. The Supervisory Board's decision to reappoint Dr. Amail early for a further five years until December 2030 and terminate the current appointment reflects the performance of the company in recent years and is a sign of stability and confidence in the company's management.

Recommendation B.5 provides for an age limit for members of the Executive Board. SNP SE does not believe that a fixed age limit should be set for members of the Executive Board, as this cannot take individual circumstances into account and would also restrict the Supervisory Board in its selection of Executive Board members.

In accordance with **recommendation C.2**, an age limit specified for members of the Supervisory Board should also be stated in the corporate governance statement. The Supervisory Board is elected by the shareholders

of SNP SE. An age limit can lead to rigid regulations and establish an unintended exclusion criterion that could run counter to the company's objective of attracting individuals with extensive experience to serve on the Supervisory Board. For this reason, a more flexible approach based on a case-by-case decision was given preference over a rigid limit.

Recommendations C.6 and C.7 regarding the independence of Supervisory Board members are not fully complied with. The Supervisory Board consists of three members. Two members are regarded as representatives of the controlling shareholder and are therefore not classified as independent within the meaning of the Code. As a result, **recommendation C.7**, according to which more than half of the shareholder representatives should be independent from the company and the Executive Board, is currently not complied with.

According to **recommendation C.10**, the Chair of the Supervisory Board and the Chair of the Audit Committee should be independent from the company and the Executive Board. The Chair of the Audit Committee should also be independent of the controlling shareholder. Both the Chair of the Supervisory Board and the Chair of the Audit Committee are regarded as representatives of the controlling shareholder; as a result, **recommendation C.10** is not complied with.

In accordance with **recommendation D.4**, the Supervisory Board shall form a Nomination Committee composed exclusively of shareholder representatives that nominates suitable candidates to the Supervisory Board for its proposals to the Annual General Meeting for the election of Supervisory Board members. The Supervisory Board is of the opinion that the establishment of such a committee is neither necessary nor expedient due to the specific circumstances of the company, in particular the size of the Supervisory Board (currently three members) and its composition exclusively of shareholder representatives.

In accordance with **recommendation D.11**, the company shall support Supervisory Board members sufficiently upon their appointment and during training and professional development measures and shall disclose such measures in the report of the Supervisory Board. The company did not initiate, fund, or provide any training on appointment, ongoing training, or professional development measures for Supervisory Board members in the reporting year. The members of the Supervisory Board already have the knowledge they need to perform their duties due to their professional and domain-specific experience.

As no such measures took place during the reporting period, the Supervisory Board did not disclose any re-

lated information in its report. The company will continue to support individual further training measures as needed in the future.

In 2025, the remuneration system for Executive Board members was revised on the basis of a resolution passed by the 2025 Annual General Meeting. The revised remuneration system is essentially in line with the requirements of the Stock Corporation Act and the recommendations and suggestions of the German Corporate Governance Code in its current version; all deviations are listed below.

Recommendations G.3 and G.10 were not fully complied with. In the reporting year, the Supervisory Board used an external peer group to assess whether the remuneration of the Executive Board is in line with usual levels (horizontal comparison). It also performed a vertical comparison within SNP SE. The disclosure of the composition of the peer group in accordance with recommendation G.3 was waived in the reporting year, as it is treated as part of the Supervisory Board's internal evaluation and decision-making process.

Additionally, **recommendation G.10** states that variable long-term remuneration should be granted predominantly in the form of shares or share-based remuneration with suitable minimum holding periods.

The revised remuneration system replaced Long-Term Incentives (LTI) based on Total Shareholder Return (TSR) with a remuneration model based on Operating Cashflow (Operating CF). The new LTI system no longer includes any share- or share price-based remuneration components. As a result, the new LTI system does not comply with all aspects of recommendation G.10.

The Supervisory Board believes that the Operating CF-based model provides a more accurate representation of the company's long-term growth in light of the company's strategic focus and financial control parameters. This deviation does not affect the long-term incentive effect of the system, which is still geared toward multi-year periods.

In addition to being reimbursed for their expenses, including the value-added tax due on their remuneration, Supervisory Board members receive basic remuneration of € 120,000 for each fiscal year. This also covers the assumption of memberships and chairmanships of committees, which means that **recommendation G.17**, according to which the higher time commitment of committee members and their chairmen should be appropriately taken into account in the remuneration of Supervisory Board members, is not complied with.

With the current remuneration system, the Supervisory Board takes into account the responsibility, the scope of activities, and the special circumstances of the Board's composition. In the "three-member Superviso-

ry Board", the Audit Committee and the full Supervisory Board are identical, meaning that no additional remuneration is required for chairmanship or membership in this committee. No other committees have been set up (as explained). The current remuneration system does not provide for the payment of attendance fees.

In accordance with **recommendation D.12**, the Supervisory Board shall regularly assess the effectiveness of the Board and how its committees perform their duties. Given that the collaboration between the Supervisory Board and the Audit Committee in the current composition has only been in force since July 2025, an evaluation in 2025 did not yet appear necessary. However, a self-assessment will take place in the course of 2026.

Heidelberg, Germany, March 20, 2026

For the Supervisory Board	For the Executive Board
Willi Westenberger	Dr. Jens Amail

The declaration of conformity is permanently available to the public on the company's website: <https://investor-relations.snpgroup.com/en/governance>

CORPORATE GOVERNANCE PRACTICES

Responsible corporate governance

SNP SE's corporate governance practices are characterized by fair, transparent, and professional cooperation with employees as well as business partners and the public. Responsible corporate governance also means complying with legal regulations within decisionmaking and control processes, and actively implementing recommendations that go beyond these regulations. We further strengthened our sustainability expertise in the year under review. This includes, among other things, integrating ESG criteria in the Executive Board remuneration to further reinforce sustainable action in the global business processes. Furthermore, sustainability is a fixed component of our internal risk management as well as of our Group-wide risk and opportunity inventory. This enables us to identify and manage sustainability-related risks and opportunities at an early stage.

As in the previous year, we have decided to take into account the regulatory requirements of the future Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards. The Annual General Meeting is chaired by the Chairman of the Supervisory Board. The Annual General Meeting

(ESRS) in our sustainability reporting in the interest of promoting transparency. In doing so, we ensure that our business practices meet not only current but future requirements as well.

Shareholders and Annual General Meeting

The shareholders of SNP SE exercise their rights at the Annual General Meeting. In accordance with Article 19 of the company's Articles of Association, each registered share entitles the holder to one vote.

Shareholdings of the Executive Board and the Supervisory Board

No members of the Executive Board or the Supervisory Board held shares in SNP SE at the end of 2025:

	SHAREHOLDINGS AS AT DECEMBER 31, 2025		SHAREHOLDINGS AS AT DECEMBER 31, 2024	
Dr. Karl Benedikt Biesinger¹	-	-	4,757	0.1%
Willi Westenberger²	-	-	-	-
Michael Wand²	-	-	-	-
Peter Maier	-	-	-	-
Dr. Jens Amail	-	-	31,228	0,4%
Andreas Röderer	-	-	429	-

¹ Left the Supervisory Board upon conclusion of the 2025 Annual General Meeting

² Appointed to the Supervisory Board by the 2025 Annual General Meeting

The Annual General Meeting is chaired by the Chairman of the Supervisory Board. The Annual General Meeting decides in all cases assigned to it by law and the Articles of Association.

Supervisory Board

The central task of the Supervisory Board is to advise and monitor the Executive Board. In accordance with the Articles of Association, the company's Supervisory Board consists of three members. The powers and duties of the Supervisory Board and its Audit Committee are governed by the German Stock Corporation Act, the Articles of Association, and the Supervisory Board's rules of procedure.

Executive Board

As the management body of a stock corporation, the Executive Board manages the business "under its own responsibility" (Section 76 (1) AktG) or independently of instructions and is bound by the interests and business policy principles of the company within the framework of the provisions of stock corporation law. In exercising its management authority, the Executive Board is also obliged to increase the value of the company on a sustainable basis. It reports regularly and comprehensively to the Supervisory Board on all key issues relating to business development, corporate strategy, and potential risks. The competencies and duties of the Executive Board are governed by the German Stock Corporation Act, the Articles of Association, the rules of procedure, and the schedule of responsibilities of the Executive Board.

Accounting and auditing

The consolidated financial statements are prepared in accordance with IFRS, the annual financial statements in accordance with HGB. After preparation by the Executive Board, the consolidated financial statements and annual financial statements are audited by the auditor, approved or adopted by the Supervisory Board, and published within 90 days of the end of the fiscal year. Furthermore, interim reports are published for the first three quarters of a fiscal year in the form of two quarterly statements and a half-year financial report.

Transparency

An information policy geared towards uniform, comprehensive, and timely information is of great importance to SNP. Therefore, the company informs all stakeholders regularly and promptly about the company's situation and any significant business changes and developments. One of the most important communication tools is the company's website. Reporting also takes place in the annual report, in interim reports, and as part of meetings and teleconferences with investors, analysts, and journalists.

Furthermore, additional information is published in the form of press releases and ad hoc announcements. The statutory reporting obligations, such as with regard to

voting rights notifications or managers' own transactions, are complied with. Announcements, presentations, and reports are available in the Investor Relations section of SNP's website (<https://investor-relations.snpgroup.com/en/publications>).

Compliance

Trust is one of our basic values and assumes integrity, honesty, and incorruptibility. Compliance with all applicable statutory provisions and internal rules on the part of the company's management and employees is an integral aspect of our corporate culture. Measures in the area of compliance are continuously reviewed and updated on an ongoing basis by means of a compliance management system. Our Code of Conduct is at the heart of our corporate culture and encapsulates our key behavioral principles as well as the requirements for compliance with contractual and statutory obligations, anti-corruption measures, the protection of business and commercial secrets, and data protection. The Code of Conduct was refined in the reporting year to include aspects of sustainable corporate practices as well as environmental and social responsibility.

All employees are obliged to comply with the company's Code of Conduct.

The measures will be further developed in line with the company's risk situation and the effectiveness of the

individual measures implemented will be regularly reviewed. For this purpose, the company offers all employees throughout the Group the opportunity to report legal violations within the company in a protected fashion using a digital whistleblower system. Employees may opt to submit such reports anonymously.

Mandatory training is another key element for the avoidance of compliance violations. We offer e-learning-based training for all of the company's employees worldwide. The mandatory training course covers the topics of occupational safety, information security, data protection, and equal opportunities, and also includes a compliance module. The near-universal completion rate of all employees emphasizes their commitment to our company values and the importance of compliance in our daily actions.

Structure and working methods of the Executive Board and Supervisory Board, and composition of the Audit Committee

The Executive Board and Supervisory Board work together closely and on the basis of trust in the interests of the company. The Chairman of the Supervisory Board coordinates the work of the Supervisory Board and chairs its meetings. The Supervisory Board has also appointed an Audit Committee.

As a rule, the Executive Board attends the Supervisory Board meetings, reports in writing and orally on the individual agenda items and draft resolutions, and answers the questions of the Supervisory Board members. The Supervisory Board also meets regularly in the absence of the Executive Board.

In accordance with Article 10 of the company's Articles of Association, the Supervisory Board appoints the members of the Executive Board and issues rules of procedure and a schedule of responsibilities for the Executive Board. The Chairman of the Supervisory Board decides whether the members of the Executive Board attend the meetings of the Supervisory Board. Finally, the Supervisory Board adopts rules of procedure and issues rules of procedure for the Executive Board.

In its annual report to the Annual General Meeting, the Supervisory Board explains its activities and the activities of the Audit Committee. Information on the members and chairmen of the Supervisory Board committees is published on the company's website at <https://www.snpgroup.com/en/about-snp/company/management>. There are currently no committees at the Executive Board level.

The Supervisory Board must hold two meetings per calendar half-year. The Supervisory Board is quorate if

all members have been invited and at least two of the members participate in the resolution. Resolutions of the Supervisory Board require a majority of the votes cast unless a different majority is prescribed by law or the Articles of Association. In the event of a tie, the Chairman has the casting vote.

The Supervisory Board has established bylaws for its work. These can be found at <https://www.snpgroup.com/en/about-snp/company/management>.

According to Section 6 of the company's Articles of Association, the Executive Board consists of at least two members and constitutes a quorum if at least half of its members attend the meeting. It passes resolutions by a simple majority of the votes of the members of the Board of Directors participating in the resolution. In the event of a tie, the Chairman has the casting vote.

The remuneration of the members of the Executive Board consists of fixed and performance-related components. The remuneration report for the 2025 fiscal year, the auditor's report in accordance with Section 162 AktG, and the applicable remuneration system for the Executive Board and Supervisory Board are published in the remuneration report at <https://investor-relations.snpgroup.com/en/governance>.

Independence of the Supervisory Board members

A Supervisory Board member is considered independent within the meaning of the GCGC 2022 if he or she is independent of SNP and its Executive Board members and independent of a controlling shareholder of SNP. When assessing independence, the Supervisory Board is guided at least by the recommendations of the GCGC 2022. Accordingly, more than half of the members are to be independent of SNP SE and the Executive Board. This requirement has not been met (see the 2025 Declaration of Conformity for details). The work processes of the Audit Committee established for the first time in 2021 comply with the corresponding requirements of the German Stock Corporation Act and the GCGC.

The Audit Committee consists of three members: the committee is chaired by the Deputy Chairman of the Supervisory Board, Michael Wand; Willi Westenberger and Peter Maier are also members of the Audit Committee. As financial experts, Michael Wand and Willi Westenberger have the necessary expertise in the areas of accounting and auditing; Michael Wand and Willi Westenberger are also familiar with auditing sustainability reporting.

INFORMATION ON THE RESPONSIBILITIES AND DEPARTMENTS OF THE EXECUTIVE BOARD MEMBERS

Executive Board	Responsibilities and Departments	Memberships in other supervisory boards and other similar bodies
<p>Dr. Jens Amail CEO since January 16, 2023, appointed to the Executive Board until December 18, 2030 (early ex-tension).</p>	<ul style="list-style-type: none"> ■ Corporate Strategy ■ Corporate Development/Change Management ■ Product Management & Development ■ Sales ■ Partner Management ■ Marketing ■ Human Resources ■ Services ■ Management of the regions 	No further offices
<p>Andreas Röderer CFO since June 1, 2023; term of appointment to the Executive Board: until October 26, 2028.</p>	<ul style="list-style-type: none"> ■ Legal & Compliance ■ ESG Strategy & Reporting ■ IT ■ Finance & Controlling ■ Investor Relations ■ Shared Services ■ M&A ■ ERST GmbH 	No further offices

INFORMATION ABOUT THE SUPERVISORY BOARD

Supervisory Boards	Memberships in other supervisory boards and other similar bodies	
<p>Willi Westenberger Willi Westenberger</p> <p>Chairman of the Supervisory Board</p> <p>Economist</p> <p>Member of the Supervisory Board since 2025</p> <p>Elected until 2031¹</p>	<p>AutoForm Engineering GmbH</p> <p>Schaltbau Holding AG</p> <p>Flender GmbH</p>	<p>¹ Up to the end of the Annual General Meeting that resolves on discharge for the 2030 fiscal year.</p> <p>² Up to the end of the Annual General Meeting that resolves on discharge for the 2028 fiscal year</p>
<p>Michael Wand Deputy Chairman of the Supervisory Board</p> <p>Graduate in business administration</p> <p>Member of the Supervisory Board since 2025</p> <p>Elected until 2031¹</p>	<p>GBTEC Software AG</p> <p>Incubeta Holdings International Ltd.</p> <p>Giotto.ai SA</p> <p>Shopware AG</p> <p>LiveU, Inc.</p> <p>Disguise Systems Ltd.</p> <p>DEPT Holding B.V.</p> <p>HSO Group B.V.</p>	
<p>Peter Maier Graduate in business administration in information technology</p> <p>Member of the Supervisory Board since 2023.</p> <p>Elected until 2029²</p>	<p>No further offices</p>	

Management and Control Structure

In accordance with the Code, the Supervisory Board should specify concrete objectives for its composition that take appropriate account of its international activities, potential conflicts of interest, the number of independent Supervisory Board members, and diversity.

Objectives for the composition of the committees and competence profiles

The target for gender diversity on the Supervisory Board is now 25% by November 30, 2028, provided that at least one person is added to the Board; the Supervisory Board currently consists of three people. The target for gender diversity on the Executive Board is 33% by November 30, 2028, provided that at least one person is added to the Board; the Executive Board currently consists of two people.

The target ratios for the two management levels below the Executive Board are presented in the combined management report.

Concept for succession planning for the Executive Board

Together with the Executive Board members, the Supervisory Board ensures long-term planning for the succession of Executive Board members. The following key primary criteria qualify a candidate for a position on the Executive Board:

- Personality (incl. empathy)
- Integrity
- Strong leadership skills
- Technical qualifications for the position to be filled
- Performance to date
- Knowledge of SNP, its industry and its market environment
- Ability to adapt and redesign business models and processes in a rapidly changing environment

Furthermore, the Supervisory Board also pays attention to diversity insofar as this can be reasonably implemented under the given conditions of a numerically small Executive Board. To this end, the Supervisory Board has adopted a diversity concept for the composition of the Executive Board.

Diversity concept for the Executive Board

Decisions as to which personality should be appointed to a specific position on the Executive Board are made by the Supervisory Board in the interests of the company, taking into account all circumstances of the individual case. In this context, the Supervisory Board considers the following aspects in particular:

- The Executive Board members should have many years of management experience, preferably acquired in internationally active companies.
- The Executive Board as a whole should have many years of experience in the field of software and IT services.
- The Executive Board members should have complementary profiles and professional experience.
- The target for gender diversity on the Executive Board is 33% by November 30, 2028, provided that at least one person is added to the Board; the Executive Board currently consists of two people.

Competence profile of the Supervisory Board and its committees

The Supervisory Board has set specific targets for its composition and developed a corresponding profile of skills and expertise for the entire Board and, in particular, its Audit Committee, which is aligned with the recommendations of the current version of the German Corporate Governance Code. Election proposals to the Annual General Meeting are generally based on this. The individual areas of responsibility and the status of implementation of the objectives set, as well as the assessment of the independence of the shareholder representatives on the Supervisory Board are shown in the following table¹:

¹ Compliance with disclosure requirement GOV-1 21c according to ESRS

	Diversity		Areas of expertise					
	Gender	Nationality	Innovation, research, & development	Software industry	Finance and accounting	Strategy and corporate management	Supervision, control, corporate governance	Sustainability
Willi Westenberger	Male	German	+	+	+		+	+
Michael Wand	Male	German	+	+	+	+	+	+
Peter Maier	Male	German	+	+		+		

Disclosures on risk management

The business activities of SNP SE are subject to a variety of risks that are inseparably linked to its entrepreneurial activity. Good corporate governance includes dealing with these risks responsibly. In order to identify risks at an early stage, to evaluate them, and to deal with them systematically, SNP SE employs effective management and control systems that are consolidated into a uniform risk management system. A detailed description of risk management can be found in the opportunity and risk report in the combined management report 2025.

Further Information on Corporate Governance at SNP

Detailed information on the activities of the Supervisory Board, the work of the Audit Committee, and the co-operation between the Supervisory Board and the Executive Board can also be found in the Report of the Supervisory Board in the 2025 Annual Report.

Accounts and Group Accounts

The company's consolidated financial statements are prepared in accordance with the International Financial Reporting Standards (IFRS), while the annual financial statements are prepared in accordance with the provisions of the German Commercial Code (HGB).

The 2025 Annual General Meeting re-elected Rödl & Partner GmbH, Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Stuttgart, as the auditor for SNP SE and the SNP Group for the 2025 fiscal year.

Remuneration Report

The Supervisory Board and Executive Board prepared the Remuneration Report jointly in accordance with Section 162 AktG and had it audited not only formally but also in terms of content by the auditor.

As in the previous year, the Remuneration Report for the 2025 fiscal year is published as a separate report and can be downloaded together with the associated Auditor's Report at <https://investor-relations.snpgroup.com/en/governance/>.



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