

SNP Schneider-Neureither & Partner SE

Teleconference for investors and financial analysts
FY 2025 Results
March 26, 2026

Jens Amail, CEO
Andreas Röderer, CFO



SNP DATA. TRANSFORMATION. EXPERIENCE.

Agenda

Overview:
FY 2025 Results

Detailed Financials

Q&A



Agenda

Overview:
FY 2025 Results

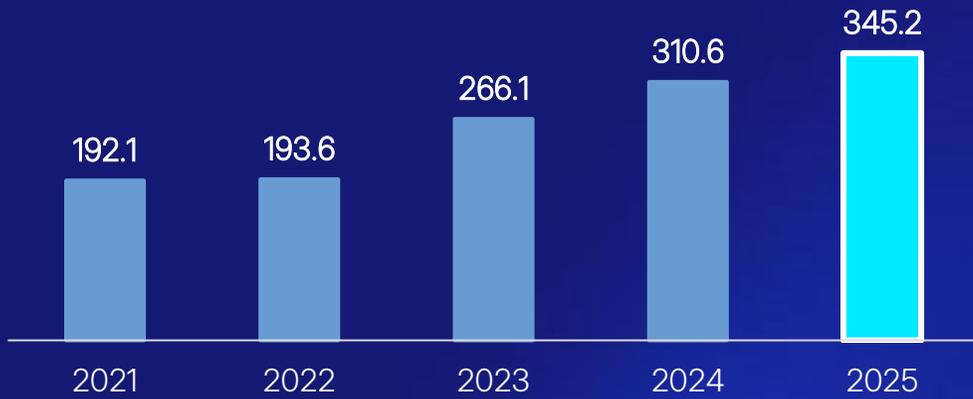
Detailed Financials

Q&A

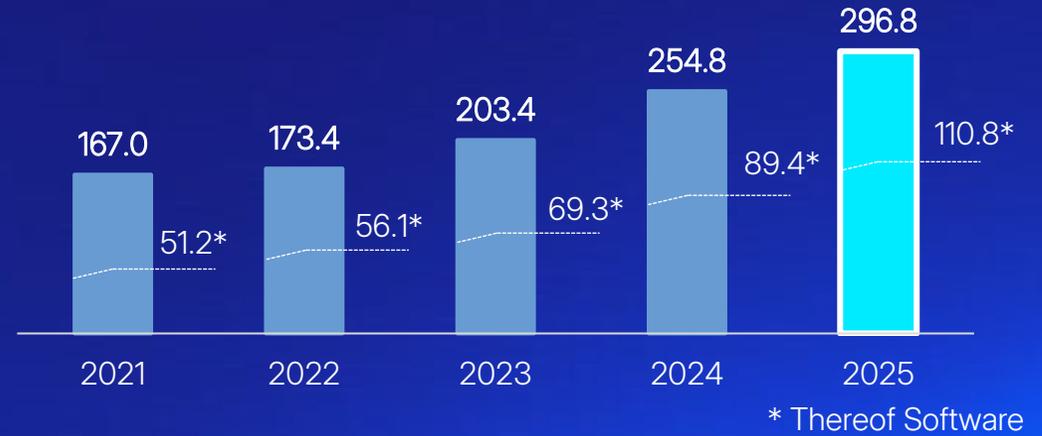


Five-year overview

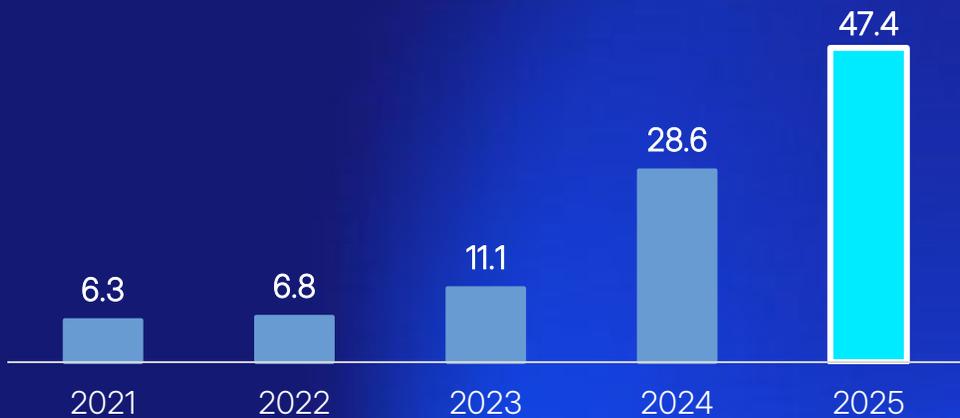
Order Entry (in €m)



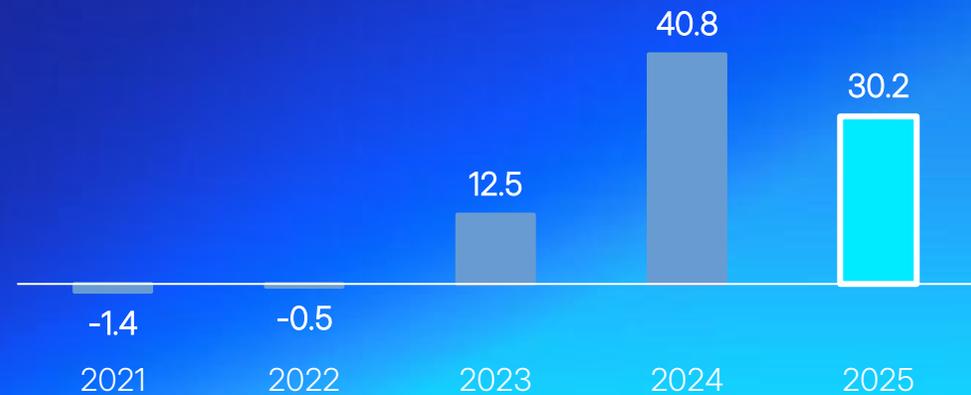
Revenue (in €m)



EBIT (in €m)



Operating Cash Flow (in €m)



Key Results – FY 2025

Third record year in a row: Order entry rose by 11% to € 345.2m and group revenue was up 16% to € 296.8m.

Significant gains in earnings due to increased software sales and further improved operational efficiency: EBIT up by 66% to € 47.4m with a margin of 16.0% (11.2% in 2024).

Remaining stable financial position: Operating cash flow at € 30.2m and strong liquidity base of € 46.2m.

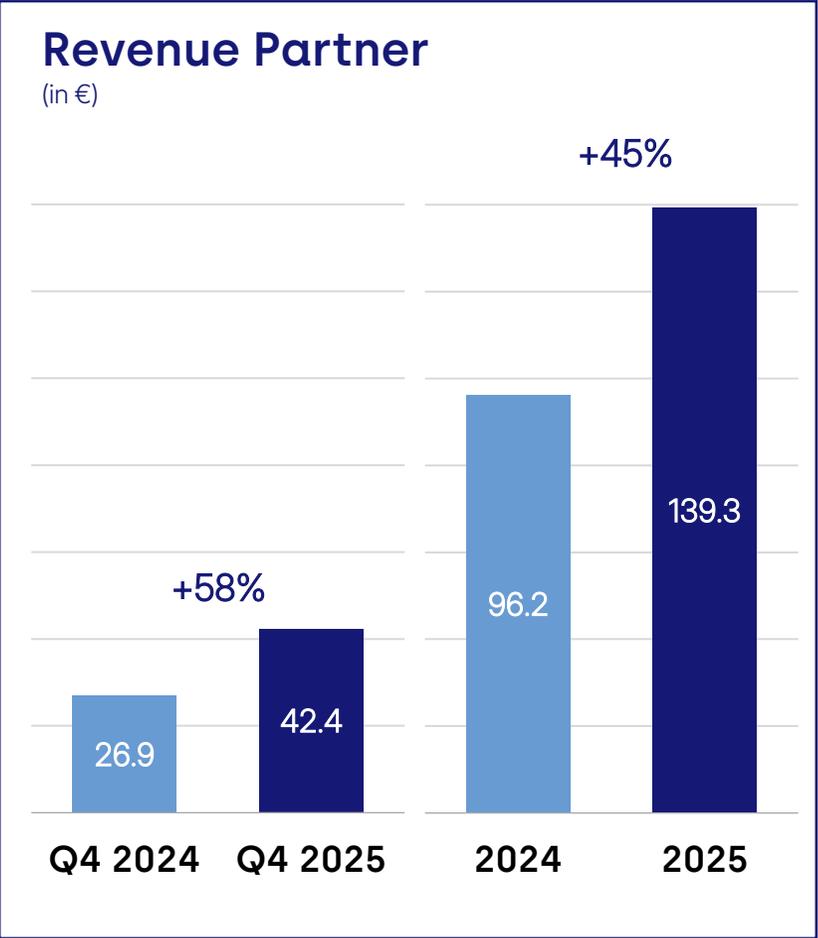
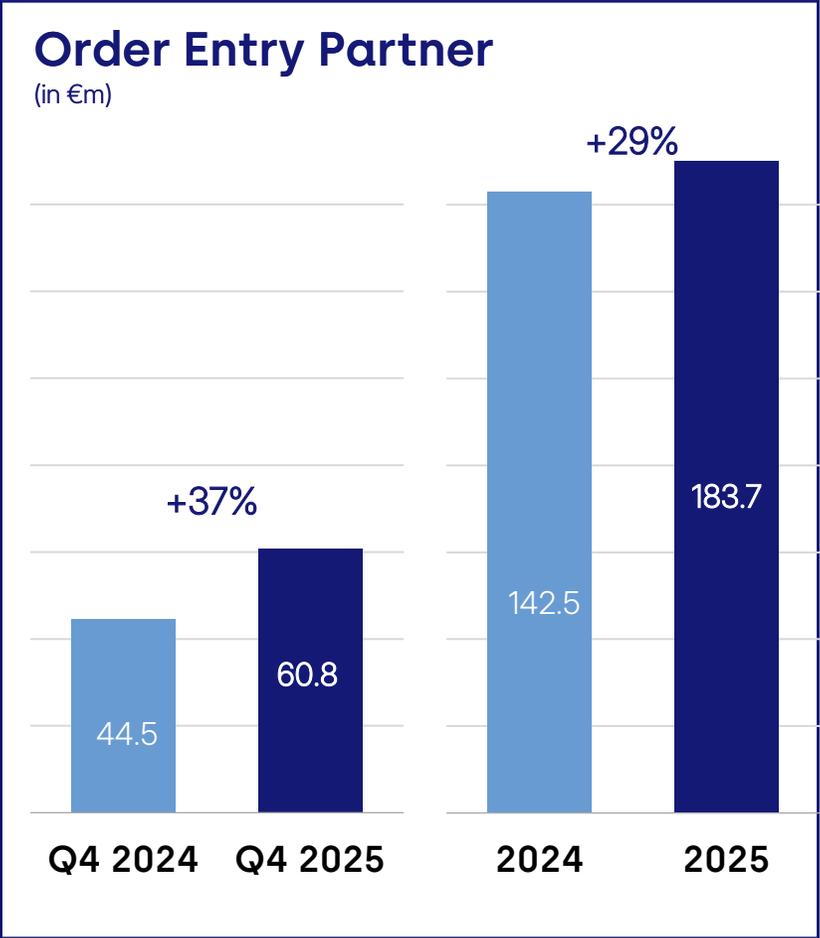
Continued high impact of strategic growth levers: Partner business now accounts for 53% of total order entry, continued growth of S/4 and RISE business (52% of total order entry) and strong business development across all regions.

Guidance 2026: Revenue growth in the mid to high single-digit percentage range, with EBIT increase in the low double-digit percentage range.

FY 2025 – Key Figures



Continued Strong Partner Business



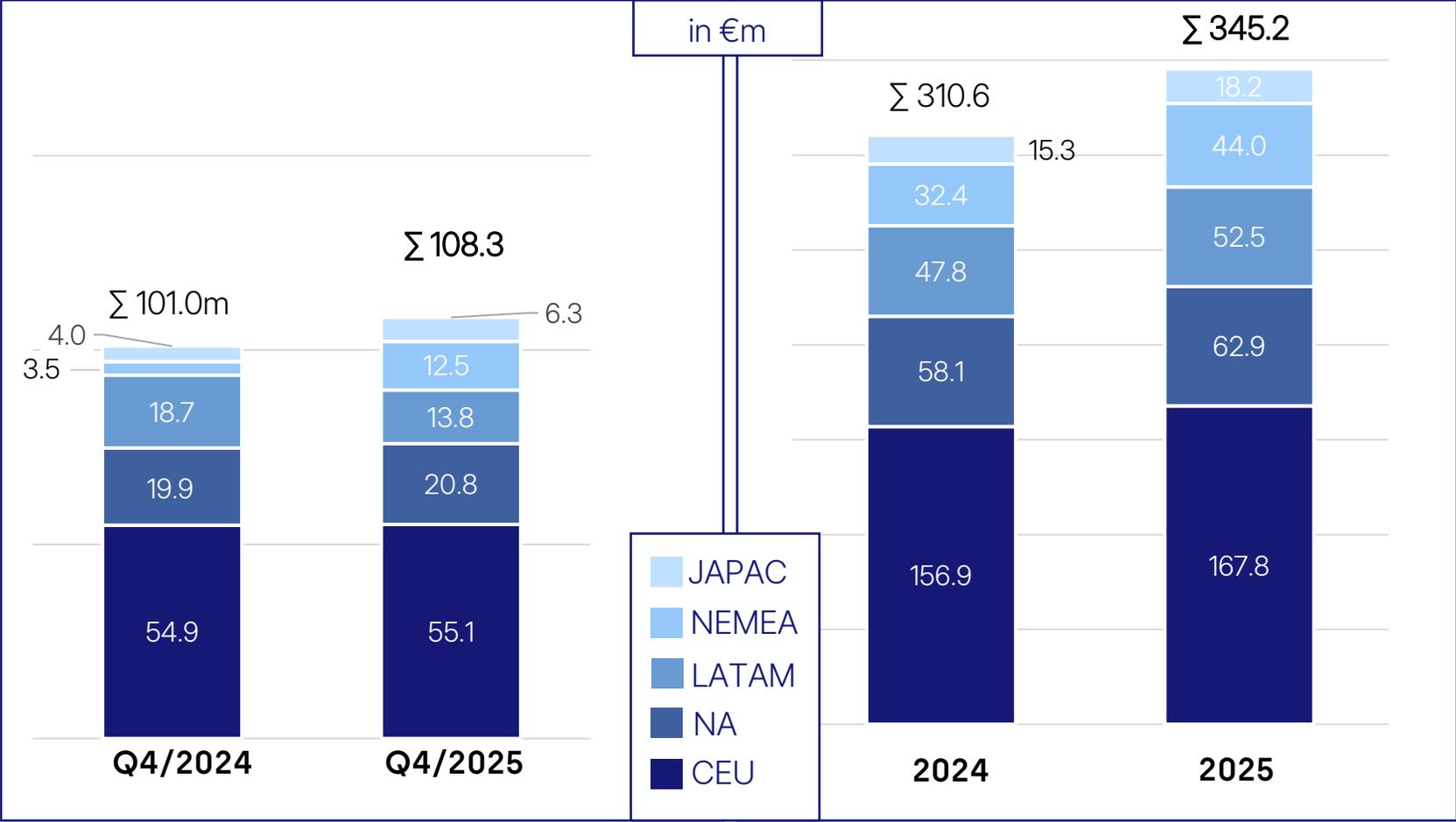
- Strong partner business growth with higher proportion of **total order entry**: partner business now accounts for 53% of total order entry (46% in 2024).
- Partner business with significantly **stronger growth** than total order entry in Q4 (37% vs. 7%).
- **Expanded global footprint** with our most strategic partners.

Order Entry by Deal Bands



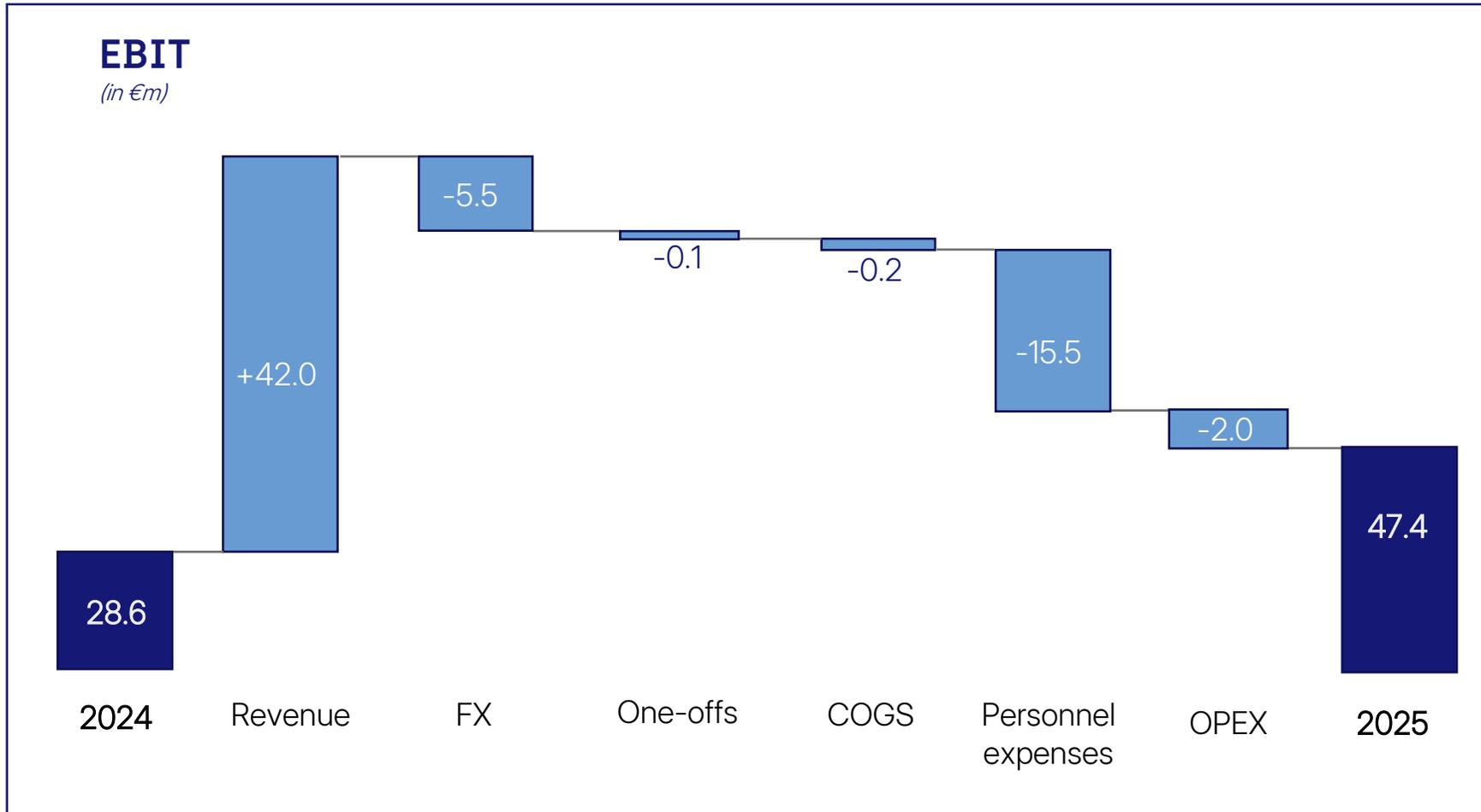
- Very stable performance across all project sizes
- Strong growth in large-scale projects worth € 0.5 m and above.
- Increase in projects with a value of at least € 3m.

Order Entry by Region



- YoY Growth across all regions.
- Strongest increases in NEMEA (+36% to € 44.0m) along with outstanding Q4 performance.
- 9% increase to € 167.8m shows stable development in CEU.
- Strong order entry in relation to S/4 and RISE: +9% to € 181.1m (2024: € 166.5m), accounting again for more than half of the total order entry (2024: 54%).

Reconciliation Full Year EBIT



- **Revenue:** Software incl. EXA: € +21.3m (+24%); Services incl. EXA: € +20.7m (+13%).
- **Personnel expenses:** higher number of employees and salary increases in 2025.
- Good operational trend in the development of **COGS**
- Increased **OPEX** due to growth-related scaling effects.

Forecast for 2025 raised and exceeded – Ongoing growth in 2026

FY 2025

€ 345.2m

€ 296.8m

€ 47.4m

Increased Guidance (Oct. 2025)

Order entry

✓ Book-to-Bill-Ratio >1

Revenue

✓ € 280m – 295m

EBIT

✓ € 34m – 46m

Guidance 2026

Book-to-Bill-Ratio >1

Revenue growth in the mid to high single-digit percentage range, with EBIT increase in the low double-digit percentage range.

Agenda

Overview:
FY 2025 Results

Detailed Financials

Q&A

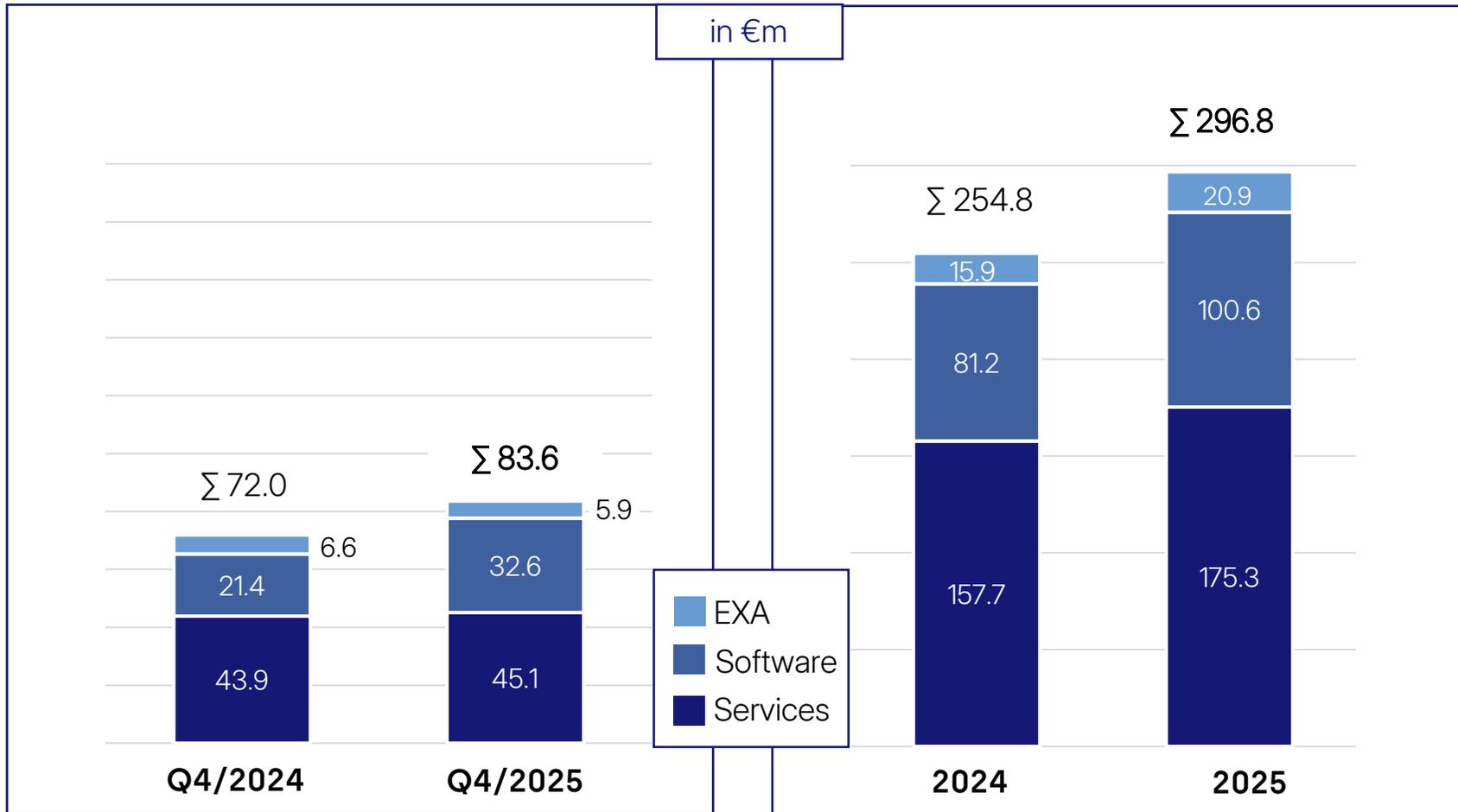


Income Statement Q4/FY 2025

| (in €m) | Q4 2025 | Q4 2024 | Δ | 2025 | 2024 | Δ |
|-----------------------|---------|---------|--------|--------|--------|--------|
| Revenue | 83.6 | 72.0 | +16% | 296.8 | 254.8 | +16% |
| Gross profit | 76.3 | 65.5 | +16% | 272.0 | 230.2 | +18% |
| Personal expenses | -45.5 | -40.9 | +11% | -167.5 | -152.0 | +10% |
| Other income/expenses | -10.3 | -14.9 | -31% | -44.9 | -36.8 | +22% |
| EBITDA | 19.8 | 11.0 | +80% | 58.1 | 40.0 | +45% |
| EBIT | 16.9 | 8.0 | +112% | 47.4 | 28.6 | +66% |
| EBT | 15.9 | 6.9 | +131% | 43.3 | 25.3 | +71% |
| Net income | 12.7 | 7.2 | +76% | 31.5 | 20.1 | +56% |
| Gross profit margin | 91.3% | 91.0% | +0.3pp | 91.6% | 90.4% | +1.2pp |
| EBITDA margin | 23.7% | 15.3% | +8.4pp | 19.6% | 15.7% | +3.9pp |
| EBIT margin | 20.3% | 11.1% | +9.2pp | 16.0% | 11.2% | +4.8pp |

- Despite increased **personnel expenses**, the **personnel expenses ratio** fell from 59.7% to 56.4% as a result of the disproportionately low increase in personnel expenses in relation to sales revenue.
- **Other operating expenses** increased by € 2.5m to € 51.5m; mainly due to FX losses (+€ 3.4m to € 8.7m), driven primarily by negative USD-effects, and increased other services (+€ 3.4m to € 11.8m).
- **Other operating income** decreased by € 5.6m to € 6.6m; last year positively impacted by the **receivables purchase and assignment agreement** (€ 3.6m).
- **EPS (undiluted)**: Significantly improved by € 1.59 to € 4.37.

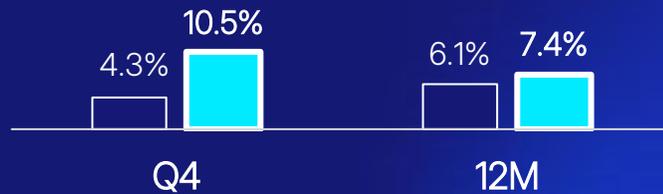
Revenue Growth in all three Segments



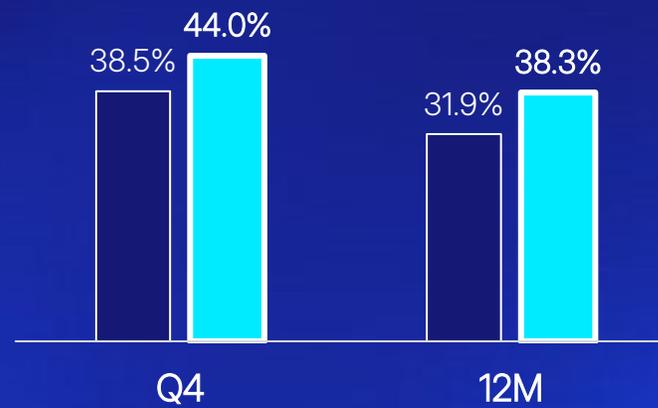
- **Services business segment** up by 11% due to an improved order situation and high-volume SAP S/4HANA projects.
- Revenue in the **Software business segment** increased well above average by 24%; primarily due to the increased sales of program licenses mainly for the implementation of numerous SAP S/4HANA projects.
- **EXA**: Strongly improved revenue and earnings situation.
- **Book-to-bill: 1.16**

Strongly Improved Segment Margins

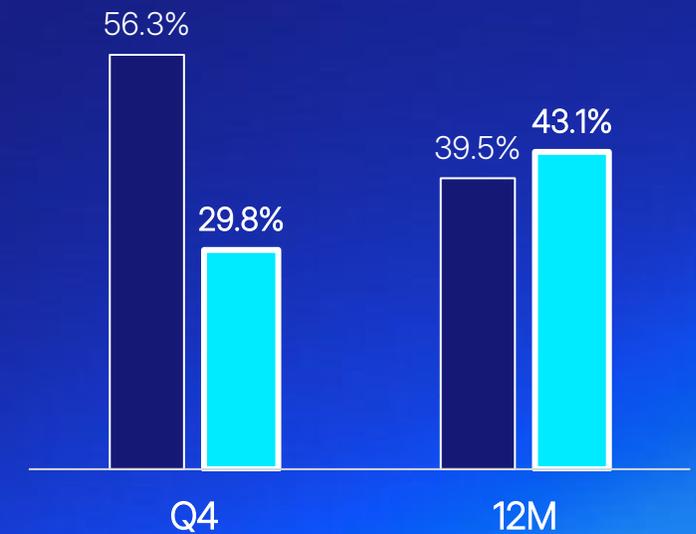
Services



Software



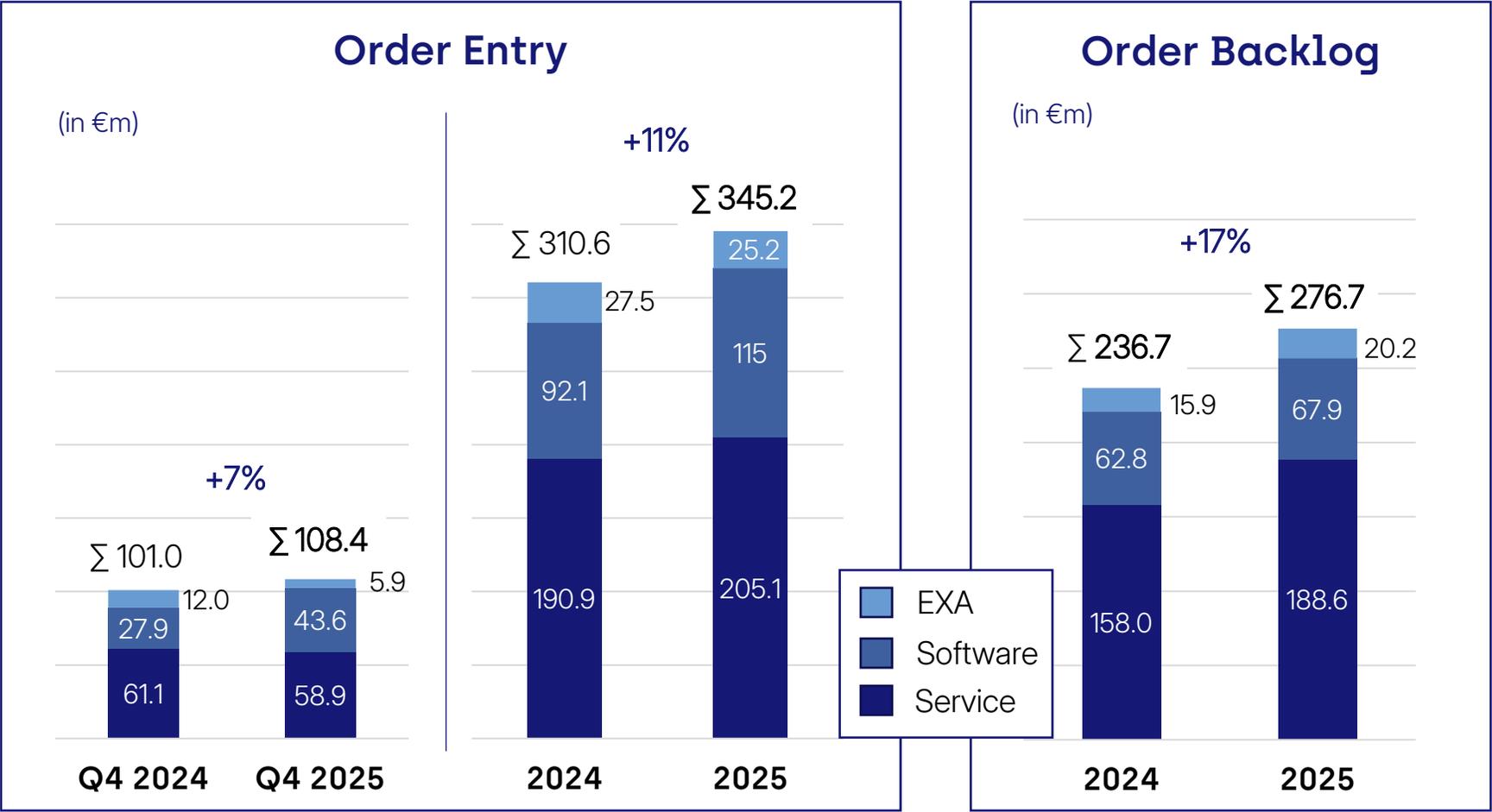
EXA



- **Increased service margin in Q4** due to the cost reallocation that could not be directly attributed – in proportion to their share of revenue – to the Software segment, thereby reducing the cost burden in the Services segment.
- **EXA** with stable margin development over the year as a whole.



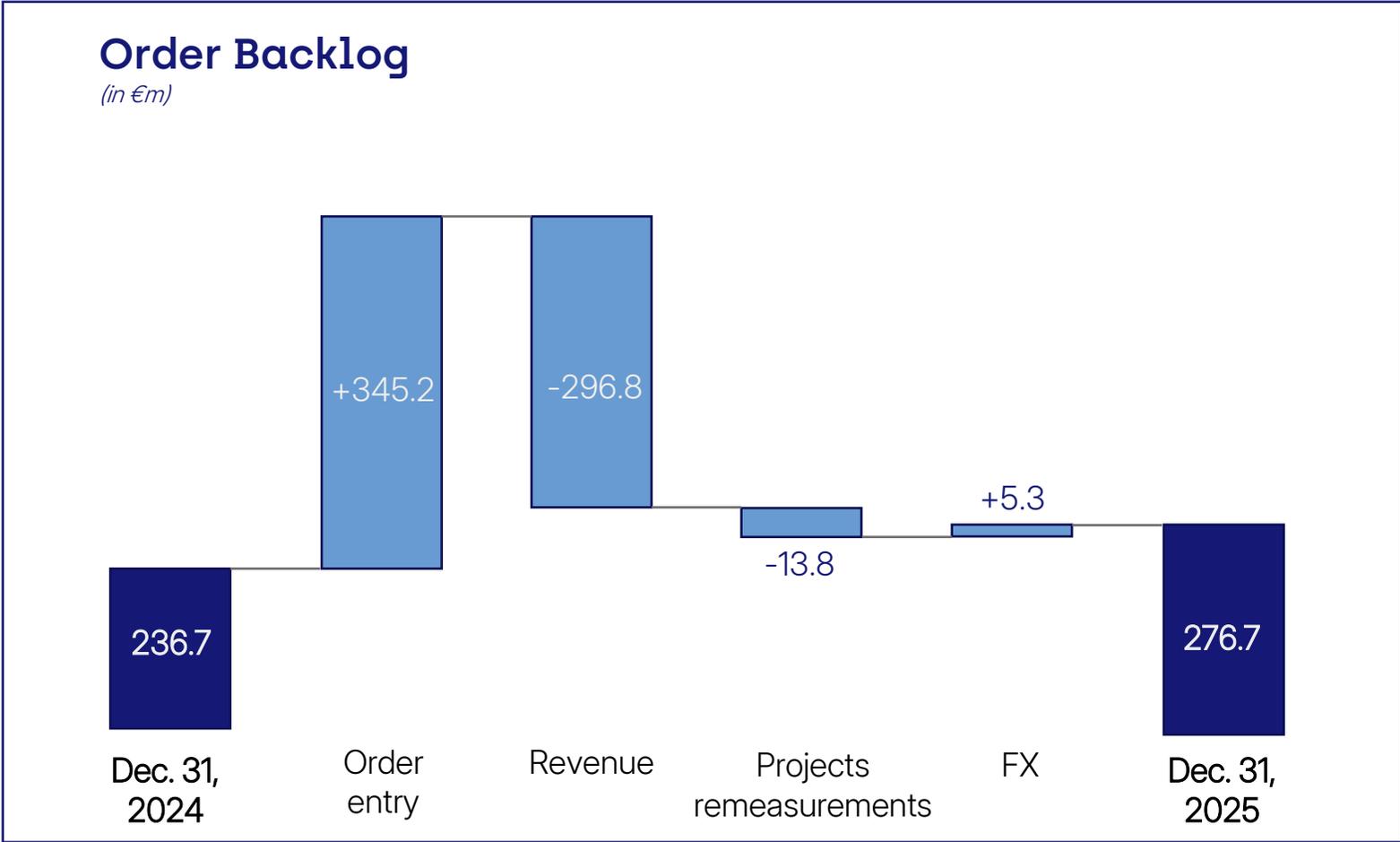
Order Entry Q4/FY 2025 and Order Backlog



- **Order entry** growth was seen across both the **Services** and **Software** segments, as well as in all regions.
- **Order entry in the EXA segment** demonstrated continued strength despite an exceptionally high prior-year base.
- Stable **order backlog** development ensures more predictable revenue stream and enabling healthy and sustainable business scaling.



Reconciliation Order Backlog 2025



- Increase in order backlog by 17% compared to year end 2024.
- Projects remeasurements by € -13.8m.

Balance Sheet Structure

| Assets (in €m) | Dec. 31, 2025 | Dec. 31, 2024 |
|---|---------------|---------------|
| Cash & cash equivalents | 46.2 | 72.5 |
| Other financial assets | 0.5 | 0.8 |
| Receivables & contract assets | 125.3 | 102.0 |
| Other currents assets | 10.2 | 7.3 |
| Total current assets | 182.2 | 182.6 |
| Total non-currents assets | 122.8 | 130.7 |
| Total assets | 305.0 | 313.3 |
| Equity & Liabilities (in €m) | | |
| Total current liabilities | 99.6 | 85.0 |
| Total non-current liabilities | 45.4 | 90.3 |
| Equity | 159.9 | 138.0 |
| Total Equity & Liabilities | 305.0 | 313.3 |

- Decreased **cash and cash equivalents** primarily as a result of the significant reduction in debt financing.
- Rising **receivables & contract assets** due to high order volume in the fourth quarter.
- Increased **current liabilities** as a result of growth in trade payables and contractual liabilities; both changes are directly linked to the overall increase in business volume.
- Decreased **non-current financial liabilities** attributable to opposing effects: Whilst non-current liabilities to banks fell by € 57.7m to € 0.0m, **other long-term financial liabilities** increased by € 13.2m to € 13.6m due to the long-term portion of the **shareholder loan** taken out in April 2025.
- **Equity ratio**: 52.4% (up by 8.3pp against Dec. 31, 2024).

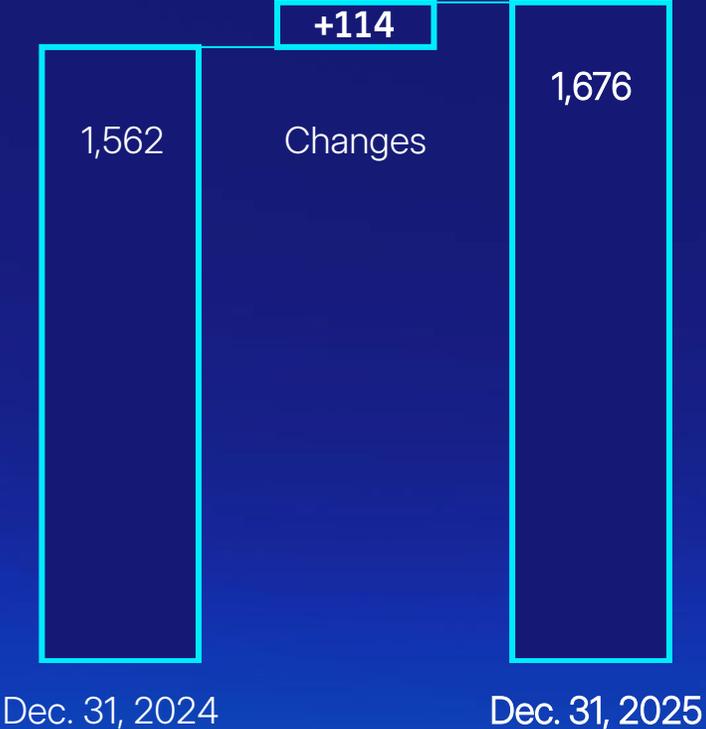
Cash flow Statement Q4/FY 2025

| (in €m) | Q4 2025 | Q4 2024 | Δ (abs.) | 2025 | 2024 | Δ (abs.) |
|--------------------------------|---------|---------|-----------------|-------|-------|-----------------|
| Net income | 12.7 | 7.2 | +5.5 | 31.5 | 20.1 | +11.3 |
| Depreciation | 2.9 | 3.0 | -0.1 | 10.7 | 11.4 | -0.7 |
| Change in W/C | -4.4 | 16.1 | -20.5 | -16.2 | 7.1 | -23.3 |
| Change in other items | 2.3 | -2.9 | +5.2 | 4.2 | 2.2 | +2.0 |
| Operating Cash flow | 13.4 | 23.4 | -10.0 | 30.2 | 40.8 | -10.6 |
| Investing Cash flow | -0.8 | -1.3 | +0.4 | -13.4 | 0.9 | -14.3 |
| Repayment of lease liabilities | -1.4 | -1.4 | -0.0 | -5.8 | -5.5 | -0.3 |
| Free Cash flow | 11.1 | 20.7 | -9.6 | 11.0 | 36.2 | -25.2 |
| W/C ratio (LTM) | | | | 20.2% | 16.4% | |

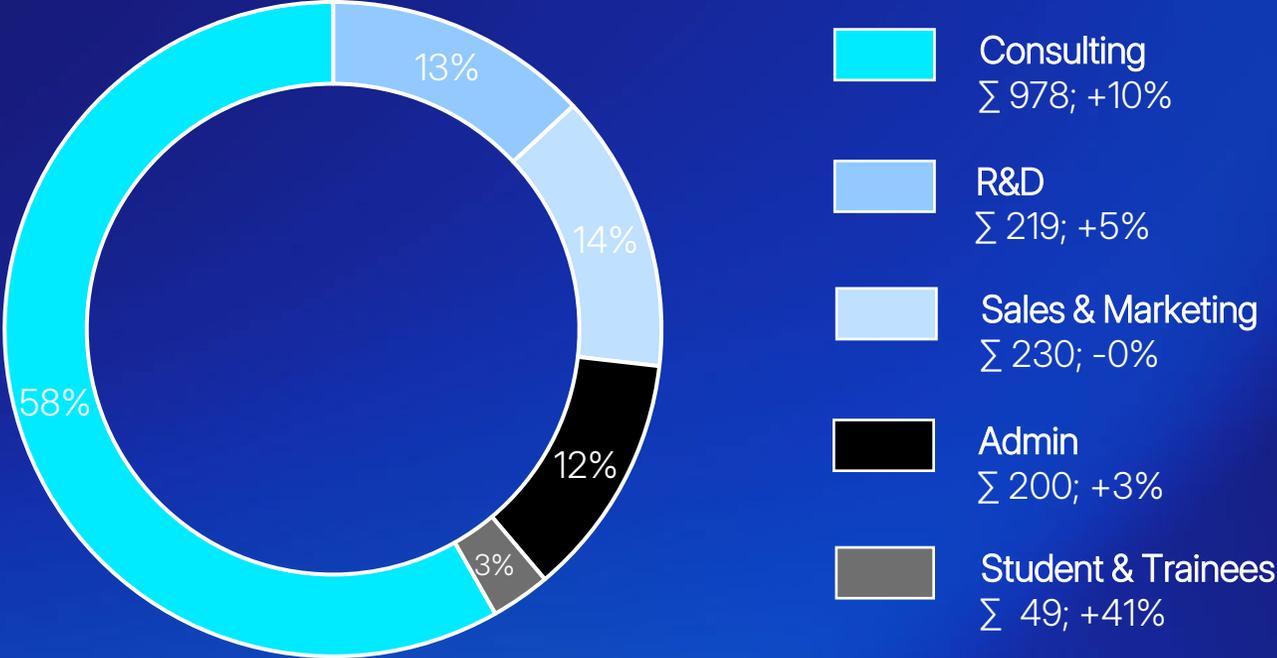
- **Increased W/C** mainly due to higher business, particularly in the fourth quarter, and weighs on **Operating Cash flow**.
- **Negative Investing Cash flow** mainly due to cash outflows from the sale of minority interests in EXA AG (€ 10.9m) compared to proceeds from sales and purchases of consolidated companies in 2024 (€ 2.4m).
- Overall, **Free Cash flow** amounts to € 11.0m.

Headcount

Headcount evolution



Percentage headcount split by function per December 31, 2025



Agenda

Overview:
FY 2025 Results

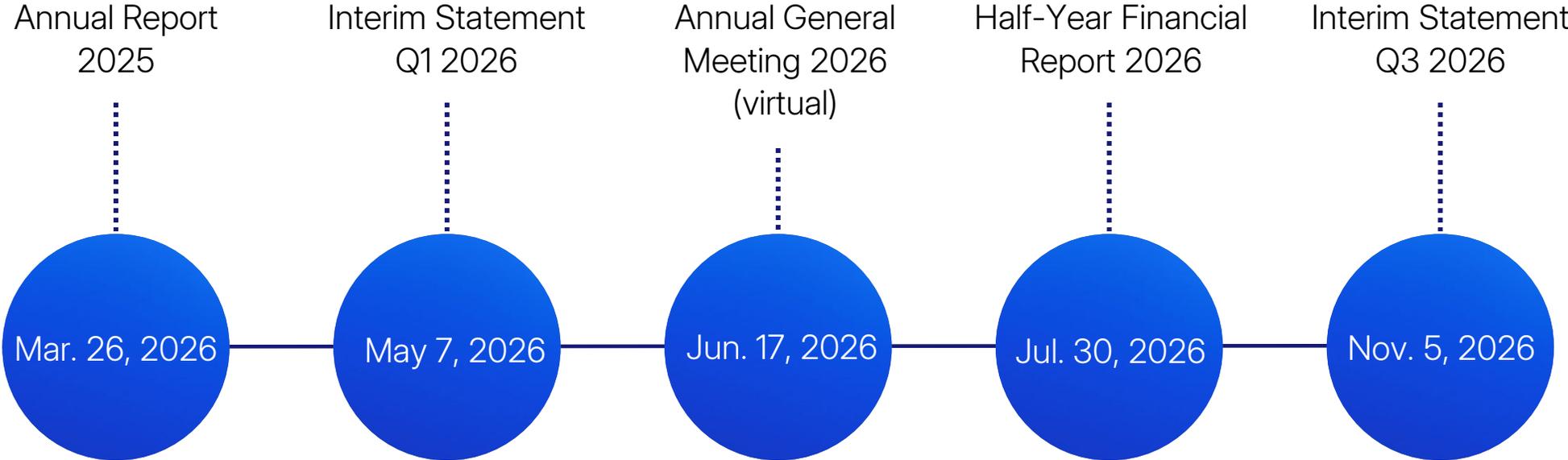
Detailed Financials

Q&A



We are happy to take your questions!

Financial Calendar 2026



Thank you

SNP Schneider-Neureither & Partner SE

Speyerer Strasse 4
69115 Heidelberg
Germany



+49 6221 64 25 – 0



+49 6221 64 25 - 20



info@snpgroup.com



www.snpgroup.com



linkedin.com/company/snp-schneider-neureither-&-partner-se

Marcel Wiskow, Director IR

+49 6221 64 25 – 637

Investor.relations@snpgroup.com

Disclaimer

© 2026 SNP Schneider-Neureither & Partner SE or an SNP affiliate company. All rights reserved. No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SNP SE or an SNP affiliate company. The information contained herein may be changed at any time without notice. Some software products marketed by SNP SE and its distributors contain proprietary software components of other software vendors.

This document is a preliminary version and not subject to your license agreement or any other agreement with SNP. This document contains only intended strategies, developments, and functionalities of the SNP product and is not intended to be binding upon SNP to any particular course of business, product strategy, and/or development.

SNP assumes no responsibility for errors or omissions in this document. SNP does not warrant the accuracy or completeness of the information, text, graphics, links, or other items contained within this material. This document is provided without a warranty

of any kind, either express or implied, including but not limited to the implied warranties of merchantability, fitness for a particular purpose, or non-infringement.

SNP shall have no liability for damages of any kind including without limitation direct, special, indirect, or consequential damages that may result from the use of these materials. This limitation shall not apply in cases of intent or gross negligence. SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and in several other countries.

All other product and service names mentioned are the trademarks of their respective companies.

Heidelberg, Germany 2026