

Corporate Governance Reporting

SNP Schneider-Neureither & Partners AG (hereinafter referred to as “SNP AG” or “the company”), as a public limited company under German law, places a high priority on the issue of corporate governance and bases its design on the German Corporate Governance Code (GCGC) in its current version of 26 May 2010. This was adopted in 2002 with the intention to establish the principles of good corporate governance and strengthen confidence in German companies, and since then it has been continuously developed further. On the one hand, the Code draws on existing legal provisions and on the other hand it provides recommendations and suggestions for areas where there are no or no legal rules at all, clear legal rules in German law. The Code provides an important basis for SNP AG, with which the corporate governance policy can be set up in accordance with national standards as well as allowing for continuous, step-by-step improvement. It is therefore a priority objective of SNP AG to follow the recommendations and suggestions of the Code insofar as it is possible and to base its corporate dealings thereon.

Corporate Governance

With the term “corporate governance”, we are combining a responsible and long-term value-driven management and control structure to achieve sustainable business growth with consideration of the interests of our shareholders. The efficient cooperation between the Executive Board and the Supervisory Board as well as open and transparent corporate communications are, to us, essential aspects of good corporate governance, which support the sustainable creation of added value for the company and our shareholders. We want to take full command of this task with the following statements on the subject of corporate governance.

The Declaration of Conformity

In accordance with Section 161 of the German Stock Corporation Act (AktG), the Executive Board and Supervisory Board of a public listed company must declare each year to what extent it has complied with the recommendations of the German Corporate Governance Code (GCGC), published by the Federal Ministry of Justice. The Executive Board and Supervisory Board are obliged to disclose and explain deviations from the GCGC as part of the Declaration of Conformity. The Declaration of Conformity, as well as extensive information on the subject of corporate governance, was made publicly accessible to our shareholders at all times not only in association with each annual report, but also on our website (<http://www.snp-ag.com/Investor-Relations/Corporate-Governance/2010>).

2010 Declaration of Conformity by the Executive Board and Supervisory Board of SNP AG on Corporate Governance of the company pursuant to Section 161

The Executive Board and Supervisory Board of SNP Schneider-Neureither & Partner AG (“SNP AG”) hereby declare in accordance with Section 161 of the German Stock Corporation Act (AktG), that the recommendations made by the Federal Ministry of Justice in the official section of the electronic Federal Gazette in the “Government Commission German Corporate Governance Code” in its version as of 18 June 2009 („GCGC”) were adhered to in the period from 18 March 2010 to 2 July 2010 and in its version as of 26 May 2010 (“2010 version”) in the period from 3 July 2010 and will be in the future, with the following exceptions.

1. Section 3.8 Paragraph 3 of the GCGC

The Code recommends in Section 3.8 of the GCGC, to also include an excess for the Members of the Supervisory Board when arranging liability insurance for the Members of the Executive and Supervisory Board (Directors and Officers Liability Insurance). SNP is of the opinion that the commitment and responsibility with which the members of the Supervisory Board perform their duties could not be improved through the agreement of an excess. The existing D&O insurance for Members of the Supervisory Board of SNP are therefore contrary to Section 3.8 of the GCGC, and do not include any excess. SNP AG will also, to this extent, continue to deviate from the recommendation under Section 3.8 of the GCGC.

2. Section 5.1.2 Paragraph 1, Clause 3 GCGC

In deviation from the recommendation under Section 5.1.2 Paragraph 1, Clause 3 of the GCGC, the Supervisory Board has thus far not established any concrete long-term-succession planning for the Executive Board. Since the Members of the Executive Board at SNP AG are founding members of the company and until now it was unforeseeable that a Member of the Executive Board would leave the company, such a succession planning was unnecessary and would have negatively impacted upon the relationship between the Executive and Supervisory Board.

The Supervisory Board will, however - also in light of the resignation of Mrs Petra Neureither from the Executive Board - follow this recommendation in the future and work together with the Executive Board for long-term succession planning.

3. Section 5.1.2 Paragraph 2 Clause 3 GCGC

In deviation from Section 5.1.2 Paragraph 2 Clause 3 of the GCGC, SNP AG has thus far not set an age limit for Members of the Executive Board, since the previously serving Members of the SNP Executive Board were born between 1964 and 1967 and are therefore still far off from the usual retirement age

for members of an executive board.

The company will, however, set an age limit for future Members of the Executive Board.

4. Section 5.3.3 GCGC

SNP AG deviates from the recommendation under Section 5.3.3 of the CGC to form a nomination committee. Due to the relatively small size of the Supervisory Board at SNP AG, with three Members of the Supervisory Board that are elected by the shareholders, the formation of an independent nomination committee is unnecessary, especially since the Board members would prefer that such a basic task remains anchored at the level of the overall Supervisory Board.

5. Section 5.4.1 Paragraphs 2 and 3 of the GCGC

In accordance with Section 5.4.1 Paragraph 2 of the Code (amended 2010), the Supervisory Board should specify specific objectives for its session, under consideration of the company-specific situation, the international activities of the company, potential conflicts of interest, an age limit to be defined for Members of the Supervisory Board and diversity. These targets should in particular provide an appropriate representation of women. Proposals of the Supervisory Board to the competent electoral committees should take account of these objectives.

The intended purpose of the Supervisory Board and the state of implementation should be published in the Corporate Governance Report. In the opinion of the Supervisory Board, the effort associated with the naming and publication of specific targets and the regular adjustment thereof involves considerable effort, that in view of the ownership structure and size of the company, as well as the size of the Supervisory Board and the further increase in workload of the Committee due to legal changes does not seem justified. At the time of upcoming reappointments/new appointments the Supervisory Board will discuss the desired composition of the

It will also use designated criteria for proposals for the election of members other than what is named in Section 5.4.1 Paragraph 2 GCGC (amended 2010) and submit management proposals to the Annual General Meeting against the background of the company and the market conditions. Against this background, the recommendations under Section 5.4.1 Paragraphs 2 and 3 of the GCGC (amended 2010) are not adhered to.

6. Section 5.4.6 Paragraph 1, Clause 3 GCGC

Contrary to Section 5.4.6, Paragraph 1, Clause 3 of the GCGC, SNP AG does not take the remuneration of the Members of the Supervisory Board, the Chairman and the membership in committees into account, as not from the perspective of SNP, an additional incentive for the membership of committees is not required. A higher remuneration would not lead to increased commitment of the respective Members of the Supervisory Board, especially as all Members of the Supervisory Board are already act in an exemplary manner for the good of the company and its shareholders.

7. Section 5.4.6 Paragraph 2 Clause 1 GCGC

Contrary to Section 5.4.6 Paragraph 2 Clause 1 of the GCGC, Members of the SNP Supervisory Board do not receive any performance-based remuneration in addition to a fixed sum. The company provides its Supervisory Board with a reasonable fixed fee and has thus far decided against splitting this fixed compensation into fixed and variable components, as the latter - albeit often in theory - carry the risk that decisions of the Supervisory Board will not exclusively be in for the good of the company, but rather working towards the objective of increasing variable compensation components.

Heidelberg, 4 April, 2011

SNP Schneider-Neureither & Partner AG

For the Executive Board
Dr. Andreas Schneider-Neureither

For the Supervisory Board
Dieter Matheis

Command and control structure

SNP AG as a German public limited company is subject to German corporate law and therefore has a dual management and control structure, consisting of the Executive Board and Supervisory Board. Tasks, powers and responsibilities of these two institutions are each clearly regulated by law and separately staffed. The functioning, responsibilities and staffing of the Board and the Supervisory Board of SNP are described in greater detail in the information that follows.

Functioning of the Executive Board and Supervisory Board

The fundamental principle of responsible corporate governance and control for SNP AG is to ensure efficient and trustworthy cooperation between the Executive and Supervisory Board, with observation of the impartiality and independence of the members. All positions held by the Members of the Supervisory and Management Board at other companies are disclosed as part of the subsequent reporting in order to promote the independence of those in management positions in the company in their choices of targets and direction of affiliated parties. Furthermore, no Member of the Executive Board or Supervisory Board took no more than three seats on the Supervisory Board at public listed companies that did not belong to the Group. In addition, in the current financial year no conflicts of interest occurred that the Supervisory Board was obliged to immediately disclose.

The Supervisory and Management Board of SNP AG advised and made the necessary decisions on the strategic direction and development of the company, as well as a variety of individual issues, at six joint meetings in the 2010 fiscal year. If significant events occur there will be an Extraordinary Meeting of the Supervisory Board, if required. This was however unnecessary in the reporting year.

The Executive Board

The Executive Board adopts the operational management within SNP AG and is accountable to the Supervisory Board in respect of the implementation and results of corporate strategy. As the executive organ, the Executive Board of the Company is responsible for the management of the company's business with the objective of sustainable value creation in its own responsibility and the interests of the company. The Members of the Executive Board therefore share the responsibility for the entire management and make fundamental decisions of business policy and strategy in close cooperation with the Supervisory Board.

To this end, the Executive Board regularly, promptly and comprehensively updates the Supervisory Board with all information that is relevant to the entire company, business development, ensuring compliance and corporate risks. These information and reporting duties of the Executive Board are specified in detail in the company Statute. The Executive Board of SNP AG in the 2010 financial year consisted of two people, the founding members of the company, Dr Andreas Schneider-Neureither and Mrs Petra Neureither. The term of office for Members of the Executive Board normally ends on 30 September 2012.

Members of the SNP AG Executive Board 2010	Appointed from / to	Responsibilities and Ressorts	Other Appointments
Dr. Andreas Schneider-Neureither Graduate Physicist d.o.b. 05.10.1964	30.09.2009 to 30.09.2012	CEO – responsible for: - Sales - Marketing - Consulting - Research and Development	Supervisory Board Casadomus AG, Stuttgart
Petra Neureither Graduate Economist d.o.b. 07.04.1967	30.09.2009 to 19.05.2011 (following the Annual General Meeting for the 2010 financial year)	CFO – responsible for: - Finance & Financial Controlling - Human Resources - Administration - Investor Relations	Assembly Member of the IHK Rhein-Neckar

On 02.09.2011, Petra Neureither, a Member of the Executive Board, announced that she will retire from her position on the Executive Board at the end of the next Annual General Meeting, by mutual agreement. The Supervisory Board wishes to take this opportunity to thank Mrs Neureither for her outstanding contribution to SNP AG and welcomes her continued involvement with the company as a major shareholder.

mental importance to the company. The Supervisory Board has established rules of procedure for its work.

The SNP has, under consideration of the size of the company, decided on a three-member Supervisory Board. The proposals for the selection of Members of the Supervisory Board will consider the knowledge, skills and professional experience required to take on the task. The current Members of the Supervisory Board members are distinguished accordingly by their many years of experience as members of supervisory boards and their specific knowledge of market and product risks in the core business of SNP AG. They therefore ensure the most effective corporate governance and support of the Executive Board on matters concerning the strategic direction.

The Supervisory Board

The task of the Supervisory Board is to advise and monitor the Executive Board in the management of the company at regular intervals. Since important decisions of the company require the approval of the Supervisory Board, then the Supervisory Board is in turn involved in the decisions that are of funda-

Committee members are independent and are in no business or personal relationship with the Company or the Executive Board. Furthermore, no former members of the Executive Board are represented in the Supervisory Board of SNP AG. An efficiency review of the Supervisory Board of SNP AG is carried out once a year using a self-evaluation checklist. The Members of the Supervisory Board in the 2010 financial year were Dieter Matheis (Chairman),

Martin Boll (Deputy Chairman) and Rainer Kaiser. The Supervisory Board coordinates the work of the Executive Board, chairs its meetings and attends to the external interests and representation of the committee. The regular term for Members of the Supervisory Board expires at the Annual General Meeting, which decides on the relief for the 2011 financial year.

On 9 February 2011 Martin Boll and Rainer Kaiser, members of the Supervisory Board, resigned their memberships of the Supervisory Board at their own request. As successors to the departing members of the Supervisory Board, Dr. Thomas Heidel and Dr. Michael R. Drill were appointed by the court to become members of the Supervisory Board in accordance with Section 104 Paragraph 1 of the German Stock Corporation Act (AktG). The Supervisory Board would also like to take this opportunity to thank Mr Boll and Mr Kaiser for their long term commitment and loyalty to the company.

once again in their positions as members of the Audit Committee for the 2010 financial year after the 10th Annual General Meeting on 20 May 2010. The Committee met once in the 2010 financial year and supervised the adequacy and effectiveness of the company's external and internal accounting systems. The Audit Committee also recommended that the MOORE STEPHENS TREUHAND KURPFALZ GmbH accounting firm in Mannheim carry out the auditing activities in the 2010 financial year. Together with the auditor, the Audit Committee discussed the Management Reports produced by the Executive Board, as well as the half-yearly and Annual Financial Statements of the company.

Members of the 2010 SNP AG Supervisory Board	Appointed until / since	Function on the Supervisory Board	Membership in other Supervisory Boards and other comparable bodies
Dieter Matheis Management Consultant Former CFO, SAP AG	AGM 2012 First appointed: 07.05.2002	Chairman of the Supervisory Board Deputy Chairman of the Audit Committee since: 25.10.2002	Saperion AG, Berlin, Chairman Rhein-Neckar-Löwen GmbH, Mannheim Netviewer AG, Karlsruhe (resigned on 11.02.2011)
Martin Boll Management Consultant Graduate Industrial Engineer	AGM 2012 First appointed: 19.05.2004 Resigned on: 09.02.2011	Deputy Chairman of the Supervisory Board Chairman of the Audit Committee since: 19.05.2004	Marein AG, Spreitenbach, Switzerland
Rainer Kaiser Management Consultant Former Head of Sales/Germany, SAP AG	AGM 2012 First appointed: 19.05.2004 Resigned on: 09.02.2011	Member of the Supervisory Board	scdsoft AG, Karlsruhe
Dr. Michael R. Drill Chairman of Lincoln International AG	AGM 2011 First appointed: 01.04.2011	Member of the Supervisory Board	Shareholder Value Beteiligungen AG, Chairman Lincoln International SAS, France, Supervisory Board Lincoln International LLP, London, Supervisory Board
Dr. Thomas Heidel Partner of Meilicke Hoffmann & Partner Lawyers, Bonn	AGM 2011 First appointed: 01.04.2011	Member of the Supervisory Board	No further appointments

The German Corporate Governance Code recommends that the Supervisory Board should form committees with sufficient expertise. We have adhered to this recommendation when it set up an Audit Committee. Due to the inevitable personal identity of the Committee and Supervisory Board that results from a three-member Supervisory Board, the Company has decided not to set up further committees. Members of the Committee therefore share responsibility for all critical decisions.

The German Corporate Governance Code recommends in Section 5.4.1, Paragraph 3, Clause 2 that the Supervisory Board publish its targets for the session along with the status of their implementation in the Corporate Governance Report. The Supervisory Board has not fulfilled this recommendation to name specific targets for its session therefore it has also not published a report on this subject.

Share transactions of the Executive Board and Supervisory Board

According to Section 15a of the German Securities Trading Act (WpHG), the members of the Executive Board and the Supervisory Board of SNP as well as senior staff and people closely associated with them ("leaders") must disclose the purchase and sale of shares in SNP and any related financial instruments, where the value of transactions within a calendar year exceeds the sum of € 5,000.00. In the previous financial year, 2010, SNP AG reported the following share transactions and other transactions in this context, which were again published under the notification requirements of the company on our own website as well as the website of the German Ad-hoc Publicity Association (DGAP).

The Audit Committee

The Audit Committee of SNP AG consists of the Members of the Supervisory Board Dieter Matheis, Martin Boll and Rainer Kaiser, who were confirmed

Shareholdings of the Executive Board and Supervisory Board

Section 6.6, Paragraph 1, Clause 1 of the German Corporate Governance Code (GCGC) recommends that the ownership of shares in the company or related financial instruments by Members of the Executive Board or Supervisory Board shall be indicated if they should directly or indirectly exceed 1% of the issued shares of the company. Under Section 6.6, Paragraph 1, Clause 2 of the GCGC, the total holdings should be reported separately according

to the Executive Board and Supervisory Board, if the total holdings of all Members of the Executive and Supervisory Board exceed 1% of the issued shares of the company. On 31 December 2010 the Members of the Executive Board directly and indirectly through various holding companies held a total of around 63% (712,586 units) of SNP shares. Subscription rights to shares of SNP AG were not disclosed by the company. The following table shows the stock of shares in SNP for each Member of the Executive Board and changes in this in the 2010 financial year.

Executive Board share ownership	Number of shares on 31.12.2009	Number of shares on 31.12.2010	%
Dr. Andreas Schneider-Neureither		331,301	29.25
- directly	14,563	18,228	1.61
- indirectly	620,350	313,073	27.64
Petra Neureither		381,285	33.66
- directly	76,825	80,490	7.11
- indirectly	0	300,795	26.55
Total	711,738	712,586	62.91

Members who were members of the Supervisory Board during the financial year were in possession of 1,000 SNP shares as of 31 December 2010. Subscription rights to further shares in SNP AG were not disclosed by the company. The following

table shows the stock of shares in SNP and changes with respect to Directors' Dealings for the 2010 financial year, for each Member of the Supervisory Board:

Supervisory Board share ownership	Number of shares on 31.12.2009	Number of shares on 31.12.2010	%
Dieter Matheis	0	0	0.00
Martin Boll	2,000	0	0.00
Rainer Kaiser	2,000	1,000	0.09
Total	4,000	1,000	0.09

Remuneration Report of SNP AG

The following remuneration report is part of the Management Report. It is required as an essential element of good corporate governance to present the remuneration of the Executive Board and Supervisory Board transparently and understandably to our shareholders and corporate stakeholders.

The Remuneration Report summarises the principles which apply when determining the remuneration of the Executive Board and the Supervisory Board of SNP. On the one hand it explains the level and structure of the income of Members of the Boards and shows that there is regular adjustment to current market conditions through the variable wage components. On the other hand, the Remuneration Report makes an account of the remuneration of the Supervisory Board.

Remuneration of the Executive Board

General notes on remuneration of the Executive Board

German law on the appropriateness of remuneration paid to executives ("VorstAG") that came into force on 5 August 2009 applies when determining the executive remuneration paid to the entire Executive Board, which was already the practice at SNP AG. The structure of the compensation system and the actual layout will be regularly revised and monitored by the Supervisory Board. Criteria for the appropriateness of remuneration paid to Members of the Board include, in particular, the duties of the Member of the Board concerned, their personal performance, the performance of the Executive Board as a whole as well as the economic situation, performance and future prospects of the Company in comparison to its industrial peers. Thus, SNP AG is already acting in accordance with the new requirements of the VorstAG.

So far the variable remuneration has been determined every year on the basis of the company's business performance. As the current service contracts for the Executive Board of SNP were agreed before the VorstAG came into effect, the Supervisory

Board will adjust the remuneration of the Executive Board to the new requirements of the VorstAG only when the existing service contracts expire on 30 September 2012 or upon the agreement of new service contracts following a premature resignation by a Member of the Executive Board. In accordance with Section 87 Paragraph 1 Clause 2 and 3 of the German Stock Corporation Act (AktG), the variable component of the remuneration of the Executive Board will then be switched to an assessment basis that is based on several years.

Principles of the remuneration system for Members of the Board

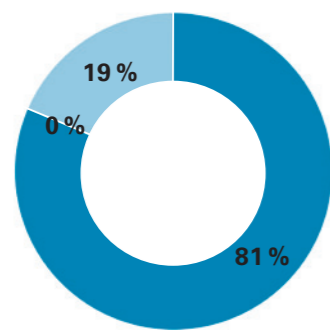
The total remuneration of Members of the Board of Executives consists of a number of compensation components and is composed of fixed and performance-related components. The fixed components consist of a base salary, benefits in kind and pension plans, whilst the performance-related components are based on the company's business performance.

- The **fixed** fee is non-performance-related basic remuneration paid as a salary on a monthly basis. Additionally, the Members of the Executive Board will also receive additional benefits in the form of benefits in kind, which consist mainly of insurance premiums and the private use of company cars. These additional benefits are essentially available to Members of the Executive Board in the same way, they are however to be taxed individually by each Member of the Executive Board.

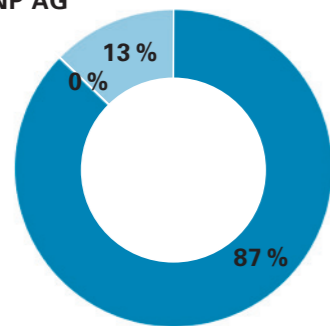
- The amount of **variable remuneration** depends on the development of Group EBIT. Both Boards receive the same variable remuneration on the basis of group EBIT. However, as the achievement of objectives in the 2010 financial year was below the crucial limit for variable remuneration of 80%, no bonus was paid to Members of the Boards in the reporting year. In the previous year, 2009, the variable remuneration component was still 3.25% of the EBIT achieved in the SNP Group to each of Member of the Executive Board.

The composition of the remuneration paid to Members of the Executive Board in the 2010 financial year is itemised in the following charts:

**Dr. Andreas Schneider-Neureither
CEO SNP AG**



**Petra Neureither
CFO SNP AG**



■ Fixed salary ■ Variable compensation
■ Benefits in kind / Insurance / Pension contributions

Regulations in the event of early resignation of a Member of the Executive Board

The employment contracts for Members of the Executive Board have a term of 3 years. They may be properly terminated by Members of the Executive Board within a period of 6 months at the end of the month. In the event of early resignation of a Member of the Executive Board no special rules apply except for the calculation of variable compensation. If a Member of the Executive Board resigns prior to the end of the year, the following regulations shall apply:

- At the end of the financial year in which the Member of the Executive Board has resigned, it must first be determined whether an 80% meeting of targets has been achieved with regard to the EBIT of the SNP Group, for there to be a basis for a bonus entitlement.
- Provided this is the case, then the merits of the existing bonus entitlement of the former Member of the Executive Board that resigned prior to the end of the year would be determined on a time-related pro rata basis up to the date of their resignation.
- The bonus amount determined by this method is then paid to the former Member of the Executive Board in March of the following year.

The above provisions do not apply if in the event of a resignation by a Member of the Executive Board there is a termination agreement to regulate all, which will cover any bonus entitlement of the Member of the Executive Board.

Remuneration of the Executive Board in the 2010 financial year

The total remuneration awarded to Members of the Executive Board in the 2010 financial year amounts to a total of € 345,270.85. Details of the remuneration

paid to Members of the Executive Board in the 2010 financial year are itemised in the following table:

	Basic salary / Fixed salary in €	Variable salary in €	Total I Salary components in €
Dr. Andreas Schneider-Neureither	159,996.00	0.00	159,996.00
Petra Neureither	129,996.00	0.00	129,996.00
Total	289,992.00	0.00	289,992.00

	Total fixed remuneration in €	Total pension funds in €	Total insurance benefits in €	Total II All salaries in €
Dr. Andreas Schneider-Neureither	22,622.40	9,560.81	4,146.60	36,329.81
Petra Neureither	11,136.48	3,821.61	3,990.95	18,949.04
Total	33,758.88	13,382.42	8,137.55	55,278.85

	Total II All salaries in €	Total I Salary components in €	Total in €
Dr. Andreas Schneider-Neureither	36,329.81	159,996.00	196,325.81
Petra Neureither	18,949.04	129,996.00	148,945.04
Total	55,278.85	289,992.00	345,270.85

In addition to general insurance and pension commitments, the company has also arranged Directors and Officers (D&O) liability insurance on behalf of the Executive Board. The annual insurance premium of € 7,021.00 (€ 5,900.00 plus 19% insurance tax) also includes the D&O insurance for Members of the Supervisory Board. This results in an insurance premium of € 1,404.20 per person in the 2010 financial year (€ 1,180.00 plus 19% insurance tax).

Contingent liabilities incurred by Members of the Executive Board or on behalf of these persons

No Members of the Executive Board were granted a loan, credit or advance in the 2010 financial year. Furthermore, SNP AG also incurred no liabilities on behalf of Members of the Executive Board during the reporting year.

Provisions for pension commitments to Members of the Executive Board

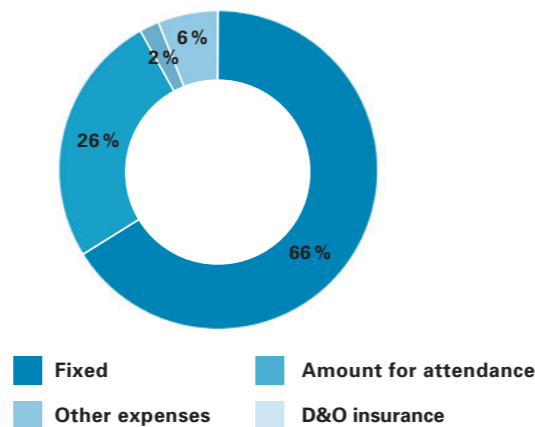
SNP AG has made pension provisions for Members of the Executive Board that totalled € 81,400.00 (previous year: € 87,000.00) in accordance with the IFRS. A reinsurance policy has been agreed to cover pension obligations.

Remuneration of the Supervisory Board

Principles of the remuneration system for the Supervisory Board

The remuneration of the Supervisory Board is based on the responsibilities and scope of activities of the Members of the Supervisory Board. It consists of a fixed annual remuneration in accordance with Section 6 Paragraph 20 of the Statute, the attendance fee and the reimbursement of proven necessary expenses. There is no performance-related component of the compensation. Since the continuous growth of the business has also increased the workload for the members of the Supervisory Board, the remuneration of the Supervisory Board was revised as part of the 10th Annual General Meeting on 20 May 2010. From the 2010 financial year, i.e. from 1 January 2010, the members of the Supervisory Board will now receive, in addition to the reimbursement of their expenses and an attendance fee of € 1,000.00 per meeting of the Supervisory Board, a fixed amount of € 10,000.00 every financial year (€ 6,000.00 in the previous year, 2009) for their work every year. In accordance with the provisions of German Corporate Governance, the Chairman receives twice and his deputy one and a half times that amount. In addition, members of

the Supervisory Board will be covered in regards to the performance of their tasks by Directors and Officers (D&O) loss and liability insurance with coverage of € 5,000,000.00 which has been arranged by the company for each member of the Supervisory Board. The composition of the remuneration of the Supervisory Board in financial year 2010 therefore results in the aggregated form:



Remuneration of the Supervisory Board in the 2010 financial year

The total remuneration awarded to Members of the Supervisory Board in the 2010 financial year amounts to a total of € 64,361.60. There are no loan receivables from Members of the Supervisory Board. The composition of the SNP AG Supervisory Board also did not change in the 2010 financial year. The following table shows an overview of the individual remuneration of each Member of the Supervisory Board:

Member of the Supervisory Board	Fixed amount in €	Attendance fee in €	Other expenses in €	D & O insurance in €	Total compensation in €
Dieter Matheis (Chairman)	20,000.00	5,000.00	1,149.00	1,404.20	27,553.20
Martin Boll (Deputy Chairman)	15,000.00	5,000.00	0.00	1,404.20	21,404.20
Rainer Kaiser (Member)	10,000.00	4,000.00	0.00	1,404.20	15,404.20
Total	45,000.00	14,000.00	1,149.00	4,212.60	64,361.60

The company has arranged Directors and Officers liability insurance on behalf of the Supervisory Board. The annual insurance premium of € 7,021.00 (€ 5,900.00 plus 19% insurance tax) also includes the D&O insurance for Executive board

members. This results in an insurance premium of € 1,404.20 per person in the 2010 financial year (€ 1,180.00 plus 19% insurance tax).