



sustainIT

EVERY BIT COUNTS

**COMPANY NAME**

adesso SE

REPORTING YEAR

2022

REPORTING STANDARD

The German Sustainability Code (Deutscher Nachhaltigkeitskodex, DNK)

SCOPE OF REPORTING

adesso Group in Germany, Austria and Switzerland (hereinafter referred to as the 'D-A-CH region')

This report includes all results and key figures of those subsidiaries in Germany, Austria and Switzerland that have been part of the adesso Group for at least six months and in which adesso SE holds a majority stake. It also includes those subsidiaries in which the aforementioned subsidiaries in the D-A-CH region hold a majority stake.

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BUSINESS PURPOSE, SERVICES AND PRODUCTS

adesso is one of the leading IT service providers in the German-speaking world. It focuses on providing consultancy and individual software development for the core business processes of companies and public administrations. adesso's strategy rests on three pillars: deep knowledge of the sector on the part of our employees, comprehensive technological skills and proven methods for implementing software projects. This approach provides companies with IT solutions that boost their competitiveness.

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FOREWORD



Dear readers,

the adesso Group is an innovative and fast-growing IT company in a dynamic environment. Every day, our more than 7,500 employees at 57 locations around the world are in contact with one another, with our customers and with society. In this complex and ever-changing environment, it is particularly important to pursue shared values and set anchor points for dealing with each other, with data and with our resources.

Sustainability is a topic that affects companies on many levels – consumers who explicitly prefer sustainable products and value sustainable behaviour, needs that change and legal frameworks that can alter procurement and production and may pose a challenge.

Like any responsible company, we do our bit. And we defined three fields in which we are active:

Sustainable Company: Internal initiatives ensure that adesso gradually becomes more sustainable. We live up to the responsibility that every company of our size and importance has to face.

Sustainable Business: We work together with our customers on solutions that help them achieve their sustainability goals. Our strength lies in contributing our IT and project expertise regarding sustainability issues.

Sustainable Software: Sustainability has long been an essential, non-functional feature of our software. Sustainability principles are an integral part of adesso's core process – and thus represent one of adesso's core competencies. We pay attention to each and every detail in our software, our development processes and our project work.

All these endeavours, which we implement in our company, for our customers and in our software development process are relevant. **Every Bit Counts.**

That is why we are happy to report on our progress on using resources sustainably, on our processes for ensuring integrity in the way we behave and on the implementation of our Code of Conduct.

We are certain that long-term success can only be achieved through respect, honesty, openness to new and different things, as well as being sustainable where needed.

You can take our word for it.



Michael Kenfenheuer



Dirk Pothen



Andreas Prenneis



Jörg Schroeder



Torsten Wegener



STRATEGY

- A1 Strategic analysis and measures
- A2 Materiality
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- A4 Depth of the value chain



A | STRATEGY

As an IT company in an incredibly fast-moving and innovative business field, it is essential for adesso SE to use business-relevant resources responsibly and in a targeted manner in order to map a sustainable value chain. Sustainability is therefore a part of our corporate strategy. To this end, we have identified opportunities and risks as well as the key objectives of sustainable business for our company and set them down in writing. This will help us achieve our aim of taking a proactive approach to meeting social, economic and environmental challenges.

A1 | STRATEGIC ANALYSIS AND MEASURES

Based on the three pillars of sustainability (environmental issues, economic issues and social issues), we have identified the topics 'Sustainable Software', 'Sustainable Business' and 'Sustainable Company' as key fields of action that impact our company in particular. Using these pillars, we have created the foundation for sustainable business and set ourselves the goal of constantly expanding it.

We follow the Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI) to ensure we at least meet or even exceed our targets. In addition, our fields of action also go hand in hand with the Sustainable Development Goals (SDG) of the United Nations. Additional orientation towards the German Sustainability Code (Deutscher Nachhaltigkeitskodex, DNK) also guarantees that we follow national and international reporting standards.

SUSTAINABLE SOFTWARE

> **Sustainable software development is where our creativity shines.** Our main concern at adesso is to develop good software. As software engineers, we avoid what is unnecessary. One of our development teams' mantras is to focus on the essentials, and this attitude flows into all our projects. Our customers benefit from our basic approach: sustainable development also means developing things in a way that conserves resources. That is why we rely on (new) processes and technologies that allow for sustainable software development. Our goal: whenever there is an opportunity to develop

more sustainably, we want to know about these processes and technologies, evaluate them and – if appropriate – use them.

SUSTAINABLE BUSINESS

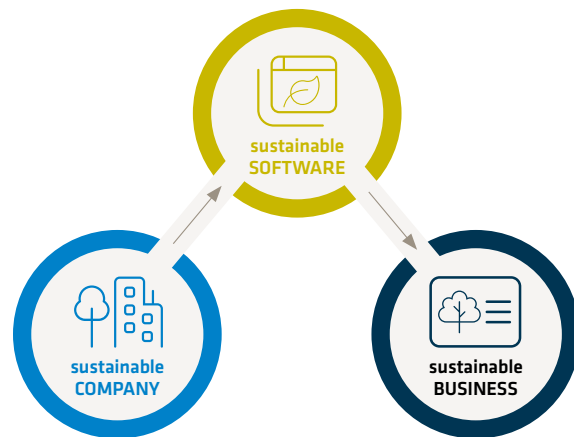
> **Sustainably meet customer needs.** We are a partner that both sets up and implements IT projects, that is familiar with industry specifics and understands customer needs and that succeeds in translating these into digital processes, offers or business models for our customers. This is also how we deal with sustainability: we know what motivates our customers and what requirements they have to fulfil. We use our wide range of methods (from the Interaction Room to design thinking), our experience and our expertise to quickly develop solutions together – solutions that help our customers achieve their sustainability goals. Our strength lies in contributing our IT and project expertise regarding sustainability issues. And that is what we focus on.

> **Contribute to economic growth.** We are pursuing a defined and proven growth strategy. We are growing organically at a rate of at least double that of the market, achieving an above-market operating margin and expanding our presence on the international stage. This is how we are making a significant contribution to economic growth and steadily creating new jobs. In line with this, adesso once again continued its growth on an organisational level in 2022 and also increased its operating result in comparison to the previous year.

We are ranked 11 in the Lünendonk ranking of the leading IT consultancy and system integration companies in Germany. This means that adesso moved up three places compared to the previous year's ranking (rank 14). On top of that, adesso won the B2B Service Award from Lünendonk in the 'Performance' category for above-average growth.

SUSTAINABLE COMPANY

- > **Reduce our company's resource consumption.** We are aware of our responsibility towards our environment and take it seriously. We are working to constantly reduce direct and indirect negative environmental impacts and minimise the environmental footprint of our company as a result. Optimised energy consumption at our locations, new travel and purchasing guidelines, an adapted car policy: step by step, adesso is becoming more sustainable. We follow a path similar to that of comparable companies and rely on tools the same as they do. This also includes reducing the amount that our employees travel. It is often the case that business trips stem from our employees being deployed in customer projects, unless solutions can be developed 'in-house' at adesso. We are continuously expanding our network of offices throughout Germany and Europe so that employees are deployed close to their homes and our customers. Since the pandemic, the 'remote working' model has been an integral part of our employment contracts – a decision that also contributes to minimising the amount our employees travel.
- > **Retain/integrate employees in the long term.** Our employees and the knowledge they bring to the table and continue to expand are our most important resources. They passionately involve themselves, introduce issues to the company, initiate discussions and alter processes. adesso's international employee representative body, the European Forum, plays a key role in this. It works together with various adesso teams and communities and in coordination with management to develop and implement sustainability measures. Therefore, we pay special attention to recruiting and retaining employees in order to develop our business sustainably. Among other things, this includes effective recruiting measures and long-term personnel development strategies.



- > **Responsibility is our obligation.** As a listed public limited company, we have a duty, not least to our shareholders, to continue to develop our business positively in the long term. It goes without saying that we adhere to the relevant legislation and take into account both moral and ethical standards. We comply with the German Sustainability Code (Deutscher Nachhaltigkeitskodex) and act on the basis of the recommendations and suggestions of the German Corporate Governance Code (Deutscher Corporate Governance Kodex) in the spirit of good and responsible corporate governance, which takes up internationally and nationally recognised standards. In addition, it is important to us to fulfil our social responsibility as a growing business enterprise, so we are committed to contributing to the community through regular sponsorship programmes or donations and participating in charitable campaigns and projects. And, of course, we meet our investors' requirements and the requirements arising from audits and our various partners.



A2 | MATERIALITY

We are one of the leading IT service providers in the German-speaking region. Information technology is a very fast-moving industry, characterised by the rapid development of technologies and the need for new business processes and innovative solutions. The development of the IT market in Germany has been shaped by continuous growth for several years. In particular, we see the increasing pressure to implement digitalisation strategies and the pressure to offer sustainable products and services within our core industries as an opportunity to shape our own processes and those of our customers accordingly. As a market player, we promote innovation and the expansion of digital infrastructure.

What makes adesso special is that we combine technological expertise with specialist industry knowledge. Our work is based on pronounced customer orientation and proven methods in the implementation of software projects. This always involves the contribution of people who bring the right mix of technological expertise and a deep understanding of the customer's particular business. At adesso, we want to offer these people an environment of exciting projects, an inspiring working atmosphere and individual development opportunities. This is a key foundation for us to successfully get our customers' projects over the finish line – because that is our mission each and every day. In order to do this sustainably, we have identified the following aspects of our business activities as key influencing factors.



A GROWTH COMPANY WITH AN INCREASED INTERNATIONAL FOCUS

As a listed company, economic efficiency plays a special role for us. This is demonstrated by our admission to the SDAX, among other things. Since 21 March 2022, adesso has been one of the 70 largest companies in terms of free float market capitalisation below the DAX and MDAX. In our equity story, we have defined strategic principles and approaches that drive our successful further development and ensure long-term security and value enhancement for shareholders.

Other strategic approaches include:

- > Deepening penetration within an industry and ongoing market entry into further sub-segments of an industry. Our goal is to win 50 % of the top 25 companies in an industry as adesso customers.
- > Expansion to include new industries based on the adesso industry model: we tackle the building of a new core industry every three years. We also develop a new special segment every year
- > Sales expansion of our continuously expanded service portfolio in the entire German-speaking region
- > Expansion and internationalisation of the adesso product portfolio
- > Acquisition of profitable, growing IT service companies to deepen industry and consultancy expertise or to enter new regional markets
- > High priority for intensive, successful recruitment processes and maintaining strong levels of employee loyalty

We laid the foundation for a successful financial year in 2022 in line with these strategic cornerstones by implementing the following measures:

- > We have expanded our internationalisation strategy by founding new national companies (adesso Sweden, adesso Denmark and adesso Romania), expanding our branch network (Dresden, Münster, Ulm, Saarbrücken, Graz) and acquiring relevant majority shareholdings (including Purple Scout AB and quadox AG). As a result, adesso is now represented in 13 European countries. This means that the adesso Group has 57 locations around the world in 2022.

OUR GOAL IS TO WIN 50 % OF THE TOP 25 COMPANIES IN AN INDUSTRY AS ADESSO CUSTOMERS.

- > Strategic acquisitions or business takeovers and the targeted development of promising areas have enabled us to profitably expand our portfolio, establish further business areas (Line of Business Retail, Line of Business Salesforce, Line of Business Sports, Line of Business Life Sciences, Line of Business Utilities) and strengthen our expertise in innovative and promising areas.

In the last few financial years, we achieved our highest ever sales figures and increased our operating result with high organic growth rates. For the 2022 financial year, the operating result was only increased by deducting the high one-off effect of the sale of e-Spirit AG in March 2021:

Sales	EUR 900 million*
EBITDA	EUR 93 million*
Staff	8,867*
FTE	8,056*

* Figures refer to the adesso Group including foreign subsidiaries.

This positive development means that our Executive Board and Supervisory Board can propose an increase in the dividend per share for the tenth year in succession. This also means we can fulfil our obligation and our claim to create sustainable value for our shareholders. This development shows that we have taken the right path to drive the economic success of the adesso Group in the long term.



UNDERSTAND OUR CUSTOMERS AND RESPOND WITH QUALITY

Satisfied customers and long-term customer relationships are fundamental to our successful development. To achieve this, we rely on a mix of solutions expertise, acting with professionalism in our cooperation, open communication, trust in the achievement of targets, reliable planning and providing appropriate remuneration. The only way to really understand a customer's motivation and provide them with services that satisfy them in the long term is to give substantial time and thought to their situation. That is why providing tailored consultancy to our customers is at the top of the list of our IT services, both on a strategic and on a technological level. We also focus on a portfolio of industry-specific standard solutions within the Group.

For us, what counts most in the implementation of IT-supported business models and business processes as well as the development of modern applications to optimise the core business of our customers is the result. A large number of customers relationships that have lasted more than ten years prove that the quality of our work is appreciated and that the philosophy we describe has a lasting influence on our business as well as the cooperation with our customers.



We are convinced that our work results deliver the quality our customers expect, which is why we give a quality promise for software develop-

ment projects on a contract-for-work basis at a fixed price, according to which we will correct any defects in software developed by us within a period of ten years after acceptance, even once the warranty period has ended.

We have developed numerous processes and policies to ensure the quality in our business activities and service offerings is as expected. Our certified quality, medical device quality and environment and information security management systems enable us to ensure that we meet the standards that have been set and that we continue to develop them further.

SATISFIED EMPLOYEES AND AN OPEN CORPORATE CULTURE

Finding highly qualified employees who do their job responsibly, who think and create and who are enthusiastic about their tasks as well as about us as an employer is becoming increasingly difficult given the ongoing shortage of skilled workers. It is therefore all the more important for our sustainable corporate and business development to embody a corporate culture in which employees feel comfortable and can develop on a personal level. This is the only way we can create the foundation for long-term employee loyalty to adesso. For us, job satisfaction is an indicator of customer satisfaction. This is because those who enjoy their work usually do it well and can positively embody the values of the company outside of work. That is why we promote our corporate culture at every turn, from Welcome Days for new colleagues to regular joint specialist meetings or leisure events and team-building measures, to an environment with open doors, flat hierarchies and leadership principles that are embodied in practice. We attach great importance to a collegial, relaxed atmosphere shaped by a sense of community, in which open discussions about experiences and mutual support are a matter of course.

Clear processes are very important to us. In addition to descriptions of essential processes, there is also a clear procedure for the targeted promotion of employees. This includes transparent career path models in the Consultancy and Software Development departments as well as targeted and needs-oriented training and further education programmes. We place great emphasis on transferring knowledge internally. Employees learn from employees, and our internal tutors are happy to pass on their knowledge. This allows us to have our finger on the pulse and offer exciting projects and good opportunities for employees to advance their careers.

adesso SE is regularly ranked as one of the best employers in Germany, a fact that has now been independently verified on multiple occasions. For example, we have taken part in the 'Great Place to Work' competition seven times so far, having achieved first place in our size category '2,001–5,000 employees' for the first time in the main intersectoral competition in 2020 – and earning the title of 'Germany's best employer' in the process – adesso qualified to participate once again in 2022. The result will be announced in 2023. We see



regular participation in the competition and benchmarking, especially with regard to the 'ICT' sector focus, as a sustainable instrument for reviewing our corporate culture. In the Germany-wide ranking performed by the job portal Glassdoor, adesso ranked number 20 with a rating of 4.3 out of 5 stars.

MAKE A CONTRIBUTION TO THE COMMUNITY

Assuming responsibility for society as a whole is also one of the key influencing factors we have defined. This field of action also goes hand in hand with our goals in terms of growth and profitability to a certain extent. We see it as a matter of course to share our success, which is why we regularly support different charitable projects and organisations. Our support is not limited to financial contributions; many of our employees are also actively involved in various projects. A list of activities can be found in the Community section.

INDIRECT ENVIRONMENTAL PROTECTION THROUGH SOFTWARE DEVELOPMENT, DIGITALISATION AND THE EXPANSION OF DIGITAL INFRASTRUCTURE

Our business is focused on the essentials. Our customers benefit from our basic approach: sustainable development also means developing things in a way that conserves resources. That is why we rely on (new) processes and technologies that are targeted at sustainable software development and effectively support our customers' core business processes. We see end-to-end digitalisation, the use of state-of-the-art technologies and lean software architectures as an opportunity on the path to a more sustainable economy. This is how we make an indirect contribution to environmental protection.

MINIMISE OUR FOOTPRINT

We have also set ourselves ambitious internal goals relating to the use of sustainable products, and we are also focusing on further reducing our energy consumption and the amount that our employees travel in order to reduce emissions that have an impact on the climate. Mobility in particular poses a risk in terms of sustainability. This is because business trips to customers are sometimes unavoidable and account for a significant share of the CO₂ emissions caused by our business. The growing extent of internationalisation increases the amount of travel even more. We counter this risk by taking the appropriate measures.



A3 | GOALS

We would like to optimise the quantity and quality of how we collect our key figures in the medium term and assign a relevant KPI to each of our fields of action in order to better track and monitor the achievement of our goals.

Our main long-term goal is to be carbon neutral by 2030.

In order to achieve this goal, we have set associated goals and measures within the fields of action relevant to us.

In the field '**Sustainable Business**', we develop solutions that help our customers achieve their sustainability goals. We can only continue our organic growth and continue to grow at a rate of at least double that of the market by retaining our customers in the long term. We succeed in doing this by convincing them of the quality of our services and expertise.

The field '**Sustainable Company**' is about adesso being a sustainable company. We follow a path similar to that of comparable companies and rely on tools the same as they do in order to reduce the amount of resources we consume. Our employees are the drivers of measures, discussions and process changes. We attach great importance to an appreciative, open and collegial corporate culture to ensure that they feel comfortable working for us in the long term. This includes, among other things, constantly expanding and optimising the opportunities for training and further education. The wide range of various programmes and initiatives, such as She for IT to promote more women in IT, is also a component of the adesso culture and part of a package of measures for long-term employee retention. In addition to this, adesso regularly fulfils its social and financial commitments by supporting charitable projects and organisations.

The field '**Sustainable Software**' focuses on our core business: developing (lean) software. Having our software engineers focus on the essentials is what makes us successful at sustainably developing software. We rely on (new) processes and technologies that focus on resource-saving development and support initiatives and organisations that are committed to this issue.

We have prioritised our goals according to the following questions: What is the specific amount of CO₂ saved, what positive effect for the company's internal and external image can be achieved and can related measures be implemented throughout the Group? These goals include:

Field of action	Goal	Priorisation
Sustainable Software	Develop good, resource-saving software using modern technologies and new processes	1
Sustainable Business	Expand our portfolio in line with our customers' increasing demands and create solutions that help them achieve their sustainability goals	1
Sustainable Company	Reduce our company's footprint by procuring energy exclusively from renewable sources, reducing the amount that our employees travel and lowering the CO ₂ emissions of our vehicle fleet.	1
Sustainable Business	Contribute to economic growth by continuing to grow organically at a rate of at least double that of the market and achieving an above-market operating margin.	2
Sustainable Company	Retain employees in the long term by expanding our range of high-quality training and further education courses, increasing our commitment to diversity and actively embodying the corporate culture.	2
Sustainable Company	Make a contribution to the community by regularly supporting charitable projects and organisations.	3



Top priority is given to goals that relate to areas in which we are able to hold the maximum amount of influence or that are responsible for a relevant share of our CO₂ emissions. These goals entail maximum savings potential. The goals that are closely linked to our core business and corporate philosophy, but the successful implementation of which depends on employees or other stakeholders and their individual contributions, have priority level two. Third priority goals have the least direct impact on our overall goal of achieving carbon neutrality.

The UN's 17 Sustainable Development Goals (SDGs) are a guide for making personal contributions to climate protection, fair and dignified working conditions and combating hunger and poverty. They were adopted by the United Nations in 2015 and obligate all member states to work towards achieving these goals by 2030.



The fields of action that we have defined are in line with and oriented towards these SDGs. Our core business is based on developing software, digitalisation strategies and expanding digital infrastructure – this goes hand in hand with **SDG 9 Industry, Innovation and Infrastructure**. Our goals in the field ‘sustainable company’ are aligned with **SDG 13 Climate Action**, while also paying attention to **SDGs 7 Affordable and Clean Energy, 11 Sustainable Cities and Communities and 12 Responsible Consumption and Production**.

As a publicly listed company, we are obligated to continue developing our business in a positive way. We are pursuing a defined and proven growth strategy to ensure we do so. In 2022, the number of our employees grew to over 7,500 and our sales result also increased, which factors into **SDG 8 Decent Work and Economic Growth**. This goal is linked to long-term customer loyalty, as long-term customer relationships translate to greater leeway for sustainable business. We use our services to pursue the goal of making our customer's business processes more efficient and more cost-effective using forward-looking solutions to give them a decisive competitive edge. This meets **SDG 9 Industry, Innovation and Infrastructure**.

In order to retain employees in the long term, we will again expand our range of training courses in 2023, meaning we will continue to meet **SDG 4 Quality Education**. With our She for IT initiative, we are making an explicit point to promote women in the IT sector, thus complying with **SDG 5 Gender Equality**. With this initiative, we set ourselves the goal of recruiting at least 40 more female managers for adesso by the end of 2022. We were able to achieve this goal: from 2020 to 2022, a total of 61 women began working in a management position. The European Forum, which is an international employee representative body committed to diversity and equal treatment, among other things, creates guidelines and goals for the adesso Group. We published a guideline on diversity, equity and inclusion in May 2022. The European Forum worked on this guideline together with the adesso management, the Diversity Officer and individual employees from various departments. It provides answers to the question ‘in what type of company do we want to work?’ and is intended to form the basis for all further activities surrounding the topic of diversity.



By signing the Diversity Charter in 2022, adesso became part of the largest diversity network in Germany. The Diversity Charter (Charta der Vielfalt) is an initiative for promoting diversity in companies and institutions. It went into effect in 2011 with the support of the German Chancellor at the time Angela Merkel. With it, adesso is setting an example for diversity and tolerance. We are creating a working environment that is free from prejudice and values all people equally. Signing the Charter is one of the keys to us becoming a company that not only strives for greater diversity, more equal treatment and better inclusion, but also wants to actually put these values into practice.



Appropriately, adesso was awarded the Total-E-Quality award for diversity in the workplace in 2022. The Total-E-Quality award recognises companies that are committed to equal opportunities within their human resources and organisational structure and thus promote diversity in the workplace. In its assessment, the jury praised adesso's far-reaching commitment to greater diversity, especially including its appreciation of all employees, which is anchored within its corporate culture, and its sense of awareness for the widest range of life's personal realities.



Following **SDG 10 Reduced Inequalities** and **SDG 17 Partnerships for the Goals** means we are pursuing our goal of assuming responsibility for society as a whole and reduce the differences between national and subsidiary companies as well as between the individual offices within the group. We also team up with various organisations and initiatives and enter into the appropriate partnerships within the framework of these cooperations.

The respective committees such as the European Forum, the Human Resources department as well as the management and the Executive Board monitor whether the goals have been achieved. To this end, those responsible report regularly to the Executive Board and in some cases additional internal audits are performed.



A4 | DEPTH OF THE VALUE CHAIN

As a service company, we focus on designing and implementing IT-supported business models and processes, the development of modern applications to optimise the core business of our customers and providing support for IT operations. adesso's service includes different modules, depending on what the project requires. In doing so, our services fundamentally serve to create added value for our customers. Our value creation process is less complex – especially compared to a manufacturing company.

However, the aim at every stage of a project is to make it possible for ecological resources to be used in an environmentally friendly way and to make every employee aware that they need to be more mindful of the resources they have to use in their day-to-day work. We have set the standards for this in our environmental management system, which is certified according to ISO 14001.

The service processes generally go through the following stages: analysis and agreement on goals, proof of concept, development and testing or provision of standard software, installation, operation and further development, if necessary. Two environmental challenges in particular come into focus during the process: our employees travelling from the adesso office to our customers and vice versa, as well as the use of energy. In some cases, in-person meetings onsite are a must at certain stages of a project and cannot be replaced by a video conference or a telephone call. This can be the case at all stages of the value chain. We are in close contact with our customers in this regard and always pursue the goal of keeping our business trips and those of our customers to a minimum. If an in-person meeting cannot be circumvented by remote alternatives, we make sure to travel using as environmentally friendly means as possible, for example by taking the train. In addition, consistently opening new offices in local proximity to our customers reduces the distance that we or they need to travel. We commission suppliers and service providers to furnish our offices and provide catering for our employees. These include, for example, cleaning companies, caterers, printers, waste disposal companies and hardware suppliers. We are in constant dialogue with them regarding the selection and use of more sustainable products. We communicate our sustainability goals clearly to them and ask them, within the framework of

what is possible for them, to support us in achieving these goals. We are not aware of any other social or environmental problems in our value creation process.

CUSTOMERS

We want to find prime technological solutions for our customers, and our goal is to develop them with a high level of methodological expertise, individually tailored to the customer's requirements. Our aim is to deliver premium quality IT services throughout the entire life cycle of a software program. That is why we not only search for and develop innovative solutions in relation to the customer's respective environment, but also systematically evaluate the project results on a continuous basis so we can use this to regularly review our own approaches. Constantly developing our processes and procedure models leads to us being able to offer and deliver better quality and higher efficiency and thus contribute to sustainable cost savings for both our customers and ourselves. **Our goal is to continuously improve in order to optimise the benefit we bring to our customers and our own business results and to empower our customers to make their business and their relationship with their own customers more efficient and optimised to the wishes of the end consumers.**

Consistently developing processes and tools, constantly examining trends and topics from the world of research and having the necessary intuition as to what each individual customer needs not only enable us to build long-term customer relationships, but also to open up new business areas and better penetrate markets, which in turn takes into account our consistent growth course. In 2017, we set a target that at least 90 % of our 50 biggest customers will still be among our customers in the following year. We have achieved this goal every year since, including 2022.



FROM FIRST VISION TO ONGOING BUSINESS OPERATIONS

Our range of services is divided into various modules that offer individual entry points for customers depending on the project requirements:



BUSINESS CONSULTING – FROM STRATEGY TO PROCESS

Thanks to our highly developed industry expertise, we do not see ourselves purely as an implementation service provider, but as a consultancy partner on equal footing. We work together with our customers to develop business models and strategies and draw up robust business plans for them. The subsequent process modelling allows us to ensure the practicality and feasibility of the strategic considerations.



IT CONSULTING – FROM PROCESS TO ARCHITECTURE

We close the gap between the business process and the IT solution with our IT consultancy services. We use a multi-stage model, which spans from process modelling to requirements engineering to the development of the software architecture, to ensure that what is developed in the end is also the best fit for the customer's requirements.



SOFTWARE DEVELOPMENT – FROM ARCHITECTURE TO APPLICATION

Our software development focuses on developing customised solutions that fulfil the requirements and tasks that standard software cannot. Our range of services includes the integration and customising of standard products as well as the integration and migration of older legacy systems. We are just as familiar with the design, construction and consolidation of complex portal landscapes as we are with high-availability web applications.



IT-MANAGEMENT – FROM APPLICATION TO OPERATION

Optimising IT operations and reducing of costs through the smooth implementation of IT sourcing and consolidation strategies are crucial tasks for us within the framework of providing holistic support for IT management. As part of this, we also support in the IT organisation in setting up a benchmark-capable IT service product range. Furthermore, we assume operational responsibility for systems developed in-house or by third parties. This also includes hosting the applications and extends across all layers of the architecture.



SOLUTIONS – SOPHISTICATED SOFTWARE MODULES FOR TYPICAL TASKS

We also offer solutions with a higher degree of standardisation for typical industry tasks in addition to the traditional project and service business. Our consultants and software engineers across every service area draw on a set of methods that include goal-oriented process models as well as efficient tool support. These services and solutions allow us to offer a comprehensive IT value chain. We provide a large part of the services in our core business ourselves and work closely together with the various service portfolios and specialisations of our individual Group companies. We can also resort to external service providers or freelancers should we need to. This allows us to offer the IT services we need from a single source.

We play an upstream or accompanying role in the customer's value chain, as our consultancy and software development services sometimes enable the customer's business to function in the first place or, in most cases, optimise the existing business.



KNOWING WHAT CUSTOMERS WANT AND BUILDING A LONG-TERM RELATIONSHIP

Customer orientation and customer loyalty are important key words in our business and are among the cornerstones of our sustainability strategy. That is why it is our goal to maintain lasting, stable business relationships by applying a pragmatic and success-oriented approach that encompasses multiple different methods along the entire IT value chain.

Our employees and their expertise play a critical role in this. Not only do we provide training to develop their professional and technological expertise, but their project management and personal skills, too. We do this because demanding, highly complex customer projects require extensive technical and communicative skills to understand customer expectations on a professional level.

We always have two questions in mind:

- > What issues is the industry dealing with and what technological answer do we have for them?
- > What motivates our customers and how can we use our in-depth industry knowledge and technical process expertise to develop the most efficient solution for them that will make them more competitive?

We regularly organise industry-specific and cross-industry events, for example, to ensure that we stay in the forefront of our customers' minds as an innovative company that keeps an eye on the major issues. Customers receive ideas and food for thought as to how to optimise core processes, for example, at our 'Scrum tables' or forum events, which now take place at many of our locations.

We present IT trends such as artificial intelligence, business intelligence, customer experience management or digital transformation and digital solution options at the high-profile events we hold for decision-makers, such as our 'adesso digital day' or the 'digital pilgrimage', which help us to underpin our claim to be technological pioneers for our customers. Regular customer and partner meetings that some Group companies hold specifically to discuss products and standard solutions offer the opportunity to share experiences and are an important indicator that we can sustainably improve our products.

The 'adesso digital day' took place this year under the motto 'SustainabilIT and ResponsibilIT'. Claus Kleber, long-standing host on the German television channel ZDF, opened the event with his keynote speech on 'how Silicon Valley controls the destiny of humanity'. Many other presentations addressed the most pressing IT and business issues of our day, with a focus on sustainability in IT.

adesso also hosted its fifth 'digital pilgrimage'. The aim of the event is to make the digital transformation into something that visitors can truly experience. With numerous exhibits from projects that make digitalisation an altogether practical experience, technological progress becomes tangible and offers stimulation for ideas, discussion and networking.





PROCESS MANAGEMENT



- B1 Responsibility
- B2 Rules and processes
- B3 Monitoring
- B4 Incentive systems
- B5 Stakeholder participations
- B6 Innovation and product management



B | PROCESS MANAGEMENT

Sustainability is a key component of our strategic alignment that is implemented throughout the company efficiently and systematically. adesso focuses on it both through our management systems and through the active involvement of our stakeholders, including our employees and customers in particular, as well as through our highly innovative product and service portfolio.





B1 | RESPONSIBILITY

Sustainable management and responsible corporate governance have a significant influence on achieving business goals. In 2022, our Supervisory Board extended the contracts of Executive Board members Andreas Prenneis and Jörg Schroeder. This recognises the two Executive Board members' successful work and promotes continuity in adesso's further development. The initial appointment of CFO Jörg Schroeder, which expired on 31 August 2022, has been extended for another five years. Executive Board member Andreas Prenneis' contract runs until 31 March 2023 and will be prematurely extended by an additional four years.

Furthermore, a change in the Supervisory Board was announced in 2022. Prof. Gottfried Koch, member of the Supervisory Board of adesso SE, effectively resigned from his office on 30 September 2022. Koch informed the Supervisory Board and Executive Board of adesso SE of his decision. Prof. Koch had been a member of the board since June 2013.



Stefanie Kemp will join the Supervisory Board of adesso SE as his successor on 2 January 2023.

The organisational responsibility for our sustainability management is assigned to the Executive Board of adesso SE as the parent company. In this way, we underline the strategic importance of sustainability for our corporate image and control the practical implementation from the highest level. At the operational level, an environmental management team is responsible for setting, monitoring, tracking and optimising sustainability goals in coordination with the management level. In addition, the European Forum and a community of employees are committed to the further development of sustainability. All employees are informed about the corporate strategy and the sustainability goals anchored in it and are encouraged to act in accordance with these goals.

B2 | RULES AND PROCESSES

A sustainability strategy needs internal rules, processes and systems in order to be successfully implemented in business operations. That is why our goal is to give sustainability aspects an even greater priority in all important decision-making processes in the future in order to make sustainable behaviour the norm and embody it.

The goals that the adesso Executive Board brings together in the sense of good and sustainable corporate governance are as varied as they are important. They include meeting customer requirements, treating employees, partners and suppliers with respect, continuously safeguarding innovation and earning power, technological and professional expertise, efficient process organisation, protecting the climate and the environment, implementing all regulatory requirements and being a good local neighbour.

We take all these concerns into account with the progressive integration of our management systems. Set personnel assigned to the topics of quality, medical device quality, the environment, information security

and data protection continually develop the requirements of the individual management goals and represent them in the company in a way that enables the Executive Board, which has overall responsibility for adesso, to develop a sufficient as well as professionally and economically appropriate level that prevents damage to the company and ensures long-term business success. At the same time, we create a common pool of documentation that combines a clear overview of the situation as a whole with providing the right direction to achieve the individual goals.

The individual aspects are monitored by management officers. adesso has created the following roles for these management officers so they can oversee these management systems, which are discussed in more detail in later sections:

- > Quality Management Officer
- > Medical Device Quality Management Officer
- > Environmental Management Officer
- > Data Protection Officer
- > Chief Information Security Officer



The officers in these roles work together with the technical managers and the Executive Board to develop common goals and improvement measures, analyse customer feedback, review possible weaknesses and new challenges, review current internal and external issues and negotiate binding commitments. This establishes goal-oriented activities that we use to raise the relevant employees' and participants' awareness of the specifications and goals for all of the management systems in day-to-day business, for example through

- > talks at employee events,
- > mandatory internal training modules and
- > targeted marketing and sales activities.

QUALITY MANAGEMENT

Our customers' understanding of quality is as diverse as adesso's business. We meet this challenge by requiring the same high level of individual quality from our project results. We advise and support our customers with a sound understanding of their business. In this way, we succeed in aligning the services we agree on with our business customers with their respective needs and in meeting their explicit and implicit requirements to the greatest extent possible.



Doing the right thing in the right place requires expert staff who are aware of the appropriate priorities, who plan and execute projects with precision and regularly reflect on the approach they take. Our quality management system is certified according to ISO 9001, which underlines our demand for quality. It also demonstrates our focus on our customers' expectations and the customer satisfaction that comes with it, and underpins our commitment to continuous improvement.

Employing and developing employees according to their skills is crucial to the success of both the company and the project. adesso relies on the 'Profiler' tool to document and research skills and experience that have been developed according to the latest findings in human resources science. It also quickly picks up and processes new technologies, methods and topics.

Successfully implementing a project requires a well-considered approach. For the projects managed by adesso, we rely on the 'PITPM' process management model (pragmatic IT project management). This process model, specially adapted for IT consultancy and software development projects, combines proven project management methodology with a modern software development

approach. In 2022, strategic project management carried out 70 health checks or quick checks to assure the quality of project implementation. Project monitoring oversees strategic or critical projects and reports regularly to the Executive Board. This ensures the consistent quality of our service.

We regularly optimise our internal workflows and processes. In 2021, we launched an internal project with adUP – adesso Unity Program – to make our administrative processes and workflows more efficient using SAP software solutions. The aim of the project is to create a uniform and standardised IT for adesso and, as a result, more effective and optimised workflows for our employees. As part of adUP, in 2022, adesso introduced SAP SuccessFactors as a new central HR system in which employees are able to use various self-services. This also includes the introduction of the DocuSign software in order to have employment contracts signed digitally and thereby use less paper and shorten process times.

MEDICAL DEVICE QUALITY MANAGEMENT OFFICER



The Line of Business Life Sciences develops software for medical devices and also provides consultancy in regulatory affairs, that is, in complying with the relevant standards and laws. The Life Sciences department has

been successfully certified in accordance with ISO 13485 Medical devices – Quality management systems – Requirements for regulatory purposes since December 2019. In light of this, a process landscape was designed that contributes to improving quality within software development and that is applied in customer projects. In 2022, the Line of Business Life Sciences was successfully recertified and incorporated the Frankfurt location in addition to the Dortmund and Cologne locations. The medical device quality management team and the regulatory experts involved in the various different projects now meet regularly to share information, where they discuss key questions about quality, documentation and customer satisfaction.



ENVIRONMENTAL MANAGEMENT

We have taken our requirements defined in the materiality analysis that we need to follow in order to perform our business activities in a way that saves resources – and thus to reduce energy consumption and costs for us and our customers – as a foundation and defined clear goals and measures that allow us to use ecological resources in an environmentally friendly way. In turn, this creates a basis for each and every one of us to be more mindful of the resources that we need in everyday work – all based on standards that we have defined in our environmental management system. Our environmental management system is certified according to ISO 14001.



In 2022, our environmental management team revised its guideline on sustainable procurement: it was expanded and thematically divided into the topics ‘Sustainable Procurement’ and ‘Sustainable Offices’. The former regulates the day-to-day procurement of products and services, taking into account social, environmental and economic aspects, and the latter serves to equip new offices and to expand existing branch offices in these same respects. In addition, a guideline for employees bolsters environmentally friendly behaviour in everyday work and provides helpful tips and tricks.

We want to increase awareness of the sustainable use of resources within the scope of what is economically possible for us and minimise our environmental footprint. We would like to achieve this by achieving the following goals, among others:

- > Increase energy efficiency by using renewable energies and optimising our energy consumption
- > Continuously improve environmental performance and the environmental management system
- > Raise employee awareness of the topic of the environment

- > Design the offices to be environmentally friendly
- > Reduce unnecessary travel and organise unavoidable business trips to be environmentally by implementing the appropriate management measures throughout the vehicle fleet and encourage the use of public transport
- > Regularly review environmental aspects in terms of their opportunities and risks
- > Regularly review binding commitments
- > Review and reduce consumption
- > Implement responsible chemical management to ensure high water quality and reduce our environmental impact and that of our service providers

In future, we will also advocate the introduction of an analysis system based on an objective and comprehensible catalogue of criteria when selecting suppliers and service providers. In addition to quantitative questions, qualitative criteria should also be included in order to create sustainable value for us and our stakeholders. We plan to engage in intensive dialogue with suppliers and service providers as part of the assessment process.



As of 2023, adesso is directly affected by the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG), also known as the 'Supply Chain Act'. The Supply Chain Act addresses both direct human rights violations and human rights violations indirectly caused by environmental risks in global value chains. By introducing eight targeted measures, adesso prevents human rights violations in its own business division and beyond:

1) RISK MANAGEMENT SYSTEM

A specific LkSG risk management policy was added to the risk management manual; a human rights officer was appointed and a risk management process was documented.

2) POLICY STATEMENT

A policy statement will be published on our [Group website](#) in early 2023.

3) SOURCING STRATEGIES AND PRACTICES

We have developed a supplier selection questionnaire and will roll it out in 2023. There is also a checklist of (preventive) measures that employees should follow when commissioning suppliers and service providers.

4) E-LEARNING COURSES FOR RELEVANT DEPARTMENTS

An e-learning course on our Code of Conduct will be rolled out for all employees in 2023. A special additional e-learning course on the Supplier Code is available for procurers/purchasers.

5) CONTRACTUAL OBLIGATIONS AND CONTROL MECHANISMS

Our Code of Conduct and Supplier Code have been revised in accordance with the requirements of the LkSG and published on our [Group website](#).

6) RISK ANALYSIS

adesso conducted an internal and external risk analysis, adjusted its product group allocation and developed a standardised (prevention) action plan to fulfil its due diligence obligations. An initial analysis and assessment of possible risky suppliers took place in 2022 and will be continued in detail in 2023.

7) COMPLAINT MANAGEMENT SYSTEM

A complaint management system for internal and external issues is to be set up on the Group website in early 2023.

8) DOCUMENTATION AND REPORTING

adesso will answer the German Federal Office for Economic Affairs and Export Control's (Bundesamt für Wirtschaft und Ausfuhrkontrolle, BAFA) questionnaire at the beginning of 2024 and publish an annual LkSG report for the financial year 2023. Corrective and preventive measures are continuously being documented internally as well.



Every year, we also launch new initiatives and campaigns to promote environmental protection: for example, in 2022, we entered into a cooperative agreement with AfB GmbH, Europe's largest non-profit IT company for the refurbishment and reuse of hardware.

One of our environmental management goals for 2022 was to take part in the German 'Cycle to Work' campaign again. We achieved this goal and have resolved [to continue our participation in 2023](#).

Office	Active adesso	Kilometres travelled
Aachen	5	1,051
Berlin	35	20,358
Bonn	4	6,263
Dortmund	53	22,871
Düsseldorf	14	9,657
Essen	10	3,281
Frankfurt	17	14,086
Hamburg	35	20,829
Hannover	7	4,653
Jena	4	3,080
Karlsruhe	12	5,502
Cologne	27	17,502
Leipzig	6	1,875
Munich	60	29,125
Neumünster	14	12,411
Nuremberg	11	6,017
Paderborn	5	1,153
Potsdam	6	4,863
Reutlingen	2	668
Stralsund	7	4,643
Stuttgart / Vaihingen	6	2,217
Walldorf	2	683
TOTAL	342	192,790

IN 2022, ADESSO PARTICIPATED THROUGHOUT GERMANY. 342 EMPLOYEES FROM 22 OFFICES CYCLED A TOTAL OF 192,790 KILOMETRES. THIS MEASURE TO RAISE AWARENESS AVOIDED 38 TONNES OF CO₂ EMISSIONS.

adesso also took part in the 'City cycling' campaign. A total of 71 adesso employees cycled a cumulative 9,649 km across eleven locations in Germany.



We also contributed to CO₂ offsetting by again supporting tree planting projects. [As part of our annual Christmas donation, part of the total amount of €100,000 went to the German Green Forest Fund for planting natural forest ecosystems without exploiting the forests for profit as well as to MoorFutures for wetland rehabilitation in Schleswig-Holstein.](#) Our employees also have the opportunity to submit their comments and suggestions for improvement to the environmental management team at any time. Our in-house community 'Sustainability and Friends' grew to around 240 members in 2022. Our employees are committed to reducing adesso's footprint as a company and drive the establishment of corresponding measures.

A priority target we set for 2022 was to successfully implement at least 75 % of the measures we had set out. We exceeded this target with an implementation rate of 89 %. The following details the measures we have implemented:

- > An e-learning course on environmental management was launched for adesso SE employees in March 2022. The average participation rate is over 90 %.
- > In order to reduce our vehicle fleet's carbon emissions, adesso adopted a new car policy in 2022 that promotes the use of company vehicles that emit less CO₂.
- > To increase the attractiveness of alternative mobility concepts among employees, adesso launched a pilot project with Deutsche Bahn in the period from September to December. Employees were able to travel in first class on selected routes within Germany. The project was a success and will therefore be continued in 2023 and extended to include additional routes.

WE HAVE SET OURSELVES THE FOLLOWING GOALS FOR 2023:

- > We aim to increase our employees' awareness of the issue of sustainability by addressing the topic at our in-house 'Employee Breakfast' event series and educating them about environmentally conscious behaviour in their everyday work.
- > adesso aims to reduce emissions from travel activities by minimising the frequency of domestic flights and pushing travel by train. To do this, we are launching a pilot project with the Munich-based start-up eco.mio. Our company has set itself the goal of motivating employees to adopt sustainable and more conscious travel behaviour. With the help of eco.mio's software, which is integrated into adesso's travel booking tool, employees get insight into their travel behaviour and the associated environmental impact. Environmentally friendly and conscious travel choices are rewarded by means of a point system. The points are collected adesso-wide and then used for climate protection projects. In this way, adesso makes it possible to reduce CO₂ and thus actively contributes to achieving SDGs 12 (Responsible Consumption and Production) and 13 (Climate Action). In addition to this, we are working with Deutsche Bahn to create a personal incentive for travelling by train.
- > We aim to increase the amount of e-vehicles in our fleet in order to reduce emissions.
- > By participating in the 'Cycle to work' campaign once again, adesso is promoting a healthy and environmentally conscious alternative to commute to work.



INFORMATION SECURITY MANAGEMENT

We believe that information security is imperative across the board. Taking care to handle business-critical company data and information relevant to the security of our customers and suppliers in a secure manner is indispensable to the continued success and expansion of our Group's business endeavours. We have obtained ISO 27001 certification for information security to clearly demonstrate that information and data security are important to us across all topics and areas. Information security management deal with software development processes, application and project management as well as the operation of IT infrastructures and IT systems.



Having this certification enables us to cement our position on the market as a professional service provider in the short, medium and long term and to set ourselves apart from the competition. Furthermore, a certified information security management system is an obligatory requirement in a large number of tenders nowadays, and it also gives us advantages over our competitors who are not certified.

This kind of certification is also becoming increasingly important for our subsidiaries. A total of five companies of the adesso Group are currently certified according to ISO 27001.

adesso company	Number of certified locations	Certified locations
adesso SE	16	Aachen, Berlin, Dortmund, Düsseldorf, Essen, Frankfurt, Hamburg, Karlsruhe, Cologne, Leipzig, Munich, Reutlingen, Rostock, Stralsund, Stuttgart-Mitte and Stuttgart-Vaihingen
adesso Schweiz AG	6	Basel, Bern, Lausanne, Lugano, St. Gallen and Zurich
adesso insurance solutions GmbH	5	Dortmund, Frankfurt, Cologne, Leipzig and Munich
adesso as a service	4	Berlin, Dortmund, Frankfurt and Karlsruhe
adesso Turkey Bilgi Teknolojileri Ltd. Sti.	1	Istanbul



DATA PROTECTION MANAGEMENT

The topic of data protection is heavily featured in the public eye these days and has always been a business-critical issue for us. We process personal data of business partners, customers, applicants, service providers, shareholders and employees on a daily basis. All of these stakeholders trust us to handle data carefully and protect it from unauthorised access and misuse.

The German Federal Data Protection Act (Bundesdatenschutzgesetz, BDSG) and the European General Data Protection Regulation (GDPR) define how personal data is handled. adesso SE and most of its subsidiaries maintain their data protection documentation centrally using tools.

In 2022, the adesso SE data protection officers invited the data protection coordinators from the subsidiaries to the annual adesso Data Protection Day. This was the fifth time event has been held since 2018. [We would like to organise this event digitally and on a quarterly basis in the future in order to discuss current issues and unify the high standards of data protection in the adesso Group.](#) In order to meet this requirement as well, we have hired a second data protection officer within adesso SE, Nicole Frentzen.

B3 | MONITORING

Forward-looking management, actively embodying respectful cooperation in everyday business and carefully reflecting on what impact all of our business activities have on society and the environment are essential starting points for determining how we act.

Among other things, we demonstrate our responsible corporate governance through the following action-relevant fields for our sustainable activities:

- > conforming to the German Corporate Governance Code (Deutscher Corporate Governance Kodex),



- > applying prudent HR management as a prerequisite for long-term successful economic development,
- > implementing comprehensive and high-quality IT and software solutions,
- > ensuring fair and sustainable customer relationships,
- > using resources sparingly and
- > consciously assuming social responsibility.

We use the GRI standards, among others, as performance indicators to manage and monitor our key sustainability goals.

We publish this sustainability report at the same time as the annual report and use it to inform our stakeholders and the public about our sustainability strategy and key sustainability activities. This report covers the reporting period 1 January 2022 to 31 December 2022. The key figures were recorded using the existing management systems in the respective departments and apply to the specified reporting period, unless specified otherwise.

This report includes all results and key figures of those subsidiaries in Germany, Austria and Switzerland that have been part of the adesso Group for at least six months and in which adesso SE holds a majority stake. It also includes those subsidiaries in which the aforementioned subsidiaries in the D-A-CH region hold a majority stake. The listed regulations, measures and guidelines apply to the other German subsidiaries in principle, but they may differ in terms of specifics. The strategic principles, goals and procedures apply to the entire group of companies within the meaning of a uniform corporate governance. The selection of the topics presented in the report is based on the principle of materiality and the key expectations of the stakeholders of the adesso Group.

A form is used to collect key figures from the HR and environment departments, which ensures the figures can be compared over the years. We collect data on energy consumption (electricity and heating), water and paper consumption (printer paper, toilet paper and paper towels), as well as data on business trips that employees take by plane, train or using a rented or company car, and

derive the CO₂ emissions from this. We use the Scope of Greenhouse Gas Protocol (GHG) throughout the Group to guide us in allocating CO₂ emissions. New key figures are constantly added to optimise and expand the form, while the essential KPIs that make up the foundation of the form remain unchanged. Documents such as invoices, utility bills and various reports ensure that the key figures are reliable.

In terms of HR, we record the total number of employees and their respective working time model, the average length of employment in the adesso Group, the gender of our employees, the age structure and nationality. In addition, we collect data on our range of training and further education courses.

This year, we used the experience we had gained from compiling the sustainability reports over the past few years to develop the form for recording the key figures further, and we introduced a software program to centralise the collection of them. As a result, the survey is less prone to error and is more efficient for everyone. For future reports, however, we still need to refine and improve the cooperation with our suppliers and landlords further. We are also working with adesso's subsidiary urban energy to install the ZeroC software solution. With it, we will record and visualise all our business locations' energy values and the associated carbon footprint in real time.

As the issue of sustainability is also becoming increasingly important for our customers, they increasingly expect that corporate governance is guided by the principles of the Global Compact (GC). This report follows the requirements of the German Sustainability Code (Deutscher Nachhaltigkeitskodex, DNK) and is structured according to the specified categories.



B4 | INCENTIVE SYSTEMS

SALARY AND ADDITIONAL MONETARY INCENTIVES

We use a variety of incentive systems – both monetary and non-monetary – to ensure that our employees feel comfortable with us and have a long-term interest in working for our Group. As collectively agreed wages are not common in the IT industry, which means that no company in the adesso Group is bound by collective bargaining agreements, remuneration is based on standard market salaries. We ensure that women and men are paid in accordance with the same regulations, and we act on the basis of the applicable labour laws, taking into account the German Federal Transparency in Wage Structures Act (Entgelttransparenzgesetz).

IN 2022,
PREMIUMS AMOUNTING
TO JUST UNDER
8.7 MILLION EUROS
WERE PAID

In addition to a fixed salary component, we also offer our employees monetary incentives, such as variable salary components at the operational level. In 2018, we replaced the existing remuneration model with new options that employees have been able to choose between since 2019. adesso thus offers an additional remuneration model that is geared to modern requirements for flexible, easily understandable and comparable remuneration, as well as to the life and work situation of employees. The remuneration system is not linked to the achievement of sustainability targets.

We offer further salary benefits, such as through a company pension scheme and direct insurance policies, as well as various premium payments, for example, for

- > procuring new employees,
- > successfully completing internal training courses,
- > winning the first in-house project with a customer,
- > acquiring new customers,
- > publishing specialist articles and blog posts and
- > supervising dissertations at universities or universities of applied sciences.

adesso provides a company car for employees who have to travel a lot in the long term due to their project assignments.

The monetary bonuses are paid out by the corporate HR department. Different committees are responsible for the non-monetary incentives, most of which also belong to the HR department. All incentive schemes were established in consultation with the Executive Board.

The Environmental Management Officer is in close consultation with the European Forum and the Executive Board with regard to the sustainability goals. The annual sustainability report is published after it has been approved by the Supervisory Board.



A CORPORATE CULTURE WITH SPECIAL BENEFITS

We also offer numerous non-monetary incentives designed to increase the well-being and satisfaction of our employees to encourage them to stay with us for the long term. This is because a working atmosphere that unites everyone and strengthens team spirit is just as important to us as an open exchange across all hierarchical levels. We understand that your job is an important part of your life – but it is not everything. That is why we ensure that our employees feel comfortable with us and have a long-term interest in working for our Group. To this end, despite – or perhaps because of – our ambitious growth strategy, we invest heavily in maintaining a strongly employee-oriented corporate culture with a range of benefits and initiatives that promote a sense of community and togetherness and maintain a trusting working environment.

adesso Welcome Days are held once a month for new employees to familiarise them with our procedures and processes. These were held in the new format in 2022. The Welcome Day team drew on its experience from the pandemic and combined the best of the remote format with the usual face-to-face event it used to hold: four parallel events in Dortmund, Cologne, Berlin and Munich, at which interaction and networking are the top priority. In addition, ‘welcome walks’ take place at some locations, during which the new employees get to know the office and colleagues on site. We also have mentors who help new employees get started and act as their first point of contact to make sure they feel at home with us, too.

Depending on their role with us, employees may need to travel as a part of projects they are assigned to. We do our utmost to keep the personal and organisational effort involved to a minimum. For this reason, it is a matter of course for us that our employees receive professional and modern equipment. This makes their day-to-day work and life in general for them easier. Permanent employees, for example, receive all of the hardware they will need as soon as they start on their first day of work. We follow the motto of ‘choose your own device’ and offer them a selection of different laptops and mobile phones to choose from.

Another benefit, gadgets[4]adessi, was launched in 2022. Employees can take advantage of this offer to lease modern high-tech devices, such as notebooks, smart-phones, smartwatches and other accessories, for private use for a period of 24 months and then buy them back at a low residual value. The offer applies to both employees and family members living in their households.

Our corporate travel management tool allows every employee to book their business trips quickly and easily and they immediately receive their tickets and information on travel dates, as well as a rail card, should they need one. A company business travel credit card has been used to pay for travel expenses since 2022. This reduces the number of steps required for transactions and eliminates the need to print physical receipts at hotels. We also offer accommodation in a furnished project flat instead of a hotel room for longer-term assignments at customers’ locations, should the employee request one.

Having a pleasant working environment is one of the keys to ensuring good results. After all, our employees spend a lot of time in the office and at work. The feel-good factor can make a significant contribution to how successful someone’s day is.

What we offer: We offer drinks free of charge at all locations.

Employees always have access to sources of vitamins in the forms of fruit, fruit juices, muesli and raw vegetables, and if they need a pick-me-up, we always have a supply of snacks such as chocolate, nuts and biscuits on hand. Our free dry cleaning service for shirts and blouses is available to all employees. They can order the service via app or online and then drop the clothes off directly at the office or at the local dry cleaning companies. They can then pick up their clean and ironed garments from the same place one week later. Daily newspapers, trade journals and an extensive stock of specialist books, such as the one at the Dortmund location, provide employees with information and entertainment.

Other goodies include our corporate benefits, a special discount programme that allows employees of the adesso to shop at special rates in online shops of various brands and companies.





**IN 2022,
> 118 BREAKFASTS WERE HELD ON
SITE/IN HYBRID FORMAT AND
> 31 BREAKFASTS IN DIGITAL FORMAT.**

JOINT EVENTS

It is very important to us that our working environment is shaped by a relaxed, collegial atmosphere and a sense of community. Our internal events help our employees to get to know one another even better and to share ideas outside of project work or specialist team meetings. We were able to still hold a large number of our regular events in 2022:

- > Our staff breakfasts, which were held in both analogue and digital formats this year. We not only provide sandwiches and coffee in our offices, but also introduce new colleagues and their areas of responsibility and explain interesting projects, while the management provides updates on current events.
- > Various on-site events at which reports are given on activities and developments in the different business areas. The top priorities at these events are finding time for networking and having a relaxed get-together with colleagues. These also include our afterwork events, which some of our locations were able to hold in 2022. Each event had a different theme and type of food.
- > Christmas parties celebrated on a site-specific basis for the first time in 2022. The office setting usually gave way to small personal Christmas markets, game areas and dance floors.

A variety of different team and department events also took place, especially during the summer months, in order to strengthen our sense of unity and to get to know each other better.

The highlight of the year was our company outing in October, which also took place under our anniversary motto 'GROW TOGETHER'. We are proud of what we achieve together and are more than happy to celebrate our successes. The idea of the company outing, which usually takes place every two years, is to enjoy being together in a relaxed atmosphere.



SPORT AND HEALTH PROMOTION PROGRAMMES

port is an important way of providing balance to day-to-day working life. That is why employees receive a monthly allowance on top of their salary for active gym or sports club memberships. They can also receive discounted membership rates thanks to a partnership with a nationwide chain of gyms. On average, 1,340 employees received the allowance in 2022, which amounts to over €160,000 in support. We have a wide range of different sports clubs at many of our locations, ranging from football to badminton and running to cycling and basketball. If our employees want to do sport together, adesso pays the full costs for renting sports halls and courts. And for colleagues who are particularly committed to sport, we support participation in team competitions by paying the registration fees for football cups, table football tournaments or company runs. You can find out more about this in the 'Community' section.

A cooperation between adesso and bicycle rental company JobRad allows permanent employees to lease their own bicycle. They can also enjoy attractive costs benefits through deferred compensation and the tax advantage this creates. The bicycle can then be used for both business and private purposes.

JOBRAD®
> 41 % BICYCLE
> 59 % PEDELEC

	2019	2020	2021	2022
Number of new JobRad contracts	151	234	305	395
Total number of active contracts (reporting date: 31 December)	390	452	585	815

Employees at all locations are regularly offered individual consultations in which they can find out about their private pension options. All employees can take advantage of a discounted group company pension scheme and regularly learn about the various insurance policies and the discounted rates available through us in individual consultation sessions held at every location.



WE WANT YOUR FEEDBACK

Given our strong organic growth, there is always a risk of diluting the corporate culture in certain places. We do not want to lose what makes adesso the way it is, which is why including our employees by asking for constructive feedback and giving them the option of contributing their own topics and ideas are very important to us. This includes, for example, the following measures:

- > The European Forum was formed from the previous Special Negotiating Body (SNB) as part of the transformation from a joint stock company (AG) into a European company (societas Europaea, SE). The European Forum deals with issues such as:
 - > Workplace design/new work/occupational safety/adesso family
 - > Training/further education
 - > Diversity/equal treatment
 - > Harassment/bullying
 - > Social responsibility/sustainability/volunteering
- > Regular participation in 'Great Place to Work': The anonymous employee survey conducted as part of the competition provides detailed results on employee satisfaction and workplace culture, which we use to identify and respond to key trends and the needs of our employees.
- > Every year, in their annual feedback meeting, employees have the opportunity to talk in detail with their manager about tasks, goals and views, as well as to express personal feedback on their daily work routine, their team members and their manager. We also attach importance to the fact that this opportunity for dialogue is also promoted by the managers during the year through regular team discussions and the like. About 54 % of all employees had had their annual feedback meeting for 2022/2023 by 31 December 2022, and the remaining meetings will be held at the beginning of 2023.
- > With the 'Ask the Executive Board' format, we offer adesso SE employees the opportunity to take part in an exchange with management. Once a quarter, two Executive Board members or the Chairman of the Supervisory Board, Volker Gruhn, go live on camera and use Microsoft Teams to answer employees' questions about the company, future development and personal topics.
- > Our internal newsletter 'adesso-weekly' gives all of the employees in the adesso Group an overview of what is going on in the company and they also have the opportunity to contribute articles from their own field of work. Reports on new projects and orders along with news from locations and other information gives employees a short weekly review of what is happening at adesso each day.
- > Our 'Extrablatt' is an annual newspaper for employees and features reports on exciting company and HR topics in long-read articles, interesting interviews and entertaining advertisements.
- > Our culture brochure provides insights into adesso's corporate culture. In it, we present the many facets that make working for us special.
- > We have also created a project-related newsletter as part of our internal communication that enables our staff to share information on specialist topics and keep up to date with the latest developments.
- > Our internal community platform teams and Yammer give our employees the ability to join in with the latest discussions on technical and professional development topics, as well as the opportunity to get in touch with like-minded people, both professionally and privately. The idea here is that we are all part of the same network.



B5 | STAKEHOLDER PARTICIPATION

Sustainability only works if the requirements and needs of all stakeholders are taken into account. This is the only way to make well-informed business decisions that work in the long term. The most important topics for our stakeholders result from our business activities; in particular, these include adesso's development prospects, including their principles and strategic approaches, which were defined as part of our corporate strategy. The focus in 2022 was therefore once again on developing into one of the leading consultancy and technology groups in Europe, as well as on the digital-based optimisation of our customers' core business processes by providing the appropriate consultancy and software development services. adesso not only enjoyed a very successful year in economic terms, but also celebrated some sales successes that it had been working towards for quite some time.

Our key stakeholders are:

- > Our employees
- > Customers
- > Our shareholders and investors
- > The labour market and educational institutions
- > Our suppliers and service providers

Media, authorities and (industry) associations are also especially important for us. We identified the key stakeholders on the basis of interviews with the management and other executives in the adesso Group. Previous experience from business practice determines whether or not a group is a key stakeholder. Key stakeholders are therefore all natural and legal persons or organisations that are directly or indirectly significantly affected by our business activities or can influence them.

We take the following approaches to include our various stakeholders:

> Individual meetings with our major shareholders.

More than 42 % of the voting rights are represented on the Supervisory Board of adesso SE in the form of the two company founders Prof. Volker Gruhn and Rainer Rudolf. The adesso Executive Board remains in constant contact with the founders even beyond the scope of Supervisory Board meetings so as to remain aware of their needs and ideas. Only one other investor holds more than 5 % of the voting rights. Regular individual discussions are also held with this investor to the extent permitted by law.

> Meetings with investors, analysts and the financial media.

The Investor Relations department maintains an active dialogue with capital market participants and the financial media. We have a regular presence at capital market conferences and match the expectations of investors with the demands of other stakeholders at targeted individual meetings or roadshows. We also offer a direct dialogue with the responsible member of the Executive Board as an additional service on the adesso Group website under the menu item 'Questions for the CFO'. Our meetings with investors and analysts are vital for us to obtain key ideas as to how to align adesso and to optimise the management.

> Providing (electronic) communication channels and feedback opportunities.

We regularly publish information on goings-on in the company. This includes both information from the Investor Relations department that is relevant for shareholders and information that is relevant to the company that is of interest to customers and applicants. Corporate news, press releases, customer newsletters and so on are sent to a large distribution list of registered interested parties. Our stakeholders have the opportunity to enter into dialogues with the Group companies via their social media channels as well as on our websites, where we publish numerous blog posts on selected technology topics that encourage extensive discussions, among other things. We also use various different podcast formats to engage in conversation with our stakeholders and chat with adessi, experts and people from business, science and society about IT as well as the latest technologies and methods. Our podcast series include 'IT-Tacheles' ('Let's Get Straight to IT') with Volker Gruhn and the podcast 'She for what? She for IT'.

> Sharing opinions and information on social networks.

Having constructive conversations and lively discussions is very important to us. We also regularly post on portals such as XING or LinkedIn to actively encourage people to express their opinions and engage in discussions. We use targeted surveys to collect our customers' and interested parties' requirements and opinions regarding key focus topics. The results tell us whether our range of services and solutions and our expertise are what our customers want.



- > **Supplier analysis and selection (taking into account objectifiable and qualitative criteria).** We use an analysis system based on an objective and comprehensible catalogue of criteria when selecting suppliers and service providers. In addition to quantitative questions, qualitative criteria are also included in order to create sustainable value for us and our stakeholders. We engage in intensive dialogue with suppliers and service providers as part of the assessment process.
- > **Participation in educational and university projects.** We work together with educational institutions in Germany, Austria and Switzerland on a number of levels – from training to joint projects to research – to promote the next generation of IT professionals and recruit young talent. We employ a large number of working students, we give lectures at universities and introduce students to software development through internships or workshops.
- > **Events and conferences.** We regularly bring our stakeholders together and enter into an open dialogue with them at events such as the adesso SE Annual General Meeting, a variety of customer events and internal company events and the like. These events are particularly important to us because nothing is better than having a conversation to share interests and requirements, to network and to move towards common goals. We also made sure this exchange took place in 2022. We were able to hold many of our regular events in person once again. In this way, we have continued to stay in regular contact with our stakeholders.
- > **Visits to conferences, symposia and trade fairs.** We regularly go to conferences, symposia, trade fairs and the like to be able to hold meetings and talk to each other in person. These events give us the opportunity to learn more about the industries we serve, the decision-makers and future employees in talks and one-on-one conversation – and they learn more about us. This is how we keep in touch with our stakeholders and ask them about their interests and requirements.



B6 | INNOVATION AND PRODUCT MANAGEMENT

As a service provider, we provide our customers with consultancy and support on their journey to a better IT-based solution, allowing us to ensure that the customers' business processes and models are optimised. This includes, among other things, supporting customers on their way to becoming a more sustainable business and thus having a positive impact on the social, economic and environmental aspects of their businesses.

We are constantly striving to expand our range of products and services, strengthen innovations and future topics as well as pursue progressive internationalisation to continue to live up to this claim and to always be able to present the best possible solution to the customer. These are the principles and strategic approaches that we have set ourselves as part of a sustainable growth strategy. This means our approach incorporates not only environmental sustainability aspects, but also social ones – including through the continued creation of safe, fairly paid and equal opportunity jobs.

STRATEGICALLY EXPAND OUR SERVICE AND PRODUCT RANGE

As a proven growth company, we are constantly exploring market opportunities in order to place new, innovative services and products on the market and to expand our industry portfolio. It is impossible to continue to open up new business fields and industries without adapting your internal structures accordingly.

We are making concrete adjustments to our organisational structure, for example, by differentiating specialised areas and setting up defined future industries in their own business units.

In 2022, adesso SE integrated five new Lines of Business. With the Lines of Business Retail, Life Sciences, Utilities, Salesforce and Sports, we are responding to the development of the market and to our customers' requirements as well as the requirements of business enterprises in general. Our own Lines of Business enable us to expand our portfolio, broaden our industry perspective and implement larger projects.

For example, we acquired these new shareholdings in 2022:

> With its acquisition of the SAP analytics specialist quadox AG from Walldorf, adesso expanded its SAP analytics business and moved into the top five of the SAP analytics market leaders in Germany. The Walldorf-based company quadox AG specialises in innovative data management as well as SAP analytics and business intelligence solutions and works for renowned large companies such as Airbus, Deutsche Post and adidas. These companies will be serviced by the adesso Group in the future. With the acquisition, which took effect on 1 September 2022, adesso doubled its existing team of experts to a total of around 70 working in the SAP environment.



> When we brought com2m, an IoT specialist, into the adesso Group six years ago, we were certain that this investment would bring a breath of fresh air with great potential in terms of Industry 4.0 to the adesso universe. We acquired 25 % of the company shares back then, and in 2018, we significantly increased our share once again to 59 %. While that was happening, adesso focused on solutions for industrial companies, such as digital production, by founding the Line of Business Manufacturing Industry and has learned that IoT must increasingly be thought of as an integral component in order to generate added value. Our industrial customers also increasingly expect a broad portfolio – the complete solution from a single source. Therefore, we acquired 100 % of the shares and fully integrated com2m into adesso SE on 1 September 2022.

> Appropriately, adesso additionally expanded its portfolio for the Line of Business Manufacturing Industry (MI) at the end of November 2022: with its acquisition of the Lünen-based company OrgaTech Solution Engineering Consulting GmbH (OrgaTech SEC), adesso is strengthening its range of services for consultancy and software for process and process engineering optimisation. OrgaTech SEC brings strong MI skills and products into SE that fit perfectly with our expertise in the areas of AI, machine learning, the cloud and big data. Together, we will be able to offer smart solution concepts in the process industry in the future. For example, OrgaTech SEC's maintenance solution for planning and maintaining measurement and production data, CALATENA, in conjunction with our own IoT platform, will give new impetus to the topic of predictive maintenance.

A lot has also happened in adesso's national and subsidiary companies in 2022:

> In Austria, adesso orange's expertise saw new growth: with its acquisition of the two Viennese consultancy companies gravity consulting gmbh and VITEC Vienna Information Technology Consulting GmbH, adesso strengthened the range of services offered by adesso orange Austria to customers in the Austrian manufacturing and insurance industries. The Vienna location thus grew by an additional 30 employees. And one of adesso orange's German locations also gained new employees: the Essen location was expanded due to the acquisition of GORBIT GmbH. More than 20 additional SAP experts have been strengthening the portfolio in the SAP environment since January 2022, especially in the area of authorisation and batch management.

> adesso has grown in the insurance sector, too. adesso's subsidiary adesso insurance solutions acquired 80 % of the shares in the consultancy firm RIES Corporate Solutions and thus further expanded its expertise within the adesso Group in the areas of company pension schemes, working time accounts and partial retirement. The existing range of services associated with the proven software solution in|sure CollPhir is being expanded by integrating legal, strategic, business and actuarial consultancy services as well as insolvency protection and administrative services. The name of the company was changed to adesso benefit solutions in keeping with the adesso name.



- > What is more, adesso insurance solutions expanded into neighbouring countries and expanded its existing customer relationships in Switzerland. adesso insurance solutions Switzerland focuses on health, accident, property and life insurance policies and supports Swiss insurance companies with modern, cloud-capable backend solutions for digitalisation.
- > adesso recognised further market potential and founded AFIDA GmbH in July 2022 for its run-off business in the life insurance sector. This marks adesso's entry into the field of end-to-end portfolio management for expiring insurance policies. Seeing that insurance companies are focusing more and more on their core business and want to have the currently around 90 million life insurance policies in Germany managed externally by professionals, adesso offers a cloud-based platform comprised of the proven adesso systems in|sure Ecosphere and MIGSuite for processing their existing policies. The new adesso subsidiary was able to win its first project straight away: the insurance group Frankfurter Leben commissioned a comprehensive, long-term migration and portfolio management project. AFIDA will migrate the major client's approximately 500,000 existing life insurance policies as well as new portfolios to the platform and provide the technical end-to-end platform as software as a service.



INTERNATIONAL ALIGNMENT

For us, positioning ourselves as a sustainable growth company now also means being present in more and more European markets and working in international supply networks. This will support the growth course of the entire adesso Group in the long term and, at the same time, also factor in our customers' expectations that we will also support them as an international partner. We see great potential for opening up foreign markets and above-average contributions to growth – in Europe in the short term and beyond in the long term – in the product-based business (such as adesso insurance solutions GmbH) and in consultancy and software development for numerous industries and technologies. Expanding our market share in countries and regions where adesso is already present is also part of our internationalisation strategy. The increasing maturity of the adesso companies in the various different countries means our international cooperation is also intensifying, which enables us to utilise the potential within the Group even faster and more comprehensively for the benefit of our customers.

In line with this, adesso further expanded its presence in Northern Europe with its acquisition of the IT consulting company Purple Scout AB and even founded two new national companies: adesso Sweden and adesso Denmark. Purple Scout is considered a specialist for the topics Java, cloud migration, AI, big data, virtual reality and augmented reality, e-commerce and DevOps. The company was founded in 2004, has 60 employees and is represented in Sweden at the Malmö, Gothenburg, Borås and Växjö locations as well as in the Danish capital Copenhagen. As industry focal points in Northern Europe, adesso's new national companies in Sweden and Denmark will initially concentrate on the telecommunications, retail and financial services sectors as well as the manufacturing industry.



adesso continued its expansion in Europe with another new national company, adesso Romania. With the branch office in Bucharest, we have strengthened the adesso Group's global delivery network in terms of both personnel and logistics. At the 'SmartShore' locations, which also include Bucharest, around 600 of the more than 7,500 adesso Group employees work for customers in Europe.

Our increasing international alignment continues to be supported by an international employee representative body, which has been active since 2019. The European Forum (EF) continues to support and push measures and goals formulated in the guideline on sustainability, social responsibility and volunteer projects published in 2020, which have subsequently been implemented in adesso SE. Furthermore, a community of dedicated adessis has formed on the basis of the guideline, which contributes new ideas, networks relevant contacts from various departments of the company and is committed to implementing concrete sustainability measures. These include, for example, working together to adapt travel guidelines to make them environmentally friendly, altering catering options in the offices and at internal events to include vegetarian and vegan alternatives, launching a pilot project to test the Salesforce Net Zero Cloud and developing an internal communication strategy to get employees engaged with the topic. The European Forum is also dedicated to other topics that are anchored within the adesso culture in addition to the core topic of sustainability, such as diversity and further education.

TARGETED PROMOTION OF FUTURE TOPICS AND INNOVATIONS

We deal with important future topics within our industry and have sustainably aligned the Group towards introducing and further developing them in our target markets. We want to provide crucial support for innovations in the early stages of development, so we have established the company adesso ventures (formerly inQventures) as an incubator in the adesso Group. The strong growth and progressive professionalisation of the incubator are reflected in our adaptation of the name. inQventures was renamed adesso ventures in 2022 in order to more closely align it with the adesso core brand.

adesso ventures supports start-ups related to adesso's core industries by providing them equity capital and smart capital. In 2022, we once again initiated various shareholdings as a result:

- > With the sports start-up 'iotis!', adesso ventures is supporting the brainchild of former German international footballer Fabian Ernst. The start-up's first product is a football peppered with built-in sensors. Via a mobile training platform, users can utilise the smart football to specifically improve their game.
- > With Honic, adesso ventures expanded its portfolio in the health sector. Honic developed a GDPR-compliant platform for medical health data that enables research and development based on health-care data. In addition to storage in catalogued data spaces, the Honic Medhive enables the use-case-specific aggregation and combination of quality-assessed health data and makes it possible to further analyse them in anonymised form for medical research and development.



In addition, we also respond flexibly to new ideas from our employees by first presenting them to the respective manager or a contact within the management systems and, in the next step, to the Executive Board, which then evaluates them. We also organise regular internal innovation competitions to actively encourage employees to develop and contribute new ideas and concepts. The final round of our ‘Think!’ competition took place in October as part of our company outing. Employees from different companies submitted numerous potential start-up ideas, which were evaluated by a jury in advance and then further developed. Three ideas were selected for the final round, which the employees could then vote for. The winner was the idea ‘Sustainable claims settlement’, developed by Alexander Frommelt and Niklas Bug. With sustainable claims settlement, the team offers insurers services as software as a service so that they can offer their customers sustainable replacements and repairs as part of the claim settlement, and it also offers consultancy services for the parties involved in the claims so that they can act sustainably within the framework of the claims settlement process. The time during which claims are being settled provides a good opportunity to encourage a change in behaviour, for instance, repairing a broken appliance instead of throwing it away, or if replacing it is necessary, ensuring that the replacement is as sustainable as possible. adesso provided the team with the means to found a start-up.

The companies of the adesso Group each align their own range of services and products with the latest standards and the constantly changing customer requirements. In recent years, these have been increasingly characterised by the issue of sustainability and associated regulations. Therefore, in 2022, adesso developed new portfolio items in the area of digital sustainability as well as its own technology solutions and participated in various research projects.

The topic of artificial intelligence (AI) has become a constant throughout the Group. Companies are increasingly recognising that AI will change all areas of the economy and society in the coming years and are beginning to prepare themselves and their business models for this. adesso offers a holistic portfolio and provides the corresponding expertise needed to implement AI-based projects. We see ourselves as an innovation driver of current trends and constantly look at how we can also improve within our Group structures. Some say that ‘we are strong as one’ is a cliché. We don’t. For us, close cooperation within the Group is an essential component for long-term success.

That is why we are increasingly focusing on Group-wide campaigns on forward-looking topics in which we can contribute our complete range of expertise and offer consolidated solutions from a single source. We constantly pursue the goal of strengthening this cooperation with the help of the ‘ONEadesso’ initiative. The overarching ONEadesso Portfolio and Contact Map navigation tool is designed to factor in the increasing complexity within adesso. The navigation tool provides an overview of our multitude of service and solution options as well as the associated contact partners, and it is structured according to sectors or technologies. In this way, we bundle content-related areas and create sufficient transparency for all employees.



Standing still means taking a step backwards – this is especially true when it comes to successfully implementing IT projects. That makes it all the more important to think about the new developments of tomorrow, today. This is why we consider research to be an important element in the innovation process. We participate in (publicly funded) research projects in various forms with the aim of finding new solutions, which in turn enable us to actively shape the future of our customers.

In order to expand our own market shares and open up new sectors, we specifically evaluate new technologies with regard to their market potential and place great value on the intensive networking of research, teaching and practice. This approach ensures that we can not only offer our employees a variety of opportunities for individual development, but also position ourselves as a future employer with prospects even among students. Transferring knowledge between science and practice is essential, especially with regard to innovative strength. For this reason, adesso SE already founded an Academic Committee that meets regularly to discuss the latest scientific and technological issue back in 2016. An intensive cooperation takes place between the adesso offices and the participating professors from nine prestigious universities primarily on a regional level.

In addition, to systematically deepen this transfer of knowledge, we maintain a wide-reaching network of experts containing other universities and institutes with whom we constantly exchange the latest IT expertise, which is ultimately also reflected in our range of services. It also enables us to pursue a sustainable educational mission: we employ an above-average number of working students and supervise numerous dissertations as part of adesso's activities.



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ENVIRONMENT



- C1 Use of natural resources
- C2 Resource management
- C3 Climat-relevant emissions
- C4 Reporting on EU taxonomy





C | ENVIRONMENT

Preventing the environment from being damaged is a task for a society as a whole, which we as a company naturally accept. Even though the business activities of an IT service provider have a rather small influence on the global consumption of resources compared to the manufacturing industry, our ecological understanding of sustainability includes using the resources that are available to us responsibly. Our measured consumption levels are described in sections C1 (Use of natural resources) and C3 (Climate-relevant emissions). The development of our CO₂ consumption since 2020 is also listed there.

C1 | USE OF NATURAL RESOURCES

We consider the environmental impact of our actions in our business decisions and operations. In doing so, we reflect our efforts to conserve resources and reduce CO₂ in our new developments and adapt them should we need to.

The natural resources that we use in the course of our business activities in particular include:

- > Energy in the form of electricity and heating
- > Water
- > Paper for printing company documents
- > Land
- > Fuel
- > Output of discarded hardware, waste and emissions

Only subsidiaries and locations that were part of the adesso Group in the D-A-CH region in the respective year were factored into the figures.



The consumption figures for the most important resources in terms of their proportions are as follows:

Energy consumption 2020*:

Resources	Consumption [kWh]	Consumption by employee [kWh]	Consumption by land [kWh/m²]	CO ₂ [kg]	CO ₂ by employee [kg]
Electricity (electricity mix)	589,415	141	11	221,031	53
Electricity (renewable)	889,636	213	16	60,495	14
Heating (gas)	372,595	89	7	89,829	22
Heating (district heating)	1,641,837	394	30	491,354	118
Heating (electric heating)	366,249	88	6	157,414	38
TOTAL	3,859,732	925	70	1,020,123	245

* The energy consumption for 2020 was estimated at 6 % in terms of land and electricity and at 54 % in terms of heating.

Energy consumption 2021*:

Resources	Consumption [kWh]	Consumption by employee [kWh]	Consumption by land [kWh/m²]	CO ₂ [kg]	CO ₂ by employee [kg]
Electricity (electricity mix)	462,66	86	7	194,319	36
Electricity (renewable)	1,684,610	313	24	121,502	23
Heating (gas)	606,333	113	9	147,747	28
Heating (district heating)	2,537,137	471	37	749,011	139
Heating (electric heating)	214,544	40	3	104,054	19
TOTAL	5,505,289	1,023	81	1,316,633	245

* The energy consumption for 2021 was estimated at 5 % in terms of land and electricity and at 41 % in terms of heating.

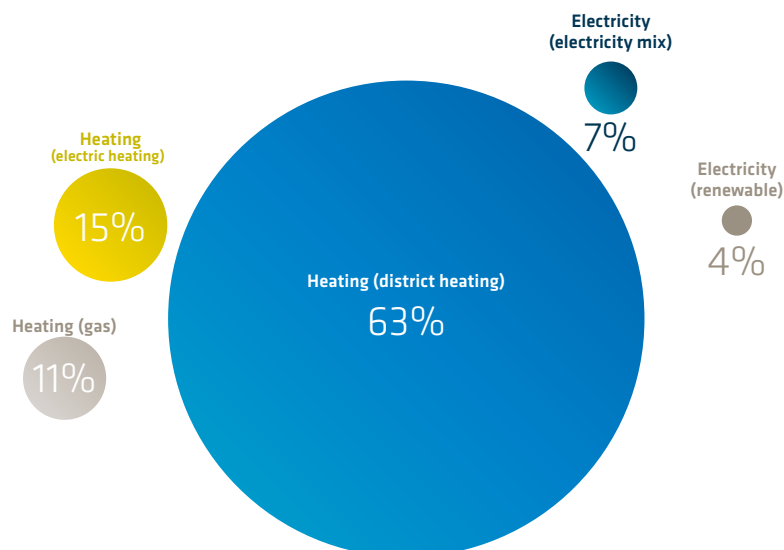


Energy consumption 2022*:

Resources	Consumption [kWh]	Consumption by employee [kWh]	Consumption by land [kWh/m²]	CO ₂ [kg]	CO ₂ by employee [kg]
Electricity (electricity mix)	332,380	48	4	139,600	20
Electricity (renewable)	1,063,222	152	13	76,684	11
Heating (gas)	847,278	121	10	206,459	30
Heating (district heating)	4,153,003	596	51	1,226,045	176
Heating (electric heating)	590,175	85	7	286,235	41
TOTAL	6,986,058	1,002	85	1,935,023	278

* The energy consumption for 2022 was estimated at 29 % in terms of land and electricity and at 96 % in terms of heating.

SHARE OF CO₂ EMISSIONS BY EMPLOYEE





The emission factors we refer to are listed differently for the reporting years. For 2020, we refer to this CO₂ emission factor for electricity mix: 0.375 kg/kWh; for 2021 and 2022, we made our calculations using this factor: 0.42 kg/kWh. We refer to a [source](#) from the German Environment Agency from 2022 for this. The CO₂ emission factor for renewable energy sources is 0.068 kg/kWh ([2020](#)) and 0.072 kg/kWh ([2021, 2022](#)). We refer to relevant sources from the German Environment Agency in this case, too. The average was calculated using all of the CO₂ equivalents for renewable energy sources in the electricity sector. Our offices use three sources of energy to generate heating – gas, district heating and electric heating.

The respective CO₂ emission factors are therefore as follows:

- > Gas: 0.241 kg/kWh (2020) and 0.244 kg/kWh (2021, 2022)
- > District heating: 0.299 kg/kWh (2020) and 0.295 kg/kWh (2021, 2022)
- > Electric heating: 0.43 kg/kWh (2020) and 0.485 kg/kWh (2021, 2022)

The source used by the German Environment Agency (Umweltbundesamt) with reference to 2020 reads: [Emissions balance of renewable energy sources](#), table 61. The source used by the German Environment Agency (Umweltbundesamt) with reference to 2021 and 2022 reads: [Emissions balance of renewable energy sources](#), table 60.

As we are tenants in our offices, we rely on the utility bill provided by our landlords to collect some key figures in this area. In addition, we are not the sole tenant in some offices, which is why the consumption of other tenants may influence the calculation and we cannot state our exact key figures as a result. Some locations do not have a separate utility bill because consumption is billed as a lump sum via the relevant tenancy agreement. Energy performance certificates were used for calculation purposes in cases where there were no consumption figures or utility bills available. Any other missing consumption figures were estimated on the basis of average values of the remaining offices in relation to the area.

The factors are:

- > Electricity: 22.05 kWh/m² (2020), 43.47 kWh/m² (2021) and 21.85 kWh/m² (2022)
- > Heating: 44.11 kWh/m² (2020) and 59.17 kWh/m² (2021, 2022)
- > Water: 0.21 m³/m² (2020) and 0.41 m³/m² (2021, 2022)

Water consumption*:

Year	Consumption [m ³]	Consumption by employee [m ³]	Consumption by land [m ³ /m ²]	CO ₂ [kg]	CO ₂ by employee [kg]
2020	10,782	3	0	3,774	1
2021	23,488	4	0	8,221	2
2022	33,692	5	0	11,792	2

* The water consumption was estimated in terms of land at 57 % for 2020, 63 % for 2021 and 96 % for 2022.

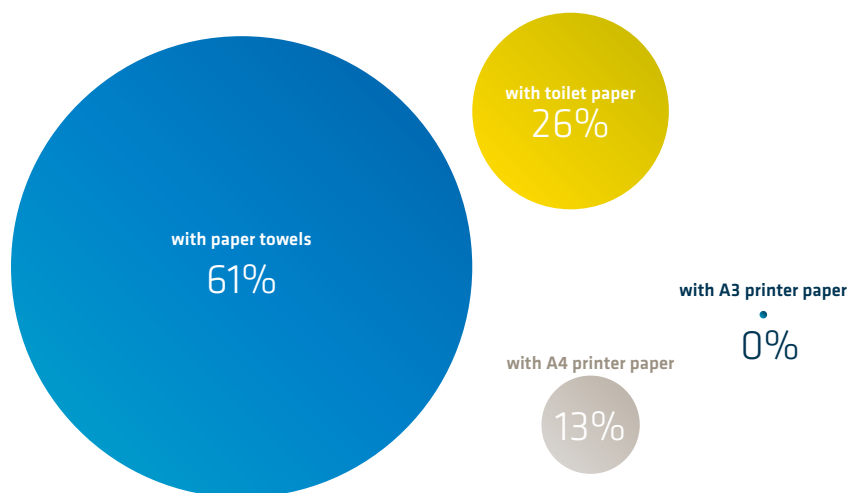
The CO₂ emission factor chosen for tap water is 0.35 kg/m³. We refer to the '[Comparison of the CO₂ footprint of mineral and drinking water](#)' study by GUTCert Zertifizierungsgesellschaft für Managementsysteme mbH for this.



Paper consumption 2022:

	Consumption [kg]	Of which re-cycled paper [kg]	Consumption by employee [kg]	CO ₂ [kg]	CO ₂ by employee [kg]	CO ₂ 2021 [kg]
A4 printer paper	4,214	2,115	0	2,713	0	5,484
A3 printer paper	85	61	0	82	0	33
Paper towels	12,965	7,420	2	12,324	2	6,904
Toilet paper	5,530	3,797	1	5,169	1	4,276
TOTAL	22,794	13,393	3	20,288	3	16,697

SHARE OF CO₂ EMISSIONS FROM PAPER CONSUMPTION



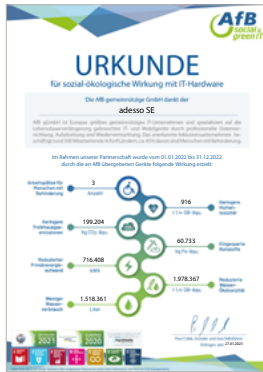
The consumption of printer paper has decreased, while the consumption of sanitary paper (paper towels and toilet paper) has increased. This is due to the fact that employees are working at the offices more often again, especially compared to the previous years, which were blighted by the pandemic. The opening of new locations also has an influence on the increased consumption of towel and toilet paper. Overall, the per capita consumption of paper remained unchanged compared to that of the previous year.

In this reporting year, not all cleaning service providers who supply adesso with sanitary paper were able to provide reports. Therefore, the consumption figures were calculated using average values and values regarding virgin fibre paper without ecolabelling.



WASTE

As we are tenants in our offices, we unfortunately do not have the possibility to weigh our waste and thus collect key figures on our waste flows.



With regard to our used hardware, however, we began a cooperation with AfB Social & Green IT gGmbH. In 2022, AfB collected and processed a total of 2,417 IT and mobile devices weighing in at a total of 5.3 tonnes. 70 % were reused after undergoing data destruction and reprocessing. Thus, adesso has saved a total of 60,733 kg of raw materials and prevented 199,204 kg worth of CO₂ equivalents.

We always strive to adapt our actions accordingly to conserve resources and keep our environmental footprint as small as possible. The following measures are already being implemented:

	Use	Measures
Waste	Office waste: paper, leftovers from staff meals, discarded hardware	<ul style="list-style-type: none"> > Separate waste > Properly dispose of resources that cannot be recycled, such as by donating discarded paper to nurseries > Sell old hardware to a specialised disposal company that refurbishes functional devices and resells them and disposes of defective ones professionally > Collect employees' private mobile phones for the 'Mobile phones for the environment' campaign
Energy	Electricity, heating	<ul style="list-style-type: none"> > Energy-saving lights > Switches with motion sensors > Raise employees' awareness of environmental issues, including the topic of stand-by consumption > Green electricity at almost every location > Use geothermal energy at the company headquarters > Switch off the air conditioning in the technical rooms
Land	Office space, rented premises	<ul style="list-style-type: none"> > Frankfurt office certified according to BREEAM (Building Research Establishment Environmental Assessment Method) > Offices are well connected to public transport networks
Emissions	Indirect: office supplies, suppliers, food Direct: business trips	<ul style="list-style-type: none"> > Reduce travel distances (set up watercoolers, use supermarkets close to locations for food deliveries). > Give preference to regional manufacturers > Source fair trade products, such as coffee > Give preference to sustainable brands and products > Use materials conscientiously > Use 100 % recycled paper with the German 'Blue Angel' environmental seal > Digitally document annual performance reviews to save paper and make the process more transparent for employees > Digital signatures for things such as new employees' employment contracts > Digital travel expense report > Provide up-to-date laptops and monitors that meet current environmental standards and are certified with green efficiency classes and ecolabels > Record and evaluate key figures of the vehicle fleet > Recommend suitable means of transport > Run awareness campaigns for employees through our nationwide participation in the German 'Cycle to work' and 'City cycling' campaigns as well as in a similar campaign in Switzerland called 'bike to work' > Bicycle cellar and other storage facilities for bicycles, bicycle repair stations > E-charging stations at the offices in Berlin, Dortmund, Düsseldorf, Karlsruhe, Munich, Münster, Paderborn, Potsdam, Reutlingen, Ulm and Stuttgart-Vaihingen > Plan to set up e-charging stations at two additional adesso locations > A purely electric vehicle in the company car pool of the Dortmund office



C2 | RESOURCE MANAGEMENT

There are various guidelines in place to inform employees about our goals and measures and to motivate them to make their own contribution in order to make our use of resources even more efficient beyond the measures we have already implemented. These guidelines cover, for example, topics such as 'sustainable offices' and 'sustainable procurement' and tips to help employees act in a more environmentally conscious manner in everyday work. We have further realised our goal of implementing individual measures set out in the European Forum's guideline on sustainability, social responsibility and volunteer projects within adesso SE:

- > Raising employees' awareness of the topics of environmental management and climate protection, including the collection of ideas on how adesso can become even more sustainable
- > Developing an e-learning course for employees on the topic of sustainable digital solutions and green software development
- > Expanding internal and external communication on topics regarding sustainable customer projects, green IT and adesso's efforts towards becoming a climate-neutral company

Our goals with regard to conserving natural resources are divided into different fields of action and share a common overarching goal: to make adesso a carbon-neutral company.

Our goal is to procure the energy we use exclusively from renewable sources. This is why adesso SE's offices have been transferred to an overall green energy contract since 2018. Exceptions to this include offices such as those in Much, Stralsund, Walldorf and Dortmund Phoenix-See. In these offices, the landlords arrange the booking of the electricity provider. In the future, we will also examine the extent to which the energy consumption of data centres can also be mapped with green electricity.

We want to reduce CO₂ emissions generated by our employees taking business trips. We are increasing the proportion of employees working remotely and opening more offices to shorten commutes. A new travel policy adopted in November 2022 focuses on the personal responsibility of employees. All specific guidelines, for example on the choice of means of travel, were removed. Instead, all employees are encouraged to organise their travel independently and on a case-by-case basis in an environmentally and economically sound manner. The policy also contains numerous tips and tricks on how business trips can be organised as sustainably and economically as possible. In 2023, we will examine the extent to which the new policy affects employees' travel behaviour.

More environmentally friendly options such as electric vehicles and car and bike sharing offer an alternative to the private car and should be used more in the future. Several locations offer a subsidy for monthly public transport tickets. This option is highly dependent on the location, but it is already being implemented at the Berlin location, for example: employees pay only 37.5 % of the fare for journeys between their home and the office. In 2022, the environmental management team conducted a survey among the employees to gather information about their interest in and need for public transport and to expand the range of public transport tickets we offer. In order to reduce the environmental impact of our car fleet, adesso introduced a new car policy that specifies a maximum CO₂ emission value. Vehicles that exceed the maximum emission value of 180 grams of CO₂ per kilometre will not be permitted to be ordered as company vehicles. In addition, the co-payment limit is tiered according to the CO₂ value: the lower the company vehicle's CO₂ value is, the higher adesso's co-payment is. A €250 bonus is provided for the ordering and use of purely electric vehicles as company vehicles.



To reduce electricity consumption, we only purchase electrical appliances with a green energy consumption label or an ecolabel. We are using more LEDs and motion detectors, and we are paying additional attention to combining LEDs and motion detectors in our lighting systems.

To reduce paper consumption, all of our printers are pre-set to print double-sided in black and white, and we have enabled the option to automatically switch to energy saving mode. Print products that are produced externally must be produced using environmentally certified paper and, if possible, 100 % recycled paper.



Our goal is to increase the share of recycled paper in order to reduce the share of fresh fibre paper. We achieved this goal through the environmental management team's guideline on the mandatory use of recycled paper with the 'Blue Angel' environmental seal at these proportions: In terms of our total paper consumption in 2022, 59 % was recycled paper. In 2020, it was 50 %, and in 2021, it was 67 %. Additionally, 94 % of our paper products featured an ecolabel, 72 % featured the EU Ecolabel and 37 % featured the 'Forest Stewardship Council' (FSC) label. What is more, 44 % also carry the 'Blue Angel' ecolabel. This is unfortunately a decrease compared to the previous year (2021: 55 %). This is probably due to the fact that virgin fibre paper was purchased for new offices. Therefore, for 2023, we will be undertaking the task of communicating the guidelines on 'sustainable offices' and 'sustainable procurement' to new locations with greater emphasis.

For the opening of new locations, the environmental management team works together with the corporate building team to develop a process that factors in sustainable equipment for the offices from the very beginning.

We have also replace consumables in the office and bathrooms with sustainable alternatives and all of our new offices will be equipped accordingly. These include office supplies such as notepads, sticky notes and printer paper, bathroom materials such as toilet paper and cleaning cloths and shipping supplies such as parcel tape and glue sticks. Envelopes and padded envelopes must also bear the 'Blue Angel' environmental label or consist of 100 % recycled paper. The guideline stipulates that employees have to purchase environmentally certified products where they can and that they should be ordered in larger packaging units if possible to reduce packaging and transport distances. Whiteboard cleaners must not contain propellant and all materials should be recycled. The bathrooms should be equipped with paper-saving paper towel dispensers and taps with water-saving aerators. Environmentally certified cleaning agents and dishwashing liquids as well as soaps that do not contaminate the water are mandatory in the kitchens and bathrooms. The use of hazardous substances must be avoided or kept to a minimum.

We will pay more attention to regional, seasonal and fair trade products and to offering vegan and vegetarian alternatives in the food we provide. We will also focus on installing piped water dispensers to reduce packaging materials and to save CO₂ emissions by eliminating transport routes. Regional reusable bottle systems should be used at locations where piped water dispensers cannot be installed.



C3 | CLIMATE-RELEVANT EMISSIONS

The climate-relevant emissions include all key figures that we collect and result in adesso's overall environmental profile.

MOBILITY: GRADUALLY MINIMISING OUR FOOTPRINT

Besides energy consumption, which is higher in an IT company for obvious reasons, environmentally harmful factors in our business mainly stem from our business trips and our company car fleet.

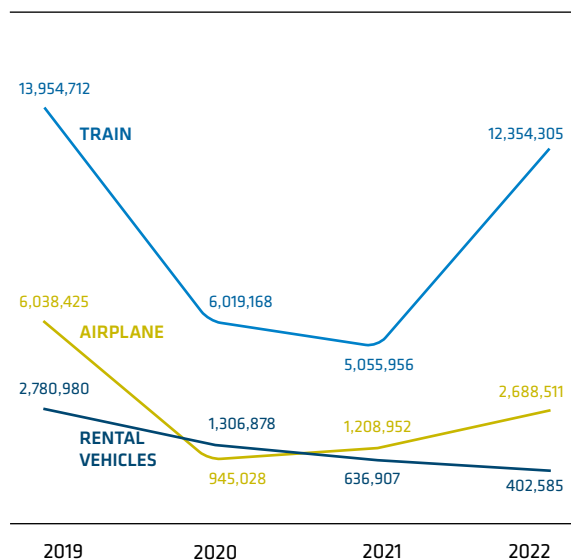
In 2022, the employees of the adesso Group in the D-A-CH region, for example, travelled 2.7 million kilometres by plane and 12.4 million kilometres by train. Since 2022, we have taken the key figures (such as CO₂ emissions) for air travel from the report provided by our digital travel tool. We used to calculate the CO₂ emissions using the German Environment Agency's CO₂ calculator. However, even though they have increased somewhat compared to the previous year, the number of kilometres travelled by air and train is low compared to 2019 and given that the rise in the number of employees was expected to increase the distance travelled. The new-work models in particular have led to the number of face-to-face meetings decreasing and the number of people working and holding meetings remotely increasing.

Nevertheless, it remains our goal to reduce air travel over the next few years and to continue to switch to more train travel because Deutsche Bahn uses exclu-

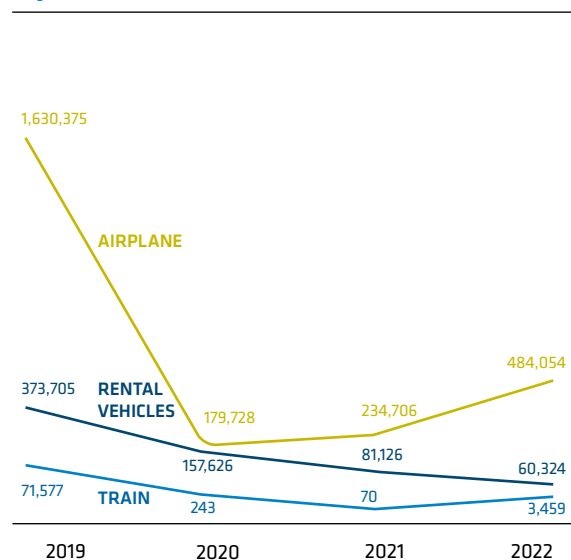
sively green electricity on its long-distance routes and, since 2020, also on its local transport routes. The company also avoids direct emissions by using renewable energies. The reported CO₂ emissions from trains are generated by subsidiaries that are not train business customers and whose indirect emissions with regard to distances travelled are therefore not compensated.

For the renting of vehicles, adesso works with three different service providers. We received three reports from them for 2022 listing the key figures that we had them include in each report with regard to the distance travelled and the CO₂ emissions. Employees who do not go on business trips, or who only go on a handful of business trips, and therefore do not have their own company car, can rent vehicles. They must also provide reasons as to why travelling by public transport is not an option in order to rent a vehicle. Employees can have rental vehicles on short-term rental agreements and on long-term rental agreements (rental period of several months). How this is reported changed in this respect in 2022: key figures on long-term rental vehicles are considered in the context of the vehicle fleet, and the key figures relating to short-term rental vehicles continue to be listed as 'rental vehicles'.

KILOMETRES TRAVELLED ON BUSINESS TRIPS



CO₂ EMISSIONS FROM BUSINESS TRIPS

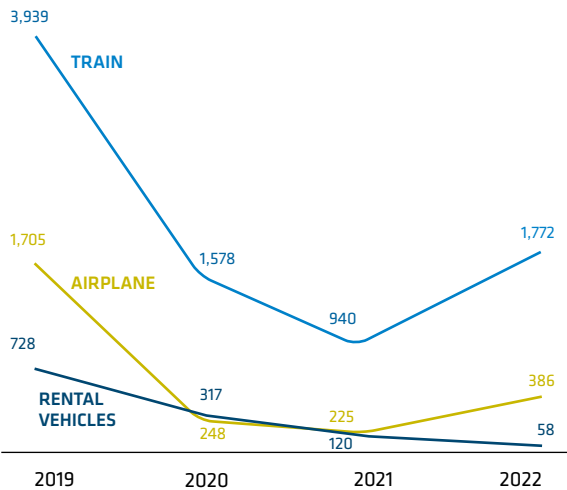




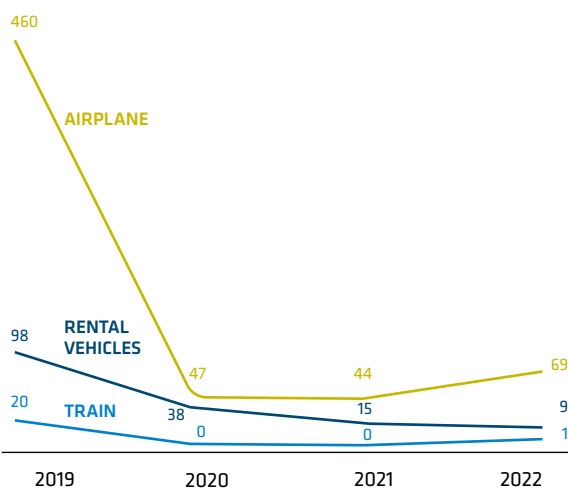
adesso fully compensated the CO₂ emissions amounting to 5,059,688 kg, which were caused by flights to Belek (Turkey) during our company outing, and paid a climate protection contribution in the amount of €116,448 to the non-profit organisation atmosfair. The value results from the number of participating adessoi as well as the routes of the different flights. What is more, employees had the opportunity to increase the contribution by making a donation of their own. In the end, a total amount of €117,530 was transferred to atmosfair. The organisation uses this money to fund various climate protection projects, such as generating electricity from mustard crop residues in India. When drawing up the report, a ‘0’ is therefore given for the flights taken as part of the company outing.

Comparison of kilometres travelled per employee, including CO₂ emissions:

DISTANCE PER EMPLOYEE [KM]



CO₂ BY EMPLOYEE [KG]

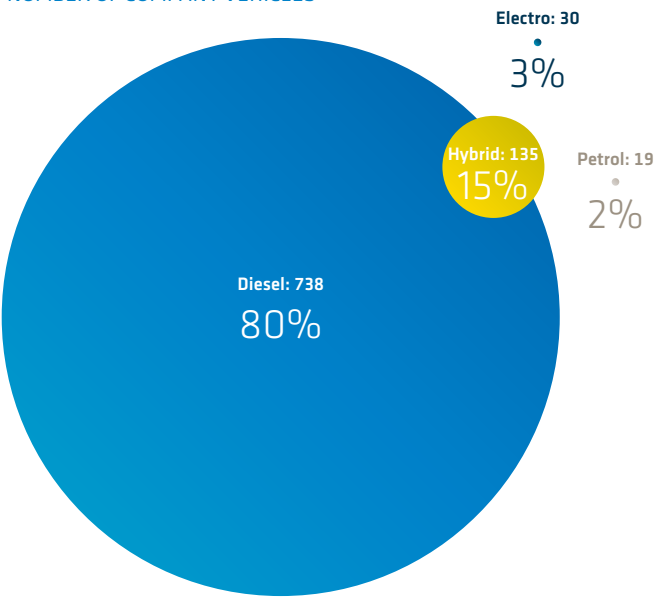


Our fleet comprised a total of 922 vehicles as of 31 December 2022, which corresponds to an increase of 213 vehicles compared to 2021. The vehicle fleet was composed as follows:

	Average CO ₂ emissions according to the manufacturer [g/km]
Diesel	153
Petrol	176
Hybrid	40
Electric	0

While developing a concept to reduce CO₂ in our vehicle fleet, we found that the specifications for the efficiency classes do not contain any information about the amount of CO₂ emitted, which therefore makes them not especially insightful. We therefore refrain from stating the efficiency classes as of the 2022 reporting year.

NUMBER OF COMPANY VEHICLES





Compared to previous years, the average CO₂ emissions per km pertaining to the vehicle fleet have already improved, which indicates that our measures are effective and awareness for climate-friendly company vehicles is increasing. This is also shown by the increase in electric and hybrid vehicles on order. We currently have a total of 314 vehicles on order, of which 117 are diesel vehicles, one is a petrol vehicle, 63 are hybrid vehicles and 133 are electric vehicles. This means that, for the first time, more electric vehicles are desired than are diesel vehicles, which is due to the adjusted car policy.

Companies that circulate fossil fuels are obliged to reduce their emissions by a certain percentage – the greenhouse gas reduction quota (GHG quota). Electric vehicles reduce emissions – the owners of these vehicles can have a certificate for these savings issued by the Federal Environment Agency and sell it to companies that are obliged to meet the GHG quota.

With the help of the company Emovy, adesso has certificates issued for all electric vehicles in its fleet. adesso uses the collective proceeds of the sales to conduct preliminary assessments of charging facilities for electric vehicles in new offices. For 2022, adesso received a total net credit of €10,400 euros for 26 electric vehicles in its fleet.

We are also promoting fuel-efficient driving and making using alternative means of transport (public transport, bicycle) more attractive.

Reporting on the vehicle fleet changed during 2022 due to switching the fuel card supplier. Since March, not only drivers of a company vehicle have received a fuel card, but also those who drive a long-term rental car. Long-term rental vehicles are particularly used as an interim solution when ordered company vehicles are not delivered on time. As of the 31 December 2022 reporting date, a total of 255 long-term rental vehicles were rented.

Unfortunately, the mileage data collected by the new provider cannot be used without errors and is therefore not included in this report for 2022. We are in discussing this with the provider in order to be able to provide information on this again in the coming years. The new report also does not show whether the vehicle being charged or refuelled is a purely electric vehicle or a hybrid vehicle or whether it is a petrol a hybrid petrol vehicle or a diesel or hybrid diesel vehicle. In the case of electric vehicles, only the electrical load that was charged at the Dortmund charging station or using the fuel cards is recorded. Charging quantities of loads charged in households are not recorded.

In 2022, the fuel consumption or charging quantity of our vehicle fleet (including private use in each case) was distributed as follows:

	Fuel quantity [litres]	Charging quantity [kWh]	CO ₂ [kg]
Diesel	1,173,907	0	3,721,286
Petrol	320,997	0	892,371
Long-term rental vehicles*	51,060	0	118,699
Electric	0	43,913	18,443

* Fuel consumption and CO₂ emissions of long-term rental vehicles in January and February 2022, before switching to the new fuel cards.

We used [Quarks' CO₂ Calculator](#) (in German) to determine the CO₂ emissions based on the fuel consumption, resulting in the factor of 2.78 kg/litre for petrol vehicles and 3.17 kg/litre for diesel vehicles. For the CO₂ emission of electrical loads, the emission factor 0.42 kg/kWh was used for the electricity mix.



ASSESSMENT OF GREENHOUSE GAS EMISSIONS

We use the Scope of Greenhouse Gas Protocol (GHG) throughout the Group to guide us in allocating CO₂ emissions:

> **Scope 1:** direct emissions; this includes, for example, emissions from the combustion of fossil fuels or emissions from refrigerants.

As we do not own or operate the heating systems in the buildings, we cannot directly influence them. Therefore, these are not direct emissions within the meaning of GHG scope 1.

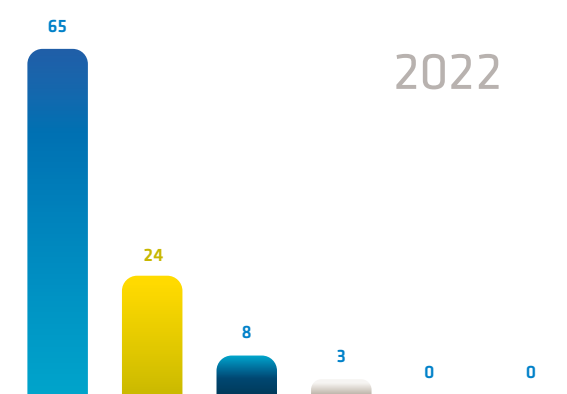
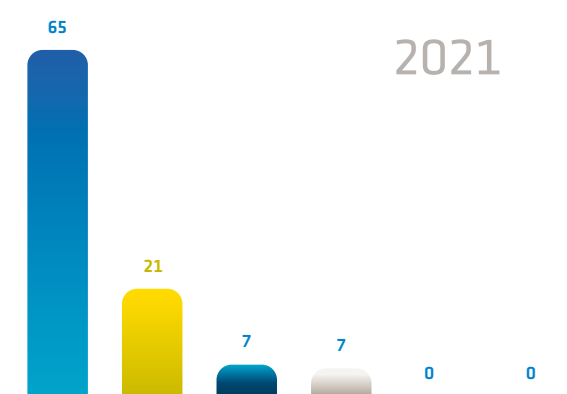
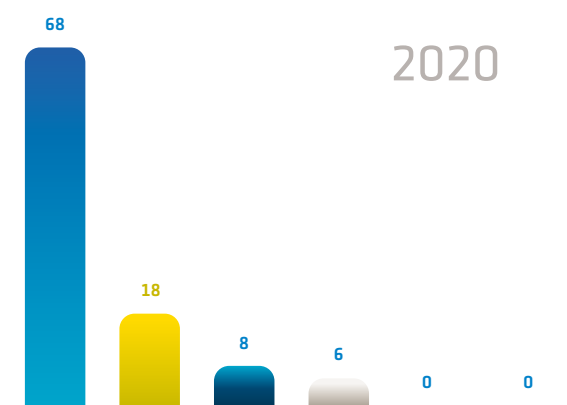
> **Scope 2:** indirect emissions; this includes all greenhouse gas emissions (GHG) from the consumption of energy such as electricity or district heating.

The emissions resulting from heating or gas consumption were assigned to scope 2, as we cannot directly influence them (similar to district heating), although the emissions occur at our locations.

> **Scope 3:** upstream and downstream value chain; the upstream value chain includes goods and services that have been purchased, production materials and equipment, fuel and energy-related emissions, upstream transport and distribution, waste generation, business travel, employee commuting and leased assets in the upstream value chain. The downstream value chain includes downstream transport and distribution, further processing of intermediate products that have been sold, use and disposal of products that have been sold, leased assets of the downstream value chain, franchise operations and investments.

We collect key figures on water, paper, air travel, train travel, car rental, fuel and charging electric vehicles in scope 3 (upstream).

PROPORTION OF CONSUMPTION-RELATED CO₂ EMISSIONS





For the coming three years, the distribution of emissions within the scopes was as follows:

Carbon footprint for the adesso Group in the D-A-CH region for 2020

Scope	Aspect	Unit	Consumption	Consumption by employee	CO ₂ [kg]	CO ₂ by employee [kg]	Proportion of total CO ₂ emissions [%]
1	-	-	0	0	0	0	0
	Electricity (electricity mix)	kWh	589,415	141	221,031	53	5
	Electricity (renewable)	kWh	889,636	213	60,495	14	1
2	Heating (gas)	kWh	372,595	89	89,829	22	2
	Heating (district heating)	kWh	1,641,837	394	491,354	118	12
	Heating (electric heating)	kWh	366,249	88	157,414	38	4
	Water	m ³	10,782	3	3,774	1	0
	A4 printer paper	kg	6,017	2	6,221	2	0
	A3 printer paper	kg	171	0	172	0	0
	Paper towels	kg	6,820	2	6,439	2	0
3 (upstream)	Toilet paper	kg	3,880	1	3,614	1	0
	Plane	km	945,028	248	179,728	47	4
	Train	km	6,019,168	1,578	243	0	0
	Rental vehicles	km	1,306,878	317	157,626	38	4
	Diesel	litres	903,538	237	2,864,217	751	67
	Petrol	litres	8,016	2	22,285	6	1
3 (downstream)	-	-	0	0	0	0	0
1-3	TOTAL	-	-	-	4,264,441	1,091	100

The average figures from 2020 were given for the per capita figures, taking into account the following companies:

- > Energy and utility costs: adesso Group in the D-A-CH region without e-Spirit AG and companies that became part of the adesso Group during 2021 and 2022.
- > Paper, fleet and business trips: adesso Group Deutschland including e-Spirit AG, excluding companies that became part of the adesso Group during 2021 and 2022.
- > Rental vehicles: adesso Group Deutschland, adesso Schweiz AG and e-Spirit AG, excluding companies that became part of the adesso Group during 2021 and 2022.

At 3,224 tonnes in 2020, the vehicle fleet and business trips accounted for the largest share of the total CO₂ emissions. Compared to 2019, this comes to just under 43 % less CO₂ emissions, which is due to the pandemic.

Electricity, heating and water consumption increased by 33 % compared to 2019, which can be explained particularly by the company's growth and the associated opening of new locations. The total amount of leased space grew by 14 % from 2019 to 2020 due to the opening of new locations, and the offices continued to be proportionately occupied during the pandemic.



Carbon footprint for the adesso Group in the D-A-CH region for 2021

Scope	Aspect	Unit	Consumption	Consumption by employee	CO ₂ [kg]	CO ₂ by employee [kg]	Proportion of total CO ₂ emissions [%]
1	-	-	0	0	0	0	0
	Electricity (electricity mix)	kWh	462,665	86	194,319	36	4
	Electricity (renewable)	kWh	1,684,610	313	121,502	23	3
2	Heating (gas)	kWh	606,333	113	147,747	28	3
	Heating (district heating)	kWh	2,537,137	471	749,011	139	16
	Heating (electric heating)	kWh	214,544	40	104,054	19	2
	Water	m ³	23,488	4	8,221	2	0
	A4 printer paper	kg	5,780	1	5,484	1	0
	A3 printer paper	kg	36	0	33	0	0
	Paper towels	kg	7,412	1	6,904	1	0
	Toilet paper	kg	4,487	1	4,276	1	0
3 (upstream)	Plane	km	1,208,952	225	234,706	44	5
	Train	km	5,055,956	940	70	0	0
	Rental vehicles	km	636,907	118	81,127	15	2
	Diesel	litres	898,203	167	2,847,303	529	62
	Petrol	litres	45,497	8	126,482	24	3
	Electric	kWh	6,848	1	2,568	0	0
3 (downstream)	-	-	0	0	0	0	0
1-3	TOTAL	-	-	-	4,633,806	862	100

For the per capita information, the average figures of the adesso Group in the D-A-CH region from 2021 were listed without e-Spirit AG and without companies that became part of the adesso Group during 2022.

The vehicle fleet and business trips accounted for the largest share of total CO₂ emissions in 2021 as well, with 3,292 tonnes. This share increased by 2 % compared to 2020 and decreased by just under 42 % compared to 2019, the reason for this being the pandemic.

In 2021, electricity, heating and water consumption increased by 29 % compared to 2020, which correlates to the larger amount of total leased space. The amount of leased space grew by 24 % from 2020 to 2021 due to the opening of new locations, and the offices received more visits in 2021 than in the previous year.



Carbon footprint for the adesso Group in the D-A-CH region for 2022

Scope	Aspect	Unit	Consumption	Consumption by employee	CO ₂ [kg]	CO ₂ by employee [kg]	Proportion of total CO ₂ emissions [%]
1	-	-	0	0	0	0	0
	Electricity (electricity mix)	kWh	332,380	48	139,600	20	2
	Electricity (renewable)	kWh	1,063,222	152	76,684	11	1
2	Heating (gas)	kWh	847,278	121	206,459	30	3
	Heating (district heating)	kWh	4,153,003	596	1,226,045	176	17
	Heating (electric heating)	kWh	590,175	85	286,235	41	4
	Water	m ³	33,692	5	11,792	2	0
	A4 printer paper	kg	4,214	1	2,713	0	0
	A3 printer paper	kg	85	0	82	0	0
	Paper towels	kg	12,965	2	12,324	2	0
	Toilet paper	kg	5,530	1	5,169	1	0
	Business trips made by plane	km	2,688,511	386	484,054	69	7
3 (upstream)	Company outing by plane	km	19,746,962	2,833	0	0	0
	Train	km	12,354,305	1,772	3,459	1	0
	Rental vehicles	km	402,585	58	60,324	9	1
	Long-term rental vehicles	litres	51,060	7	118,699	17	2
	Diesel	litres	1,173,907	168	3,721,286	534	51
	Petrol	litres	320,997	46	892,371	128	12
	Electric	kWh	43,913	6	18,443	3	0
3 (downstream)	-	-	-	0	0	0	0
1-3	GESAMT	-	-	-	7,265,738	1,042	100

In the case of the per capita figures, average figures for the adesso Group in the D-A-CH region for 2022 were given.

In 2022, the vehicle fleet and business trips accounted for the largest share of total CO₂ emissions, with 5,299 tonnes. Business trips caused 73 % more CO₂ emissions compared to 2021 and just under 74 % less compared to 2019. Accordingly, people are travelling more often again, even if mobility has not reached the level it was at in the time before the pandemic.

Electricity, heating and water consumption in 2022 increased by 47 % compared to 2021. At the same time, leased space grew by 21 % due to company growth and the opening of new locations. The locations were also once again occupied to a greater extent. With regard to electricity, heating and water consumption, it is also important to note the high estimated share of consumption.

We always focus our efforts on reducing GHG emissions, and we always include this when introducing new measures and implementing existing ones in line with our goals (see the 'Use of natural resources' section).



C4 | REPORTING ON EU TAXONOMY

The European Union (EU) has set itself the goal of channelling capital flows into sustainable investments with its 'EU Action Plan on Sustainable Finance'. The EU Taxonomy Regulation (EU) 2020/852 (hereinafter referred to as the "Taxonomy Regulation"), including the delegated acts, has been published as part of this. The aim of the EU Taxonomy Regulation is to create a uniform EU classification system for sustainable business activities and thus promote investment in environmentally sustainable activities. Economic activities are considered environmentally sustainable if, among other things, they make a significant contribution to achieving at least one of the following six environmental goals:

1. Climate protection
2. Adaptation to climate change
3. The sustainable use and protection of water and marine resources
4. The transition to a circular economy
5. The prevention and reduction of environmental pollution
6. The protection and restoration of biodiversity and ecosystems

So far, for the first two environmental goals – climate protection and adaptation to climate change – the EU Commission has published guidelines on sustainable economic activities within the meaning of the EU Taxonomy Regulation. These are specified in Commission Delegated Regulation (EU) 2021/2139 (hereinafter referred to as the 'Climate Delegated Act') and Commission Delegated Regulation (EU) 2022/1214 on specific gas and nuclear energy related activities (hereinafter referred to as the 'Complementary Climate Delegated Act'). The delegated acts contain descriptions of activities for which criteria for assessing sustainability have already been developed, which are referred to as 'Taxonomy-eligible economic activities'. If a Taxonomy-eligible economic activity exists in the first step, the sustainable exercise of this activity, which is referred to as 'Taxonomy-alignment', can be assessed in the second step.

For a Taxonomy-eligible economic activity to be Taxonomy-aligned, it must

- (1) make a significant contribution to at least one environmental goal,
- (2) avoid significant impairments to other environmental goals and
- (3) must comply with a certain minimum safeguard.

While the requirements with regard to (1) the significant contribution and (2) the avoidance of significant impairment are activity-specific, (3) compliance with the minimum safeguard applies to basically all activities.

For the financial year 2022, the Taxonomy-alignment of activities is to be assessed for the first time in addition to the Taxonomy-eligibility. With regard to the remaining environmental goals, binding sustainability criteria are expected to be issued in the course of 2023.

In accordance with Section 315b(3) of the German Commercial Code (Handelsgesetzbuch, HGB), adesso publishes a separate non-financial consolidated report and is therefore obliged to report on the first two environmental goals, climate protection and adaptation to climate change, for the financial year 2022 in accordance with Article 8 of the Taxonomy Regulation. In regards to this, we have reported the Taxonomy-eligible and Taxonomy-aligned shares of sales revenue, capital expenditures (CapEx) and operational expenditures (OpEx) for the adesso Group for the 2022 reporting period in accordance with the Taxonomy Regulation in the following section. There is also a description of how the relevant economic activities were identified and how the corresponding performance indicators pursuant to the EU Taxonomy Regulation were determined.



THE ECONOMIC ACTIVITIES OF THE ADESSO GROUP

The analysis of the Taxonomy-eligibility of the economic activities of the adesso Group is based on the activities with which sales revenues are generated with third parties and accounted for in accordance with IFRS 15. As a vendor-independent IT service provider, we specify our core business activities as consultancy and software development.

A detailed analysis was carried out, and it was examined whether our activities as an IT service company are to be classified as Taxonomy-eligible according to the Climate Delegated Act or the Complementary Climate Delegated Act.

These delegated acts focus primarily on economic activities and sectors that have the greatest potential to achieve the goal of mitigating climate change.

The management of adesso SE has concluded that the business activities do not fall under the delegated acts for the first two environmental goals and consequently are not Taxonomy-eligible. For this reason, an assessment of environmental sustainability within the meaning of the EU Taxonomy Regulation cannot currently be made due to the lack of applicable technical assessment criteria. One possible conclusion is that we, along with our core business activities, are not identified as a relevant source of greenhouse gas emissions.

TAXONOMY PERFORMANCE INDICATORS

According to the Taxonomy Regulation, the following three key performance indicators (KPIs) must be presented within the scope of the reporting obligation: sales volume, CapEx and OpEx. For the 2022 reporting period, these KPIs in particular must be published in relation to Taxonomy-eligible and Taxonomy-aligned economic activities. The reporting forms to be published in accordance with the Taxonomy Regulation are presented below. Due to the fact that there are no Taxonomy-eligible economic activities related to the Complementary Climate Delegated Act, the sector-specific tables on certain gas and nuclear energy activities are not shown.

As our economic activities as an IT service provider have not been covered by the delegated acts on the first two environmental goals so far, the share of Taxonomy-eligible economic activities in the Group sales is zero percent. Consequently, the capital and operational expenditures associated with these activities are also not Taxonomy-eligible. This means an assessment of the Taxonomy-alignment is not possible at this stage.

In addition, capital and operational expenditures that must be reported include those related to the acquisition of products from Taxonomy-eligible and Taxonomy-aligned economic activities and individual measures that carry out target activities in a low-carbon manner or reduce greenhouse gas emissions.

The following summarises the shares of Taxonomy-eligible and Taxonomy-aligned economic activities with respect to the EU Taxonomy performance indicators for the financial year 2022. We will report comparative figures as of the financial year 2023.



	Total in € mil.	Share of Taxonomy-eligible economic activities [%]	Share of Taxonomy-aligned economic activities [%]
Sales volume	900	0	0
Capital expenditure (CapEx)	68	30	0
Operational expenditure (OpEx)	2	0*	0

*Pursuant to Annex I of Article 8 of the Taxonomy Regulation, adesso makes use of the relief provision of Section 1.1.3.2 and applies it to the Taxonomy-eligible OpEx.

In general, shares of Taxonomy-eligible economic activities amounting to zero percent imply that in this context, the EU Commission has yet to publish any technical assessment criteria for assessing sustainability which is applicable to the respective activities.

The three KPIs that must be reported are specified in accordance with Annex I of Commission Delegated Regulation (EU) 2021/2139 regarding Article 8 of the Taxonomy Regulation. We determine the Taxonomy-eligible and Taxonomy-aligned KPIs in accordance with the legal requirements, which are described in more detail below:

SALES VOLUME

The Taxonomy-eligible share of sales revenue is calculated as the part of net sales revenue in goods or services linked to Taxonomy-eligible economic activities (numerator) divided by net sales revenue (denominator). The denominator of the sales revenue KPI is based on the consolidated net sales revenue according to IAS 1.82 (a) and corresponds to the sales revenue reported in the consolidated income statement of the 2022 consolidated financial statements. Details of the accounting policies for consolidated net sales are given in the summary of fundamental accounting policies in the notes to the consolidated financial statements of the annual report in note 3.7 Sales.

No Taxonomy-eligible economic activities could be identified for the numerator of the Taxonomy-eligible revenue share. This is due to the fact that there are currently no applicable technical criteria for assessing the sustainability or Taxonomy-alignment of the revenue-generating activities of the adesso Group. As a result, the numerator of the Taxonomy-aligned revenue share cannot include Taxonomy-aligned economic activities for the time being either.

CAPITAL EXPENDITURE (CAPEX)

The CapEx KPI is defined as Taxonomy-eligible and Taxonomy-aligned CapEx (numerator) divided by total capital expenditure, CapEx (denominator). The following applies with regard to the denominator:

- > Total capital expenditure comprises additions to property, plant and equipment and intangible assets during the financial year before depreciation and revaluations, including those resulting from revaluations and impairments, and excluding changes in fair value. Additions to tangible fixed assets (IAS 16), intangible assets (IAS 38) and rights to use assets (IFRS 16) are recognised.
- > Additions resulting from business combinations (IFRS 3), irrespective of goodwill, are also to be factored in.
- > Further details of the accounting policies relating to capital can be found in the summary of the essential accounting policies in notes 3.10 (Intangible assets and property) and 3.13 (Leasing) to the annual report.



The total capital of the adesso Group consists of the additions to the following balance sheet items: intangible assets (excluding goodwill), property and right-of-use leases. The total capital expenditure for the financial year 2022 can be found in notes 4 (Intangible Assets), 5 (Property) and 31 (Lease Information) of the notes to the consolidated financial statements of the annual report and consists of the addition types 'additions' and, if applicable, 'company acquisition'.

NOTES ON THE CAPEX NUMERATOR

The numerator of the CapEx KPI includes Taxonomy-eligible capital expenditure in the first step and Taxonomy-aligned capital expenditure in the second step. In light of this, a distinction should be made within the numerator between the following three categories of capital expenditure:

- a) capital expenditure related to assets or processes associated with Taxonomy-eligible or Taxonomy-aligned economic activities (CapEx 'a'),
- b) capital expenditures that are part of a CapEx plan in order to expand Taxonomy-eligible or Taxonomy-aligned economic activities ('expansion plan') or to convert Taxonomy-eligible economic activities into Taxonomy-aligned economic activities ('upgrade plan') (CapEx 'b') and
- c) capital expenditures that relate to the acquisition of production from Taxonomy-eligible or Taxonomy-aligned economic activities and individual measures to reduce greenhouse gas emissions, provided that these measures are implemented and operational within 18 months (CapEx 'c').

While categories 'a' and 'b' are linked to existing or planned sales revenues, category 'c' is to be considered separately from sales revenues.

TAXONOMY-ELIGIBLE CAPITAL EXPENDITURE

We have not identified any Taxonomy-eligible economic activities with which we generate sales revenue. Therefore, according to the definition of the EU Taxonomy Regulation, no CapEx related to assets or processes associated with Taxonomy-eligible economic activities (CapEx 'a') are recognised in the CapEx numerator.

Our core business, vendor-independent IT consultancy and software development, are currently not Taxonomy-eligible. Consequently, this cannot be part of a CapEx plan to convert Taxonomy-eligible economic activities into Taxonomy-aligned ones. Furthermore, the expansion plan is also not relevant for the adesso Group from a strategic point of view, which means that the CapEx numerator does not include any Taxonomy-eligible economic activities related to planned sales revenues (CapEx 'b').

As a result, we only record the Taxonomy-eligible capital expenditures related to the acquisition of products from Taxonomy-eligible economic activities and individual measures that enable target activities to be carried out in a low-carbon manner or to lead to reductions in greenhouse gases (CapEx 'c').

For the financial year 2022, we did not identify any Taxonomy-eligible capital expenditures in connection with the environmental goal 'adaptation to climate change'. The Taxonomy-eligible capital expenditures thus relate entirely to the goal 'climate protection'.



The Taxonomy-eligible capital expenditures are summarised below:

Description of the individual Taxonomy-eligible costs/measures	Economic activity related to the environmental goal 'climate protection'	Description of activity according to the Climate Delegated Act	Taxonomy-eligible capital expenditures in € mil.
Leasing of passenger cars and light commercial vehicles of classes M1 and N1* within the vehicle fleet as well as leasing of bicycles	3.3 Production of low-CO ₂ transport technologies**	'Production, repair, maintenance, retrofitting, conversion and upgrading of low-CO ₂ vehicles, rail vehicles and ships. (...)'	7
Leasing of buildings or office units	7.7 Acquisition and ownership of buildings	'Acquisition of properties and exercise of ownership of such properties. (...)'	13

* In accordance with Article 4(1)(a) and (b) of Regulation (EU) 2018/858.

** In some cases there is overlap between the descriptions of economic activities outlined in the Climate Delegated Act. In terms of vehicles, both the economic activity '3.3. Production of low-CO₂ transport technologies' as well as the economic activity '6.5. Carriage by motorbike, passenger car and light commercial vehicle' come into question for the time being. As a result, the allocation of capital expenditure to economic activities is associated with uncertainties at this stage. If, in the future, indicators suggest that the allocation of capital expenditure to another economic activity is more accurate, the adesso Group will take this into account accordingly.

The Taxonomy-eligible capital expenditures of the adesso Group relate exclusively to rights of use for passenger cars, bicycles and properties. In the first step, all additions to bicycles and passenger cars of the corresponding vehicle classes and all additions to properties are Taxonomy-eligible, regardless of their drive type or energy efficiency.

Since capital expenditures are limited to CapEx category 'c' as well as the environmental goal 'climate protection', there is no risk of double counting certain capital expenditures when determining the share of Taxonomy-eligible capital expenditures.

TAXONOMY-ALIGNED CAPITAL EXPENDITURES

CapEx category 'c' includes capital expenditures that relate to the acquisition of production from Taxonomy-eligible or Taxonomy-aligned economic activities and individual measures to reduce greenhouse gas emissions. When we acquire products (including rights of use) or services that are identified in the activity description, we classify the respective capital expenditures as production acquisition. In these cases, we generally rely on the proof of Taxonomy-alignment provided the respective supplier. Individual measures that can be found in the activity descriptions are also regularly provided by external third parties, but in these cases, we can precisely determine the content and implementation. Consequently, we are responsible for proving the Taxonomy-alignment of individual measures.

Our procedure for assessing the Taxonomy-alignment of the two Taxonomy-eligible economic activities '3.3 Production of low-CO₂ transport technologies' and '7.7 Acquisition and ownership of buildings' is explained below.



The investment expenditures related to the economic activity '3.3 Production of low-CO₂ transport technologies' make a significant contribution to climate protection if the respective passenger cars and light commercial vehicles of classes M1 and N1 have emissions of less than 50 g CO₂/km by 31 December 2025. As of 1 January 2026, the CO₂ emission limit of 'zero' applies. Bicycles, including electric bicycles, directly make a significant contribution to climate protection, as they are mobility devices driven by the user's muscle power or an emission-free motor.

The avoidance of significant impairments to other environmental goals is associated with extensive technical assessment criteria related to all five remaining environmental goals with regard to the economic activity '3.3 Production of low-CO₂ transport technologies'. In this respect, the following evidence in particular must be provided:

- > **Adaptation to climate change:** Identification of the significant physical climate risks to the activity by way of a climate risk and vulnerability assessment and, if necessary, implementation of adaptation solutions.
- > **The sustainable use and protection of water and marine resources:** Identification and elimination of risks associated with water quality and the avoidance of water scarcity in order to ensure the condition of the bodies of water concerned is good and that there is good environmental potential via the development of a management plan.
- > **The transition to a circular economy:** Assessment of the availability and, if possible, the application of procedures to support the reuse of secondary materials as well as the creation of designs for high durability and recyclability, among other things.
- > **The prevention and reduction of environmental pollution:** Evidence that the activity does not lead to the manufacture or use of certain chemicals or to them being placed on the market.
- > **The protection and restoration of biodiversity and ecosystems:** Carrying out an environmental impact assessment or evaluation.

Finally, the minimum safeguards must be complied with, whereby an overview of the requirements is given in the subsection 'Notes on minimum safeguards'.

Vehicle fleet

The capital expenditures related to our vehicle fleet exclusively relate to leased passenger cars, light commercial vehicles and bicycles. As we only acquire the rights to use these assets and do not have control over their production, we classify these capital expenditures as production acquisition. As a result, we are dependent on the supplier or manufacturer for proof of Taxonomy-alignment. We are increasingly investing in vehicles with electric drives, with the aim of reducing our greenhouse gas emissions. In the first step, we proactively identified the vehicles that have emissions of less than 50 g CO₂/km in order to assess these vehicles' basic contribution to climate protection. As without extensive detailed information, we cannot provide evidence for compliance with the minimum safeguards nor, in particular, the avoidance of significant impairment, in the next step, we asked the lessor for proof of Taxonomy-alignment. Due to the lack of processes for obtaining the relevant information, neither the lessor nor the vehicle manufacturer is able to confirm the Taxonomy-alignment of the vehicles in a reliable manner at this point in time. This is why our efforts to reduce our own greenhouse gas emissions are not currently reflected in the CapEx KPI.



Company-leased bicycles

The complexity of the information requirements for suppliers in combination with a lack of experience, the existence of various different manufacturers as well as the comparatively low influence of the additions of bicycles on the total capital expenditure have meant that, in this context, individual requests for evidence of Taxonomy-alignment have not been made.

Buildings

In addition to passenger cars, light commercial vehicles and bicycles, there are other Taxonomy-eligible capital expenditures related to the economic activity '7.7 Acquisition and ownership of buildings', which result from rights of use of leased properties recognised in the balance sheet. These capital expenditures make a significant contribution to climate protection if the respective buildings meet certain criteria with regard to energy efficiency. The criteria differ depending on whether the application for the building permit for the respective building was submitted before or after 31 December 2020. Our capital expenditure related to the economic activity '7.7 Acquisition and ownership of buildings' in the financial year 2022 relates exclusively to rights of use for buildings for which the building permit application was submitted before 31 December 2020. This results in the following criteria for a significant contribution:

- > The building has an energy efficiency rating of class A according to its energy performance certificate or, alternatively, belongs to the top 15 % of the national or regional building stock.
- > Large non-residential buildings are also operated efficiently by monitoring and assessing their energy efficiency. Large non-residential buildings have a rated output of more than 290 kilowatts for heating systems, combined space heating and ventilation, air conditioning systems or combined air conditioning and ventilation systems.

Since adesso mainly leases non-residential buildings in Germany and the energy performance certificates of these properties do not feature an energy efficiency class, the alternative criterion of belonging to the upper 15 % of the national or regional building stock must be used at this point. The Climate Delegated Act does not provide any precise provisions with regard to the alternative criterion, which means, at this point, we follow the study by Drees & Sommer. Accordingly, office buildings that at least meet the requirements of the 2009 German Energy Saving Ordinance (Energieeinsparverordnung, EnEV 2009) fulfil the criterion.

With regard to the economic activity '7.7 Acquisition and ownership of buildings', the avoidance of significant impairments to other environmental goals concerns the environmental goal 'adaptation to climate change'. At this point, this also calls for the identification of the significant physical climate risks to the activity by way of a climate risk and vulnerability assessment and, if necessary, the implementation of adaptation solutions.

Finally, the minimum safeguards must also be observed. An overview of the exact requirements is given in the subsection 'Notes on minimum safeguards'.

Capital expenditures related to the properties of the adesso Group relate exclusively to leased property. As we only acquire the right to use the buildings and have no control over the design, this capital expenditure could in principle be classified as production acquisition, in which case proof of Taxonomy-alignment would have to be provided by the landlord or property manager respectively. The challenge of obtaining reliable proof of Taxonomy-alignment from suppliers is currently still in place due to the initial reporting on Taxonomy-alignment concerning the financial year 2022 and the resulting new requirements. For this reason, as concerns the properties, we have proactively decided to carry out the assessment of the criteria on Taxonomy-alignment ourselves.



Nevertheless, adesso relies on information from landlords or property managers, especially for the significant contribution assessment. The significant contribution assessment could not be completed for a large number of properties due to a lack of reliable information, despite extensive efforts. In addition, properties abroad in particular do not achieve an energy efficiency class rating of 'A' as per the energy performance certificate. As a result, we report a share of Taxonomy-aligned capital expenditure equalling zero percent. The assessment of the criteria for the avoidance of significant impairment has not yet been started, and the assessment of compliance with the minimum safeguards has not been finalised. This is due to the fact that at the current time, the significant contribution to climate protection could not be reliably proven for any property.

OPERATIONAL EXPENDITURE (OPEX)

The OpEx KPI is defined as Taxonomy-eligible and Taxonomy-aligned OpEx (numerator) divided by total OpEx, which is the proportion of operational expenditures as defined by the EU Taxonomy Regulation (denominator). At this point, as with the CapEx KPI, three categories of operational expenditures exist within the numerator.

Operational expenditures as defined by the EU Taxonomy Regulation are essentially expenditures for non-capitalised leases, maintenance, servicing and repair costs and expenditures for building cleaning. These amount to around €2 million for the financial year 2022 and are not significant in relation to the total expenditure of the adesso Group and therefore not significant for the business model. As a result, there are no significant Taxonomy-eligible or Taxonomy-aligned operational expenditures within the meaning of the EU Taxonomy Regulation.

NOTES ON MINIMUM SAFEGUARDS

The minimum safeguards represent procedures performed to ensure compliance with the following frameworks:

- > the OECD Guidelines for Multinational Enterprises,
- > the United Nations Guiding Principles on Business and Human Rights,
- > the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and
- > the International Bill of Human Rights.

Due to the lack of legally binding application instructions on complying with minimum safeguards, we use the instructions in the 'Final Report on Minimum Safeguards' from the Platform on Sustainable Finance (PSF), which was published in October 2022. This results in four core issues to which the minimum safeguards refer:

- > human rights (including labour and consumer rights),
- > corruption and bribery,
- > taxation and
- > fair competition.

Compliance with the minimum safeguards is assessed with regard to each of the four issues using a two-dimensional approach. First, appropriate due diligence procedures to ensure compliance with relevant requirements (process dimension) must be in place. Second, it must be



examined whether there are indications that a company is in breach of minimum standards with regard to one of the four core issues (outcome dimension). This would particularly be the case if a company is found by a court to be in breach of requirements or refuses to participate in certain stakeholder dialogue mechanisms. A breach would imply that the existing processes would not be effective.

We are aware of the relevance of the behaviour of our employees and other stakeholders along our value chain as regards social issues. We summarise our corporate principles and our resulting values concept in our Group-wide [\(Code of Conduct\)](#), which is publicly available on our Group website. The issues of human rights, corruption and bribery as well as fair competition are explicitly addressed therein. In addition to compliance with all national and international laws, regulations and requirements, the issue of taxation is given attention as well. We review, revise and expand our Code of Conduct annually, taking into account internal and external requirements. We integrate responsible behaviour into our daily business activities using our Code of Conduct as the basis. With this in mind, a mandatory e-learning course on our Code of Conduct will be rolled out for all employees in 2023. In addition, a member of the Executive Board acts as compliance officer and takes measures to counteract compliance risks.

With regard to our value chain and business relationships, minimum standards and requirements are defined in our [Supplier Code](#), which is also publicly available on our Group website. This takes into account the issues of human rights, corruption and bribery as well as fair competition. We expect our suppliers to fulfil the basic requirements of our Supplier Code. In addition, suppliers are required to communicate the contents of our Supplier Code to their own subcontractors and suppliers as well as to demand compliance with it and monitor said compliance. If national or international regulations, industry standards or our Supplier Code address the same issue, the stricter provisions must be observed in each case. The requirements of our Supplier Code are taken into account in the supplier analysis and selection process.

In order to give individuals and groups an overarching opportunity to raise concerns, we will implement a whistleblowing system for internal and external stakeholders at the beginning of 2023.

In the financial year 2022, there were no compliance violations or legally determined violations of any of the four core issues. There are also no ongoing legal proceedings in this context.

In the following, we have summarised our measures and processes as regards the four core issues. We will update our notes after the assessment of our compliance with the minimum safeguards is finalised.



Human rights (including labour and consumer rights)

We comply with internationally prevailing human rights as well as labour and social standards and assume social responsibility. We oppose inhumane labour practices, such as forced labour or child labour. Accordingly, we completely refuse to work with companies that employ or tolerate such practices.

Our services are largely provided by permanent employees of the adesso Group. The remaining, significantly smaller portion of our services is provided by partner companies and freelancers. These purchased services represent the largest portion of our procurements. Our nearshore services are provided almost exclusively within the adesso Group in order to ensure the required transparency and compliance as regards human rights. There were no offshore delivery models in 2022.

In order to identify actual or potential human rights issues, we conduct risk analyses regarding our suppliers. When doing so, we classify risks based on the respective country and product group risk.

We analyse and select suppliers based on objectifiable and qualitative criteria. In light of this, we have developed a questionnaire as well as selection criteria for new suppliers, whereby the selection criteria differ depending on the risk rating.

Depending on the results of the risk assessment, we contractually oblige our business partners not to cause any negative impacts on human rights. We have also developed preventive measures, such as a human rights assessment, which are taken depending on the risk factor. With regard to our value chain, our Supplier Code also includes human rights requirements.

An adesso Group policy statement will be published on our [Group website](#) in early 2023.



Corruption and bribery

Through assessments conducted by experienced lawyers, we have identified that winning a contract through improper consideration of persons at the organisation awarding the contract constitutes the greatest risk of corruption for the adesso Group. Due to our international expansion in recent years and the associated entry into additional legal systems, there are also possible risks resulting from divergent legal systems and business practices, as well as from the fact that direct inspection by the Executive Board is more difficult due to the distance involved.

The adesso Group clearly addresses corruption and bribery in its Code of Conduct and makes it clear that any form of corruption, extortion, embezzlement, bribery, venality or other illegal granting of advantages will not be tolerated. Violations of the described principles of conduct may – depending on the severity of the violation – result in disciplinary and/or labour law-related actions.

With regard to the value chain, the issue is also taken into account within the framework of supplier analysis and selection as well as in the Supplier Code.

Basic review and approval mechanisms are in place to counter corruption risks. Other efforts are also being made to do things such as keep the amount of petty cash held onsite low.

Taxation

We aim to comply with all national and international laws, regulations and requirements. In accordance with our corporate principles and our values concept, tax governance and tax compliance constitute important elements of our supervisory efforts. We are committed to complying with all relevant tax laws and tax regulations. As a result, our tax strategy is in line with our Code of Conduct. Tax risk management is embedded in our Group-wide risk management system and is monitored in consultation with our Executive Board.

Fair competition

In our Code of Conduct, we commit ourselves to the principles of market economy and fair competition. Accordingly, we prohibit any market-relevant agreements with the competition and require the recognition of existing antitrust law. Disregarding the described principles of conduct will result in disciplinary and/or labour law-related actions.



REPORTING FORM: SALES REVENUE SHARE OF GOODS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR 2022

Criteria for a significant contribution										DNSH criteria (‘Do No Significant Harm’)											
Economic activities (1)	Code(s) (2)	Absolute CapEx (3)	Share of CapEx (4)	Climate protection (5)	Adaptation to climate change (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Biodiversity and ecosystems (10)	Climate protection (11)	Adaptation to climate change (12)	Water and marine resources (13)	Circular economy (14)	Environmental pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned revenue share, 2022 (18)	Taxonomy-aligned revenue share, 2021 (19)	Category (enabling activities) (20)	Category (‘Transitional activities’) (21)	
		€ mil.	%	%	%	%	%	%	%	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)																					
Sales revenue of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	0	0												0				
A.2 Taxonomy-eligible but not environmentally sustainable activities (non-Taxonomy-aligned activities)																					
Sales revenue of Taxonomy-eligible but not environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)		0	0																		
Total (A.1 + A.2) (A)		0	0														0				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
Sales revenue of Taxonomy-non-eligible activities (B)		900	100																		
TOTAL (A + B)		900	100																		



REPORTING FORM: CAPEX SHARE OF GOODS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR 2022

Economic activities (1)	Code(s) (2)	Absolute CapEx (3)	Share of CapEx (4)	Climate protection (5)	Adaptation to climate change (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Biodiversity and ecosystems (10)	Climate protection (11)	Adaptation to climate change (12)	Water and marine resources (13)	Circular economy (14)	Environmental pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned revenue share, 2022 (18)	Taxonomy-aligned revenue share, 2021 (19)	Category (enabling activities) (20)	Category Transitional activities (21)
		€ mil.	%	%	%	%	%	%	%	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)																				
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	0	0												0			
A.2 Taxonomy-eligible but not environmentally sustainable activities (non-Taxonomy-aligned activities)																				
3.3 Production of low-CO ₂ transport technologies	29.1, 30.9	7	10																	
7.7 Acquisition and ownership of buildings	68.2	13	20																	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)		20	30																	
Total (A.1 + A.2) (A)		20	30															0		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities (B)		48	70																	
TOTAL (A + B)		68	100																	



REPORTING FORM: OPEX SHARE OF GOODS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR 2022

Criteria for a significant contribution										DNSH criteria ('Do No Significant Harm')										
Economic activities (1)	Code(s) (2)	Absolute CapEx (3)	Share of CapEx (4)	Climate protection (5)	Adaptation to climate change (6)	Water and marine resources (7)	Circular economy (8)	Environmental pollution (9)	Biodiversity and ecosystems (10)	Climate protection (11)	Adaptation to climate change (12)	Water and marine resources (13)	Circular economy (14)	Environmental pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned revenue share, 2022 (18)	Taxonomy-aligned revenue share, 2021 (19)	Category (enabling activities) (20)	Category Translational activities (21)
		€ mil.	%	%	%	%	%	%	%	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)																				
		0	0	0	0												0			
A.2 Taxonomy-eligible but not environmentally sustainable activities (non-Taxonomy-aligned activities)																				
		0	0																	
Total (A.1 + A.2) (A)		0	0														0			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities (B)		2	100																	
TOTAL (A + B)		2	100																	



SOCIETY



- D1 Workers' rights
- D2 Equal opportunities
- D3 Qualification
- D4 Human rights
- D5 Community
- D6 Political influence
- D7 Conduct in compliance with the law and guidelines





D | SOCIETY

Social sustainability issues are just as important at adesso as environmental and economic sustainability. First and foremost, we care about our employees, their rights and promoting equal opportunities, health and work-life balance. Complying with the applicable human and workers' rights and assuming responsibility for society as a whole are a matter of course for us.



D1 | WORKERS' RIGHTS

We comply with the right to freedom of assembly, association and collective bargaining as well as with relevant regulations to ensure fair working conditions. We firmly support the freedom to choose one's profession as well as the right to rest and leisure, and regular paid holidays. This applies to the entire adesso Group. We respect all basic principles of the ILO labour standards – at the adesso Group there is neither forced nor child labour, nor discrimination in employment and occupation.

Our health and occupational safety measures go beyond the legal requirements. Our safety officers provide regular written instructions to our employees to raise their awareness on the topic. Among other things, this involves providing information on the correct behaviour in case of fire, evacuation or accidents. The instructions point out how to proceed in case of an accident at work and what measures can be taken in case of mental stress at the workplace. Forms and contacts are also available and employees can view the applicable laws and regulations. There are trained first aiders as well as fire safety assistants available at all sites, and we offer regular training sessions as refresher courses.

	2019	2020	2021	2022
Number of accidents at work	47	12	25	33
Number of accidents that had to be reported	25	6	13	33
Number of entries in the work incident log	n/a	14	7	31
Number of sick days*	n/a	n/a	40,481	64,953

* Sick days refer to all types of absence: sick notes with and without certificate of incapacity for work, child sick notes and sick notes without pay.

For us as a dynamic company, preventive health care is becoming an increasingly important topic. That is why we support our employees with various additional benefits within the framework of a company health management system. This includes regular eye examinations for all employees who primarily work with computer screens, as well as vaccinations against influenza. Providing free healthy snacks at our locations and promoting communal sports activities, for example, by giving employees the chance to get active during their lunch break with loosening exercises for their neck and shoulders, as well as subsidies for membership in sports clubs also contribute to the health of our employees. Furthermore, we equip our workplaces in accordance with legal requirements. If the need arises, we provide, for example, individual furniture and ergonomic equipment. Some locations hold regular back and yoga sessions. Since mental health is just as important as physical health, we effectively expanded the services we offer related stress management and mindfulness in 2021. With the comprehensive adesso MIND programme, we offer our employees a variety of support





services to help them cope better with the complexity of their everyday professional and private lives. This includes different training formats, a podcast series, daily meditation options and free access to the premium version of the 7Mind app. In this way, we create low-threshold offers for different personality types and support our employees in dealing with stressful situations in a goal-oriented and solution-oriented way.

Our fundamental goal is to continue to improve in the area of occupational health management and to provide our employees with gadgets that can be used in everyday office life, such as foam rollers or exercise balls, as well as assistance with back training and relaxation exercises across the board. That is why every location has foam rollers and exercise balls. Through MIND, we also offer daily relaxation or meditation exercises in nationwide online sessions.

Remuneration is based on standard market salaries. We ensure that women and men are paid in accordance with the same regulations, and we act on the basis of the applicable labour laws. The She for IT initiative and the European Forum are also committed to equality and diversity. This means that employees are directly involved in the implementation of the applicable regulations and measures.

In order to actively involve employees in sustainability management, we have an open community that regularly exchanges information on projects and initiatives. Sustainable (customer) projects are also incorporated into internal communication in order to inform the entire adesso Group about the respective initiatives and to raise awareness of their issues. Suggestions for further sustainability measures can also be submitted to the environmental management team at any time.

New standards are generally implemented within adesso SE first before they are rolled out in the adesso Group. The European Forum strives to implement German regulations in our national subsidiaries as well, but we have to take into account the local laws that apply in each case.

Our business and the associated relationships, services and products do not pose any significant risks that could have a negative impact on workers' rights.



D2 | EQUAL OPPORTUNITIES

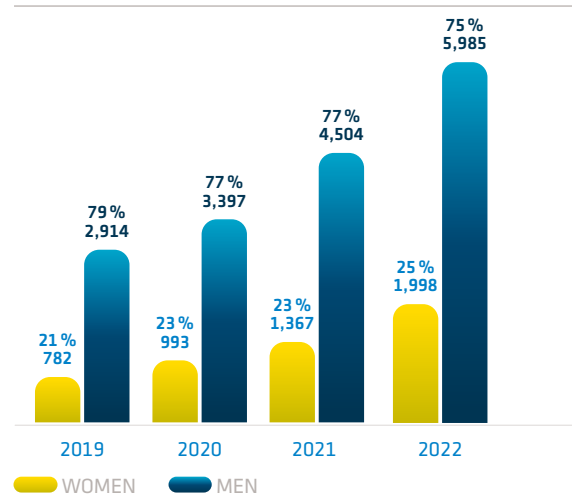
We practice equal opportunities and naturally stand for the equal treatment of all people, regardless of their ethnic or social origin, age, gender, skin colour, religion or political views. In 2020, we established a diversity contact who takes a holistic approach to diversity management, supports relevant internal interest groups, participates in committees and, above all, is the contact for all employees. She acts as a counsellor, coach and supporter in individual concerns.

adesso organises regular ‘Diversity Talks’ in order to increase awareness of the topic of diversity within the company. At these events, different experts get a chance to present their thoughts, talk about diversity-related issues and take part in an exchange with adesso employees. Three talks were held in 2022.

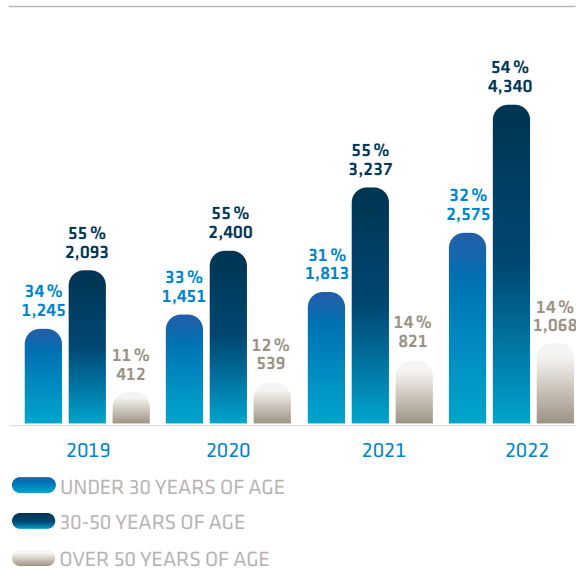
25 % of our employees are female. The average age of employees in the D-A-CH region in the adesso Group is 36. Around 12 % come from a country outside the D-A-CH region.

As of 31 December 2022, we employed 119 women in management positions. This corresponds to a quota of about 6 % of all women we employ. About 15 % of all management positions are held by women. We have achieved our goal of recruiting at least 40 more female managers for adesso by the end of 2022. From 2020 to 2022, a total of 61 women began working in a management position.

DISTRIBUTION OF WOMEN/MEN

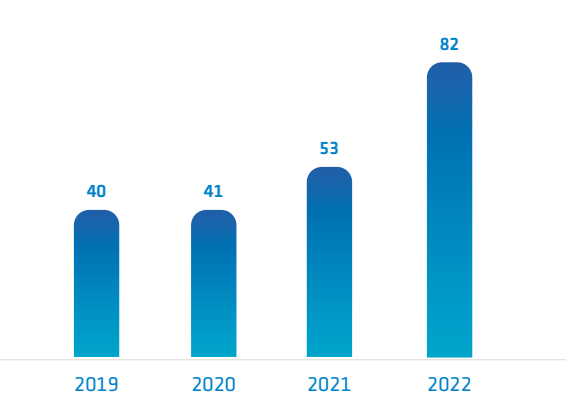


AGE STRUCTURE



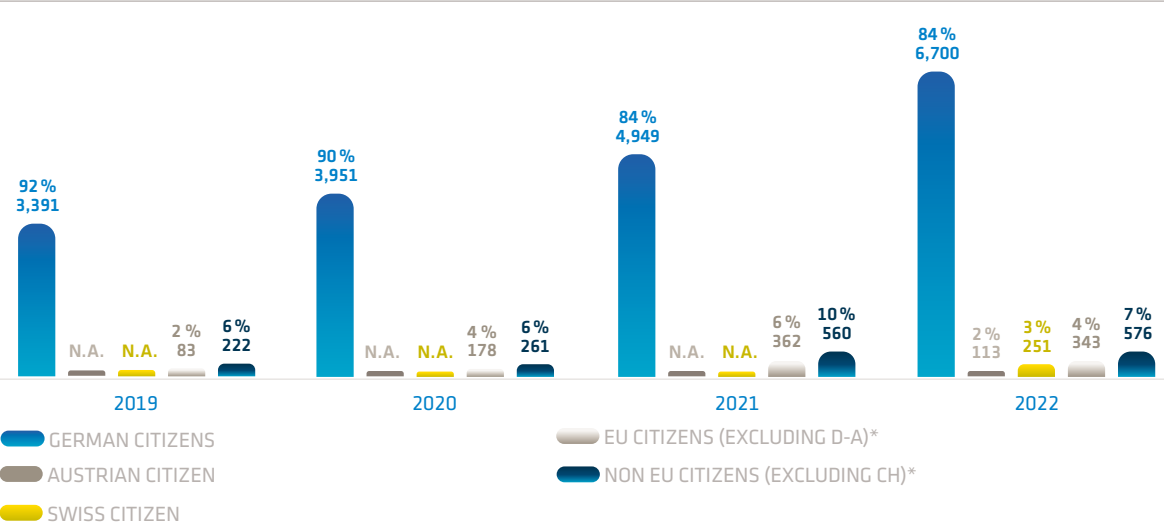


EMPLOYEES WITH DISABILITIES



There were also 82 employees with a disability working at adesso as of 31 December 2022.

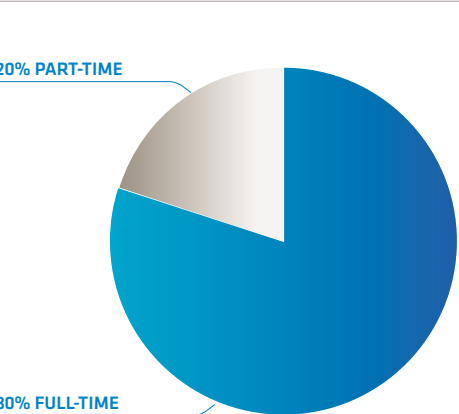
NATIONALITY



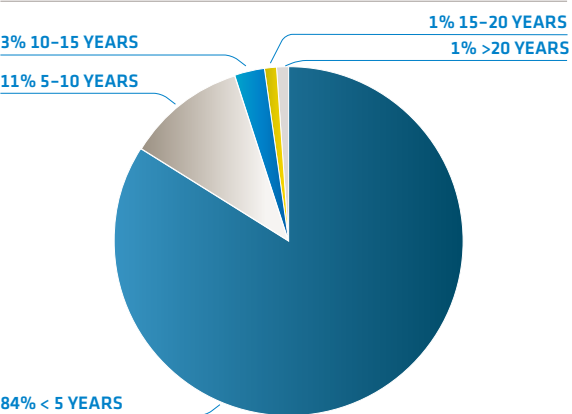
* 2022 is the first year in which we separately list the employees who are Austrian or Swiss citizens – which is in line with the report in general. In previous years, we only differentiated between non-EU citizens, EU citizens (excluding German citizens) and German citizens.

Of the 7,983 employees, 80 % of them work 30 to a maximum of 40 hours per week; 20 % of them work part-time with less than 30 hours per week. The average length of employment in the D-A-CH region in the adesso Group was just under three years as of 31 December 2022. It should be taken into account here that we have had strong employee growth in recent years.

EMPLOYMENT TYPE



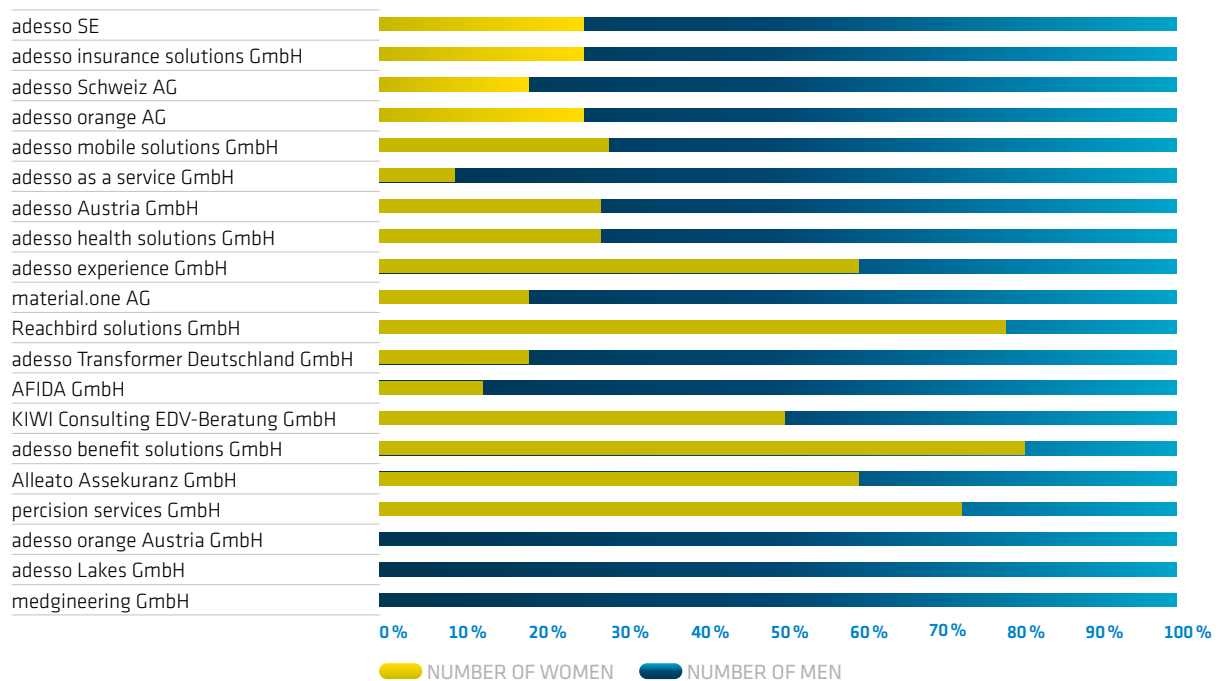
LENGTH OF SERVICE





We work every day to get our customers' projects successfully over the finish line with a team of 7,983 employees (as of 31 December 2022) in the adesso Group (in the D-A-CH region). Our employees are divided among the individual companies as follows:

Company	Number of employees	Number of women	Number of men
adesso SE	5,787	1,444	4,343
adesso insurance solutions GmbH	483	120	363
adesso Schweiz AG	471	88	383
adesso orange AG	462	117	345
adesso mobile solutions GmbH	330	93	237
adesso as a service GmbH	96	9	87
adesso Austria GmbH	93	25	68
adesso health solutions GmbH	85	23	62
adesso experience GmbH	40	23	17
material.one AG	28	5	23
Reachbird solutions GmbH	26	20	6
adesso Transformer Deutschland GmbH	22	4	18
AFIDA GmbH	17	2	15
KIWI Consulting EDV-Beratung GmbH	12	6	6
adesso benefit solutions GmbH	10	8	2
Alleato Assekuranz GmbH	10	6	4
percision services GmbH	7	5	2
adesso orange Austria GmbH	2	0	2
adesso Lakes GmbH	1	0	1
medgineering GmbH	1	0	1
TOTAL	7,983	1,998	5,985





OUR MOST VALUABLE ASSET: SATISFIED EMPLOYEES

We want our employees to consider us to be the attractive employer that we are: one that offers the right prospects to encourage long-term commitment to the company. This is because we are aware of the high value of our employees and create a working environment in which our adessis feel comfortable. This ensures increased productivity and thus also higher customer satisfaction.

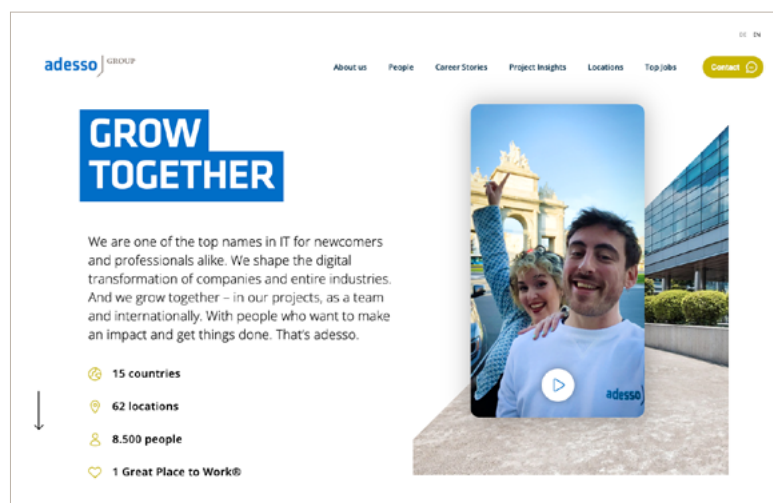
In this respect, we had the following goals in 2022:

We aimed to maintain a turnover of below 10 %. [We achieved this and set ourselves the same target again for 2023.](#)

We had also planned to further digitalise and automate HR processes, especially onboarding processes. We were able to successfully drive this transformation forward within the framework of the adesso Unity Program (adUP) and by introducing the SAP Success Factors software: employees have had access to a new HR management system featuring various self-services since October 2022. The recruiting process and payroll accounting are also connected to this tool. For employees, this means optimised, intuitive workflows and a large amount of saved time.

With the launch of a joint adesso [Group Career Website](#), adesso has achieved another goal. This is the first time adesso appears in employer communication as 'adesso Group'. The website gives applicants insight into all Group-wide job advertisements and career opportunities, and our recruiting teams benefit from a closely coordinated recruiting processes.

ADESSO ACHIEVED A FLUCTUATION RATE OF LESS THAN 10 % FOR 2022 AND IS THUS SIGNIFICANTLY BELOW THE RATE OF OVER 14 %, WHICH IS THE INDUSTRY STANDARD.





WORK-LIFE BALANCE AND RECONCILING FAMILY AND CAREER

In the adesso Group, we support the reconciliation of family and career and a good work-life balance through numerous initiatives. These include:

- > Individual part-time models
- > A flexible division of working hours outside of core working hours
- > Assignment to customers close to the employee's home
- > Special leave for weddings, births, moving home and so on
- > Childcare during holidays
- > Location-based customary leave
- > Granting individual leave

Measures that allow our employees to rest and recover properly, to be able to plan in the long term and make family life easier are particularly important to us in this regard. That is why we have already been offering the following programmes for several years, which are taken up by our employees:

- > **Working time accounts.** Working time accounts enables adesso to contribute to making working life more flexible. Employees can use the credit they have built up in it, for example, to take sabbaticals lasting three to twelve months or to take a paid leave of absence before their actual retirement date.
- > **Time Out programme.** There are some projects in life that are just too difficult to combine with work, so adesso offers a Time Out programme. This programme gives every permanent employee the opportunity to take up to two months of unpaid leave at a time in addition to the normal annual leave entitlement.

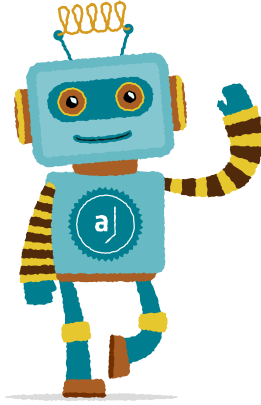
Although this period is unpaid, we continue to pay other salary components such as health insurance and company pension scheme as a bonus.

> **family@adesso.** We know that in our field of business it is not always easy for everyone to reconcile their family life and their career in a way that they are happy with. With the 'family@adesso' programme, we create a working environment in which professional and private plans can be easily reconciled through measures such as regional part-time work, parent/child offices, childcare services or special options for periods of family care and leaves of absence. It is important to us that the relatives of our employees get to know adesso and our working environment. Family summer parties, open days especially for adessi's children as well as our own portal for adesso children, our 'adessini', with hands-on activities, competitions and surprises underline our claim to be a family-oriented company.

> **familysupport[4]adessi.** familysupport[4]adessi refers to the cooperation with pme Familienservice, which offers professional support for any questions concerning relatives in need of care, childcare, personal problems, financial bottlenecks or life crises.

> **SOS[4]adessi.** Under the name SOS[4]adessi, we would like to establish our own foundation that creates a simple, tax-free process to provide our employees as well as adesso as an employer with financial support. Within this context, adesso supported employees affected by the consequences of the war in Ukraine.

2,072 SPECIAL LEAVE DAYS WERE TAKEN IN 2022



IN 2020, WE CHRISTENED OUR ADESSINI MASCOT – SAY HI TO CODY!

Facts and figures about family@adesso

- > 23 parent/child offices or play corners with nappy-changing facilities
- > Nappy-changing room in Dortmund
- > 1,532 children in the adessini programme
- > Partnerships with nurseries in Dortmund, Berlin, Stralsund, Hamburg and Cologne
- > 3,977 presents for adessini to mark special life events such as their first day at nursery, starting school or learning to swim.
- > Child holiday care in Dortmund, Munich, Cologne, Frankfurt and Hamburg
- > Of the employees who had taken parental leave in 2022, 69 % were female and 31 % male

We have largely achieved the goals we set for 2022:

- > We once again attracted more adessini to our programme and offered various activities for them on special occasions; for example, an Advent calendar, an Easter activity, coding courses as part of our cooperation with Hacker School as well as site-specific events such as first aid courses or Christmas tree decorating.
- > The subsidiaries adesso mobile solutions GmbH and adesso orange AG joined the programme.
- > In May 2022, adesso organised an event together with Wirtschaftsförderung Dortmund (Economic Development Agency Dortmund) at which we were presented as a best practice for reconciling work and family life. In this way, we were able to present ourselves as an attractive employer.
- > With familysupport[4]adessi and by renegotiating the allotments, we are offering our employees even more spots in nurseries yet again.
- > Through various newly developed measures, we made managers more aware of family issues and encouraged them to take advantage of all opportunities and offers with their employees, or actively offer them to them, as needed.
- > Through our cooperation with Hacker School, we ensured that enthusiasm for IT is already awakened and reinforced among our adessini.



In general, all the goals and measures achieved contribute to the overarching goal of anchoring the reconciliation of family and work life even more firmly in our corporate culture. The team is also currently developing a parental leave guide for managers and updating parenting and care portfolios with comprehensive information for employees.

For 2023, we are undertaking to add additional measures to the programme in order to raise awareness about the issue of family and career, for managers in particular, but also for employees in general. To this end, we aim to develop and establish an adessini app and further roll out family@adesso throughout the entire adesso Group in small gradual steps.





D3 | QUALIFICATION

Our employees are our most important resource. To make sure they are always highly employable, we invest a lot in our range of training and further education courses as another measure to promote sustainable HR management. This is because we want our employees to be able to develop on a personal level based on their own preferences and abilities, as well as to always be up to date with the latest goings-on in the technological and professional world, in order to achieve the best results for us and our customers in the development of modern information systems. This brings a key added value for all involved, as it puts us in an even better position to meet our customers' requirements and our employees can develop their own range of skills.

To better meet our employees' wishes to change careers, we have developed the internal 'Career@ONEadesso' job portal. Every employee in the Group as well as those outside our network of subsidiaries can access the portal. In this way, we create opportunities for our employees to gain new experience, learn about technologies, change locations and look at their own further education in the long term. In addition to the job portal, our employees also have access to an internal career coach who provides adessi with individual advice and support. The aim of this service in particular is to show employees across the Group the opportunities for professional development that are available to them without them having to leave adesso. This discussion and coaching service underlines our open corporate culture and transparent communication.

Our further education opportunities and our preventive health care service, among other things, are designed to prevent any potential negative effects on our employees' levels of qualification. The fast pace of the IT industry and the potential pressure to meet these changes that comes with it may make them less employable.

In 2022, the European Forum, together with management and HR representatives, published a new guideline on training and development. It contains requirements for the expansion and networking of learning content among all companies within the adesso Group. The aim of the guideline is to establish a Group-wide digital learning and training network.

Our range of training and further education courses includes more than 3,000 specialist and technical training topics. We see continuously expanding our training topics by collecting regular feedback from participants and developing them further by involving our specialist departments as a necessity if we are to keep up with the fast pace of today's technologies.

In 2022, training courses were held as both face-to-face sessions and in digital formats. Our employees spent a total 162,770 hours on further education – these hours include concurrent training courses, external training courses and mandatory compliance training courses. The licences for LinkedIn Learning and Udemy for Business have proved successful in continuing to provide our employees with flexible, online, on-demand further education courses. Accordingly, we have expanded our offering to include





the Coursera learning platform. A Cloud Guru and the meditation app 7Mind are also available. All in all, our employees have access to five different learning platforms. With more than 4,800 training courses and 300 skill sets, adesso thus offers its employees another broad range of content and qualifications. Our in-house further education courses, which are mapped via a Group-internal learning management system, also continued to be held using digital formats and enable even more flexible learning thanks to the fact that employees can do them at any time, no matter where they are. We also encourage participation in online training sessions or tutorials and engagement in communities of practice.

Traditional training topics include:

- > Agility
- > Technology training courses for Java, JavaScript and Microsoft
- > Programming
- > Architecture
- > Products
- > Methodology
- > Industry and consultancy expertise
- > Requirements engineering
- > Project management
- > Software testing and quality management
- > Data-processing technologies
- > Delivery and environments
- > Various soft-skill topics for personal development

In 2022, adesso offered 240 various concurrent training courses. Overall, there were 6,973 participants in 702 training courses with a total duration of 97,110 hours. Our learning platform eCampus has an extensive offering that also includes 169 nonconcurrent training courses in which 8,897 people participated. Mandatory compliance training courses are available for 13 different topics. These were attended by 17,197 people and lasted a total of 14,702 hours. Seven hundred employees took part in external training courses and invested a total of 50,958 hours in them.

Concurrent training courses are understood to be scheduled training courses. These can be offered as face-to-face training courses as well as live online training (LOT) courses with one or more scheduled sessions. Time and location-independent self-learning courses, on

ADESSO INVESTED €2.8 MILLION FOR ALL TRAINING AND FURTHER EDUCATION MEASURES.

the other hand, are considered nonconcurrent training. In these training courses, the employees themselves decide when to do the training.

TRANSPARENT CAREER PATH MODELS

adesso SE uses a career path model to offer operational employees targeted and structured promotion paths. The different stages that make up each career path enable employees to identify what skills and knowledge they have, from which targeted measures to gain promotion can be derived. Our career path model for software engineers and consultants gives each and every individual the opportunity to develop according to their individual interests and strengths. In addition to introducing new levels, we have also added specialist expertise based on the latest market developments, for example, as well as further development options for specialisation paths.



SHE FOR IT INITIATIVE TO GET MORE WOMEN IN IT PROFESSIONS

We know that we can only realise our full potential if we face projects and challenges using mixed teams. Unparalleled expertise and a wide range of skills and knowledge allows us to bring out the best for ourselves and our customers. That is why we promote female IT specialists as part of the She for IT initiative. We have achieved our goal of significantly increasing the proportion of women at adesso and getting more and more women into management positions by 2022. A total of 61 women began working in a management position at adesso between 2020 and 2022. In the long term, we also want to contribute to more girls and women becoming interested in a future career in IT.

This includes a programme of measures that specifically addresses female IT staff and female junior staff. Measures include:

- > Internal mentoring programmes
- > Gender-specific training courses such as 'Handling conflict', 'Clever in communication', 'Strong in negotiation', 'Female empowerment – recognising and unleashing your strengths' and 'Communicating persuasively'
- > Women's networks through internal 'womenget2gether' or peer groups to give female managers the opportunity to discuss topics with one another and to strengthen networking
- > School sponsorships and regular, nationwide participation in Girls' Day
- > Activities at universities, such as the 'adesso women lectures', presentations by our female experts that give an insight into the exciting and challenging field of IT and encourage other female computer scientists and students to be brave and pursue their career in IT
- > Trade fairs
- > Family-friendly individual measures
- > Events such as the 'adesso women talk', IT-themed evenings for adesso and external guests
- > Our 'She for what? She for IT!' podcast
- > A landing page for the women's employee journey @ adesso, which provides information on all of the initiatives and measures for female adesso
- > A pilot project for an IT club, 'Project Y – Girls, just do IT!', to encourage girls in schools to get involved with IT
- > A cooperation with the non-profit organisation Hacker School – as part of a joint effort with Hacker School, adesso offers IT and coding courses for children and young people between the ages of 11 and 18 in order to get young talents excited about programming



SUPPORT FOR YOUNG PROFESSIONALS

In light of demographic change, we are focusing on young talent. We offer different apprenticeships, dual-study programmes and a trainee programme, thus helping young professional get a practical start to their careers. The main element in all three of these options is involving young professionals in live projects right from the start. This gives them the opportunity to put the theoretical aspects of what they have learned as part of their apprenticeship directly into practice. adesso employs young IT talents in the following fields of training and study:

- > IT system integration specialists
- > IT application development specialists
- > IT application development specialists (dual study)
- > IT system integration specialists (dual study)
- > Application development dual-study programme
- > Applied computer science dual-study programme
- > Mathematical-technical software development dual-study programme
- > Office management assistants
- > Event management assistants

Our goal has always been, and will continue to be, to train and hire a high number of young professionals at adesso. We achieved this again in the financial year 2022: 45 new dual students and trainees meant we filled all of the positions we had advertised and continued to ensure a high quota of apprentices.

We pay special attention to the dual-study programme for apprenticeships, which closely integrates academic education with in-company practice. This double qualification guarantees students the best career prospects. Being directly involved in a company supports targeted

qualification, which often leads to students staying with the company for their master's programme once they have completed their bachelor's degree or switching directly to a permanent position with us.

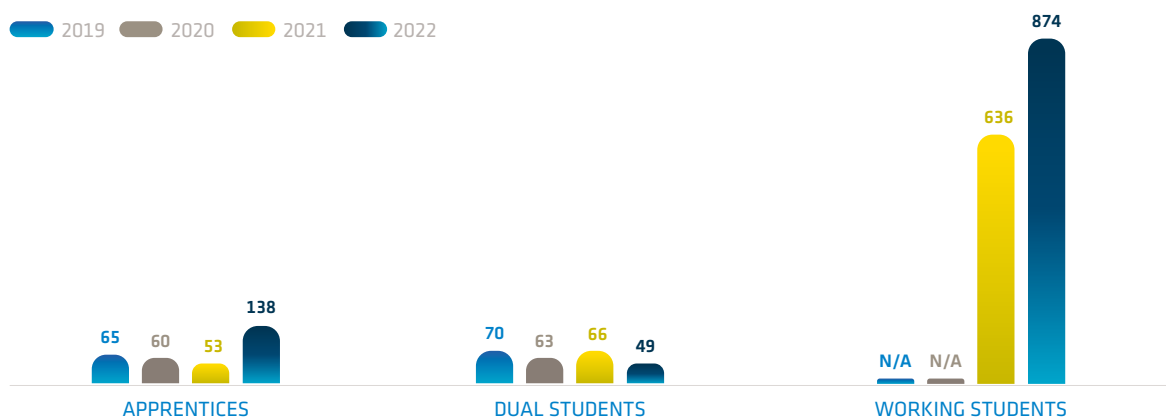
In addition, since 2012, we have been offering a trainee programme that gives graduates from computer science bachelors the opportunity to be trained as technology experts within twelve months, for example in areas such as Java, Microsoft, Digital Design or Salesforce. After successfully completing the trainee programme, trainees have the option of either starting out with us as permanent IT experts or taking up a master's degree.

Breakdown of apprentices, dual students and working students as of 31 December 2022

	Women	Men
Number of apprentices	30	108
Number of dual students	8	41
Number of working students	296	578

ADESSO FOCUSES ON PROMOTING YOUNG TALENT

2019 2020 2021 2022





SUPPORT FOR EMPLOYEES WHO WANT TO CHANGE CAREER AND ENTER THE FIELD OF IT

Our 'Switching to a career in IT at adesso' series of training courses make it easy for adessi to enter the world of software development. The training courses consist of a pre-selected series of online videos and accompanying literature that adessi can use as and when they choose to help build up or deepen their basic knowledge on the following topics:

- > Basic IT terms
- > Software architecture
- > Basics of programming
- > Development environments
- > Basics of data management and processing
- > Project process models
- > Basics of requirements engineering
- > Process management
- > Software testing

BUILDING LEADERS

- > **adesso academy.** The company-wide training programme promotes talents with leadership potential and prepares participants for future manager roles. The two-year academy programme gives employees the chance to really enhance their specialist knowledge
- > **'lead and learn'.** It is not only the steady growth across all of our locations and departments that is increasing the demands on our managers. Our project organisation requires flexibility and a wide range of interdisciplinary topics to be handled with professionalism. We use our 'lead and learn' further education course to teach new managers a uniform understanding of leadership and how to lead their own team with an open culture built on respect. Modules include a programme on how to make a successful start in a management role, participating in peer group meetings and an open seminar programme.



TARGETED PROMOTION OF TALENTS AND EXPERIENCED EMPLOYEES

New challenges and career prospects motivate people and make them loyal to the company in the long term. That is why we have developed various measures to promote experienced employees and those who aspire to have a specialist or management career.

- > **Series of internal training courses.** With our internal training courses to become a Certified adesso IT Consultant, Software Architect or Project Manager, we have developed three further education modules that support participants in expanding their skills specifically in their field of interest and prepare them for taking on even more responsibility in the customer environment. Highly trained employees also underpin to our customers that adesso stands for quality and technological expertise and that we are able to understand their needs in our day-to-day project business.
- > **Certification.** We help our employees to gain a wide variety of professional certification. Standardised and internationally recognised certification for Microsoft and Oracle's technology standards are a particular focus, as is project management certification and certification for specialisations such as requirements engineering or Scrum.
- > **Female talent programme.** Female and male talents often do not have the same opportunities to fully develop their career potential in male-dominated organisations. We at adesso no longer want to accept this. For 2022, we therefore again set ourselves the goal of further developing the potential of our female talents. We achieved this goal by continuing our female talent programme in just two separate rounds. The programme gave each of the 14 female adesso from the operations and shared service departments individual support and prepared them for specialist challenges and more advanced tasks. The response was positive all round and the participants have gotten to know each other very well and they also exchange ideas outside the official programme. For 2023, we have set ourselves the goal of revising and optimising the programme.



FROM THE LECTURE HALL TO THE WORLD OF IT PROJECTS: A STARTING POINT FOR WORKING STUDENTS



Since October 2020, young people can study at the adesso School of Coding and Software Engineering and obtain an official bachelor's degree there.

We have entered into a cooperation with the private, Potsdam-based XU Exponential University of Applied Sciences, which specialises in the topics of digitalisation and technology. The adesso School is the department responsible for the topics of coding and software engineering within XU.

In this way, we want to take on even more responsibility when it comes to training people who are urgently needed not only by us at adesso, but by the economy and society as a whole: software experts. Some adesso already teach at colleges and universities and pass on their practical experience to students this way, and some of them also teach at the adesso School. This is because associate professors with extensive practical experience should also teach alongside the full-time professors at XU.

The adesso School is where 'digital heroes' of the future are trained with a strong focus on practical tasks based on the challenges of the digital age. We at adesso ensure practical relevance not only by actively helping to shape the curricula, but also through the adesso office in Potsdam. XU students can work at the adesso office, which is within walking distance to the university, as working students, thus enabling them to gain valuable project experience right from their very first semester at the same time.

Our cooperation with XU Group GmbH, the holding company and sponsor of the XU University, encompasses yet another promising business field. The focus here is on the training and further education of skilled workers in the economy, who need to be equipped with the necessary digitalisation knowledge to manage the digital transformation.

To this end, XU and adesso have developed a joint further training offering for companies that includes coding camps for junior and senior developers, certification programmes and Sprint academies for large companies. For example, we provide courses for all the

mechanical engineers in the automotive industry who need proven software, AI and IoT expertise in the course of digitalisation in order to remain competitive. The demand is huge. The result: an exciting new cooperation with a highly modern, innovative institution that combines a private university and a further education institution for business under one roof.



The founding of the adesso School of Digital Health in 2021 means we have once

again expanded our offering in the higher education landscape. The school was founded jointly with Frese-nius University of Applied Sciences. Since the 2021/2022 winter semester, students at the private university's location in Düsseldorf have been able to do the Digital Health Engineering (B. Sc.) bachelor's programme. This enables adesso to pass on its expert knowledge in the areas of digitalisation, health, management and IT to young professionals.

The close cooperation with a wide range of universities and scientific institutions as well as the collaboration in joint funding and research projects enable us to constantly actively transfer knowledge between research and practice. We can test new technologies in a scientific environment and derive empirical values for our project business. We collaborated with universities and colleges through the following projects or events, among others, in 2022:

- > Our recruiting team represents adesso at various **education and contact fairs** to draw the attention of students, graduates and young professionals to adesso as an innovative and forward-looking employer. In 2022, for example, these included the Connecticum job fair in Berlin, the 'Real-IT-Y' event in Dortmund and the 'IT Career Night' event in Rostock.
- > Several of our offices offered a total of 25 students a six-month compulsory internship as part of a **rotational internship** in 2022. This gives students the opportunity to go through the complete life cycle of an IT project and gain practical experience in the various IT project roles.
- > We are involved in **advisory boards of universities and colleges due to memberships**, for example in the business advisory board of TH Rosenheim.



- > The **adesso Academic Committee** discusses current scientific and technological topics. The committee promotes the transfer of knowledge between academia and practical application. An intensive cooperation takes place between the adesso offices and the universities primarily on a regional level, of which there were nine in 2022.
- > In 2022, the **'Computer science and business' women's studies programme** at HTW Berlin successfully concluded a joint software development project in cooperation with adesso. As part of the cooperation, adesso recruited female students who want to complete their placement semester or dissertation at adesso. We are therefore continuing the cooperation in the 2022/2023 winter semester.
- > A two-day **workshop for students** was held at the Nuremberg office under the motto 'Agile meets Minecraft'. The students learned the most important Scrum basics in theory and then put them into practice using Minecraft as an example. A total of 44 students participated and gave overwhelmingly positive feedback.

> adesso Schweiz AG is continuing its **partnership with the Institute for Information and Process Management of the Eastern Switzerland University of Applied Sciences (Ostschweizer Fachhochschule, OST)**. The heart of the partnership is the 'LowCodeLab@OST' with the goals of increasing awareness of low-code in the D-A-CH region, bringing business and science closer together, for example, by promoting project work or dissertations by students, and conducting joint research on further potential.

In addition to cooperating with external institutions, we rely on internal event formats within the adesso Group, such as IT conferences or Agile Days and Testing Days. These types of events promote the sharing of specialist and technological knowledge within our company just as much as regional technology group meetings, such as the Java User Groups or associations such as Bitkom. They allow us to get involved with specialists groups, and we enjoy hosting the events. They give all employees the chance to find out about the latest technology, learn from experts in their specialist fields or give their own presentations on topics of interest.

D4 | HUMAN RIGHTS

We adhere to internationally recognised human rights and fundamentally reject inhumane practices, such as forced labour or child labour. Our corporate principles exclude cooperating with companies that apply or permit such practices. The European Forum, as the international employee representative body, stands for the observance of human rights and optimises the conditions within the company in the interests of all employees:

- > Occupational health and safety
- > New Work
- > Workplace design
- > Work-life balance
- > Diversity
- > Equal treatment
- > Harassment and bullying

In addition, we have, among other things, established various contacts who provide consultancy in conflict situations and on issues such as these. This includes our Diversity Manager or the responsible human resources officer and the respective manager. All of these people have the task of dealing with any incidents in a confidential manner and finding a desirable solution in consultation with the person concerned.

As there have never been any reports of human rights violations in our Group, we have not yet formulated any goals regarding human rights. Should such a violation be reported, we will react to it according to the situation. We see the situation in some of our subsidiaries, where human rights are restricted by the national government, as a risk. In these countries, our senior management is in close and regular contact with the local management so that we can ensure the necessary transparency and compliance with regard to human rights through our foreign subsidiaries.



Our core business is the provision of IT services. By far the largest part of these services is provided by permanent employees of the adesso companies. A significantly smaller part is provided by partner companies and freelancers. These deliveries and purchased services make up the largest part of procurement in relation to the supply chain of our core business. We have therefore centralised all activities relating to the deployment of such workers in percision services GmbH. Its exclusive

business purpose is the recruitment and supervision of external employees for adesso projects in compliance with all relevant legal and social standards.

Nearshore services are almost exclusively provided within the Group so that we can ensure all the necessary transparency and compliance with regard to human rights through our foreign subsidiaries. We do not currently implement offshore delivery models.

D5 | COMMUNITY

We are aware that being a successful business does not only include economic factors, but also the fact that social commitment and the assumption of social responsibility are important investments in our future.

That is why we aim to support various charitable projects each year, which our employees propose. We select a new set of projects each year. We supported the following charitable projects and organisations, among others, in 2022:

> **Donations from internal sports campaigns.** For example, every year we donate a fixed amount for each participant in company runs at various locations to support an educational project. In 2022, 492 employees from all national companies of the adesso Group took part in the adesso virtual company run under our anniversary motto 'GROW TOGETHER'. Employees were free to choose between a distance of five kilometres, 25 kilometres or a relay race with five people over a total distance of 25 kilometres. 165 adessi participated in Corza Medical's organ charity run. The run is intended to draw more attention to the issue. adesso covered the entry fees for all its employees once again. adesso was a donation partner at this year's CIO Charity Run & Bike as well. For each kilometre, five euros (for running) or one euro (for cycling) were donated to organisations that support young people whose prospects for fair and sustainable vocational training have been significantly diminished by the pandemic.

> **Annual donation from subsidiaries.** adesso subsidiary Reachbird solutions GmbH donates €500 to a good cause every year. In 2022, this donation went to the Outpatient Children's Hospice Foundation (Stiftung Ambulantes Kinderhospiz, AKM) in Munich, which supports families with new-borns, children and/or

young people who are terminally or critically ill. Stream of Life, an association that supports children in need in Uganda, received support from adesso Austria GmbH in the form of a monthly financial donation. In addition, private donations from Austrian employees ensured the completion of toilets and bathroom facilities in a school in Uganda. What is more, adesso Austria made donations to UNICEF and SOS Kinderdorf.

> **Christmas donation.** Every year at Christmas, adesso SE and other Group companies donate to charitable projects, most of which involve the social participation of socially disadvantaged children and young people. In 2022, adesso SE contributed €100,000 to a wide range of topics, including educational support, adessi-supported volunteer projects, the promotion of women and health, sustainability, diversity and ongoing initiatives for things such as aid for child support networks. The following projects and organisations received our financial support:

- > The German Children and Youth Foundation (Deutsche Kinder und Jugendstiftung, DKJS)
- > 'Together for Uganda' (Miteinander für Uganda – a non-profit project for schools and education)
- > STINA (a nationwide helpline for people escaping forced prostitution in Germany)
- > The German Green Forest Fund (for planting natural forest ecosystems without exploiting them for profit)
- > Moore Futures (initiative for the protection and rehabilitation of wetlands)
- > Endometriosis Association Germany e.V. (Endometriose Vereinigung Deutschland e.V. – a nationwide self-help organisation for women's health)

- > buildON – a non-profit organisation for building schools (this year for the Elisabethstift children's and youth assistance institution)
- > The German Lesbian and Gay Association (Lesben- und Schwulverband, LSVD – an association for promoting the rights of lesbian, gay, bisexual, trans and intersex people)
- > Totschka – a Russian-language children's and youth library (educational donation to help refugees and victims of the war in Ukraine)
- > Aid for Ukrainian refugees: 'Aktion Deutschland Hilft' (Germany Helps Campaign) (continuation of adesso's previous donation for the victims and refugees of the war in Ukraine)

- > **Mobile saviours.** The association Mobile Retter e.V. pursues the goal of improving primary care for people living in potentially harmful situations with an app-based alerting system. As a technology partner, we support the association and provide the platform via the subsidiary medengineering GmbH, which runs the first aid app as part of the regional emergency care:



- > Over 10 million residents in covered regions (Germany) and over 17 million residents in Europe (Germany + Spain/Catalonia)
- > Over 30,000 registered first aiders
- > Over 14,100 active 'mobile saviours'
- > Over 24,700 successful incidents
- > Average arrival time of 4 minutes and 35 seconds

- > **CarAH Tokoloho.** CarAH stands for 'adesso Cares About Health'. We are working to establish a day clinic in the township of Tumahole, Parys, South Africa, together with the Tokoloho Foundation, which is based in South Africa. In the CarAH project, we support the foundation's volunteers in one of their tasks: providing the people in the region with health education. We are developing a smartphone application for this very purpose. Funding was provided by adesso, and the German government provided subsidies. In 2022, the youth professional exchange programme, which had already been planned before the pandemic but was postponed because of it, was able to be started thanks to the support provided via an application from the 'Teams up!' development volunteer service (formerly 'Weltwärts'). The funding application was processed, submitted and finally approved all in the first half of 2022. The meeting between the teams participating in the professional exchange programme first took place in September 2022. Eight employees of the township's



day clinic travelled from South Africa to Dortmund to spend 14 days with the German team getting to know the German health care system as well as local and cultural characteristics of the region together.

The teams also focused on their communication and networking. The third focus was on workshops at adesso in which they worked out the requirements and the layout of the application to be developed together. To complete the task, the teams applied renowned adesso techniques, such as the use of an Interaction Room. The development of the application began after the portion of the exchange in Germany ended, and regular meetings have been held since then to share updates on their progress. The second part of the exchange, the German team's trip to South Africa in mid-January, is among the items on the agenda for 2023. The goals planned for this include the completion of what is known as the MVP (minimum viable product) and the handover and commissioning of the application.

- > **The Neven Subotic foundation.** Water is the basis of life – education is the basis of existence. This is the motto of WASH, the project of the Neven Subotic Foundation, which aims to give people in Ethiopia access to clean water, sanitation and hygiene as the basis for a healthy and autonomous life. After adesso implemented the first projects with the foundation pro bono in 2019, the work however being reduced to a minimum due to the pandemic in 2021, a joint event was able to be held in 2022. We organised an event in Cologne entitled 'Shaping the Future Together' together with our client Dr. Schönheit + Partner, at which Neven Subotic gave a talk and donated his fee to the foundation.

- > Every year, we support **smaller causes and organisations** that our employees bring to our attention, for example, by sponsoring shirts or equipment for sports clubs.

- > **WE don't talk – WE do something.** This campaign has been collecting caps from drinks bottles at the Dortmund office since June 2020. The collected bottle caps will be sold to a metal dealer and the proceeds will be used to support the Unna outpatient children and youth hospice service (ambulante Kinder- und Jugendhospizdienst Unna). Our employees collected a total of 731 kg of caps over the past 2.5 years.



> **BVB: adesso is the official main sponsor of Borussia Dortmund's youth team.** Dortmund's youth team will wear our adesso logo on their shirts at home and away matches until at least 2023.



**Frauen
Hauptsponsor**

We have also been the official shirt sponsor of Borussia Dortmund's new women's

team since the 2021/2022 season. In addition to the adesso logo, the Dortmund players will also wear the claim 'She for IT' on their shirts, thus promoting more women (power) in MINT professions and in business and society on the football pitch. And in addition to the traditional sponsorship deal, an extensive cooperation for IT services was also agreed with the club. adesso will also become an IT partner and service provider for Borussia Dortmund. The cooperation provides for an intensive exchange on the topics of knowledge transfer and management. For example, training and workshops on IT-specific topics are planned for the youth players. In return, the club will give us insights into the world of sports management and youth development in professional football.

> **JobAidUkraine.** The job portal was set up shortly after the start of the conflict in Ukraine in order to provide short-term support for refugees. The concept is that the integration of refugees works best via a job and that this requires a targeted point of contact that provides the necessary information in the right

languages. The Lines of Business Cross Industries, Public and Utilities supported the portal with a hackathon. A total of 100 adesso registered for the event and did an estimated 150 person-days of work for the good cause. All disciplines were represented among those in attendance, which meant we were able to refine the requirements and advance the portal in both the backend and the frontend. In the course of the event, we received support from the non-profit association's experts, who discussed new features with us and answered architectural questions.

> **DeafIT.** adesso sponsored DeafIT once again. The conference is specifically aimed at hearing-impaired people working in the IT industry. All conference presentations will be subtitled live by a cloud-based AI solution or translated into German Sign Language by interpreters.

The budget for donations is determined by the Board of Directors, and payment is made after it has been approved by the Board of Directors in line with the dual-control principle. We work with regional colleges and universities and offer students opportunities to start their careers through internships, trainee positions and working student jobs. Our business activities provide jobs both nationally and internationally. By paying corporate taxes in the countries where we operate, we promote the economic viability of the respective country.



D6 | POLITICAL INFLUENCE

It is neither in line with our actions nor is it our intention to exert political influence on parties or state authorities. For this reason, we do not make any direct or indirect monetary or material contributions to political

parties, lobbyists or other political organisations and do not exercise any political influence. Moreover, we do not try to pre-emptively influence ongoing legislative processes.

D7 | CONDUCT IN COMPLIANCE WITH THE LAW AND GUIDELINES

The Code of Conduct applicable to the entire adesso Group sets out standards of conduct on the subject of corruption: Cooperation with customers, cooperation partners and suppliers shall be respectful and appreciative. In our business relations, we observe commercial principles and draft contracts free from considerations unrelated to the subject or personal interests. As there have been no compliance violations at adesso to date, we have been able to refrain from agreeing specific goals. We would like to maintain this situation and, if a violation does occur, react to it on a case-by-case basis. In addition, our Code of Conduct is reviewed annually and revised and expanded according to internal and external requirements.

Our employees shall only accept or issue business invitations if they are reasonable, do not receive any improper consideration or other preferential treatment and do not violate any applicable law. This also applies to the acceptance or granting of gifts and other benefits or advantages. Donations and sponsorships are transparent, documented and reviewed or approved by the Executive Board or management. The managers undergo training in which they are informed about the legal framework of compliance issues and learn to act accordingly.

The greatest risk for corruption is considered to be the attempted or actual winning of contracts through improper consideration of the person or group of persons at the organisation awarding the contract (both in the private sector and in public authorities and state-owned enterprises). In this process, one or more private individuals receive items or money for use in their

private lives. We come to this conclusion via assessments by experienced lawyers. As the adesso Group has expanded internationally in recent years and thus entered further legal systems, there are also potential risks in the lack of knowledge of law and practice in business life as well as in the fact that it is more difficult for the Executive Board to directly inspect the law due to distance. In order to counteract compliance risks, we have established the position of the Compliance Officer, created an insider list and are continuously identifying transactions, which could either be insider offences or lead to imbalances in the information of the capital market.

We have actively made it known to all persons in the adesso Group that winning contracts through these methods is excluded. Violations of adesso's corporate principles may – depending on the severity of the violation – result in disciplinary and/or labour law-related actions. The basic mechanisms of checking and approving invoices according to the dual-control principle and a two-stage payment approval process help to monitor this. Group companies deliberately keep their cash-in-hand to a minimum. A member of the Executive Board acts as Compliance Officer.

We are not aware of any cases of corruption or sanctions due to the disregard of applicable laws and regulations related to social and economic issues for the financial year 2022.

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