adesso | GROUP

sustainIT
EVERY BIT COUNTS

COMPANY NAME
adesso SE

REPORTING YEAR
2023

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 OF THE EXECUTIVE BOARD

From left, Kristina Gerwert, Benedikt Bonnmann, Mark Lohweber, Andreas Prenneis, Jörg Schroeder (Executive Board of adesso SE from 01.04.2024)

Dear readers,

the adesso Group is an innovative and fast-growing IT company in a dynamic environment. Every day, our more than 10,400 employees at 64 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.

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.

For 2023, we would like to focus on three developments that we are particularly proud of and that have enriched our company in a special way:

Our corporate culture is one of the key pillars of our success and serves a critical basis for our daily interactions that has grown and evolved over 26 years. We focussed even more in 2023 on our culture and upholding the values that we have lived by from day one, especially in dynamic times when adesso is growing at an ever-faster pace and when the general conditions are changing as more sites, national affiliates and subsidiaries are added and mobile work becomes more important. Our employees discussed at numerous events in Germany and abroad how we can practice our values more actively in our day-to-day interactions and make the Culture Code more tangible. We will draw on a large number of fresh new ideas to fine-tune our image going forward.

We welcomed our ten thousandth employee to the adesso Group at the beginning of September. The company's workforce has doubled in size in the past three years, and we are fully on track in terms of our growth and internationalisation strategy through our activities in 15 countries at 64 locations worldwide. We are delighted that so many people from around the world are inspired by adesso and that our intercultural teams are shaping the digital future across national borders.

adesso joined the United Nations Global Compact in July 2023, showing it visible commitment to the vision of a more inclusive and sustainable economy for the benefit of all people, communities and markets – today and in the future. As an initiative of the United Nations, the UN Global Compact provides a framework for implementing universal sustainability principles and taking measures to support the UN goals. By signing the UN Global Compact, we are looking to make a clear commitment to achieving the UN climate goals and create more transparency regarding sustainability.

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.

Mark Lohweber   Kristina Gerwert   Andreas Prenneis   Jörg Schroeder   Torsten Wegener

A

STRATEGY

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 a sustainable 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 2023 and also increased its operating result in comparison to the previous year. We are ranked sixth in the Lünendonk ranking of the leading IT consultancy and system integration companies in Germany. This means that adesso moved up five places compared to the previous year's ranking (rank 11).

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, travel and purchasing guidelines, an adapted car policy: step by step, adesso is becoming more sustainable. We are taking a similar approach and using the same tools as comparable companies.

> **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

adesso is listed in the SDAX and is one of the 70 largest companies in terms of free float market capitalization 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 claim 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
> Continuous intensification of sales of our ongoing 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 target-specific, successful recruitment processes and maintaining strong levels of employee loyalty

We laid the foundation for a successful financial year in 2023 in line with these strategic cornerstones by implementing the following measures:

> We have expanded our internationalisation strategy by founding new national companies (adesso UK, adesso India), expanding our branch network (Braunchweig, Siegen, Würzburg) and acquiring relevant majority shareholdings (inlcuding WEPEX GmbH). As a result, adesso is now represented in 15 international countries. This means that the adesso Group has 64 locations around the world in 2023.

> Strategic acquisitions or business takeovers and the targeted development of promising areas have enabled us to profitably expand our portfolio, establish further business areas and strengthen our expertise in innovative and promising areas.

In the financial year of 2023, strong growth, particularly in the first half of the year, impacted profitability as measured by the ratio of operating earnings (EBITDA) to sales:

Sales	EUR 1,136 million*
EBITDA	EUR 80 million*
Staff	10,408*
FTE	9,512*

* Figures refer to the adesso Group including foreign subsidiaries.

Earnings in 2023 are expected to be sub-par due primarily to growth-related underutilisation and other special effects. However, this is believed to be a short-term issue. The long-term positive development of the adesso Group means that our Executive Board and Supervisory Board continue to pursue a policy of steadily increasing the dividend per share in absolute terms for the eleventh year in succession. Shareholders also take part in the company's success through a dividend payment, in addition to the increase in enterprise value through continuous growth, which has been given priority. In this way we can fulfil our obligation and our claim to create sustainable value for our shareholders. In this way, we also 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 development 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. We set out in writing in 2023 what we have lived by at adesso since day one and what remains important to us in the 'adesso Culture Code'. Our values are an important pillar of adesso's success and a critical basis for our day-to-day work together. The adesso culture is built on these four values: **we are ONEadesso, we are open-minded, we are straightforward, we are hands-on.** We have fine-tuned the cultural values throughout the company and developed ideas for practical implementation in day-to-day work in numerous workshops and events as well as at discussions and brainstorming seminars.

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 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 top employers in Germany, a fact that has now been independently verified on multiple occasions. For example, we take part in the 'Great Place to Work' competition regularly. Having achieved first place in our size category '2,001–5,000 employees' for the first time in the main intersectoral competition in 2020, we were also awarded the titles of 'Germany's Best Employer 2023' and 'Germany's Best Employer in ITC' in our size category for companies with more than 5,000 employees in 2023. For us, earning these two titles again after achieving this feat in 2020 is validation of our efforts to foster a strong and attractive employer brand and corporate culture.

1. Platz: Double!

Beste Arbeitgeber™
Deutschland
Great Place To Work® **2023**

IN DER GRÖSSENKATEGORIE:
> 5.000
MITARBEITENDE

Beste Arbeitgeber™ ITK
Great Place To Work® Deutschland **2023**

IN DER GRÖSSENKATEGORIE:
> 2.000
MITARBEITENDE

adesso was also on the winners' podium in the 'Great Place to Work®' cross-country comparison in 2023, taking second place in 'Best Workplaces Europe™'.

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 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 chapter .

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 CO_2 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.

OUTLOOK
Directive (EU) 2022/2464 as regards corporate sustainability reporting (hereinafter referred to as the 'Corporate Sustainability Reporting Directive', or 'CSRD' for short) took effect on 5 January 2023. The aim of the directive is to enable investors, consumers, civil society organisations and other stakeholders to assess the performance of companies in terms of their sustainability within the framework of the European Green Deal. The CSRD replaces Directive 2014/95/EU (hereinafter referred to as the 'Corporate Social Responsibility Directive', or 'CSR Directive' for short), which previously governed sustainability reporting at European level. The new provisions of the CSRD must be transposed into national law by EU member states by July 2024 at the latest. adesso will be obliged to prepare a sustainability report pursuant to the CSRD starting with reports prepared for the 2024 financial year.

Under the CSRD, companies will have to fulfil certain reporting requirements with regard to material aspects relating to their sustainability in future. These reporting requirements relate in particular to the impacts, risks and opportunities for companies in connection with social, environmental and governance issues. The concrete requirements are defined in the European Standards for Sustainability Reporting (hereinafter referred to as the 'European Sustainability Reporting Standards', or 'ESRS' for short) issued by the European Commission. The European Commission has currently issued 12 sector-agnostic standards in Delegated Regulation 2023/2772. These comprise two general standards with universal requirements and disclosure obligations as well as ten topical environmental, social and governance standards. The general standards apply to all companies, whereas the disclosure requirements set out in the topical standards are subject to a materiality assessment. This means that companies only have to fulfil the topical disclosure obligations that relate to their material sustainability aspects. The individual material sustainability aspects of companies must be ascertained as part of a materiality assessment under the principle of double materiality. This principle comprises two perspectives: the materiality of the impact ('inside-out perspective') and the financial materiality ('outside-in perspective'). Materiality of impacts refers to the actual and potential as well as positive and negative impacts of companies on sustainability aspects. In contrast, financial materiality is based on the risks and opportunities resulting from sustainability aspects for the respective company. Under the principle of double materiality, a sustainability aspect is considered material if it is deemed so from the perspective of impacts, risks and opportunities or from both perspectives.

We are working all the time to increase our contribution to sustainability and prepare ourselves for the broad-ranging sustainability reporting requirements laid out in the CSRD. As part of these efforts, we are currently conducting a detailed materiality assessment for the adesso Group in accordance with the principle of double materiality. In this way, we aim to identify the key impacts, risks and opportunities of the adesso Group with regard to social, environmental and governance issues. When identifying the material sustainability topics for us, we not only consider our own business activities, but also our upstream and downstream value chain and feedback from our stakeholders. We expect to finalise our materiality assessment in the first quarter of the 2024 financial year. At this time, we have already defined 'Own workforce' (ESRS S1), 'Climate change' (ESRS E1) and 'Business conduct' (ESRS G1) as key topics for the adesso Group. However, the exact definition of the core sustainability topics for us, including the specific (sub-)topics, has not yet been finalised. Once this is done, we will incorporate the findings from our materiality assessment into our sustainability strategy and when preparing a meaningful sustainability report pursuant to the CSRD. We believe that the materiality assessment we carry out in accordance with the CSRD will help us improve our sustainability practices, manage our risks, capitalise on our opportunities and create long-term value for our stakeholders.

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 Key Performance Indicator (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 achieve our goal of continuing to grow organically and at least twice as fast as the market if we retain our customers and business partner over the long term. We can achieve this by convincing them of the quality of our services and expertise.
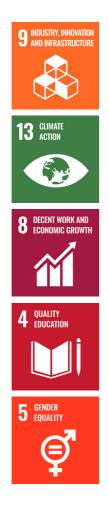
The field **'Sustainable Company'** is about adesso being a sustainable company. We follow a path similar to that of comparable companies and rely on tools the same as they do in order to reduce the amount of resources we consume. Our employees are the drivers of measures, discussions and process changes. 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 those relating to Diversity, 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 CO_2 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	Priori-sation
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 CO_2 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 2023, we reached a milestone by reaching 10,000 employees worldwide. Furthermore, 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 costeffective 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 2024, meaning we will continue to meet **SDG 4 Quality Education.** We promote **SDG 5 Gender equality** through our activities in the area of diversity, equity and inclusion. We are pursuing three general goals with our Diversity Roadmap: We seek to provide all employees inclusive working conditions, encourage them to promote inclusion at adesso and see diversity as self-evident, and raise awareness of adesso as an inclusive, diverse and authentic employer. adesso promotes the achievement of these goals through a comprehensive training curriculum on diversity, equity and inclusion as well as employee resource groups, which serve to increase awareness, understanding and support among employees.

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 is in effect for three years and awards 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 on-site 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 2023.

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 keywords 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.

This year's 'adesso digital day' focussed on the courageous people behind digital success stories. Renowned business leaders such as Dr. Michael Müller-Wünsch (IT Director of the Otto Group), Kian Mossanen (CIO of Siemes Energy Global), Chrsitan Niederhagemann (CIO of the GEA Group) and Stefanie Kemp (CTO of the Sana Kliniken AG) provided an exclusive glimpse into their IT and business success strategies.

B

PROCESS 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. The following changes to the adesso management team were made in 2023 and 2024:

Kristina Gerwert was appointed by the Supervisory Board of adesso SE as a new member of the company's Executive Board with effect from 1 July 2023. From this date, adesso's long-standing HR manager assumed responsibility for Human Resources, Corporate Buildings, Procurement, Compliance, Corporate Administration and our subsidiary alleato assekuranzmakler GmbH in the insurance segment. Therefore, it is the highest body responsible for the overarching topics of compliance, diversity, environment, health and safety. Her Executive Board contract runs until 2027.

Mark Lohweber was also appointed to the Executive Board of adesso SE with effect from 1 July 2023. He assumed responsibility for the core insurance and banking sectors and, at the beginning of 2024, took over as Chairman of the Executive Board from long-standing Chairman Michael Kenfenheuer, who stepped down from the adesso Executive Board at the end of 2023.

Executive Board member Dirk Pothen terminated his Executive Board contract prematurely for personal reasons and left the Executive Board at the end of 2023.

In February 2024, the adesso SE Supervisory Board also appointed Benedikt Bonnmann to the Executive Board of adesso SE with effect from 1 April 2024. His Executive Board contract runs until 2028. He has been working for adesso since 2017, where he most recently served as Executive Director of the Digital Horizontals Business Area and was responsible for the Data & Analytics division. With his appointment, the Supervisory Board supports adesso's efforts to increase its focus on the great business opportunities offered by the use of artificial intelligence. In addition, Bonnmann will assume responsibility on the Executive Board for the Automotive,

Life Sciences, Manufacturing Industry and Retail sectors from Torsten Wegener, who will leave the Executive Board when his contract expires on 31 March 2024.

Michael Zorc, a long-time, successful player, captain and sports director at Borussia Dortmund, joined the Supervisory Board of adesso SE on 1 June 2023. This underscores our industry expertise and boosts our commitment to the international sports business.

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. The members of the European Forum were re-elected for the next four-year term at the end of 2023. All employees who have been employed by an adesso Group company for at least six months on the day of the election and are in an active, ongoing employment relationship are eligible to vote. All adesso national affiliates with more than 50 employees are represented in the European Forum.

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 endeavours of our sustainability strategy are therefore also anchored in our corporate principles, the Code of Conduct. Our values refer to teamwork, integrity, quality and environmental management, data protection and information security as well as the protection of our employees and business partners. The Code of Conduct can be viewed on the adesso Group website and is updated regularly.

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:

> the fulfilment of customer requirements
> respectful treatment of employees, partners and suppliers
> continuously safeguarding innovation and earning power as well as technological and professional expertise
> efficient process organisation
> the protection of the climate and the environment
> implementing all regulatory requirements
> 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.

IT ZERT
ISO 9001:2015

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 9001:2015, 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 2023, strategic project management carried out 50 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, adesso implemented solutions for finance and delivery, working time recording for operational employees, document management and digitisation, and group-wide reporting at adesso SE and other subsidiaries.

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. This affects following adesso-locations: Dortmund, Cologne and Frankfurt am Main. In light of this, a process landscape was designed that contributes to improving quality within software development and that is applied in customer projects. Employees in the Line of Business continued to be informed about changes and topics relating to medical device quality management in 2023. The system has been available in English since 2023, as has the associated e-learning. 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 14001:2015.

IT_ZERT
ISO 14001:2015

Our guideline on sustainable procurement 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 aim to accomplish this by, among other things, achieving the following goals:

> 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 manage unavoidable business travel in an environmentally responsible manner by implementing appropriate fleet management measures and encouraging 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

adesso takes part in different initiatives and campaigns to promote environmental protection. For example, we have worked in partnership with AfB GmbH, Europe's largest non-profit IT company focused on the refurbishment and reuse of hardware, since 2022. We are raising our employees' awareness of the impact of their business trips on the climate through our collaboration with eco.mio. Under this partnership, we use eco.mio's software, a browser plug-in that utilises gamification and climate-related facts to promote more environmentally friendly travel habits.

We also contributed to offsetting CO_2 emissions through our donation of EUR 3,500 to Schleswig-Holstein Nature Conservation Foundation (Stiftung Naturschutz Schleswig-Holstein), which is committed to protecting and renaturalising moorland.

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 285 members in 2023. Our employees are committed to reducing adesso's footprint as a company and drive the establishment of corresponding measures.

The following details the measures adesso has implemented:

> to increase our employees' awareness of the issue of sustainability, we addressed the topic at our in-house 'Employee Breakfast' event series and educated them about environmentally conscious behaviour in their everyday work. We are looking to continue the event series in 2024.

> Our goal is to reduce CO_2 emissions per employee by 80 % by 2027 from 2019 levels. We had set ourselves the goal of reducing emissions by 50 % per capita by 2024 compared to 2019. We exceeded this target, reducing CO_2 emissions by 82 % per full-time equivalent. We achieved this through the following measures:

  > We analysed our air travel by quarter for the first time in 2023.

  > The pilot project in collaboration with the Munich start-up eco.mio was a success and will be extended accordingly. 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 our 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 system will be updated in 2024 and will include more gamification features.

> We made rail travel more attractive by allowing employees to travel first class on selected routes. This proved highly popular and will therefore be expanded in 2024: Under this scheme, employees can travel first class by train if the total travel time is three-and-a-half hours or more.

> With regard to our vehicle fleet, we had set ourselves the goal of increasing the share of electric vehicles and reducing CO_2 emissions per kilometre to under 130 g/km (not including plug-in hybrid cars) by 2023. We exceeded this target as well, which is why we set ourselves the target for 2024 of further reducing emissions across the vehicle fleet by increasing the proportion of battery electric vehicles (BEVs) and reducing CO_2 emissions to below 99 g/km (not including plug-in hybrid vehicles).

> By participating in the 'Cycle to work' campaign once again, we promoted a healthy and environmentally conscious alternative to commute to work. In 2024, we are looking to add 400 active members for the campaign.

IN 2023, ADESSO PARTICIPATED THROUGHOUT GERMANY.
327 EMPLOYEES FROM 29 OFFICES CYCLED A TOTAL OF 184,452 KM.
THIS MEASURE TO RAISE AWARENESS AVOIDED 36 TONNES OF CO_2 EMISSIONS.

Office	Active adessi	Kilometers travelled
Aachen	3	667
Augsburg	3	1,421
Berlin	15	7,467
Bonn	3	5,806
Bremen	5	1,277
Dortmund	37	15,134
Dresden	6	1,136
Düsseldorf	11	7,466
Essen	8	6,709
Frankfurt	8	7,727
Hamburg	29	18,865
Hannover	7	5,857
Jena	7	7,780
Karlsruhe	7	2,484
Cologne	27	16,360
Leipzig	7	3,912
Munich	62	33,308
Münster	7	4,059
Neumünster	5	3,076
Nuremberg	9	4,672
Paderborn	8	6,193
Potsdam	3	3,263
Reutlingen	2	241
Rostock	10	2,621
Saarbrücken	1	1,097
Siegen	2	358
Stralsund	10	6,648
Stuttgart / Vaihingen	11	4,994
Walldorf	11	3,106
Without information	3	752
TOTAL	**327**	**184,452**

adesso also took part in the 'City cycling' campaign. A total of 185 adessi cycled a cumulative 13,160 km (9,649 km in 2022) across 22 locations in Germany. Compared to the previous year, the number of participating locations has doubled and the number of participating employees has risen from 71 to 185. This means that the distance travelled is also significantly longer and the CO_2 equivalents saved are considerably higher.

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 was published on our Group Website.

3) SOURCING STRATEGIES AND PRACTICES

We prepared a supplier selection questionnaire and rolled it out which also includes environmentally specific topics. This is used during the supplier selection process and is filled in by potential suppliers. A supplier is chosen or not chosen based on their responses. 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

A mandatory e-learning course on the LkSG was 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 Supplier Code, a code of conduct for high standards of safe working conditions, fair and respectful treatment of employees and ethical practices, has been revised in line with the requirements of the LkSG, published on our Group website and already signed by the majority of our suppliers.

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. Additionally, an initial analysis and assessment of possible risky suppliers took place.

7) COMPLAINT MANAGEMENT SYSTEM

A whistleblower system for internal and external issues was 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.

INFORMATION SECURITY MANAGEMENT

adesso detected an external cyber attack against adesso SE's IT systems on 11 January 2023. Once it was discovered, adesso launched comprehensive forensic analyses; initially conducted by adesso's internal security team. However, from 16 January 2023, experienced outside cybersecurity experts were also brought on board. The hacker(s) gained initial access by exploiting a vulnerability in the Confluence system as part of a zero-day exploit. The vulnerability was exploited before it became known and could not have been prevented. As part of further forensic analyses, it was determined that the attacker(s) were able to gain privileged access to other systems in adesso's internal network beyond the affected Atlassian systems. The forensic investigations into the origin and course of the cyber attack have been completed. Measures to secure adesso's IT infrastructures were adopted in 2023 and, together with outside experts, a comprehensive programme that includes measures to improve security was developed. Implementation of the programme began in 2023 and will continue in 2024.

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 27001:2013.

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-Centre 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 GmbH	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 is a business-critical issue for us. When doing so, we always adhere to the following principle: A high level of data protection and data security must be guaranteed wherever data is recorded, stored or otherwise processed. This applies to the data of current and potential customers, business partners and employees, as data protection entails protecting the rights of the data subject to privacy.

adesso is also required to take customer-specific data protection requirements into consideration, in addition to the basic requirements set out in the General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (Bundesdatenschutzgesetz, BDSG). As a service provider for banks and insurance companies, which have to take special account of data protection considerations in their core business (for example, in the context of protecting social data and patient confidentiality), ensuring an appropriate level of data protection is one of key criteria when it comes to the quality of the services provided.

The organisational requirements are designed to ensure compliance with data protection laws.

Compliance with the statutory provisions on data protection and fulfilment of obligations (duty of confidentiality, duty of secrecy, duty to maintain banking secrecy, etc.) are extremely important for the adesso Group. Our stakeholders trust us to handle data carefully and protect it from unauthorised access and misuse.

Employees, external service providers and customers are bound to data protection at all times. These obligations also apply for the period after employees leave the adesso Group.

Furthermore, the adesso Group seeks to apply the principle of data minimisation at all times. All data will be blocked and erased at the earliest possible time or as soon as possible after the purpose has been fulfilled.

An adesso Data Protection Day has been held with the data protection coordinators from the Group's subsidiaries since 2018. This concept was expanded to include quarterly meetings for the first time in 2023. Also in 2023, the Data Protection Day was replaced on a one-time basis by an in-house TÜV course titled 'Data Protection Coordinator'. The quarterly meetings will continue in 2024, and a Data Protection Day will be held in September.

At the beginning of 2024, responsibility for the subsidiaries that take part in the adesso data protection umbrella was divided amongst the two data protection officers, who can each fill in for each other. This ensures quality from a data protection perspective, even as the company grows in size.

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 2023 to 31 December 2023. The key figures were recorded using the existing management systems in the respective departments and apply to the specified reporting period, unless specified otherwise. From 2024, the sustainability report will be part of the adesso annual report.

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 and sanitary paper), as well as data on business trips that employees take by plane, train or using a rented or company car, and derive the CO_2 emissions from this. We use the Scope of Greenhouse Gas Protocol (GHG) throughout the Group to guide us in allocating CO_2 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 the first time, the software will also be used to prepare the report this year.

Figures in this report have been rounded, which may result in minor differences in totals.

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. Therefore adesso signed the UN Global Compact in 2023. Our first Communication on Progress report will be published in 2024. 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 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 and direct insurance policies, as well as various premium payments, for example, for

> procuring new employees,
> successfully completing internal training courses,
> acquiring new customers,
> publishing specialist articles and blog posts,
> giving presentations at conferences, lectures and colloquia at universities or universities of applied sciences, 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.

IN 2023, PREMIUMS AMOUNTING TO JUST UNDER 8.5 MILLION EUROS WERE PAID

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.

In addition, providing our employees with professional and modern equipment is a matter of course for us. 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, smartphones, 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.

Depending on their role at our company, 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. 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.

For business trips and travel abroad, the 'International SOS' add-on provides our employees with personalised recommendations for preparing for international trips and travelling abroad. They receive detailed information on medical care, the security situation and cultural tips for the country they are travelling to.

We offer 'adessi go abroad' as a benefit to employees who seek flexibility in terms of where they work. This gives them the opportunity to work remotely from other EU countries for up to two months each year. The benefit is targeted at full-time employees once they are no longer in the trial period.

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. We at adesso create modern spaces to meet that inspire and promote creativity, communication and innovation, which is demonstrated by the fact that our Berlin office was presented with the 2023 Best Workspaces Award by the architectural publisher Callwey. Along with that, the bistro in our Munich office also won an award in 2023: In 'The Most Beautiful Restaurants & Bars 2023' competition organised by German Hotel and Restaurant Association (Deutsche Hotel- und Gaststättenverband e.V., DEHOGA), it took first place in the category 'Cafés & Bistros'.

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 an app or online and then drop off their clothes directly at the office or at the local dry cleaners. A week later, they can pick up their clean and pressed garments from the same location. 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.

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 2023:

> 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. This also includes our after-work events, which took place at several locations in 2023 and focussed on different themes and culinary delights.
> Christmas parties celebrated on a site-specific basis. 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.

SPORT AND HEALTH PROMOTION PROGRAMMES

Sport 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, 2,266 employees received the allowance in 2023, which amounts to over EUR 270,000 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 D5 '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

	2019	2020	2021	2022	2023
Number of new JobRad contracts	151	234	305	395	481
Total number of active contracts (reporting date: 31 December)	390	452	585	815	1,078

JOBRAD
> 40 % BICYCLE
> 60 % PEDELEC

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). It consists of 15 employees who are elected to represent their respective national affiliate at the European Forum. At least one representative from each national affiliate with at least 50 employees is a member of the European Forum. Our employees can contact the European Forum by e-mail to submit their requests and concerns. The European Forum deals with issues such as:
> > Workplace design/new work/occupational safety/ adesso family
> > Training/further education
> > Diversity/equal treatment (the European Forum also provides the Persons of Trust, who can be contacted in the event of (suspected) grievances or misconduct)
> > 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 56 % of all employees, of which 28 % female employees, had had their annual feedback meeting for 2023/2024 by 31 December 2023, and the remaining meetings will be held at the beginning of 2024.
> 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 to answer employees' questions about the company, future development and personal topics in a hybrid format. The event is recorded and can also be viewed afterwards by employees on the intranet.

> **'Knocking on the Executive Board's door'** was added as a new format to communicate with the Executive Board in 2023. It is a video format in which a member of the Executive Board answers questions from employees about their relevant departments. The format builds off of 'Ask the Executive Board' and follows up on any questions that were not answered in a previous instalment of 'Ask the Executive Board'. It is also a platform to explain key board-related matters that are of particular interest outside the scope of 'Ask the Board'. The videos can be viewed by employees on the intranet.
> 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 **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 **Viva Engage** 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 2023 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.

The year was characterised by a number of challenges for us, such as the IT security attack and the general economic situation. However, we were able to overcome these with motivated employees and a stable corporate culture.

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 Prof. Dr. 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 LinkedIn or Instagram 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 of particularly importance 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 2023. 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.
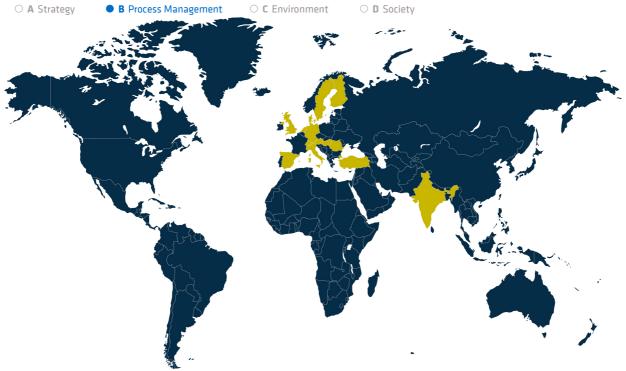
STRATEGICALLY EXPAND OUR SERVICE AND PRODUCT RANG

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.

For example, we acquired these new shareholdings in 2023:

> adesso SE has acquired a 51 % stake in WEPEX GmbH, a Frankfurt-based consultancy specialising in the capital market and securities business, after several years working as partners. Founded in 2003, WEPEX is now part of the adesso Group and has strengthened our operations in the banking space since February 2023.

> Our subsidiary adesso orange AG acquired Würzburg-based Palmer AG in August 2023, thereby expanding its SAP business, particularly in southern Germany. Palmer AG, a company focusing on SAP implementation, IT consulting and process optimisation in the energy and housing sectors, merged with adesso orange AG and is now part of the Line of Business Utilities & Public.

> In August 2023, adesso founded a new adesso subsidiary, Platform2Azure (p2a), as a joint venture with paiqo, one of our partners in the field of data and analytics. As a result, adesso is able to offer solutions for projects involving the migration of SAP BW data platforms (SAP Business Warehouse) to Microsoft data platforms built on Azure. With this step, adesso and paigo are meeting an urgent market need.

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.

Once a similar note, adesso has bolstered its subsidiary in Milan, which opened in autumn 2021, since acquiring the Italian software company WebScience along with its roughly 100 employees in January 2023. In future, the WebScience team and its customers in Italy will benefit from the synergies of the pan-European adesso Group as adesso Italia.

Since March 2023, adesso has offered a bundled SAP and cloud portfolio for projects in Hungary. To this end, the activities of the adesso units previously present in the country – adesso orange Kft, adesso Hungary Kft and LeanNetworking Kft – will be merged to create a joint business organisation to provide companies with end-to-end support for the migration of IT landscapes to SAP S/4HANA and cloud technology.

adesso established adesso UK Limited, a new national affiliate in the United Kingdom, in April 2023. The UK affiliate will initially focus on supplying companies in the UK with attractive nearshore and offshore services from the adesso Group's global delivery network. With the founding of the national affiliate, adesso is now represented in 14 European countries and is one step closer to its goal of establishing itself as a leading European IT service provider.

adesso is moving forward with its international expansion through the acquisition of an Indian software company located in the south-west state of Kerala. The IT service provider is opening a SmartShore delivery centre outside Europe for the first time since it was founded 26 years ago. adesso India will significantly enhance the adesso Group's global delivery capabilities and increase adesso's attractiveness as an international digitalisation partner. adesso has been able to increase its attractiveness as a global partner for digitalisation with a second delivery centre in Kochi located in the south-west Indian state of Kerala since November 2023, expanding its global delivery capabilities.

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 adessi 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. 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.

adesso ventures supports start-ups related to adesso's core industries by providing them equity capital and smart capital. In 2023, we once again initiated various shareholdings as a result:

> adesso ventures made an investment in passkey start-up Hanko in May 2023. Passkeys replace passwords and provide simple and secure access to apps, accounts and websites. They are regarded to be the authentication method of the future, and adesso sees tremendous market potential in them. adesso made a nine-figure investment in the start-up together with existing investors High-Tech Gründerfonds (lit. 'High-Tech start-up funds, HTGF), Smart Infrastructure Ventures, PAYONE founders Carl Frederic Zitscher and Jan Kanieß, along with Intershop co-founder Roland Fassauer.

> In June 2023, a seed investment was made in the Essen-based start-up TamedAI, a company that specialises in AI-based language models. Perceptor, a TamedAI innovation, makes it possible to automatically scan, extract and process data from documents using state-of-the-art computer vision technology. AI-based large language models were the talk of the town in 2023 and still are today. The most prominent example is the generative language model ChatGPT from US-based OpenAI. Perceptor, the core product from start-up TamedAI, which was founded in 2019, also operates as an AI-based 'multimodal large-language model' in this space, though it is specialised in the evaluation of the semantic content of documents.

> This was followed by an investment in the Berlin-based digital health company Nia Health in July 2023. Nia Health develops digital applications that enable patients to better document and monitor chronic inflammatory skin diseases and get personalised treatment. The company is a spin-off of Berlin's Charité – Universitätsmedizin that operates leading dermatology apps, including 'Nia', the most frequently downloaded app for people with atopic dermatitis. The recently founded company uses cutting edge technologies such as machine vision and natural language processing in its apps. adesso ventures sees huge potential in the digital healthcare market and has invested a total of EUR 3.5 million in Nia Health together with lead investor HTGF, Ventura BioMed Investors and other investors.

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 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. adesso promotes innovative solutions in this area, amongst other things, through research projects that are carried out in collaboration with the scientific community as well as other organisations and co-financed by the public sector. To give an example, adesso has been involved in the 'ECO:DIGIT' (Enabling green COmputing and DIGItal Transformation) project since 2023. adesso is seeking to develop a platform to assess the sustainability of software applications in partnership with the Gesellschaft für Informatik e.V., the Öko-Institut, the Open Source Business Alliance and Siemens. The company is working on a digital test bench in which all the data is aggregated and processed. adesso is also involved in the VideKIS and 5GAIN research projects related to the energy transition. The VideKIS research project (an integrated virtual power plant network of decentralised, small-scale plants for the AI-backed provision of system services) is set to develop a control system that will provide performance forecasts and possible portfolio compositions based on historical weather and plant data and will serve as a basis for making decisions regarding participation in the energy market.

adesso took the lead role in the '5Gain' research project launched by the Federal Ministry for Economic Affairs and Climate Action back in 2020. The joint project evaluates and develops innovative IT concepts for the generation and consumption of energy in smart cities, which are essential as part of the revamping of the energy supply infrastructure for Germany's planned energy transition.

As a technology partner of the German Sustainability Network (GSN) since 2021, adesso has been actively committed to a sustainable transformation in the insurance sector and would like to gradually expand this partnership. The

network of companies, organisations and experts is dedicated to promoting sustainability in the insurance sector. The main objective of the members is to create a platform for solution-orientated cooperation and exchange. adesso is a member of the 'Sustainable Software Engineering' working group. The initiative focuses on the development of environmentally friendly software solutions and endeavours to integrate sustainable thinking and action along the value chain of an insurance company.

The topic of artificial intelligence (AI) has become a constant throughout the Group that has gained new momentum thanks to developments in generative AI. adesso is monitoring trends on the market and, in response to these, carried out a survey on ChatGPT, among other things. One year after the rollout of the large language model by OpenAI, we surveyed 400 managers in Germany in collaboration with the market research firm HEUTE UND MORGEN GmbH to find out how ChatGPT has changed their day-to-day work and where the tool could be improved.

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.

C

ENVIRONMENT

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 CO_2 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 CO_2 in our new developments and adapt them should we need to.

Please note that the figures in this report have been rounded. As a result, there may be minor discrepancies in the totals.

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
> Land
> Fuel
> Output of discarded hardware, waste and emissions

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

Energy consumption 2021*:

Resources	Consumption [kWh]	Consumption by FTE [kWh]	Consumption by land [kWh/m²]	CO₂ [kg]	CO₂ by FTE [kg]
Electricity (electricity mix)	401,297	84	6	164,532	34
Electricity (renewable)	1,703,215	354	25	122,844	26
Heating (gas)	657,095	137	10	160,116	33
Heating (district heating)	2,231,004	464	33	658,635	137
Heating (electric heating)	168,892	35	2	81,913	17
Heating (heating oil)	2,333	-	-	16,419	-
Total	**5,163,836**	**1,075**	**76**	**1,188,769**	**247**

* The energy consumption for 2021 was estimated at 5 % in terms of land and electricity and at 30 % in terms of heating

Energy consumption 2022*:

Resources	Consumption [kWh]	Consumption by FTE [kWh]	Consumption by land [kWh/m²]	CO_2 [kg]	CO_2 by FTE [kg]
Electricity (electricity mix)	457,429	73	6	198,524	32
Electricity (renewable)	1,075,704	172	13	80,505	13
Heating (gas)	577,857	92	7	148,525	24
Heating (district heating)	3,344,875	535	41	1,028,602	165
Heating (electric heating)	597,949	96	7	297,799	48
Heating (heating oil)	4,000	1	-	1,251	-
Total	**6,057,814**	**970**	**74**	**1,755,207**	**281**
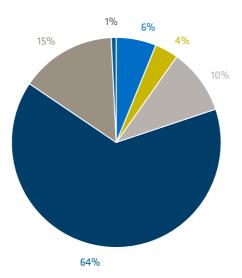
* The energy consumption for 2022 was estimated at 25 % in terms of land and electricity and at 81 % in terms of heating.

Energy consumption 2023*:

Resources	Consumption [kWh]	Consumption by FTE [kWh]	Consumption by land [kWh/m²]	CO_2 [kg]	CO_2 by FTE [kg]
Electricity (electricity mix)	301,919	38	3	131,033	16
Electricity (renewable)	1,032,297	130	11	77,256	10
Heating (gas)	832,132	104	9	213,881	27
Heating (district heating)	4,461,264	560	49	1,371,910	172
Heating (electric heating)	629,547	79	7	313,536	39
Heating (heating oil)	52,498	7	1	16,419	2
Total	**7,309,658**	**917**	**80**	**2,124,035**	**266**

* The energy consumption for 2023 was estimated at 24 % in terms of land and electricity and at 99.7 % in terms of heating

SHARE OF CO_2 EMISSIONS PER FULL-TIME EQUIVALENT

Legend:
- Electricity (electricity mix)
- Electricity (renewable)
- Heating (gas)
- Heating (district heating)
- Heating (electric heating)
- Heating (heating oil)

The emission factors we refer to are listed differently for the reporting years. For 2021, we refer to this CO_2 emission factor for electricity mix: 0.41 kg/kWh; for 2022 and 2023, we made our calculations using this factor: 0.43 kg/kWh. We refer to a source from the German Environment Agency (Umweltbundesamt) from 2023 for this. The CO_2 emission factor for renewable energy sources is 0.072 kg/kWh (2021) and 0.075 kg/kWh (2022, 2023). We refer to relevant sources from the German Environment Agency in this case, too. The average was calculated using all of the CO_2 equivalents for renewable energy sources in the electricity sector.

Our offices use four sources of energy to generate heating – gas, district heating, electric heating and heating oil. The respective CO_2 emission factors are therefore as follows:

> Gas: 0.244 kg/kWh (2021) and 0.257 kg/kWh (2022, 2023)
> District heating: 0.295 kg/kWh (2021) and 0.308 kg/kWh (2022, 2023)
> Electric heating: 0.485 kg/kWh (2021) and 0.498 kg/kWh (2022, 2023)
> Heating oil: 0.313 kg/kWh (2021-2023)

The source used by the German Environment Agency (Umweltbundesamt) with reference to 2021 reads: Emissions balance of renewable energy sources, table 60. The source used by the German Environment Agency (Umweltbundesamt) with reference to 2022 and 2023 reads: Emissions balance of renewable energy sources, table 60.

This is the market-based method for measurement of CO_2 emissions, not the site-based method.

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 for estimation are:

> Electricity: 30.99 kWh/m² (2021), 18.37 kWh/m² (2022) and 14.77 kWh/m² (2023)
> Heating: 36.88 kWh/m² (2021) and 45.88 kWh/m² (2022, 2023)
> Water: 0.21 m³/m² (2021) and 0.19 m³/m² (2022, 2023)

Water consumption*:

Year	Consumption [m³]	Consumption by FTE [m³]	Consumption by land [m³/m²]	CO₂ [kg]	CO₂ by FTE [kg]
2021	14,146	3	0	2,108	0
2022	15,780	3	0	2,351	0
2023	17,365	2	0	3,074	0
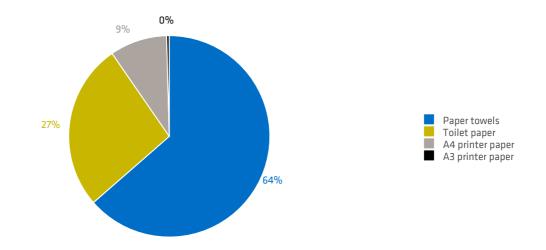
* The water consumption was estimated in terms of land at 53 % for 2021, 75 % for 2022 and 100 % for 2023.

The CO_2 emission factor chosen for tap water is 0.149 kg/m³ (2021, 2022) and 0.177 kg/m³ (2023). We refer to a source of the British government.

Paper consumption 2023:

	Consumption [kg]	Of which re-cycled paper [kg]	Consumption by FTE [kg]	CO₂ [kg]	CO₂ by FTE [kg]
A4 printer paper	2,275	1,328	0	2,181	0
A3 printer paper	101	36	0	101	0
Paper towels	16,181	11,937	2	15,075	2
Toilet paper	6,658	4,065	1	6,351	1
Total	**25,215**	**17,365**	**3**	**23,707**	**3**

SHARE OF CO₂ EMISSIONS FROM PAPER CONSUMPTION

- Paper towels
- Toilet paper
- A4 printer paper
- A3 printer paper

The consumption of printer paper has fallen by 45 %, whereas the consumption of sanitary paper (paper towels and toilet paper) has risen by 23 %. This is partly due to the openings of new adesso locations. Overall, paper consumption per FTE remained unchanged compared to 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 eco-labelling.

WASTE

The waste we produce consists primarily of used hardware by our employees and household waste without hazardous substances that arises in everyday office life. At our locations, this waste is separated into paper, recyclables, residual waste, organic waste and waste glass, and disposed of accordingly. If, in exceptional cases, products containing harmful substances are produced, these are disposed of properly and in an environmentally friendly manner at municipal collection points.

With regard to our used hardware, however, we began a cooperation with AfB Social & Green IT gGmbH. In 2023, AfB collected and processed a total of 2,736 IT and mobile devices weighing in at a total of 7.9 tonnes. 77 % were reused after undergoing data destruction and reprocessing. Thus, adesso has saved a total of 79,154 kg of raw materials and prevented 291,148 kg worth of CO_2 equivalents.

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.

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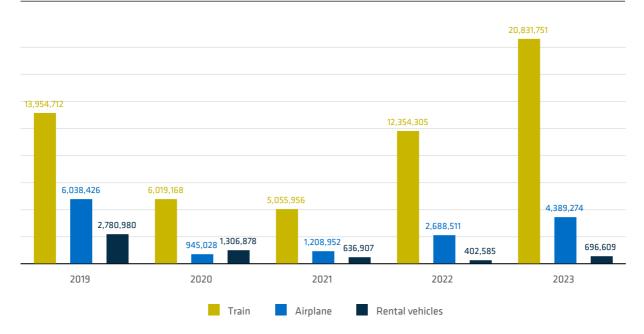
Besides energy consumption, which is higher in an IT company for obvious reasons, environmentally harmful factors in our business mainly stem from our business trips and our company car fleet.

In 2023, the employees of the adesso Group in the D-A-CH region, for example, travelled 4.4 million kilometres by plane and 20.8 million kilometres by train. We use the CO_2 calculator from the German Environment Agency to calculate the accompanying KPIs such as CO_2 emissions. We were able to reduce CO_2 emissions per full-time equivalent by 82 % in 2023 compared to 2019, which means we exceeded our target of cutting emissions by least 50 % per employee. 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.
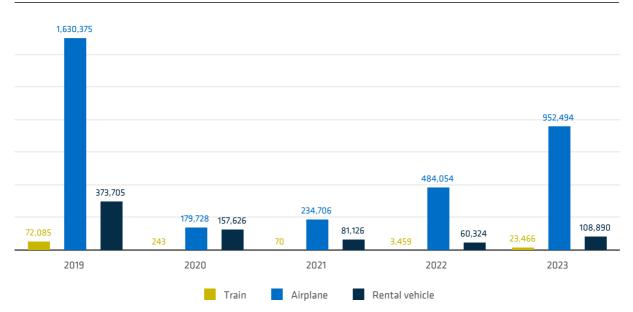
Nevertheless, it remains our goal to reduce air travel over the next few years and to continue to switch to more train travel because Deutsche Bahn uses exclusively green electricity on its long-distance routes and, since 2020, also on its local transport routes. The company also avoids direct emissions by using renewable energies. The reported CO_2 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 the associated reports from them listing the key figures that we had them include in each report with regard to the distance travelled and the CO_2 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). Long-term rental vehicles are also particularly used as an interim solution when ordered company vehicles are not delivered on time. As of the 31 December 2023 reporting date, a total of 196 long-term rental vehicles were rented. 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'.
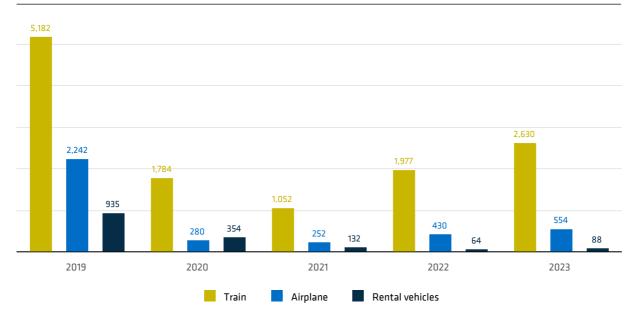
KILOMETRES TRAVELLED ON BUSINESS TRIPS

	2019	2020	2021	2022	2023
Train	13,954,712	6,019,168	5,055,956	12,354,305	20,831,751
Airplane	6,038,426	945,028	1,208,952	2,688,511	4,389,274
Rental vehicles	2,780,980	1,306,878	636,907	402,585	696,609

■ Train ■ Airplane ■ Rental vehicles

CO₂ EMISSIONS FROM BUSINESS TRIPS

	2019	2020	2021	2022	2023
Train	72,085	243	70	3,459	23,466
Airplane	1,630,375	179,728	234,706	484,054	952,494
Rental vehicle	373,705	157,626	81,126	60,324	108,890

■ Train ■ Airplane ■ Rental vehicle

DISTANCE PER EMPLOYEE [KM]

	2019	2020	2021	2022	2023
Train	5,182	1,784	1,052	1,977	2,630
Airplane	2,242	280	252	430	554
Rental vehicles	935	354	132	64	88

Train   Airplane   Rental vehicles

CO$_2$ BY EMPLOYEE [KG]

	2019	2020	2021	2022	2023
Train	27	0	0	1	3
Airplane	605	53	49	77	120
Rental vehicles	126	43	17	10	14

Train   Airplane   Rental vehicles
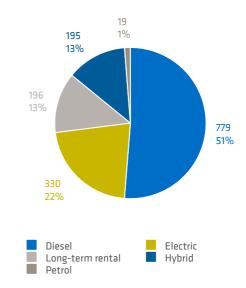
Our fleet comprised a total of 1,519 vehicles as of 31 December 2023, which corresponds to an increase of 343 vehicles compared to 2022. The vehicle fleet was composed as follows:

	Average CO_2 emissions according to the manufacturer [g/km]
Diesel	145
Petrol	162
Hybrid	34
Electric	0
Long-term rental	131

Compared to previous years, the average CO_2 emissions per km pertaining to the vehicle fleet have improved, which indicates that our measures are effective and awareness for climate-friendly company vehicles is increasing. The list of electric and hybrid vehicles on order is a clear sign of this. We currently have a total of 313 vehicles on order, of which 145 are electric vehicles, 8 are hybrid vehicles and 160 are diesel vehicles. This means that the number of orders for electric vehicle for the year is on average roughly the same as for diesel vehicles.

Reporting on the vehicle fleet changed during 2022 due to switching the fuel card supplier. Since 2022, not only drivers of a company vehicle have received a fuel card, but also those who drive a long-term rental car. In the case of electric vehicles, only the electrical load that was charged using the fuel cards is recorded. Charging quantities in households and those paid for by employees with their private credit card are not recorded.

In 2023, the fuel consumption or charging quantity of our vehicle fleet (including private use in each case) was distributed as follows:

	Fuel quantity [l]	Charging quantity [kWh]	CO_2 [kg]
Diesel	1,373,521	0	4,532,620
Petrol	598,050	0	1,734,346
Electric	0	536,274	230,061

We used Quarks' CO_2 calculator (in German) to determine the CO_2 emissions based on the fuel consumption, resulting in the factor of 2.90 kg/l for petrol vehicles and 3.30 kg/l for diesel vehicles and 0.43 kg/kWh for electric vehicles.

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
> Publishing of various guidelines for the development of sustainable software: Guidelines for software architecture, for concept and design, and for software engineering.

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 90 % of the energy we use from renewable sources. This is why adesso SE's offices have been transferred to an overall green energy contract since 2018, not including our offices in Hanover, Stralsund and Walldorf, among others. In these offices, the landlords arrange the booking of the electricity provider. The data centre at which adesso SE rents rack space runs exclusively on green power. Energy-efficient, eco-friendly external cooling units also supply free cooling for the data centre down to an ambient temperature of 12°C. This means that no additional cooling is required. Mixed operation takes place at an ambient temperature of up to 25°C.

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.

We want to reduce CO_2 emissions generated by our employees taking business trips. 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.

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. The proportions of means of travel used for business trips presented in the chapter C1 'use of natural resources' show that the total number of train travels in 2023 was higher than ever before. Although the number of kilometres travelled by air increased compared to 2022, they are still lower than before the coronavirus pandemic in 2019.

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. Furthermore, adesso offers all of its employees and other employees of German subsidiaries the Deutschlandticket (lit. 'Germany ticket') and pays an employer's contribution of EUR 12.25 per month. In order to reduce the environmental impact of our car fleet, adesso introduced a new car policy that specifies a maximum CO_2 emission value. Vehicles that exceed the maximum emission value of 180 g CO_2/km will not be permitted to be ordered as company vehicles. In addition, the co-payment limit is tiered according to the CO_2 value: the lower the company vehicle's CO_2 value is, the higher adesso's co-payment is. A monthly bonus of EUR 250 is provided for the ordering and use of purely electric vehicles as company vehicles. The share of battery electric company cars (BEVs) has risen from 3 % (30) in 2022 to 22 % (330) in 2023.

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 install new charging stations for electric vehicles at our offices. For 2023, adesso received a total net credit of EUR 59,700 euros for 199 electric vehicles in its fleet.

To reduce electricity consumption, we only purchase electrical appliances with a green energy consumption label or an eco-label. 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 guideline 'Sustainable Offices' on the mandatory use of recycled paper with the 'Blue Angel' environmental seal at these proportions: In terms of our total paper consumption in 2023, 69 % was recycled paper. In 2022, it was 59 %, and in 2021, it was 67 %. Additionally, 98 % of our paper products featured an eco-label, 78 % featured the EU Eco-label and 42 % featured the 'Forest Stewardship Council' (FSC) label. What is more, 42 % also carry the 'Blue Angel' eco-label. This is unfortunately a decrease compared to the previous year (2022: 44 %). This is probably due to the fact that we did not adequately communicate our guidelines on 'Sustainable Offices' and 'Sustainable Procurement' when opening new offices and that fresh fibre paper was purchased and used there. We are therefore aiming to intensify the cooperation between the department responsible for new offices and communicate the guidelines more effectively in 2024.

For the opening of new locations, the environmental management team worked together with the corporate building team to develop a process that factors in sustainable equipment for the offices from the very beginning in 2023.

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 and sticky notes as well as 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 CO_2 emissions by eliminating transport routes. Regional reusable bottle systems should be used at locations where piped water dispensers cannot be installed.

To reduce our resources and to minimise our ecological footprint, we are striving to adapt our actions accordingly. The following measures are already being implemented:

	Use	Measures
Waste	Hardware Office waste: paper, leftovers from staff meals, discarded hardware	> Separate waste > Properly dispose of resources that cannot be recycled, such as by donating discarded paper to Kindergartens > Sell old hardware to a specialised disposal company that refurbishes functional devices and resells them and disposes of defective ones professionally
Energy	Electricity, heating	> 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
Area	Office space, rented premises	> 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	> 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

C3 | CLIMATE-RELEVANT EMISSIONS

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

We use the Scope of Greenhouse Gas Protocol (GHG) throughout the Group to guide us in allocating CO_2 emissions:
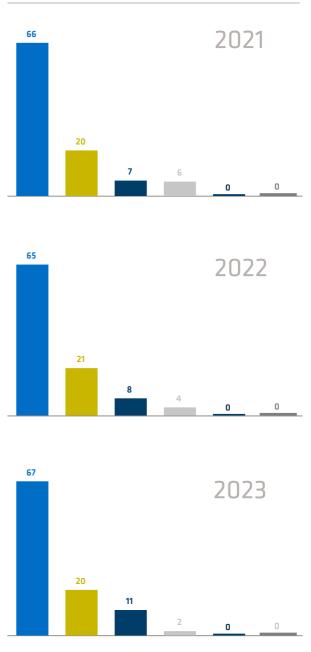
> **Scope 1:** direct emissions; this includes, for example, emissions from the combustion of fossil fuels or emissions from refrigerants.
As we do not own or operate the heating systems in the buildings, we cannot directly influence them. Therefore, these are not direct emissions within the meaning 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. We use the market-based method for logging and calculate emissions based on the energy we have purchased.

> **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 CO_2 EMISSIONS

2021

| | 66 | 20 | 7 | 6 | 0 | 0 |

2022

| | 65 | 21 | 8 | 4 | 0 | 0 |

2023

| | 67 | 20 | 11 | 2 | 0 | 0 |

- ● FLEET (INCLUDING PRIVATE USE)
- ● HEATING CONSUMPTION
- ● BUSINESS TRAVEL (RENTAL CARS, AIR AND TRAIN TRAVEL)
- ● ELECTRICITY CONSUMPTION
- ● WATER CONSUMPTION
- ● PAPER CONSUMPTION

For the past 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 2021

Scope	Aspect	Unit	Consumption	Consumption by FTE	CO_2 [kg]	CO_2 by FTE [kg]	Proportion of total CO_2 emissions [%]
1	-	-	0	0	0	0	0
2	Electricity (electricity mix)	kWh	401,297	84	164,532	34	4
	Electricity (renewable)	kWh	1,703,215	354	122,844	26	3
	Heating (gas)	kWh	657,095	137	160,116	33	4
	Heating (district heating)	kWh	2,231,004	464	658,635	137	15
	Heating (electric heating)	kWh	168,892	35	81,913	17	2
	Heating (heating oil)	kWh	2,333	0	730	0	0
3 (upstream)	Water	m³	14,146	3	2,108	0	0
	A4 print paper	kg	5,780	1	5,484	1	0
	A3 print paper	kg	36	0	33	0	0
	Paper towels	kg	7,412	2	6,904	1	0
	Toilet paper	kg	4,487	1	4,276	1	0
	Plane	km	1,208,952	252	234,706	49	5
	Train	km	5,055,956	1,052	864	0	0
	Rental vehicles	km	635,209	132	80,836	17	2
	Diesel	l	898,203	187	2,847,303	592	63
	Petrol	l	45,497	9	126,482	26	3
	Electric	kWh	6,848	1	2,568	1	0
3 (downstream)	-	-	0	0	0	0	0
1–3	**Total**	**-**	**-**	**-**	**4,500,333**	**936**	**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 and 2023.

At 2,976 t, the vehicle fleet accounted for the largest share of total CO_2 emissions. This was up 3 % compared to 2020 and down by just under 17 % compared to 2019, the reason for this being the pandemic.

At 316 t, business travel accounted for the third largest share of total CO_2 emissions. This was down 6 % compared to 2020 and declined by just under 85 % compared to 2019, the reason for this also being the pandemic.

In 2021, electricity, heating and water consumption increased by 16 % compared to 2020, which correlates to the larger amount of total leased space. The amount of leased space grew by 23 % 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	Consump-tion by FTE	CO$_2$ [kg]	CO$_2$ by FTE [kg]	Proportion of total CO$_2$ emissions [%]
1	-	-	0	0	0	0	0
2	Electricity (electricity mix)	kWh	457,429	73	198,524	32	3
	Electricity (renewable)	kWh	1,075,704	172	80,505	13	1
	Heating (gas)	kWh	577,857	92	148,525	24	2
	Heating (district heating)	kWh	3,344,875	535	1,028,602	165	15
	Heating (electric heating)	kWh	597,949	96	297,799	48	4
	Heating (heating oil)	kWh	4,000	1	1,251	0	0
3 (upstream)	Water	m³	15,780	3	2,351	0	0
	A4 print paper	kg	4,214	1	2,713	0	0
	A3 print paper	kg	85	0	82	0	0
	Paper towels	kg	12,965	2	12,325	2	0
	Toilet paper	kg	5,530	1	5,169	1	0
	Business trips made by plane	km	2,688,511	430	484,054	77	7
	Company outing by plane	km	19,746,962	3,160	0	0	0
	Train	km	12,354,305	1,977	3,459	1	0
	Rental vehicles	km	402,585	64	60,324	10	1
	Long-term rental vehicles	litres	51,060	8	118,699	19	2
	Diesel	l	1,173,907	188	3,721,286	596	53
	Petrol	l	320,997	51	892,371	143	13
	Electric	kWh	43,913	7	18,443	3	0
3 (downstream)	-	-	-	0	0	0	0
1–3	**Total**	**-**	**-**	**-**	**7,076,482**	**1,133**	**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 once again accounted for the largest share of total CO$_2$ emissions, with 4,751 t. Business trips caused roughly 60 % more CO$_2$ emissions compared to 2021, coming in just under 33 % above 2019 levels. The rise in CO$_2$ emissions compared to 2021 is likely attributable to the initial lifting of restrictions to combat Covid-19 and the accompanying increase in travel by our employees as well as a growing number of visits to our offices. The increase compared to 2019 is due in particular to company growth and the associated expansion of our vehicle fleet. This has grown by 98 % from a total of 595 vehicles in Germany in 2019 to a total of 1,177 vehicles in Germany, Austria and Switzerland.

At 548 t, business travel once again accounted for the third largest share of total CO$_2$ emissions. This was up 73% compared to 2021 and down by just under 74 %. 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 48 % 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.

Carbon footprint for the adesso Group in the D-A-CH region for 2023

Scope	Aspect	Unit	Consumption	Consumption by FTE	CO_2 [kg]	CO_2 by FTE [kg]	Proportion of total CO_2 emissions [%]
1	-	-	0	0	0	0	0
2	Electricity (electricity mix)	kWh	301,919	38	131,033	16	1
	Electricity (renewable)	kWh	1,032,297	130	77,256	10	1
	Heating (gas)	kWh	832,132	104	213,881	27	2
	Heating (district heating)	kWh	4,461,264	560	1,371,910	172	14
	Heating (electric heating)	kWh	629,547	79	313,536	39	3
	Heating (heating oil)	kWh	52,498	7	16,419	2	0
3 (upstream)	Water	m³	17,365	2	3,074	0	0
	A4 print paper	kg	2,275	0	2,181	0	0
	A3 print paper	kg	101	0	101	0	0
	Paper towels	kg	16,181	2	15,075	2	0
	Toilet paper	kg	6,658	1	6,351	1	0
	Plane	km	4,389,274	554	952,494	120	10
	Train	km	20,831,751	2,630	23,466	3	0
	Rental vehicles	km	696,609	88	108,890	14	1
	Diesel	l	1,373,521	172	4,532,620	569	47
	Petrol	l	598,050	75	1,734,346	218	18
	Electric	kWh	536,274	67	230,061	29	2
3 (downstream)	-	-	-	0	0	0	0
1–3	**Total**	**-**	**-**	**-**	**9,732,694**	**1,222**	**100**

In the case of the per capita figures, average figures for the adesso Group in the D-A-CH region for 2023 were given.

In 2023, the vehicle fleet once again accounted for the largest share of total CO_2 emissions, with 6,497 t. Business trips caused roughly 37 % more CO_2 emissions compared to 2022. CO_2 emissions were up compared to 2022 most likely as a result of the end of the Covid-19 pandemic and the accompanying increase in travel by our employees as well as a growing number of visits to our offices.

At 1,085 t, business travel once again accounted for the third largest share of total CO_2 emissions. This was up 98 % compared to 2022 and declined by just under 48 %. compared to 2019, The increase compared to 2022 can be explained in part by our international growth and the accompanying rise in the number of intercontinental flights.

Electricity, heating and water consumption in 2023 increased by 21 % compared to 2022. At the same time, leased space grew by 11 % due to company growth and the opening of new locations. 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 Section C2 'Resource management').

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

For the first two environmental goals – (1) climate protection and (2) adaptation to climate change – the EU Commission published guidelines on sustainable economic activities within the meaning of the EU Taxonomy Regulation in the previous financial year. 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'). Two further delegated regulations were published in November 2023 in the Official Journal of the European Union, establishing additional guidelines for sustainable economic activities. These are: Delegated Regulation (EU) 2023/2485 that includes further economic activities with regard to the first two environmental goals (hereinafter referred to as the 'Climate Delegated Act'); and Delegated Regulation (EU) 2023/2486 that includes requirements for sustainable economic activities for the four other environmental goals (hereinafter referred to as the 'Environmental Delegated Act'). In the future, the European Commission is expected to publish sustainability criteria for further economic activities.

The delegated acts contain descriptions of economic 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.

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 all six environmental goals for the financial year 2023 in accordance with Article 8 of the Taxonomy Regulation. In regard to this, we have strictly reported the Taxonomy-eligible and Taxonomy-aligned shares of sales revenue, capital expenditures (CapEx) and operational expenditures (OpEx) for the adesso Group for the 2023 reporting period in accordance with the Taxonomy Regulation in the following section. We also describe how the relevant economic activities were identified and how the corresponding performance indicators pursuant to the EU Taxonomy Regulation were determined. For the 2023 financial year, with regard to the additional economic activities established by the Climate Delegated Act and the Environmental Delegated Act, only the Taxonomy eligibility of the economic activities has to be reported for simplicity's sake. adesso meets these simplified requirements. The Taxonomy-alignment of these economic activities must be reported for the first time from the 2024 financial year.

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 by us, and it was examined whether our activities as an IT service company are to be classified as Taxonomy-eligible according to legal acts.

The Climate Legislation Act and the Supplementary Delegated Climate Legislation Act focuses 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 therefore concluded in the previous reporting periods that our business activities do not fall under the delegated acts for the first two environmental goals – (1) climate protection and (2) adaptation to climate change – and consequently are not Taxonomy-eligible. Management confirms this assessment for the current reporting period.

There are now additional requirements for sustainable economic activities, including the four additional environmental goals, with the publication of further delegated acts in November 2023: (3) the sustainable use and protection of water and marine resources; (4) the transition to a circular economy; (5) pollution prevention and control; and (6) the protection and restoration of biodiversity and ecosystems.

The adesso Group has analysed all of its business activities on the basis of the activity descriptions contained in the Climate Delegated Act and the Environmental Delegated Act in order to identify possible Taxonomy-eligible economic activities. In doing so, we have identified the economic activity '4.1 Provision of data-driven IT/OT solutions' in connection with environmental goal (4) (the transition to a circular economy) as Taxonomy-eligible.

Our management team concludes that the majority of our economic activities still do not fall under the existing delegated acts of the EU Taxonomy. For this reason, an assessment of environmental sustainability within the meaning of the EU Taxonomy Regulation is currently only possible to a limited extent due to the lack of applicable technical screening criteria.

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 2023 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 at the end of Section C4 'Reporting on EU Taxonomy'. 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 main economic activities as an IT service provider have not been covered by the delegated acts on the six environmental goals so far, the share of Taxonomy-eligible economic activities in the Group sales is 0 %. Our Taxonomy-eligible sales revenue is attributable to the economic activity '4.1 Provision of data-driven IT/OT solutions' in connection with environmental goal (4) (the transition to a circular economy). The Taxonomy-alignment of this revenue will be reported from the 2024 financial year onwards. There are currently no investment and operating expenses directly related to our existing or planned Taxonomy-eligible activities. This means an assessment of the Taxonomy-alignment for a majority of our business activities 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 2023 financial year.

	2023			2022***		
	Total in € mil.	Share of Taxonomy-elibigle economic activities [%]	Share of Taxonomy-aligned economic activities [%]**	Total in € mil.	Share of Taxonomy-elibigle economic activities [%]	Share of Taxonomy-aligned economic activities [%]
Sales volume	1,136	0	0	900	0	0
Capital expenditure (CapEx)	116	75	0	68	30	0
Operational expenditure	3	0	0	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.

** The percentage of Taxonomy-aligned economic activities in the 2023 financial year do not take into account the new Taxonomy-aligned economic activities set out in the Climate Delegated Act and the Environmental Delegated Act.

*** Comparative figures for the 2022 financial year do not take into account the new economic activities laid out in the Climate Delegated Act and the Environmental Delegated Act.

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. In addition, the reporting requirements were partially adapted by the environmental legislation. 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 2023 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.

NOTES ON THE SALES REVENUE NUMERATOR
From the 2024 financial year, the numerator of the sales revenue KPI includes Taxonomy-eligible sales revenue in the first step and Taxonomy-aligned sales revenue in the second step.

TAXONOMY-ELIGIBLE SALES REVENUE
In most cases, 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 for a majority of the revenue-generating activities of the adesso Group. Our Taxonomy-eligible sales revenue is limited to the economic activity '4.1 Provision of data-driven IT/OT solutions' in connection with environmental goal (4) (the transition to a circular economy).

The Taxonomy-eligible sales revenue for the financial year is summarised below:

Description of the business activities that generate taxonomy-eligible revenue	Economic activity (environmental objective)	Description of activity according to the respective Delegated Act	Taxonomy-elibigle sales volume in € mil. 2023
Provision of products and services for our customers based on our maintenance solution and our smart product platform	4.1. Provision of IT/OT data-driven solutions ([4] transition to a circular economy)	"The activity manufactures, develops, installs, deploys, maintains, repairs or provides professional services, including technical consulting for design or monitoring of: (a) software and information technology (IT) or operational technology (OT) systems [...], built for the purpose of remote monitoring and predictive maintenance [...]."	1.50

The adesso Group's Taxonomy-eligible sales revenue is generated from our CALATENA solution and our com2com smart product platform. CALATENA, OrgaTech SEC's maintenance solution, is used to plan and maintain measurement and production data. Our com2com platform, on the other hand, makes it possible to efficiently develop digital IoT products for our customers. In each case, the solutions for our customers, some of which are customised, are primarily used for the remote collection, processing, transmission and storage of data from devices, products or infrastructures while they are in use or operation. This revenue in the 2023 financial year is insignificant. A new audit will be carried out from a materiality perspective in the next financial year.

TAXONOMY-ALIGNED SALES REVENUE
From the 2024 financial year, we will report on the Taxonomy-alignment of our Taxonomy-eligible sales revenue generated through the economic activity '4.1 Provision of data-driven IT/OT solutions' in connection with environmental goal (4) (the transition to a circular economy).

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 2023 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 from the 2024 financial year. 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 only identified the Taxonomy-eligible economic activity '4.1 Provision of data-driven IT/OT solutions' (which is of minor importance) in connection with the environmental goal (4) (the transition to a circular economy) with which we generate sales revenue. Assets associated with this economic activity (CapEx 'a') are primarily rights of use to real estate and passenger cars along with electrical and electronic equipment that was purchased. However, these assets are only in part associated with the Taxonomy-eligible economic activity we identified. These same assets are also used to provide further consultancy services or to develop other software products. At the same time, capital expenditures in the above-mentioned assets constitute 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'). As a result, we allocate these capital expenditures in full to CapEx 'c'. 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').

The Taxonomy-eligible capital expenditures for the financial year are summarised below:

Description of the individual Taxonomy-eligible costs/measures	Economic activity (environmental objective)	Description of activity according to the respective Delegated Act	Taxonomy-eligible capital expenditures in € mil. 2023
Purchasing of electrical and electronic equipment	1.2 Manufacture of electrical and electronic equipment ([4] Transition to a circular economy)	Manufacturing of electrical and electronic equipment for industrial, professional and consumer use […].'	15
Leasing of bicyles and pedelecs	6.4 Operation of personal mobility devices, cycle logistics ([1] Climate change mitigation)	Selling, purchasing, financing, leasing, renting and operation of personal mobility or transport devices where the propulsion comes from the physical activity of the user, from a zero-emissions motor, or a mix of zero-emissions motor and physical activity […].'	2
Leasing of passenger cars and light commercial vehicles of classes M1* and N1* within the vehiclefleet	6.5 Transport by motorbikes, passenger cars and light commercial vehicles** ([1] Climate change mitigation)	Purchase, financing, renting, leasing and operation of vehicles designated as category M1, N1, both falling under the scope of Regulation (EC) No 715/2007 of the European Parliament and of the Council, or L (2- and 3-wheel vehicles and quadricycles) […].'	19
Leasing of buildings or office units	7.7 Acquisition and owner-ship of buildings ([1] Climate change mitigation)	Buying real estate and exercising ownership of that real estate […].'	51

* 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. For this reason, we noted in the previous reporting period that the allocation of capital expenditures to economic activities in the specified cases is subject to uncertainty and may be adjusted in the future if indicators suggest that the allocation of capital expenditures to a different economic activity is more accurate. In the specified cases, we have adjusted the allocation of capital expenditure to economic activities and focused our efforts on the economic activities of our suppliers.

The Taxonomy-eligible capital expenditures of the adesso Group relate exclusively to rights of use for passenger cars, bicycles and properties as well as for electrical and electronic equipment that were purchased. In the first step, all additions to assets are Taxonomy-eligible, regardless of their drive type or energy efficiency. The bicycles ('company leased bicycles') are to be classified as 'immaterial'.

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 EXPENDITURE
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.

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

Our procedure for assessing the Taxonomy-alignment of Taxonomy-eligible economic activities is described below.

Vehicle fleet

Capital expenditure related to the economic activity '6.5 – Carriage by motorbike, passenger car and light commercial vehicle' make a significant contribution to (1) climate protection if the respective passenger cars and light commercial vehicles of classes M1 and N1 have emissions of less than 50 g CO_2/km by 31 December 2025. As of 1 January 2026, the CO_2 emission limit of 'zero' applies.

The avoidance of significant impairments to other environmental goals is associated with extensive technical screening criteria related to all five remaining environmental goals with regard to the economic activity '6.5 – Carriage by motorbike, passenger car and light commercial vehicle'. In this respect, the following evidence in particular must be provided:

> **(2) 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.
> **(4) The transition to a circular economy:** proof of the reusability, recyclability and recoverability of the vehicles as well as the presence of waste management policies both in the use phase (maintenance) and at the end of the fleet's service life.
> **(5) The prevention and reduction of environmental pollution:** proof of defined emission limits for vehicles, proof of the external rolling noise and the rolling resistance coefficient of the vehicle tyres as well as proof of the noise level of the vehicles.

The capital expenditures related to our vehicle fleet exclusively relate to leased passenger cars and light commercial vehicles. 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. 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, the lessor is not 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. Instead, we classified the capital expenditure as individual measures and assessed the Taxonomy-alignment of our company-leased bicycles separately.

The corresponding devices must be powered by the user's muscle power and/or an emission-free motor in order for capital expenditure related to economic activity '6.4 – Operation of personal mobility devices, cycle logistics' to make a significant contribution to (1) climate protection. In addition, the devices may be operated in the same public infrastructure that is intended for bicycles or pedestrians. Our company-leased bicycles are bicycles and pedelecs. Conventional pedelecs are bicycles with electric pedal assistance that have a top speed of 25 kph. These may be operated on the same public infrastructure as bicycles. As a result, our company-leased bicycles make a significant contribution to (1) climate protection.

With regard to the avoidance of significant impairments to other environmental goals, the economic activity '6.4 – Operation of personal mobility devices, cycle logistics' requires the following:

> **(2) 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.
> **(4) The transition to a circular economy:** proof of the presence of waste management policies both in the use phase (maintenance) and at the end of the fleet's service life, including through the reuse and recycling of batteries and electronics (especially the critical raw materials they contain).

Because we classify capital expenditure in company-leased bicycles as an individual measure, the physical location where the bicycle is used is relevant with regard to the climate risk and vulnerability assessment. It can be concluded at this time that they are not exposed to any significant physical climate risks during their service life due to the comparatively short service life of company-leased bicycles.

The European Commission answers frequently asked questions relating to the Climate Delegated Act in Commission Notice C/2023/267 (hereinafter: 'FAQs on the Climate Delegated Act'). In question 9, the European Commission states that an economic activity is to be classified as Taxonomy-aligned without fulfilment of a specific criterion if it manifestly does not involve any of the elements addressed by the technical screening criteria. In this case, the reasons for the assessment must be laid out. With respect to the criterion regarding the avoidance of significant impairment through the presence of waste management policies, the question as to whether this criterion should be applied to our individual measure – i.e., company-leased bicycles for our employees – was explored. Since the company-leased bicycles are typically handed over to our employees at the end of the lease, there is no waste and the transfer of the bicycles to them does not constitute disposal. Therefore, there is no waste management policy that is relevant to this measure. With regard to the criterion under consideration or where this relates to the goal of a circular economy, the company's activities in the context described do not represent a risk.

The criteria for avoidance of significant impairments to other environmental goals for the economic activity '6.4 – Operation of personal mobility devices, cycle logistics' can therefore be fulfilled.

Buildings

In addition there are 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 31st December 2020. Our capital expenditure related to the economic activity '7.7 Acquisition and ownership of buildings' in the financial year 2023 relates exclusively to rights of use for buildings for which the building permit application was submitted before 31st 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 kW 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.

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.

Electrical and electronic equipment
Our taxonomy-compliant capital expenditure on electrical and electronic equipment mainly comprises laptops, monitors and printers. The taxonomy conformity of these economic activities must be reported for the first time from the 2024 financial year.

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 EUR 3 million for the financial year 2023 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,
> 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 2024. 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.

To give individuals or groups the comprehensive possibility to raise concerns, we implemented a digital whistleblower system for internal and external stakeholders in 2023.

In the financial year 2023 , 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.

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 declaration of principles was published on our Group website at the beginning of 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 on-site 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. The adesso Group creates through guidelines, information and trainings for the employees an awareness for this topic. Here too, failure to comply with the principles of conduct described above will result in disciplinary and/or labour law measures.

REPORTING FORM: SALES REVENUE SHARE OF GOODS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES - DISCLOSURE FOR 2023

Financial year 2023 / Economic activities (1)	Year / Code(s) (2)	Turnover (3)	Proportion of Turnover, year 2023 (4)	Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")							Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) turnover, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
				Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)			
		€ 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)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
Of which enabling																			
Of which transitional																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
4.1 Provision of IT/OT data-driven solutions for leakage reduction ([4] Transition to a circular economy)		0	0																
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0																
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		0	0																
B TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities (B)		1136	100																
TOTAL (A+B)		**1136**	**100**																

	Proportion of turnover/ Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

> Climate Change Mitigation: CCM
> Climate Change Adaptation: CCA
> Water and Marine Resources: WTR
> Cirular Economy: CE
> Pollution Prevention and Control: PPC
> Biodiversity and ecosystems: BIO

REPORTING FORM: CAPEX SHARE OF GOODS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES - DISCLOSURE FOR 2023

Financial year 2023 / Economic activities (1)	Year			Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")									
	Code(s) (2)	OpEx (3)	Proportion of OpEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) OpEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ 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)																			
Of which enabling																			
Of which transitional																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
1.2 Manufacture of electrical and electronic equipment ([4] Transition to a circular economy)		15	13																
6.4 Operation of personal mobility devices, cycle logistics ([1] Climate change mitigation)		2	1																
6.5 Transport by motorbikes, passenger cars and light commercial vehicles** ([1] Climate change mitigation)		19	17																
7.7 Acquisition and owner-ship of buildings ([1] Climate change mitigation)		51	44																
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		86	74																

A. CapEx of Taxonomy-eligible activities (A.1+A.2)	86	74	

B TAXONOMY-NON-ELIGIBLE ACTIVITIES			
CapEx of Taxonomy-non-eligible activities (B)	30	26	
TOTAL (A+B)	**116**	**100**	

	Proportion of CapEx/ Total CapEx	
	Taxonomy-aligned	Taxonomy-eligible
CCM	0%	1%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

> Climate Change Mitigation: CCM
> Climate Change Adaptation: CCA
> Water and Marine Resources: WTR
> Cirular Economy: CE
> Pollution Prevention and Control: PPC
> Biodiversity and ecosystems: BIO

Financial year 2023 Economic activities (1)	Year		Substantial contribution criteria							DNSH criteria ("Does Not Significantly Harm")									
	Code(s) (2)	OpEx (3)	Proportion of OpEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) OpEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ 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)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
Of which enabling																			
Of which transitional																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0																
A. OpEx of Taxonomy-eligible activities (A.1+A.2)		0	0																
B TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities (B)		3	100																
TOTAL (A+B)		**3**	**100**																

	Proportion of OpEx/ Total OpEx	
	Taxonomy-aligned	Taxonomy-eligible
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

> Climate Change Mitigation: CCM
> Climate Change Adaptation: CCA
> Water and Marine Resources: WTR
> Cirular Economy: CE
> Pollution Prevention and Control: PPC
> Biodiversity and ecosystems: BIO

Row	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
	Fossil gas related activities	
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

D

SOCIETY

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 | WORKER'S 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 as well as employee rights– at the adesso Group there is neither forced nor child labour, nor discrimination in employment and occupation. These principles are so important to us that we have set them down in writing in our Code of Conduct.

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. Binding guidelines provide an overview of existing measures and processes for occupational health and safety. 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	2023
Number of accidents at work	47	12	25	33	43
Number of accodents that had to be reported	25	6	13	33	43
Number of entries in the work incident log	n. a.	14	7	31	50
Number of sick days*	n. a.	n. a.	40,481	64,953	74,559

* 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.

In 2023, an employee unfortunately died in a tragic accident after the Christmas party at the Düsseldorf location. Apart from this, there were no other fatalities due to work-related injuries or work-related illnesses among our employees or other employees working in our offices.

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.

All employees of the D-A-CH region and their income are protected by the respective national laws in the event of long-term sickness absence.

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, 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. Our diversity officers 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 and diversity-related issues, we have several open communities that regularly exchange information on projects and initiatives. These include, for example, the 'Sustainability & Friends' community, which is focused on making adesso more sustainable as a company, the 'feMale adessi' community, which discusses issues related to gender equality, and the 'LGBTQIA+ & Allies' community, which campaigns for a positive working environment for queer adessi. The communities are open to all employees and include self-organised events, topic-specific content and learning opportunities. 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, national or social origin, age, gender, skin colour, religion or political views. In 2023, we established an additional 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 '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. Two talks were held in 2023.
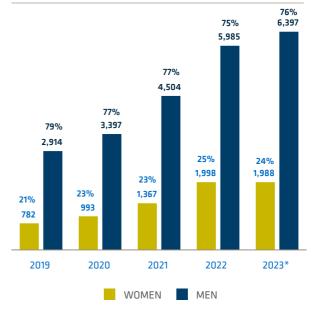
24 % of our employees are female. Furthermore, 20 % of employees in the operational areas and 50 % of employees in the shared service departments are female.

Since July 2023, the adesso Executive Board has been made up of one woman and four men, while one woman and five men sit on the Supervisory Board of adesso SE.

As of 31st December 2023, we employed 161 women in management positions. This corresponds to a quota of about 8 % of all women we employ. About 15 % of all management positions are held by women. 11 % of all managers are female in the operational areas, whereas in the shared service departments, this figure is 43 %.
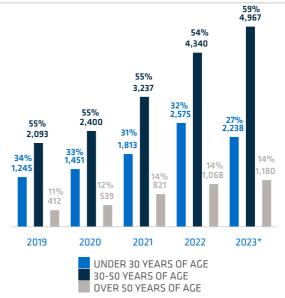
The average age of employees in the D-A-CH region in the adesso Group is 37 years.
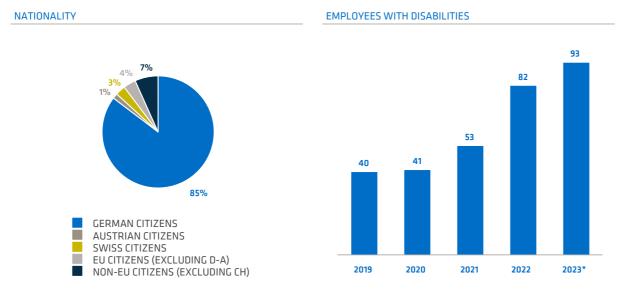
DISTRIBUTION OF WOMEN/MEN

*In 2023, we recorded the full-time equivalents (FTE) not the real employees numbers. Key figures of the adesso subsidiary adesso orange Austria GmbH were not taking into account in 2023.

AGE STRUCTURE
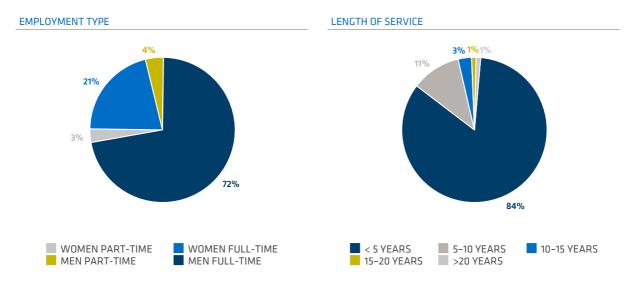
Around 11 % of our employees come from a country outside the D-A-CH region. As of 31 December 2023, adesso employed 93 full-time equivalents (FTE) with a disability (disabled pass holders).

NATIONALITY

GERMAN CITIZENS
AUSTRIAN CITIZENS
SWISS CITIZENS
EU CITIZENS (EXCLUDING D-A)
NON-EU CITIZENS (EXCLUDING CH)

EMPLOYEES WITH DISABILITIES

*In 2023, we recorded the full-time equivalents (FTE) not the real employees numbers. Key figures of the adesso subsidiary adesso orange Austria GmbH were not taking into account in 2023.

Of the 8,385 employees, 94 % of them work 30 to a maximum of 40 hours per week; 6 % 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 2023. It should be taken into account that we have had strong employee growth in recent years.

EMPLOYMENT TYPE

WOMEN PART-TIME   WOMEN FULL-TIME
MEN PART-TIME   MEN FULL-TIME

LENGTH OF SERVICE

< 5 YEARS   5–10 YEARS   10–15 YEARS
15–20 YEARS   >20 YEARS

We work every day to get our customers' projects successfully over the finish line with a team of 8,385 employees (as of 31. December 2023) 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	5,852	1,384	4,468
adesso orange AG	652	167	485
adesso insurance solutions GmbH	526	126	400
adesso Schweiz AG	513	85	428
adesso mobile solutions GmbH	341	92	249
adesso Austria GmbH	112	32	80
adesso as a service GmbH	109	14	95
adesso health solutions GmbH	100	28	72
material.one AG	31	6	25
Reachbird solutions GmbH	24	16	8
WEPEX GmbH	22	3	19
AFIDA GmbH	21	3	18
adesso Transformer Deutschland GmbH	20	4	16
Urban Energy GmbH	17	6	11
KIWI Consulting EDV-Beratung GmbH	12	4	7
Alleato Assekuranz GmbH	9	5	4
percision services GmbH	9	7	2
adesso benefit solutions GmbH	9	5	4
adesso insurance solutions Schweiz	3	0	3
adesso Lakes GmbH	1	0	1
adesso manufacturing industry solutions GmbH	1	0	1
medgineering GmbH	1	0	1
TOTAL ADESSO GROUP IN THE D-A-CH REGION	**8,385**	**1,988**	**6,397**

NUMBER OF WOMEN · NUMBER OF MEN

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 adessi feel comfortable. This ensures increased productivity and thus also higher customer satisfaction.

In this respect, we had the following goals in 2023:

We aimed to maintain a turnover of below 10 %. We achieved this and set ourselves the same target again for 2024. In addition, we have also set for ourselves the following goals for 2024:

> We will make the digital system we developed in-house for recording working hours available to all employees, including those who do not work in operations, in order to come in compliance with the ruling handed down by the European Court of Justice. Under the ruling, all hours worked by our employees must be systematically recorded.

> SAP Success Factors will be used as the centralised digital HR management system for other adesso companies.

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. A new system for recording working hours, a Group-wide reporting tool, a digital document management system and a new ERP system were added in 2023, building off of achievements made in 2022. adesso thus raised all central systems to a new level and aligned them to our dynamic growth.

Since 2022, adesso has launched a joint adesso Group Career Website. 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 2023 AND IS THUS SIGNIFICANTLY BELOW THE RATE OF OVER 13 %; WHICH IS THE INDUSTRY STANDARD.

adesso | GROUP   About us   People   Career Stories   Project Insights   Locations   Top Jobs   Contact

GROW TOGETHER

We are one of the top names in IT for newcomers and professionals alike. We shape the digital transformation of companies and entire industries. And we grow together – in our projects, as a team and internationally. With people who want to make an impact and get things done. That's adesso.

- 14 countries
- 63 locations
- 9.200 people
- 1 Great Place to Work®

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.

> **SOS[4]adessi.** In 2023, we established our own charitable foundation under the name SOS[4]adessi, which creates an uncomplicated, tax-independent process for financial support for our employees and adesso as an employer. Within this framework, adesso supports employees and their relatives in (private) emergency situations.

> **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.

> **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, child sick pay up to the age of 14, childcare allowance, parental leave and flexible return to work 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.

3,311 SPECIAL LEAVE DAYS WERE TAKEN IN 2023

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
> 2,040 children in the adessini programme
> Partnerships in nurseries in Dortmund, Berlin, Stralsund, Hamburg and Cologne
> 3,697 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 2023 61 % were female and 39 % male

We have largely achieved the goals we set for 2023:

> We have prepared and published a parental leave guide for managers.
> family@adesso was put on the agenda in various management development programmes.
> The programme for adessini was rolled out at our subsidiaries adesso mobile solutions and adesso orange.
> We were able to arrange for day-care for 40 small children thanks to our partnership with nursery providers.
> Nineteen courses were held in collaboration with the Hacker School in 2023. By doing so, we brought IT closer to 176 kids (136 boys and 40 girls) in total. Forty courses were taught by our own employees as inspirers.

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.

We would like to continue to get lots of children interested in IT using the adessini portal or through activities such as the Hacker School in 2024. Beyond that, we are also looking to largely standardise our family@adesso policies across the adesso Group.

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.

Together with our partner XU Group, adesso launched an online course focused on the topic of sustainability in 2023. The XU School of Sustainability is a compact online tutorial that includes live sessions on the topic of digital sustainability. The course is aimed at anyone looking to acquire additional knowledge and expertise in the field of sustainability and digitalisation.

In addition, our employees can complete a self-learning course covering the topic of sustainable software, in which they learn more about the importance of sustainable software for adesso. In the e-learning course, they find out why sustainability has such a major influence on IT and how they should view sustainability in terms of software development, looking beyond the traditional development process.

In accordance with the European Forum's guideline on 'Training and Further Education', which contains requirements regarding the expansion and networking of learning content among all companies within the adesso Group, more and more courses are being offered in English, with a growing number of adesso companies also now linked to E-Campus, our digital learning portal. The aim of the guideline is to establish a Group-wide digital learning and training network.

In 2023, training courses were held as both face-to-face sessions and in digital formats. Our employees spent a total 183,309 hours on further education (23 hours per full-time equivalent); these hours include concurrent training courses, external training courses and mandatory compliance training courses. The licences for LinkedIn Learning, Udemy for Business and Coursera 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 language learning app Babbel. A Cloud Guru and the meditation app 7Mind are also available. All in all, our employees have access to a number of different learning platforms as well as more than 350 different learning and training programmes. We will continue to expand our course offering based on feedback from the participants and specialist departments. Thanks to this continuous, flexible expansion of the programme, we are able to provide courses at all times that are up-to-date with the rapidly evolving technologies. 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 experience
> Requirements Engineering
> Project management
> Software testing and quality management
> Data-processing technologies
> Delivery and environments
> Various soft-skill topics for personal development

	Concurrent training courses	Non-concurrent training courses	Compliance training courses	External training courses	**TOTAL**
Number of training programmes	190	105	14	n. a.	**309**
Number of training participants	9,808	10,974	30,184	718	**51,684**
Number of training hours	130,402	n. a.	24,202	28,704	**183,309**
Amount of costs [€]	1,863,749	441,832	0	619,634	**2,925,215**

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 courses with one or more scheduled sessions. Time and location-independent self-learning courses, on the other hand, are considered non-concurrent 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 a majority of the employees, including operational employees, members of the sales team and managers, 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.

A RESPECTFUL WORKING ENVIRONMENT WITH A DIVERSITY OF VIEWS, IDEAS AND BACKGROUNDS

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 allow us to bring out the best for ourselves and our customers. Which is why we work together to create a working environment based in respect and a cooperative partnership on equal footing. We create intercultural teams and work together with people from different generations and with different gender identities.

We see the associated Guideline of the European Forum as a tool to guide our actions. It is targeted at all adesso Group employees and explains how adesso (as the employer) and our employees can incorporate diversity, equity and inclusion into our day-to-day work through mindful action. The fact that our job postings are written in a way that appeals to a broad spectrum of potential applicants is an example of diversity, equity and inclusion in action.

We see diversity as an opportunity and inclusion as a goal. That is why we create a space for all employees where everyone can contribute in their own unique way.

> All adessi feel part of the conversation and are valued for their unique strengths and differences.
> An inclusive mindset is part of our management practice and our culture code.
> Diversity, equity and inclusion are incorporated into every aspect of our employees' life at the workplace: Our strategies, practices and processes create a level playing field that delivers opportunities and benefits for all adessi.

This includes a suite of measures that are designed specifically to foster inclusive working conditions for everyone and encourage adessi to promote inclusion at adesso. These policies include:

> A roadmap on diversity, equity and inclusion that takes into account the various diversity dimensions and raises employee awareness of the benefits they provide
> A comprehensive training curriculum on diversity, equity and inclusion with five basic micro-topics designed to establish a collective learning curve
> Three diversity communities built on a common identity or shared experiences where members can exchange and support each other
> A diversity task force that is responsible for the development and implementation of internal integrative structural processes
> School sponsorships and regular, nationwide participation in Girls' Day and initiatives such as #empowerGirl
> Events such as the 'adesso Diversity Talk' and various community exchange formats, including, for example, Lunch & Meet, Food4Toughts and InspireME sessions
> Winner of the Total-E-Quality award
> Signatory to the Diversity Charter
> Partnerships with not-for-profit organisations such as the Hacker School, Women in Big Data and Girls in Tech

In the event of misconduct or complaints related to diversity, our employees can contact the Diversity Manager, the Persons of Trust of the European Forum, their HR manager and supervisor or, alternatively, they can use the online whistleblower system. So far, there have been no reports of misconduct or complaints about discrimination. If such an incident were to occur, we will respond appropriately in due consideration of the individual facts of the case.

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:
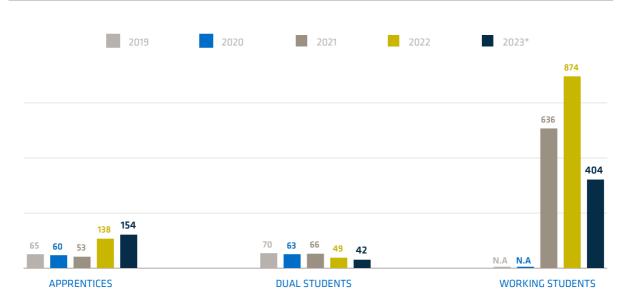
> IT system integration specialists
> IT application development specialists
> IT application development specialists (dual study)
> IT system integration specialists (dual study)
> Application development dual-study programme
> Applied computer science dual-study programme
> Mathematical-technical software 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 2023: 57 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 2023:

	Women	Men
Number of apprentices	28	126
Number of dual students	8	34
Number of working students	131	273

ADESSO FOCUSES ON PROMOTING YOUNG TALENT

*Since 2023, we have been recording full-time equivalents (FTE) instead of actual employees as in previous years. As a result, the number of working students, for example, has fallen.

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 development tandem.** This employee development programme allows staff to find out whether a career in executive management is the right path for them. Working together with their direct superior, the employee explores whether a leadership position and the responsibility that comes with this is something that aligns with their vision and future aspirations. They complete different modules, pass through several phases of experimentation and engage in deep reflection, after which they decide whether or not to pursue a career in management.

> **adesso qualified leadership.** In the development programme for new managers at adesso, those taking part learn how to incorporate the adesso spirit into their day-to-day management practices and how to develop and reflect on their personal style. Seasoned managers are also exposed to new ideas and get to experience the adesso management style in practical case work. The programme is divided into three modules and takes roughly four to six months to complete, including the practical phases.

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.** We have developed seven 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 with our internal training courses to earn a Master of Software Architecture/Project Management or to become a Certified IT-Consultant, Certified Public Developer, Certified Microsoft Software Architect, Certified Microsoft Dynamics 365 CE and Power Platform Consultant or Certified Microsoft Project Manager. 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.
> **adesso talent pool.** Our exclusive talent programme puts employees who exhibit outstanding performance and excellent potential in the spotlight. The programme consists of two core elements: personal advancement and visibility as well as development of a strong network. The talents prepare an individual development plan with their direct superior in order to achieve their defined goal. At the same time, they benefit from exclusive training programmes, events with other talents and management where they can brainstorm and network as well as the opportunity to share experience with like-minded people.
> **Unlock Full Potential.** Bringing unknown potential to light at an early stage, fostering personal growth and helping people leverage their individual strengths to advance their career at adesso – we combine all this in Unlock Your Full Potential, the development programme for high potentials at the adesso Group. In face-to-face/live online training and coaching sessions, participants take their personal development into their own hands and learn more about what drives and motivates them.

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 adessi 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 Fresenius 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 2023:

> 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 2023, for example, these included the 'Real-IT-Y' and 'Messe Duales Studium' events in Dortmund, the 'Projektbörse' at TH Rosenheim, 'herCAREER' in Munich and the 'IT Career Night' event in Rostock.
> Several of our offices offered students a six-month compulsory internship as part of a **rotational internship** once again in 2023. 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 **university and college advisory boards through our memberships**, for example, in the advisory board of the computer science department at the Dortmund University of Applied Sciences and Arts, in the IDiAL (Institute for the Digitalisation of Working and Living Environments) at Dortmund University of Applied Sciences and Arts and in the economic advisory board of TH Rosenheim.
> We have prepared two **reports on degree programmes in business informatics** at the University of Duisburg-Essen and the TU Dortmund University.
> The **adesso Academic Committee** discusses current scientific and technological topics. The committee promotes the transfer of knowledge between academia and practical application. This involves an intensive cooperation between the adesso offices and the universities primarily on a regional level. The advisory board meets twice a year to discuss current topics. In

2023, this included ChatGPT in general and ChatGPT specifically in the field of software development.

> In 2023, the **'Computer science and business' women's studies programme at University of Applied Sciences Berlin (Hochschule für Technik und Wirtschaft Berlin, HTW)** successfully concluded a joint software development project in cooperation with adesso. The students built on the project developed by other students in the previous year, improved the code and UI and designed and developed additional features. We are therefore continuing the cooperation in the coming semester.

> adesso sponsored **'informatica feminale'**, the summer university for women at the University of Bremen, in 2023. Some 50 courses in computer science are offered, where participants can find out about studying, working in and careers in IT.

> In 2023, adesso sponsored the **INFORMATIK 2023 Festival**, the annual conference of the German Informatics Society. At the event, adesso hosted a panel focused on the topic of 'Milestones on the path towards a decarbonised digital economy'.

> 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.

We have set ourselves the following goals for 2024:

> We aim to launch 'adesso lecture hall', a series consisting of four events in which eminent professors discuss hot topics from the field of IT.

> Our goal is to publish a new edition of our 'adesso lectures', our programme that offers practice-oriented lectures on a range of topics over the course of the semester.

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 as well as ILO labour standards and fundamentally reject inhumane practices, such as forced labour or child labour. We are also committed to taking measures to support the UN goals, which include respect for human rights, having signed the UN Global Compact in 2023. All our employees are required to comply with and act in accordance with these rights and standards. 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:

> Workplace design, new work, occupational health and safety
> Work–life balance
> Diversity and equal treatment
> Harassment and bullying

Employees are notified of new rules and guidelines issued by the European Forum on these topics via internal communication channels and formats. They can proactively expand their knowledge on these subjects by taking part in additional courses.

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.

In 2023, we also launched an online whistleblower system in accordance with the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG) to allow all adesso Group employees, our business partners (customers, suppliers, service providers, etc.) and other third parties to anonymously report violations of laws, supply chain regulations, our Code of Conduct or rules. Once reported, violations are thoroughly investigated, clarified and, if necessary, measures are taken to prevent future violations. The whistleblower system is overseen by a team that is available to all employees and business partners to answer any questions they may have.

Key obligations, guidelines and values for the legally compliant behaviour of the adesso Group are set out in our Code of Conduct.

We have also implemented many other internal processes for risk analysis and effective monitoring. General tips, such as breaches of the law, the Code of Conduct, guidelines or violations that take place within the supply chain, can be submitted. This includes, for example, failure to comply with and ensure compliance with labour, social, human rights and environmental standards. In addition, we also expect our suppliers and service providers to comply with these standards. Our goal is to play our part in achieving the following goals in particular:

> Sustainability
> Climate and environmental protection
> Fair and transparent working conditions
> Human rights

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 our subsidiaries in Turkey and India, 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 and offshore 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.

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 2023:

> **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 2023, 1,332 employees from adesso SE, our German subsidiaries and adesso Austria took part in the locally held company runs. For the third year running, adesso paid the entry fees for the **Corza Medical organ charity run**, which is intended to draw attention to the issue.

> **Annual donation from subsidiaries.** The adesso subsidiary adesso mobile solutions GmbH makes an annual donation to Kinderschutzbund Dortmund, an organisation focused on child welfare. adesso subsidiary Reachbird solutions GmbH donates EUR 500 to a good cause every year. In 2023, the donation went to Nachsorgeklinik Tannheim, a clinic that offers a high-quality, four-week treatment programme designed for the entire family as part of family-focused after-care for children suffering from cancer, heart disease or cystic fibrosis. 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. adesso Austria also donated to Sterntalerhof in Austria, a hospice for children and families.

> **Event-related donations.** As part of our adesso digital day customer event in 2023, adesso SE donated EUR 5,000 to the St. Hildegard nursery in Frankfurt. In addition, a donation of EUR 730 was made to the German Children and Youth Foundation (Deutsche Kinder und Jugendstiftung, DKJS)

> **Christmas donation.** Every year, adesso SE and other group companies make Christmas donations to charitable projects, most of which focus on the social participation of socially disadvantaged children and young people. In 2023, adesso SE donated EUR 100,000 to the DKJS. EUR 80,000 of this was used to support the 'zukunft.digital' project. The project brings together teachers and computer science students to support schools in the implementation of digitalisation projects and to provide impulses for digitalisation and the use of AI in the classroom. Participating schools benefit from professional guidance, new perspectives and active support from the student tandems. The GCYF used the remaining EUR 20,000 for the theme 'Democracy Education and Strengthening'. Within this framework, the GCYF strengthens and empowers children and young people to participate in society with their own democratic attitude, promotes their political education and enables them to experience democracy. In 2024, the GCYF will organise youth hearings in several federal states in connection with the upcoming elections in 2024-2025. The focus will be on socio-political issues and the state of democracy in Germany.

> **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 medgineering 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 35,000 registered first aiders
> Over 20,000 active 'mobile saviours'
> Over 33,000 successful incidents
> Average arrival time of 4 minutes and 29 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. Further key project milestones were reached in 2023. The reunion of the participants in the young professionals programme who travelled together to South Africa took place in January. Eleven adessi were able to visit the day clinic in person over the course of 17 days, together with representatives from the partner organisations and members of the local media. During their stay, they learnt about the healthcare system and about people's lives in South Africa and strengthened the intercultural partnership. In addition, the results achieved so far in developing an application to raise awareness for diseases locally were put to the test and further honed based on feedback from the target group. A minimum viable product (MVP) for the application was made available and, over the course of the year, data on diseases and healthcare was steadily added by the colleagues from South Africa. As the year went on, the application was continuously fine-tuned in consultation with the partners, so that it is now considered ready for use. For 2024, the focus is on continued deployment of the application and to therefore publicise and expand its use outside the township. Other support services are also being explored, such as creating a financing option for a photovoltaic system, with the aim of expanding the ability of the day clinic to provide additional services beyond vaccinations.

> **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. adesso has been implementing projects pro bono with the foundation since 2019. For example, adesso took over the programming of the screens for the 'Water Heroes' project in 2023.

> 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 975 kg of caps over the past 3.5 years.

> **BVB: adesso is the official digitalisation partner, main sponsor of Borussia Dortmund's youth team and partner of Borussia Dortmund's junior and women's team.** The partnership between adesso and the Bundesliga football club was extended in 2023 by three years until 2026. This makes us BVB's first point of contact on the road to the digital transformation. As well as that, BVB's junior squad will also wear the adesso logo on their jerseys at home and away matches.

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.

There were also no breaches of anti-corruption and anti-bribery law or legal proceedings launched to prosecute such violations in 2023. As such, there were no convictions or fines imposed on these grounds. For the financial year 2023, we are not aware of any cases of sanctions due to the disregard of applicable laws and regulations related to social and economic issues.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-inhand to a minimum. Kristina Gerwert is a compliance officer who also serves as a member of the Executive Board.