

A woman with glasses and a blue and yellow background with abstract brushstrokes.

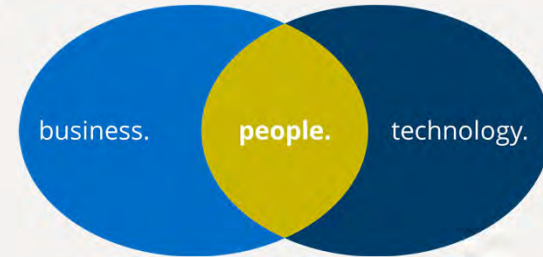
Hi GenAI!

Welcome to our business

PARTNER IN DIGITAL TRANSFORMATION



adesso optimises the core business processes of companies by IT-Consulting, developing individual software and industry solutions.



PROFITABLE GROWTH



Constantly profitable

€1,136
million
Group sales 2023



> €1,250
million
Expected sales 2024



More than
10,200
Employees



14.9 %
Return on Equity (5Y average)



adesso Group | as of 30 September 2024

TOP EMPLOYER 2025

Continuously creating an environment in which everyone can develop **resonates with our employees.**

- > Low bureaucracy
- > Entrepreneurial spirit
- > Common sense management

- > Over 75,000 applications at adesso SE, Germany
- > 84 % increase in applications*
- > Churn rate of ~8 % way below industry average

* yoy comparison

Top 2024
Company



Top 2023
Company



Top 2022
Company



2020



2018



2016

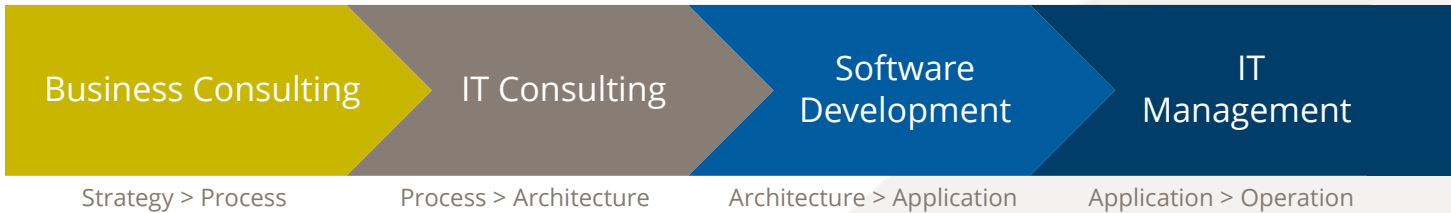


OUR PORTFOLIO



>>> business

IT Services (about 90 % of Sales)



IT Solutions (about 10 % of Sales)



technology <<<

EQUITY STORY



adesso will expand to form one of the leading integrated IT companies for sector-specific business processes in Europe

adesso has an ambitious growth strategy and aims to grow by at least twice the rate of the market (plus M&A)

adesso aims to have a sustainable operating margin for profitable growth

adesso pays out a dividend and aims to raise it continuously

GROWTH MODEL



Tried-and-tested model for expanding sector-wide presence

Transfer of model to new sectors:

- > Start a new core sector every 2-3 years
- > Latest additions: Retail, Utilities

Regional expansion

Creation of new technology areas

Creation of a product & solutions portfolio



SUSTAINED SALES GROWTH OF ~24 % P.A. OPERATING PROFIT UP ~26 % P.A.



Sales (in EUR m)



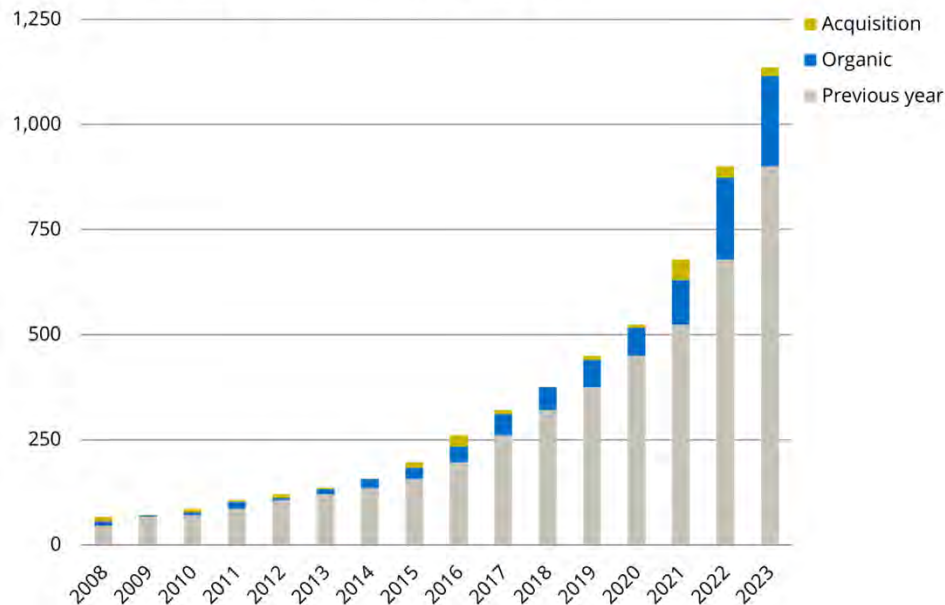
EBITDA (in EUR m)



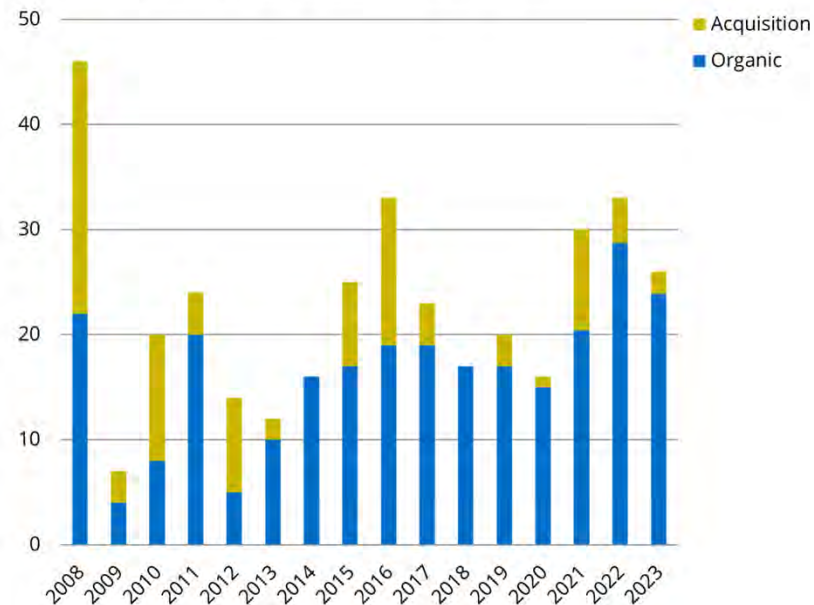
ORGANIC GROWTH



Organic Growth vs. Acquisition (in EUR m)



Organic Growth vs. Acquisition (in %)



GEOGRAPHIC EXPANSION | GROWING (INTER)NATIONALLY

On the way to becoming a leading IT service provider in Europe.

> 1,956 employees outside of Germany by the end of Q3 2024 (+14 %)*

GERMANY
AUSTRIA
SWITZERLAND

BULGARIA
FINLAND
HUNGARY
INDIA
ITALY
NETHERLANDS
ROMANIA
SAUDI ARABIA
SPAIN
SWEDEN
TURKEY
UNITED ARAB EMIRATES
UNITED KINGDOM



* yoy comparison

BUSINESS MODEL

>>

INNOVATION

Portfolio Expansion
New business models

>>

GROWTH

Grow each sector
Enter new sectors
Product business
International business
Recruiting
M&A

>>

MARGIN

Utilisation
Daily rates
Project efficiency
License & Maintenance
Costs / changes per FTE:
- Personnel to daily rates
- Travel / Offices

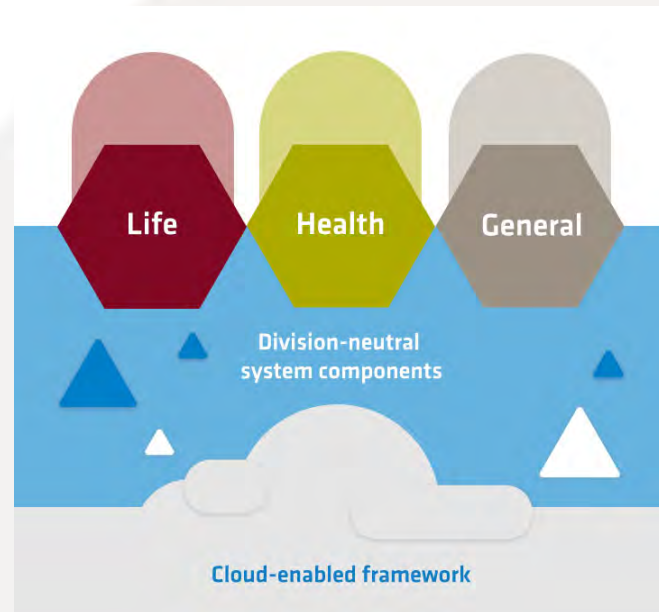
a



EPS /
DIVIDEND

IN|SURE ECOSPHERE

- > Business Driver for growth and visibility in the insurance market
- > Product business catalysing further IT services
- > Licences
- > Building up a ramp of maintenance contracts
- > International Business in later stage



INTERNATIONAL EXPANSION ON TRACK:

ADESSO GOES SWEDEN, ROMANIA, ITALY, INDIA, UK AND SAUDI ARABIA



Recent progression of adesso's geographic expansion

- > Acquisition of Purple Scout AB in Sweden (Malmö, Gothenburg, Borås, Växjö) to support footprint of adesso to the Nordics in 04/2022
- > Expansion of SmartShore Business through founding adesso Romania in Bucharest (07/2022)
- > Acquisition of WebScience S.R.L. to establish subsidiary adesso Italia and to support footprint in Italy (01/2023)
- > Hiring experienced offshoring manager (2022) and acquisition of SmartShore delivery company in India (03/2023)
- > Launch of UK subsidiary focussing on supplying companies in the UK with attractive near-shore and offshore offerings (04/2023)
- > adesso opens subsidiary in the Gulf region/MENA, Saudi Arabia (03/2024)
- > Further M&A activities



RECENT M&A DEVELOPMENT TO ADD VALUE AND FOSTER GROWTH



| Acquisition | Business | Sales | Employees | Date |
|---|---|-----------|-----------|---------|
| arteno Consulting (merged onto adesso Turkey) | SAP Consulting | ~ EUR 2 m | ~ 30 | 02/2024 |
| Palmer AG (to be merged onto adesso orange) | SAP Utilities | EUR 2.5 m | ~ 20 | 08/2023 |
| Trieste Digital Solutions Private Ltd (becoming adesso India) | SmartShore Delivery | < EUR 1 m | ~ 20 | 03/2023 |
| WEPEX GmbH (51 %) | capital market and securities business consultancy | > EUR 5 m | 30 | 02/2023 |
| WebScience S.R.L. (renamed to adesso Italia) | cloud-native development and migration, low-code approaches | EUR 10 m | 100 | 01/2023 |

UPDATE 9M 2024

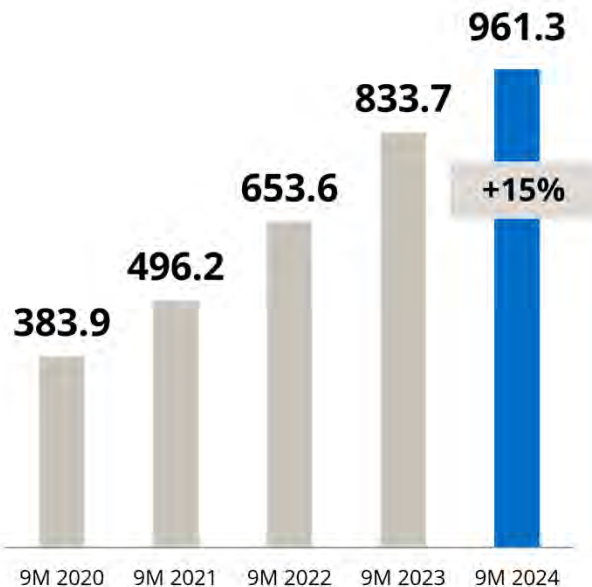


Hi GenAI!

STRONG ORGANIC GROWTH



Sales (in EUR m)

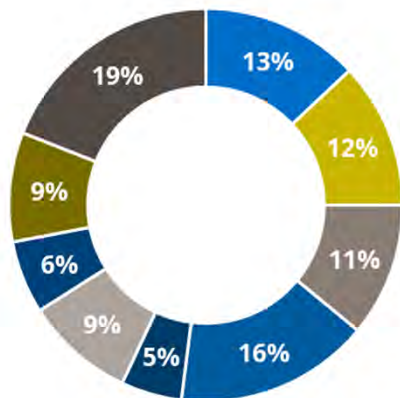


- > **Sales growth split**
 - Almost entirely by organic growth
- > **Headcount**
 - 14 % growth in average FTE

SALES SPLIT 9M 2024



Sales by industry



- Insurance
- Banking
- Health
- Public
- Automotive
- Manufacturing
- Retail
- Utilities
- Cross Industries

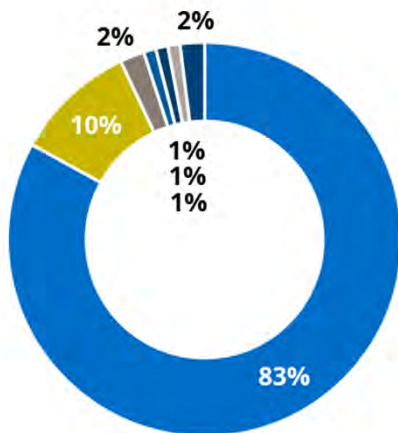
Sales by industry in EUR m

| | 9M 2024 | Δ yoy | Recap 2023 |
|------------------|---------|--------|------------|
| Insurance | 126.2 | + 4 % | + 21 % |
| Banking | 111.6 | + 7 % | + 20 % |
| Health | 103.4 | + 48 % | + 20 % |
| Public | 153.7 | + 14 % | + 22 % |
| Automotive | 43.8 | + 13 % | + 4 % |
| Manufacturing | 90.8 | + 7 % | + 17 % |
| Retail | 58.8 | + 9 % | + 61 % |
| Utilities | 90.7 | + 43 % | + 74 % |
| Cross Industries | 181.8 | + 13 % | + 30 % |

SALES SPLIT 9M 2024 (2)



Sales by region



- Germany
- Switzerland
- Austria
- Netherlands
- Italy
- Turkey
- Other

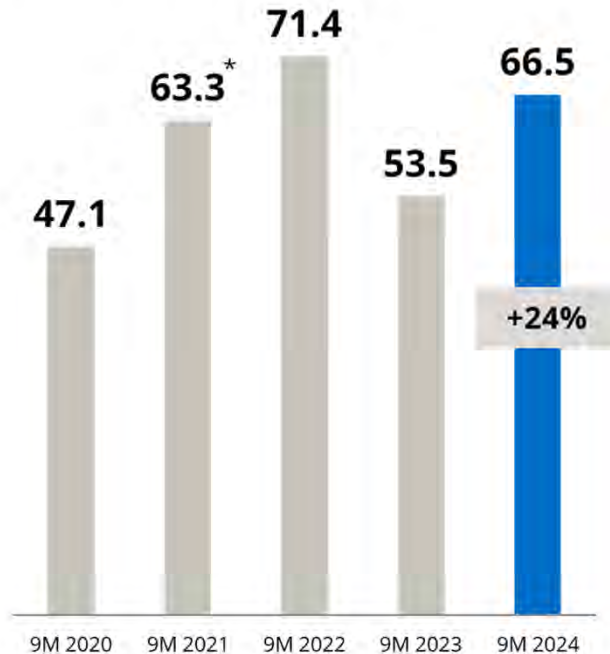
Sales by region in EUR m

| | 9M 2024 | Δ yoy | <i>Recap 2023</i> |
|-------------|---------|--------|-------------------|
| Germany | 796.9 | + 17 % | + 28 % |
| Switzerland | 96.1 | + 5 % | + 9 % |
| Austria | 22.6 | + 20 % | + 8 % |
| Netherlands | 10.5 | + 10 % | + 16 % |
| Italy | 10.4 | + 20 % | - |
| Turkey | 10.1 | + 29 % | + 24 % |
| Other | 14.7 | - 9 % | + 53 % |

IMPROVED EARNINGS IN Q3



EBITDA (in EUR m)



Operating Earnings

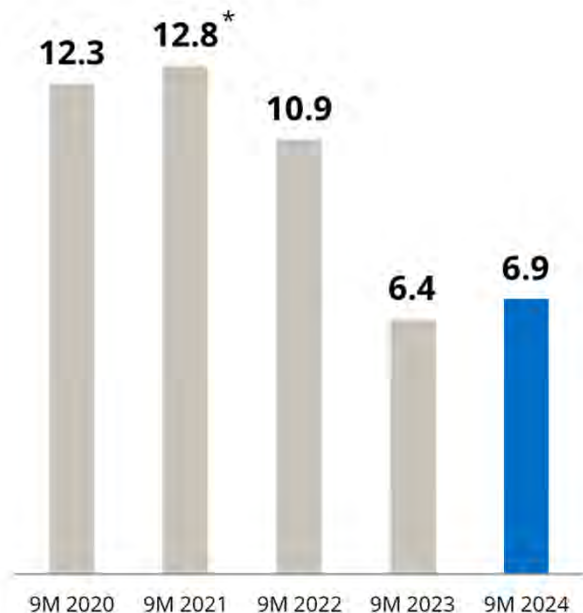
- Earnings grew overproportionately to Sales
- Capacity utilisation improved in Q3
- One additional working day in Q3 compared to Q3 2023
- Still high burdens from investments in the IT Solutions segment and less licence sales

* without one-off effect (reported: 81.2)

EBITDA MARGIN SLIGHTLY IMPROVED



EBITDA-margin (in %)



* without one-off effect (reported: 16.4)

Key Figures in EUR m

| | 9M 2024 | 9M 2023 | Δ yoy |
|--------------------------|---------|---------|--------|
| Employees (FTE, avg.) | 9,979 | 8,778 | + 14 % |
| Sales | 961.3 | 833.7 | + 15 % |
| Gross Profit | 827.5 | 713.7 | + 16 % |
| Personnel costs | 664.7 | 572.4 | + 16 % |
| Other operating expenses | 111.3 | 97.5 | + 14 % |
| EBITDA | 66.5 | 53.5 | + 24 % |
| EBITDA-margin (%) | 6.9 | 6.4 | |

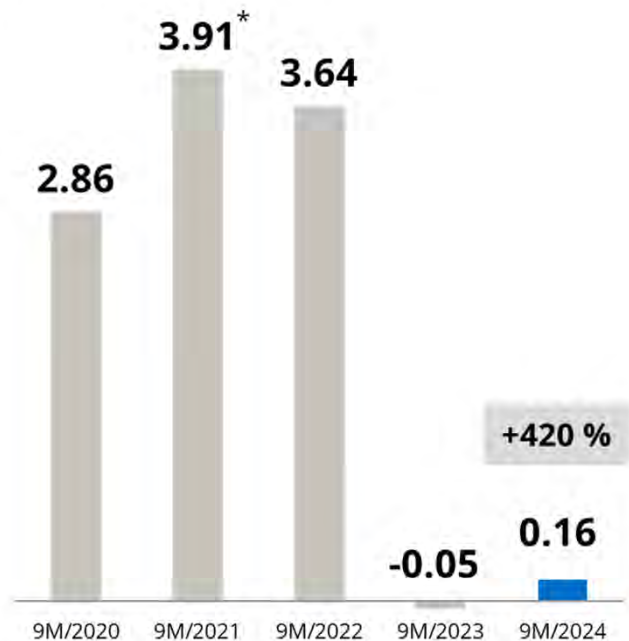
Profit drivers

| | 9M 2024 | |
|------------------------|---------|-----------|
| Utilisation & projects | ↘ | adesso SE |
| Daily rates | ↗ | increased |
| License & Maintenance | ↘ | in sure |
| Personnel cost per FTE | ↘ | +2 % |

PRETAX-EARNINGS AT +51%



Earnings per Share (in EUR)



* without one-off effect (reported: 6.76)

Key figures in EUR m

| | 9M 2024 | 9M 2023 | Δ yoy |
|--------------------------------|-------------|---------------|----------------|
| EBITDA | 66.5 | 53.5 | + 24 % |
| Depreciation plant & equipment | - 43.3 | - 34.7 | + 25 % |
| Depreciation ppa | - 5.7 | - 7.2 | - 21 % |
| Depreciation goodwill | 0.0 | 0.0 | - |
| Income from investments | - 1.6 | - 0.8 | |
| Financial result | - 8.6 | - 6.0 | - 45 % |
| EBT | 7.3 | 4.9 | + 51 % |
| Income taxes | - 4.9 | - 5.2 | |
| Consolidated earnings | 2.5 | - 0.3 | + 958 % |
| <i>Earnings per share (€)</i> | <i>0.16</i> | <i>- 0.05</i> | <i>+ 420 %</i> |
| <i>Tax quota</i> | <i>67 %</i> | <i>106 %</i> | |

FINANCIAL KPIS: NET WORKING CAPITAL REDUCED BY – 15%



| Key figures in EUR m | 30.09.2024 | 30.09.2023 | Δ yoy |
|--------------------------------|-------------------|-------------------|--------------|
| Cash | 41.5 | 42.4 | - 1.0 |
| Financial debt | 143.0 | 177.7 | - 34.7 |
| Net-Debt | - 101.5 | - 135.2 | + 33.7 |
| Operating Cash-Flow | 17.0 | - 40.7 | + 57.7 |
| Net Working Capital | 216.2 | 253.0 | - 15 % |
| Investment Cash-Flow | - 26.0 | -36.5 | + 10.5 |
| Goodwill | 100.0 | 97.8 | + 2.2 |
| Equity | 206.6 | 209.2 | - 2.6 |
| Equity ratio | 26.1 % | 26.8 % | - 0.7 pp |

**Return on Net Working
Capital (RONWC) = 13.1%**

Return on Equity (ROE) = 3.0%

CASH FLOW: RECORD FCF LTM SUPPORTED BY FACTORING*



| Cash Flow in EUR m | 9M 2024 | 9M 2023 | Δ yoy |
|--------------------------------|---------------|---------------|----------------|
| Operating Cash-Flow | 17.0 | - 40.7 | + 142 % |
| CAPEX | - 21.2 | - 23.5 | + 10 % |
| Lease repayments | - 26.6 | - 20.3 | - 31 % |
| Free Cash Flow | - 30.7 | - 84.5 | + 64 % |

FCF LTM per Share: 10.42 EUR/Share

* Factoring 30.09.2024 at 60 m compared to 35 m on 30.09.2023

PRELIMINARY FIGURES 2024 / GUIDANCE 2025



Guidance 2024 (revised after HY1) widely met

- > Market demand in IT Services continuously strong (Sales growth: +14 %)
- > Improved capacity utilisation in HY2 allows FY EBITDA improvement of +23 %
- > Dividend proposal: increase to EUR 0.75 per share

- > Guidance 2025 expects improved margin due to reduced investments and higher utilisation

| IFRS in EUR m | FY 2023 | FY 2024 (prelim.) | Guidance 2024 (revised*) | Guidance 2025 |
|----------------------|---------|----------------------|--------------------------------|-----------------------|
| Sales | 1,135.9 | ~1,297 | > 1,250 | 1,350 to 1,450 |
| EBITDA | 80.0 | ~98 | 80 to 110 | 105 to 125 |
| EBITDA-margin | 7.0 % | ~7.6 % | | |

*) Guidance revised based on preliminary Q2-figures, released 5 August 2024.

SHARE BUYBACK 2024/25 COMPLETED



- > In October 2024, adesso's Executive Board had decided to carry out a Share Buyback program
- > A total of 121,091 shares (1.9 % of company's share capital) have been bought back from 17 October 2024 to 10 January 2025
- > These shares do not carry voting or dividend rights
- > Around 10.0 million EUR (excluding transaction costs) have been invested; average transaction price was 82,57 EUR
- > Share price developed positively by 14 % to 82,70 EUR (10 January 2025) compared to 72,70 EUR before the announcement
- > The shares can be used for all purposes stated in the authorization on the Share Buyback of the Annual General Meeting of 3 June 2020; no decision has yet been made on the utilisation.

11 October 2024
> adesso publishes statement to start a Share Buyback program

17 October 2024
> Start of Share Buyback

> Weekly reporting via interim announcements and website on shares bought back

10 January 2025
> End of Share Buyback

02/2025

**MANY
THANKS!**

adesso SE
Michael Knopp
Member of the Executive Board
Adessoplatz 1
44269 Dortmund
Germany
T +49 231 7000-7000
www.adesso-group.de/en/



Hi GenAI!

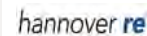
Welcome to our business

APPENDIX



REFERENCES

a



KEY FIGURES (QUARTERS)



| in EUR k | Q4/2022 | Q1/2023 | Q2/2023 | Q3/2023 | Q4/2023 | Q1/2024 | Q2/2024 | Q3/2024 |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Profit situation | | | | | | | | |
| Sales revenues | 246,675 | 276,242 | 270,054 | 287,367 | 302,240 | 317,111 | 313,958 | 330,230 |
| domestic | 202,619 | 224,522 | 221,251 | 235,450 | 249,338 | 262,056 | 260,584 | 274,256 |
| foreign | 44,056 | 51,720 | 48,803 | 51,917 | 52,902 | 55,055 | 53,374 | 55,974 |
| EBITDA | 21,485 | 17,914 | 7,239 | 28,376 | 26,501 | 17,756 | 9,923 | 38,866 |
| EBITDA margin (in %) | 8.7 | 6.5 | 2.7 | 9.9 | 8.8 | 5.6 | 3.2 | 11.8 |
| Consolidated earnings | 4,988 | 2,018 | -8,326 | 6,022 | 13,595 | -3,293 | -6,636 | 12,382 |
| Balance Sheet | | | | | | | | |
| Balance sheet total | 655,565 | 668,654 | 729,817 | 779,360 | 785,985 | 774,259 | 797,987 | 790,817 |
| Equity | 215,181 | 216,902 | 202,534 | 209,178 | 207,777 | 203,729 | 192,814 | 206,556 |
| Equity ratio (in %) | 32.8 | 32.4 | 27.8 | 26.8 | 26.4 | 26.3 | 24.2 | 26.1 |
| Liquid assets | 90,897 | 46,171 | 37,844 | 42,437 | 100,772 | 47,287 | 52,143 | 41,475 |
| Net cash position | -15,598 | -73,567 | -143,367 | -135,238 | -48,369 | -90,495 | -115,416 | -101,543 |
| Employees | | | | | | | | |
| Employees (FTE) | 8,056 | 8,513 | 8,856 | 9,222 | 9,512 | 9,926 | 10,101 | 10,215 |
| domestic | 6,651 | 6,967 | 7,166 | 7,505 | 7,759 | 8,097 | 8,212 | 8,259 |
| foreign | 1,405 | 1,546 | 1,690 | 1,717 | 1,753 | 1,829 | 1,889 | 1,956 |
| Gross profit/Employees | 108 | 112 | 103 | 110 | 110 | 111 | 107 | 114 |
| Share | | | | | | | | |
| Number | 6,512,272 | 6,512,272 | 6,514,272 | 6,520,272 | 6,520,272 | 6,520,272 | 6,520,272 | 6,522,272 |
| Price at the end of the period (in EUR) | 131.80 | 147.00 | 123.80 | 102.60 | 107.40 | 109.20 | 83.80 | 68.10 |
| Market Cap (in EUR m) | 858.3 | 957.3 | 806.5 | 669.0 | 700.3 | 712.0 | 546.4 | 444.2 |
| Earnings per share (in EUR) | 0.76 | 0.28 | -1.18 | 0.86 | 0.54 | -0.49 | -1.02 | 1.67 |

KEY FIGURES (FY)

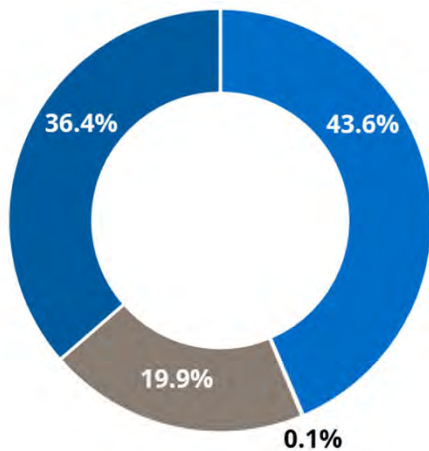


| in EUR k | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Profit situation | | | | | | | |
| Sales revenues | 321,590 | 375,648 | 449,704 | 523,375 | 678,324 | 900,253 | 1,135,903 |
| domestic | 259,990 | 308,742 | 360,987 | 413,053 | 550,232 | 744,178 | 930,561 |
| foreign | 61,600 | 66,906 | 88,717 | 110,322 | 128,092 | 156,075 | 205,342 |
| EBITDA | 25,378 | 32,975 | 48,131 | 60,406 | 101,985 | 92,908 | 80,030 |
| EBITDA margin (in %) | 7.9 | 8.8 | 10.7 | 11.5 | 15.0 | 10.3 | 7.0 |
| Consolidated earnings | 11,331 | 14,000 | 17,495 | 20,947 | 47,577 | 28,793 | 3,410 |
| Balance Sheet | | | | | | | |
| Balance sheet total | 202,812 | 226,375 | 320,764 | 372,146 | 557,203 | 655,565 | 785,985 |
| Equity | 67,023 | 78,406 | 92,482 | 102,874 | 185,618 | 215,181 | 207,777 |
| Equity ratio (in %) | 33.0 | 34.6 | 28.8 | 27.6 | 33.3 | 32.8 | 26.4 |
| Liquid assets | 46,497 | 45,912 | 46,352 | 55,053 | 109,922 | 90,897 | 100,772 |
| Net cash position | 342 | -2,196 | -11,614 | -5,636 | 31,009 | -15,598 | -48,369 |
| Employees | | | | | | | |
| Employees (FTE) | 2,748 | 3,280 | 4,033 | 4,975 | 5,814 | 8,056 | 9,512 |
| domestic | 2,391 | 2,797 | 3,328 | 4,003 | 4,811 | 6,651 | 7,759 |
| foreign | 357 | 483 | 705 | 972 | 1,002 | 1,405 | 1,753 |
| Gross profit/Employees | 113 | 110 | 107 | 105 | 108 | 110 | 109 |
| Share | | | | | | | |
| Number | 6,174,203 | 6,176,093 | 6,176,093 | 6,185,343 | 6,503,272 | 6,512,272 | 6,520,272 |
| Price at the end of the period (in EUR) | 54.67 | 47.10 | 53.50 | 97.00 | 209.00 | 131.80 | 107.40 |
| Market Cap (in EUR m) | 337.5 | 290.9 | 330.4 | 600.0 | 1,359.2 | 858.3 | 700.3 |
| Earnings per share (in EUR) | 1.79 | 2.28 | 2.82 | 3.39 | 7.59 | 4.40 | 0.49 |
| Dividend per share (in EUR) | 0.40 | 0.45 | 0.47 | 0.52 | 0.60 | 0.65 | 0.70 |

SHAREHOLDER STRUCTURE

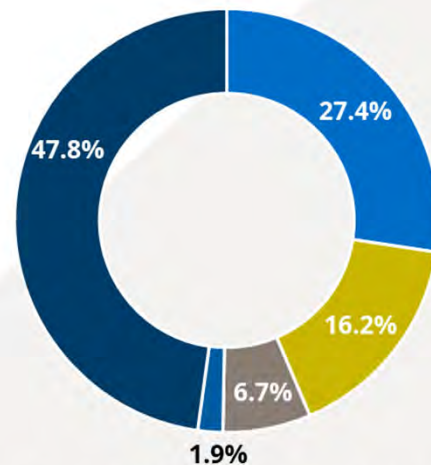


Shareholder Structure



- Supervisory Board
- Institutional Investors
- Executive Board
- Other

Shareholders

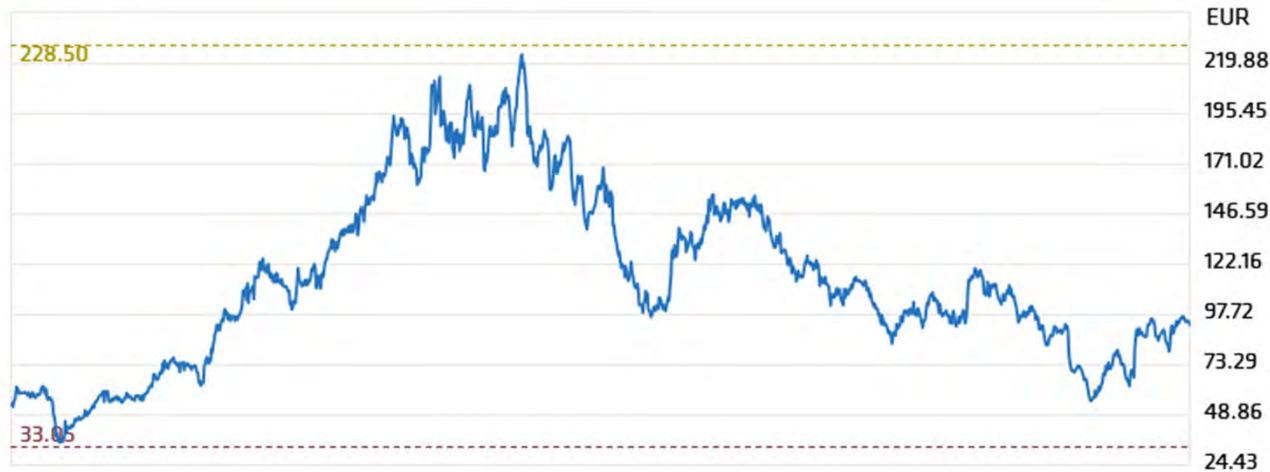


- Prof. Dr. Volker Gruhn (Setanta GmbH, Pool)*
 - Rainer Rudolf / RDF Familienstiftung*
 - Ludwig Fresenius
 - Treasury Shares
 - Freefloat
- * Supervisory Board

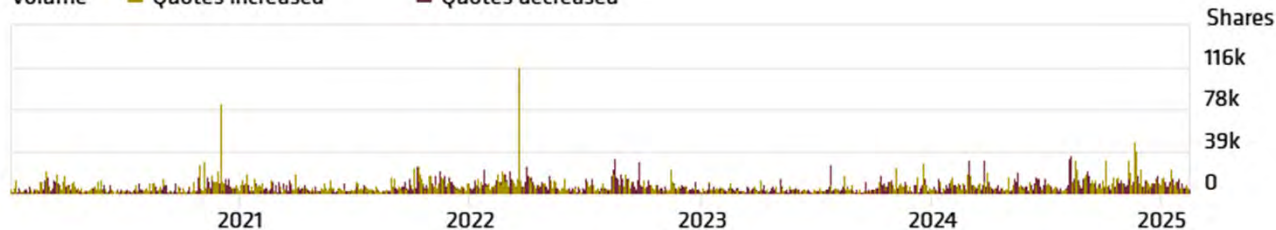
THE SHARE



— XETRA



Volume — Quotes increased — Quotes decreased



- > Market Cap:
EUR 574.0 million as at
year-end 2024
- > Share price:
EUR 88.00 as at
year-end 2024
- > Average Analyst Price Target:
EUR 123.71
- > Free Float:
47.8 %

ADESSO SHARE, BASIC DATA



| | |
|---|--|
| ISIN Code | DE000A0Z23Q5 |
| WKN (national securities identification number) | A0Z23Q |
| Symbol / Code | ADN1 |
| Reuters Instrument Code | ADNGk.DE |
| Bloomberg Symbol | ADN1:GR |
| First day of trading | 21 June 2000 |
| Trading platforms | Xetra, Tradegate Exchange |
| Market Segment | Prime Standard |
| Number of Shares / Share capital | 6,522,272 |
| thereof Treasury Shares | 121,091 |
| Currency | EUR |
| Nominal value | No share with nominal value; EUR 1.00 (mathematically) |
| Voting rights per Share | 1 |
| Index | SDAX, CDAX, DAXplus Family, DAXsector All Software, DAXsector Software, DAXsubsector All IT-Services, DAXsubsector IT-Services, Prime All-Share, Technology All Share, STOXX Europe ex UK Total Market |
| Reporting Standard | IFRS |
| End of fiscal year | 31 Dec. |
| Paying Agent | DZ BANK AG, Frankfurt/Main |

adesso SE Dortmund

IT-SERVICES

adesso's national companies or branch offices

Austria Vienna | 100 %
Bulgaria Sofia | 100 %
Finland Espoo/Helsinki | 100 %
Hungary Budapest | 100 %

India Cochin | 100 %
Italy Milan | 100 %
Netherlands Amsterdam | 100 %
Romania Bucharest | 100 %

Saudi Arabia Riyadh | 100 %
Spain Barcelona | 100 %
Sweden Malmo | 100 %

Switzerland Zurich | 100 %
Turkey Istanbul | 100 %
United Kingdom London | 100 %

**adesso as a
service GmbH**
Dortmund | 100 %

adesso orange AG
Hamel | 71 %

**adesso ventures
GmbH**
Berlin | 100 %

**alleato assekuranz-
makler GmbH**
Dortmund | 90 %

**KIWI Consulting
EDV-Beratung GmbH**
Walldorf | 100 %

**percision
services GmbH**
Dortmund | 100 %

WEPEX GmbH
Frankfurt a. M. | 51 %

IT-SOLUTIONS

Afida GmbH
Dortmund | 82 %

**adesso banking
solutions GmbH**
Frankfurt a. M. |
50 %

**adesso benefit
solutions GmbH**
Dortmund | 80 %

**adesso health
solutions GmbH**
Neumuenster |
90 %

**adesso Insurance
solutions GmbH**
Dortmund | 100 %

**adesso
manufacturing
Industry
solutions GmbH**
Dortmund | 100 %

**adesso mobile
solutions GmbH**
Dortmund | 100 %

material.one AG
Augsburg | 53 %

**Reachbird
Solutions GmbH**
Munich | 100 %

EXECUTIVE BOARD (1)



Mark Lohweber
CEO

Mark Lohweber (born 1969) is a member of the Management Board and is responsible for the operational business in the Banking and Insurance sectors as well as international business, including nearshoring and offshoring. As a member of the Executive Board, he is also in charge of the central areas of Corporate Account Management and Marketing. On the Executive Board, he is furthermore responsible for the adesso subsidiaries adesso insurance solutions GmbH, adesso banking solutions GmbH, adesso benefit solutions GmbH, Afida GmbH and Wepex GmbH. Lohweber has been Chairman of the Executive Board of adesso SE since the beginning of 2024. Before being appointed to the Executive Board in 2023, the trained banker and law graduate was CEO of CoCoNet AG, a leading European FinTech company. Mark Lohweber previously worked for adesso SE from 2007 to 2021, where he was responsible for various management positions.



Benedikt Bonnmann
Member of the Executive Board

Benedikt Bonnmann (born 1985) is a member of the Executive Board and is responsible for the operating business of the Automotive, Manufacturing Industry, Retail and Life Science sectors as well as for the Data, Analytics & AI, Digital Experience, Microsoft and Salesforce technology areas. On the Executive Board, he is as well responsible for the investments adesso manufacturing industry solutions GmbH, adesso Lakes GmbH, material.one GmbH and Reachbird Solutions GmbH. Before the business informatics graduate and MBA was appointed to the Executive Board in 2024, Benedikt Bonnmann had already been working for adesso since 2017 and had been responsible for building up the Data, Analytics & AI division since 2019. Before joining adesso, he was active in the field of business intelligence, data and AI consulting with a focus on SAP and founded his own consulting firm in 2010, which became part of the adesso Group in 2017.



Kristina Gerwert
Member of the Executive Board

Kristina Gerwert (born 1976) is a member of the Executive Board and is responsible for the central areas of Human Resources, Compliance, Corporate Administration, Corporate Buildings and Procurement. She is also in charge of the adesso subsidiary alleato assekuranzmakler GmbH. Before being appointed to the Executive Board in 2023, the economics graduate had been Head of Human Resources at adesso since 2011.

EXECUTIVE BOARD (2)



Michael Knopp
Member of the Executive Board

Michael Knopp (born 1966) has been a member of the Executive Board of adesso SE since 15 January 2025 and will gradually take over the responsibilities of Jörg Schroeder, who will leave the Executive Board on 30 April 2025. As a member of the Executive Board of adesso SE, Knopp will be responsible for the central areas of Finance, Investor Relations and Mergers & Acquisitions. He will also assume responsibility for the investment adesso ventures GmbH. Michael Knopp has many years of in-depth expertise in both corporate finance and information technology. The business graduate worked for many years as a member of the Management Board and Chief Financial Officer (CFO) at the listed company SUSS MicroTec SE and subsequently at Materna Information & Communications SE. Before being appointed to the Executive Board of adesso SE in January 2025, he was Managing Director and CFO of the IT service provider akquinet Holding GmbH.



Andreas Prenneis
Member of the Executive Board

Andreas Prenneis (born 1965) is a member of the Management Board and is responsible for the operating business in the Cross Industries, Public Administration, Healthcare, Energy, Lottery and Sports sectors as well as for SAP and Cloud & Operations. As a member of the Executive Board, he is also in charge of the central Legal and Group IT divisions. Moreover, he is responsible for the adesso subsidiaries adesso as a service GmbH, adesso health solutions GmbH, adesso mobile solutions GmbH, adesso orange AG, KIWI Consulting EDV-Beratung GmbH, medgineering GmbH and percision services GmbH. Before being appointed to the Executive Board of adesso SE in 2015, he worked at CompuGroup Medical Deutschland, where he most recently headed various business areas as Area Vice President Telematics & AddOn.



Jörg Schroeder
CFO

Jörg Schroeder (born 1977) is a member of the Executive Board of adesso SE until his resignation as at 30 April 2025. He is responsible for the central areas of Finance, Investor Relations and Mergers & Acquisitions. Additionally, he is responsible for the investment adesso ventures GmbH. Before being appointed to the Executive Board of adesso SE in 2019, the graduate in business informatics, LL.M. and Executive MBA was initially responsible for strategy development and implementation at the BITMARCK Group as Chief Strategy Officer and member of the Executive Board from 2015. Most recently, as Chief Financial Officer of BITMARCK Holding GmbH, he was responsible for finance, controlling and purchasing for the Group and all subsidiaries.

SUPERVISORY BOARD

Six members experienced
with high industry
knowledge



Prof. Dr. Volker Gruhn

Chairman and Chairman of the
Nomination Committee

co-founder of adesso, professor for Software
Engineering

Dr. Friedrich Wöbking

Deputy Chairman

e.g. former member of the executive board of
Dresdner Bank and Allianz

Stefanie Kemp

Chief Transformation Officer and a member of the
management board of Sana Kliniken AG, former head
of the German operations at the US software company
Oracle

Hermann Kögler

Chairman of the Audit Committee

e.g. former Director of Finance/Controlling and
Spokesman of the Board at COGNOS AG

Rainer Rudolf

Member of the Audit and
Nomination Committee

co-founder of adesso, managing director of an IT
services company

Michael Zorc

e.g. former sporting director of Ballspielverein Borussia
09 e.V. Dortmund (BVB) with highest level of
management responsibility and excellent network

IMPORTANT DATES 2025



| Date | Event |
|----------------|---|
| 2025-02-27 | Roadshow Helsinki/Stockholm /w Berenberg |
| 2025-03-27 | Publication of the 2024 annual report, financial press / analyst conference |
| 2025-05-12 | Publication of the Quarterly Statement Q1 2025 |
| 2025-05-13 | Spring Conference 2025, Frankfurt/Main |
| 2025-06-03 | Regular ASM, Dortmund |
| 2025-08-14 | Publication of the 2025 Half-Year Report |
| 2025-11-12 | Publication of the Quarterly Statement Q3 2025 |
| 2025-11-24to26 | German Equity Forum 2025, Frankfurt/Main |

02/2025

**MANY
THANKS!**

adesso SE

Adessoplatz 1

44269 Dortmund

Germany

T +49 231 7000-7000

F +49 231 7000-1000

www.adesso.de/en

www.adesso-group.de/en

LOADING.