

Granting power of attorney and issuing instructions to the Company's proxies

Number AGM ticket: _____ Name / Company: _____
 Number of shares: _____ First name: _____
 Phone number:* _____ E-mail address:* _____

* voluntary information

To be returned **no later than 31 May 2023, 24:00 hours [midnight] (CEST)**, (receipt) to:

adesso SE
 c/o Better Orange IR & HV AG
 Haidelweg 48
 81241 Munich
 Germany

E-mail: adesso@better-orange.de
 Fax: +49 (0)89 889 690 655

Please tick unambiguously: (Your instructions refer in each case to the proposed resolution of the Executive Board and/or the Supervisory Board published in the Federal Gazette in the notice convening the Annual General Meeting or to motions and election proposals of shareholders pursuant to Sections 126 (1), 127 AktG, each of which has been made available with a unique identifier at <https://www.adesso-group.de/hv/> in the event of a separate voting requirement. If you do not make a mark or tick the box abstention, your instruction will be counted as an **abstention**.)

I/We authorize the Company's proxies for the Annual General Meeting on 01 June 2023, Mr Torsten Fues and Mr Bork Drewer, both employees of Better Orange IR & HV AG, Munich, each individually and with the right to delegate their authorization to another party, to represent me/us and exercise my/our voting right(s) as **indicated below**. Any declarations of intent made earlier are hereby revoked.

Individual instruction on an agenda item	YES	NO	ABSTENTION
2. Resolution on the appropriation of the balance sheet profit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Resolution on the approval of the Executive Board's actions for financial year 2022	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Resolution on the approval of the Supervisory Board's actions for financial year 2022	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Elections to replace two Supervisory Board members:			
a) Individual election of Stefanie Kemp	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Individual election of Michael Zorc	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Appointment of the auditor and Group auditor for financial year 2023	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Resolution on the amendment of the Articles of Association to adjust the Supervisory Board remuneration in Article 12 of the Articles of Association and approve the remuneration system for the Supervisory Board members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Resolution on the approval of the remuneration report for financial year 2022 prepared and audited in accordance with Section 162 AktG	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Resolution on the amendment of the Articles of Association on the basis of the German Act on the Introduction of Virtual Annual Shareholders' Meetings:			
9.1.) Authorisation to hold a virtual Annual Shareholders' Meeting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.2.) Participation of members of the Supervisory Board by means of video and audio transmission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Resolution on the creation of a new authorised capital with the option of excluding subscription rights and amendment of Article 3 clause 8 of the Articles of Association (authorised capital 2023)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Motions and election proposals by shareholders pursuant to Section 126 (1) and Section 127 of the German Stock Corporation Act (Aktengesetz - AktG) are made accessible at <https://www.adesso-group.de/hv/> and, if they require separate voting, will be clearly identified there with an unambiguous ID.

YES to the motion/election proposal with the ID:* _____

NO to the motion/election proposal with the ID:* _____

ABSTENTION to the motion/election proposal with the ID:* _____

* Enter ID of the application/applications or election proposal/election proposals by handwriting

Place _____ Date _____ Signature(s) or Person making the declaration (legible) _____