

Remuneration System for the Supervisory Board Members

The remuneration system takes into account the responsibilities and scope of duties of the Supervisory Board members. Through its duty to monitor the Executive Board's management activities, the Supervisory Board makes a contribution to promoting the business strategy and to the long-term development of the company.

Each member of the Supervisory Board receives annual remuneration of EUR 25,000. The Chair of the Supervisory Board receives annual remuneration of EUR 50,000, and the Deputy Chair is paid annual remuneration of EUR 35,000.

The members of the Supervisory Board receive an additional single annual payment for serving on committees of the Supervisory Board. "Single payment" means that the remuneration is granted only once even if a member serves on multiple committees. The additional remuneration amounts to EUR 7,500 for the chair of a committee and EUR 5,000 for any other member of a committee.

If a Supervisory Board member serves only part of the financial year on the Supervisory Board or on a committee, or as Chair or Deputy Chair of the Supervisory Board or as chair of a committee, that member receives a reduced pro rata amount of remuneration.

The Supervisory Board members are reimbursed for the expenses incurred in the course of performing their duties, including any value-added tax due on their remuneration and the reimbursement of expenses.

Due to the particular nature of the Supervisory Board remuneration paid for the work of the Supervisory Board, which differs fundamentally from the work of the employees of the company and the Group, a "vertical comparison" with the employee remuneration does not come into consideration.

At adesso SE, the remuneration of members of the Supervisory Board is defined in the Articles of Association (bylaws).

The remuneration and the remuneration system for the Supervisory Board are regularly reviewed by management. Particular consideration is paid to the amount of time necessary for the Supervisory Board members to perform their duties and the remuneration paid to the Supervisory Boards at other, comparable companies. The Executive Board and Supervisory Board will propose a corresponding resolution to the Annual Shareholders' Meeting if they see a need to adjust the remuneration or the remuneration system. At least once every four years, a resolution regarding remuneration, including the underlying remuneration system, will be proposed to the Annual Shareholders' Meeting.