

Information pursuant to Section 125 (1) German Stock Corporation Act (AktG) in connection with Section 125 (5) AktG, Article 4 (1) and Table 3 of the Annex to Implementing Regulation (EU) 2018/1212

Type of Information	Description
A. Specification of the message	
1. Unique identifier of the event	ADN1062025HV
2. Type of message	Meeting notice of a General Meeting [format pursuant to Implementing Regulation (EU) 2018/1212: NEWM]
B. Specification of the issuer	
1. ISIN	DE000A0Z23Q5
2. Name of issuer	adesso SE
C. Specification of the meeting	
1. Date of the General Meeting	03.06.2025 [format pursuant to Implementing Regulation (EU) 2018/1212: 20250603]
2. Time of the General Meeting	10:00 hrs. (CEST) [format pursuant to Implementing Regulation (EU) 2018/1212: 08:00 UTC]
3. Type of the General Meeting	Ordinary General Meeting [format pursuant to Implementing Regulation (EU) 2018/1212: GMET]
4. Location of the General Meeting	Virtual General Meeting: https://www.adesso-group.de/hv/ In accordance with the German Stock Corporation Act: adesso SE, at Adessoplatz 1, 44269 Dortmund, Germany
5. Record Date	12.05.2025, 24:00 hrs. (CEST) [format pursuant to Implementing Regulation (EU) 2018/1212: 20250512]
6. Uniform Resource Locator (URL)	https://www.adesso-group.de/hv/
D. Participation in the General Meeting	
D. Participation in the General Meeting – electronic absentee voting	
1. Method of participation by shareholder	Exercising the right to vote through electronic absentee voting per Internet-service at https://www.adesso-group.de/hv/ [format pursuant to Implementing Regulation (EU) 2018/1212: EV; ISO 20022: EVOT]
2. Issuer deadline for the notification of participation	27.05.2025, 24:00 hrs. (CEST) [format pursuant to Implementing Regulation (EU) 2018/1212: 20250527; 22:00 UTC]
3. Issuer deadline for voting	03.06.2025, until the time of the closing of voting by the Chairman of the meeting at the virtual General Meeting on 03.06.2025 [format pursuant to Implementing Regulation (EU) 2018/1212: 20250603; until the time of the closing of voting by the Chairman of the Meeting at the virtual General Meeting on 20250603]

D. Participation in the General Meeting – company-appointed proxies	
1. Method of participation by shareholder	<p>Exercising the right to vote by granting authority and issuing instructions to the proxies nominated by the Company</p> <p>[format pursuant to Implementing Regulation (EU) 2018/1212: PX; ISO 20022: PRXY]</p>
2. Issuer deadline for the notification of participation	<p>27.05.2025, 24:00 hrs. (CEST)</p> <p>[format pursuant to Implementing Regulation (EU) 2018/1212: 20250527; 22:00 UTC]</p>
3. Issuer deadline for voting	<p>Granting authority (with voting instructions) to the proxies nominated by the Company</p> <ul style="list-style-type: none"> in writing or in text form by postal mail or email until 02.06.2025, 24:00 hrs (CEST) <p>[format pursuant to Implementing Regulation (EU) 2018/1212: 20250602; 22:00 UTC]</p> <ul style="list-style-type: none"> electronically via the Internetservice at https://www.adesso-group.de/hv/ by 03.06.2025, until the time of the closing of voting by the Chairman of the Meeting at the virtual General Meeting on 03.06.2025 <p>[format pursuant to Implementing Regulation (EU) 2018/1212: 20250603; until the time of the closing of voting by the Chairman of the Meeting at the virtual General Meeting on 20250603]</p>
D. Participation in the General Meeting – proxy authorisation	
1. Method of participation by shareholder	<p>Exercising the right to vote through an authorised third party</p> <p>[format pursuant to Implementing Regulation (EU) 2018/1212: PX; ISO 20022: PRXY]</p>
2. Issuer deadline for the notification of participation	<p>27.05.2025, 24:00 hrs. (CEST)</p> <p>[format pursuant to Implementing Regulation (EU) 2018/1212: 20250527; 22:00 UTC]</p>
3. Issuer deadline for voting	<p>Exercising of voting rights via electronic absentee voting by the proxy via Internetservice at https://www.adesso-group.de/hv/:</p> <ul style="list-style-type: none"> 03.06.2025, until the time of the closing of voting by the Chairman of the Meeting at the virtual General Meeting on 03.06.2025 <p>[format pursuant to Implementing Regulation (EU) 2018/1212: 20250603; until the time of the closing of voting by the Chairman of the Meeting at the virtual General Meeting on 20250603]</p> <p>Exercising of voting rights by the proxy through granting sub-proxies and issuing instructions to the proxies appointed by the Company:</p> <ul style="list-style-type: none"> in writing or in text form by postal mail or email until 02.06.2025, 24:00 hrs (CEST) <p>[format pursuant to Implementing Regulation (EU) 2018/1212: 20250602; 22:00 UTC]</p> <ul style="list-style-type: none"> electronically via the Internetservice at https://www.adesso-group.de/hv/ by 03.06.2025, until the time of the closing of voting by the Chairman of the Meeting at the virtual General Meeting on 03.06.2025 <p>[format pursuant to Implementing Regulation (EU) 2018/1212: 20250603; until the time of the closing of voting by the Chairman of the Meeting at the virtual General Meeting on 20250603]</p>

E. Agenda	
E. Agenda – item 1	
1. Unique identifier of the agenda item	1
2. Title of the agenda item	Presentation of the adopted annual financial statements of adesso SE and the approved consolidated financial statements as at 31 December 2024 as well as the combined management report for adesso SE and the Group (including the explanatory report on the disclosures pursuant to Sections 289a and 315a HGB) and the report of the Supervisory Board for the 2024 financial year
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	none
5. Alternative voting options	none
E. Agenda – item 2	
1. Unique identifier of the agenda item	2
2. Title of the agenda item	Resolution on the appropriation of the balance sheet profit
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 3	
1. Unique identifier of the agenda item	3
2. Title of the agenda item	Resolution on the discharge of the Executive Board for the 2024 financial year
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]

E. Agenda – item 4	
1. Unique identifier of the agenda item	4
2. Title of the agenda item	Resolution on the discharge of the Supervisory Board for the 2024 financial year
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 5a	
1. Unique identifier of the agenda item	5a
2. Title of the agenda item	Election of the members of the Supervisory Board - Individual election of Stefanie Kemp
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 5b	
1. Unique identifier of the agenda item	5b
2. Title of the agenda item	Election of the members of the Supervisory Board - Individual election of Prof. Dr. Volker Gruhn
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 5c	
1. Unique identifier of the agenda item	5c
2. Title of the agenda item	Election of the members of the Supervisory Board - Individual election of Dipl.-Wirtschaftsingenieur Christoph Junge
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]

E. Agenda – item 5d	
1. Unique identifier of the agenda item	5d
2. Title of the agenda item	Election of the members of the Supervisory Board - Individual election of Michael Kenfenheuer
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 5e	
1. Unique identifier of the agenda item	5e
2. Title of the agenda item	Election of the members of the Supervisory Board - Individual election of Dipl.-Inform. Rainer Rudolf
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 5f	
1. Unique identifier of the agenda item	5f
2. Title of the agenda item	Election of the members of the Supervisory Board - Individual election of Michael Zorc
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 6	
1. Unique identifier of the agenda item	6
2. Title of the agenda item	Election of the auditor and group auditor as well as the auditor of the sustainability reporting for the 2025 financial year
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]

E. Agenda – item 7	
1. Unique identifier of the agenda item	7
2. Title of the agenda item	Resolution on the approval of the remuneration report for the 2024 financial year prepared and audited in accordance with Section 162 AktG
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Advisory vote [format pursuant to Implementing Regulation (EU) 2018/1212: AV; ISO 20022: ADVI]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 8	
1. Unique identifier of the agenda item	8
2. Title of the agenda item	Approval of the remuneration system for members of the Executive Board
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Advisory vote [format pursuant to Implementing Regulation (EU) 2018/1212: AV; ISO 20022: ADVI]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 9	
1. Unique identifier of the agenda item	9
2. Title of the agenda item	Resolution on the authorization to acquire and use treasury shares
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 10	
1. Unique identifier of the agenda item	10
2. Title of the agenda item	Resolution on the partial cancellation of the conditional capital 2020 and amendment to the Articles of Association
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]

E. Agenda – item 11	
1. Unique identifier of the agenda item	11
2. Title of the agenda item	Resolution on a new authorization of the Executive Board, with the approval of the Supervisory Board, to provide for the holding of a virtual Annual General Meeting and corresponding amendment to the Articles of Association
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
E. Agenda – item 12	
1. Unique identifier of the agenda item	12
2. Title of the agenda item	Resolution on an amendment to Section 3 (6) of the Articles of Association to adapt to the Act on the Financing of Future-Proof Investments (Zukunftsfinanzierungsgesetz - ZuFinG)
3. Uniform Resource Locator (URL) of the materials	https://www.adesso-group.de/hv/
4. Vote	Binding vote [format pursuant to Implementing Regulation (EU) 2018/1212: BV; ISO 20022: BNDG]
5. Alternative voting options	Vote in favour, Vote against, Abstention [format pursuant to Implementing Regulation (EU) 2018/1212: VF, VA, AB; ISO 20022: CFOR, CAGS, ABST]
F. Specification of the deadlines regarding the exercise of other shareholders rights	
F. Shareholder right – requests for additions to the agenda pursuant to section 122 (2) of the German Stock Corporation Act (AktG)	
1. Object of deadline	Submission of requests for additions to the agenda
2. Applicable issuer deadline	03.05.2025, 24:00 hrs (CEST) (time of receipt decisive) [format pursuant to Implementing Regulation (EU) 2018/1212: 20250503; 22:00 UTC]
F. Shareholder right – submission of counter-motions pursuant to section 126 (1) of the German Stock Corporation Act (AktG)	
1. Object of deadline	Submission of counter-motions to specific items on the agenda to be made available to the other shareholders prior to the General Meeting
2. Applicable issuer deadline	19.05.2025, 24:00 hrs. (CEST) (receipt is decisive) [format pursuant to Implementing Regulation (EU) 2018/1212: 20250519; 22:00 UTC].

F. Shareholder right – submission of proposals for election pursuant to section 127 of the German Stock Corporation Act (AktG)	
1. Object of deadline	Submission of election proposals for the election of Supervisory Board members or auditors to be made available to the other shareholders prior to the General Meeting
2. Applicable issuer deadline	19.05.2025, 24:00 hrs. (CEST) (receipt is decisive) [format pursuant to Implementing Regulation (EU) 2018/1212: 20250519; 22:00 UTC].
F. Shareholder right – submission of statements pursuant to section 130a (1) of the German Stock Corporation Act (AktG)	
1. Object of deadline	Submission of statements on the items of the agenda in text form by way of electronic communication via the Internet service at https://www.adesso-group.de/hv/
2. Applicable issuer deadline	28.05.2025, 24:00 hrs. (CEST) (receipt is decisive) [format pursuant to Implementing Regulation (EU) 2018/1212: 20250528; 22:00 UTC]
F. Shareholder right – right to speak at the General Meeting pursuant to section 130a (5) of the German Stock Corporation Act (AktG) (including the right to propose motions and nominations pursuant to section 118a (1) sentence 2 no. 3 of the German Stock Corporation Act (AktG), the right to request information pursuant to section 131 (1) of the German Stock Corporation Act (AktG) and the right to object to a resolution of the Annual General Meeting for the minutes of the notary)	
1. Object of deadline	Right to speak at the General Meeting by way of video communication via the Internet service at https://www.adesso-group.de/hv/ . The right to speak also includes, in particular, the right to submit motions and election proposals pursuant to section 118a (1) sentence 2 no. 3 of the German Stock Corporation Act (AktG), the right to request information pursuant to section 131 (1) of the German Stock Corporation Act (AktG) and the right to object to a resolution of the Annual General Meeting for the minutes of the notary.
2. Applicable issuer deadline	03.06.2025; during the General Meeting on 03.06.2025 as directed by the Chairman of the Meeting. [format pursuant to Implementing Regulation (EU) 2018/1212: 20250603; during the General Meeting on 20250603 as directed by the Chairman of the Meeting]
F. Shareholder right – submission of the request pursuant to section 131 (4) sentences 1, 2 of the German Stock Corporation Act (AktG)	
1. Object of deadline	Submission of the request pursuant to section 131 (4) sentences 1, 2 of the German Stock Corporation Act (AktG) to provide a shareholder with information given outside the General Meeting due to his capacity as a shareholder, by way of electronic communication via the Internet service at https://www.adesso-group.de/hv/
2. Applicable issuer deadline	03.06.2025; from the opening of the General Meeting on 03.06.2025 until the termination of this right [format pursuant to Implementing Regulation (EU) 2018/1212: 20250603; from the opening of the General Meeting on 20250605 until the termination of this right]

F. Shareholder right – submission of the request pursuant to section 131 (5) sentences 1, 2 of the German Stock Corporation Act (AktG)	
1. Object of deadline	Submission of the request pursuant to section 131 (5) sentences 1, 2 of the German Stock Corporation Act (AktG) to include in the minutes questions posed by the shareholder in response to which the information was (allegedly) refused, and the reason for the refusal to provide information, by way of electronic communication via the Internet service at https://www.adesso-group.de/hv/
2. Applicable issuer deadline	03.06.2025; from the opening of the General Meeting on 03.06.2025 until the closing of the General Meeting by the Chairman of the Meeting [format pursuant to Implementing Regulation (EU) 2018/1212: 20250603; from the opening of the General Meeting on 20250603 until the closing of the General Meeting by the Chairman of the Meeting]
F. Shareholder right – right of filing of objections pursuant to section 118a (1) sentence 2 no. 8 of the German Stock Corporation Act (AktG)	
1. Object of deadline	Filing of objections against resolutions of the General Meeting by way of electronic communication via the Internet service at https://www.adesso-group.de/hv/
2. Applicable issuer deadline	03.06.2025, from the opening of the General Meeting on 03.06.2025 until the closing of the meeting by the Chairman of the meeting. [format pursuant to Implementing Regulation (EU) 2018/1212: 20250603; from the opening of the General Meeting on 20250603 until the closing of the meeting by the Chairman of the Meeting].