

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 2 June 2025, 24:00 hours [midnight] (CEST)**, (receipt) to:

adesso SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
Germany

E-mail: adesso@linkmarketservices.eu

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 3 June 2025, Ms Claudia Schneckenburger, employee of Link Market Services, Munich, and Mr Garreth Axel Neumann, employee 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 discharge of the Executive Board for the 2024 financial year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Resolution on the discharge of the Supervisory Board for the 2024 financial year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Election of the members of the Supervisory Board:			
a) Individual election of Stefanie Kemp	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Individual election of Prof. Dr. Volker Gruhn	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Individual election of Dipl.-Wirtschaftsingenieur Christoph Junge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Individual election of Michael Kenfenheuer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Individual election of Dipl.-Inform. Rainer Rudolf	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Individual election of Michael Zorc	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Election of the auditor and group auditor as well as the auditor of the sustainability reporting for the 2025 financial year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Resolution on the approval of the remuneration report for the 2024 financial year prepared and audited in accordance with Section 162 AktG	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Approval of the remuneration system for members of the Executive Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Resolution on the authorization to acquire and use treasury shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Resolution on the partial cancellation of the conditional capital 2020 and amendment to the Articles of Association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. 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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. 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)	<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 (Aktiengesetz - 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) _____