

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 3 June 2024, 24.00 hours [midnight] (CEST)**, (receipt) to:

adesso SE
c/o Better Orange IR & HV AG
Haidelweg 48
81241 München
Deutschland

E-Mail: adesso@linkmarketservices.eu
Telefax: +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 authorise the proxies of the Company for the Annual General Meeting on 4 June 2024, Mr Thomas Wagner and Mr Bork Drewer, both employees of Better Orange IR & HV AG, Munich, each individually and with the right to sub-authorisation, to represent me/us by disclosing my/our name and to exercise the voting right **as marked below**. 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 2023	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Resolution on the approval of the Supervisory Board's actions for financial year 2023	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Election of the auditor and auditor of the consolidated financial statements, as well as of the auditor of the sustainability report for financial year 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Resolution on the approval of the remuneration report for financial year 2023 prepared and audited in accordance with Section 162 AktG	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Resolution on the amendment of the Articles of Association due to the German Future Financing Act (ZuFinG)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Resolution on the creation of new conditional capital to grant subscription rights to employees, managers and members of adesso SE's Executive Board, as well as to employees and members of the management of affiliated companies, on the basis of the 2024 stock option plan and amendment of the Articles of Association	<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) _____