



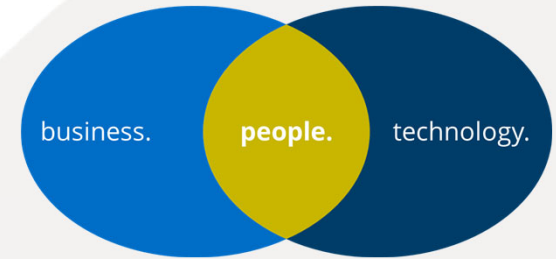
# Hi GenAI!

Welcome to our business

## PARTNER IN DIGITAL TRANSFORMATION



adesso optimizes the core business processes of companies by IT-Consulting, developing individual software and industry solutions.



# PROFITABLE GROWTH



Constantly profitable

**€1,136**  
million  
Group sales 2023



**> €1,250**  
million  
Expected sales 2024



More than  
**9,500**  
Employees



**14.9 %**  
Return on Equity (5Y average)



adesso Group | As of 31 December 2023

# GREAT PLACE TO BE

Creating an environment in which everyone can develop **resonates with our employees.**

- > Low bureaucracy
- > Entrepreneurial spirit
- > Common sense management
  
- > Over 75,000 applications at adesso SE, Germany
- > 84 % increase in applications\*
- > Churn rate of ~8 % way below industry average

\* yoy comparison

**2023**  
ITK – 1<sup>st</sup> prize  
GPtW – 1<sup>st</sup> prize  
GPtWE – 2<sup>nd</sup> prize  
Great Place To Work AWARDS  
> 5,000 employees

**2020**  
ITK – 1<sup>st</sup> prize  
GPtW – 1<sup>st</sup> prize  
Great Place To Work AWARDS  
2,001-5,000 employees

**2018**  
ITK – 1<sup>st</sup> prize  
Great Place To Work AWARDS  
> 1,000 employees

**2016**  
ITK – 1<sup>st</sup> prize  
Great Place To Work AWARDS

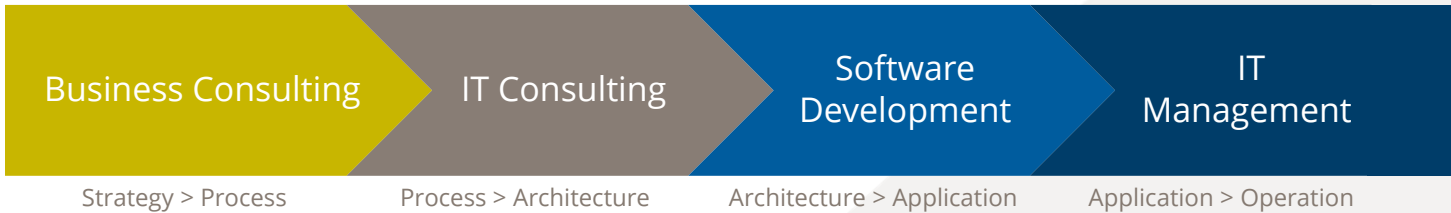


# OUR PORTFOLIO



>>> business

## IT Services (about 90 % of Sales)



## IT Solutions (about 10 % of Sales)



technology <<<

# EQUITY STORY



adesso will expand to form one of the leading integrated IT companies for sector-specific business processes in Europe

adesso has an ambitious growth strategy and aims to grow by at least twice the rate of the market (plus M&A)

adesso aims to have a sustainable operating margin for profitable growth

adesso pays out a dividend and aims to raise it continuously

# GROWTH MODEL



**Tried-and-tested model for expanding sector-wide presence**

**Transfer of model to new sectors:**

- > Start a new core sector every 2-3 years
- > Ramp-up-phase: Retail, Utilities

**Regional expansion**

**Creation of new technology areas**

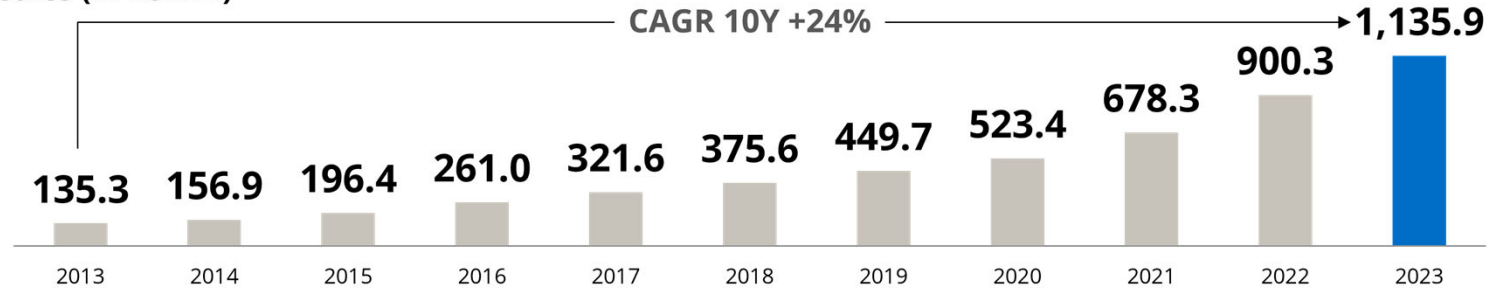
**Creation of a product & solutions portfolio**



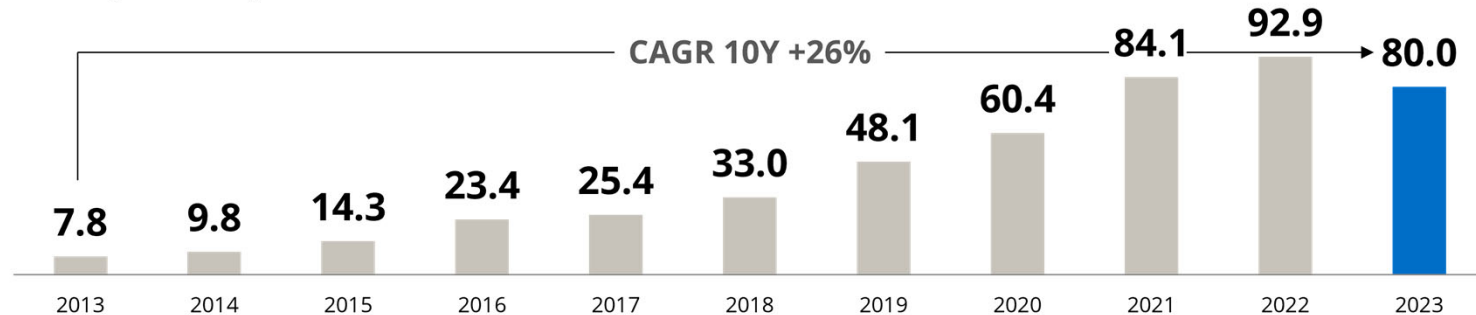
**SUSTAINED SALES GROWTH OF ~24 % P.A.**  
**OPERATING PROFIT UP ~26 % P.A.**



Sales (in EUR m)



EBITDA (in EUR m)

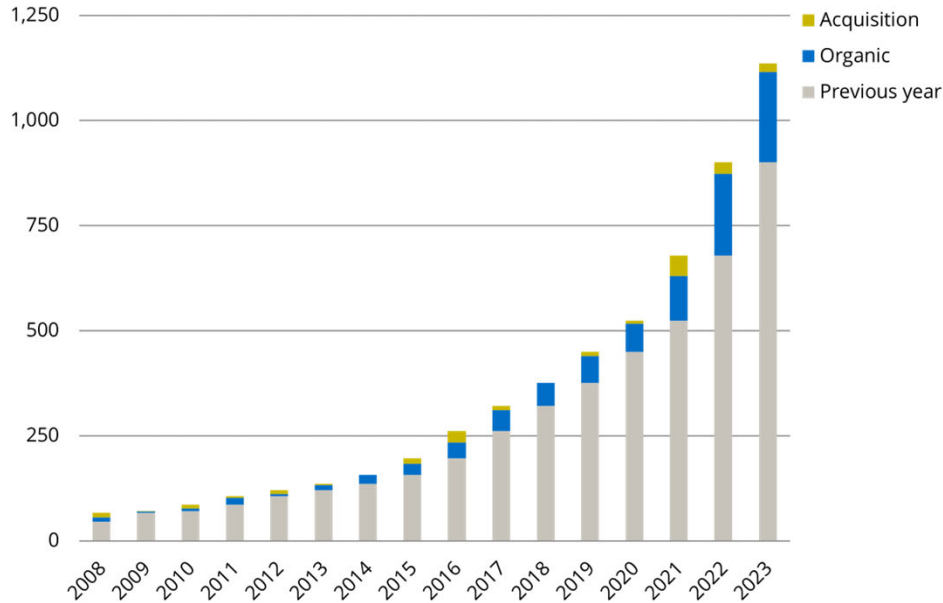




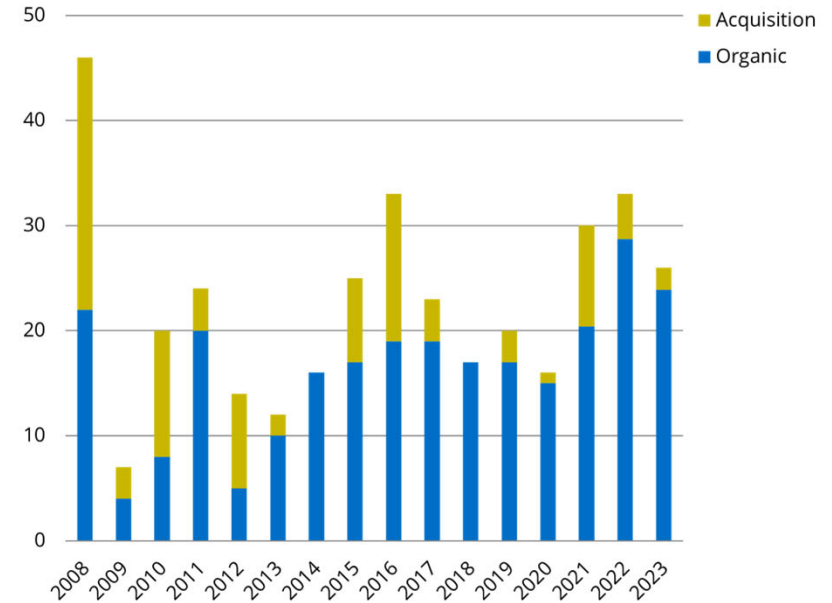
# ORGANIC GROWTH



## Organic Growth vs. Acquisition (in EUR m)



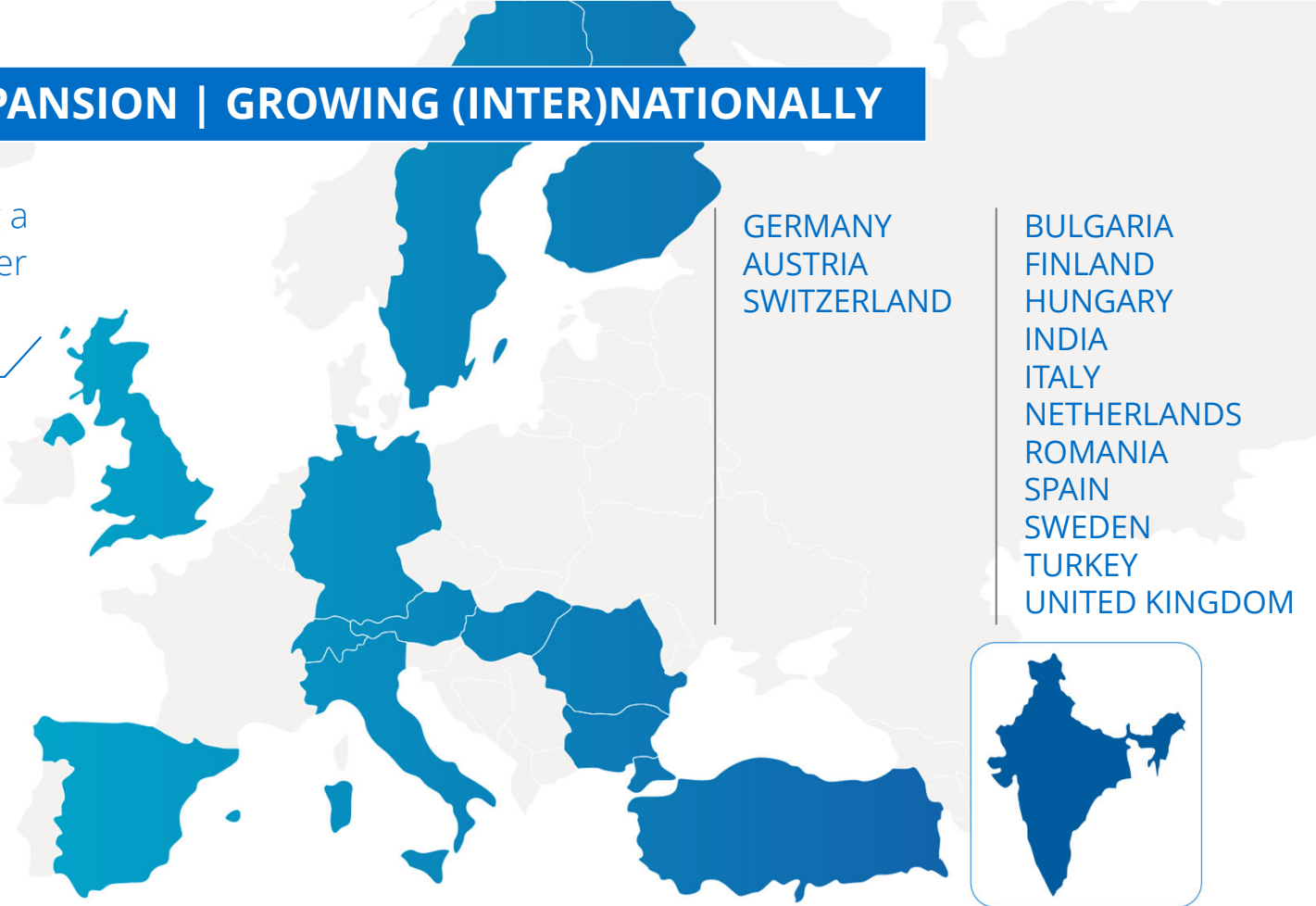
## Organic Growth vs. Acquisition (in %)



## GEOGRAPHIC EXPANSION | GROWING (INTER)NATIONALLY

On the way to becoming a leading IT service provider in Europe.

> 1,753 employees outside of Germany by the end of 2023 (+25 %)



# BUSINESS MODEL

>>

## INNOVATION

---

Portfolio Expansion  
New business models

>>

## GROWTH

---

Grow each sector  
Enter new sectors  
Product business  
International business  
Recruiting  
M&A

>>

## MARGIN

---

Utilisation  
Daily rates  
Project efficiency  
License & Maintenance  
Costs / changes per FTE:  
- Personnel to daily rates  
- Travel / Offices

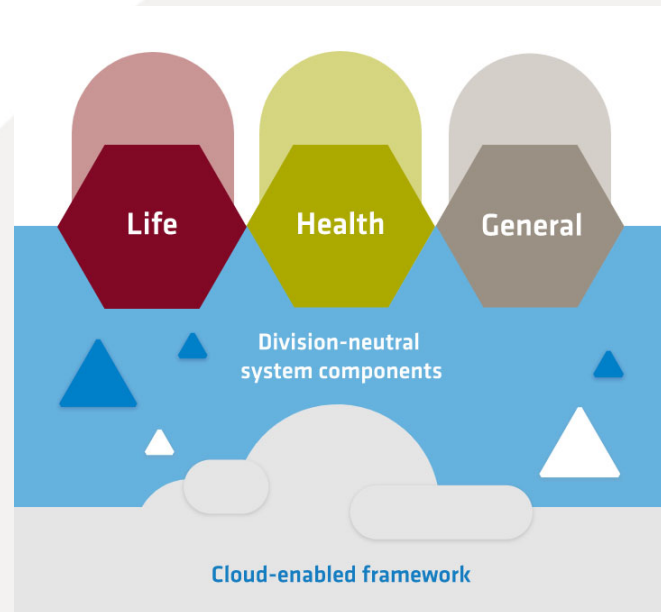
a



EPS /  
DIVIDEND

## IN|SURE ECOSPHERE

- > Business Driver for growth and visibility in the insurance market
- > Product business catalysing further IT services
- > Licences
- > Building up a ramp of maintenance contracts
- > International Business in later stage



## INTERNATIONAL EXPANSION ON TRACK:

### ADESSO GOES SWEDEN, ROMANIA, ITALY, INDIA AND UK



#### Recent progression of adesso's expansion in Europe

- > Acquisition of Purple Scout AB in Sweden (Malmö, Gothenburg, Borås, Växjö) to support footprint of adesso to the Nordics in 04/2022
- > Expansion of SmartShore Business through founding adesso Romania in Bucharest (07/2022)
- > Acquisition of WebScience S.R.L. to establish subsidiary adesso Italia and to support footprint in Italy (01/2023)
- > Hiring experienced offshoring manager (2022) and acquisition of SmartShore delivery company in India (03/2023)
- > Launch of UK subsidiary focussing on supplying companies in the UK with attractive near-shore and offshore offerings (04/2023)
- > Further M&A activities



# RECENT M&A DEVELOPMENT TO ADD VALUE AND FOSTER GROWTH



<b>Acquisition</b>	<b>Business</b>	<b>Sales</b>	<b>Employees</b>	<b>Date</b>
arteno Consulting (to be merged onto adesso Turkey)	SAP Consulting	~ EUR 2 m	~ 30	02/2024
Palmer AG (to be merged onto adesso orange)	SAP Utilities	EUR 2.5 m	~ 20	08/2023
Trieste Digital Solutions Private Ltd (becoming adesso India)	SmartShore Delivery	< EUR 1 m	~ 20	03/2023
WEPEX GmbH (51 %)	capital market and securities business consultancy	> EUR 5 m	30	02/2023
WebScience S.R.L. (renamed to adesso Italia)	cloud-native development and migration, low-code approaches	EUR 10 m	100	01/2023

UPDATE FY 2023

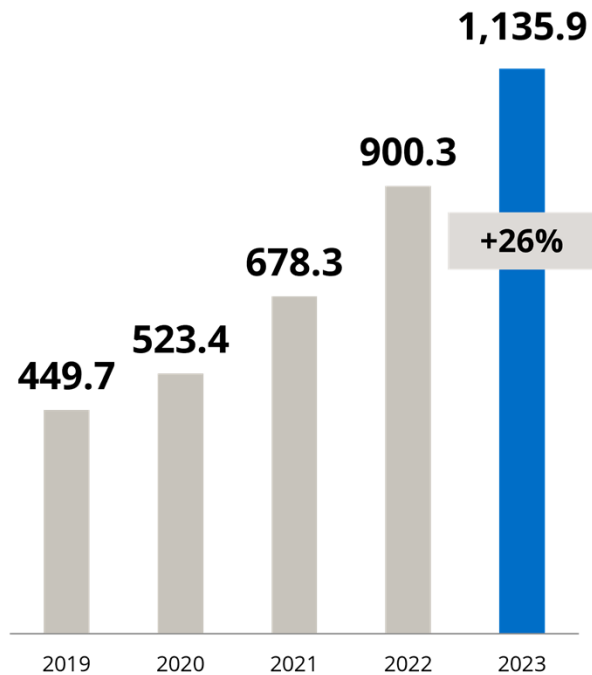
A woman with curly hair and round glasses is the central focus, her face partially obscured by a halftone pattern. The background is a vibrant blue with yellow decorative elements: a horizontal bar at the top, a square on the left, and several diagonal brushstrokes at the bottom right. The text 'Hi GenAI!' is prominently displayed in white at the bottom left.

Hi GenAI!

# CONTINUED TOP LINE GROWTH



Sales (in EUR m)



## > Sales growth split

- 24 pp. organic growth
- 2 pp. by acquisitions

## > Headcount

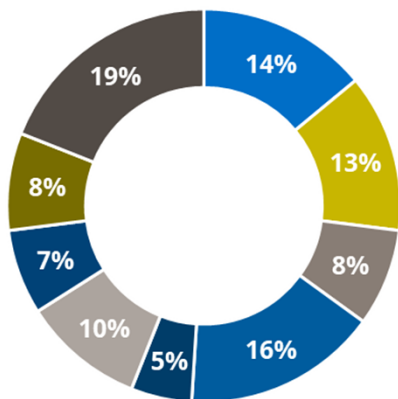
- 28 % growth in average FTE



# SALES SPLIT FY 2023



## Sales by industry



- Insurance
- Banking
- Health
- Public
- Automotive
- Manufacturing
- Retail
- Utilities
- Cross Industries

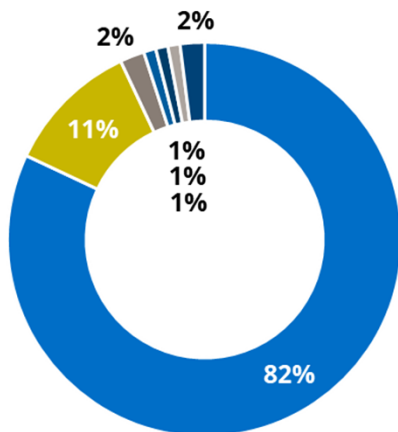
### Sales by industry in EUR m

	<b>FY 2023</b>	<b>Δ yoy</b>	<b>Recap 2022</b>
Insurance	164.6	+ 21 %	+ 12 %
Banking	142.0	+ 20 %	+ 18 %
Health	94.9	+ 20 %	+ 26 %
Public	185.2	+ 22 %	+ 63 %
Automotive	52.2	+ 4 %	+ 34 %
Manufacturing	113.1	+ 17 %	+ 78 %
Retail	74.1	+ 61 %	+ 58 %
Utilities	89.0	+ 74 %	+ 48 %
Cross Industries	220.7	+ 30 %	+ 17 %

# SALES SPLIT FY 2023 (2)



## Sales by region



- Germany
- Switzerland
- Austria
- Netherlands
- Italy
- Turkey
- Other

### Sales by region in EUR m

	FY 2023	Δ yoy	<i>Recap 2022</i>
Germany	930.6	+ 28 %	+ 33 %
Switzerland	122.5	+ 9 %	+ 41 %
Austria	25.8	+ 8 %	+ 50 %
Netherlands	13.1	+ 16 %	-
Italy	11.9	-	-
Turkey*	9.9	+ 24 %	+ 36 %
Other*	22.0	+ 53 %	+ 2 %**

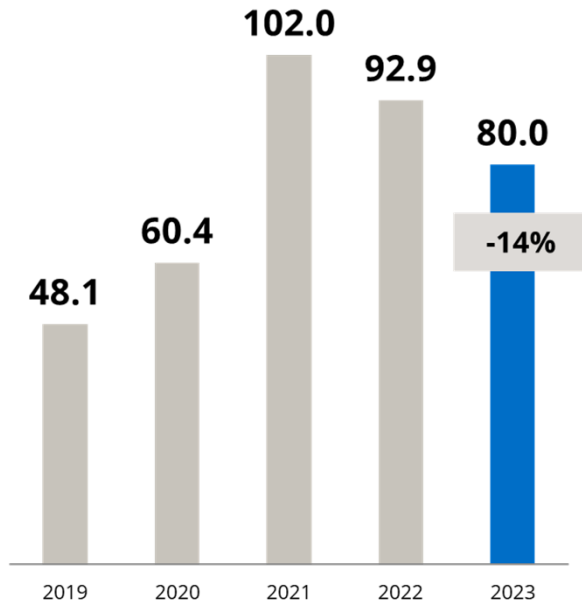
\* Sales of the national company in Turkey were previously shown as domestic sales in order to reflect the company's high SmartShore share of sales. The current table consistently shows sales according to customers in the respective countries.

\*\* Including Netherlands and Italy

# EARNINGS IMPACTED BY LOW UTILISATION AND PROJECT IMPAIRMENTS



EBITDA (in EUR m)



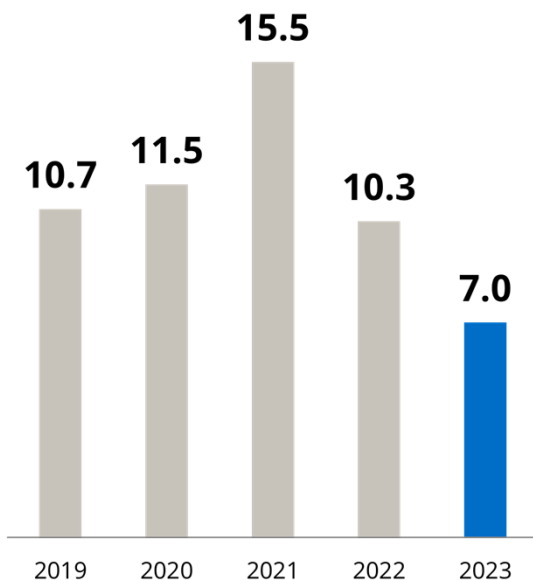
## Operating Earnings

- Lower utilisation due to strong growth in headcount, especially in HY1
- Counter measures taking effect from June 2023 onwards
- Project impairments and weaker license sale
- Stronger HY2 cannot fully compensate weak HY1

# EBITDA MARGIN BELOW PREVIOUS YEAR'S MARGIN DUE TO LOWER UTILISATION AND RISE IN PERSONNEL COSTS



EBITDA-margin (in %)



## Key Figures in EUR m

	FY 2023	FY 2022	Δ yoy
Employees (FTE, avg.)	8,948	6,984	+ 28 %
Sales	1,135.9	900.3	+ 26 %
Gross Profit	973.3	765.8	+ 27 %
Personnel costs	773.2	587.1	+ 32 %
Other operating expenses	135.3	108.5	+ 25 %
EBITDA	80.0	92.9	- 14 %
EBITDA-margin (%)	7.0	10.3	

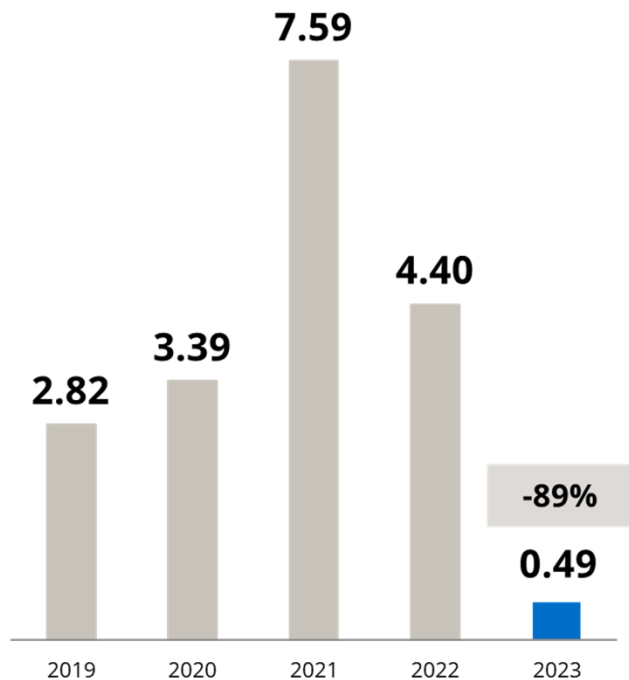
## Profit drivers

	FY 2023	
Utilisation & projects	↘	D ↘ / AT ↗ / CH ↗ / T ↗
Daily rates	↗	increased
License & Maintenance	↘	in sure
Personnel cost per FTE	↘	+3 %

# LOWER EBITDA LEADS TO A DECREASE OF EPS BY 89 %



## Earnings per Share (in EUR)



### Key figures in EUR m

	FY 2023	FY 2022	Δ yoy
<b>EBITDA</b>	<b>80.0</b>	<b>92.9</b>	<b>- 14 %</b>
Depreciation plant & equipment	- 48.3	- 37.4	+ 29 %
Depreciation ppa	- 9.5	- 7.3	+ 29 %
Depreciation goodwill	0.0	0.0	-
Income from investments	- 1.2	- 2.0	
Financial result	- 8.9	- 4.1	+ 116 %
EBT	12.2	42.1	- 71 %
Income taxes	- 8.8	- 13.3	
<b>Consolidated earnings</b>	<b>3.4</b>	<b>28.8</b>	<b>- 88 %</b>
<i>Earnings per share (€)</i>	<i>0.49</i>	<i>4.40</i>	<i>- 89%</i>
<i>Tax quota</i>	<i>72 %</i>	<i>32 %</i>	

# BALANCE SHEET CHANGES DRIVEN BY WORKING CAPITAL



<b>Key figures</b> in EUR m	<b>31.12.2023</b>	<b>31.12.2022</b>	<b>Δ yoy</b>
Cash <sup>1)</sup>	100.8	90.9	9.9
Financial debt <sup>1)</sup>	149.1	106.5	+ 42.6
Net-Debt <sup>1)</sup>	-48.4	-15.6	- 32.8
Operating Cash-Flow <sup>2)</sup>	76.9	36.1	40.8
Net Working Capital <sup>2)</sup>	176.5	166.1	+ 6 %
Investment Cash-Flow	- 50.8	-43.5	- 7.3
Goodwill <sup>3)</sup>	98.1	85.8	+ 12.3
Equity	207.8	215.2	- 7.4
Equity ratio	26.4 %	32.8 %	- 6.4 pp

Return on  
Net Working Capital  
(RONWC) = 12.6%

Return on Equity  
(ROE) = 1.6%

<sup>1)</sup> Short term loans to cover working capital situation within the year

<sup>2)</sup> Net Working capital increased only by 6 % due to good billing, receivables management and factoring in Q4/2023

<sup>3)</sup> Goodwill increased due to M&A transactions

# Consolidated Cash Flow Statement

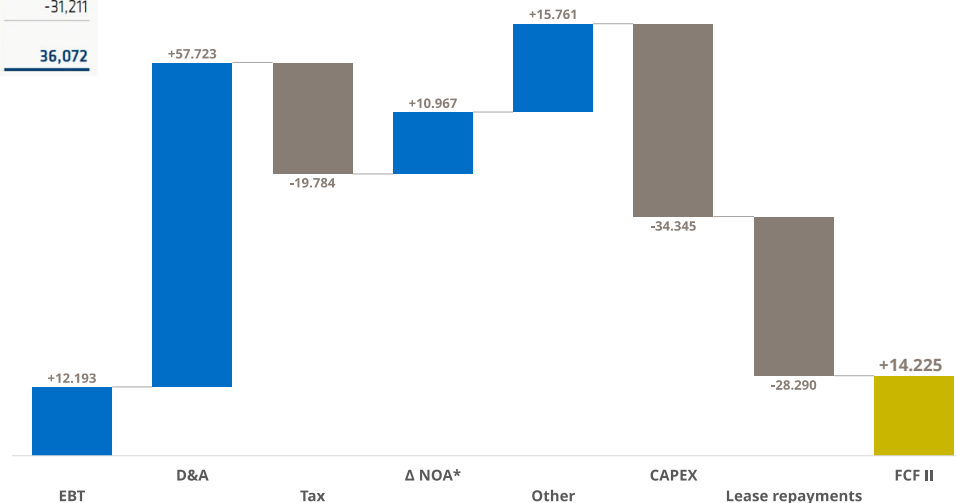
of adesso Group for the period from 1 January to 31 December according to IFRS

in EUR k	2023	2022
<b>EARNINGS BEFORE TAX</b>	<b>12,193</b>	<b>42,082</b>
Income from financing activities	8,876	4,103
Scheduled depreciation and amortization on property, plant and equipment and intangible assets	57,723	44,759
Result from shares recognized under the equity method	1,238	1,964
Non-cash income (-) / expenses (+)	3,584	-5,668
Change in pension provisions	-622	104
Change in other provisions	2,679	-4,445
Tax payments	-19,784	-15,706
Losses (+) / Gains (-) from the disposal of property, plant and equipment	6	90
Change to net operating assets	10,967	-31,211
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>	<b>76,860</b>	<b>36,072</b>



Positive FCF of 14.2 EUR m

Free cash flow II (FCF II) 2023



Despite lower EBT the CFO doubled driven by change of NOA\*

\*) NOA = Net Operating Assets (NWC + other current assets – other current liabilities)  
FCF II = CFO – CAPEX – Lease repayments

## Growth oriented Guidance 2024

- > Strong market demand in IT Services
- > Expected double digit sales growth rate
- > Margin expected to be better particularly in HY2
- > One more working day

IFRS in EUR m	FY 2022	FY 2023	Guidance 2024
<b>Sales</b>	900.3	1,135.9	<b>&gt; 1,250</b>
<b>EBITDA</b>	92.9	80.0	<b>110 to 130</b>
<b>EBITDA-margin</b>	10.3 %	7.0 %	



## > **Continued Growth**

- Double-digit Sales growth
- Ramp up offshore business in India
- Managed Services as new Portfolio Element

## > **Back to Profitability**

- Improve utilisation in core-business of IT-Services
- Increase daily rates
- Reinforce focus on cash flows



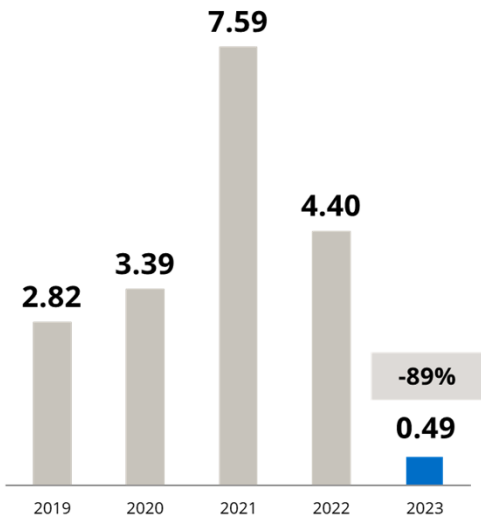
# DIVIDEND INCREASED FOR THE ELEVENTH YEAR IN A ROW



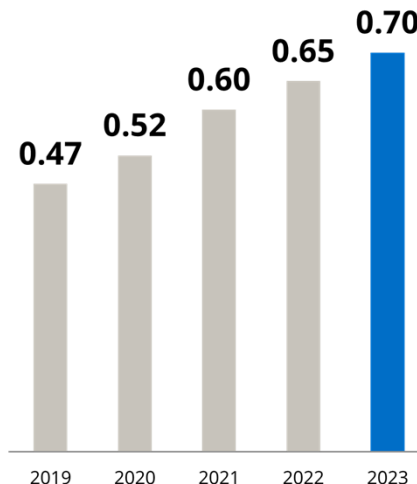
## Dividend proposal: EUR 0.70 per share

- adesso continues strategy of increasing dividend payments
- Increase of 7.7 % (dividend previous year: EUR 0.65)
- EUR 4.6 m prospected dividend payments (previous year: EUR 4.2 m)

Earnings per Share (in EUR)



Dividend per Share (in EUR)



2.18 EUR FCF per Share

03/2024

**MANY  
THANKS!**

**adesso SE**

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Germany  
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[www.adesso-group.de/en/](http://www.adesso-group.de/en/)

LOADING.



# APPENDIX

a)



# REFERENCES



# KEY FIGURES (QUARTERS)



in EUR k	Q1/2022	Q2/2022	Q3/2022	Q4/2022	Q1/2023	Q2/2023	Q3/2023	Q4/2023
<b>Profit situation</b>								
Sales revenues	209,767	202,378	241,433	246,675	276,242	270,054	287,367	302,240
domestic	174,392	166,487	200,680	202,619	224,522	221,251	235,450	249,338
foreign	35,375	35,891	40,753	44,056	51,720	48,803	51,917	52,902
EBITDA	27,879	10,250	33,294	21,485	17,914	7,239	28,376	26,501
EBITDA margin (in %)	13.3	5.1	13.8	8.7	6.5	2.7	9.9	8.8
Consolidated earnings	12,526	-1,962	13,241	4,988	2,018	-8,326	6,022	13,595
<b>Balance Sheet</b>								
Balance sheet total	579,298	580,827	619,885	655,565	668,654	729,817	779,360	785,985
Equity	209,566	201,739	215,229	215,181	216,902	202,534	209,178	207,777
Equity ratio (in %)	36.2	34.7	34.7	32.8	32.4	27.8	26.8	26.4
Liquid assets	66,948	37,786	46,206	90,897	46,171	37,844	42,437	100,772
Net cash position	-8,186	-42,687	-41,063	-15,598	-73,567	-143,367	-135,238	-48,369
<b>Employees</b>								
Employees (FTE)	6,270	6,811	7,524	8,056	8,513	8,856	9,222	9,512
domestic	5,178	5,606	6,297	6,651	6,967	7,166	7,505	7,759
foreign	1,092	1,205	1,227	1,405	1,546	1,690	1,717	1,753
Gross profit/Employees	117	102	113	108	112	103	110	110
<b>Share</b>								
Number	6,503,272	6,512,272	6,512,272	6,512,272	6,512,272	6,514,272	6,520,272	6,520,272
Price at the end of the period (in EUR)	185.60	146.40	103.40	131.80	147.00	123.80	102.60	107.40
Market Cap (in EUR m)	1,207.0	953.4	673.4	858.3	957.3	806.5	669.0	700.3
Earnings per share (in EUR)	1.92	-0.29	2.01	0.76	0.28	-1.18	0.86	0.54

# KEY FIGURES (FY)

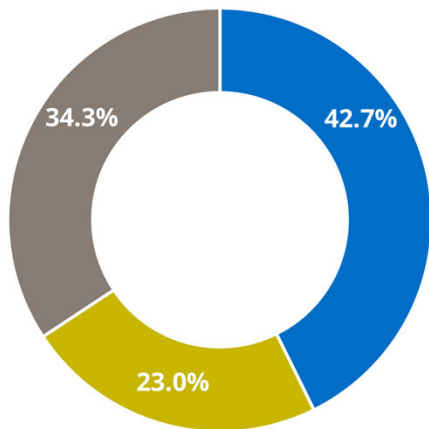


in EUR k	2017	2018	2019	2020	2021	2022	2023
<b>Profit situation</b>							
Sales revenues	321,590	375,648	449,704	523,375	678,324	900,253	1,135,903
domestic	259,990	308,742	360,987	413,053	550,232	744,178	930,561
foreign	61,600	66,906	88,717	110,322	128,092	156,075	205,342
EBITDA	25,378	32,975	48,131	60,406	101,985	92,908	80,030
EBITDA margin (in %)	7.9	8.8	10.7	11.5	15.0	10.3	7.0
Consolidated earnings	11,331	14,000	17,495	20,947	47,577	28,793	3,410
<b>Balance Sheet</b>							
Balance sheet total	202,812	226,375	320,764	372,146	557,203	655,565	785,985
Equity	67,023	78,406	92,482	102,874	185,618	215,181	207,777
Equity ratio (in %)	33.0	34.6	28.8	27.6	33.3	32.8	26.4
Liquid assets	46,497	45,912	46,352	55,053	109,922	90,897	100,772
Net cash position	342	-2,196	-11,614	-5,636	31,009	-15,598	-48,369
<b>Employees</b>							
Employees (FTE)	2,748	3,280	4,033	4,975	5,814	8,056	9,512
domestic	2,391	2,797	3,328	4,003	4,811	6,651	7,759
foreign	357	483	705	972	1,002	1,405	1,753
Gross profit/Employees	113	110	107	105	108	110	109
<b>Share</b>							
Number	6,174,203	6,176,093	6,176,093	6,185,343	6,503,272	6,512,272	6,520,272
Price at the end of the period (in EUR)	54.67	47.10	53.50	97.00	209.00	131.80	107.40
Market Cap (in EUR m)	337.5	290.9	330.4	600.0	1,359.2	858.3	700.3
Earnings per share (in EUR)	1.79	2.28	2.82	3.39	7.59	4.40	0.49
Dividend per share (in EUR)	0.40	0.45	0.47	0.52	0.60	0.65	0.70

# SHAREHOLDER STRUCTURE

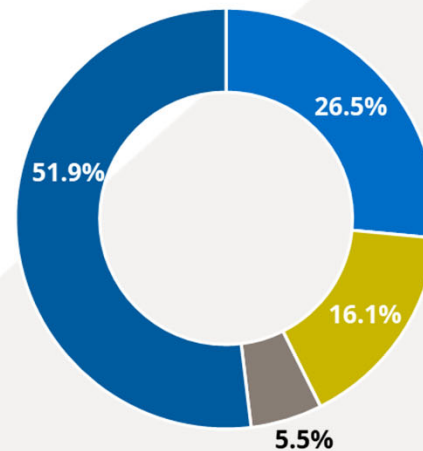


## Shareholder Structure



- Supervisory Board
- Institutional Investors
- Other

## Shareholders



- Prof. Dr. Volker Gruhn (Setanta GmbH)\*
- Rainer Rudolf / RDF Familienstiftung\*
- Ludwig Fresenius
- Freefloat

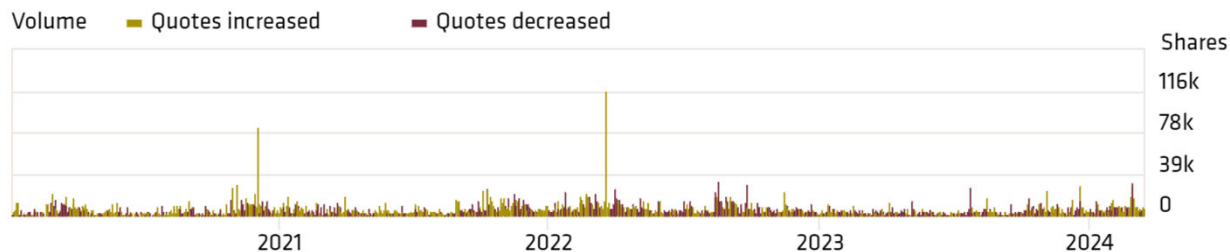
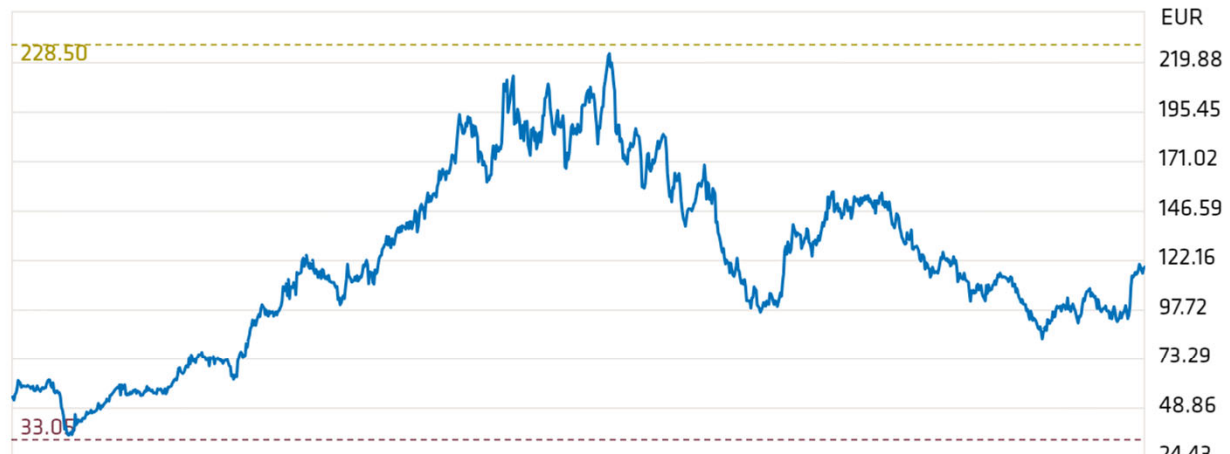
\* Supervisory Board



# THE SHARE



— XETRA



- > Market Cap:  
EUR 700.3 million as at  
31 December 2023
- > Share price:  
EUR 107.40 as at  
31 December 2023
- > Average Analyst Price Target:  
EUR 165.60
- > Free Float:  
51.9 %

# ADESSO SHARE, BASIC DATA



ISIN Code	DE000A0Z23Q5
WKN (national securities identification number)	A0Z23Q
Symbol / Code	ADN1
Reuters Instrument Code	ADNGk.DE
Bloomberg Symbol	ADN1:GR
First day of trading	21. June 2000
Trading platforms	Xetra, Tradegate Exchange
Market Segment	Prime Standard
Number of Shares / Share capital	6,520,272
Currency	EUR
Nominal value	No share with nominal value; EUR 1.00 (mathematically)
Voting rights per Share	1
Index	SDAX, CDAX, DAX International Mid 100, DAXplus Family, DAXsector All Software, DAXsector Software, DAXsubsector All IT- Services, DAXsubsector IT-Services, Prime All-Share, Technology All Share
Reporting Standard	IFRS
End of fiscal year	31 Dec.
Paying Agent	DZ BANK AG, Frankfurt/Main

## adesso SE Dortmund

### IT-SERVICES

adesso's national companies or branch offices

**Austria** Vienna | 100 %  
**Bulgaria** Sofia | 100 %  
**Finland** Espoo/Helsinki | 100 %  
**Hungary** Budapest | 100 %

**India** Cochin | 100 %  
**Italy** Milan | 100 %  
**Netherlands** Amsterdam | 100 %

**Romania** Bucharest | 100 %  
**Spain** Barcelona | 100 %  
**Sweden** Malmo | 100 %

**Switzerland** Zurich | 100 %  
**Turkey** Istanbul | 100 %  
**United Kingdom** London | 100 %

**adesso as a  
service GmbH**  
Dortmund | 100 %

**adesso orange AG**  
Hameln | 71 %

**adesso ventures  
GmbH**  
Berlin | 100 %

**alleato assekuranz-  
makler GmbH**  
Dortmund | 100 %

**KIWI Consulting  
EDV-Beratung GmbH**  
Walldorf | 70 %

**percision  
services GmbH**  
Dortmund | 100 %

**WEPEX GmbH**  
Frankfurt a. M. | 51 %

### IT-SOLUTIONS

**Afida GmbH**  
Dortmund | 82 %

**adesso banking  
solutions GmbH**  
Frankfurt a. M. | 50 %

**adesso health  
solutions GmbH**  
Neumuenster | 90 %

**adesso insurance  
solutions GmbH**  
Dortmund | 100 %

**adesso manufactu-  
ring industry solu-  
tions GmbH**  
Dortmund | 100 %

**adesso mobile  
solutions GmbH**  
Dortmund | 100 %

**material.one AG**  
Augsburg | 53 %

**Reachbird Solutions  
GmbH**  
Munich | 100 %

# EXECUTIVE BOARD (1)



**Mark Lohweber**  
CEO

Mark Lohweber (born 1969) is a member of the Management Board and is responsible for the operational business in the Banking and Insurance sectors as well as international business, including nearshoring and offshoring in Central and Northern Europe. As a member of the Management Board, he is also in charge of the central areas of Corporate Account Management and Sales as well as Corporate Marketing & Communications. On the Executive Board, he is furthermore responsible for the adesso subsidiaries adesso insurance solutions GmbH, adesso banking solutions GmbH, Afida GmbH and Wepex GmbH. Lohweber has been Chairman of the Executive Board of adesso SE since the beginning of 2024. Before being appointed to the Executive Board in 2023, the trained banker and law graduate was CEO of CoCoNet AG, a leading European FinTech company. Mark Lohweber previously worked for adesso SE from 2007 to 2021, where he was responsible for various management positions.



**Benedikt Bonnmann**  
Member of the Executive Board

Benedikt Bonnmann (born 1985) is a member of the Executive Board (from 1 April 2024) and is responsible for the operating business of the Automotive, Manufacturing Industry, Retail and Life Science sectors as well as for the Data, Analytics & AI, Digital Experience, Microsoft and Salesforce technology areas. On the Executive Board, he is as well responsible for the Smartshore business and the investments adesso manufacturing industry solutions GmbH, material.one GmbH and Reachbird Solutions GmbH. Before the business informatics graduate and MBA was appointed to the Executive Board in 2024, Benedikt Bonnmann had already been working for adesso since 2017 and had been responsible for building up the Data, Analytics & AI division since 2019. Before joining adesso, he was active in the field of business intelligence, data and AI consulting with a focus on SAP and founded his own consulting firm in 2010, which became part of the adesso Group in 2017.



**Kristina Gerwert**  
Member of the Executive Board

Kristina Gerwert (born 1976) is a member of the Executive Board and is responsible for the central areas of Human Resources, Compliance, Corporate Administration, Corporate Buildings and Procurement. She is also in charge of the adesso subsidiary alleato assekuranzmakler GmbH. Before being appointed to the Executive Board in 2023, the economics graduate had been Head of Human Resources at adesso since 2011.

## EXECUTIVE BOARD (2)



**Andreas Prenneis**  
Member of the Executive Board

Andreas Prenneis (born 1965) is a member of the Management Board and is responsible for the operating business in the Cross Industries, Lottery and Sports sectors as well as for SAP and Cloud & Operations. As a member of the Executive Board, he is also in charge of the central Legal and Group IT divisions. He is moreover responsible for the adesso subsidiaries adesso as a service GmbH, adesso mobile solutions GmbH, adesso orange AG and percision services GmbH. Before being appointed to the Executive Board of adesso SE in 2015, he worked at CompuGroup Medical Deutschland, where he most recently headed various business areas as Area Vice President Telematics & AddOn.



**Jörg Schroeder**  
CFO

Jörg Schroeder (born 1977) is a member of the Executive Board of adesso SE and is responsible for the central areas of Finance, Investor Relations and Mergers & Acquisitions. He is also the Executive Board member responsible for operations in the public administration, healthcare and energy sectors. Furthermore, he is responsible for the investments adesso health solutions GmbH, adesso ventures GmbH, KIWI Consulting EDV-Beratung GmbH and medgineering GmbH. Before being appointed to the Executive Board of adesso SE in 2019, the graduate in business informatics, LL.M. and Executive MBA was initially responsible for strategy development and implementation at the BITMARCK Group as Chief Strategy Officer and member of the Executive Board from 2015. Most recently, as Chief Financial Officer of BITMARCK Holding GmbH, he was responsible for finance, controlling and purchasing for the Group and all subsidiaries.

# SUPERVISORY BOARD



Six members experienced  
with high industry  
knowledge

**Prof. Dr. Volker Gruhn**

Chairman and Chairman of the  
Nomination Committee

co-founder of adesso, professor for Software  
Engineering

**Dr. Friedrich Wöbking**

Deputy Chairman

e.g. former member of the executive board of  
Dresdner Bank and Allianz

**Stefanie Kemp**

Chief Transformation Officer and a member of the  
management board of Sana Kliniken AG, former head  
of the German operations at the US software company  
Oracle

**Hermann Kögler**

Chairman of the Audit Committee

e.g. former Director of Finance/Controlling and  
Spokesman of the Board at COGNOS AG

**Rainer Rudolf**

Member of the Audit and  
Nomination Committee

co-founder of adesso, managing director of an IT  
services company

**Michael Zorc**

e.g. former sporting director of Ballspielverein Borussia  
09 e.V. Dortmund (BVB) with highest level of  
management responsibility and excellent network

# IMPORTANT DATES 2024



Date	Event
2024-01-16	27th ODDO BHF Forum, Lyon (virtual)
2024-03-25	Publication of the 2023 annual report, financial press / analyst conference, Dortmund
2024-04-23	Berenberg Roadshow, London
2024-05-13	Publication of the Quarterly Statement Q1 2024
2024-05-14	Spring Conference 2024, Frankfurt/Main
2024-06-04	Regular ASM, Dortmund
2024-08-14	Publication of the 2024 Half-Year Report
2024-11-14	Publication of the Quarterly Statement Q3 2024
2024-11-25 to 27	German Equity Forum 2024, Frankfurt/Main

03/2024

**MANY  
THANKS!**

**adesso SE**

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LOADING.

