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**Nagarro SE
Munich**

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Invitation to the Annual General Meeting

We hereby invite our shareholders (hereinafter referred to as “**Shareholders**”)

to the

Annual General Meeting

to be held

on Monday, June 29, 2026, at 10:00 a.m. (CEST),

at the hotel

Hyatt Andaz München/Munich, Ballroom

Leopoldstr. 170

80804 Munich

I. AGENDA

- 1. Presentation of the approved annual financial statements of Nagarro SE and the approved consolidated financial statements as of December 31, 2025, the combined management report for Nagarro SE and the Group including the disclosures and explanations of the Management Board pursuant to Sections 289a, 315a HGB, as well as the Supervisory Board report for the fiscal year 2025**

The aforementioned documents are accessible from the date of the convocation of the General Meeting on the Company’s website at <https://www.nagarro.com/en/investor-relations/agm>. They will also be accessible there during the General Meeting.

In accordance with statutory provisions, no resolution by the General Meeting is required for agenda item 1. The Supervisory Board has approved the annual financial statements of Nagarro SE and the consolidated financial statements. The annual financial statements are thereby adopted.

2. Resolution on the appropriation of the balance sheet profit

The Management Board and Supervisory Board propose to appropriate the balance sheet profit of Nagarro SE generated in fiscal year 2025 in the amount of EUR 49,714,358.55 as follows:

Distribution of a dividend of EUR 1.00 per no-par value share entitled to dividends:	EUR 12,376,018.00
Net income carried forward:	EUR 37,338,340.55
<u>Total (balance sheet profit):</u>	<u>EUR 49,714,358.55</u>

The profit appropriation proposal takes into account the 546,279 treasury shares held directly or indirectly by the Company as of May 14, 2026, which are not entitled to dividends pursuant to Section 71b AktG. The number of shares entitled to dividends may change by the time of the General Meeting. In such case, with the dividend per no-par value share entitled to dividends remaining unchanged at EUR 1.00, the Management Board and Supervisory Board will submit a correspondingly adjusted resolution proposal on the appropriation of profits to the General Meeting.

Pursuant to Section 58 para. 4 sentence 2 AktG, the dividend claim is due on the third business day following the General Meeting resolution.

3. Resolution on the discharge of the members of the Management Board

The Management Board and Supervisory Board propose to grant discharge to the members of the Management Board who served during fiscal year 2025 for that period. The discharge shall be voted on individually, i.e., separately for each member of the Management Board.

The following members of the Management Board who served during fiscal year 2025 are proposed for discharge:

3.1 Mr. Manas Human

3.2 Ms. Annette Mainka

3.3 Mr. Vikram Sehgal

4. Resolution on the discharge of the members of the Supervisory Board

The Management Board and Supervisory Board propose to grant discharge to the members of the Supervisory Board who served during fiscal year 2025 for that period. The discharge shall be voted on individually, i.e., separately for each member of the Supervisory Board.

The following members of the Supervisory Board who served during fiscal year 2025 are proposed for discharge:

4.1 Mr. Dr. Martin Enderle

4.2 Mr. Christian Bacherl

4.3 Mr. Vishal Gaur

4.4 Ms. Dr. Shalini Sarin

4.5 Mr. Dr. Hans-Paul Bürkner

4.6 Mr. Jack George Nigel John Clemons

4.7 Mr. Carl Georg Dürschmidt

The former Chairman of the Supervisory Board, Dr. Martin Enderle, has since passed away.

5. Resolution on the appointment of the auditor of the annual financial statements and the consolidated financial statements for the fiscal year 2026 as well as the auditor for the review of interim financial information of the Company and the Group to be published until the Annual General Meeting 2027

The Supervisory Board proposes, upon the recommendation of its Audit Committee, to appoint KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, as auditor of the annual financial statements and as auditor of the consolidated financial statements for fiscal year 2026, as well as auditor for any review of interim financial information within the meaning of Sections 117, 115 para. 7 WpHG to be resolved by the Management Board and published until the Annual General Meeting 2027.

The Audit Committee declared in its recommendation pursuant to Article 16 para. 2 sub-para. 3 of Regulation (EU) No. 537/2014 of the European Parliament and of the Council of April 16, 2014 (EU Audit Regulation) that its recommendation is free from undue influence by third parties and that no restrictive clause within the meaning of Article 16 para. 6 of the EU Audit Regulation was imposed on it.

6. Resolution on the approval of the remuneration report

Pursuant to Section 162 para. 1 sentence 1 AktG, the Management Board and Supervisory Board of a listed company are required to prepare annually a clear and comprehensible report on the remuneration granted and owed in the last fiscal year to each current or former member of the Management Board and Supervisory Board by the Company and by companies of the same group (remuneration report) and to submit the remuneration report prepared and audited in accordance with Section 162 AktG for the preceding

fiscal year to the General Meeting for approval pursuant to Section 120a para. 4 sentence 1 AktG.

The remuneration report prepared by the Management Board and Supervisory Board of Nagarro SE for fiscal year 2025 was audited by the auditor in accordance with the requirements of Section 162 para. 3 AktG. The auditor's report on the audit of the remuneration report (Section 162 para. 3 sentence 3 AktG) is attached to the remuneration report.

The remuneration report, together with the auditor's report, is accessible on the Company's website at <https://www.nagarro.com/en/investor-relations/agm>. It will also be accessible there during the General Meeting.

The Management Board and Supervisory Board propose to approve the remuneration report of Nagarro SE for fiscal year 2025, prepared in accordance with Section 162 AktG and audited by the auditor.

7. Resolution on elections to the Supervisory Board

The Supervisory Board of Nagarro SE currently consists of seven members pursuant to Article 40 para. 2, 3 of Regulation (EC) No. 2157/2001 (SE Regulation), Section 17 para. 1 SEAG, Section 21 SEBG in conjunction with Section 14.1 of the Articles of Association of Nagarro SE, all of whom are shareholder representatives on the Supervisory Board. The former Chairman of the Supervisory Board, Dr. Martin Enderle, resigned from his mandate for health reasons effective as of the end of December 31, 2025, and left the Supervisory Board at that time. Dr. Enderle has since passed away.

Following the departure of Dr. Enderle from the Supervisory Board, a seventh Supervisory Board member must be elected. The election shall take effect as of the conclusion of the General Meeting on June 29, 2026, to which invitation is hereby extended.

Supervisory Board elections are held pursuant to Section 14.2 of the Articles of Association of Nagarro SE for the period up to the conclusion of the General Meeting that resolves on the discharge for the fourth fiscal year after the commencement of the term of office, not counting the fiscal year in which the term of office begins; however, the term of office of Supervisory Board members ends after six years at the latest. In this case, the new election shall be for the remaining term of office of Dr. Enderle, who resigned prematurely; Dr. Enderle was elected by the General Meeting of the Company on June 30, 2025 until the conclusion of the General Meeting that resolves on the discharge for fiscal year 2028.

The Supervisory Board therefore proposes to elect

Mr. **Peter Steiner**, profession: Business Consultant with a focus on Investment Management, M&A and Finance, resident in Wiesbaden, Germany,

effective as of the conclusion of the General Meeting on June 29, 2026, to which invitation is hereby extended, until the conclusion of the General Meeting that resolves on the discharge for fiscal year 2028, as a member of the Supervisory Board.

The Supervisory Board has defined specific objectives for its composition and developed a competence profile for the full body. In doing so, the Supervisory Board has paid attention to diversity. The competence profile of the Supervisory Board also includes expertise on sustainability issues that are significant for the Company. The above proposal of the Supervisory Board to the General Meeting takes these objectives into account and at the same time aims to fulfill the competence profile for the full body. A qualification matrix with information on the proposed candidate(s) and the serving Supervisory Board members is accessible on the Company's website at <https://www.nagarro.com/en/investor-relations/agm>. These documents will also be accessible there during the General Meeting.

As continuing members of the Supervisory Board, both the Chairman of the Supervisory Board, Mr. Christian Bacherl, and the Chairman of the Audit Committee, Mr. Jack Clemons, each have expertise as financial experts in both accounting and auditing within the meaning of Section 100 para. 5 AktG, first half-sentence, and in accordance with Recommendation D.3 sentences 1, 2 of the German Corporate Governance Code in the version dated April 28, 2022 (DCGK). The Supervisory Board, also taking into account the proposed candidate, is in its entirety familiar with the sector in which the Company operates within the meaning of Section 100 para. 5 AktG, second half-sentence.

Further information about the Supervisory Board candidate proposed for election above is printed following the agenda under **Section II.** ("Reports, Annexes and Further Information on Agenda Items").

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II. REPORTS, ANNEXES AND FURTHER INFORMATION ON AGENDA ITEMS

Regarding Agenda Item 7 (Resolution on elections to the Supervisory Board)

Further information about the Supervisory Board candidate proposed for election under agenda item 7, Mr. **Peter Steiner**:

Born on July 16th, 1959 in **Ludwigshafen, Germany**.

Professional Career

Period	Position
Since 2012	Independent business consultant focusing on investment management, M&A and finance
2006 – 2011	Partner at One Equity Partners, Frankfurt am Main, Germany

Period	Position
2004 – 2005	Member of the executive board and CFO of mg technologies ag (now GEA Group AG), Frankfurt am Main/Bochum, Germany
1998 – 2004	CFO, COO and subsequently CEO of Dyckerhoff AG, Wiesbaden, Germany
1991 – 1998	CFO of SÜBA Bau AG, Mannheim, Germany
1985 – 1991	Arthur Andersen & Co. (Certified Public Accountant and Tax Advisor)

Other Mandates

Period	Mandate
2018 – present	Chairman of the Supervisory Board of Wienerberger AG, Vienna, Austria, and Chairman of the Nomination and Compensation Committee
2016 – 2026	Member of the Board of Directors, Chairman of the Audit Committee and member of the Nomination Committee of Clariant AG, Pratteln, Switzerland (listed on SIX Swiss Exchange)
2013 – 2025	Chairman of the Board of Directors of Zeal Network SE, Hamburg (listed on Frankfurt Stock Exchange)

Former mandates: Member of the Board of RKW Holding SARL, Luxembourg; Member of the Administrative Board of JM Holding KGaA and Member of the Supervisory Board of Renolit SE, both Worms, Germany; Chairman of the Supervisory Board of Caldic B.V., Rotterdam, Netherlands; Chairman of Xella International S.A., Luxembourg; Chairman of ASK Chemicals GmbH, Hilden, Germany.

Other Professional Experience

Period	Activity
Since 2025	Chairman of Hessischer Kreis e.V., Frankfurt

Education

Year	Qualification
1985	Diploma in Business Administration (Diplom-Kaufmann), Universities of Cologne and Mannheim
	German Certified Public Accountant (Wirtschaftsprüfer)

Year	Qualification
	German Tax Advisor (Steuerberater)

Personal and business relationships with the Company, the governing bodies of the Company, and a shareholder with a material interest in the Company that, in the assessment of the Supervisory Board, are relevant to the election decision: none.

Mr. Peter Steiner holds the following memberships in other statutory supervisory boards and comparable domestic and foreign supervisory bodies of business enterprises:

- i. Memberships in other statutory supervisory boards: none;
- ii. Memberships in comparable domestic and foreign supervisory bodies of business enterprises: Chairman of the Supervisory Board and Chairman of the Nomination and Compensation Committee of Wienerberger AG, Vienna, Austria.

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III. FURTHER INFORMATION REGARDING THE CONVOCATION

1. Eligibility to attend the General Meeting and to exercise voting rights; InvestorPortal of Nagarro SE

Pursuant to Section 20.1 of the Company's Articles of Association, those shareholders who are registered in the Company's share register and have duly registered prior to the General Meeting are entitled to attend the General Meeting and exercise shareholder rights, in particular voting rights.

The registration for the General Meeting must be received by the Company no later than six days before the General Meeting (not counting the day of the General Meeting and the day of receipt), i.e., no later than June 22, 2026, 12:00 midnight (CEST), in text form (Section 126b BGB) at the following address or email address:

Nagarro SE
c/o Computershare Operations Center
80249 Munich
Email: anmeldestelle@computershare.de

The Company also offers its shareholders the option of registering online via the InvestorPortal within the above registration deadline, which can be accessed on the Company's website at <https://www.nagarro.com/en/investor-relations/agm>. To access the InvestorPortal, shareholders require their shareholder number and the corresponding password.

The relevant access data will be sent to shareholders registered in the share register in accordance with statutory requirements.

A universal registration, proxy and instruction form, which can also be used to grant proxies and instructions to the voting representatives appointed by the Company in text form, is available for download on the Company's website at <https://www.nagarro.com/en/investor-relations/agm>.

The registration for the General Meeting, the casting of votes (including by proxy), the granting of proxies and instructions to voting representatives appointed by the Company, and the authorization of third parties may also be transmitted to the Company via intermediaries pursuant to Section 67c AktG in accordance with SRD II in conjunction with Implementing Regulation (EU 2018/1212) in ISO 20022 format (e.g., via SWIFT). For registration via SWIFT, authorization through the SWIFT Relationship Management Application (RMA) is required.

Registrations pursuant to Section 67c AktG via an intermediary must be received by the Company no later than the last registration date, i.e., by June 22, 2026, 12:00 midnight (CEST). Changes to admission ticket orders, proxy and instruction grants pursuant to Section 67c AktG via an intermediary are still possible thereafter and must be received by the Company by June 28, 2026, 12:00 midnight (CEST).

Shareholders who are only registered in the share register after Monday, June 8, 2026, 0:00 (CEST), will not receive an invitation in accordance with statutory provisions. However, invitation documents may be requested by these shareholders through the communication channels mentioned above. It should be noted that the request must be made in due time to allow for the dispatch of the invitation and registration by the registration deadline. Eligible shareholders or their proxies will be sent admission tickets to the General Meeting. Shareholders who register via the InvestorPortal have the option of printing their admission ticket directly or having it sent to them by email.

The shares are not blocked or locked by the registration for the General Meeting. Shareholders may therefore continue to freely dispose of their shares even after registration. The shareholding registered in the share register on the day of the General Meeting shall be decisive for the right to attend and vote. This will correspond to the shareholding as of the registration deadline of June 22, 2026, 12:00 midnight (CEST), since for operational reasons no re-registrations will be made in the share register from the expiry of the registration deadline (June 22, 2026, 12:00 midnight (CEST)) until the end of the day of the General Meeting (June 29, 2026, 12:00 midnight (CEST)) (registration stop). The technically relevant record date (so-called *Technical Record Date*) is therefore the end of June 22, 2026 (12:00 midnight (CEST)). Acquirers of shares of the Company who are not yet registered in the share register are therefore requested to submit re-registration requests as promptly as possible.

2. Postal voting

Shareholders entitled to vote or their proxies may cast, amend and revoke their votes in writing or by means of electronic communication through postal voting. To exercise voting rights by postal vote, proper registration is required.

In particular, votes may be submitted, amended or revoked electronically using the access-protected InvestorPortal of Nagarro SE at <https://www.nagarro.com/en/investor-relations/agm>

until June 28, 2026, 6:00 p.m. (CEST). We note that upon expiry of the above deadline, this function will be closed on the InvestorPortal.

Furthermore, voting rights may be exercised by postal vote using the universal registration, proxy and instruction form. Postal votes submitted in this manner or any amendments or revocations thereof must be received at the address below (by post or email) no later than June 28, 2026 (12:00 midnight (CEST)) in order to be taken into account at the General Meeting:

Nagarro SE
c/o Computershare Operations Center
80249 Munich
Email: anmeldestelle@computershare.de

3. Voting by proxy

3.1 Appointing a third-party proxy

Shareholders have the option of appointing a proxy, such as an intermediary, the custodian bank or a shareholders' association, to attend the General Meeting and exercise voting rights on their behalf. Even in the case of proxy voting, timely registration of the shareholder – as described above under **Section III.1.** – is required.

The granting of the proxy, its revocation and the proof of authorization require text form (for exceptions for proxy representatives pursuant to Section 135 AktG see below under **Section III.3.2**). The proxy may be granted both before and during the General Meeting.

The proxy and its revocation may be communicated in text form to the Company prior to the General Meeting no later than June 28, 2026 (12:00 midnight (CEST)) at the following address (by post or email)

Nagarro SE
c/o Computershare Operations Center
80249 Munich
Email: anmeldestelle@computershare.de

granted. Furthermore, the proxy may also be granted and revoked electronically using the access-protected InvestorPortal of Nagarro SE at <https://www.nagarro.com/en/investor-relations/agm>. The granting, amendment and revocation of a proxy by declaration to the Company (with the exception of the granting of a proxy to a credit institution or a shareholders' association or another person or association of persons equivalent to a credit institution pursuant to Section 135 para. 8 or para. 10 AktG) via the InvestorPortal may be made until June 28, 2026, 6:00 p.m. (CEST). We note that upon expiry of the above deadline, this function will be closed on the InvestorPortal.

Proxy forms that can be used for granting proxies at the General Meeting itself will be available to eligible shareholders or their representatives on the day of the General Meeting at the admission control for the General Meeting.

Alternatively, the proxy and its revocation may be communicated in text form to the proxy. If the proxy is granted to the proxy in text form, proof of authorization in text form is required vis-à-vis the Company – unless Section 135 AktG provides otherwise, see below under **Section III.3.2**. The proof of authorization may be sent to the Company at the above address, including the electronic communication channel (email) mentioned there, or transmitted via the access-protected InvestorPortal of Nagarro SE. Proof of a granted proxy may also be furnished by the proxy presenting the duly granted proxy at the admission control on the day of the General Meeting. If the proxy is granted by declaration to the Company, separate proof is not required.

3.2 Voting by proxy through an intermediary, a shareholders' association or persons equivalent to these (Section 135 AktG)

To the extent a proxy is granted to an intermediary, a shareholders' association or a person or institution equivalent to these under the provisions of the German Stock Corporation Act with regard to the exercise of voting rights, the granting and revocation of the proxy do not require text form under statutory provisions. In this case, it suffices that the proxy declaration is verifiably recorded by the proxy. Intermediaries and shareholders' associations and the persons and institutions equivalent to them pursuant to Section 135 AktG may provide for divergent rules for their own authorization. Shareholders are requested to coordinate with the respective party to be authorized. Separate proof of authorization vis-à-vis the Company is not required in this case.

3.3 Voting by proxy through the Company's proxy representatives

We offer all shareholders and their proxies the option of being represented by our proxy representatives. In this case, too, proper registration is required. To the extent the proxy representatives appointed by the Company are authorized, they must in every case be given instructions for the exercise of voting rights. Representation by the Company's proxy representatives is limited to the instruction-bound exercise of voting rights on the resolutions proposed by the management on the items of the agenda; the Company's proxy representatives do not accept instructions on the exercise of voting rights on other resolutions or on the exercise of other shareholder rights at the General Meeting.

The authorization and instructions must be granted in text form. Proxies and instructions to the Company's proxy representatives may be granted, amended or revoked via the access-protected InvestorPortal of Nagarro SE at <https://www.nagarro.com/en/investor-relations/agm> until June 28, 2026, 6:00 p.m. (CEST).

For granting authorization and instructions to the proxy representatives by other means, the universal registration, proxy and instruction form may be used. Proxies and instructions or their revocation or amendment prior to the General Meeting must be received at the address below (by post or email) no later than June 28, 2026 (12:00 midnight (CEST)) in order to be taken into account at the General Meeting:

Nagarro SE
c/o Computershare Operations Center

80249 Munich
Email: anmeldestelle@computershare.de

Furthermore, authorization of the Company's proxy representatives may also be granted at the General Meeting itself until the point in time determined by the chairman of the General Meeting.

Eligible shareholders remain entitled to personally attend the General Meeting even after having authorized a third party or a proxy representative of the Company. In the event of personal attendance by the shareholder or a third party authorized by the shareholder at the General Meeting, a previously granted mandate to the Company's proxy representatives, together with the associated instructions, shall expire without the need for a separate revocation; the Company's proxy representatives will not act on the basis of a proxy previously granted to them in this case.

3.4 Supplementary information on the exercise of voting rights

If the Company receives conflicting declarations regarding the exercise of voting rights for the same shareholding via different transmission channels, only the most recently submitted declaration will be considered. If the Company cannot determine which declaration was submitted last, the declarations will be considered in the following order of priority: (1) via the Investor-Portal, (2) pursuant to Section 67c para. 1 and para. 2 sentence 3 AktG in conjunction with Article 2 para. 1 and 3 and Article 9 para. 4 of Implementing Regulation (EU) 2018/1212, (3) by email and (4) by post.

If declarations containing more than one form of exercise of voting rights are received simultaneously and by the same channel, postal votes shall take priority over the granting of proxies and instructions to the Company's proxy representatives. If proxies and instructions are simultaneously granted by the same channel to both the Company's proxy representatives and another proxy, proxies and instructions to the Company's proxy representatives shall take priority, unless proxies and instructions to the proxy representatives are subsequently revoked or amended.

Should an individual vote be conducted on an agenda item without this having been communicated prior to the General Meeting, an instruction previously given to the proxy representatives regarding the exercise of voting rights on this agenda item as a whole, or a vote cast by postal vote on this agenda item as a whole, shall, unless amended or revoked, also be deemed a corresponding instruction or corresponding vote for each item of the related individual vote.

No resolution proposal will be submitted under agenda item 1 and accordingly no vote is scheduled. The scheduled votes on agenda items 2 through 5 and 7 are of a binding nature; the vote on agenda item 6 is of an advisory nature.

4. Shareholder rights pursuant to Article 56 sentences 2, 3 SE Regulation, Section 50 para. 2 SEAG, Sections 122 para. 2, 126 para. 1, 127, 131 para. 1 AktG

4.1 Requests for additions to the agenda (Article 56 sentences 2, 3 SE Regulation, Section 50 para. 2 SEAG, Section 122 para. 2 AktG)

Shareholders whose shares together reach one-twentieth of the share capital (5%) or the proportionate amount of EUR 500,000.00 may request that items be placed on the agenda and published. Each new item must be accompanied by a statement of reasons or a draft resolution. The request must be addressed in writing, where applicable pursuant to Section 126a para. 1 BGB, to the Management Board of Nagarro SE and must be received by the Company no later than 30 days before the meeting, i.e., by Friday, May 29, 2026 (12:00 midnight (CEST)). A corresponding request should be addressed to:

Nagarro SE
Management Board
Baierbrunner Str. 15
81379 Munich

Additions to the agenda that are required to be published – to the extent they were not already published with the convocation – will be published without undue delay after receipt of the request in the same manner as the convocation of the General Meeting. They will also be published on the Company's website at <https://www.nagarro.com/en/investor-relations/agm> and communicated to the shareholders.

4.2 Counter-motions and election proposals (Sections 126 para. 1, 127 AktG)

Shareholders may send counter-motions against proposals of the Management Board and/or Supervisory Board on specific agenda items as well as election proposals to the Company. Counter-motions that are required to be made accessible must include a statement of reasons. Counter-motions, election proposals and other inquiries from shareholders regarding the General Meeting must be addressed exclusively to:

Nagarro SE
Baierbrunner Str. 15
81379 Munich
E-Mail: hv@nagarro.com

Counter-motions or election proposals addressed otherwise will not be considered. The Company will publish without undue delay after their receipt all counter-motions and election proposals from shareholders that are required to be made accessible pursuant to Sections 126 and 127 AktG and that are received at the above address by no later than the end of June 14, 2026 (12:00 midnight (CEST)), including the name of the shareholder and any statement of reasons required to be made accessible, on the Company's website at <https://www.nagarro.com/en/investor-relations/agm>. Any statements of the management will also be published there.

Even if counter-motions and election proposals have been submitted to the Company in advance, they will only be considered at the General Meeting if they are presented or made orally

at the meeting again. The right of shareholders to make counter-motions or election proposals at the General Meeting without prior submission to the Company remains unaffected.

4.3 Shareholders' right to information pursuant to Section 131 para. 1 AktG

Upon request at the General Meeting, each shareholder must be provided by the Management Board with information about the affairs of the Company, to the extent such information is necessary for the proper assessment of an item on the agenda. The duty to provide information also extends to the legal and business relationships of the Company with affiliated companies and the position of the Group and the companies included in the consolidated financial statements.

Under certain conditions specified in more detail in Section 131 para. 3 AktG, the Management Board may refuse to provide information. Furthermore, the chairman of the meeting is authorized, in accordance with the provisions of Section 22.2 of the Company's Articles of Association, to appropriately limit the right of shareholders to ask questions and speak in terms of time.

5. Information on the Company's website

This convocation and the further information and documents referred to in Section 124a AktG are available for download on the Company's website at <https://www.nagarro.com/en/investor-relations/agm>.

6. Total number of shares and voting rights

The total number of shares of Nagarro SE at the time of the convocation of the General Meeting is 12,922,297. The total number of voting rights at the time of the convocation of the General Meeting is therefore 12,922,297. Of the 12,922,297 shares, 546,279 shares are treasury shares as of May 14, 2026, from which the Company has no rights, in particular no voting rights, pursuant to Section 71b AktG.

7. Time references

Unless expressly stated otherwise, all time references in this General Meeting invitation refer to Central European Summer Time (CEST) applicable in Germany on the relevant date. Coordinated Universal Time (UTC) corresponds to Central European Summer Time (CEST) minus two hours.

Munich, May 2026

Nagarro SE
The Management Board

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Information for shareholders on data protection with regard to data collection for the purposes of the General Meeting

The Company processes, in connection with the General Meeting on June 29, 2026, as controller within the meaning of data protection law, personal data (in particular name, first name, date of birth, address and other contact details of the shareholder, where applicable email address, number of shares, type of share ownership and, where applicable, name and address of the shareholder representative authorized by the respective shareholder) on the basis of applicable data protection regulations. Information for shareholders on data protection is available on the Company's website at <https://www.nagarro.com/en/investor-relations/agm>.