SkillSherpa®
EXCELLENCE THROUGH KNOWLEDGE

PORTFOLIO MONITORING REPORT

Compugroup Medical SE & Co. Kgaa

Benchmarked against Cerner Corporation, Allscripts, Nextgen Healthcare, and Cegedim.



DATE	CLIENT	VERSION	FREQUENCY
October 2026	Compugroup Medical SE & Co. Kgaa	V2026 Q3	Quarterly

ABOUT THIS REPORT

An independent workforce view for portfolio decisions

Understand where your company stands against peers and which workforce gaps deserve attention.



Built from public signals

Professional profiles, job postings and company pages.



Complements management reporting

An outside view, with no data request to the portfolio company.

TRUSTED BY

accenture

BAIN & COMPANY

CRIF

Nextalia
INVESTMENT MANAGEMENT

SCOPE OF THE REPORT

Compugroup Medical SE & Co. Kgaa benchmarked against 4 relevant peers, using HR data covering 6,657 professionals.

PORTFOLIO COMPANY

Compugroup Medical SE & Co. Kgaa

1,155 FTE **#2**

COMPARABLE SET	SKILLSHERPA RANKING	5,502 FTE across 4 peers
Cerner Corporation	#3	2,977 FTE
Allscripts	#1	1,022 FTE
Nextgen Healthcare	#4	698 FTE
Cegedim	#5	805 FTE

WORKFORCE IN VIEW

6,657 FTE

1,155 target, 5,502 comparables

REPORTING PERIOD

Q2 2026

Compared with **Q2 2025**

Data as of Jun 2026

METRICS BENCHMARKED

40+

12 in this Executive View

CORE BUSINESS | 1 OF 2

Headcount grew by 28 people, and the share that generates revenue held steady and sits above the set. The seat that owns the commercial engine is empty.

C-LEVEL HEALTH CHECK

PRIORITY METRIC

⚠ CRO/CMO seat vacant

The executive who owns the commercial engine is missing while its share holds steady.

OTHER HEALTH METRICS ✓ in line ✕ worse than the set

- ✕ 3 seats changed in 12 months (CEO, CFO, COO)
  0.8 in the peer set
- ✕ 2.6 years average tenure
  8.5 years in the peer set
- ✓ 5 of 6 executive seats filled
  1.3 of 6 in the peer set
- ✓ 4 of 5 promoted internally (80%)
  17% in the peer set

REVENUE-GENERATING SHARE OF THE WORKFORCE

BUSINESS STANCE

Neutral

from Focus on Revenue

WHERE THE +28 HEADCOUNT WENT



16 into the Revenue Core (57%), 12 outside of it



CORE BUSINESS The job families that directly generate, deliver and sell revenue, plus the leadership that owns them. Enabling functions such as HR and Office Management are excluded. Headcount as of 30 Jun 2026.

CORE BUSINESS | 2 OF 2

Softw... loses 28% of its new hires within a year, 12 points above the set average.

€2.2M

FORECAST | NEXT 12 MONTHS

Replacement cost, Software Eng. & Dev. only

at the current departure pace

17 exits × €130k per person. Estimate, to be validated.

17 of 177
people expected to leave

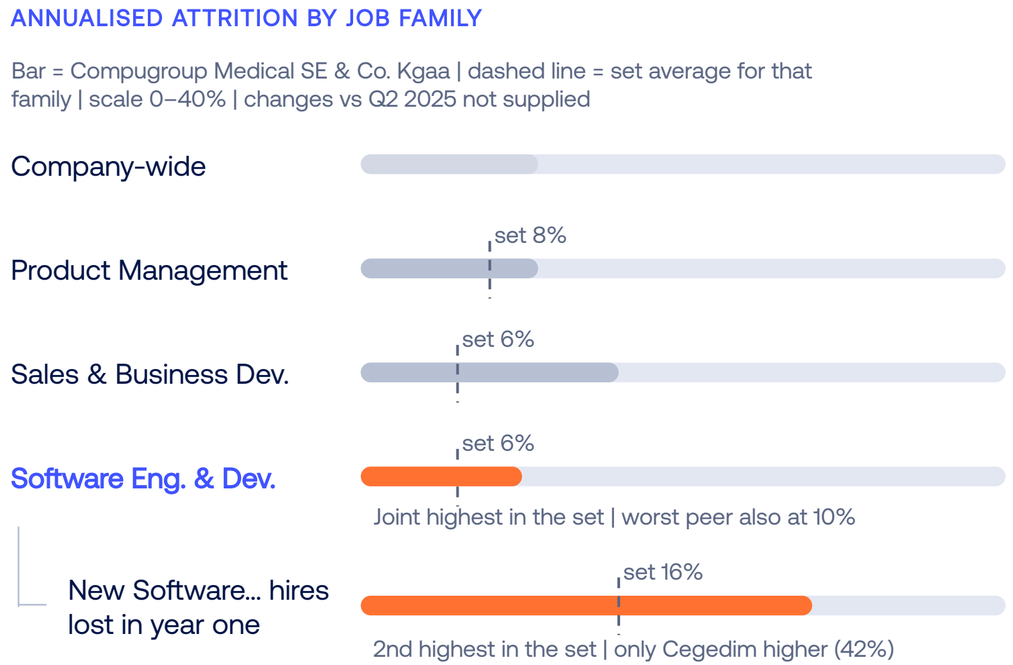
6
of them first-year hires

€130k
per replacement

⚠ The CTO seat, which owns Software Engineering & Development, is filled; attrition is not a leadership gap.

ANNUALISED ATTRITION BY JOB FAMILY

Bar = Compugroup Medical SE & Co. Kgaa | dashed line = set average for that family | scale 0–40% | changes vs Q2 2025 not supplied



CORE BUSINESS The job families that directly generate, deliver and sell revenue, plus their leadership. First-year attrition measures exits within 12 months of joining. Headcount as of 30 Jun 2026.

SALES | 1 OF 2

Veterans represent 57% of Compugroup Medical SE & Co. Kgaa's sales team. Peers average 52%

COMPUGROUP MEDICAL SE & CO. KGAA

57%

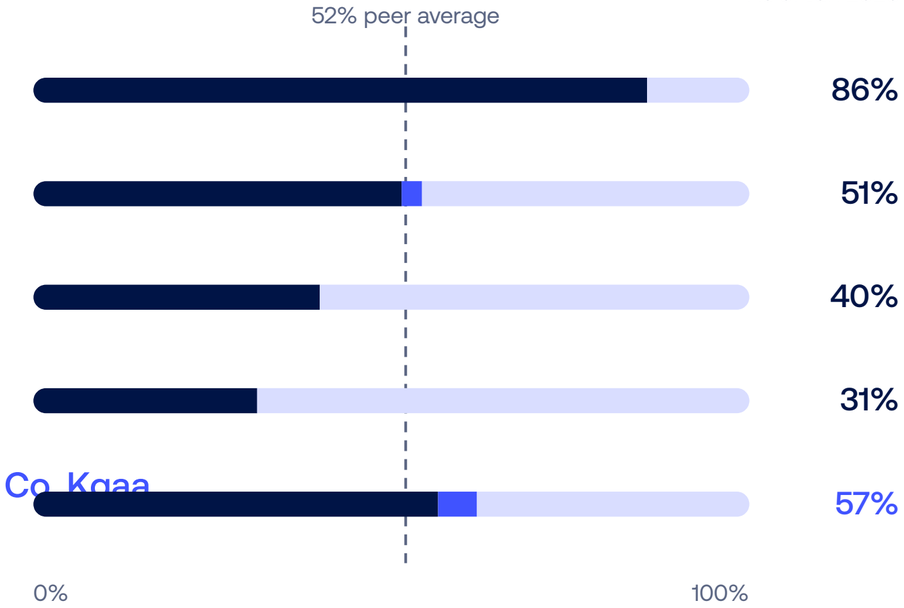
52 Veterans today, out of 92 sellers

57% Veterans | 5% Ramping | 38% Bets | 1 square ≈ 10%

0 Veterans missing against a team of 92 with the set's mix (52% × 92 ≈ 47.8)

SET COMPARISON

As of Jun 2026



Veterans

Sellers with at least three years of experience in the industry and past the ramp-up phase.

Ramping

Recent hires with prior experience in both the role and the industry.

Bets

No industry background, or in their first senior sales seat.

SALES | 2 OF 2

7 of 46 Bets hired since Jul 2023 became Veterans; 14 have left.

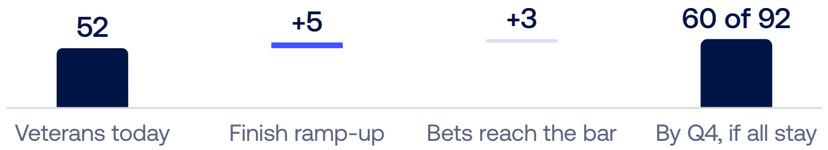
65%

UPPER BOUND | BY Q4 2026

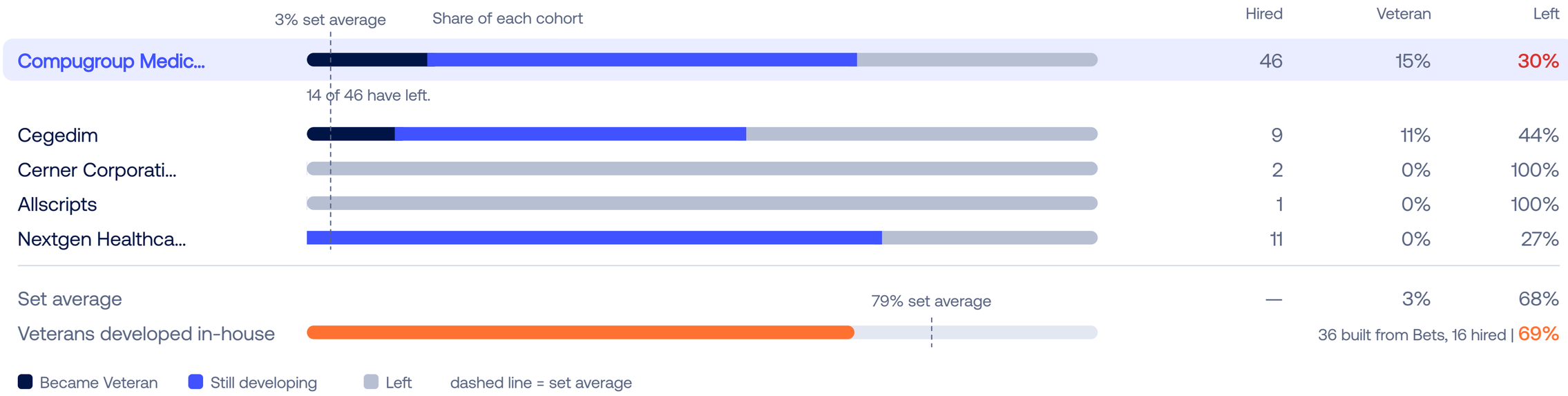
Veteran share by Q4 2026

if all 92 sellers stay | set 53%

Assumes no departures before Q4. Set computed the same way.



BETS HIRED SINCE JUL 2023



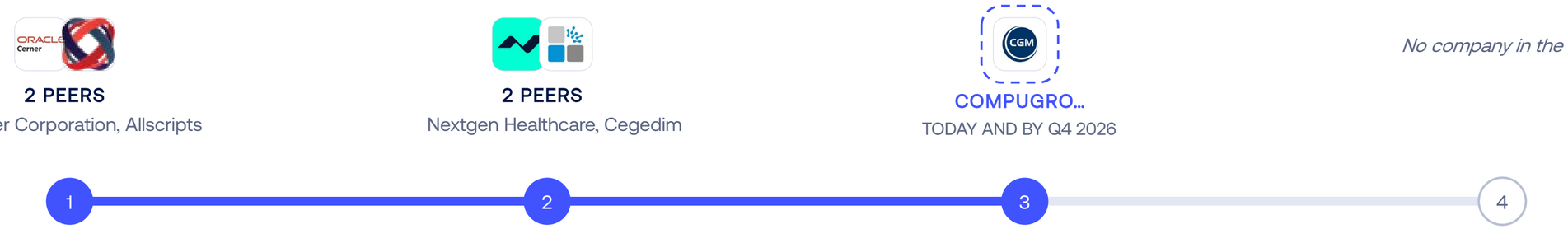
OUTCOME

	Hired	Veteran	Left
Compugroup Medic...	46	15%	30%
Cegedim	9	11%	44%
Cerner Corporati...	2	0%	100%
Allscripts	1	0%	100%
Nextgen Healthca...	11	0%	27%
Set average	—	3%	68%
Veterans developed in-house		36 built from Bets, 16 hired | 69%	

COHORT Sellers who joined as Bets from Jul 2023 to Jun 2026, followed to 30 Jun 2026. Leavers stay in the denominator. Headcount as of 30 Jun 2026.

AI WORKFORCE IMPACT | 1 OF 2

Compugroup Medical SE & Co. Kgaa is in Deploy and should still be there by Q4 2026.



No AI professionals, or a first single hire	AI function growing, or created recently	AI function growing faster than peers	Mature and diffused, as in Deploy
Or a low-maturity team that shrank or never grew	Maturity below peers, or AI still confined to tech	AI-ready people outside Technology & Data	Growth in line with or below peers
Workforce AI readiness shows the potential	No slide back to Early unless the function shrinks	Maturity above peers (AI density and readiness): 64 today, 25 needed	More than three AI professionals

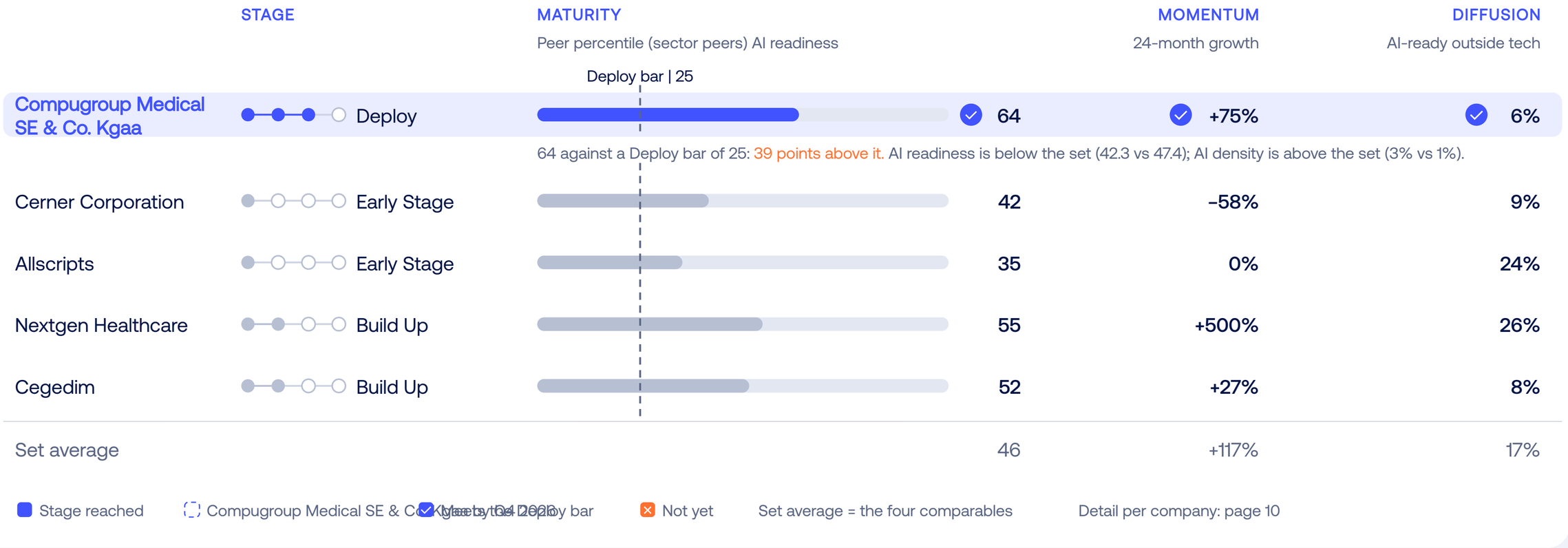
NEXT STEP | 2 OF 3 MET

Compugroup Medical SE & Co. KGaA today, if AI professionals keep growing at the current pace

AI WORKFORCE IMPACT How large a company's AI function is, how fast it grows and how far AI skills have spread beyond tech, read against the AI readiness of the workforce. AI professionals are roles explicitly defined as AI.

AI WORKFORCE IMPACT | 2 OF 2

Compugroup Medical SE & Co. Kgaa is in Deploy: a mature, diffused AI function growing faster than peers.



HOW THE STAGE IS SET Maturity averages the peer percentiles AI readiness, measured on the whole workforce. Momentum is the 24-month growth of AI professionals against the peer median. Diffusion is the share of AI-ready people outside Technology & Data. Peers share sector and size and set the thresholds; they are not the four comparables. Headcount as of 30 Jun 2026.

APPENDIX | AI WORKFORCE IMPACT

The numbers behind the maturity score, by company.

	STAGE	AI PROFESSIONALS	AI DENSITY	AI READINESS (WORKFORCE)
Compugroup Medical SE & Co. Kgaa	Deploy	35	3%	42.3
Cerner Corporation	Early Stage	5	0%	51.7
Allscripts	Early Stage	1	0%	50.4
Nextgen Healthcare	Build Up	6	1%	47.5
Cegedim	Build Up	14	2%	40.1
Set average		7	1%	47.4

Maturity is the average of the sector-peer percentiles of AI density and AI readiness. Size gives context but does not decide the stage. Set average = the four comparables. Headcount as of 30 Jun 2026.

HOW THE STAGE IS SET Maturity averages the peer percentiles of AI density (AI professionals over headcount) and AI readiness, measured on the whole workforce. Momentum is the 24-month growth of AI professionals against the peer median. Diffusion is the share of AI-ready people outside Technology & Data. Peers share sector and size and set the thresholds; they are not the four comparables.

DEEP DIVE | 1 OF 4

Workforce gaps worth €19.9M; only failed first-year hires are still growing.

€19.9M

Twelve-month estimate

Value creation opportunity

–€1.2M vs Q2 2025

twelve-month value of the three gaps

€17.2k

PER FTE

€19.9M over 1,155 FTE



COMPOSITION

GAP	VALUE	TREND	OBSERVED SIGNALS | Q2 2025 → TODAY	
Overstaffing Payroll carried above what today's output requires.	€12.6M	Stable	Total headcount 1,127 → **1,155**	Revenue-supporting share 47% → **47%**
Excessive turnover Leavers above the set's rate: replacement, lost productivity and rehiring.	€5.8M	Stable	Attrition, last 12 months 16% → **11%**	Families above the set average 1 of 3 → **3 of 3**
Failed first-year hires People who leave within 12 months: recruiting, onboarding and ramp never repaid.	€1.5M	Increasing	First-year attrition, company 17% → **17%**	First-year attrition, Software En... 7% → **28%**

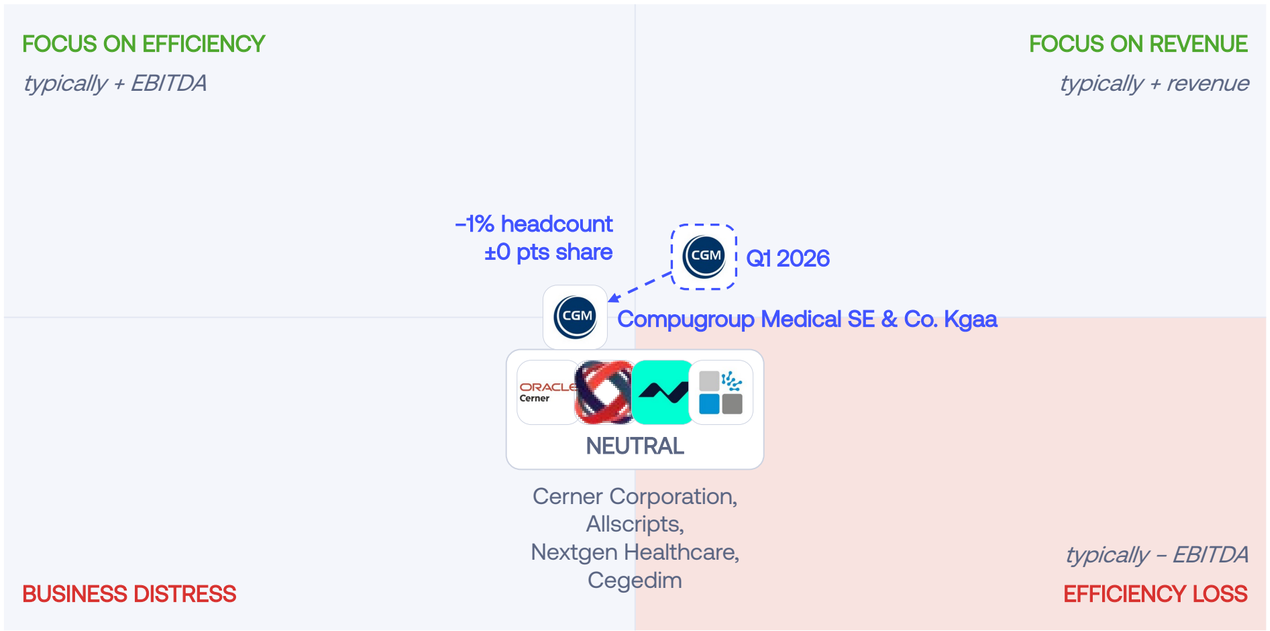
REVENUE-SUPPORTING All roles outside the Revenue Core. Values are twelve-month estimates; signals compare Q2 2025 with today. Headcount as of 30 Jun 2026.

DEEP DIVE | 2 OF 4

Neutral: headcount (–1%) and the Revenue Core share (±0 pts) barely moved.

BUSINESS STANCE MAP

Neutral | Business Stance on page 04



WHAT MOVED | Q1 2026 → TODAY

Headcount

1,161 → **1,155** **–6**

0%

7 from outside the Revenue Core, while it added 1

Revenue Core share

53% → **53%** ±0 pts vs Q1

Q1 2026

Today

Data & Analytics share

2% → **3%** +1 pt vs Q1

Q1 2026

Today

Data & Analytics added two people while the company lost six.

BUSINESS STANCE Position on quarterly headcount growth and on the change in the Revenue Core share. Neutral when both changes are small. P&L reads under the quadrant names are typical outcomes, not measured ones. Headcount as of 30 Jun 2026.

DEEP DIVE | 3 OF 4

Predicted to stay in Neutral next quarter, with high confidence.

Q1 2026	TODAY	Q3 2026 | PREDICTED
NEUTRAL	NEUTRAL	NEUTRAL

Confidence — HIGH

Backtest hit rate
next-quarter stance, portfolio and industry — 46%

STANCE MAP

↑ Revenue Core share, change



Q1 2026 · Today · Q3 2026 · Headcount growth →

WHAT MUST SHOW UP

✓ visible ✗ not visible yet | 3 OF 5 VISIBLE

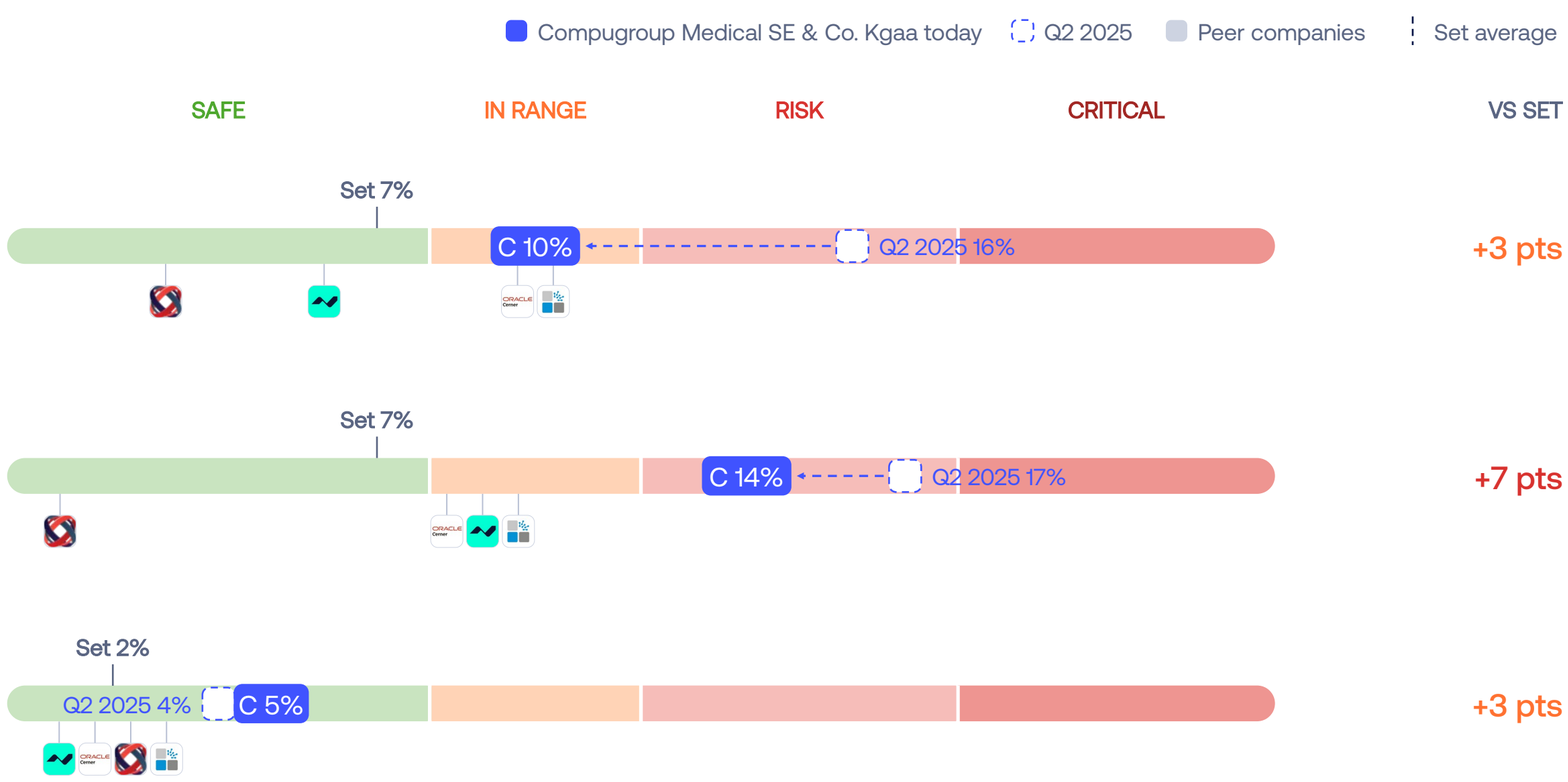
	SIGNAL	TODAY	SOURCE
✗	Net hiring continues in Software Engineering and Product Management	±0 and –1 people this quarter	
✓	Data & Analytics share does not fall	**3%**, up from 2% in Q1	page 12
✓	The five ramping sellers keep staying through ramp-up	**5** of 92 sellers still ramping	page 06
✗	Software Engineering first-year attrition stays near the 16% set average	**28%** of new hires lost in year one	page 05
✓	Supporting roles keep growing slower than the Revenue Core	**12** of 28 hires went outside it	page 04

PREDICTION Next-quarter Business Stance of Compugroup Medical SE & Co. Kgaa, validated by backtesting on portfolio and industry companies. The listed signals are what the prediction needs to hold. The AI outlook on page 08 looks two quarters ahead, to Q4 2026.

DEEP DIVE | 4 OF 4

One of three clusters moved into a lower attrition band since Q2 2025.

ATTRITION BY CLUSTER



ATTRITION Exits in the trailing window over average monthly headcount. Bands: safe below 8%, in range 8–12%, risk 12–18%, critical 18% and above. Middle & executive = Middle-Management and Executive levels. Clusters overlap and use a different base from the job families on page 05.

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