

**Statement of Compliance by the Management Board and Supervisory Board
of Amadeus FiRe AG on the recommendations
of the ‘Government Commission of the German Corporate Governance Code’
pursuant to Art. 161 paragraph 1 German Stock Corporation Act (AktG)**

Since issuing the last statement of compliance dated 5 November 2019, Amadeus FiRe AG has complied with the recommendations of the Code in the version dated 7 February 2017 with the exceptions stated and justified in the statement dated 5 November 2019.

Amadeus FiRe AG has complied with all recommendations of the "Government Commission of the German Corporate Governance Code" in the version dated December 16, 2019, which were published on March 20, 2020, in the official section of the Federal Gazette ("Code 2020"), since the publication of the Code 2020 and will continue to comply with them in future, with the following exceptions:

1. The Chairman of the Audit Committee has been a member of the Supervisory Board since 2001 and is therefore not considered independent. For us, qualification is the most important criterion for filling the position. We have therefore elected the most suitable representative from the entire Board. In this respect, the recommendation in C.10 is not complied with.
2. The company does not comply with the recommendation in D.7 of the Code 2020, according to which the Supervisory Board should meet regularly even without the Board of Management. The Supervisory Board only meets regularly without the Executive Board in the case of personnel matters concerning the Executive Board. For other topics, the Supervisory Board is only exceptionally not present due to circumstances.
3. Section G.I. of the Code 2020 contains new and partly modified recommendations on the remuneration of the Board of Management. The following of these recommendations are not or not fully in line with the published remuneration system approved by the Annual General Meeting of Amadeus FiRe AG on June 17, 2020
 - i. The recommendation in G.10 that the Management Board member should not be able to dispose of the long-term variable grant amounts until after four years is not complied with according to the approved compensation system of the Management Board. The compensation entitlement is due upon expiration of an agreed long-term incentive plan.
 - ii. The recommendation in G.11 is not complied with with regard to a consideration of extraordinary developments and corresponding retention or reclaim of variable compensation in the currently existing Management Board contracts. However, the recommendation has been implemented in the Management Board compensation system approved in 2020, so that the recommendation will be complied with in future Management Board contracts. The newly concluded Management Board contract of Robert von Wülfiging from January 1, 2021, therefore includes the following

- iii. The recommendation in G.12 regarding the payment of variable compensation after leaving the company on the contractually agreed due dates and in G.13 regarding the imputation of compensation for a non-competition clause to the severance payment is not complied with. The existing Management Board compensation system does not provide for such a regulation. There are individual contractual agreements with the members of the Management Board concerning the modalities in case of resignation.

Frankfurt am Main, 2. November 2020

On behalf of the Management Board

On behalf of the Supervisory Board

Robert von Wülfing

Christoph Groß