

**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)**

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 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.
2. 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. After expiry of an agreed long-term incentive plan, the term of which corresponds to that of the corresponding Management Board contract, the compensation entitlement is due.
  - ii. The recommendation in G.11 regarding consideration of extraordinary developments and corresponding withholding or reclaiming of variable compensation in Mr. Gerlitzki's Management Board contract valid until December 31, 2021 is not complied with. However, the recommendation has been implemented in the Management Board compensation system approved in 2020, so that the recommendation will be complied with when Management Board contracts are concluded in the future. This will be complied with in Mr. Gerlitzki's newly concluded Executive Board contract from January 1, 2022.

- 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 2021

On behalf of the Management Board

On behalf of the Supervisory Board

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Robert von Wülfing

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Christoph Groß