



Report on Gender Equality and Equal Pay

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Measures to promote gender equality and achieve equal pay for women and men and their effects

The German Act on the Promotion of Pay Transparency between Women and Men became effective on 6 July 2017. Under this law, employers that usually have more than 500 employees and that are required to prepare a management report in accordance with sections 264 and 289 of the German Commercial Code must prepare a report on gender equality and equal pay. The report should detail measures to promote equality between women and men and their effects in addition to measures to achieve equal pay for women and men and their effects.

In addition, the report must contain data broken down by gender on the average total number of employees and on the average number of full-time and part-time employees. We have satisfied these legal obligations below.

Measures to promote equality and their effect

Our internal policies ensure equality between women and men and non-binary people. There was, is and will never be a difference between genders in the company's internal guidelines, so that women, men as well as non-binary people are 100 percent equal in the company. Everyone in the Amadeus FiRe Group has the same opportunities. This is guaranteed by the high certified quality standard of our existing structures and processes, which are designed in accordance with DIN EN ISO 9001:2015 and which are constantly being further developed in continuous improvement processes. The career path of each employee is determined by their potential and desire for further development. Each person, regardless of their gender, is supported in this process through individually tailored training and further education.

In accordance with the German Act to Promote the Participation of Women in Management Positions, the Management Board has set a target of share of women in the first and second management levels below the Management Board as of 30 June 2022. This was set at 27.5 percent. While this was still 11.1 per cent in 2017, the rate has now been significantly increased. This decision will be reviewed by 30 June 2027 at the latest and adjusted if necessary.

Regulations regarding part-time or full-time employment apply to all employees regardless of their gender.

Measures to achieve equal pay and their effect

Our internal company guidelines contain clear regulations on hiring criteria for employees and their remuneration. Employees are always sought, recruited, promoted and remunerated in line with market conditions on the basis of their qualifications and abilities – regardless of gender. The remuneration system of the Amadeus FiRe Group is performance-based, competitive and transparent for all employees.

External employees also benefit from the iGZ/DGB collective wage agreement for temporary work, which is subject to a binding code of ethics. In summary, all external employees therefore receive remuneration that at least corresponds to the collectively agreed regulations – regardless of gender. In addition, the regulations in the corresponding sector bonus wage agreement have applied since 2012. Furthermore, the new equal pay regulation introduced in the German Temporary Employment Act has applied since 1 April 2017. In order to guarantee market-driven remuneration, employees also receive voluntary bonuses above the general pay scale and further financial benefits on the basis of their qualifications and abilities.

Under the German Act on the Promotion of Pay Transparency between Women and Men, all personnel who make HR decisions and members of works councils were actively informed about the changes in the law and the associated obligations.

Statistical data

Statistical data on employees of the Amadeus FiRe Group

annual average	2021	2020	2019	2018	2017
Total employees	3,923	3,718	3,280	3,006	2,946
of which female	2,163	2,110	1,959	1,808	1,798
of which male	1,760	1,608	1,321	1,199	1,148
Full-time employees	3,456	3,247	2,951	2,692	2,631
of which female	1,783	1,727	1,674	1,528	1,519
of which male	1,673	1,520	1,277	1,164	1,112
Part-time employees	467	471	329	315	315
of which female	380	383	285	279	279
of which male	87	88	44	35	37