

## 7. Resolution on compensation and the compensation system for members of the Supervisory Board and corresponding amendments to the Articles of Association

Pursuant to Section 113 (3) AktG in the version in force as of 1 January 2020, in listed companies, the general meeting must resolve on compensation of members of the supervisory board at least every four years. It must have resolved on this matter for the first time by the conclusion of the first annual general meeting held after 31 December 2020. Section 13 of the Articles of Association of Amadeus FiRe AG specifically determines compensation of members of the Supervisory Board. Compensation is structured as pure fixed compensation plus an attendance fee. The exact wording of Section 13 of the Articles of Association in its current version as well as the abstract compensation system it is based upon, together with the information pursuant to Sections 113 (3) sentence 3, 87a (1) sentence 2 AktG will be set out in section “III. SUPPLEMENTAL INFORMATION REGARDING AGENDA ITEM 7”.

Following a detailed assessment, the Management and Supervisory Boards have come to the conclusion that the compensation provisions regarding members of the Supervisory Board contained in Section 13 of the Articles of Association are in principle adequate and serve the corporate interest of Amadeus FiRe AG. However, the fixed compensation is to be moderately increased and, accordingly, re-determined in the Articles of Association.

The Management and Supervisory Boards therefore propose that the following resolutions be adopted:

### 7.1 Amendment to the Articles of Association

Section 13 (1) and (2) of the Company’s Articles of Association will be restated as follows:

*“(1) Each member of the Supervisory Board receives annual remuneration of EUR 25,000, the chairperson of the Supervisory Board receives three times this amount and the deputy chairperson double this amount. Members of the Supervisory Board who were only on the Supervisory Board for part of the financial year receive corresponding remuneration in proportion to their time served. From the sixth meeting of the Supervisory Board within a financial year, each member of the Supervisory Board receives an attendance fee of EUR 500 per meeting of the Supervisory Board.*

*(2) Additional remuneration is paid for being a member of and chairing committees of the Supervisory Board. The chairperson of a committee receives EUR 12,000, the chairperson of the Accounting Committee and the chairperson of the Standing Committee in accordance with section 27 (3) MitbestG each receive EUR 20,000, and the members of the committees receive EUR 6,000 and the members of the Accounting Committee will receive EUR 10,000 for each full financial year as a member or chairperson; (1) sentence 2 applies with the corresponding changes.”*

## 7.2 Compensation system for the Supervisory Board and confirmation of compensation provisions

The compensation provisions regarding members of the Supervisory Board contained in Section 13 of the Articles of Association, as amended in accordance with no. 7.1 and otherwise unchanged, are confirmed and the compensation system for members of the Supervisory Board set out in section “III. SUPPLEMENTAL INFORMATION REGARDING AGENDA ITEM 7” of this convocation notice is adopted.