

2022 Sustainability Report



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Additional information on all areas can be found in the published annual report and the compliance report of the Amadeus FiRe Group.

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Dear Readers,

Thank you for your interest in our sustainability report! As a service company specialising in the field of personnel services and training, people are at the heart of what we do every day.

Social sustainability issues are especially important to us as a company.

We see ourselves as a role model, and we want to show how people can be integrated into and retained on the job market sustainably and with equal opportunities and good prospects.

We are specialists in our field and we are proud to be able to give people the best possible support in integrating onto the job market with the interaction and synergy effects afforded by personnel services and training.

Trusting cooperation characterised by fair treatment, appreciation and reliability is a top priority for us.

Our goal is to provide people with trusting support in all phases of their professional life and to guide them in the context of their careers. The support we offer is individual and special, just as we believe every single person to be.

We offer this help to all our employees, candidates and participants, with training and retraining programmes and with personnel services.

We maintain a continuous dialogue with our stakeholders in order to balance our corporate objectives with our sustainability goals.

Constant development goes without saying for us in this context.

For us, it is important that our day-to-day work is not just primarily about pursuing our business activities, but that we also repeatedly dare to go one step further to live up to our social responsibility.

Kind regards,

Yours

Robert von Wülfing
Chairman of the Management Board



Robert von Wülfing,
Chairman of the
Management Board

2. The Amadeus FiRe Group

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2.1. About this Report

This report contains the Amadeus FiRe Group's separate sustainability reporting.

The report has been approved by both the Management Board and the Supervisory Board.

The framework for the separate non-financial Group report of the Amadeus FiRe Group is formed by the Handelsgesetzbuch (HGB: German Commercial Code).

The separate non-financial report was prepared in accordance with sections 289(c) to (e) and sections 315(b) and (c) HGB in conjunction with sections 289(c) to 289(e) HGB and contains corresponding environmental, social and governance disclosures. In accordance with section 289c HGB, the separate non-financial Group report should contain the disclosures necessary for an understanding of the business performance, business results and position of the company as well as the effects of its activities on the aspects referred to in section 289(c)(2) HGB. The content of the separate non-financial Group report relates to the Amadeus FiRe AG Group.

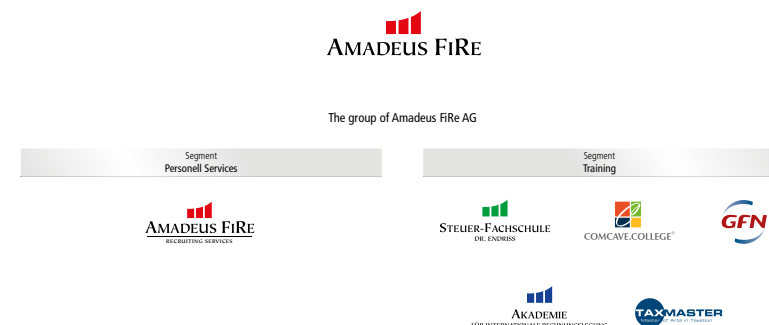
The underlying database for the Group's non-financial data is consistent with the consolidated group for financial reporting.

In accordance with Article 8 of the EU Taxonomy Regulation (EU) 2020/852, Amadeus FiRe AG must also disclose how and to what extent its activities are associated with environmentally sustainable economic activities.

The reporting period is the financial year from 1 January to 31 December 2022. For technical reasons, data from 2021 have been used to calculate Scope 2 emissions.

For the sake of linguistic simplicity and readability, the masculine grammatical form is used in this report. All gender identities are intended.

The chart below shows the Group's structure as at 31 December 2022:





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2.2. Material use of surveys

At the Amadeus FiRe Group, we are one of Germany's leading personnel services providers today. This is thanks to the company's continuous and highly successful development. Such a development is only possible if all the players or stakeholders in the company's environment associate positive experiences with their interactions with the Amadeus FiRe Group.

In addition to the driving force, i.e. the internal employees, in particular it is the external employees, clients, participants, candidates and investors as well that define the Amadeus FiRe Group.

Feedback is the prerequisite for improvement. The more voices that are heard and the more feedback that is gathered, the more successfully all stakeholders can be satisfied by implementing suitable measures. We draw on various surveying methods to hear the opinions of various stakeholders on a regular and an ad hoc basis. These opinions are evaluated accordingly and the results used to develop and implement suitable measures.

In addition to conventional surveys, there are also frequent qualitative, individual interviews to identify corresponding areas for improvement. Here, the Management Board discusses issues directly with various employees. For example, in the Personnel Services segment, every year there are meetings and interviews with managers, the most successful newcomers and employees who are most successful in the long term. Feedback is also gathered at on-site visits. This allows optimisation potential to be discussed directly at senior level and measures to address these areas promptly put into place.

Every year, all employees on customer assignment are asked to take part in an employee survey created for them (anonymous survey).

In addition to the feedback from our employees on customer assignment, we are also interested in finding out how clients rate our performance.

In order to take sustainability and its key forms in relation to our business activities into account in particular, in the last survey both external employees and clients were asked about sustainability as an issue as part of a performance assessment following a temporary employee assignment.

The importance of sustainability issues was first broken down into four separate points intended to reflect core issues of the Group – which exclusively operates in Germany and in the service segment.

In the interests of getting a meaningful response to the survey, these were made as simple and as straight-forward as possible. So as first to provide a general overview of the individual topic groups in relation to sustainability, the decision was made to limit the possible responses to "yes" or "no".

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The following topic groups were evaluated in this way:

- 1: Social and regional commitment
- 2: Preventing corruption and discrimination
- 3: Data protection and data security
- 4: Avoidance of carbon emissions and responsible handling of resources

The results and feedback from the survey are displayed in the table below:

Importance of sustainability issues

	Percentage of employees who consider issue relevant and important at Amadeus FiRe	Percentage of clients who consider issue relevant and important at Amadeus FiRe
Social and regional commitment	94%	97%
Preventing corruption and discrimination	98%	98%
Data protection and data security	96%	100%
Avoidance of carbon emissions and responsible handling of resources	91%	94%

Figures for employees from 2021; figures for clients from 2018

The results of the surveys show that all the issues asked are about are generally a high priority. All issues were significant for more than 90 percent of those surveyed.

While percentages of more than 90 percent can by no means be thought of as small numbers, the tabular breakdown shows that social and regional commitment is less important to the employees surveyed than data protection and data security or preventing corruption and discrimination. Similarly, the avoidance of carbon emissions and the responsible handling of resources play a relatively minor role compared to the first two points, which are nonetheless important to 91 percent of the employees and 94 percent of the clients surveyed.

Given these results, we would like to attach more importance to sustainability and the associated effects on our day-to-day business moving forward as well.

So that the results can be analysed in even greater detail and to pay due attention to the importance of such surveys, we will restructure our survey in the coming 2023 financial year and widen the circle of stakeholders surveyed. As a Group, we offer people and companies services for all aspects of ongoing professional development. In doing so, we work with many different people on a daily basis. In the context of these activities, issues relating to data protection and preventing discrimination and corruption are highly significant to us and what we do. Trust plays a significant role in a long-term and appreciative cooperation. We would like for our employees, clients and interested parties to be able to ensure at all times that personal data are handled conscientiously.

In our published statement of principle on respecting human rights, we have firmly established that we will not accept any form of corruption or discrimination.



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2.3. The Amadeus FiRe Group and sustainability

For more than 30 years, the Amadeus FiRe Group has worked as a specialist personnel services provider for professional and management staff in the commercial and IT sectors at more than 20 locations in Germany, and it has worked in training throughout the nation for more than 70 years. We are a reliable and accepted partner for training participants, our own employees and for our client companies. Amadeus FiRe works for national and international companies of different sizes across various industries. In the Personnel Services segment, we assist our client companies throughout Germany by providing staff in conjunction with temporary staffing, by the recruitment and permanent placement of professional and management staff and by filling temporary interim and project management vacancies.

The training and retraining programmes of GFN, Comcave, Dr Endriss Tax College, the Academy of International Accounting and TaxMaster are offered at more 300 locations throughout Germany.

In particular, GFN and Comcave work in publicly funded training and retraining for people out of work and on seminars for companies and individuals. Furthermore, Comcave specialises in live online teaching by tutors, which participants can take part in flexibly wherever they happen to be.

The Dr Endriss Tax College is Germany's largest school specialising in tax, finance, accounting and controlling training, and has operated nationwide for more than 70 years. The Academy of International Accounting is the first and leading provider of IAS/IFRS and US GAAP training on the German market. TaxMaster is a part-time master's degree designed by the Dr Endriss Tax College in cooperation with Aalen University that prepares students to sit a public tax advisor examination.

The Training segment provides training and retraining in information technology (IT) and commercial professions, and teaches the latest expertise in the areas of tax, finance, accounting and controlling.

Being a long-term or even a lifelong partner for its training participants, candidates, employees and clients is part of our mission statement.

With this goal in mind, all training participants, candidates and employees are actively assisted in achieving their personal career goals throughout their professional careers. Personally and individually advised client companies are offered valuable assistance for the long-term recruitment of professional and management staff, short-term staff shortages and teaching the latest technical expertise. Personal and long-standing contact with clients is essential for achieving these goals. This close contact allows a better understanding of clients' requirements, thereby enabling the best possible assistance.

Our goal is to fill vacancies with the most suitable and qualified professional and management staff to design training courses tailored to requirements.



2.4. Management principles and ethics

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In order to present a sustainable and clear picture of the Amadeus FiRe Group, we have identified corresponding management principles intended to ensure that the Group’s ideals are equally supported by all employees:

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VALUES

Appreciation and fair treatment of all employees by ...

- Promoting strengths and developing skills
- Mutual respect and trust at all times
- Reliable and consistent nature

CULTURE

Positive, trust-based and productive working atmosphere through...

- Open dialogue and direct feedback
- A shared team spirit and laughing together often
- Predictable actions and a transparent approach

DEVELOPMENT AND INSPIRATION

Developing and inspiring all employees through ...

- Knowledge of current developments and joint preparation of a personal development plan
- Belief in the general social benefit of our services
- Taking pleasure in working with other people

ROLE

The managers responsible demonstrate behaviour that is suitable for the respective role by ...

- Ensuring personal and professional expertise for this role is up to date and independently working on and adapting this where necessary
- Ensuring expertise is transferred
- Taking responsibility

2.5. Social responsibility

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Working with and for people is the hub of what we do. Our work in the Personnel Services and Training segments for commercial and IT professions makes us a market leader in Germany. Driven by our role as market leader, we have many points of contact with a wide variety of people. In combination with a long-term working relationship, this also requires a responsible and sustainable approach to every individual and the information entrusted to us at all times.

Within the Group, we therefore not only operate in line with the statutory provisions, but have also developed management principles and internal policies that allow the Amadeus FiRe Group to convincingly live up to its social responsibility.

In the Personnel Services segment, we proactively recruit and hire employees with teachable qualifications on permanent contracts. Our knowledge and our experience enable us to find suitable temporary or permanent vacancies for our employees at client companies. We opened up career prospects for a lot of people in 2022 as well.

In addition to the positive prospects that Amadeus FiRe offers its employees on customer assignment as a specialist in commercial and IT areas, it is also driven to secure fair market pay. The iGZ (Association of German Temporary Employment Agencies) and DGB (Confederation of German Trade Unions) wage agreement for temporary staffing has formed the basis for this since 2004. This means that all external employees receive remuneration that is at least in line with the collectively agreed regulations, the regulations in the corresponding sector bonus wage agreement or the equal pay regulation. Also, a majority of all employees receive a bonus above the general pay scale when hired.

Maintaining personal contact with candidates, employees, clients and interested parties is a fundamental and essential factor for success in cultivating the professional partnership embedded in our corporate philosophy. Mutual respect and politeness should be guaranteed at all times.

In the Training segment, the aspiration is to transfer as much knowledge as possible to optimally help all participants achieve their personal professional and career goals. This is done either through specialised courses, such as accountant or tax advisor courses at the Dr Endriss Tax College, a CINA certification from the Academy of International Accounting or the wide range of training and retraining opportunities in the commercial and IT sectors offered by Comcave and GFN. Every training candidate benefits from a high level of flexibility. The Amadeus FiRe Group's training programmes, for instance, are provided in almost all live teaching formats, from in-classroom courses with participants and instructors on site to fully online with participants and instructors working from home, or mixed formats where participants are in the classroom and instructors at home or vice versa. In addition to live teaching, there are also many options for participants to study themselves with the support of a specialist advisor or entirely by themselves using e-learning platforms. The product portfolio is rounded out by various video training sessions.

Ensuring a consistently high quality of training is the priority for everyone involved at all times.

All companies in the Training segment are certified in accordance with the German Accreditation and Authorisation Regulation for Employment Promotion (AZAV). This certification accredits Amadeus FiRe Group as an institution under employment promotion law, entitling it to redeem education vouchers and activation and placement vouchers. Both Comcave and GFN specialise in publicly funded training and so an education voucher can be redeemed for an overwhelming majority of training programmes.

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The modelling of core competences in the Personnel Services and Training segments creates valuable synergies that can benefit a wide range of people. Also, creating shared synergies can help to counteract the ever more pronounced shortage of skilled workers. Thanks to the requirements known from the Personnel Services segment, the skills and expertise needed on the job market can be suggested to candidates in the Training segment. People who have extended gaps in their professional career, for example due to illness or parental leave and those who have been briefly unemployed for other reasons and wish to return to work benefit from this particularly thanks to synergies between training and personnel services. This is primarily achieved through suitable training or retraining programmes to make it easier for them to re-join the workforce. After successfully completing the training or retraining programme, the second stage involves our personnel advisers who help additionally qualified people to find a position that suits their personal skills and abilities.

We can only achieve our many goals and handle our responsibilities together and as a team. Naturally, our standards and the principle of a lifelong professional partnership therefore also apply to all our internal employees regardless of the area they work in. Our employees should feel appreciated and supported at all times. To ensure this, we are creating opportunities that provide all internal employees with the opportunity of following a career path within the organisation. The Group believes that it has the social responsibility to act as a role model that can always be aspired to.

As part of this responsibility, we perform annual employee appraisals to see who has the potential and the will to take their career at the company further. In addition, the current status of the individual knowledge of each and every employee is determined and aligned with their individual needs. As a result, all employees thus receive the appropriate further training and continuing professional development.

Our remuneration system within the Group is performance-based, competitive and transparent. This allows each employee to understand their remuneration and also to identify and assess their possibilities for financial development. Internal careers are favoured and receive extensive support. They are a crucial factor when it comes to the sustainable development of the organisation as a whole.

There are many positive examples of this within the Group, which show that our employees have been able and have continued to develop over many years. People who began their training with us and who now successfully hold a management position.

A good apprenticeship is usually the basis for a successful professional career. Amadeus FiRe has therefore been training apprentices for many years. In keeping with its social responsibility, it does so independently of the current economic situation. In 2022, the Amadeus FiRe Group had 56 apprentices on average.



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2.6. Our mission to pursue sustainability arose from our social responsibility

Our mission is to assist people in all phases of their professional self-actualisation.

Our goal is to create value added for all parties involved. The benefits achieved should extend to all aspects of social sustainability and to the personal satisfaction of everyone involved.

Value-added by our meaning would be a participant's subsidised retraining, through which they would then be reintegrated into the world of work through temporary placement with a client company and later taken on. In a best-case scenario, our participants, candidates and employees find themselves a suitable position tailored to their individual career goals, skills and capabilities. At the same time, client and participating companies can fill their vacancies with someone who is excellently qualified for the post.

The fast and lasting integration into the job market described here contributes to the greater good. This quickly relieves the pressure on the federal government, the states, municipalities and social security, and they benefit from having more revenue from taxes and social security contributions, which in turn helps other people.

At the same time, we offer our employees security and prospects, thereby helping to improve their personal lives. We help our client companies to influence their business situation for the better in the long term by improving their human resources.

2.7. Goals & KPIs for social responsibility

To live up to our social responsibility, we must make it measurable for us and we must derive goals for how much the Group fulfils this responsibility in the context of its business activities.

One such goal is to ensure the satisfaction of our own employees. Every employee therefore has the chance to offer their opinion and give both positive and negative feedback in an annual employee survey. More than 90 percent of participants in the last survey said that they are satisfied or highly satisfied with Amadeus FiRe as an employer.

Besides basic employee satisfaction, occupational health and safety and a high standard of quality also play an important role. All office space is managed centrally to ensure this standard at all locations. Workspaces are designed ergonomically and equipped to provide a pro-work environment appropriate to an employee's age. To optimise commuting for employees, participants and candidates, and to reduce emissions, the distances travelled to work are minimised. It is therefore important to find office buildings in central locations that can be easily reached. These measures help guarantee that all employees, participants and candidates are satisfied, regardless of where their place of work is located. All internal employees can also spend some of their working hours working remotely.

As a Group, we stand for 100-percent compliance with all relevant and statutory provisions. This strict compliance is guaranteed by processes, controls and the extensive subject knowledge of an internal audit department. This applies to collective bargaining law, labour law, social security law, the German General Act on Equal Treatment and to compliance with all internal guidelines as well. To guarantee our own high standards, we also take advantage of consulting services provided by external specialists and our internal employees undergo intensive training in the relevant areas.

The temporary employment and interim and project management services are strictly regulated by statutory requirements and social security guide-

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lines. It is therefore essential for us to use the consulting expertise possessed by our employees so that changes in the law are implemented quickly and correctly. This sets our Group apart and is an advantage prized by our clients.

An overview of our five most prominent goals is shown in the table below:

GOAL 1

The Amadeus FiRe Group strives to achieve a strong rating on social platforms among its peers.

The goal is measured on the basis of the employer ratings within the group of competitors on the largest social platform (Kununu).

	2022	2021
Overall score	4.4 (1 st place*)	4.4 (1 st place*)
Score among applicants	4.6 (1 st place*)	4.6 (2 nd place*)
Score among employees	4.2 (2 nd place*)	4.1 (5 th place*)

* Compared to the 10 most relevant competitors in the operational sector – 2022: as at 12 December 2022; as at 1 October 2021

GOAL 2

The Amadeus FiRe Group strives to achieve a strong retention rate in temporary staffing assignments within the group of competitors as an expression of the technical and personal quality the external employees can offer our client companies.

The goal is measured on the basis of the retention rate of employees in temporary staffing at client companies.

	2022	2021
Retention rate of the Amadeus FiRe Group	52%	48%
Retention rate in the temporary staffing sector	20%*	18%*

* The retention rate for the temporary staffing sector can be found in the 2021 and 2022 Lünendonk studies

GOAL 3

The Amadeus FiRe Group strives towards a consistently high recommendation rate as an employer and personnel service provider.

The goal is measured on the basis of recommendation rates calculated as part of surveys and from the largest social platform for employer ratings (Kununu).

	2021	2020
Recommendation rate among employees	91%	87%
	2022	2021
Recommendation rate on Kununu	91% (1 st place*)	89% (3 rd place*)

* Compared to the 20 most relevant competitors in the operational sector – 2022: as at 12 December 2022
 As at 1 October 2021; 2020: as at 1 October 2020

GOAL 4

In the field of training, the Amadeus FiRe Group strives to help people successfully shape their professional future by providing high-quality, specialised and market-driven training programmes throughout Germany.

The goal is measured on the basis of the number of people who successfully complete training.

Participants in training	2022	2021
Dr Endriss Tax College	22,781	23,647
Comcave GmbH	4,185	5,091
GFN GmbH	11,128	10,012
Amadeus FiRe Group as a whole	38,094	38,750

GOAL 5

The Amadeus FiRe Group aims to keep the ratio between greenhouse gas emissions in tonnes and revenue generated in millions of euro below 5.0.

This goal is measured in terms of "greenhouse gas intensity", i.e. the relation between Scope 1 (leased fleet) and Scope 2 (electricity consumption) greenhouse gas emissions in tonnes and revenue in millions of euro.

	2022	2021
Greenhouse gas intensity	2.53	2.68
Revenue in millions of euro	407.07	280.2
Greenhouse emissions in tonnes	1027.79	750.38

The value for 2022 includes the lease values for 2022 and the corresponding revenue values for 2022, the electricity values for 2021 and the corresponding revenue for 2021

The value for 2021 includes the lease values for 2020, the electricity values for 2020 and the corresponding revenue for 2020.

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3.1. The ecological aspects of sustainability

As stated in the description of business activities, the Amadeus FiRe Group is a pure-play service and training provider. Our office space and buildings at all our locations throughout Germany are exclusively rented. In addition, it has only leased or purchased vehicles for employees and office and IT equipment for classrooms, administrative and sales premises and for its employees. Other than these, there are no other functions in the company, such as production or logistics, that are ecologically relevant.

Our strategy for reducing greenhouse gases is therefore essentially focused on the following points:

- office buildings and equipment
- employee equipment
- vehicles

The aim and intention is to ensure that decisions within these categories always take ecological relevance into account, and to balance any cost effects that may be entailed.

When deciding between several otherwise identical alternatives, this means that the more sustainable option is usually chosen.

We put thought into what we do and incorporate important sustainability aspects right from the start. When renting office space and buildings, centralised Facility Management always makes sure that these were built or renovated according to the Group's high standard of quality. This is intended to ensure a high level of energy efficiency while also reducing energy consumption. Similarly, we make sure to locate all our branches centrally where they can be easily reached. This way, travel distances are minimised for employees, participants and candidates, and emissions are reduced as much

as possible. We are also aided by a variety of options in the field of remote working or digital training courses, talks and interviews.

In our opinion, the comprehensive infrastructure necessary for a full transition to and the use of electric vehicles is not yet in place. Our vehicle policy therefore stipulates that both petrol and diesel vehicles can be leased. Nevertheless, we naturally also pay attention to the carbon emissions of these vehicles. All vehicle data are entered and checked in a company car software used throughout the Group. This also makes it impossible to lease minivans or sports cars, which typically cause more pollution or have higher consumption rates. Within the leased fleet, it is important to us to optimise utilisation as far as possible. Accordingly, primarily only the company cars or rental vehicles that are available are provided. The acquisition of a new car is only approved if requirements are definite and long-term.





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The pool car concept has also successfully been introduced at larger locations. Multiple employees share a vehicle to drive to appointments. These employees are granted a salary supplement in return for not having a company car. The participating employees primarily use public transport or bicycles to commute between work and home. This cuts down on unnecessary driving time. The pool vehicles are always small, low-emission vehicles. As a Group, we have also built up a respectable stock of electric vehicles to start with. Work bicycles are another way for our employees to get around without causing emissions.

We calculate the greenhouse gas emissions that we cause every year on the basis of the Greenhouse Gas Protocol, which divides greenhouse gas emissions into three scopes.

Scope 1 comprises all direct greenhouse gas emissions that result from a company's own business activities in the narrower sense. This includes the Group's own fleet of leased vehicles. We are unable to calculate the greenhouse gas emissions caused by heating and air conditioning systems in buildings at this time. Therefore, only the emissions generated by leased vehicles are included in the calculation of Scope 1.

These are shown in the table on Scope 1 at the end of this section, graded by type of drive (combustion engine, hybrid or electric), and revenue in millions in total and per capita. Information on distances travelled, also in total and per capita and revenue in millions, can be found there as well.

Scope 2 comprises all indirect greenhouse gas emissions that are caused by energy generated by and acquired from external sources, such as electricity and district heating.

As in 2020, the majority of Amadeus FiRe locations used 100 percent green electricity in 2021. The consumption of the training segment can also be

reported in full for the first time in 2021 thanks to the expansion of these operations. The figure for carbon emissions and radioactive waste is higher than in 2020 owing to ongoing contracts and higher consumption. These values will be lower again for 2022, following the transition to green electricity rates in 2022, which shows that the Amadeus FiRe Group is still making its contribution to a sustainable economy.

For 2021, in addition to market-based greenhouse gas emissions from electricity, we also calculated the market-based radioactive waste from electricity and compared these values against the location averages for Germany. The table on Scope 2 at the end of this section provides information on the emissions generated by electricity.

Greenhouse gas emissions caused by district heating still cannot be calculated at present. Group-wide processes are currently being implemented to enable a valid calculation in future.

Finally, Scope 3 comprises all remaining indirect greenhouse gas emissions that are caused by the company's activity but are beyond the company's control. In addition to rented or leased tangible assets, this also includes commuting by employee, i.e. the commute to work in non-company vehicles, business trips and the waste generated and water consumed at work.

As a group, we currently do not see any possibility of gathering further data on the categories included in Scope 3. The effort required to gather relevant and valid data outweighs the possible value added or benefit of the data collected. Such data will be available as soon as the corresponding reporting structure has been established internally.

The company's internal reporting structure should be in place by the start of 2024 at the latest. Naturally, we are striving to establish a structure as soon as possible.

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We are not currently aware of any material risks to our Group that could have a negative impact on our ecological goals. Nonetheless, we are monitoring the current developments on the energy market very closely.

The problem that we face as a Group is a possible delay in being able to integrate new locations into a green electricity plan. However, we assume that the situation should improve in the long term.

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Scope 1

CO ₂ emissions by leased fleet	Distance travelled (km)	CO ₂ emissions (g/km)	CO ₂ emissions (t)
Combustion engines	7,673,407	129.96	997.25
Hybrid	70,240	41.60	2.92
Electric	85,350	0.00	0.00
Amadeus FiRe Group	7,828,997	127.75	1,000.17
Values per capita	5,541		0.71
Per million euro in revenue/ GHG intensity	19,232		2.46

Scope 2

CO ₂ emissions due to electricity	Electricity consumption (kWh)	of which renewable energies (%)	CO ₂ emissions (g/km) market-based at current electricity rates	CO ₂ emissions (t) market-based at current electricity rates	CO ₂ emissions market-based vs. location-based (100%) Electricity rates vs. average German mix (100%)
Amadeus FiRe Group	2,122,488	97.55%	13.01	27.62	4.20%
Per capita values	1,638			0.02	
Per million euro in revenue/ GHG intensity	5,699			0.07	

Scope 2

Radioactive waste due to electricity	Electricity consumption (kWh)	of which renewable energies (%)	Radioactive waste (g/kWh) market-based at current electricity rates	Radioactive waste (g) market-based at current electricity rates	Radioactive waste market-based vs. location-based (100%) Electricity rates vs. average German mix (100%)
Amadeus FiRe Group	2,122,488	97.55%	0.00001	30.17	4.74%
Per capita values	1,638			0.02	
Values per million euro in revenue	5,699			0.08	

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3.2. Compliance

As one of Germany's leading personnel services providers, compliance is one of our core activities. This is why it is self-evident to us that we fully support the issues of collective bargaining law, labour law, social security law, the German General Act on Equal Treatment or the core labour standards of the International Labour Organization Convention. This also applies to strict compliance with corporate guidelines.

We wish to communicate the statutory regulations to all those affected in a way that is needs-driven and understandable. This is why we provide all employees of the Group with mandatory training on the German General Act on Equal Treatment, data protection and data security and work safety. Furthermore, all sales employees in the Personnel Services segment take professional training on subjects including labour and collective bargaining law and false self-employment in interim management. This ensures that contracts comply with the law and that the statutory regulations that create fair working conditions can be explained to employees.

The general and European Convention on Human Rights, the core labour standards of the International Labour Organization Convention, and complementary laws on dignified working conditions and effective employee protection, are important and valuable components of German law, and of the Amadeus FiRe Group's corporate philosophy. Setting up complaint management that also accepts anonymous information helps to solve cases of discrimination and to ensure that human rights are respected and that all employee rights guaranteed by the corporate philosophy are being observed.

Preventing corruption is a key pillar for us in the context of our compliance objectives. There is a strict anti-corruption directive that explains possible risks of corruption to all employees and helps to prevent violations of the law. Any violations must be promptly penalised, and can be reported anonymously at any time to the office set up for this purpose.

Naturally, we are constantly work to optimise our processes and structures. We regularly perform analyses and create solutions to increase the satisfaction of all candidates, employees, interested parties and clients in the long term. One key criterion in optimising processes and structures is to maintain and further improve the equal opportunities that have already been established for all candidates and employees.

Working with people every day, we come into contact with highly sensitive candidate data in the field of personnel services in particular. Data protection and security must be guaranteed at all times. We use a uniform IT system for this. All applicant, candidate and employee data are stored centrally in one place.

Automated processes ensure that data are stored in line with the General Data Protection Regulation. This means that data are erased after the end of the statutory holding periods, ultimately allowing the database to "forget" applicant, candidate and employee data. Naturally, this process can also be initiated and executed manually at any time.

The software currently used for training purposes also covers key data protection and data security features and meets the highest standards.

We have set up an internal and separate Group Data Protection department in order to meet the requirements of the General Data Protection Regulation (GDPR). The Data Protection Officer advises the Supervisory Board and the Management Board on data protection and monitors the company's internal processes for handling personal data. By implementing the Data Protection Officer's recommendations, the Management Board ensures that personal data is handled in accordance with the law.

The Group's IT systems are designed to provide a high degree of data security. An IT security offices regularly adjusts the current systems so that they meet the latest security standards. As previously, an IT security check in



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accordance with BSI standards is performed as part of an annual IT audit in the annual statements. Furthermore, all security-based systems are designed redundantly so that data security and availability are ensured even in the event of system failures and there is a full-time monitoring system.

In the event of a possible security breach, initial measures are initiated automatically and those in charge are informed of the incident. In addition to protecting against external risks, virus protection is also used to monitor the systems internally. Backups are continually made and checked in the data centre, with external storage in place to store backup data in the long term.

Strict compliance with all relevant guidelines in a highly regulated environment and the rapid implementation of possible legal changes are what define us as a Group and create strong value added for our clients.

Employees on customer assignment and interim managers are informed of legal issues, including compliance with data protection law, and required to observe data protection before a placement. The Group also provides assistance to client companies on the subject of compliance at all times. For example, we organise and carry out various specialist events that our clients can attend.

Compliance activities are regularly reviewed and adjusted as necessary. In conjunction with risk reporting, potential risks are monitored and discussed by the person in charge and the Management Board. This includes evaluating how the probability of occurrence of risks, how they will influence the further development of the business model and possible countermeasures.

The continuous training of our employees is also a key management instrument for being up to date at all times in the legal area in particular.

Please refer to the economic report in our 2022 annual report for further details of our risk management.

3.3. Certifications and awards

In conjunction with our role model status as one of Germany's biggest and best-known personnel services providers, we naturally go above and beyond respecting existing laws. We also voluntarily campaign for a better world. We demonstrate this with key certifications and awards that show that we are dedicated and prepared to do more than is legally required.

Regulations pertaining to collective bargaining law have been in effect for the temporary staffing sector since 1 January 2004, and the Amadeus FiRe Group has been committed to these regulations right from the start. This refers to the industry collective bargaining agreement that was entered into between the Association of German Temporary Employment Agencies (iGZ) and the Confederation of German Trade Unions (DGB). In addition to the collectively agreed regulations, this includes a code of ethics that emphasises the attributes of fairness, reliability, respect, trust and respectability, for which the certificate stands.

The fact that our management system was certified according to the DIN EN ISO 9001:2015 standard attests to our high standard of quality in all work-flows and processes. The purpose of obtaining the certification is to achieve clear structures in a control system in which a continuous improvement process guarantees constant development. This ensures that the employees in the Group are highly focused on quality, which results in an increased level of candidate and client satisfaction.



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This statement is supported by the gold certificate awarded by the German Sustainable Building Council (DGNB) for sustainable office and administrative buildings supports, which has been awarded for the head office in Frankfurt/Main, for example. This shows that the building used there satisfies current sustainability criteria.

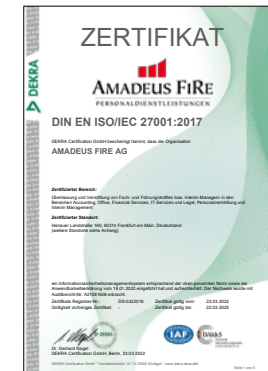
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With our management system for information security certified according to the globally recognised DIN EN ISO/IEC 27001:2017 standard for the first time in 2022, Amadeus FiRe AG is moving to meet the higher demands for the protection of personal data and the growing threat of cybercrime. To ensure the standardised and risk-based protection of these data, the international ISO/IEC 27001 standard defines requirements for establishing, implementing, maintaining and improving a documented information security management system in companies. Furthermore, it comprises specific requirements for the handling of IT security risks and for the implementation of suitable security mechanisms. Amadeus FiRe AG was able to rely on its IT baseline protection already in place for the implementation of this standard. On this basis, an optimised information security management system was implemented in 2022 and subsequently audited in accordance with ISO 27001. The next step is for this to be audited in accordance with ISO 27701 as soon as this can be certified.



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In the field of training, the Amadeus FiRe Group, Comcave, GFN and the Dr Endriss Tax College are certified as complying with the German Accreditation and Authorisation Regulation for Employment Promotion (AZAV) for all the subsidiaries named. Under this Regulation, they are accredited as institutions under employment promotion law, entitling them to redeem education vouchers and activation and placement vouchers.

In sustainability, the Amadeus FiRe Group was given the bronze award acknowledging its CSR achievements. The audit and subsequent award were organised by EcoVadis, a sustainability ratings platform for global procurement chains. Key aspects of sustainability are assessed and rated under the categories the environment, society and ethics. The results then show where there is still potential for improvement and where the optimum level has been achieved.

In 2022 as well, the Amadeus FiRe Group received an A-grade MSCI ESG Rating, which assigns sustainability ratings on a scale from AAA to CCC. Environmental, social and governance issues are weighted for each company in line with their business activities and location. This allows a focus on relevant sustainability issues, making the MSCI ESG rating highly respected as a reliable indicator. Investors in particular keep a close eye on this rating as a basis for their investment decisions.



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In 2022 as well, the Amadeus FiRe Group was again granted the “TOP COMPANY” on the kununu.com assessment platform.

This award is only given to 5 percent of all employer profiles and is based on constantly updated data on the basis of independent company evaluations. This clearly shows that Amadeus FiRe Group employees feel comfortable and that Amadeus FiRe AG is recommended by its employees. The Amadeus FiRe AG Group is consistently named a “top” employer by well-known media companies in collaboration with academic institutions.





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3.4. Client management

A long-term and trusting partnership is highly important to us in the context of client management as well. As part of our strategy, we strive to build strategic and long-term partnerships with all our clients and, under our business model, assist them in the event of short-term staff shortages, the long-term recruitment of professional and management staff and in teaching the latest technical expertise.

The fair and equal treatment of all client companies and certain independence are essential.

Thanks to the training available from our Group subsidiaries, we can offer our client companies value added and actively compile an individual portfolio to assist with their employee training. This can take the form of seminars, in-house training or the use of e-learning platforms.

In addition to active employee training, we offer our clients a large number of specialist events. New challenges arising from altered legal conditions and their effects on companies are addressed at nationwide labour law conferences, finance and accounting conferences and IT conferences. Experts with both theoretical and practical backgrounds deliver well-prepared and concise explanations of this current information in one day. In addition, client companies are given the opportunity to attend more than 200 regional or virtual specialist lectures per year free of charge, to get information on current specialist subjects such as trends or case law from 90-minute keynote speeches.

Another key pillar of our customer management is again personal contact between the Amadeus FiRe Group's sales employees and their counterparts at client companies. We believe that talking in person is the most effective way to determine what customers want and to make this a reality.

This way we work on an equal footing with our clients. Mutual trust is indispensable here, and ultimately forms the basis for a long and, above all, successful working relationship.

This trust is guaranteed by compliance with all regulations. Especially in the Personnel Services segment, this includes checks on standardised processes, contracts and documents by an internal Auditing department in order to proactively prevent undetected violations of the law.

3.5. Employees & employee management

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The Amadeus FiRe Group had 4,058 employees on average over the 2022 financial year.

This marks an increase in headcount of 242 people or growth of 6.3 percent compared to the prior-year average. The expansion strategy planned and launched in 2021 has thus been successfully implemented. Expressed as a percentage, the highest influx of new employees was in Sales (9.8 percent). The Amadeus FiRe Group is therefore excellently prepared for the consistently high level of demand for professional and management staff from its clients. However, it must be said that there were increases in virtually all areas.

Training young people is a key pillar as the Amadeus FiRe Group is aware of its social responsibility as one of Germany's leading personnel services providers. Each year, young people are trained in various professions, though

regrettably not all available training positions were filled. The company had 56 trainees on average in the 2022 financial year.

Of the 4,058 people employed on average in 2022, 65.2 percent (2,646 people) worked in the area of temporary employment, a year-on-year increase of 5 percent (126 people). Employees in the Amadeus FiRe Group's employee leasing service work for our customers in areas like finance, or as clerks in fields such as marketing or HR, or as IT specialists.

Temporary employment is typically a stepping stone in an individual career plan rather than a long-term working model. In many cases, the goal is for a permanent position at the client company. This is also reflected in the high rate at which external employees are taken on. 52 percent of all temporary staff were taken on in a permanent position at the client company in the past year. Only a small number of temporary workers remain with Amadeus FiRe in this service for several years.

Work IT security officer / annual IT audit	Works data protection officer
Objective and performance-based remuneration system in sales	Capital accumulation benefits
Promoting equal rights and equal opportunities	Social commitment
Mandatory employee training on the German General Act on Equal Treatment	100% compliance
Guaranteeing duty of care duty of care	Guaranteeing all work safety measures
	Mandatory employee training on data protection
	Preventing corruption and discrimination



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Of all the Group's employees in 2022, 53.6 percent were women and 46.4 percent were men.

In 2022, an average of 29.6 percent of employees worked in Marketing, Sales or as instructors and in the training organisation, corresponding to an average of 1,201 people and a year-on-year increase of 9.8 percent (107 people).

The recruitment of professionals and executives continues to pose a major challenge. As in the previous year, the Internet and online job portals are the most important source for recruitment. While events, such as education fairs, are being held in person again following the lifting of most pandemic restrictions in the previous year, this field is becoming more digital as well, which is why the value of this source of recruitment is continuing to rise.

Administration, which comprises the areas of Finance, IT, Marketing, HR, Organisation, Legal and Internal Audit, had 156 employees on average in 2022, a year-on-year increase of 8.3 percent.

All functional and administrative areas form the basis for smooth business operations.

Our employees are largely responsible for the success of our Group. Our focus is always on consistent and high satisfaction alongside guaranteeing our duty of care.

Regular surveys are held at all our Group companies to track and regularly review employee satisfaction.

In order to strengthen and promote employee satisfaction in the long term, we offer a variety of benefits from the time they join the company through to the transition into retirement.

To help everyone have a good start at work and to promote loyalty from the word go, our training company GFN offers a mentoring model where experienced co-workers assist new employees in their first steps.

We would like for our employees to be actively involved in the development of the company. A centrally managed feature on the intranet gives every employee the opportunity to contribute their ideas and make suggestions for improvement in order to actively develop and advance the company.

An optimal work-life balance is important both to us as a company and to our employees. We therefore offer our employees flexible working hours built around set core hours. Also, they have the option to spend some of their working hours working remotely. Overtime is not taken for granted – we work on the premise that work should be organised so that it can be completed within the agreed working hours. If more work is necessary because of important operational requirements, this can naturally be compensated in the form of time off in lieu or remuneration.

Time-off in the form of a sabbatical is also possible if certain conditions are met.

All Amadeus FiRe Group employees can take advantage of tailored corporate benefits for staff. This platform offers a wide variety of staff benefits in areas including daily life, finance, insurance and travel.

To promote health, we subsidise various sports and leisure activities and even the use of a work bicycle. Employees are rewarded for exceptional performance each year. The individual branches receive contingents for team events in this context.

The life-long professional partnership ends with well-deserved retirement. We wish to assist our employees with this as well by offering a company pension scheme.

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Harmonious cooperation between the Management Board of the Group, its employees at all levels of the organisation and the employee representatives in the employee participation committees are also a key element in the positive development of the Group as a whole and demonstrate the sustainability effect of enduring good relationships.

The employee participation committee for company decisions between the employer and the employees is the body that represents the interests of the employees, the Works Council. The employee participation committee for strategic decisions on corporate development is the regulatory body, the Supervisory Board, half of which is made up of employee representatives. Both committees offer employees the opportunity to influence the future of the company to a great extent, as they can play a significant part in the decision-making process and advise, monitor and control the Management Board.

We find it important for our employees to be able to talk to each other. Building a network within the company forms the foundation for this. We actively support this, starting with various induction events at our head

office. There are various means of communication in place at the individual locations to contact all Group employees. This is supported by a wide range of meetings held to exchange information. For example, there are frequent meetings for all hierarchical levels where employees can discuss and give feedback on current issues and experiences. This is rounded off by team and company events that allow discussion outside the workplace and boost cohesion.

Following the pandemic restrictions over the past few years, events gradually began to be held in person again in 2022. For the first time, we were able to organise an event for the whole Group again. A varied programme was created for around 1,000 employees.

In the context of HR management as well, we also want to address the issues of sustainability and environmental protection while also raising awareness. The conservation of resources at work and an increasingly paper-free office are important to us.

Employee benefits

Flexible overtime regulations

Work bicycles

Subsidised **fitness and sports programmes**

Public transport **subsidies**

Free coffee and water

Occupational health check-ups

Capital accumulation benefits

Team events and company parties

Company pension scheme

Remote working

Mentoring model for new employees

Corporate Benefits

Flexible working hours





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When providing free coffee and beverages as well, we try to do so with as little environmental impact as possible. Tap water is treated to provide drinking water. The water is filled into reusable bottles, which can be washed and reused. The coffee capsules used are produced in line with sustainability criteria and attention is paid to their recycling.

Another key pillar considered in HR management is the equal treatment of all genders. We believe in absolute equal opportunities and work-life balance. One example of this is the remuneration model in Sales, which is linked to fixed, purely performance-based factors. These are publicly accessible for all employees. The salary paid to employees is therefore objectively transparent and not determined based on subjective preferences. To facilitate the return to work after parental leave, for example, we work with employees to try to find suitable working time models and to take employee's personal circumstances into account. The potential hours that can be worked are not a requirement for taking on management responsibility. Within our Group, management positions are held on a part-time basis as well.

In this context, diversity is a fixed component of our corporate culture and a top strategic priority. This is because we believe that individual differences within our workforce, such as experience, values, education, gender, sexual orientation, origin or religious background, are what make us strong and successful. In order to raise employee awareness of this issue even more, GFN, for example, provided intensive training for a selected group of employees by IQ Netzwerk Saarland. This clearly showed that every single employee, with their different talents or attitudes, enriches us and thereby increases our appeal.

Establishing and promoting equal opportunities for our employees is therefore very important to us as a Group. GFN, for example, has signed the Diversity Charter that sets out this obligation.

Naturally, we do not tolerate any form of bullying, sexual harassment or any kind of discrimination. Any violations of statutory regulations can be reported anonymously in order for them to be investigated. These issues are also firmly established in our Human Rights Policy.



3.6. “Lifelong learning” employee support programme

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In addition to the specialised personnel services offered via connections with subsidiary companies Comcave, GFN, Dr Endriss Tax College, the Academy of International Accounting and TaxMaster, at the Amadeus FiRe Group we also offers personnel development, training and qualification in its own training segment. This complementary service offer is currently unique in Germany and allows the Amadeus FiRe Group to offer an extensive employee support programme that can be tailored to specific needs.

We offer our employees a training programme defined according to their role and seniority. To guarantee that we have the same level of knowledge at all branches, we manage the induction of our internal employees centrally. We also offer two intensive trainee programmes in Sales and for executive assistants, which guarantee the best possible start to a career. The training sessions are led by internal employees who are experts in their field or by instructors or external seminar leaders who have collaborated with the Amadeus FiRe Group for many years, ensuring that knowledge is always passed on directly to all new employees and secured in the long run. Many training sessions are compulsory and performance is assessed. The results of these assessments are used to identify strengths and weaknesses and implement measures to provide support or to direct focus accordingly. This also provides good feedback for the employees themselves. Depending on performance and the employee’s wishes, promotion to higher positions such as a team leader or manager is possible during the training programme.

As part of its “lifelong learning” employee support programme, we offer employees of the Amadeus FiRe Group discounted and publicly funded training. Employees are reimbursed at least 50 percent of the regular fees for study programmes, training and other courses at Group institutions. Depending on relevance to business, the Amadeus FiRe Group will pay up to 100 percent of the costs. On consultation and as relevant, employees can also be reimbursed for a percentage of the regular fees for study programmes, training and other courses at external institutions.

This allows all employees at the Group’s own training institutions and at external institutions to gain recognised certifications for participating in study programmes, training and other courses. At the Group’s own training institutions, for example, it is possible to obtain various Chamber of Industry and Commerce qualifications, a Master of Arts degree, the CINA qualification or certificates recognised by the subsidiary companies. In addition, every employee has the opportunity to expand or refresh their knowledge on the e-learning platform offered by the Dr Endriss Tax College.

The training opportunities offered by the Amadeus FiRe Group’s training area enable each employee to create an individual portfolio of required study programmes, training and other courses:

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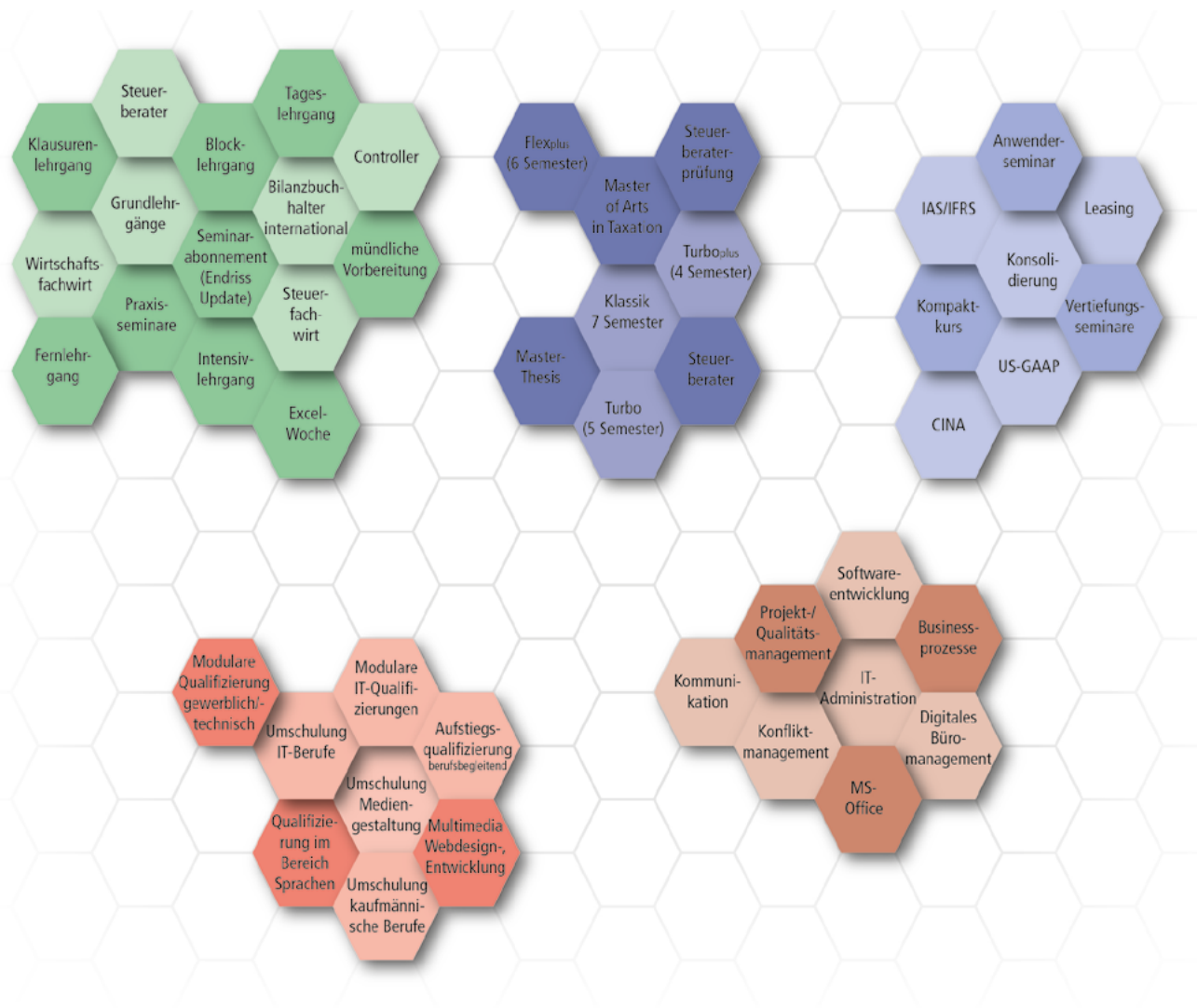
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3.7. Health programme

As an employer, we see it as our duty to promote opportunities for healthy living and lasting health wherever we are able.

Starting with an introductory occupational safety training session, each employee who joins the company is provided with an extensive overview of possible risks and mistakes that may arise at and during work. Completion of this training is linked to proof of performance to ensure that this key issue was successfully taught or to ensure extra help if matters are unclear.

To ensure occupational safety in the long term, as a Group we work with occupational medicine and safety services. Regular workplace inspections also help to ensure ongoing occupational safety. This allows possible deficiencies to be rectified immediately, and employees receive regular instructions on accident and health risks in the workplace. All employees are also offered a G37 eye exam for PC workstations, and every employee is advised by the occupational medicine and safety service on occupational safety and accident prevention, and on how to set up their workplace ergonomically.

Group accident insurance for all employees is intended to provide optimal protection for unforeseen events harmful to health.

The resources at our office buildings are managed centrally. The Amadeus FiRe Group's office buildings are all managed centrally, which ensures the same quality standards across all locations during relocations or renovations. All employees' offices are set up appropriately so as to provide them with an ergonomic and friendly working environment that is suitable to their age. Standards are assessed each year and adjusted and constantly developed to take account of new laws, requirements or scientific findings. These measures help guarantee that all employees are satisfied, regardless of where their place of work is located.

In conjunction with our health and safety work, we also still offer all our employees, candidates and participants extensive and free COVID-19 testing options.

By partnering with Fitness First, one of the leading fitness and health service providers in Germany, we offer every employee the opportunity to get some

physical exercise to compensate for their office work. Each employee who becomes a member receives a subsidised fixed discount on their membership fee. Members benefit from the extensive offer at one of the more than 50 Fitness First gyms throughout Germany. A Hansefit sports membership is available as well. Hansefit offers its members a wide range of sporting activities, both online and in-person for a number of providers. This also includes swimming pools, gyms and climbing facilities.

At Comcave, employees without a gym contract can also keep fit at work by taking part in the weekly "desktop stretching" online fitness programme. In addition to being good for employees' health, this also boosts team spirit. We also offer the use of a work bicycle to help promote health.

Besides all these points, we give our employees the chance to take part in a variety of fun runs every year.

The B2Runs in many German cities are always a highlight here.

We would like to support our employees in all areas of physical and mental health and foster family ties. We are therefore making the online family service portal *voio* available to our employees. *voio* offers a variety of online services for all life situations and stages. This includes virtual childcare and learning programmes, exercises for working from home, advice for parents and partners and for work-life balance.

We support the training of first-aiders so that we can respond appropriately in cases of emergency or accidents. In total, we have the support of 184 trained first-aiders across all locations of the Amadeus FiRe Group.

39 work accidents in total were reported throughout the Group in 2022, most of which on the way to or from work.

The support we offer in the context of health promotion is reviewed and refined on an ongoing basis. We think that we are on the right path and that we have created an extensive range of options.

3.8. Social commitment

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We believe that our social responsibility goes beyond what we do at work, and so we are also committed to the greater good.

As we did in 2021, we again donated EUR 15,000 to Stiftung Bildung in December 2022. Stiftung Bildung works throughout Germany for diverse and participatory education, and above all for the engagement of children and teenagers in matters that concern them. It strengthens the civil commitment to education. It works closely with the Bundesverband der Kita- und Schulfördervereine and provides grassroots support to the active associations. Stiftung Bildung is an advocate for the best education throughout the country and uses its donations to benefit schools and nurseries.

As a company by people, for people and with people, we set great store by interpersonal, regional and social activities in addition to financial donations. Welcome packages for participants, for example, regularly include bags bought from a workshop for the disabled. All humans have equal worth and nobody will be left out. It is important to establish a basis that gives everybody the same opportunities to participate in life and make the best of their individual situation. What counts is humanity and how we treat one another.

At the Amadeus FiRe Group, we have been closely involved with sports for many years. We have been and still are the sponsor of many regional sports clubs and teams; in this capacity, we help children, young people and adults to pursue their hobby at a low cost and independently of the personal or financial situation.



The cheque was handed over on 19 December 2022. Thomas Surwald and Sascha Lorenz (not in the picture) met with Katja Hintze, the Foundation's Chairwoman, who was delighted to receive it.

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In December 2019, the European Union presented the European Green Deal for a carbon-neutral EU by 2050. To make this goal a reality, as part of the Action Plan on Sustainable Finance, the European Commission resolved various measures to shift capital flows towards environmentally sustainable activities. A central component of the Action Plan is Regulation (EU) No 2020/852 of the European Parliament and of the Council, also known as the EU Taxonomy Regulation. The aim of the Regulation is to create a uniform EU classification system for environmentally sustainable activities. The Regulation describes the criteria for classifying economic activities as sustainable and the environmental objective to which they make a substantial contribution.

The EU Taxonomy Regulation defines six environmental objectives:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

The Regulation describes Taxonomy-eligible activities and technical screening criteria for a substantial contribution to these objectives. Economic activities are deemed Taxonomy-aligned only if they satisfy these technical screening criteria and do no significant harm (DNSH) to the other environ-

mental objectives while also complying with minimum social safeguards. At the time of reporting, the European Commission has published the technical screening criteria for a substantial contribution to the first two environmental objectives.

Amadeus FiRe is required to produce a non-financial declaration in accordance with sections 289(b) et seq., 315(b) et seq. of the Handelsgesetzbuch (HGB – German Commercial Code), and thus also to comply with the requirements arising from Article 1 of the EU Taxonomy Regulation. For the 2022 financial year, the company is therefore reporting on its Taxonomy-eligible and Taxonomy-aligned economic activities for the first two environmental objectives¹. These activities were screened in an interdisciplinary project and were documented in accordance with the standards of Commission Delegated Regulation 2021/2178.

Procedure for assessing Taxonomy eligibility and alignment

The first step was to calculate the total amount of consolidated turnover, capital expenditure (CapEx) and operating expenditure (OpEx) as defined by Regulation 2021/2178. The respective total amount is the denominator, for which the Taxonomy-eligible and Taxonomy-aligned share must be calculated as the numerator. The turnover denominator consists of consolidated revenue as referred to by IAS 1. According to the EU Taxonomy Regulation, the CapEx denominator comprises additions to property, plant and equipment, to internally generated intangible assets, to investment property, agricultural capital expenditure and additions to leases. The OpEx denominator includes non-capitalised costs that relate to research and development, short-term

¹ In a "Draft Commission Notice" of 19 December 2022, the European Commission stated that "reporting eligibility and alignment by non-financial undertakings for the remaining four environmental objectives is not expected for reporting in 2023".



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leases, maintenance and repair, building renovation measures and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment by the undertaking or third party.

To calculate the denominator, the economic activities of the company relevant to turnover, CapEx and OpEx were assessed for their relevance to the EU Taxonomy Regulation and – if applicable – assigned to individual economic activities listed as Taxonomy-eligible in Delegated Regulation (EU) 2021/2139. The corresponding data were taken from the financial records and validated by the Accounting department. To avoid potential double counting, Taxonomy-eligible expenses were only assigned to a maximum of one Taxonomy-eligible economic activity. There were no allocations to more than one environmental objective as an assessment of turnover and CapEx did not identify any items that can be reported as Taxonomy-eligible in relation to the environmental objective “climate change adaptation” and Taxonomy-eligible expenses were not calculated owing to their immateriality to OpEx (cf. “OpEx disclosures”).

Taxonomy-eligible economic activities relating to the environmental objective “climate change mitigation” were then assessed for the Taxonomy alignment based on the technical screening criteria, the DNSH criteria and the minimum social safeguards of the EU Taxonomy Regulation. The details of the respective steps in this process can be found below.

Turnover disclosures

The turnover (revenue) of the Amadeus FiRe Group is essentially generated in the areas of permanent placement and training. In 2022, Amadeus FiRe Group generated consolidated turnover of EUR 407.072 million. 69.6 percent of this was accounted for by permanent placement activities and 30.4 percent by training activities.

The analysis of permanent placement economic activities in the context of the EU Taxonomy Regulation found that these activities are not defined in the current objective areas and the associated criteria for a substantial contribution to the environmental objectives of climate change mitigation or climate change adaptation. Also, permanent placement turnover cannot be considered a directly enabling economic activity.

The Amadeus FiRe Group’s training turnover also cannot be considered sustainable in terms of the currently applicable criteria for a substantial contribution to climate change mitigation. Training activities can satisfy the criteria for a substantial contribution to the “climate change adaptation” objective if they specifically relate to solutions relevant to energy or the climate (e.g. training to improve the energy performance of buildings or to create IT systems that implement physical and non-physical solutions that reduce physical climate risks). In the 2022 financial year, the Amadeus FiRe Group did not offer any training described in or similar to the cases defined in the EU Taxonomy Regulation.

Accordingly, in the Amadeus FiRe Group, neither the turnover from permanent placement activities nor from training activities are Taxonomy-eligible. Turnover has therefore not been assessed for Taxonomy alignment for the 2022 financial year and the turnover KPI numerator according to the EU Taxonomy Regulation is 0.



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In the 2022 financial year, the Amadeus FiRe Group's CapEx as defined in Delegated Regulation (EU) 2021/2178 accounted for the following Taxonomy-eligible expenditure areas, each of which relates to the purchase of output from Taxonomy-aligned economic activities and individual measures enabling the target activities to become low-carbon:

- Additions to right-of-use assets for leased bikes (EU Taxonomy Regulation activity "6.4 Operation of personal mobility devices, cycle logistics")
- Additions to right-of-use assets for leased vehicles (EU Taxonomy Regulation activity "6.5 Transport by motorbikes, passenger cars and light commercial vehicles")
- Additions to right-of-use assets for company buildings (EU Taxonomy Regulation activity "7.7 Acquisition and ownership of buildings")

The leased bikes with additions to right-of-use assets fulfilled all the technical screening criteria for a substantial contribution to climate change mitigation as, firstly, their propulsion comes from the physical activity of the user, from a zero-emissions motor, or a mix of zero-emissions motor and physical activity and, secondly, they are allowed to be operated on the same public infrastructure as bikes or pedestrians. Moreover, all bikes complied with the DNSH criteria. However, on the basis of information published by the bikes' manufacturer, it was not possible to determine with sufficient certainty whether the minimum social safeguards demanded by the EU Taxonomy Regulation were already fully implemented in 2022.

In terms of right-of-use assets for leased vehicles, in total ten new vehicles with an electric or plug-in hybrid drive were identified as potentially Taxonomy-aligned. All ten vehicles have carbon emissions of less than 50 g per kilometre and thus satisfy the technical screening criteria for a substantial contribution to climate change mitigation in accordance with the criteria for EU Taxonomy Regulation activity 6.5 "Transport by motorbikes, pas-

senger cars and light commercial vehicles". Two of these vehicles satisfied all the DNSH criteria. Furthermore, after reviewing information published by the manufacturer, it was determined that the manufacturer of the two vehicles complies with the minimum social safeguards of the EU Taxonomy Regulation.

The right-of-use assets for company buildings did not satisfy the technical screening criteria for a substantial contribution to climate change mitigation in accordance with Commission Delegated Regulation (EU) 2021/2139.

OpEx disclosures

Commission Delegated Regulation 2021/2178 stipulates that undertakings whose operational expenditure is not material for the business model are exempted from the calculation of the numerator of the OpEx KPI.

The OpEx components defined by the EU Taxonomy Regulation are not material to the business model of the Amadeus FiRe Group. The expenditure relevant for the OpEx KPI either is not incurred (research and development costs) or do not contribute directly to performance (expenditure for building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment). Also, at EUR 3.407 million, the total amount of the denominator for the Amadeus FiRe Group's OpEx KPI as defined by the EU Taxonomy Regulation accounts for just 0.8 percent of consolidated turnover (EUR 407.1 million) and is therefore not material.

In accordance with the recommendations of the Draft Commission Notice of the European Commission of 19 December 2022, the Amadeus FiRe Group consequently did not calculate the OpEx KPI numerator for the 2022 financial year and has reported this as 0.



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