

Environmental Policy

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1. Purpose

The Amadeus Fire Group is committed to the highest standards of responsible business conduct and to fully consider all ESG aspects in its business activities.

The purpose of this policy is to define and substantiate the Amadeus Fire Group's commitment and approach to managing environmental impacts. The approach to ecologically sustainable business described above is the basis for all actions in all subsidiaries of the Amadeus Fire Group.

This policy records the commitment to comply with all applicable environmental laws and regulations. Furthermore, it contributes to the United Nations' sustainable development agenda in order to prevent climate change and the loss of biodiversity.

2. Scope of application

This policy applies to all operations and related aspects that can be influenced and controlled by the Amadeus Fire Group. It covers the employees of all subsidiaries and all those who provide services on behalf of the Amadeus Fire Group. The policy is communicated transparently internally and externally.

3. Mission

The Amadeus Fire Group is committed to responsible corporate governance with a clear focus on sustainability. This includes optimising business activities and the services offered in harmony with the conservation of natural resources in order to ensure sustainable development.

For this reason, the Amadeus Fire Group is obligated to evaluate environmental opportunities and risks to the best of its ability and to minimise the environmental impact of its own business activities and managed physical assets as effectively as possible. This ensures compliance with all environmentally relevant legal regulations throughout.

The Amadeus Fire Group is committed to successively integrating material environmental aspects into its core business and related products and services. Where possible, this will be extended to the upstream and downstream value chain.

In order to recognise the ongoing acquisition of new knowledge on environmental protection through science, the Amadeus Fire Group is committed to continuously improving environmental management policies, procedures and practices, integrating environmental aspects into key decision-making and business processes and providing the resources required to achieve its objectives.

In order to gain broad acceptance among employees for measures taken or planned to protect the environment, there is open communication in which all employees are invited to participate. As a result, decisions for the initiation and realisation of environmental protection measures are comprehensible. Transparent communication is intended to clarify and provide information so that all employees are motivated to adopt a responsible approach in their daily behaviour.

4. Reduction of own environmental impacts

4.1 Environmental objectives

The Amadeus Fire Group has ambitious and measurable goals in relevant business areas and regularly monitors progress towards achieving these. This includes a continuous reduction in greenhouse gas emissions in all areas with the goal of becoming climate-neutral on the basis of political frameworks and completely compensating for any remaining emissions. The Amadeus Fire Group also minimises the use of resources on an ongoing basis.

The goals defined are regularly reviewed to ensure that they are appropriate and in accordance with constantly evolving standards and best practices.

4.2 Resource efficiency

The Amadeus Fire Group manages its resources with care by developing and realising the best possible energy- and resource-efficient processes for all services provided. This can be achieved, for example, by preferring to rent energy-efficient buildings or by purchasing electricity from renewable energy sources. Even smaller efforts help to increase energy and resource efficiency:

- Switch off all electrical and electronic devices (e.g. lights, PC monitors, printers) when they are not being used and only switch on devices when they are necessary for business purposes.
- Use heating or air conditioning systems only if the room temperature makes this necessary.
- Install the best possible energy-efficient devices, equipment and lighting technology.
- Choose energy-efficient models when replacing office technology.

By minimising paper usage, a significant contribution is also made to increase resource efficiency. This can be achieved by avoiding the printing of documents and reports at all. In line with our commitment, paper-based processes are successively avoided as far as possible and existing processes are modified in order to replace the paper-based component.

An increase in resource efficiency regarding the disposal of waste can also be achieved. A significant reduction in the volume of waste is possible by ensuring that new materials are produced sustainably when they are purchased and that waste like paper, cardboard, bottles, cans and plastics are recycled when disposed of. All of the mentioned steps are executed in strict compliance with the applicable regulations.

4.3 Greenhouse gas emissions

The Amadeus Fire Group is committed to the ongoing reduction of its greenhouse gas emissions. In addition to the successive transition to energy from renewable sources, this also includes the conversion of the vehicle fleet to low-emission and energy-efficient vehicles, away from combustion engines to fully electric vehicles, where this is practicable and cost-effective. Furthermore, we are also cooperating with lessors and property managers to minimise the greenhouse gas emissions generated by the leased office space and buildings in this area as well.

4.4 Business travel

For the Amadeus Fire Group, business travel, which includes customer visits or attending events to attract new candidates in the personnel services segment, is an essential component of the business model. Therefore, these cannot be completely avoided. Nevertheless, travelling is reduced as far as possible by increasing the frequency of telephone, video and web conferences and offering an growing number of hybrid and purely online events in the Training segment.

If business travel is a necessity, the most sustainable and environmentally friendly forms of transport are preferred for travelling to and from the destination. Trains are favoured in

preference to flights, just as public transport is favoured to cars. In all these decisions, aspects of safety are considered as well as economic and ecological factors.

4.5 Decisions to purchase

Environmental and sustainability aspects are considered when decisions are made to purchase goods and services. In this context, the choice is orientated towards the most sustainable and environmentally friendly alternative where possible. In addition, the Amadeus Fire Group is compliant with recognised standards and sustainability seals of approval. To ensure that suppliers fulfil the requirements imposed on them, the Amadeus Fire Group has a supplier management system that supports them in their efforts to achieve sustainable business operations throughout.

5. Risk assessment, monitoring and stakeholder dialogue

As a service provider, the Amadeus Fire Group has no extensive and diverse value chain compared to manufacturing or trading companies. Despite this, part of the environmental impact is also related to customers, suppliers and other third parties. The opportunity to achieve a positive environmental impact is being realised collectively.

For this reason, business partners are carefully selected. They are expected to comply with the same environmental principles as the Amadeus Fire Group. Where applicable, we include these requirements in the contractual agreements.

Environmental risks are regularly analysed and evaluated as part of our legal obligations. This includes an assessment of the actual and potential environmental impact of our own business activities. If required, individual preventive and corrective measures are implemented.

The Amadeus Fire Group monitors the performance of the measures taken to protect and preserve the environment at regular intervals and provides public information on the commitment, objectives, approach and ongoing efforts to integrate environmental concerns into the corporate culture and activities.

The Amadeus Fire Group communicates with relevant stakeholders in order to keep them informed of the progress being made towards achieving the targets and objectives.

If Amadeus Fire receives notification of business practices that are incompatible with this environmental policy, the values and the overall sustainability strategy of the Amadeus Fire Group, the first priority is to consult with the business partners concerned to find a suitable

solution. The intention is to mitigate the situation that has occurred and improve business practices. If no suitable solution is achieved, the Amadeus Fire Group reserves the right to terminate the corresponding business relationship or to withdraw from the relevant activity.

6. Responsibility and organisation

6.1 Managers of the Amadeus Fire Group

All managers of the Amadeus Fire Group are expected to integrate the principles defined in this environmental policy into business decisions and daily business operations. They are encouraged to contribute continuously to the optimisation of environmental performance in their own sphere of responsibility.

6.2 Investor Relations & Sustainability department

The Investor Relations & Sustainability department is responsible for this environmental policy. Together with the most important stakeholders, this department is in charge of the following tasks:

- Supervising the ongoing development and regular revision of this policy.
- Raising awareness and educating colleagues and other employees of the Amadeus Fire Group to promote an environmentally friendly corporate culture.
- Ensuring an adequate communication and an accessible access to this policy for all relevant stakeholders.

6.3 Amendments to the environmental policy

This environmental policy can be adjusted as necessary to take account of legal amendments and official requirements, but also to reflect best practice. This is to ensure that it remains applicable and adequate for its purpose. If adjustments are implemented, these will be announced using the regular communication channels.