

Commercial and IT

Amadeus Fire
Group



Compensation system for the members of the Supervisory Board 2024

Contents

Remuneration of the members of the Supervisory Board.....3

Comparison of performance and annual change in remuneration.....5

Other disclosures7

Outlook for the 2025 financial year8

Auditor’s report.....9

List of tables.....11

Remuneration of the members of the Supervisory Board

Principles of the remuneration system for the Supervisory Board

The remuneration of the Supervisory Board is determined by the Annual General Meeting and is governed by article 13 of the Articles of Association. This ensures that the remuneration of Supervisory Board members is always consistent with the remuneration system approved by the Annual General Meeting. In accordance with article 13 of the articles of association, the members of the Supervisory Board are entitled to fixed annual remuneration and an attendance fee from the sixth meeting of the Supervisory Board within a financial year onwards. The amount of the remuneration for members of the Supervisory Board is based on the duties the individual member performs within the Supervisory Board and its committees. The remuneration regulation thus also takes the standards of the German Corporate Governance Code into particular account. The fixed basic remuneration, the remuneration for additional committee work, attendance fees and the waiving of performance-based Supervisory Board remuneration are all specifically intended to promote the independence of the members of the Supervisory Board. If a member of the Supervisory Board does not attend meetings of the Supervisory Board or of committees of which they are a member, one third of the total remuneration is reduced in proportion to the ratio between the total number of meetings of the Supervisory Board or committees of which they are a member and the meetings that they did not attend. Out-of-pocket expenses incurred by members of the Supervisory Board in the course of their duties are reimbursed.

Structure and application of the remuneration system for the Supervisory Board in the 2024 financial year

Each member of the Supervisory Board receives annual remuneration of € 25,000; the Chair of the Supervisory Board receives triple and the Deputy Chair double this amount. Members of the Supervisory Board who were on the Supervisory Board only for part of the financial year receive remuneration pro rata temporis. Starting from the sixth meeting of the Supervisory Board within a financial year, each member of the Supervisory Board receives an attendance fee of € 500 per meeting. Attendance fees were accordingly paid for one additional meeting in the past financial year. Additional remuneration is paid for chairing and sitting on Supervisory Board committees. The Chair of a committee receives € 12,000, the Chair of the Accounting and Audit Committee and the Chair of the Standing Committee (which has currently not been established) each receive € 20,000 and members of committees receive € 6,000 for each full financial year that they serve as a member or Chair. The members of the Accounting and Audit Committee and the Standing Committee (which has currently not been established) receive € 10,000. In addition to the Supervisory Board remuneration listed above, additional payments (essentially salary payments) were made to the Supervisory Board's employee representatives as part of their employment in the 2024 financial year and recognised as an expense. Members of the Supervisory Board did not receive any further remuneration or benefits for individual services rendered in the reporting period, in particular advisory and referral services.

Individual disclosure of the remuneration of the Supervisory Board

The table below shows the remuneration components granted and owed to the members of the Supervisory Board in accordance with section 162(1) sentence 1 AktG, including their respective relative shares, in the 2024 and 2023 financial years.

The remuneration for work on the Supervisory Board for the 2024 financial year will be paid on the day after the 2025 Annual General Meeting. The terms "granted and owed" in accordance with section 162(1) AktG have been applied consistently to the remuneration of both the Supervisory Board and the Management Board. The presentation of the remuneration granted to the members of the Supervisory Board in the 2024 financial year relates to the remuneration for which the Supervisory Board member performed their basic work in full. This is the fixed basic remuneration and the remuneration for committee memberships for work in the 2024 financial year as well as the attendance fees incurred for work in the 2024 financial year.

In addition to the Supervisory Board remuneration listed above, additional payments were made to the employee representatives on the Supervisory Board in the context of their employment in the 2024 financial year; these are recognised as an expense and are not included in table 10 below.

Remuneration of the Supervisory Board

		Basic compensation		Committee compensation		Peer-meeting fee		Total compensation (TC)	
		in € thousand	As a % of TC	in € thousand	As a % of TC	in € thousand	As a % of TC	in € thousand	As a % of TC
Current members of the Supervisory Board									
Christoph Groß (since 05/2011, Chairman since 05/2011)	2024	75	85%	12	14%	1	1%	88	100%
	2023	75	85%	12	14%	1	1%	88	100%
Michael Grimm (since 07/2021, Deputy Chairman since 08/2021)	2024	50	65%	26	34%	1	1%	77	100%
	2023	50	65%	26	34%	1	1%	77	100%
Heinrich Alt (since 05/2021)	2024	25	96%	0	0%	1	4%	26	100%
	2023	25	96%	0	0%	1	4%	26	100%
Otto Kajetan Weixler (since 05/2021)	2024	25	96%	0	0%	1	4%	26	100%
	2023	25	96%	0	0%	1	4%	26	100%
Annett Martin (since 08/2017)	2024	25	69%	10	28%	1	3%	36	100%
	2023	25	69%	10	28%	1	3%	36	100%
Dr Ulrike Schweibert (since 05/2016)	2024	25	78%	6	19%	1	3%	32	100%
	2023	24	80%	6	20%	0	0%	30	100%
Björn Empting (since 05/2021)	2024	25	96%	0	0%	1	4%	26	100%
	2023	24	100%	0	0%	0	0%	24	100%
Angelika Kappe (since 01/2018)	2024	25	96%	0	0%	1	4%	26	100%
	2023	25	96%	0	0%	1	4%	26	100%
Stefanie Mielast (since 05/2021)	2024	24	100%	0	0%	0	0%	24	100%
	2023	25	96%	0	0%	1	4%	26	100%
Christian Maria Ribic (since 05/2021)	2024	25	69%	10	28%	1	3%	36	100%
	2023	25	69%	10	28%	1	3%	36	100%
Ulrike Bert (from 01/2024 until 08/2024)	2024	12	86%	2	14%	0	0%	14	100%
	2023	0	0%	0	0%	0	0%	0	0%
Jan Hendrik Wessling (since 05/2021)	2024	25	69%	10	28%	1	3%	36	100%
	2023	25	69%	10	28%	1	3%	36	100%
Lena Markus (since 11/2024)	2024	3	100%	0	0%	0	0%	3	100%
	2023	0	0%	0	0%	0	0%	0	0%
Members who left the Supervisory Board in the prior year									
Ulrike Sommer (until 12/2023)	2024	0	0%	0	0%	0	0%	0	100%
	2023	25	79%	6	19%	1	2%	32	100%
Total	2024	364	82%	76	17%	5	1%	445	100%
	2023	373	81%	80	17%	5	1%	458	100%

Table 1: Remuneration of the Supervisory Board

Comparison of performance and annual change in remuneration

In accordance with section 162(1) sentence 2 no. 2 AktG, the presentation below shows the earnings performance of Amadeus Fire, the annual change in the remuneration granted and owed to the current members of the Management Board and the Supervisory Board and the average remuneration of employees on a full-time equivalent basis. The annual change was calculated as follows:

- The calculation of the company's earnings was based on the net profit for the year as reported in the income statement. As the Amadeus Fire Group is the parent company of the Group and the variable remuneration of the Management Board is based on the consolidated earnings figures (consolidated operating EBITA for example), this figure has also been included in the comparative presentation.
- Personnel expenses for wages and salaries, for fringe benefits, for social security contributions paid by the employer and for any short-term variable remuneration components attributable to the financial year were used to calculate the change in remuneration for employees working exclusively in Germany. Consistent with the presentation of the remuneration of the Management Board and the Supervisory Board, the remuneration of the employees is also shown based on the principle of remuneration granted and owed within the meaning of section 162(1) sentence 1 AktG.

Comparative presentation of performance and the change in the remuneration of the employees, the Management Board and the Supervisory Board

Fiscal year	2024	2023	Change (%)	2022	Change (%)	2021	Change (%)	2020	Change (%)
I. Earnings development									
Group revenue (in € thousand)	436,906	442,357	-1.2%	407,072	8.7%	372,372	9.3%	280,154	32.9%
Operating EBITA (in € thousand)	55,539	70,395	-21.1%	68,025	3.5%	66,455	2.4%	41,066	61.8%
Earnings per share (in €)	6.01	7.12	-16.0%	6.71	6.1%	5.95	12.8%	3.29	> 100,0%
Profits of the year according to the HGB (in € thousand)	59,814	22,672	> 100,0%	31,358	-27.7%	24,608	27.4%	13,691	79.7%
II. Average employee compensation (in € thousand)									
Workforce in Germany	56	53	5.7%	52	1.9%	49	6.1%	44	11.4%
III. Management Board compensation (in € thousand)									
Current members of the Management Board									
Robert von Wülfing	823	1,198	-31.3%	1,119	7.1%	2,496	-55.2%	2,282	9.4%
Dennis Gerlitzki	709	972	-27.0%	1,262	-23.0%	2,230	-43.4%	745	> 100,0%
Monika Wiederhold (since 11/2024)	170	0	-	-	-	-	-	-	-
Former members of the Management Board									
Thomas Surwald (until 12/2023)	706	2,932	-76.0%	872	> 100,0%	1,860	-53.1%	90	> 100,0%

Fiscal year	2024	2023	Change (%)	2022	Change (%)	2021	Change (%)	2020	Change (%)
IV. Supervisory Board compensation (in € thousand)									
Current members of the Supervisory Board									
Christoph Groß (since 05/2011, Chairman since 05/2011)	88	88	0.0%	88	0.0%	67	31.3%	49	36.7%
Michael Grimm (since 07/2021, Deputy Chairman since 08/2021)	77	77	0.0%	77	0.0%	33	> 100,0%	-	-
Heinrich Alt (since 05/2021)	26	26	0.0%	24	8.3%	14	71.4%	-	-
Otto Kajetan Weixler (since 05/2021)	26	26	0.0%	26	0.0%	14	85.7%	-	-
Annett Martin (since 08/2017)	36	36	0.0%	36	0.0%	29	24.1%	21	38.1%
Dr Ulrike Schweibert (since 05/2016)	32	30	6.7%	32	-6.3%	27	18.5%	20	35.0%
Björn Empting (since 05/2021)	26	24	8.3%	26	-7.7%	14	85.7%	-	-
Angelika Kappe (since 01/2018)	26	26	0.0%	26	0.0%	23	13.0%	21	9.5%
Stefanie Mielast (since 05/2021)	24	26	-7.7%	26	0.0%	13	100.0%	-	-
Christian Maria Ribic (since 05/2021)	36	36	0.0%	36	0.0%	20	80.0%	-	-
Ulrike Bert (from 01/2024 - until 08/2024)	14	0	-	-	-	10	-	26	-61.5%
Jan Hendrik Wessling (since 05/2021)	36	36	0.0%	36	0.0%	20	80.0%	-	-
Lena Markus (since 11/2024)	3	0	-	-	-	-	-	-	-
Members who left the Supervisory Board in the prior year									
Ulrike Sommer (until 12/2023)	0	32	0	28	14.3%	29	-3.4%	26	11.5%

Table 2: Comparative presentation of earnings development and change in the compensation of employees, the Management Board and the Supervisory Board

Other disclosures

Members of the Management Board and the Supervisory Board were not granted any loans by Amadeus Fire AG in the 2024 financial year, nor were contingent liabilities entered into on their behalf. The company has taken out directors and officers (D&O) liability insurance. This insurance provides cover for statutory liability claims and protects the private assets of members of the executive bodies of Amadeus Fire AG if such claims are made in conjunction with the performance of their duties on executive bodies. The excess for the members of the Management Board complies with the requirements of the German Stock Corporation Act.

Outlook for the 2025 financial year

The current remuneration system for the members of the Management Board will continue to apply in the 2025 financial year. An amendment to the remuneration system for the members of the Supervisory Board is not planned for the 2025 financial year.

On behalf of the Supervisory Board



Christoph Groß
Chairman of the Supervisory Board

On behalf of the Management Board



Robert von Wülfing
Chief Executive Officer (CEO)
and Chief Financial Officer (CFO)

Auditor's report

To AMADEUS FIRE AG, Frankfurt am Main

We have audited the remuneration report of AMADEUS FIRE AG, Frankfurt am Main, for the financial year from January 1 to December 31, 2024, including the related disclosures, which was prepared to comply with § [Article] 162 AktG [Aktiengesetz: German Stock Corporation Act].

Responsibilities of the Executive Directors and the Supervisory Board

The executive directors and the supervisory board of AMADEUS FIRE AG are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of § 162 AktG. The executive directors and the supervisory board are also responsible for such internal control as they determine is necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities

Our responsibility is to express an opinion on this remuneration report, including the related disclosures, based on our audit. We conducted our audit in accordance with German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany) (IDW). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the remuneration report, including the related disclosures, is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts including the related disclosures stated in the remuneration report. The procedures selected depend on the auditor's judgment. This includes the assessment of the risks of material misstatement of the remuneration report including the related disclosures, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the preparation of the remuneration report including the related disclosures. The objective of this is to plan and perform audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of

accounting estimates made by the executive directors and the supervisory board, as well as evaluating the overall presentation of the remuneration report including the related disclosures.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Audit Opinion

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Reference to an Other Matter – Formal Audit of the Remuneration Report according to § 162 AktG

The audit of the content of the remuneration report described in this auditor's report includes the formal audit of the remuneration report required by § 162 Abs. [paragraph] 3 AktG, including the issuance of a report on this audit. As we express an unqualified audit opinion on the content of the remuneration report, this audit opinion includes that the information required by § 162 Abs. 1 and 2 AktG has been disclosed in all material respects in the remuneration report.

Restriction on use

We issue this auditor's report on the basis of the engagement agreed with AMADEUS FIRE AG. The audit has been performed only for purposes of the company and the auditor's report is solely intended to inform the company as to the results of the audit. Our responsibility for the audit and for our auditor's report is only towards the company in accordance with this engagement. The auditor's report is not intended for any third parties to base any (financial) decisions thereon. We do not assume any responsibility, duty of care or liability towards third parties; no third parties are included in the scope of protection of the underlying engagement. § 334 BGB [Bürgerliches Gesetzbuch: German Civil Code], according to which objections arising from a contract may also be raised against third parties, is not waived.

Frankfurt am Main, 27 March 2025

**PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft**

Dirk Wolfgang Fischer	Marc Krizaj
Wirtschaftsprüfer	Wirtschaftsprüfer
(German Public Auditor)	(German Public Auditor)

List of tables

Remuneration of the Supervisory Board..... 4

Comparative presentation of performance and the change in the remuneration
of the employees, the Management Board and the Supervisory Board..... 5



Responsible:

Amadeus Fire AG | Investor Relations

Hanauer Landstrasse 160, D-60314 Frankfurt / Main

Tel.: +49 69 96 87 61 80

E-Mail: ir@amadeus-fire.de

Internet: www.amadeus-fire.de