



Notice of the Annual General Meeting 2025



at 11:00 a.m. (CEST) on Thursday, 22 May 2025

Notice of the Annual General Meeting 2025 of Amadeus Fire AG

Frankfurt am Main
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at 11:00 (CEST) on Thursday, 22 May 2025

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Overview of the agenda

1. Presentation of the adopted annual financial statements and the approved consolidated financial statements of Amadeus Fire AG for the financial year 2024 and the combined management report for Amadeus Fire AG and the Amadeus Fire Group and the report of the Supervisory Board for the financial year 2024
2. Resolution on the appropriation of the net retained profit
3. Resolution on the formal approval of the actions of the members of the Management Board for the financial year 2024
4. Resolution on the formal approval of the actions of the members of the Supervisory Board for the financial year 2024
5. Resolution on the appointment of the auditor for the financial year 2025 and the auditor for the sustainability reporting
6. Resolution on the confirmation of the remuneration of the members of the Supervisory Board
7. Approval of the remuneration report for the financial year 2024
8. Resolution on the renewal of the authorisation to hold a virtual Annual General Meeting in accordance with the Articles of Association (article 16(4))

Invitation to the Annual General Meeting

We hereby invite our shareholders to the Annual General Meeting to be held

at 11:00 CEST on Thursday, 22 May 2025

The Annual General Meeting will be held on the basis of article 16(4) of the Articles of Association of Amadeus Fire AG in the form of a virtual Annual General Meeting in accordance with Section 118a of the German Stock Corporation Act („AktG“) without the physical presence of shareholders or their authorised representatives and streamed live as an audiovisual broadcast online on the company's website at

<https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>

in the password-protected service. Shareholders who have duly registered and their authorised representatives may exercise their voting rights only by postal vote or by granting a power of attorney to the company's proxies (see „IV. Further information and instructions“).

The location from which the virtual Annual General Meeting is broadcast and therefore the location of the Annual General Meeting as defined by the German Stock Corporation Act is the headquarters of Amadeus Fire AG, Hanauer Landstraße 160, 60314 Frankfurt am Main. Shareholders and their authorised representatives (with the exception of the proxies appointed by the company) cannot attend the Annual General Meeting in person.

I. AGENDA

1. **Presentation of the adopted annual financial statements and the approved consolidated financial statements of Amadeus Fire AG for the financial year 2024 and the combined management report for Amadeus Fire AG and the Amadeus Fire Group and the report of the Supervisory Board for the financial year 2024**

The aforementioned documents also include the explanatory report on the disclosures in accordance with section 289a and section 315a of the German Commercial Code (HGB), the corporate governance declaration with the corporate governance report and the Group's non-financial declaration for the financial year and will be explained at the Annual General Meeting by the Management Board and - as far as the report of the Supervisory Board is concerned - by the chairman of the Supervisory Board. In accordance with the statutory provisions, a resolution is not intended for this agenda item, as the Supervisory Board has already adopted the annual and consolidated financial statements and the annual and consolidated financial statements are therefore approved.

The aforementioned documents and the Management Board's proposal for the appropriation of the profits will be available on the company's website at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/> from the date on which the Annual General Meeting is convened.

2. **Resolution on the appropriation of the net retained profit**

The Management Board and the Supervisory Board propose that the net retained profit of the company of EUR 77,057,433.41 for the financial year 2024 be allocated as follows:

- a) to utilise a partial amount of EUR 21,891,592.71 to distribute a dividend of EUR 4.03 on each of the total of 5,432,157 no-par value shares entitled to dividends and
- b) to carry forward the remaining amount of EUR 55,165,840.70 to new account.

In accordance with section 58(4) sentence 2 AktG, the entitlement to payment of the dividend falls on the third business day following the resolution adopted by the Annual General Meeting, i.e. on 27 May 2025.

3. **Resolution on the formal approval of the actions of the members of the Management Board for the financial year 2024**

The Management Board and the Supervisory Board propose that formal approval of the actions of the members of the Management Board who were in office in the financial year 2024 be granted for the financial year 2024. It is intended to let the Annual General Meeting decide on the formal approval of the actions of the members of the Management Board by individual votes.

4. **Resolution on the formal approval of the actions of the members of the Supervisory Board for the financial year 2024**

The Management Board and the Supervisory Board propose that formal approval of the actions of the members of the Supervisory Board who were in office in the financial year 2024 be granted for the financial year 2024. It is intended to let the Annual General Meeting decide on the formal approval of the actions of the members of the Supervisory Board by individual votes.

5. Resolution on the appointment of the auditor and the auditor for the sustainability reporting for the financial year 2025

Based on the recommendation of its Audit and Accounting Committee, the Supervisory Board proposes that PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Friedrich-Ebert-Anlage 35-37, 60327 Frankfurt am Main, Germany, be appointed

5.1 as auditor and group auditor for the financial year 2025 and as auditor for an audit review of interim financial reports prepared prior to the next Annual General Meeting, if the audit review of such interim financial reports is commissioned,

5.2 as auditor for the sustainability reporting for the financial year 2025, provided that the national legislation stipulates such appointment by the Annual General Meeting.

The Audit and Accounting committee has declared that its recommendation is free from undue third-party influence and that no clauses restricting its selection options as defined in Article 16(6) of Regulation (EU) No 537/2014 of the European Parliament and of the Council of 16 April 2014 on specific requirements regarding statutory audit of **public-interest entities and repealing Commission Decision 2005/909/EC (EU Audit Regulation)** have been imposed upon it.

6. Resolution on the confirmation of the remuneration of the members of the Supervisory Board

In accordance with section 113(3) sentence 1 and 2 AktG, a resolution on the remuneration of the members of the Supervisory Board must be adopted at least every four years at listed companies and the remuneration can be confirmed by resolution.

The company's current regulation on Supervisory Board remuneration was last approved by the Annual General Meeting on 27 May 2021 with 99.08% of the votes cast, meaning that a new resolution is now required in order to comply with the interval set down by law.

The remuneration of the Supervisory Board is regulated in article 13 of the company's Articles of Association. The remuneration system for the members of the Supervisory Board of Amadeus Fire AG will be available on the company's website at

<https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>

from the date on which the Annual General Meeting is convened. The remuneration is designed as purely fixed remuneration plus an attendance fee.

In the view of the Management Board and the Supervisory Board, this system of remuneration for the members of the Supervisory Board has proven its worth and should be continued.

The Management Board and the Supervisory Board therefore propose to the Annual General Meeting that the remuneration system for the remuneration of the members of the Supervisory Board provided for in article 13 of the company's Articles of Association and the regulation on the remuneration of the members of the Supervisory Board contained therein be confirmed without any changes.

7. Resolution on the approval of the remuneration report for the financial year 2024

In accordance with section 162 AktG, the Management Board and the Supervisory Board must prepare an annual report on the remuneration granted and owed to each individual current or former member of the Management Board and the Supervisory Board in the previous financial year (remuneration report) and submit this remuneration report to the Annual General Meeting for approval in accordance with section 120a(4) AktG.

The Supervisory Board and the Management Board therefore submit to the Annual General Meeting the remuneration report of Amadeus Fire AG prepared in accordance with section 162 AktG for the financial year 2024 that has been audited by the auditor PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, in accordance with section 162(3) AktG and furnished with an auditor's report.

The remuneration report for the financial year 2024 and the report on the auditor's report will be available on the company's website at

<https://group.amadeus-fire.de/en/sustainability/governance/compensation/>

from the date on which the Annual General Meeting is convened. The compensation report and the auditor's report will also be accessible there during the Annual General Meeting.

The Management Board and the Supervisory Board propose that the remuneration report of Amadeus Fire AG for the financial year 2024, prepared and audited in accordance with section 162 AktG, be approved in accordance with section 120a(4) AktG.

8. Resolution on the renewal of the authorisation to hold a virtual Annual General Meeting in accordance with the Articles of Association (article 16(4))

In accordance with section 118a(1) sentence 1 AktG, the Articles of Association may authorise the Management Board to hold virtual annual general meetings. In accordance with section 118a(5) no. 2 AktG, a provision of this kind in the articles of association may be limited to a maximum of five years after the amendment to the articles of association is entered in the commercial register.

By resolution of the Annual General Meeting on 17 May 2023, the Management Board was authorised for the first time in article 16(4) of the company's Articles of Association to stipulate for annual general meetings taking place in a period of up to two years after the relevant provision in the Articles of Association is entered in the commercial register that the meetings be held without the physical presence of shareholders or their authorised representatives at the venue of the Annual General Meeting subject to compliance with the legal requirements provided for this purpose (virtual Annual General Meeting).

The entry in the commercial register was made on 19 June 2023, meaning that the Management Board was able to decide for the last time based on this authorisation to hold the Annual General Meeting in virtual form for this Annual General Meeting convened on 22 May 2025. It is intended to renew this authorisation so that the company can continue to hold purely virtual annual general meetings in the future.

The Management Board considers the renewal of the authorisation in accordance with section 118a(1) sentence 1 AktG to be sensible so that it can make appropriate and flexible decisions about the format of the Annual General Meeting in the future in due consideration of the interests of the shareholders. The Management Board will always make its decision on whether to hold an annual general meeting as an in-person meeting or in a virtual format at its due discretion on the basis of all relevant factual criteria for each annual general meeting. If the Management Board makes use of the proposed authorisation in the future and decides to hold a virtual annual general meeting, the protection of the shareholders' rights will play a central role in its organisation and implementation. In so far as the statutory regulations provide restrictions, these shall be applied, if at all necessary and appropriate, only after taking the interests of the shareholders into account so as to enable all shareholders to exercise their rights in an appropriate manner. The Management Board intends to organise any future virtual annual general meetings essentially in the same way as this year's meeting and thus in a manner similar to an annual general meeting held in person. Moreover, the Management Board will make any decision to hold a virtual Annual General Meeting only with the approval of the Supervisory Board, even if this is not required by law.

The proposed authorisation again does not fully utilise the maximum term of the authorisation of five years pursuant to section 118a(5) no. 2 AktG. Instead, it is proposed that the authorisation be limited again to two years after it is entered in the commercial register.

The Management Board and the Supervisory Board therefore propose that the following resolution be adopted:

Article 16(4) of the company's Articles of Association shall be rewritten as set out below; the previous paragraph 4 will be rescinded at the same time:

„(4) The Management Board is authorised to stipulate that the Annual General Meeting will be held without the physical presence of shareholders or their authorised representatives at the venue of the Annual General Meeting (virtual Annual General Meeting) in compliance with the legal requirements provided for this purpose for a period of up to two years after this paragraph (4) is entered in the company's commercial register.“

IV. FURTHER INFORMATION AND INSTRUCTIONS

Information and documents

As soon as the Annual General Meeting has been convened, the documents will be made available for inspection and download on the company's website at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/> in accordance with section 124a AktG.

Information on conducting the virtual Annual General Meeting

With the approval of the Supervisory Board, the Management Board has decided to hold the Annual General Meeting on the basis of article 16(4) of the Articles of Association of Amadeus Fire AG as a virtual Annual General Meeting without the physical presence of shareholders or their authorised representatives (with the exception of the proxies appointed by the company). This is intended to spare the shareholders the cost of travel and to enable a larger number of shareholders to participate in the Annual General Meeting. The location from which the virtual Annual General Meeting is broadcast and therefore the location of the Annual General Meeting as defined by the German Stock Corporation Act is the headquarters of Amadeus Fire AG, Hanauer Landstraße 160, 60314 Frankfurt am Main. Shareholders and their authorised representatives (with the exception of the proxies appointed by the company) cannot attend the Annual General Meeting in person.

The entire Annual General Meeting, including the general debate and the voting session, will be streamed as a live audio-visual broadcast online on the Amadeus Fire AG website at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/> in the password-protected service for shareholders who have duly registered for the Annual General Meeting or their authorised representatives. Shareholders or their authorised representatives will be sent the necessary personal access credentials with their "AGM ticket" after they register for the Annual General Meeting.

The authorised representative must receive the corresponding access credentials in order to use the password-protected Internet service.

Authorised intermediaries, shareholders' associations, proxy advisors and other equivalent persons pursuant to section 135(8) AktG may also use the password-protected Internet service. The company will grant them electronic access on request.

When using the password-protected Internet service during the virtual Annual General Meeting on 22 May 2025, shareholders or their authorised representatives will be connected electronically to the virtual Annual General Meeting.

All times indicated in this notice convening the Annual General Meeting refer to Central European Summer Time (CEST), which is two hours ahead of Coordinated Universal Time (UTC).

Participation in the virtual Annual General Meeting

In accordance with article 17(1) of the Articles of Association, shareholders must register with the company and provide proof of their shareholdings before the Annual General Meeting in order to participate in the Annual General Meeting and exercise their voting rights. In accordance with article 17(2) **of the Articles of Association, the registration with proof of shareholding must be received by the company at the following address no later than the sixth day before the Annual General Meeting, i.e. by the end of 15 May 2025, midnight (CEST):**

Amadeus Fire AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
E-mail: anmeldung@linkmarketservices.eu

The registration must be in written or electronic form (section 126b of the German Commercial Code (BGB)) and must be in German or English. In accordance with article 17(3) of the Articles of Association and section 123(4) sentence 2 AktG, the proof of shareholding must refer to the close of business on the 22nd day before the Annual General Meeting, i.e. Wednesday, 30 April 2025, midnight (CEST) (record date).

Proof of shareholding must be received by the company together with the registration at the aforementioned address.

Proof of shareholding in accordance with section 67c(3) AktG is sufficient. Proof of shareholdings must be provided in either German or English. Shareholders are entitled to freely dispose of their shares even after issuing proof of shareholdings. The relevant criterion in respect of the company for participating in the Annual General Meeting and the number of voting rights is the number of shares held as at the record date. This means that any disposal or other transfer of shares after the record date is irrelevant for the shareholders' statutory right to participate in and exercise their voting rights at the meeting and for the number of voting rights they may exercise. The same applies to the purchase of additional shares after the record date. Persons who do not yet hold any shares on the record date and become shareholders only thereafter are not entitled to participate in or vote at the Annual General Meeting. The record date has no effect on entitlement to dividends, however.

After registration and the proof of shareholdings have been duly received, shareholders will receive, instead of the usual admission ticket for the Annual General Meeting, an AGM ticket that includes access credentials to use the password-protected Internet service on the company's website at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>.

Shareholders can not only exercise their right to vote themselves, but can also do so through an authorised representative of their choice, such as an intermediary, shareholder association, proxy advisor or other third party. In these cases, shareholders must duly register on time as described under „Participation in the virtual Annual General Meeting“. Details on how to vote through authorised representatives are described below under “Voting by proxy”. The company asks shareholders to make sure that they send the required registration and proof of shareholding sufficiently in advance in order to ensure that they receive their AGM ticket in good time.

Voting by absentee ballot

Shareholders or their authorised representatives can exercise their right to vote exclusively by means of electronic communication (absentee vote) or by issuing a power of attorney and instructions to the proxies appointed by the company. In either case, shareholders must duly register on time as described under “Participation in the virtual Annual General Meeting”.

Shareholders who have duly registered for the Annual General Meeting (see “Participation in the virtual Annual General Meeting”) can cast their votes exclusively via the password-protected Internet service at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>.

The access credentials required for the Internet service will be sent with the AGM ticket (see “Participation in the virtual Annual General Meeting”). The option to vote using the Internet service will remain open during the virtual Annual General Meeting on 22 May 2025 until the voting session is closed by the chair at the latest. Votes that have been cast can still be amended or revoked using the Internet service until that time.

Voting by absentee ballot is possible only for motions and nominations for which the Management Board or the Supervisory Board have made proposals in accordance with section 124(3) AktG or for which shareholders have made proposals in accordance with sections 122(2), 126, 127 AktG, that have been published in this notice of convocation or at a later date.

If an individual vote is held on an item of the agenda without this having been announced prior to the Annual General Meeting, the votes cast in advance by absentee ballot for this agenda item as a whole will also be deemed to be a corresponding vote for each point of the individual vote, unless the shareholder has amended their vote accordingly using the password-protected Internet service.

Authorised intermediaries, shareholders’ associations and proxy advisors or other equivalent persons and institutions pursuant to section 135(8) AktG may also make use of absentee voting.

Voting by proxy

Shareholders can also have their voting rights exercised by an authorised representative, e.g. an intermediary, a shareholders’ association, a proxy advisor, other third parties or a proxy appointed by the company. In this case, shareholders must register and provide proof of shareholdings on time as described above (see „Participation in the virtual Annual General Meeting”).

Written or electronic form (section 126b BGB) is generally sufficient for issuing or revoking a power of attorney in respect of the company. To issue a power of attorney, shareholders can use the power of attorney form that they receive with their AGM ticket after they have registered and provided proof of shareholdings on time; however, it is also possible for shareholders to issue a separate power of attorney in written or electronic form, though it is preferred that shareholders use the power of attorney form. A power of attorney form is also available on the company’s website at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>.

The power of attorney form can also be sent to shareholders free of charge on request.

If neither an intermediary nor a shareholders’ association, a proxy advisor or an equivalent person pursuant to section 135(8) AktG is authorised, the power of attorney can be issued in written or electronic form to either the authorised representative or the company. The same applies to revoking a power of attorney. If a power of attorney or its revocation is to be notified to the company, this can be done, notwithstanding the requirement to register by midnight (CEST) at the end of Thursday, 15 May 2025, by post or e-mail by midnight (CEST) at the end of Wednesday, 21 May 2025 to the following address:

Amadeus Fire AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
E-mail: amadeus-fire@linkmarketservices.eu

In addition to the options described above, shareholders who have duly registered for the Annual General Meeting (see “Participation in the virtual Annual General Meeting”) also have the option of issuing a power of attorney, revoking such a power of attorney and providing proof of authorisation to the company using the password-protected Internet service at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>.

The access credentials required for the Internet service will be sent with the AGM ticket (see “Participation in the virtual Annual General Meeting”). The option to use the Internet service for this purpose will remain open during the virtual Annual General Meeting on 22 May 2025 until the voting session is closed by the chair at the latest. Powers of attorney that have already been issued in respect of the company (or notified to it) by post or e-mail (as described above) can still be amended or revoked using the Internet service until this time.

Authorised representatives cannot attend the virtual Annual General Meeting in person. They can exercise the right to vote arising from the shares they represent only by absentee vote (see “Voting by absentee ballot”) or by issuing a (sub-)power of attorney to the proxies appointed by the company (see below). In order for an authorised representative to be able to watch the virtual Annual General Meeting on the password-protected Internet service and to vote by absentee ballot or issue a (sub-)power of attorney to the company’s proxies, who are bound by instructions, electronically using the Internet service, these authorised representatives must receive the corresponding access credentials.

After a power of attorney has been issued by the duly registered shareholder to the company, the company will send individual access credentials for the password-protected Internet service to the authorised third party.

If the power of attorney is issued to an authorised representative, proof of this authorisation must be provided to the company in written or electronic form (section 126b BGB). Proof of authorisation can be provided using the channels described above until the deadlines stated above.

However, special conditions apply in the following cases:

- a) If an intermediary, a proxy advisor, a shareholders’ association or an equivalent person pursuant to section 135(8) AktG is to be authorised, the statutory provisions, in particular section 135 AktG, apply to their authorisation and the revocation and proof of authorisation. Under this provision, the power of attorney in these cases must be issued to a specific authorised representative and there must be a verifiable record of this; the declaration of power of attorney must also be complete and must only contain declarations pertaining to exercising the right to vote. Please note that in these cases the institution or person to be authorised may require a special form of power of attorney. Shareholders should therefore contact the institution or person they wish to authorise in advance about the possible form of such a power of attorney.
- b) If proxies are authorised by the company, they must in any event be given instructions on how to exercise the voting rights. The power of attorney will be invalid without such instructions. The proxies authorised by the company cannot accept instructions to make speeches, to ask questions, to raise motions or to file objections to resolutions of the Annual General Meeting. The proxies authorised by the company are required to vote as instructed.

Powers of attorney and instructions must be issued to the proxies appointed by the company in written or electronic form (section 126b BGB); this requirement also applies when revoking the powers of attorney and amending instructions. A form for issuing a power of attorney and instructions to the proxies appointed by the company will be sent to shareholders with their AGM ticket after they have duly registered (see “Participation in the virtual Annual General Meeting”) and can also be accessed on the company’s website at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/> after the Annual General Meeting has been convened.

Powers of attorney and instructions to the company's proxies must be received by the company by post or e-mail by midnight (CEST) at the end of Wednesday, 21 May 2025 at the following address:

Amadeus Fire AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
E-mail: amadeus-fire@linkmarketservices.eu

In addition to the options described above, shareholders who have duly registered for the Annual General Meeting (see "Participation in the virtual Annual General Meeting") also have the option of issuing a power of attorney and instructions to the proxies appointed by the company, revoking such a power of attorney and amending such instructions using the password-protected Internet service at

<https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>.

The access credentials required for the Internet service will be sent with the AGM ticket (see "Participation in the virtual Annual General Meeting"). The option to use the Internet service for this purpose will remain open during the virtual Annual General Meeting on 22 May 2025 until the voting session is closed by the chair at the latest. Powers of attorney and instructions that have already been issued in respect of the company by post or e-mail (as described above) can still be revoked or amended using the Internet service up to this time.

If differing declarations are received by different channels and it is not possible to determine which declaration was made last, they will be considered in the following order as applicable: 1. Internet service, 2. e-mail, 3. paper form. If absentee ballots and powers of attorney or instructions to the company's proxies are received, absentee ballots will always take precedence.

Motions and nominations by shareholders, right to submit statements, right to speak and right to receive information, opportunity to object

Amendments to agenda items at the request of a minority (section 122(2) AktG)

Shareholders whose combined shareholdings amount to one twentieth of the share capital or a pro rate share share of EUR 500,000 can request that items be placed on the agenda and published. In accordance with section 87a(1) sentence 2 no. 1 AktG, the Annual General Meeting can also reduce the maximum remuneration for the Management Board that has been set in accordance with section 122(2) sentence 1 AktG upon a motion submitted in accordance with section 87(4) AktG.

Each new item must be accompanied by a statement of reasons or a proposed resolution. The request must be addressed in writing to the company's Management Board and must be received by the company by no later than 30 days before the meeting, i.e. by midnight (CEST) at the end of Monday, 21 April 2025, at the following address:

Amadeus Fire AG
Management Board
Hanauer Landstraße 160
60314 Frankfurt am Main

In accordance with section 122(2) and (1) AktG, the shareholders in question must provide proof that they have held the minimum number of shares stated above for at least 90 days before the day on which their request is received and that they will hold these shares until the Management Board makes a decision on the motion. The minimum holding period must be calculated in accordance with section 70 AktG. Section 121(7) AktG must be applied accordingly when calculating the period.

Requests for amendments that are received on time and in due form will be announced and submitted in the same way as in the notice of convocation.

Any resolutions proposed by way of a permissible amendment to the agenda will be voted on during the Annual General Meeting.

Motions and nominations by shareholders (sections 126(1) and 127 AktG)

All shareholders are entitled to submit countermotions to the resolutions proposed by the Management Board or Supervisory Board regarding items on the agenda. The same applies to countermotions to nominations for the election of members of the Supervisory Board or the auditor. If any countermotions to nominations are to be published before the Annual General Meeting, they must be addressed exclusively to:

Amadeus Fire AG
Jörg Peters / Franziska Marschall
Hanauer Landstraße 160
60314 Frankfurt am Main
E-mail: investor-relations@amadeus-fire.de

Subject to sections 126(2) and (3) and 127 AktG, the company will make available any countermotions and nominations received from shareholders at this address, including the name of the shareholder and any statement of reasons, to the other shareholders without delay and by no later than 14 days before the Annual General Meeting, i.e. by no later than midnight (CEST) at the end of 7 May 2025, on the company's website at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/> together with any additional content to be provided in accordance with section 127 sentence 4 AktG. Any statements by management will then also be published at the same Internet address. Please note that, in addition to the reasons stated in section 126(2) AktG, the Management Board does not have to publish nominations if they do not contain the candidate's name, occupation or place of residence. Nominations for the election of members of the Supervisory Board also do not have to be published if they are not accompanied by details of the nominees' membership of other statutory supervisory boards within the meaning of section 125(1) sentence 5 AktG. Nominations do not require a statement of reasons. Information on the nominees' membership of comparable executive bodies of business enterprises in Germany and abroad should be attached.

In accordance with section 121(4b) and section 126(4) AktG, a countermotion or nomination to be published in accordance with sections 126 and 127 AktG is deemed to have been submitted at the time it is published. The company will facilitate the right to vote on these motions after due registration has been completed (see "Participation in the virtual Annual General Meeting"). If the identity shareholder who raised the motion cannot be duly verified and if they have not duly registered for the Annual General Meeting, the motion does not have to be addressed by the Annual General Meeting.

Furthermore, shareholders and their authorised representatives who are connected to the Annual General Meeting have the right to submit motions and nominations at the meeting by means of video communication in conjunction with their right to speak (see „Right to speak and right to receive information“ under „Motions and nominations by shareholders, right to submit statements, right to speak and right to receive information, opportunity to object“).

Right to submit statements

In accordance with section 130a(1) to (4) AktG, shareholders who have duly registered for the Annual General Meeting (see „Participation in the virtual Annual General Meeting“) and their authorised representatives have the right to submit statements on the items of the agenda prior to the Annual General Meeting by means of electronic communication in written or electronic form as a PDF using the password-protected Internet service at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>

no later than five days before the meeting, i.e. no later than midnight (CEST) at the end of 16 May 2025. Please ensure that statements in written or electronic form do not exceed 10,000 characters in length.

By submitting the statement, the shareholder or their authorised representative consents to the statement being published with their name on the password-protected Internet service.

Unless it is not necessary to publish them in exceptional cases pursuant to section 130a(3) sentence 4 AktG, statements submitted on items of the agenda will be published on the password-protected Internet service, which can be accessed only by shareholders or their authorised representatives, at

<https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>

by no later than four days before the Annual General Meeting, i.e. by no later than midnight (CEST) at the end of 17 May 2025.

Statements will not be published if doing so would expose the Management Board to criminal prosecution if key points of the statement contain information that is patently false or misleading or contain abuse or if person submitting the statement indicates that they will not take part in or be represented at the Annual General Meeting.

The option to submit statements does not constitute the option to submit questions in advance in accordance with section 131(1a) AktG. Any questions contained in statements will therefore not be answered at the virtual Annual General Meeting unless they are asked in conjunction with the right to speak at the Annual General Meeting. Motions, nominations and objections to resolutions of the Annual General Meeting put forward in the statements submitted in written or electronic form will not be considered at the Annual General Meeting; the exclusive means of submitting motions or nominations, exercising the right to receive information and filing objections to resolutions of the Annual General Meeting are described separately in this invitation (see „Right to speak and right to receive information“ and „Opportunity to object to resolutions of the Annual General Meeting“ in „Motions and nominations by shareholders, right to submit statements, right to speak and right to receive information, opportunity to object“).

Right to speak and right to receive information

Shareholders and their authorised representatives who are electronically connected to the Annual General Meeting have a right to speak at the meeting by means of video communication. From the start of the Annual General Meeting, the password-protected Internet service on Amadeus Fire AG's website at

<https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>

(with the corresponding access credentials) will provide a virtual speaker's table that shareholders or their authorised representatives can use to register to speak. In particular, the right to speak also comprises the right to put forward motions and submit nominations in accordance with section 128a(1) sentence 2 no. 3 AktG and to request information in accordance with section 131(1) AktG.

In accordance with section 131(1) AktG, each shareholder has the right at the Annual General Meeting to request information from the Management Board on the affairs of the company to the extent that this information is necessary for the proper assessment of an item of the agenda and that there is no right to refuse to provide the information. The Management Board's duty to provide information also extends to the company's legal and business relationships with its affiliated companies. The duty to provide information also applies to the situation of the Group and the companies included in the consolidated financial statements. It is intended that the chair will stipulate that the above right to information in accordance with section 131(1) AktG can be exercised at the Annual General Meeting exclusively by means of video communication, i.e. in the course of exercising the right to speak.

Section 131(4) sentence 1 AktG stipulates that if a shareholder is provided with information outside the Annual General Meeting on the basis of their capacity as a shareholder, this information must also be provided to every other shareholder or their authorised representatives on request in the Annual General Meeting, even if this is not necessary for the proper assessment of an item of the agenda. It will be ensured in the course of the virtual Annual General Meeting that share-

holders or their authorised representatives who are connected electronically to the Annual General Meeting will be able to send their requests in accordance with section 131(4) sentence 1 AktG by means of electronic communication using the password-protected Internet service on Amadeus Fire AG's website at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/> at the Annual General Meeting.

The full virtual Annual General Meeting, including video communication, will be conducted in the password-protected Internet service using the MeetingBase system provided by Better Orange IR & HV AG. Shareholders or their authorised representatives who wish to register to speak at the virtual speaker's table require either a non-mobile device (PC, notebook or laptop) installed with Chrome from version 89 onwards, Edge from version 88 onwards or Safari from version 13.1 onwards as their Internet browser or a mobile device (e.g. smartphone or tablet) to connect in order to speak. Mobile Android smartphones must be installed with Chrome version 89 or higher as the browser; mobile iOS smartphones must be installed with Safari version 13.1 or higher as the browser. Devices must have a camera and a microphone that the browser can access in order for the shareholder to speak. It is not necessary to install other software components or apps on devices.

Shareholders who have registered to speak at the virtual speaker's table will be activated on the password-protected Internet service to make their speech. The company reserves the right to check the functionality of the video communication between the shareholder/authorised representative and the company during the meeting and before the speech and to reject them if functionality is not ensured.

The right to speak and the right to receive information can also be exercised by a third party authorised by a shareholder. The proxies appointed by the company do not exercise these rights for the shareholders who authorise them, however.

Opportunity to object to resolutions of the Annual General Meeting

Shareholders who have duly registered on time and who are connected to the meeting, or their authorised representatives, have the right to object to a resolution of the Annual General Meeting for the notarial record using the password-protected Internet service on Amadeus Fire AG's website at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/> in accordance with the procedure provided for this purpose and using the corresponding access credentials during the Annual General Meeting, i.e. from the time the Annual General Meeting is opened until it is closed.

Further information

Further information on shareholders' rights in accordance with sections 118a, 122(2), 126(1) and 4, 127, 130a and 131 AktG and the relevant provisions can be found on the company's website at <https://group.amadeus-fire.de/en/investor-relations/annual-general-meeting/>.

Number of shares outstanding and voting rights

At the time the Annual General Meeting is convened, the company's share capital amounts to EUR 5,432,157.00 and is divided into 5,432,157 no-par value bearer shares. Each share grants one vote. The total number of voting rights in the company at the time the Annual General Meeting is convened is therefore 5,432,157. The company does not hold any treasury shares and does not issue different classes of shares.

Data protection

The company processes the personal data of its shareholders and any shareholder representatives in order to prepare and conduct its Annual General Meeting. In particular, this data comprises the name, place of residence or address, e-mail address (if any), the number of shares held, the AGM ticket number and information on whether a power of attorney has been issued for voting purposes. Other personal data may also be processed depending on the circumstances.

The company processes the data of its shareholders and any shareholder representatives as the controller in compliance with the provisions of the EU General Data Protection Regulation (GDPR) and all other relevant laws. Details on how your personal data is handled and on your rights under the GDPR can be found online on the company's website at <https://group.amadeus-fire.de/en/privacy-policy/>.

Frankfurt am Main, April 2025

Amadeus Fire AG
The Management Board

Amadeus Fire Group online:

www.group.amadeus-fire.de

www.amadeus-fire.de

www.comcave.de

www.endriss.de

www.gfn.de

www.ifrs-akademie.de

www.taxmaster.de

