Statement of Compliance by the Management Board and Supervisory Board of Amadeus Fire AG on the recommendations of the 'Government Commission on the German Corporate Governance Code' pursuant to section 161 (1) of the German Stock Corporation Act (AktG)

Amadeus Fire AG has complied with all recommendations of the 'Government Commission on the German Corporate Governance Code' in the version dated April, 28 2022 ('Code') and will continue to comply with them in future, in each case with the following exceptions:

1. The recommendation in D.6 of the Code, according to which the Supervisory Board should also meet regularly without the Management Board, is not complied with. The Supervisory Board regularly meets without the Management Board only when dealing with personnel matters concerning the Management Board. For other matters, non-attendance for specific reasons occurs only in exceptional cases.

2. Section G.I. of the Code contains new and partly amended recommendations on the remuneration of the Management Board. The published remuneration system approved by the Annual General Meeting of Amadeus FiRe AG on 15 May 2024 does not comply, or does not fully comply, with the following recommendations:

    i. The recommendation in G.10 that Management Board members should not be able to dispose of long-term variable remuneration amounts granted to them until after four years is currently not complied with under the Management Board remuneration system approved by the Annual General Meeting in 2024. Upon expiry of an agreed Long-Term Incentive Plan, the term of which corresponds to that of the relevant Management Board service contract, the remuneration entitlement becomes due.

    ii. The recommendation in G.12 regarding the payment of variable remuneration after a member leaves the company on the contractually agreed due dates, and the recommendation in G.13 regarding the offsetting of compensation for a post-contractual non-compete covenant against any severance payment, are not complied with. The Management Board remuneration system approved by the Annual General Meeting in 2024 does not provide for such arrangements. Individual contractual agreements are in place with the members of the Management Board concerning the arrangements applicable upon their departure.

Frankfurt/Main, November 10, 2026

On behalf of the Management Board

Robert von Wülfing

On behalf of the Supervisory Board

Michael Grimm

*This document is an English translation. In the event of any discrepancies or inconsistencies, only the German version shall be legally binding and shall prevail over the English translation.