

Compensation

Foreword

The section on compensation includes a detailed summary of the principles applied to setting the total compensation paid to members of the management board of Amadeus FiRe AG. It also describes the structure and amount of the compensation paid to the management board members. This section also sets out the principles applied to compensation for the members of the supervisory board and the committees, and the amounts involved. The current compensation system was approved at the 2020 annual shareholder meeting. The section on compensation meets the applicable requirements of Sec. 162 AktG.

Management board compensation system

The management board compensation system of the Amadeus FiRe Group sets out the compensation paid to the management board members and is aimed at ensuring that they are appropriately remunerated for their complex tasks. This compensation must be competitive with reference to the industry in which the Company operates and its size. Management board compensation is designed to offer sufficient incentives to achieve a positive long-term performance centered on the Company's well-being and to discourage short-term and risky decisions. Its structure is founded on the creation of long-term business value.

In accordance with Sec. 120a AktG, the shareholder meeting decides on the approval of the compensation system presented by the supervisory board. It adopts a corresponding resolution whenever there have been significant changes to the approved system or at least every four years. With the approval of the shareholder meeting, the long-term variable compensation (LTI) was redesigned. The changes are described in detail in the section "Long-term incentive (LTI)."

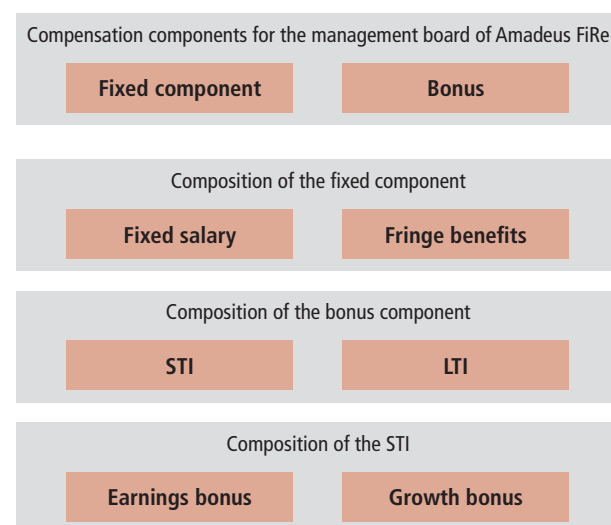
Basic structure of the compensation system for the management board

Total compensation of the management board comprises a fixed component and a performance-based bonus, taking into account the respective responsibilities of the management board members. The structure of the management

board's compensation system is discussed by the supervisory board as proposed by the personnel committee and reviewed on a regular basis. It does not provide for any subsequent amendments to the defined targets or contractual inputs and provisions.

Operating EBITA is the Amadeus FiRe Group's most significant performance indicator. For this reason, the variable compensation components of Amadeus FiRe AG's management board members are linked to this indicator. Target compensation is therefore directly linked to the budgets and forecasts of the Amadeus FiRe Group since the variable component of target compensation for a fiscal year is calculated on the basis of forecast operating EBITA for the respective fiscal year.

Fixed component



The fixed component comprises a fixed salary and any fringe benefits. The fixed compensation is a non-performance based component of compensation which is paid out as a monthly basic salary. In addition, management board members receive fringe benefits in the form of compensation in kind, comprising the amounts recognized under tax law for the use of company cars. The fringe benefits of Amadeus FiRe AG's management board members comprise non-monetary benefits in the form of a company car and accident insurance. There are no additional compensation components such as pension or benefit commitments or third-party benefit plans.

Bonus

The bonus is the performance-based component of management board compensation and consists of a short-term (short-term incentive, STI) compensation model and a long-term (long-term incentive, LTI) compensation model.

The STI and LTI compensation models do not contain any discretionary component, nor is any such component planned.

Short-term incentive (STI)

The short-term performance-based bonus for the members of Amadeus FiRe AG's management board consists of an earnings bonus and a growth bonus.

The earnings bonus is calculated as a fixed percentage of the operating EBITA achieved in the fiscal year based on operating EBITA before deduction of the management board bonuses. An earnings bonus is paid out once an operating EBITA margin of at least 6% is achieved. If this threshold is not reached, there is no earnings bonus for the fiscal year.

The growth bonus is calculated based on the increase in operating EBITA achieved in the fiscal year relative to an EBITA "high water mark" (HWM) achieved in the past, i.e., the highest figure attained to date. Once the HWM is surpassed, a fixed percentage of the share of operating EBITA above this mark is paid as a growth bonus.

The earnings and growth bonuses are granted based on the consolidated operating EBITA of the Amadeus FiRe Group. In addition, an earnings and growth bonus can be granted in relation to the operating earnings of one of the two business segments for which a management board member is responsible.

This earnings and growth bonus structure ensures that a short-term performance-based bonus is only distributed to the management board members if the Group performs well and its operating EBITA develops positively. Negative business performance in a fiscal year reduces the short-term performance-based bonus and can result in claims to the short-term performance-based bonus for the respective fiscal year being forfeited entirely. In order to limit the payment of a short-term bonus for particularly positive business performance and to uphold the principles of fair compensation commensurate with performance, the maximum possible total annual short-term bonus (STI) of the management board member is capped at five times the amount of the annual fixed component.

Long-term incentive (LTI)

In addition to the STI, the management board members of Amadeus FiRe AG are potentially entitled to a long-term performance-based bonus under a defined long-term incentive plan (LTI plan).

The supervisory board modified the design of the long-term variable compensation (LTI plan) of management board members under the management board member compensation system with effect from 20 March 2019. The compensation system is reviewed and adjusted every four years and was last approved by the shareholder meeting in 2020. The changes were already effective for two of the three management board members in the 2021 reporting year. Only one management board member was granted an LTI on the basis of the policy that was in place until March 2019. The contract for this board member was renewed as of 1 January 2022; as a result, the current LTI plan will be valid for all management board members from fiscal year 2022. For the sake of completeness and to present the compensation granted in 2020 and 2021, the two calculations are described in detail below.

The LTI plan is aimed at achieving a long-term and sustainable increase in operating EBITA over the term of the respective employment contracts. Management board members receive a long-term performance-based bonus under the LTI plan if the average operating EBITA achieved in the fiscal years covering the entire term of the contract is significantly higher than the average operating EBITA of a reference period. If this eligibility threshold is not met, there is no entitlement to a long-term performance-based bonus under the LTI plan. Once the first eligibility threshold is met, there is a performance factor which increases as further higher thresholds are met. The performance factor is multiplied by the total long-term performance-based bonuses granted under the LTI plan.

If a management board member leaves the Company before their contract expires for reasons other than long-term illness or death, their entitlement to a long-term performance-based bonus under the LTI plan is forfeited. If the member is terminated by mutual consent, the LTI is paid pro rata.

Until March 2019, the amount of the long-term performance-based bonus entitlement under the LTI plan was calculated as a percentage of the annual operating EBITA figures achieved during the term. In addition, in each fiscal year of the term, a high operating EBITA margin had to be achieved as a prerequisite for the inclusion of a percentage of the operating EBITA of the respective fiscal year in the total entitlement under the LTI plan (grant amount).

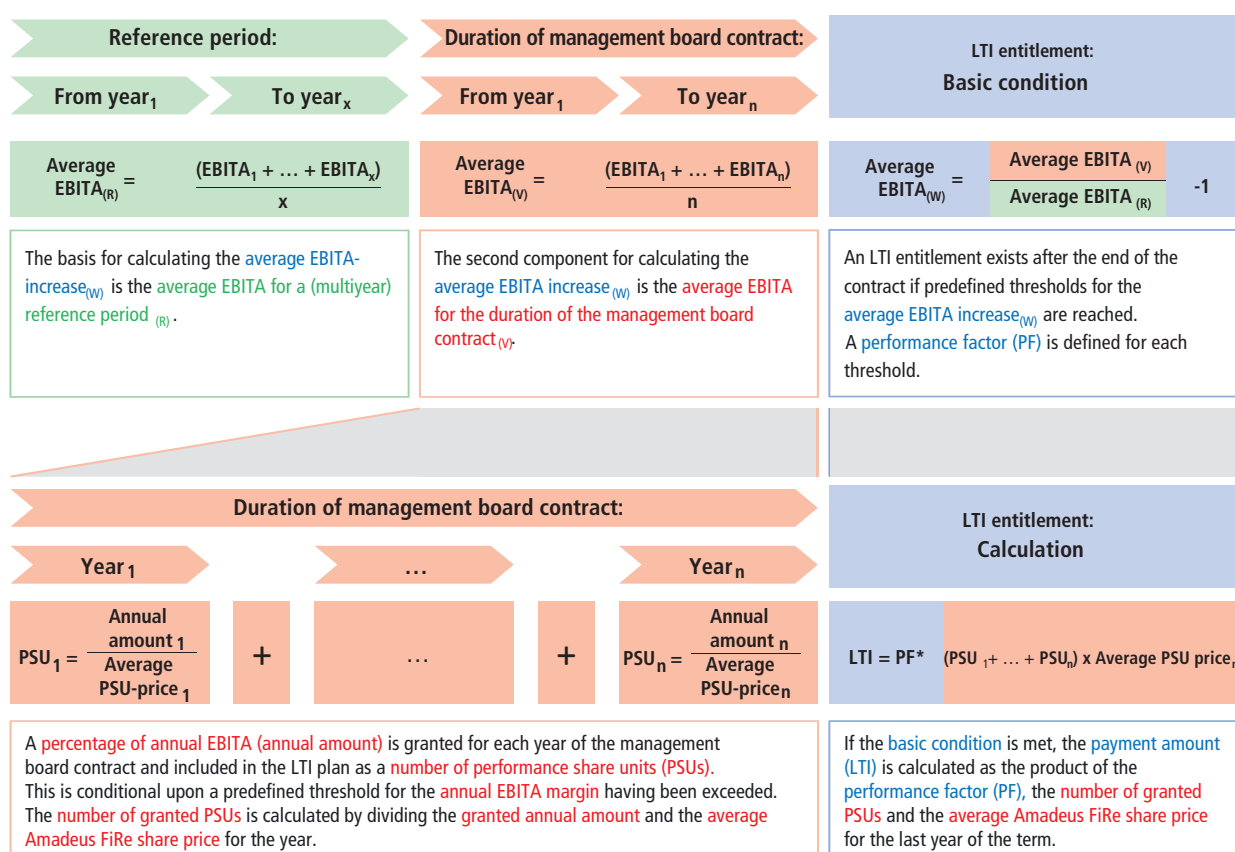
The LTI plan in place since March 2019, which already applies to two of three management board members, specifies conversion of this grant amount into phantom stock or performance share units (PSUs), which are determined using a performance share unit price (PSU price). The PSU price is the average daily, non-volume weighted closing price of the Amadeus FiRe AG share for the last fiscal year in question.

Dividend payments result in an additional grant amount through the PSUs already granted. The dividend per share is multiplied by the total PSUs already granted and, using the PSU price determined for the past fiscal year, converted into a number of new PSUs which are added to the PSUs already granted.

If the requirements are met, the respective management board member is entitled to a payout at the end of the LTI term. The payment is due after approval of the Company's consolidated financial statements for the last fiscal year of the term.

The payment amount is calculated as the product of the performance factor, the total number of PSUs granted at the end of the term and the PSU price for the last fiscal year of the term. The total LTI entitlement is also capped at 150% of the total short-term variable compensation (STI) earned during the term of the LTI plan. The figure below illustrates the LTI plan. To simplify, PSUs from dividend payments are not included here.

Example of terms and conditions of a management board LTI plan



Weighting of the fixed, STI and LTI components

As explained above, the target compensation of management board members for a given fiscal year is directly linked to the budgets and forecasts of the Amadeus FiRe Group. The original budgets and forecasts approved by the supervisory board resulted in the following weighting of the compensation components:

Weighting of target compensation for 2021

Table 075

Fixed component	STI	LTI*
29%	50%	21%

*LTI percentage assuming that the first threshold is reached as of the expiry date of the LTI plan based on the medium-term forecast. If the threshold is not reached, the component is forfeited in full.

The significant profit growth in the first year following the direct impact on profit from the pandemic had a disproportionate effect on the growth bonus (included in the STI) within overall compensation. There is no significant effect from the inorganic growth following the acquisition of the GFN Group as no profit contribution has been forecast.

The compensation system in place since March 2019 increases the weighting of the target amount for the long-term performance-based bonus. The LTI as a percentage of target compensation is now given a higher weighting than in earlier calculations.

The aim is for the LTI share resulting from the achievement of long-term targets to be at least equal to or greater than the STI share resulting from short-term targets. This weighting of the variable compensation components is already

included in the contracts for two of the three management board members.

Minimum compensation and maximum achievable compensation

The minimum compensation of management board members is their fixed compensation, i.e., the fixed salary and the fringe benefits described. Performance-based compensation including both the STI and LTI is contingent and may be forfeited altogether.

The maximum achievable management board compensation is the fixed compensation plus the performance-based compensation (STI and LTI). Performance-based compensation is linked to the operating EBITA of the Amadeus FiRe Group, which has a natural market and performance-related ceiling. The amount of the short-term performance-based compensation (STI) is capped at five times the fixed compensation. For newly concluded management board contracts, the long-term performance-based compensation (LTI) is capped at a ceiling of 150% of the total short-term variable compensation (STI) earned during the term of the contract.

With this measure, the supervisory board ensures that the compensation system for management board members provides for minimum compensation in the amount of the fixed component and a clearly defined amount of maximum achievable compensation through specified caps for the STI and LTI.

The defined maximum compensation inputs were adhered to for all three management board members in the fiscal year.

Target compensation of the management board members in office as of 31 December 2021

Table 076

Amounts stated in EUR k		Robert von Wülfing	Dennis Gerlitzki	Thomas Surwald
Fixed compensation	Basic salary	420	252	386
	+ Fringe benefits	19	15	8
	= Total	439	267	394
Variable compensation	Bonus for fiscal year 2021			
	+ (5 times the basic salary)	2,100	1,260	1,932
	+ Long-term variable compensation	3,150	*	2,898
	= Maximum compensation	5,689	1,527	5,224

* The LTI will be capped in the management board contract of Mr. Dennis Gerlitzki at the start of the new contract in 2022.

Other provisions in the management board contracts

If a management board contract is terminated early, outstanding variable compensation components relating to the period before termination of the contract are paid out in accordance with the defined targets and provisions of the management board contract.

Early removal of a management board member and cancellation of a management board contract may result in severance payment entitlements. All management board contracts cap severance payments at a maximum of two annual salaries (fixed compensation plus earnings bonus) or compensation for the remaining term of the employment contract, if lower.

None of the current management board contracts contains special provisions governing a potential change of control.

The current management board contracts for Mr. von Wülfing and Mr. Surwald include a clawback provision as a further basic component of the compensation system. Variable compensation could then be retained or reclaimed in justified cases. This will allow the supervisory board to give appropriate consideration to extraordinary developments. The supervisory board has not exercised the option of reclaiming variable compensation components.

If a management board contract is terminated early, all management board members of Amadeus FiRe AG have to comply with subsequent non-compete agreements for 24 months from the date on which the contract ends. This applies to all possible reasons for terminating the contract except for permanent inability to work. Severance payments are not deducted from compensation for non-competition.

Management board members do not receive any additional compensation for mandates they accept at affiliates.

Individual compensation for management board members

The overview of the individual inputs for the bonuses shows the compensation inputs for the variable components for the three active management board members Robert von Wülfing, Dennis Gerlitzki and Thomas Surwald. The current management board contracts for Mr. von Wülfing and Mr. Gerlitzki are valid for five years and expire on 31 December 2025 and 31 December 2026, respectively. Mr. Gerlitzki's previous management board contract expired at the end of fiscal year 2021. The inputs are also detailed in the table below. The management board contract for Mr. Thomas Surwald has a term of three years and expires on 31 December 2023.

There are no agreements with individual management board members containing any departures from the compensation system described here.

Overview of individual management board compensation

The following tables provide an overview of the remuneration earned by members of the management board as well as any potential entitlements under the LTI plan in the reporting year and the prior year.

Pursuant to Sec. 162 AktG, a distinction must be made between compensation granted and compensation owed.

In this annual report, compensation is deemed to be granted in accordance with Sec. 162 (1) Sentence 2 No. 1 AktG when the (annual or multi-year) activity underlying the compensation has been fully completed.

Pursuant to Sec. 162 AktG, compensation is owed when there is a liability, i.e., a legal obligation, in the fiscal year for which the compensation report is prepared which has not yet been satisfied. In accordance with this definition, compensation is deemed as owed when the company has a legal obligation to the board member which is payable, but has not yet been satisfied.

In the section on short-term variable compensation, the bonus is considered to be compensation owed since the underlying service was rendered in full by the respective balance sheet date on 31 December. In addition to the compensation amounts, all fixed and variable compensation components must be stated as a relative share of total compensation in accordance with Sec. 162 (1) Sentence 2 No. 1 AktG. Under Sec. 162 (1) Sentence 1 AktG, the relative shares must relate to the compensation components granted and owed in the respective fiscal year. Consequently, the bonus amounts for the fiscal year are stated even though they are only paid after the end of the respective fiscal year. This ensures that there is a transparent and clear connection between performance and compensation in the reporting period.

The payable LTI amounts were also presented in fiscal years 2021 and 2020. The new LTI plans are presented in the following section.

Overview of the individual bonus inputs with business figures for 2021

The individual inputs for variable management board compensation presented in table 077 are explained in detail in table 78 based on the results achieved in fiscal year 2021.

Overview of the individual bonus inputs*

Table 077

	Robert von Wülfing Valid from 1 Jan 2021	Dennis Gerlitzki Valid from 1 Jan 2022	Dennis Gerlitzki Valid until 31 Dec 2021	Thomas Surwald Valid from 3 Nov 2020**
STI				
Earnings bonus	0.7% of consolidated EBITA	0.4% of consolidated EBITA	0.7% of consolidated EBITA	0.4% of consolidated EBITA
		0.4% of Personnel Services EBITA		0.8% of Training EBITA
Basic condition for earnings bonus***	Consolidated EBITA margin \geq 6%	Consolidated EBITA margin \geq 6%	Consolidated EBITA margin \geq 6%	Consolidated EBITA margin \geq 6%
Growth bonus	5% of consolidated EBITA above consolidated HWM	2.5% of consolidated EBITA above consolidated HWM	5% of consolidated EBITA above consolidated HWM	2.5% of consolidated EBITA above consolidated HWM
		2.5% of consolidated EBITA above Personnel Services HWM		2.5% of Training EBITA above training HWM
Basic condition for growth bonus***	$>$ HWM	$>$ HWM	$>$ HWM	$>$ HWM
LTI				
Term under contract	5 years (2021-2025)	5 years (2022-2026)	3 years (2019-2021)	3 years (2020-2023)
Annual amount	0.7% of consolidated EBITA	0.4% of consolidated EBITA	0.3% of consolidated EBITA	0.4% of consolidated EBITA
Basic condition for annual amount****	Consolidated EBITA margin \geq 12%	Consolidated EBITA margin \geq 12%	Consolidated EBITA margin \geq 15%	Consolidated EBITA margin \geq 12%
Performance factor (PF) depending on average EBITA increase (threshold)****	Threshold \geq average 10% PF 65%	Threshold \geq average 10% PF 65%	Threshold \geq average 12% PF 100%	Threshold \geq average 6% PF 65%
	Threshold \geq average 15% PF 80%	Threshold \geq average 15% PF 80%	Threshold \geq average 18% PF 150%	Threshold \geq average 9% PF 80%
	Threshold \geq average 20% PF 100%	Threshold \geq average 20% PF 100%		Threshold \geq average 12% PF 100%
	Threshold \geq average 25% PF 120%	Threshold \geq average 25% PF 120%		Threshold \geq average 15% PF 120%
	Threshold \geq average 30% PF 145%	Threshold \geq average 30% PF 145%		Threshold \geq average 18% PF 145%
	Threshold \geq average 35% PF 165%	Threshold \geq average 35% PF 165%		Threshold \geq average 21% PF 165%
	Threshold \geq average 40% PF 185%	Threshold \geq average 40% PF 185%		Threshold \geq average 24% PF 185%
	Threshold \geq average 45% PF 210%	Threshold \geq average 45% PF 210%		Threshold \geq average 27% PF 210%
	Threshold \geq average 50% PF 230%	Threshold \geq average 50% PF 230%		Threshold \geq average 30% PF 230%
Basic condition for granting LTI***	Threshold \geq average 10%	Threshold \geq average 10%	Threshold \geq average 12%	Threshold \geq average 6%

*All EBITA figures relate to the "operating EBITA" generated in a fiscal year

**Variable compensation components adjusted as of 1 January 2021

***If the defined basic conditions are not achieved, the compensation component is forfeited in full

****Average EBITA increase over term of LTI compared with average EBITA for a reference period

Table 078

Robert von Wülfing	Group	Dennis Gerlitzki	Group	Thomas Surwald	Training segment	Group
(in EUR k)		(in EUR k)		(in EUR k)		
Revenue	372,372	Revenue	372,372	Revenue	372,372	372,372
Operating EBITA – before management board bonus	73,425	Operating EBITA – before management board bonus	73,425	Operating EBITA – before management board bonus	73,425	73,425
Operating EBITA margin	19.7%	Operating EBITA margin	19.7%	Operating EBITA margin	19.7%	19.7%
Short-term variable earnings bonus		Short-term variable earnings bonus		Short-term variable earnings bonus		
Margin threshold	6.0%	Margin threshold	6.0%	Margin threshold	6.0%	6.0%
Operating EBITA – before management board bonus	73,425	Operating EBITA – before management board bonus	73,425	Operating EBITA – before management board bonus	23,199	73,425
Applicable percentage	0.7%	Applicable percentage	0.7%	Applicable percentage	0.8%	0.4%
Earnings bonus	514	Earnings bonus	514	Earnings bonus	186	294
Short-term variable growth bonus		Short-term variable growth bonus			480 #VALUE	
Margin threshold	6.0%	Margin threshold	6.0%	Short-term variable growth bonus		
Applicable percentage	5.0%	Applicable percentage	5.0%	Margin threshold	6.0%	6.0%
Operating EBITA – after short-term variable earnings bonus	71,918	Operating EBITA – after short-term variable earnings bonus	71,918	Applicable percentage	2.5%	2.5%
Operating EBITA – prior year	41,066	Operating EBITA – prior year	41,066	Operating EBITA – after short-term variable earnings bonus	22,556	71,918
Operating EBITA growth	30,852	Operating EBITA growth	30,852	Operating EBITA – prior year	13,955	41,066
Growth bonus	1,543	Growth bonus	1,543	Operating EBITA growth	8,601	30,852
Computed variable bonus	2,057	Computed variable bonus	2,057	Growth bonus	215	771
Maximum compensation (5 times the fixed annual salary)	2,100	Maximum compensation (5 times the fixed annual salary)	1,260		986	
Short-term bonus	2,057	Short-term bonus	1,260	Computed variable bonus	1,466	
		*HWM was not applied for the growth bonus		Maximum compensation (5 times the fixed annual salary)	1,932	
		Long-term variable earnings bonus		Short-term bonus	1,466	
		Margin threshold	15.0%			
		Applicable percentage	0.3%			
		Operating EBITA – before management board bonus	73,425			
			Threshold >= average			
		Performance factor depending on average EBITA increase	12% PF 100%			
			Threshold >= average			
			18% PF 150%			
		Metric A (average operating EBITA of fiscal years 2019 to 2021)	48,747			
		Metric B (average operating EBITA of fiscal years 2016 to 2018)	33,294			
		A > B	46.4%			
		Applicable performance factor	2			
		LTI current year	330			
		LTI shares in prior years	373			
		LTI 2019-2021	703			

Compensation granted and owed pursuant to Sec. 162 (1) Sentence 1 AktG –
active management board members in fiscal year 2021:

Robert von Wülfing (CEO since November 2020)

Table 079

		2021		2020	
		in EUR k	As a % of TC	in EUR k	As a % of TC
Fixed compensation	Basic salary	420	17%	324	14%
	+ Fringe benefits	19	1%	19	1%
	= Total	439	18%	343	15%
Variable compensation	+ Short-term variable compensation				
	Bonus for fiscal year 2021	2,057	82%	-	-
	Bonus for fiscal year 2020	-	-	1,080	47%
	+ Long-term variable compensation LTI 2016-2020	-	-	859	38%
	= Total compensation (TC; as defined by Sec. 162 AktG)	2,496	100%	2,282	100%

Dennis Gerlitzki (member since January 2019)

Table 080

		2021		2020	
		in EUR k	As a % of TC	in EUR k	As a % of TC
Fixed compensation	Basic salary	252	11%	252	34%
	+ Fringe benefits	15	1%	15	2%
	= Total	267	12%	267	36%
Variable compensation	+ Short-term variable compensation			-	-
	Bonus for fiscal year 2021	1,260	57%	-	-
	Bonus for fiscal year 2020	-	-	478	64%
	+ Long-term variable compensation LTI 2019-2021	703	31%	-	-
	= Total compensation (TC; as defined by Sec. 162 AktG)	2,230	100%	745	100%

Thomas Surwald (member since November 2020)

Table 081

		2021		2020	
		in EUR k	As a % of TC	in EUR k	As a % of TC
Fixed compensation	Basic salary	386	20%	63	70%
	+ Fringe benefits	8	1%	1	1%
	= Total	394	21%	64	71%
Variable compensation	+ Short-term variable compensation			-	-
	Bonus for fiscal year 2021	1,466	79%	-	-
	Bonus for fiscal year 2020	-	-	26	29%
	= Total compensation (TC; as defined by Sec. 162 AktG)	1,860	100%	90	100%

Phantom stock granted for the LTI tranche set up in fiscal year 2021

In fiscal year 2021, management board members Robert von Wülfing and Thomas Surwald earned performance share units (PSUs) for the first time under the new management board compensation system. The management board members were provisionally granted a total of 5,191 PSUs for the LTI tranche set up:

LTI tranche 2021 – allocation

Table 082

(Amounts stated in EUR k)	Performance period	LTI amount	Allocation price	Number of provisionally allocated PSUs	Maximum possible number of PSUs (230% target achievement)
Robert von Wülfing	2021-2025	513,977	156	3,303	7,598
Thomas Surwald	2021-2023	293,701	156	1,888	4,341

Peer group comparison

A comparison with a suitable peer group should be used to assess whether the actual total compensation of the management board members is customary for the industry. However, the supervisory board does not consider there to be any appropriate peer group in the industry. As Germany's only listed personnel services provider operating exclusively as a niche provider in Germany, it is difficult to define an industry peer group.

Additional information on management board compensation

In the compensation period covered by this report, no management board member was promised or granted benefits by a third party in relation to his activity on the management board. Moreover, no management board member ended his activity prematurely or received any termination benefits in 2021. Nor are there any agreements in place to this effect.

No current or former management board member completed their regular term on the management board in 2021. No pension obligations or amounts accrued as provisions were paid out. Likewise, no management board member completed their regular term on the management board in the 2020 reporting period.

The section on compensation in the annual report of the Amadeus FiRe Group does not contain any data relating to the families of individual management board or supervisory board members.

Supervisory board compensation

Compensation of the supervisory board is determined by the shareholder meeting and is defined in Art. 13 of the articles of incorporation and bylaws. The compensation paid to the supervisory board was amended at the 2021 annual shareholder meeting, and the articles of incorporation and bylaws were amended accordingly. This compensation is based on the functions and responsibilities of the members of the supervisory board. Each member of the supervisory board now receives annual compensation of EUR 25,000, the chairman of the supervisory board receives triple this amount and the deputy chairman double. Supervisory board members who were only on the supervisory board for part of the fiscal year receive prorated compensation.

Starting from the sixth supervisory board meeting in a given fiscal year, each member of the supervisory board receives a per-meeting fee of EUR 500. A per-meeting fee was paid out for one additional meeting in the fiscal year.

Additional compensation is paid for chairing and sitting on supervisory board committees. The chairman of a committee receives EUR 12,000, the chairman of the accounting and audit committee and the chairman of the standing committee (which is currently not established) each receive EUR 20,000 and members of committees receive EUR 6,000 for each full year of membership or chairmanship. The members of the accounting and audit committee and the standing committee (which is currently not established) each receive EUR 10,000. If a supervisory board member does not attend meetings of the supervisory board or of committees of which he or she is a member, one third of his or her total compensation is reduced in proportion to the ratio between the total number of meetings of the supervisory board or committees of which he or she is a member and the meetings that the supervisory board member did not attend. Out-of-pocket expenses incurred by supervisory board members in the course of their duties are reimbursed. No variable compensation is paid to supervisory board members.

In addition to the supervisory board compensation listed above, additional payments were made to the supervisory board's employee representatives as part of their employment in fiscal year 2021 and recognized as an expense. The amount of the payments depends on the applicable salary grades in the Company. Supervisory board members did not receive any further compensation or benefits for individual services rendered in the reporting period, in particular advisory and referral services.

The members of the supervisory board received the compensation stated in table 082 in the 2021 reporting year.

Development of earnings and compensation of members of the management and supervisory boards

The comparative disclosures in table 083 show the development of management board and supervisory board compensation, the development of the Company and that of employee compensation. The average compensation of all employees is stated to aid comparison. This is calculated based on total salary expenses (excluding management board salaries) and the average number of employees (excluding the management board). The amount of compensation paid to all employees is aligned with the market and is linked to and commensurate with performance across the various ranks.

Table 083

		Basic compensation		Committee compensation		Per-meeting fee		Total compensation (TC)	
		in EUR k	As a % of TC	in EUR k	As a % of TC	in EUR k	As a % of TC	in EUR k	As a % of TC
Current members of the supervisory board									
Christoph Gross (since May 2011, Chairman since May 2011)	2021	56	84%	10	15%	1	1%	67	100%
	2020	40	82%	8	16%	1	2%	49	100%
Annett Martin (since August 2017)	2021	22	76%	6	21%	1	3%	29	100%
	2020	20	95%	0	0%	1	5%	21	100%
Dr. Ulrike Schweibert (since May 2016)	2021	22	81%	4	15%	1	4%	27	100%
	2020	19	97%	0	0%	0.5	3%	19.5	100%
Michael Grimm (since July 2021, Deputy Chairman since August 2021)	2021	22	67%	11	33%	0	0%	33	100%
	2020	-	-	-	-	-	-	-	-
Heinrich Alt (since May 2021)	2021	14	100%	0	0%	0	0%	14	100%
	2020	-	-	-	-	-	-	-	-
Otto Kajetan Weixler (since May 2021)	2021	14	100%	0	0%	0	0%	14	100%
	2020	-	-	-	-	-	-	-	-
Angelika Kappe (since January 2018)	2021	22	96%	0	0%	1	4%	23	100%
	2020	20	95%	0	0%	1	5%	21	100%
Ulrike Sommer (since May 2011)	2021	22	76%	6	21%	1	3%	29	100%
	2020	20	77%	5	19%	1	4%	26	100%
Björn Empting (since May 2021)	2021	14	100%	0	0%	0	0%	14	100%
	2020	-	-	-	-	-	-	-	-
Stefanie Mielast (since May 2021)	2021	13	100%	0	0%	0	0%	13	100%
	2020	-	-	-	-	-	-	-	-
Christian Maria Ribic (since May 2021)	2021	14	70%	6	30%	0	0%	20	100%
	2020	-	-	-	-	-	-	-	-
Jan Hendrik Wessling (since May 2021)	2021	14	70%	6	30%	0	0%	20	100%
	2020	-	-	-	-	-	-	-	-
Members who left the supervisory board in the fiscal year									
Hartmut van der Straeten (until May 2021)	2021	8	67%	4	33%	0	0%	12	100%
	2020	20	65%	10	32%	1	3%	31	100%
Michael C. Wissner (until May 2021, Deputy Chairman until May 2021)	2021	12	75%	4	25%	0	0%	16	100%
	2020	30	73%	10	24%	1	2%	41	100%
Knuth Henneke (until May 2021)	2021	8	80%	2	20%	0	0%	10	100%
	2020	20	77%	5	19%	1	4%	26	100%
Ulrike Bert (until May 2021)	2021	8	80%	2	20%	0	0%	10	100%
	2020	20	77%	5	19%	1	4%	26	100%
Elmar Roth (until May 2021)	2021	8	100%	0	0%	0	0%	8	100%
	2020	20	95%	0	0%	1	5%	21	100%
Andreas Setzwein (until May 2021)	2021	8	80%	2	20%	0	0%	10	100%
	2020	20	77%	5	19%	1	4%	26	100%
Mathias Venema (until May 2021)	2021	8	100%	0	0%	0	0%	8	100%
	2020	19	97%	0	0%	0.5	3%	19.5	100%
Total	2021	309	82%	63	17%	5	1%	377	100%
	2020	268	82%	48	15%	11	3%	327	100%

Independent auditor's report

To Amadeus FiRe AG

We have audited the attached compensation report of Amadeus FiRe AG, Frankfurt am Main, prepared to comply with Sec. 162 AktG ["Aktiengesetz": German Stock Corporation Act] for the fiscal year from 1 January to 31 December 2021 and the related disclosures.

Responsibilities of the executive directors and the supervisory board

The executive directors and supervisory board of Amadeus FiRe AG are responsible for the preparation of the compensation report and the related disclosures in compliance with the requirements of Sec. 162 AktG. In addition, the executive directors and supervisory board are responsible for such internal control as they determine is necessary to enable the preparation of a compensation report and the related disclosures that are free from material misstatement, whether due to fraud or error.

Responsibilities of the auditor

Our responsibility is to express an opinion on this compensation report and the related disclosures based on our audit. We conducted our audit in compliance with German Generally Accepted Standards for Financial Statement Audits 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 compensation report and the related disclosures are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts in the compensation report and the related disclosures. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the compensation report and 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 compensation report and the related disclosures in order 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 entity's internal control. An audit also includes evaluating the 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 compensation report and the related disclosures.

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

Opinion

In our opinion, on the basis of the knowledge obtained in the audit, the compensation report for the fiscal year from 1 January to 31 December 2021 and the related disclosures comply, in all material respects, with the financial reporting provisions of Sec. 162 AktG.

Other matter – formal audit of the compensation report

The audit of the content of the compensation report described in this auditor's report comprises the formal audit of the compensation report required by Sec. 162 (3) AktG and the issue of a report on this audit. As we are issuing an unqualified opinion on the audit of the content of the compensation report, this also includes the opinion that the disclosures pursuant to Sec. 162 (1) and (2) AktG are made in the compensation report in all material respects.

Limitation of liability

The "General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften [German Public Auditors and Public Audit Firms]" as issued by the IDW on 1 January 2017, which are attached to this report, are applicable to this engagement and also govern our responsibility and liability to third parties in the context of this engagement.

Eschborn/Frankfurt am Main, 17 March 2022

Ernst & Young GmbH
Wirtschaftsprüfungsgesellschaft

von Seidel
Wirtschaftsprüfer
[German Public Auditor]

Mell
Wirtschaftsprüfer
[German Public Auditor]