

Annex 02

# Quantitative information

## Direct economic value generated and distributed<sup>1</sup>



Distributed economic value (figures in € million)	2025
Operating costs	1,975.4
Employee wages and benefits	2,048.2
Payments to providers of capital*	2,027.8
Payments to governments	442.6
<b>Total</b>	<b>6,494.0</b>

\*All financial payments made to providers of the organization's capital (interests and dividends paid).

Generated economic value (figures in € million)	2025
Net sales	6,517.0
Financial incomes	15.6
Sales of assets	0
<b>Total</b>	<b>6,532.6</b>

1. As defined by the GRI Standards (Disclosure 201-1).

GRI 3-3 (Energy) GRI 201-1 GRI 302-1

## Tables related to environmental sustainability<sup>2</sup>



Medium-low impact



Energy consumption and mix (GJ)	2023	2024	2025
Diesel consumption	4,047	4,299	3,223
Natural gas consumption	23,749	21,503	21,010
Fuel consumption from other fossil sources	0	0	0
Consumption of purchased electricity generated from fossil sources (as part of the energy mix)	58,428	62,986	12,057
<b>Total fossil energy consumption</b>	<b>86,224</b>	<b>88,789</b>	<b>36,291</b>
Consumption of purchased electricity generated from nuclear sources (as part of the energy mix)	39,035	37,764	5,934
Consumption of purchased electricity from renewable sources (as part of the energy mix)	38,444	38,551	24,326
Consumption of purchased electricity from renewable sources (Guarantees of Origin or equivalent instruments)	236,408	236,267	246,430
The consumption of self-generated non-fuel renewable energy	212	218	1,979
<b>Total renewable energy consumption</b>	<b>275,065</b>	<b>275,036</b>	<b>272,735</b>
<b>Total energy consumption</b>	<b>400,324</b>	<b>401,589</b>	<b>314,960</b>

2. Scope: total Amadeus sites worldwide. Figures have been calculated considering the direct reporting of the sites included in the Environmental Management System (EMS)

plus the estimation of the rest of the sites. This estimation is based on the average consumption reported by the EMS sites.

Energy intensity	2023	2024	2025
Energy consumed per revenue (GJ/€ million)	73.57	65.38	48.33
Net revenue (€ million)	5,441	6,142	6,517

Water consumption	2023	2024	2025
Water consumption (m <sup>3</sup> ) <sup>1</sup>	158,953	150,512	158,853

1. Total Amadeus sites worldwide.

For the 2025 calculations, data from direct reporting at 14 Amadeus sites—which account for 74% of the total surface—was used, while the consumption for the other sites was

estimated based on their average usage per square meter. The 2024 and 2023 calculations utilized direct information from 13 and 14 sites respectively covered by the EMS, with estimates applied to the remaining locations, but considering average FTEs.



Waste generated (kg) <sup>1</sup>	2023	2024	2025
Non-hazardous waste generated	304,104	439,444	406,179
of which recycled	259,579	303,217	218,886
of which sent for composting	13,582	39,550	61,014
Waste from Electrical and Electronic Equipment (WEEE) <sup>2</sup>	3,859	16,804	27,816
of which recycled and donated	3,859	16,804	27,816
Hazardous waste <sup>3</sup>	150	26,456	11,075
of which recycled and donated	12	3,439	0

1. Total Amadeus sites worldwide. Figures have been calculated considering the direct reporting of the sites included in the EMS plus the estimation of the rest of the sites.

2. The increase in WEEE is mainly due to the inclusion of Vision-Box office and factory in Lisbon in the direct reporting of the EMS in 2025. The current methodology for WEEE reporting does not include an extrapolation: Amadeus

considers the amount of retired assets (laptops, mobiles) from all its locations, as well as additional WEEE collected in the EMS sites.

3 The decrease in hazardous waste is primarily related to the works done in the Amadeus site in Nice during 2024 and 2025, as well as due to the replacement of UPS and inverters batteries in 2024 — which was not required in 2025.

Paper consumption <sup>1</sup>	2023	2024	2025
Paper consumption (kg)	18,135	19,209	10,206

1. Paper is used at Amadeus premises and tracked through a global printing system, which permits a precise monitoring of use and facilitates the identification of areas for improvement.

## CO<sub>2</sub>eq emissions

See p. 109, “Environmental performance.” [↗](#)

# Tables related to human resources information<sup>3</sup>

## Profile of our people

### Workforce by employment contract by region in 2025

	Permanent	Temporary	Total
Europe	10,570	27	10,597
Asia-Pacific	6,302	32	6,334
North America	2,083	0	2,083
Central & South America	1,168	1	1,169
Middle East and Africa	419	3	422
Total	20,542	63	20,605



Medium-low impact



### Employment type and contract by gender in 2025

	Employment type		Employment contract	
	Full-time	Part-time	Permanent	Temporary
Male	12,446	257	12,676	27
Female	7,330	570	7,864	36
Other	2	0	2	0
Total	19,778	827	20,542	63

### Employee by professional category, age and gender

	Staff	Manager	Senior Manager	Associate Director	Director	VPs & SVPs
Total	12,837	5,636	1,552	350	194	36

### By age range

Under 30 years old	3,247	32	0	0	0	0
30-50 years old	7,958	4,115	929	165	75	7
Over 50 years old	1,632	1,489	623	185	119	29

### By gender

Male	7,682	3,573	1,033	245	143	29
Female	5,155	2,063	519	105	51	7

3. Figures in headcount as of December 31, 2025.

GRI 2-7 GRI 3-3 (Equal treatment and opportunities for all) GRI 3-3 (Working conditions) GRI 405-1

\*Figures regarding the gender "Other" (two employees) are included in the "Male" category.

Governance bodies	2023	2024	2025
<b>Age range</b>			
Under 30 years old	0%	0%	0%
30-50 years old	0%	0%	0%
Over 50 years old	100%	100%	100%
<b>By gender</b>			
Male	55%	55%	58%
Female	45%	45%	42%
<b>Percentage by nationality</b>			
Other than Spanish	73%	73%	75%
<b>Employees with disabilities*</b>			
Total	226	263	309

\*Data has been collected manually. This involved reaching out to the different Amadeus sites to gather initial data, which was then consolidated by P&C. Data from Amadeus subsidiaries

accounting for 0.4% of total Amadeus employees have not been included.

## Training in 2025

### Average training hours in 2025\*

Employee category	Male	Female	Total
CEO, SVPs, EVPs and VPs	8.3	17.5	9.7
Directors	15.8	16.0	15.8
Associate directors	22.5	23.2	22.7
Senior managers	29.6	34.4	31.2
Managers	23.9	27.3	25.1
Staff	25.5	26.1	25.7

\*Total training hours offered to and completed have been considered, including CEO's learning hours in 2025. Amadeus legal entity ForwardKeys has not been included, due to their integration during 2025 in the Group (accounting for 0.2% of total Amadeus employees). While trainees are incorporated to align with existing internal company approach, such

as the inclusion of training related metric in the Amadeus Performance Plan. Data has been extracted from Amadeus Ordinary systems (Workday, LinkedIn, PluralSight, Coursera, O'Reilly and RedHat). Figures regarding the gender "Other" have been incorporated into the male classification.

### Global anti-corruption training in 2025\*

Number of employees trained	18,891
Percentage of employees trained	91%

\*Regional breakdown: Europe 93%, Asia-Pacific 86%; North America 85%; Middle East and Africa 98%; Central and South America 100%

GRI 2-7 GRI 2-9 GRI 3-3 (Equal treatment and opportunities for all)

GRI 3-3 (Working conditions) GRI 205-2 GRI 404-1 GRI 405-1

**Global Preventing Discrimination and Harassment in the Workplace training in 2025\***

Number of employees trained	3,596
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Percentage of employees trained	17%
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\*All people managers complete compulsory training modules on the prevention of harassment and discrimination, while all employees are encouraged to participate through additional learning sessions.

Employee hires and turnover*	Employee hires				Employees turnover			
	2023	2024	2025	2025 % total headcount	2023	2024	2025	2025 % total headcount
Total	2,734	2,676	1,761	8.5%	1,275	1,327	1,696	8.2%
Europe	1,105	1,033	689	3.3%	599	566	580	2.8%
Asia-Pacific	1,240	1,248	700	3.4%	455	482	648	3.1%
North America	190	112	60	0.3%	127	180	297	1.4%
Central & South America	178	250	275	1.3%	78	76	131	0.6%
Middle East & Africa	21	33	37	0.2%	16	23	40	0.2%
Male	1,799	1,703	1,060	5.1%	825	849	1,099	5.3%
Female	935	973	701	3.4%	449	478	597	2.9%
Under 30 years old	1,326	1,229	832	4.0%	400	404	379	1.8%
30-50 years old	1,299	1,317	847	4.1%	668	690	942	4.6%
Over 50 years old	109	130	82	0.4%	207	233	375	1.8%

\*Figures regarding the gender "Other" are included in the "Male" category.

Health and safety metrics	Europe		Asia-Pacific		North America		South America		Middle East and Africa		Total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Work-related accidents (total accidents)	43.00	23.00	2.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	46.00	23.00	69.00
Rate of work-related accidents (accident rate) <sup>1</sup>	4.42	3.56	0.27	0.00	0.00	0.00	0.00	0.00	1.87	0.00	2.08	1.69	1.93
Work-related injuries (total injuries)	40.00	23.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	42.00	23.00	65.00
Rate of work-related injuries (injury rate) <sup>2</sup>	4.11	3.56	0.13	0.00	0.00	0.00	0.00	0.00	1.87	0.00	1.90	1.69	1.82
High-consequence work-related injuries (excluding fatalities)	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00
Rate of high-consequence work-related injuries <sup>3</sup>	0.00	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.03
Rate of work-related (Occupational diseases rate) <sup>4</sup>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Lost day rate <sup>5</sup>	0.09	0.04	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.02	0.04
Absentee rate <sup>6</sup>	2.87	5.98	2.96	2.69	1.67	2.57	0.40	0.51	0.44	1.30	2.50	4.06	3.10
Hours worked <sup>7</sup>	9,739,180	6,452,450	7,487,030	4,248,458	2,580,448	1,747,512	1,726,088	928,512	534,866	250,122	22,067,612	13,627,054	35,694,666
Number of fatalities as a result of work-related injury	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

\*Figures regarding the gender "Other" (two employees) are included in the "Male" category.

\*\*Data from Amadeus subsidiaries accounting for 0.9% of total Amadeus employees have not been included.

\*\*\*The main factor behind the rise in accidents in 2025 was incidents reported in Asia-Pacific and France, which also resulted in a higher number of days lost for these reasons.

\*\*\*\*The number of cases of recordable work-related ill health was zero, therefore it does not appear on the table.

1. Rate of work-related accidents: number of work-related accidents, as explained above, divided by the number of total hours worked by people in its own workforce and multiplied by 1,000,000. Rate of work-related accidents = (Number of work related accidents/total hours worked)\*1,000,000

2. Rate of work-related injuries: number of work-related injuries, as explained above, divided by the number of total hours worked by people in its own workforce and multiplied by 1,000,000. Rate of work-related injuries = (Number of work related injuries/total hours worked)\*1,000,000

3. Rate of high-consequence work-related injury is calculated by: Rate of high-consequence work-related injury = (Number of high-consequence work-related injuries (excluding fatalities) / Number of hours worked) \*1,000,000.

4. Rate of work-related ill (Occupational disease rate) should be calculated by: Rate of work-related ill = (Number of work related ill/total hours worked)\*1,000,000

5. Lost Day Rate calculated based on: (the total number of days lost/ the effectively worked hours in the year)\* 1,000

6. Absentee rate: measure of actual number of hours of

absentee, expressed as a percentage of total hours scheduled to be worked by workers for the same period. It is calculated as: Absentee rate = (the number of absentee hours/number of hours worked)\*100

7. Number of hours worked: Number of hours effectively worked (excluding paid vacations, paid sick leave, public holidays, etc.). If the number of hours worked cannot be directly calculated, they may be estimated on the basis of normal or standard hours of work, taking into account entitlements to periods of paid leave of absence from work (e.g. paid vacations, paid sick leave, public holidays).



<b>Workforce covered by collective agreements* (%)</b>	2023	2024	2025
Percentage of employees covered by collective agreements	41.6%	40.2%	40.1%

\*Data obtained manually from each region where Amadeus operates and consolidated. Data from Amadeus subsidiaries accounting

for 0.4% of total Amadeus employees have not been included.