



ESG FACT BOOK 2023

Sustainability Program | GRI and
UN Global Compact Index



DISCLAIMER

ESG FACT BOOK 2023

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By accepting this ESG Fact Book, you agree with the foregoing.

Please consider the environmental aspects before printing this document.

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DEAR READERS,

For us, acting sustainably means responsibly shaping the future.

That is why we are committed to internationally recognized standards, guidelines, and principles, among others.

The ten principles of the UN Global Compact, to which we have expressly committed ourselves since 2007, are just as much a part of our voluntary commitment as the UN's 2030 Agenda and the Sustainable Development Goals contained therein.

The non-financial statement, which you will find in the Annual Report, together with this ESG Fact Book form the progress report on the implementation of the ten principles of the UN Global Compact. I hope you enjoy reading this report.

Dr. Stefan Schulte, CEO



We understand sustainable development to be an ongoing process. We are convinced that the company's scope of action can only be secured by consistently including non-economic aspects in management processes.



FIVE DIMENSIONS WITH FOURTEEN THEMATIC FIELDS FORM THE FRAMEWORK OF ACTION FOR FRAPORT



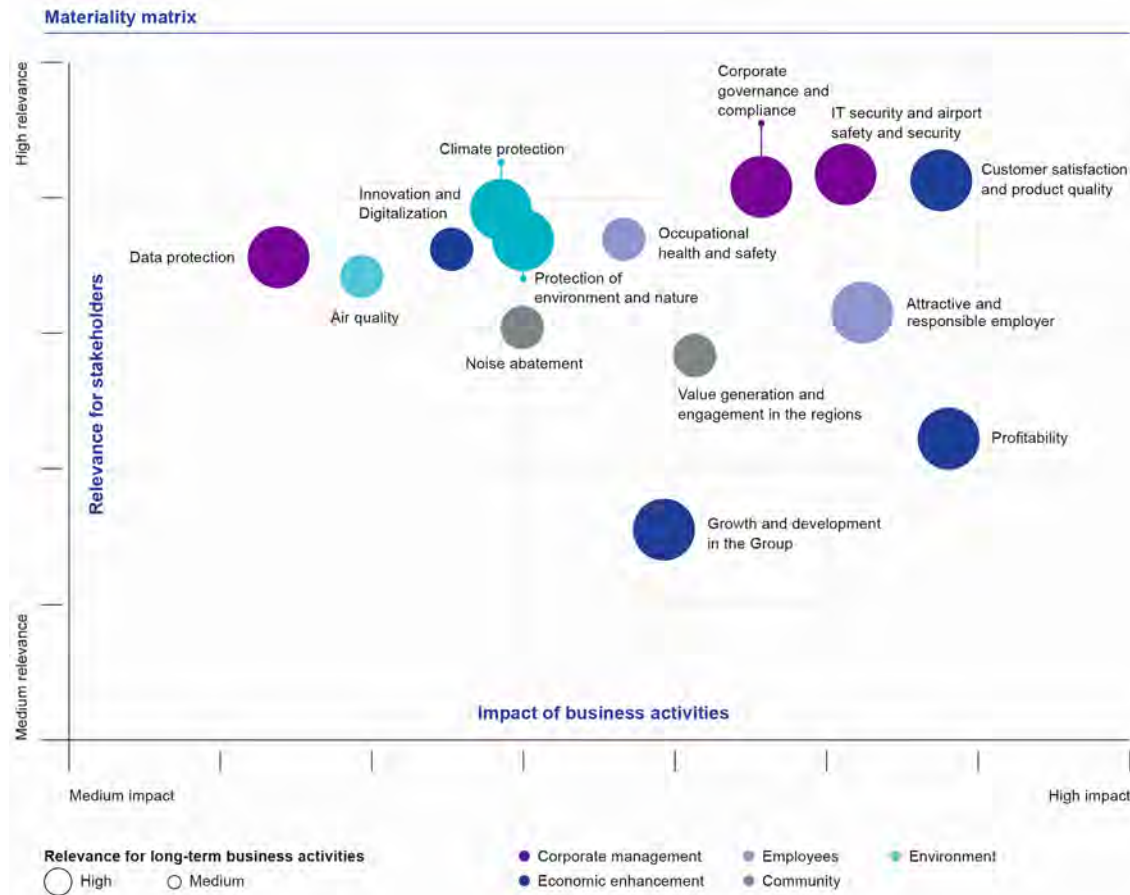
*We understand sustainability as the interplay of **ecological, economic** and **social** aspects. We have defined concrete targets for the five dimensions derived from this and report annually on their measures and target achievement.*

MATERIALITY MATRIX

The materiality matrix shows the impact of direct and indirect business activities on the corresponding key topics, their relevance for stakeholders, as well as the relevance for Fraport's long-term business activities.

Our most important stakeholders

Analysts, shareholders, employee representatives, employees, residents living near airports, business partners, investors, and passengers as well as representatives from banks, airlines, the media, non-governmental organizations, politics, authorities, economic associations, and scientific institutions



ENVIRONMENTAL GOALS



Climate protection

We are reducing our CO₂ emissions.

0 t CO₂ until 2045

Protection of environment and nature

We continuously improve our environmental performance.

ISO 14001 Certification | **EMAS** Validation at all fully consolidated, environmentally relevant sites

Air quality

We record the air pollutant emissions of all relevant emitters of airport operations.

Fraport aims to record air pollutant emissions by significant source in the long term. A performance indicator is not defined in the topic area of air quality.

ENVIRONMENTAL GOALS

FRAPORT HAS BEEN DRIVING CLIMATE PROTECTION FOR OVER 20 YEARS...



ENVIRONMENTAL GOALS

...AND HAS ALSO BEEN ACTIVE IN RECENT YEARS.



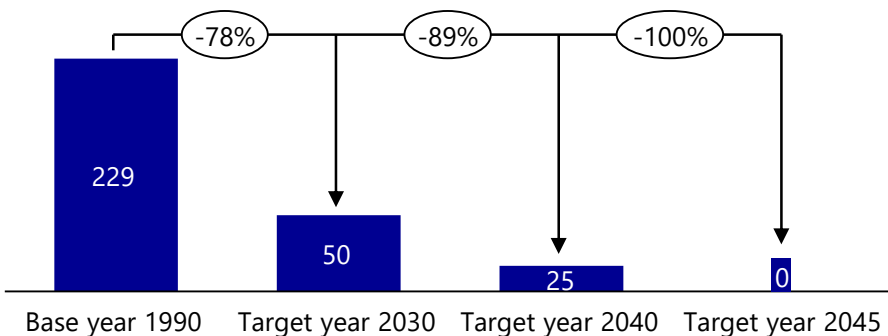
ENVIRONMENTAL GOALS

FOCUS ON CLIMATE PROTECTION: OUR CONTRIBUTION TO A CLIMATE-NEUTRAL EUROPE

We want to meet people's need for mobility without placing an additional burden on the environment. We are working at full speed to achieve this. Climate protection is one of the most urgent tasks for the entire aviation industry.

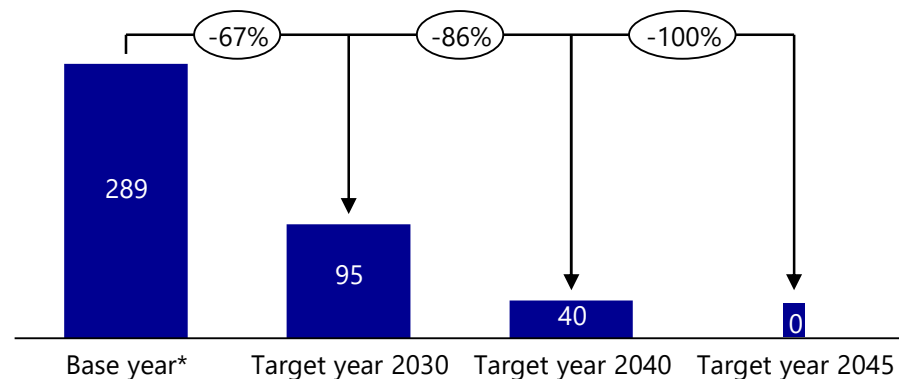
Target Fraport AG

In thousand t CO₂, Scope 1 & 2



Target Fraport Group

In thousand t CO₂, Scope 1 & 2



No compensation of CO₂ emissions (Scope 1 and 2) is to take place throughout the Group.

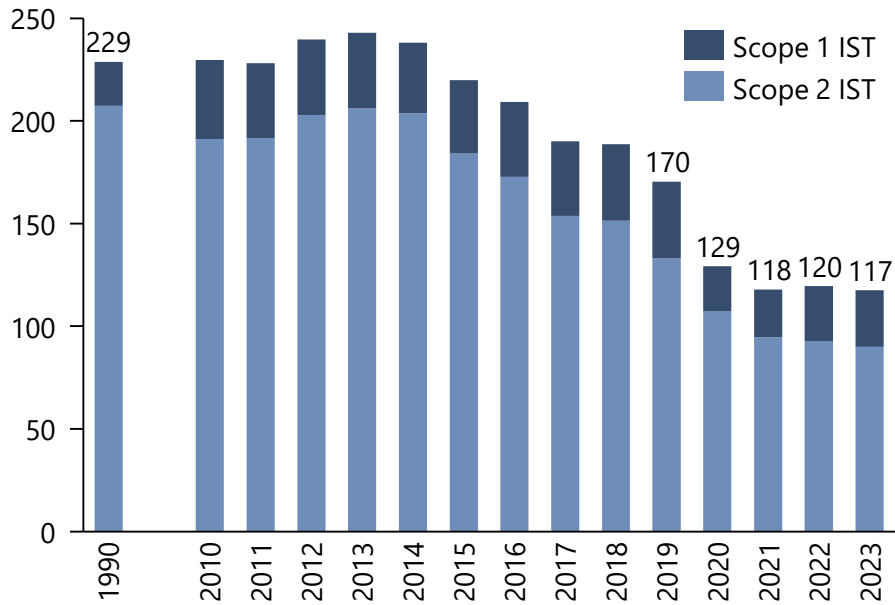
* The base year is the year in which full-year energy/CO₂ data were available for the first time. Fraport AG: 1990/ Slovenia, Bulgaria, Lima: 2015/Brazil, Greece : 2018

ENVIRONMENTAL GOALS

SIGNIFICANT CO₂ REDUCTIONS HAVE ALREADY BEEN REALIZED OVER TIME (SCOPE 1+2) – THIS TREND MUST BE CONTINUED

CO₂ emissions: AG Development & Plan in Frankfurt

In thousand t CO₂



Source: Fraport-Calculations



Despite expansion, significant CO₂ reduction since 1990

- Targeted set of measures defined and implemented led to significant reduction in AG's CO₂ emissions in Frankfurt
- Expansion of infrastructure (new taxiways, gates, service & administration buildings) was subsequently more than compensated for
- CO₂ reduction by Fraport AG at Frankfurt site systematically continued

Outlook: Opposing effects

- Terminal 3 and new infrastructure
- Traffic growth (post-Corona)
- Impacts of climate change
- Power Purchase Agreement Wind
- Vehicle conversion
- Photovoltaics at FRA
- Energy saving measures

ENVIRONMENTAL GOALS

FOUR MAIN FIELDS OF ACTION CAN BE DERIVED FROM THE THREE EXISTING MAIN PROCESSORS OF FRAPORT

3 Main processors

Buildings



Mobility



Plants



Procedure

- (1) Capture energy sources & understand process
- (2) Identify options & alternatives
- (3) Determine & implement measures

Four Main fields of action



Reduce energy demand



Change energy source



Use emission-free energy



Overarching measures as a link

Focus:

Control capability, total CO₂ emissions

Focus:

Implementation of measures, CO₂ improvement compared to base year

ENVIRONMENTAL GOALS

WITHIN THE FOUR MAIN ACTION AREAS, FRAPORT IS FOCUSING ON NINE TOP MEASURES TO ACHIEVE THEIR CLIMATE PROTECTION GOALS



Digital energy network

Development of an "Energy Balancing System" for the optimized use of electricity



Energy storage

For the decoupling of energy production, transformation and consumption



Creating infrastructure for alternative drives

Requirements for the switch to alternative drives and fuels



Defossilization of ground handling vehicles

Conversion to alternative forms of propulsion, especially battery-electric or fuel-cell drive systems



Defossilization of all other vehicles

Conversion to alternative forms of propulsion, especially battery-electric or fuel-cell drive systems



Generate emission-free energy

Set up and operate your own PV systems



Purchase of renewable electricity

Electricity purchase from renewable sources via further power purchase agreements



Purchase of emission-free district heating/cooling

Purchase of emission-free products on the market



Energy optimization and refurbishment of buildings and facilities

Implementation of energy saving and energy efficiency measures

ENVIRONMENTAL GOALS

SUCCESSFUL IMPLEMENTATION OF MEASURES ALSO BRINGS FRAPORT CLOSER TO ITS CO₂ TARGETS IN 2023



Reduce Energy demand

- **Energy optimization** and refurbishment of existing buildings and facilities
- **Replacement of lighting** on the taxiway and apron, on roads, in terminals, and in parking garages with LEDs
- Efficient **energy and CO₂ management** and monitoring at Fraport



Change energy source

- The ongoing program to **gradually convert the vehicle fleet** to alternative drives was continued in 2022 - up to a further 900 vehicles will be electrified by 2030



Emission-free energy generation

- Further expansion of **in-house generation of solar power** by installing a demonstration system with an output of 8.4 kilowatts on Runway West
- Long-term purchase agreement for electricity from **offshore wind power** via corporate power purchase agreement (CPPA) from 2026 onwards

ENVIRONMENTAL GOALS

DECARBONIZATION BOARD INTRODUCED IN 2023



Composition of the Board

- The Decarbonization Board consists of the **Executive Board** and **senior managers**
- Further participants from **relevant sites or international investments** will be consulted if necessary



Board Meetings

- Meetings take place **every six months** on the 1st and 3rd quarter of each year
- The Board met **for the first time** in its current form and function **in 2023**



Role of the Board

- The role of the Board is to **monitor** the **master plan for decarbonization**
- **Measures** are **checked for** their **effectiveness** and can be adjusted at an early stage if necessary

ENVIRONMENTAL GOALS

OUR GROUP AIRPORTS WITH AIRPORT CARBON ACCREDITATION (ACA)

Level 1: Mapping



Airports that determine their carbon footprint

Fraport Greece

Kefallinia, Mitilini, Rodos, Thessaloniki, Chania, Samos

Lima Airport Partners

Level 2: Reduction



Airports that actively reduce their carbon footprint under the supervision of ACA

Fraport Twin Star

Fraport Slovenija

Level 3: Optimisation



Airports that reduce their carbon footprint and encourage stakeholders to do the same.

Fraport AG

Level 3+: Neutrality



Airports that offset their remaining carbon footprint that cannot be reduced through alternative measures.

Fraport TAV Antalya

The ACA program is a global industry standard set by ACI with the goal of motivating as many airports as possible to adopt comprehensive CO₂ management and move toward CO₂-free operations.

ENVIRONMENTAL GOALS

MEASURES TO IMPROVE ENVIRONMENTAL PERFORMANCE

- Introduction and continuation of an **environmental management system**
- Saving **drinking water**
- Avoidance and recycling of **waste**
- Protection of **soil and water**
- Preservation and promotion of **biodiversity**
- **Wildlife hazard management** for safe and smooth coexistence of nature, air traffic and airport operations



ENVIRONMENTAL GOALS

GAIN A BETTER UNDERSTANDING OF AIR POLLUTANT EMISSIONS

- **A Systematic inventory of air pollutant emissions** to identify mitigation potentials and reduction measures
- Inclusion of the topic "**ultra-fine particulates (UFP)**" in the work program of the Forum Flughafen und Region (**Forum Airport and Region**)
- April 2023: Start of the "SOURCE FFR (Study On Ultrafine particles Frankfurt airport Region) – measurement & modelling"
- Publication of the handling of questions on the coverage and impact of UFP on the [website](#) of the Umwelt- und Nachbarschaftshaus (Environment and Neighborhood House)



ENVIRONMENTAL GOALS

ENVIRONMENTAL KEY FIGURES AT A GLANCE

<i>Energy consumption Fraport AG</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>Change in %</i>
Total energy consumption (Scope 1,2)	TJ	2,446,95	2,355.8	+3.9%
Specific total consumption	TJ per million traffic units	31.1	34.3	-9.3%

<i>Emissions Fraport AG</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>Change in %</i>
Direct CO ₂ emissions (Scope 1)	1,000 t CO ₂	27.5	26.9	+2.2%
Indirect CO ₂ emissions (Scope 2)	1,000 t CO ₂	90.0	92.6	-2.8%
Total Scope 1 & 2	1,000 t CO ₂	117.5	119.6	-1.8%

<i>Water withdrawal Fraport AG</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>Change in %</i>
Total water withdrawal, thereof	million m ³	1.343	0.921	+45.8%
drinking water	million m ³	0.809	0.658	+22.9%
service water	million m ³	0.534	0.263	+3.0%

<i>Waste Fraport AG*</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>Change in %</i>
Waste volume, thereof	1,000 t	14.9	12.7	+17.3%
	kg per traffic unit	0.19	0.19	+/-0
hazardous waste	1,000 t	1.34	1.20	+11.7%
Total recoverability rate	in % of waste volume	88.5	89.8	-1.3PP

* Including third parties, without soil and construction waste

EMPLOYEES

Attractive and responsible employer

We create good working conditions and increase employee satisfaction.

We increase the proportion of women in management positions.

Employee satisfaction | Women in management positions

Occupational health and safety

We are continuously reducing occupational accidents.

We stabilize the sickness rate in the medium term and reduce it in the long term.

Sickness rate | LTIF

Employee satisfaction

Group target: 4.9 and at least 0.1 better than 2024

AG target: 4.8 and at least 0.1 better than 2024

- Continuation and initiation of measures as part of the strategic program HRneo
- Activities to strengthen diversity with a focus on anti-discrimination (Group)
- Information events and advisory services on the topics of career and family as well as career and care (Group)
- Deployment of language trainers for in-service language training

Women in management positions

Group target: at least 30.8% women at 1st and 30.2% at 2nd level below Executive Board (Group in Germany)

AG target: at least 31.8% women at 1st and 30.9% at 2nd level below Executive Board

- Continuation of existing measures, including systematic talent management and potential assessment centers, cross-mentoring program, coaching measures, offers for part-time leadership (Fraport AG and Group in Germany).



The HRneo strategic program was launched in 2023. It comprehensively addresses the requirements of the personnel market and aims to position Fraport as a top employer. In this way, Fraport aims to secure its own long-term competitiveness in an increasingly tight labor market.

HRneo takes a holistic view of HR work and will also revise the current understanding of leadership.

Reduce workplace accidents

LTIF¹⁾ ≤ 22.5

- Continuation of job-specific training (Group-wide)
- Integration of occupational health and safety measures into training as part of recruiting measures, especially in the Ground Handling division (Group)
- Regular unannounced inspections to ensure compliance with regulations (Lima Airport Partners)

Reduce sickness rate

Sickness rate ≤ 7.2 %
(Group in Germany and Fraport AG)

- Information on health-preserving measures for prevention, fitness, nutrition and relaxation on the intranet, by mailings and via virtual platforms



Preventing accidents at work remains an issue of great importance in the Fraport Group. The Group LTIF decreased to 20.6 in the 2023 reporting year (previous year: 22.6)

EMPLOYEES

DIVERSITY IN THE FRAPORT GROUP

Share of women

23.8 %

-2.8 PP

Women in
management
positions

In Germany (level 1 and 2)

Level 1: **24.4 %** (+1.3 PP)

Level 2: **33.9 %** (+2.3 PP)

Disabled
employees

7.1 %

-0.5 PP

Average age

45.4 years

+0.1 years

Foreign
employees

In Germany

30.5 %

+4.1 PP

Apprentices

312

+32



EMPLOYEES

EMPLOYMENT FIGURES AT A GLANCE

<i>Employees</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>Change</i>
Employees as of 31.12.	Number of people	18,057	19,211	-6.0%
Fraport AG (Fraport parent company)	Number of people	7,095	7,209	-1.6%
Fraport Group Germany (mainly Frankfurt site)	Number of people	14,811	16,145	-8.3%
Employees abroad	Number of people	3,246	3,066	+5.9%
Fixed-term employment contracts worldwide	in % of total employees	8.3	6.9	+1.4 PP
Part-time employees		13.5	15.6	- 2.1 PP
Employees covered by collective bargaining agreements		90.5	89.5	+1 PP
Employee turnover	In % of permanent employees	12.6	12.1	+0.5 PP

 Detailed information can be found in the "Key figures" section.

<i>Further details</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>Change</i>
Female quota	in %	23.8	26.6	- 2.8 PP
Average age	Years	45.4	45.3	+ 0,1
Foreign employees in Germany	in % of total employees	30.5	26.4	+4.1 PP
Disabled employees	in % of total employees + employees on leave	7.1	7.6	-0.5 PP
Women in management positions in Germany (level 1)		24.4	23.1	+1.3 PP
Women in management positions in Germany (level 2)		33.9	31.6	+2.3 PP
Women in the executive board of Fraport AG	in %	40	40	+/-0
Women in the supervisory board of Fraport AG		35	30	+ 5 PP

EMPLOYEES

TRAINING AND EDUCATION – FIGURES AT A GLANCE

<u>Group</u>	<u>Unit</u>	<u>2023</u>	<u>2022</u>	<u>Change</u>
Education	Hours per total number of employees	30.5	27.1	+3.4
Apprentices	Number of people	312	280	+32

➔ *Detailed information can be found in the "Key figures" section.*

Fraport offers a wide range of continuing education opportunities at the Fraport Academy and Fraport College training facilities.

➔ [Career](#)



In 2023, trainees and dual students could choose from a range of 19 apprenticeships and dual study programs. The range of professions to be chosen extends from aviation management and mechatronics engineers to cooks and site firefighters.

EMPLOYEES

OCCUPATIONAL HEALTH AND SAFETY – FIGURES AT A GLANCE

<i>Group</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>Change</i>
LTIF – Lost Time Injury Frequency	LTIF accidents per 1 million hours worked	20.6	22.6	-2.0
RIR – Recordable Injury Rate	Reportable accidents per 1 million hours worked	17.3	19.0	-1.7
Sickness rate (Group in Germany)	Absence in %	8.7	9.9	-1.2 PP

👉 Detailed information can be found in the "Key figures" section.

In risk assessments, all aspects of a workplace are described in detail from the point of view of occupational health and safety, with the collaboration of company physicians, and the resulting protective measures, training courses and occupational health precautions are defined. Consultations with managers by occupational medicine include topics such as physical and mental stress and strain.



Value generation and engagement in the regions

We contribute positively to the economic and social development of the regions.

As a large part of the measures had to be postponed in the context of the coronavirus pandemic, the thematic area "Value creation and engagement in the regions" is currently under reconstruction

Noise abatement

We keep the area affected by aircraft noise pollution during the day below the upper noise limit

**Noise ceiling-noise area:
Area exposed to a Leq 55 dB(A) day**

COMMUNITY

MEASURES 2023 (EXCERPT)

Value generation and engagement in the regions

As a large part of the measures had to be postponed in the context of the coronavirus pandemic, the thematic area "Value generation and engagement in the regions" is currently under reconstruction.

- On average, approximately 90% of all purchased services at the Group international airports are sourced regionally
- Participation in the UN's "Pacto por la Cultura" initiative to promote culture, non-discrimination and cultural heritage (Lima Airport Partners)
- Donations for the installation of playgrounds and gyms for a kindergarten and an elementary school (Fraport Greece)
- Implementation of donations and sponsoring activities, in particular local projects, in the areas of child development, environmental protection and sport (Group)
- Support for earthquake victims in Turkey and Syria (Group)
- "Active for the Region" concept to support voluntary activities in the region around Frankfurt Airport; ProRegion Foundation to support the integration of young people and young adults into working life (Fraport AG)

Noise abatement

Compliance with the voluntary noise cap

LOG noise area: Area exposed to a Leq 55 dB(A) day (FRA site).

- Increase in noise-based airport charges for louder aircraft as of January 1, 2023.

COMMUNITY

SOCIAL COMMITMENT – FIGURES AT A GLANCE

<i>Fraport AG</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>Change</i>
Social commitment	€ million	4.5	2.9	+1.6
Sponsorship	€ million	4.0	2.0	+2.0
Donations	€ million	0.5	0.9	-0.4

Sports sponsorship in the Rhine-Main region includes both recreational and professional sports. Well-known names include the FRAPORT SKYLINERS, which Fraport AG has been supporting for many years. In this regard, Fraport sponsors not only the German national division team but also gives donations to support the "Basketball macht Schule" (Basketball Goes to School) project.

In the areas of culture and education, Fraport is involved in longstanding partnerships with the Rheingau Music Festival and the Frankfurt cultural institutions Städel Museum, Schirn Kunsthalle, and Liebieghaus Sculpture Collection.

 [Regionales Engagement](#) („regional commitment“ only available in German)



It's not just passengers who take off with us. Fraport supports the flights of all people in the region - so that educational initiatives, social projects and sports clubs can take off.

CORPORATE GOVERNANCE

Corporate Governance and Compliance

We always manage the company responsibly and transparently.

Data protection

We ensure the handling of personal data in compliance with the data protection laws and safeguard the rights of those affected.

IT Security and Airport Safety & Security

We protect our IT systems and data against failure, manipulation and unwanted publication.

We ensure the safety and security of everyone at our airports.

CORPORATE GOVERNANCE

WE STAND FOR RESPONSIBLE AND TRANSPARENT CORPORATE GOVERNANCE

General Measures:

- Group policy on the **compliance management system** for all fully consolidated Group companies
- **Group-wide Code of Conduct** as the benchmark for the Fraport value culture
- The Obligation of business partners and suppliers to comply with the **Supplier Code of Conduct**
- **Electronic whistleblower system** for reporting potential compliance violations
- **Ombudswoman** and **internal confidant**
- **Compliance/board/audits/due diligence**



CORPORATE GOVERNANCE

EXECUTIVE BOARD



Dr. Stefan Schulte
(CEO)

International Activities | Airport Expansion South | Corporate Development and Compliance | Sustainability, Corporate Communications

07–09: Fraport COO
03–07: Fraport CFO
01–03: Deutz CFO
96–00: Infostrada mgmt, CFO
Else: A.o. Director at Mannesmann



Anke Giesen
(CCO)

FRA: Retail & Real Estate | IT | Legal Affairs and Compliance | Internal Auditing

09–12: Douglas CHRO
04–09: Pfeleiderer CHRO
01–04: Pfeleiderer mgmt.
Else: A.o. Mgmt positions at Mannesmann



Dr. Pierre Dominique Prümm
(COO)

FRA: Aviation | Corporate Infrastructure Management

12–18: Fraport EVP Aviation
09–12: Fraport SVP Corp. Development
Else: A.o. Mgmt positions at Hanover Airport and Amadeus Germany



Julia Kranenberg
(CHRO)

FRA: Ground Handling | Human Resources

20–21: Avacon AG Board of Management HR
18–19: E.ON
16–17: innogy SE
07–15: RWE
Else: A.o. Mgmt positions at RWE (HR dep), lawyer at WestLB.



Prof. Dr. Matthias Zieschang
(CFO)

FRA: Facility Management | Procurement, Claim and Mobility Group: Finance | Controlling | Accounting

01–07: DB Netz CFO
99–01: Scandlines CFO
97–99: DB Head of Financial Strategy
Else: A.o. Specialist financing BASF

CORPORATE GOVERNANCE

SUPERVISORY BOARD

Representatives of the shareholders

Michael Boddenberg – Chair

Former Finance Minister of the State of Hesse

Dr. Bastian Bergerhoff

City Treasurer and Head of the Department for Finance, investments, and personnel of the City of Frankfurt

Kathrin Dahnke

Independent corporate consultant

Dr. Margarete Haase

Independent corporate consultant

Harry Hohmeister

Member of the Executive Board of Deutsche Lufthansa AG

Mike Josef

Lord Mayor of the City of Frankfurt am Main

Frank-Peter Kaufmann

Pensioner, independent corporate consultant

Lothar Klemm

Former Hessian State Minister, independent attorney

Sonja Wärntges

Chief Executive Officer of BRANICKS Group AG

Prof. Dr.-Ing. Katja Windt

Member of the Management Board SMS Group GmbH

Representatives of the employees

Mathias Venema – Vice Chairman

Trade union secretary of ver.di

Devrim Arslan

Assistant to the Executive Board of the komba trade union

Karina Becker-Lienemann

Chairwoman of the Works Council of Frankfurt Airport Retail GmbH & Co. KG, Chairwoman of the Group Works Council of Gebr. Heinemann SE & Co. KG

Ines Born

Trade union secretary, Department coordinator at ver.di headquarters, dept. 3

Hakan Bölükmeşe

Chairman of the Works Council at Fraport AG

Sidar Kaya

Commercial assistant and Works Council member at Fraport Ground Services GmbH

Karin Knappe

Member of the Works Council Fraport AG and Chairwoman of the Fraport Group Works Council

Felix Kreutel

Senior Vice President Real Estate and Energy at Fraport AG

Matthias Pöschko

Member of the Works Council at Fraport AG

Özgür Yalcinkaya

Commercial assistant and Chairman of the Works Council at Fraport Ground Services GmbH

- The Supervisory Board consists in principle of 20 members
- 10 members are elected by the general meeting
- 10 members are elected by the employees in accordance with the provisions of the German Codetermination Act
- Female quota in the Supervisory Board: at least 30 %



[Combined Statement on Corporate Governance 2023](#)

CORPORATE GOVERNANCE

ANNUAL GENERAL MEETING

- The Annual General Meeting is held annually in the first eight months of the financial year and decides on all tasks assigned to it by law, such as the appropriation of profits, the election and discharge of the members of the Supervisory Board and of the Executive Board, the election of the auditor, amendments to the Articles of Association of the Company, and other tasks.
- Each individual no-par-value share grants one vote.
- The results of the votes and other information and documents are published on our [homepage](#).



CORPORATE GOVERNANCE

REMUNERATION OF THE EXECUTIVE BOARD

- The compensation of the Executive Board is determined by the Supervisory Board based on a proposal by the Executive Committee and is reviewed on a regular basis.
- In addition to the financial targets for long-term performance compensation, the compensation system also includes non-financial elements.
- Two ESG targets were set for the 2023 financial year:
 - Driving the Group decarbonization master plan forward
 - Development of the infrastructure concept for alternative drives at the Frankfurt Site



[Remuneration Report 2023](#)




Performance criteria are defined by the Supervisory Board for the financial year. At least one performance criterion must be an ESG objective: environmental social governance (ESG) objectives such as occupational safety and health, compliance, energy and environment, customer satisfaction, employee concerns, or corporate culture.

The law requires concrete measures to fulfill due diligence obligations:

- Policy statement, clear responsibilities and documentation requirements
- Risk analysis
- Complaint procedures and remedial measures
- Preventive measures

Fraport is comprehensively meeting all its obligations:

- Existing structures expanded, new processes implemented.
- Additional due diligence requirements implemented in the risk management system and the whistleblower system.
- The core element of the due diligence obligations is the Fraport Human Rights Strategy, which is published under "[Responsibility in Supply Chains](#)".



The Supply Chain Act (LkSG) encourages us to follow the road toward sustainable and responsible management that we embarked on many years ago. We set high standards for our business partners back in 2013 with our Supplier Code of Conduct. We have also undertaken to comply with international regulations on the protection of human rights. Our Group-wide environmental policy – which includes the goal to reduce carbon emissions from our business activities to zero by 2045 – also reflects our long-term commitment to improving people's lives and the environment.

 [Policy Statement on Human Rights and Environmental Risks](#)
[LkSG Due Diligence Report](#) (only available in German)

CORPORATE GOVERNANCE

WE ENSURE DATA PROTECTION COMPLIANT HANDLING OF PERSONAL DATA

General measures:

- Data processing in compliance with the **European General Data Protection Regulation** or national data protection laws for subsidiaries outside the EU
- Implementation of existing processes in a **data protection management system** and implementation of a **data protection policy**
- **Data protection training** for employees, depending on the target group
- **Reporting process** for data security incidents and data leaks at Fraport AG



CORPORATE GOVERNANCE

WE PROTECT OUR IT SYSTEMS AND DATA AGAINST FAILURE, MANIPULATION AND UNWANTED PUBLICATION

General measures:

- **IT security policy and IT security guidelines** with company-wide requirements for IT security
- Active and preventive **IT security management**
- Collaboration at BDL with partners to **further develop industry security standards**
- **Sensitization measures** for employees and external parties to ensure a high level of security awareness



CORPORATE GOVERNANCE

WE ENSURE THE SAFETY AND SECURITY OF EVERYONE AT OUR AIRPORTS



Safety - Operational safety of all flight operations and the airport site

Safety management systems to prevent personal injury and property damage to aircraft, vehicles and infrastructure and emergency and crisis management



Security - Defense against terrorist threats and protection of civil aviation

Construction design of airport infrastructure as well as passenger, baggage and cargo screening and access control to airside areas

ECONOMIC ENHANCEMENT

Customer Satisfaction & Product Quality

We continuously optimize customer and service orientation at our airports.

Global passenger satisfaction | Baggage connectivity

Economic Profitability

We generate long-term earnings growth and maintain financial strength at a high level despite future investments.

s. [Financial Fact Book | Annual Report](#)

Growth & Development

We increase passenger numbers organically.

s. [Financial Fact Book | Annual Report](#)

Innovation & Digitization

We use the opportunities of digitization to make our business model more competitive.

Share of IT projects in the Digital Factory with successful rollout

ECONOMIC ENHANCEMENT

WE CONTINUOUSLY OPTIMIZE THE FOCUS ON CUSTOMERS AND SERVICES AT OUR AIRPORTS

General measures:

- Continuous optimization of customer and service orientation through comprehensive **support, communication measures, modernization measures, process improvements** and **service programs**.



ECONOMIC ENHANCEMENT

WE PROMOTE THE KNOW-HOW AND USE THE COMPETENCIES OF OUR EMPLOYEES AND STAKEHOLDERS

General measures:

- **Identification and introduction of new technologies, optimization of processes**, but also further development of our own working methods in order to react quickly and flexibly to customer requirements and to design services efficiently.



ECONOMIC ENHANCEMENT MEASURES 2023 (EXCERPT)

Customer Satisfaction & Product Quality

Global passenger satisfaction \geq 80%

- IT measures to improve passenger and business processes (self bag tag print, new system for monitoring waiting times) (Fraport Greece)
- New software to manage lost baggage (Lima Airport Partners)

- New hires and improvement of qualification profiles in the operating divisions (Fraport AG)
- Introduction of 20 control lanes with new computer tomography technology at Frankfurt Airport (Fraport AG)
- Expansion of PaxZ system to optimize the recording of waiting times at security controls and check-in areas (Fraport AG)
- Installation of further biometric touchpoints in gate A/Z, B and Terminal 2 (Fraport AG)

Baggage connectivity > 98.5%

Fraport AG at FRA site

- Recruitment and training of new employees
- Infrastructural measures for the automated forwarding of uncarried baggage at numerous airlines

ECONOMIC ENHANCEMENT MEASURES 2023 (EXCERPT)

Profitability / Growth and development in the Group / Innovations & digitalization

We generate long-term earnings growth and maintain financial strength at a high level despite future investments

- Revenue-increasing measures from fee adjustments in line with regulatory opportunities
- Optimizations in the non-aviation area

We are increasing our passenger numbers organically

- Continuation of recruitment and qualification measures at the Frankfurt site to ensure operational quality with rising passenger numbers
- Continuation of the expansion and extension program at Lima Airport (Lima Airport Partners)
- Renewal of terminal equipment and implementation of Self Bag Tag Print in Thessaloniki, Chania and Corfu (Fraport Greece)

Share of IT projects in the Digital Factory with successful rollout

- Development of Minimum Viable Products and testing in real airport operations within three months and roll-out to live operation if successful
- Continuous testing and optimization of processes
- Successes: Among other things, introduction of a virtual waiting process in the security checkpoint or optimization of training and deployment planning in winter service

OUR COMMITMENTS



WE SUPPORT

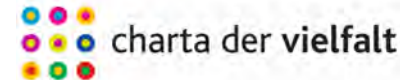
Since 2007, Fraport AG has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, environment and anti-corruption.



 [Commitments](#)



→ see slide "Our Group airports with Airport Carbon Accreditation (ACA)"



INDICES & RATINGS

MSCI

RATING ACTION DATE: 29.03.2023
Last Update: 26.04.2024

Score: AA

Rating scale **CCC** to **AAA**

Sustainalytics

Last Full Update: 08.01.2024

Score: 13.9

ESG Risk Rating: Low Risk

ISS ESG

12/2023

Score: C+ (Prime status)

Rating scale **D-** to **A+**

FTSE ESG Rating

18.12.2023

Score: 3.3

Rating scale **0** to **5**

Deutschland Ethik 30 Equity Index

since 2014

Member

➔ See [Indices & Ratings](#)



FTSE4Good



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SUSTAINABILITY PROGRAM

SUSTAINABILITY PROGRAMM 2023

In addition to the financial development indicators, Fraport measures the long-term success of the company with numerous sustainability indicators. They are published in this sustainability program and generally cover the entire Group including its fully consolidated domestic and foreign investments. Due to legal framework conditions in Germany and the high importance and at the same time complexity of the largest Group airport in Frankfurt, additional key performance indicators are defined for this site. The so-called most significant non-financial performance indicators are described in more detail in the Annual Report 2023 and are highlighted in **blue** in the sustainability program.

ENVIRONMENTAL GOALS

CLIMATE PROTECTION

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2023	
We are reducing our CO ₂ emission.	Absolute CO₂ emission (sum of Scope 1 und 2 GHG-Protocol) in metric tons of CO ₂	95,000 t CO ₂	2030	Group ¹⁾	158,065 t CO ₂	
		40,000 t CO ₂	2040			
		0 t CO ₂ ^{1) 2)}	2045			
			50,000 t CO ₂	2030	Fraport AG	117,480 t CO ₂
			25,000 t CO ₂	2040		
			0 t CO ₂ ²⁾	2045		
			Specific emission (sum of Scope 1 und 2 GHG-Protocol) in kilograms CO ₂ per traffic unit	0.9 kg CO ₂ /traffic unit		

¹⁾ Target includes Fraport AG as well as the Group companies Facility Services, Fraport Ground Services, FraCareS, Ausbau Süd, FraSec (three companies in 2022; two companies in 2023), Media, Fraport Greece, Fraport Slovenija, Lima Airport Partners, Fraport Brasil S.A. Aeroporto de Fortaleza, Fraport Brasil S.A. Aeroporto de Porto Alegre and Fraport Twin Star

²⁾ „Net Zero Carbon“ pursuant Intergovernmental Panel on Climate Change

ENVIRONMENTAL GOALS

PROTECTION OF ENVIRONMENT AND NATURE

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2023
We are continuously improving our environmental performance.	Energy consumption	Reformulation in 2024 as part of the CSRD ¹⁾		Group	Not applicable due to reformulation
				Fraport AG	
	Proportion of fully consolidated, environmentally relevant Group companies with certified environmental management systems	100 %	Indefinite	Group	78.4 %

¹⁾ Corporate Social Responsibility Directive (EU directive on sustainability reporting).

ENVIRONMENTAL GOALS

AIR QUALITY

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2023
We record the air pollutant emissions of all relevant emitters of airport operations.	Fraport aims to record air pollutant emissions by major source in the long term. A performance indicator is not defined in the Air quality.			FRA Site	not applicable

GOALS EMPLOYEES

ATTRACTIVE & RESPONSIBLE EMPLOYER

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2023
We create good working conditions and increase employee satisfaction.	Employee satisfaction*	>4.9 and at least 0.1 better than 2024	2026	Group	4.76*
		>4.8 and at least 0.1 better than 2024	2026	Fraport AG	4.64*
We increase the proportion of women in management positions.	Women in management positions (first level below the Executive Board)	30.8%	2026	Group in Germany	24.4 %
		31.8%	2026	Fraport AG	23.8 %
	Women in management positions (second level below the Executive Board)	30.2%	2026	Group in Germany	33.9 %
		30.9%	2026	Fraport AG	31.8 %
Target definition "Top employer" tbd.		Reformulation in 2024 as part of the strat. HRneo program			Not applicable due to reformulation

*Employee satisfaction was not surveyed in 2023 as planned. The next scheduled survey will take place in 2024. Group includes Fraport AG, the German Group companies as well as the Group companies in Slovenia, Bulgaria, Brazil, Peru, Greece and USA. 4.76 and 4.64 are the values for 2022.

GOALS EMPLOYEES

OCCUPATIONAL HEALTH AND SAFETY

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2023
We are continuously reducing occupational accidents.	LTIF (Lost Time Injury Frequency)	≤ 22.5	2025	Group	20.6
We stabilize the sickness rate in the medium term and reduce it in the long term.	sickness rate	≤ 7.2 %	2025	Group in Germany	8.7 %
	sickness rate	≤ 7.2 %	2025	Fraport AG	7.1 %

VALUE GENERATION AND ENGAGEMENT IN THE REGIONS / NOISE ABATEMENT

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2023
We contribute positively to the economic & social development of the regions.	As a large part of the measures had to be postponed in the context of the coronavirus pandemic, the thematic area "Value creation and engagement in the regions" is currently under reconstruction.			Group	Not applicable due to reformulation
We keep the area affected by aircraft noise during the day below the specifications of the voluntary noise cap.	LOG noise area: Area polluted by a Leq 55 dB(A) day.	≤ 22,193 ha	Until full capacity	FRA Site	Applies to 2022: Remained below threshold value

GOALS CORPORATE GOVERNANCE

CORPORATE GOVERNANCE AND COMPLIANCE / DATA PROTECTION

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2023
We always manage the company responsibly and transparently.	Determination of key performance indicator, target level and term does not apply since the topic "Corporate Governance and Compliance" is a basic requirement for our business and included in our standard processes.				
We ensure the handling of personal data in compliance with the data protection laws and safeguard the rights of those affected.	Determination of key performance indicator, target level and term does not apply since the data protection regulations in each respective country must be observed at all times.			Group	not applicable

GOALS CORPORATE GOVERNANCE

IT SECURITY AND AIRPORT SAFETY AND SECURITY

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2023
We protect our IT systems and data from failure, manipulation and unwanted publication.	Our safety management system contains numerous key performance indicators that we use to measure the effectiveness of our measures. These key figures may not be published for security reasons.			Group	Not applicable
We ensure the safety of everyone at our airports.	There is no need to specify a performance indicator and term, as safety in air traffic and on the operating site is always Fraport's top priority.			Group	Not applicable

GOALS ECONOMIC ENHANCEMENT

PROFITABILITY / GROWTH AND DEVELOPMENT IN THE GROUP

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2023
We generate long-term earnings growth and maintain financial strength at a high level, despite future capital expenditure.	EBITDA	Between around €1,260 million and around €1,360 million	2024	Group	1,024.0 € million
	Group result	Between around €435 million and €530 million	2024		430.5€ million
	ROFRA	> WACC (2023: 7.6%)	Unlimited		6.6%
	Net financial debt to EBITDA ratio	Max. 5 x	Unlimited		6.4
	Free Cash Flow	Medium negative three-digit million € amount	2024		-656.4 € million
	Shareholder's equity ratio	>1 € billion, temporarily significantly higher	Unlimited		4,041.3 € million
	We increase passenger numbers organically.	Group passengers	Positive traffic development	2024	Group
Frankfurt passengers		Over 80% to around 90% of the 2019 level	2024	FRA Site	84.1 % (59.4 million)

GOALS ECONOMIC ENHANCEMENT

CUSTOMER SATISFACTION AND PRODUCT QUALITY / INNOVATION & DIGITIZATION

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2023
We continuously optimize customer and service orientation at our airports.	Global passenger satisfaction	≥ 80 %	2026	Group	74 %
		≥ 80 % ¹⁾	2026	Fraport AG	67 %
	Baggage connectivity	> 98.5 %	2026	Fraport AG	95.8 %
We use the opportunities of digitization to make our business model more competitive	Share of IT projects in the Digital Factory with successful rollout	≥ 30 %	2024	Group	50 %

¹⁾ From opening year Terminal 3 for Frankfurt Airport: ≥85 %

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KEY FIGURES

ABOUT THE KEY FIGURES

The financial, personnel and environmental key figures are calculated at the Group level via an SAP-supported application and are subject to the same calculation method. Different collection methods are indicated in individual cases. All data and information were collected by the relevant departments/consolidated Group companies.

The scope of consolidation for the **environmental key figures** comprises the Fraport parent company and the fully consolidated investments with significant environmental impacts. These are: Fraport Facility Services GmbH, FraCareServices GmbH, Media Frankfurt GmbH, Fraport Ausbau Süd GmbH, FraSec Fraport Security Services GmbH, FraSec Flughafen-sicherheit GmbH, Airport Cater Service GmbH (ACS), Fraport Ground Services GmbH as well as the Group airports Varna, Burgas, Lima, Ljubljana, the 14 Greek airports of Fraport Greece and the Brazilian Group airports of Porto Alegre and Fortaleza. In the case of the energy and CO₂ data, the values may still change slightly after publication as a result of the continuous checks customary in the energy industry and the final utility cost statements, and will be corrected in the following year.

The scope of consolidation for the **Group personnel figures** is the same as for the financial figures.

The methods, calculations and estimates used to determine the reporting data are those that are customary in practice and that we believe to be reasonable. It cannot be ruled out that individual GRI indicators may be subject to certain uncertainties.


One traffic unit (TU) corresponds to one passenger or 100 kg of air freight or air mail.

KEY FIGURES/ECONOMY

VALUE ENHANCEMENT – AT A GLANCE

<i>Value Enhancement</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
Revenue	€ million	4,000.5	3,194.4	2,143.3
Revenue adjusted for IFRIC 12	€ million	3,485.1	2,863.3	1,901.6
EBITDA	€ million	1,204.0	1,029.8	757.0
Group result	€ million	430.5	166.6	91.8
ROFRA	%	6.6	6.0	3.4
Net financial debt to EBITDA		6.4	6.9	8.4
Shareholder's equity ratio	%	22.9	22.2	23.1
Frankfurt Passengers	€ million	59.4	48.9	24.8
Global Passenger Satisfaction (FRA)	%	67	80	91/83 ¹⁾
Baggage connectivity (FRA)	%	95.8	95.8	98.3

¹⁾ Due to methodological changes, the results are reported separately for the first and second half of 2021.

 Further key figures can be found in the [Annual Report](#)

SOCIAL COMMITMENT

GRI 203-2 Social Commitment	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
<i>Fraport AG</i>				
Social Commitment	€ million	4.5	2.9	2.4
Sponsoring	€ million	4.0	2.0	2.3
Donations	€ million	0.5	0.9	0.1

KEY FIGURES/ENVIRONMENT

ENERGY CONSUMPTION (SCOPE 1 AND SCOPE 2)

GRI 302-1 Energy consumption within the organization	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
<i>Group</i>				
Total energy consumption (Scope 1 and 2)	TJ	3,048.3	2,972.6	2,760.6
Purchased and self-generated direct energy sources (Scope 1)	TJ	449.3	444.4	377.2
of which renewable energy sources	%	<<1	<<1	<<1
Electricity (generation) ¹⁾	TJ	5.262	5.757	4.977
Purchased indirect energy (Scope 2) ^{2) 3)}	TJ	2,599.0	2,528.2	2,383.4
Electricity ²⁾	TJ	1,518.7	1,526.2	1,390.6
<i>Fraport AG</i>				
Total energy consumption (Scope 1 and 2)	TJ	2,452.2	2,355.8	2,249.4
Purchased and self-generated direct energy sources (Scope 1)	TJ	377.1	370.8	319.2
of which renewable energy sources	%	<<1	<<1	<<1
Electricity (generation) ¹⁾	TJ	5.262	5.757	4.977
Purchased indirect energy (Scope 2) ²⁾	TJ	2,075.1	1,985.0	1,930.2
Electricity ²⁾	TJ	999.7	1,014.4	938.4
of which renewable energy sources	%	71.8	70.0	64.9

¹⁾ 2021: Commissioning a solar system at Frankfurt Airport

²⁾ All information includes technical losses.

³⁾ The percentage of renewable energies is stated for the Fraport parent company. 100% renewable energy at Ljubljana Airport.

ENERGY CONSUMPTION (SCOPE 3)

GRI 302-2 Energy consumption outside the organization	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
<i>Frankfurt Airport</i>				
Total energy consumption (Scope 3)	TJ	17,971.9	16,738.4	12,166.3
Aircraft traffic ¹⁾	TJ	11,299.0	9,991.8	6,908.1
Employee traffic Fraport AG and third parties at the airport ²⁾	TJ	1,096.0	1,458.6	1,290.7
Passenger traffic (origination passengers) ³⁾	TJ	3,849.1	3,561.0	2,242.0
Business trips of Fraport AG employees ⁴⁾	TJ	6.7	4.9	2.1
Third party energy consumption (infrastructure and vehicles)	TJ	1,721.1	1,722.1	1,723.4

¹⁾ Air traffic up to 914 m (LTO cycle) of all aircraft landing and taking off at Frankfurt Airport

²⁾ Commuting to and from workplace.

³⁾ Arrival and departure of originating passengers, individual and public transport.

⁴⁾ Includes automobiles, rail, and flights.

ENERGY INTENSITY

<i>GRI 302-3 Energy intensity</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
<i>Group</i>				
Specific total consumption	TJ per million traffic units	19.6	20.6	30.0
Purchased direct non-renewable energy sources (Scope 1)	TJ per million traffic units	2.9	3.2	4.1
Purchased energy (Scope 2)	TJ per million traffic units	16.8	17.5	25.9
<i>Fraport AG</i>				
Specific total consumption	TJ per million traffic units	31.1	34.3	45.7
Purchased direct non-renewable energy sources (Scope 1)	TJ per million traffic units	4.7	5.3	6.6
Purchased energy (Scope 2)	TJ per million traffic units	26.4	28.9	39.1

DIRECT GREENHOUSE GAS EMISSIONS

GRI 305-1 Direct greenhouse gas emissions (Scope 1)

GRI 305-4 Intensity of greenhouse gas emissions

	Unit	2023	2022	2021 ²⁾
<i>Group</i>				
CO ₂ emissions				
direct CO ₂ emissions ¹⁾	1,000 CO ₂	32.6	32.0	27.1
Climate intensity of traffic volume				
direct CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	0.21	0.24	0.30
<i>Fraport AG</i>				
CO ₂ emissions				
direct CO ₂ emissions ¹⁾	1,000 t CO ₂	27.5	26.9	23.2
Climate intensity of traffic volume				
direct CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	0.35	0.39	0.49

¹⁾ Direct emissions using Scope 1 GHG Protocol Standards: Fuels, fuels for combustion plants, in this case heating oil, natural gas, propane gas.

²⁾ Minor adjustment made in 2021.

INDIRECT GREENHOUSE GAS EMISSIONS

GRI 305-2 Indirect energy greenhouse gas emissions (Scope2)

GRI 305-4 Intensity of greenhouse gas emissions

	Unit	2023	2022	2021 ²⁾
<i>Group</i>				
CO ₂ emissions				
indirect CO ₂ emissions ¹⁾	1,000 t CO ₂	125.5	128.5	139.0
Climate intensity of traffic volume				
indirect CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	0.81	0.89	1.53
<i>Fraport AG</i>				
CO ₂ emissions				
indirect CO ₂ emissions ¹⁾	1,000 t CO ₂	90.0	92,60	94.6
Climate intensity of traffic volume				
indirect CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	1.14	1.26	1.94

1) Indirect emissions using the Scope 2 GHG Protocol Standard: Purchase of electricity (Group), district heating, district cooling (Fraport at the Frankfurt site).

2) Minor adjustment made in 2021.

OTHER INDIRECT GREENHOUSE GAS EMISSIONS

GRI 305-3 Other indirect greenhouse gas emissions (Scope 3)

Frankfurt Airport (Scope 3 pursuant to GHG)

	Unit	2023	2022	2021
Aircraft traffic ¹⁾				
LTO Emissions ¹⁾	1,000 t CO ₂			
Approach		153,7	137.7	97.4
Idle		291,5	248.5	168.7
Take Off		102,2	91.5	64.6
Climb Out		189,4	170.0	119.7
Non-LTO Emissions	1,000 t CO ₂			
Additional Thrust ²⁾		7.81 / 7.79	7.23 / 7.24	2.67 / 2.67
APU ³⁾		79,6	73.8	50.2
Engine test runs ⁴⁾		3,74	3.46	2.83
Employee traffic Fraport AG and third parties at the airport ⁵⁾	1,000 t CO ₂	92,6	114.9	105.1
Passenger traffic (origination passengers) ⁶⁾	1,000 t CO ₂	249,5	336.5	139.2
Business trips of Fraport AG employees ⁷⁾	1,000 t CO ₂	0,47	0.39	0.15 ⁹⁾
Third party energy consumption (infrastructure and vehicles) ⁸⁾	1,000 t CO ₂	125,7	116.3	121.2
Other relevant greenhouse gas emissions ⁹⁾	1,000 t CO ₂	<2	<2	<2

¹⁾ Air traffic up to 914 m (LTO cycle) of all aircraft landing and taking off at Frankfurt Airport. ²⁾ Aircraft emissions due to the additional thrust during taxiway climbs in the northwest runway area. Emissions from additional thrust were calculated retrospectively from 2019 to 2023 using a new calculation method. Until the beginning of 2023, an average emission factor was assumed for the calculation of emissions from additional thrust, which resulted from the total aircraft mix of aircraft taking off and landing in the respective reporting year. In the new methodology, each aircraft moving on the LBNW is considered with individual engine information. Presentation of emission values according to the new and old calculation method. Translated with DeepL.com (free version)

³⁾ Use of auxiliary power units (APUs) to start the main engines and, where necessary, to provide ground-based stationary power and air conditioning for the aircraft.

⁴⁾ Emissions from aircraft engine test runs. ⁵⁾ Commuting to and from workplace. ⁶⁾ Arrival and departure of origination passengers, individual and public transport.

⁷⁾ Includes automobiles, rail, and flights. The business trips were partially compensated. ⁸⁾ Electricity, heat, cooling, fuels / emissions from engine test runs of dismantled aircraft engines at the DLH engine test stand.

⁹⁾ According to studies carried out in 2005, emissions of other greenhouse gases at the airport are negligible.

WATER

<i>GRI 303-3 Water withdrawal 2018</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
<i>Group^{*)}</i>				
Total water withdrawal	Million m³	2.711	1.654	1.749
Total water withdrawal ²⁾	Liters per traffic unit	17.5	15.5	31.5
Drinking water	million m ³	1.895	1.363	1.353
Service water	million m ³	0.816	0.291	0.396
<i>Fraport AG</i>				
Total water withdrawal ¹⁾	Million m³	1.343	0.921	0.884
Total water withdrawal ¹⁾	Liters per traffic unit	17.1	13.4	18.1
Drinking water ^{1) 2)}	million m ³	0.809	0.658	0.521
Service water ^{1) 3)}	million m ³	0.534	0.263	0.363

^{*)} Without Samos (Fraport Greece).

¹⁾ Total use by airport minus consumption by third parties at Frankfurt Airport site.

²⁾ From local authority water supplies.

³⁾ The service water is processed from surface water, rainwater, and ground water. If necessary, drinking water is added.

WATER DISCHARGE

GRI 303-4 Water discharge	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
<i>Group^{*)}</i>				
Sewage water	Million m³	2.208	2.535	2.146
Sewage water	Liters per traffic unit	18.2	23.7	41.5
<i>Frankfurt Airport</i>				
Sewage water ^{1) 2)}	Million m³	1.518	1.820	1.600
Sewage water ²⁾	Liters per traffic unit	19.3	26.5	33.7

^{*)} Without Fraport Greece

¹⁾ Sewage water is treated in the fully biological Fraport AG treatment plant as well as the fully biological treatment plants in Frankfurt-Niederrad and Frankfurt-Sindlingen. Due to the separation of rainwater containing de-icing chemicals, the quantity of sewage water has risen. The water containing de-icing chemicals has been directed into the treatment plants via the sewage water drain network since 2012.

²⁾ Sewage water from Fraport AG and over 500 other companies at Frankfurt Airport.

WASTE

**GRI 306-3 Waste generated incl.
GRI 306-4 Waste diverted from disposal and
GRI 306-5 Waste directed to disposal**

	Unit	2023	2022	2021
<i>Group^{*)}</i>				
Waste volume ^{1) 2)}	1,000 metric tons	28.6	18.3	15.0
Waste volume ¹⁾	kg per traffic unit	0.18	0.17	0.27
Hazardous waste ¹⁾	1,000 metric tons	1.81	1.59	1.83
Total Recoverability rate	In % of waste volume	48.7	63.7	60.2
<i>Frankfurt Airport</i>				
Waste volume ¹⁾	1,000 metric tons	14.9	12.7	10.1
Waste volume ¹⁾	kg per traffic unit	0.19	0.19	0.21
Hazardous waste ¹⁾	1,000 metric tons	1.34	1.20	1.52
Total Recoverability rate ¹⁾	In % of waste volume	88.5	89.8	86.1

^{*)} Without Fraport Greece.

¹⁾ Including waste from third parties, excluding soil and building rubble.

²⁾ Variances in the addition of hazardous waste are due to country-specific legislation in Peru.

BIODIVERSITY

GRI 304-1 Land located in or adjacent to protected areas or areas of high biodiversity value.	<i>Distance from airport (m) 2023</i>	<i>Land area (ha) 2023</i>	<i>Distance from airport (m) 2022</i>	<i>Land area (ha) 2022</i>	<i>Biodiversity value²⁾ (Description)</i>
<i>Fraport AG</i>					
Frankfurt Airport ¹⁾	Adjacent	3,229	Adjacent	3,229	Five protected areas as defined by the fauna and flora directive
	Adjacent	4,283	Adjacent	4,283	Two protected areas as defined by the EU Birds Directive
<i>Group</i>					
Lima Airport ¹⁾			100		Peregrine falcons, migratory birds such as seagulls, owls, others
Burgas Airport ¹⁾			1,000	1,075	Atanasovsko Lake is a "defensive area"
Ljubljana Airport ¹⁾			On the airport site	316.1	No official protection status, common buzzards, kestrel, barn swallow
Fortaleza Airport ¹⁾			425	1,571	No official protection status, public garden
			30	16	No official protection status, lake in the city

¹⁾ The operating sites in or adjacent to a protected area or containing a protected area are relevant to the survey.

²⁾ The biodiversity value is determined by the quality attribute of the protected area and the listed protection status.

BIODIVERSITY (1/2)

	<i>Property area¹⁾ (ha)</i>	<i>Of which paved (ha)</i>	<i>Property area¹⁾ (ha)</i>	<i>Of which paved (ha)</i>
Area use	<i>2023</i>	<i>2023</i>	<i>2022</i>	<i>2022</i>
<i>Fraport AG</i>				
Frankfurt Airport	2,283	1,134	2,283	1,134
<i>Group</i>				
Varna Airport	223	55	223	55
Burgas Airport	253	65	253	65
Ljubljana Airport	287	84	287	84
Fortaleza Airport	450	41	450	41
Porto Alegre Airport	432	46	432	46

¹⁾ Contiguous owned area.

BIODIVERSITY (2/2)

Area use	Property area ¹⁾	Of which paved
	(ha)	(ha)
	2023	2023
<i>Group Airports^{1, 2)}</i>		
Kerkyra (Corfu)	73	70
Chania (Crete)	37	34
Kefalonia	81	80
Kavala	276	275
Aktio/Prevezka	10	9
Thessaloniki	447	441
Zakynthos	71	68
Mykonos	46	45
Skiathos	39	38
Santorini (Thira)	121	119
Kos	130	128
Mytilene (Lesvos)	73	72
Rhodes	184	179
Samos	99	99

1) Contiguous owned area. 2) Greek airports report for the first time in 2023.

KEY FIGURES/PERSONNEL

TOTAL EMPLOYEES OF THE FULLY-CONSOLIDATED GROUP COMPANIES AS OF THE REPORTING DATE 12/31/2023 (1/2)

<i>Subsidiaries in Germany</i>	2023	2022	2021
Fraport AG (Fraport parent company), Frankfurt am Main	8,070	8,051	8,326
Fraport Ground Services GmbH, Frankfurt am Main*	3,988	3,278	2,656
FraSec Aviation Security GmbH, Frankfurt am Main ¹⁾	-	2,413	1,689
FraSec Flughafensicherheit GmbH, Frankfurt am Main	1,331	1,308	1,577
FraCareServices GmbH, Frankfurt am Main	723	684	629
Fraport Facility Services GmbH, Frankfurt am Main ²⁾	792	712	-
GCS Gesellschaft für Cleaning Service mbH & Co. Airport Frankfurt/Main KG, Frankfurt am Main ²⁾	-	-	640
FraSec Services GmbH, Frankfurt am Main	338	293	278
FraSec Fraport Security Services GmbH, Frankfurt am Main	180	172	155
Fraport Passenger Service GmbH, Frankfurt am Main	299	255	164
Airport Cater Service GmbH, Frankfurt am Main	169	143	112
FRA-Vorfeldkontrolle GmbH, Kelsterbach	91	91	92
Media Frankfurt GmbH, Frankfurt am Main	45	45	45
Flughafen Kanalreinigungsgesellschaft mbH, Kelsterbach	-	-	30
AirIT Services GmbH, Lautzenhausen	47	29	26
Fraport Ausbau Süd GmbH, Frankfurt am Main	18	15	12
Airport Assekuranz Vermittlungs-GmbH, Neu-Isenburg	9	9	10
Fraport Casa GmbH, Neu-Isenburg	2	2	2
VCS Verwaltungsgesellschaft für Cleaning Service mbH, Frankfurt am Main	-	-	1
Fraport Group in Germany (mainly Frankfurt site)	16,102	17,500	16,444

¹⁾ Formerly FraSec Luftsicherheit GmbH ²⁾ As part of a chain merger, VCS Verwaltungsgesellschaft für Cleaning Service mbH, Fraport-Beteiligungsholding GmbH, Flughafen Kanalreinigungsgesellschaft mbH and Frankfurter Kanalreinigungsgesellschaft mbH were merged in fiscal year 2022 into the previously transformed Fraport Facility Services GmbH (formerly GCS Gesellschaft für Cleaning Service mbH & Co. Airport Frankfurt/Main KG).

TOTAL EMPLOYEES OF THE FULLY-CONSOLIDATED GROUP COMPANIES AS OF THE REPORTING DATE 12/31/2023 (2/2)

<i>Subsidiaries outside Germany</i>	2023	2022	2021
Lima Airport Partners S.R.L., Lima, Peru	943	830	676
Fraport Twin Star Airport Management AD, Varna/Bulgaria	693	716	577
Fraport Slovenija, d.o.o. Zgornji Brnik/Slovenia	436	405	376
Fraport Regional Airports of Greece A S.A. Athens/Greece	273	255	241
Fraport Regional Airports of Greece B S.A. Athens/Greece	230	217	205
Fraport Regional Airports of Greece Management Company S.A. Athens/Greece	212	205	191
Fraport Brasil S.A. Aeroporto de Porto Alegre, Porto Alegre/Brazil	255	246	227
Fraport Brasil S.A. Aeroporto de Fortaleza, Fortaleza/Brazil	164	155	141
Fraport USA Inc., Pittsburgh, USA	53	48	51
Antalya Havalimani Uluslararası Terminal İşletmeciliği Anonim Şirketi, Antalya, Turkey	13	9	10
Fraport Peru S.A.C., Lima, Peru	15	9	9
Fraport Malta Business Services Ltd., St. Julians/Malta	5	4	5
Fraport Malta Ltd., St. Julians/Malta	4	3	4
Fraport Saudi Arabia for Airport Management and Development Services Company Ltd., Riyadh/Saudi-Arabia	1	1	1
Fraport Group outside Germany	3,297	3,103	2,714
Fraport Group in Germany (mainly Frankfurt site)	16,102	17,500	16,444
Fraport Group total	19,399	20,603	19,158

EMPLOYEES

GRI 2-7 Employees	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
Total employees as of 12/31/2021 ¹⁾	Number of people	19,399	20,603	19,158
of which women	in %	23.8	26.6	26.3
Permanent employees ²⁾	Number of people	17,257	18,504	17,459
Temporary staff ³⁾	Number of people	800	707	322
Employees on leave	Number of people	1,030	1,112	1,060
Apprentices	Number of people	312	280	317
Employees of Fraport parent company ¹⁾	Number of people	8,070	8,051	8,326
of which women	in %	19.7	19.4	19.2
Leased laborer ⁴⁾	Number of people	1,054	208	59
Total employees in Germany	Number of people	16,102	17,500	16,444
	In % of total employees	83.0	84.9	85.8
Total employees abroad	Number of people	3,297	3,103	2,714
	In % of total employees	17.0	15.1	14.2
Fixed-term employment contracts ⁵⁾	Number of people	1,606	1,414	1,550
	In % of total employees	8.3	6.9	8.1
Part-time workers ⁶⁾	Number of people	2,615	3,211	2,958
	In % of total employees	13.5	15.6	15.4

¹⁾ Total employees = permanent employees + temporary staff (refer to 3) + apprentices + employees on leave.

²⁾ No temporary staff (see 3), employees on leave, or apprentices are included in permanent employees.

³⁾ Temporary staff = interns, students and partially employed staff.

⁴⁾ Taking into account the amendment to the temporary work act AÜG (AÜG = Arbeitnehmerüberlassungsgesetz).

⁵⁾ Including temporary staff (see 3.) and apprentices who usually have fixed-term contracts. ⁶⁾ Including partial retirement.

COLLECTIVE BARGAINING AGREEMENTS

<i>GRI 2-30 Collective bargaining agreements</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
<i>Group</i>				
Employees covered by collective bargaining agreements ¹⁾	In % of total employees	90.5	87.9 ²⁾	97.9

¹⁾ The difference to 100 % is for non-tariff employees or executive employees under the German Works Constitution Act (Betriebsverfassungsgesetz) and companies without a collective agreement (Brazil).

²⁾ The sharp decline in the figure in 2022 is due to the differentiated recording of non-tariff employees and executive employees. Adjusted value for 2022: 87.9, reported value 2022: 89.5

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

GRI 401-1 New employee hires and employee turnover

<i>Group</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
Permanent employees	Number of people	17,257	18,504	17,459
Hires	Number of permanent employee hires	4,136	4,157	5,138
Leavers	Number of permanent employee leavers	2,854	2,621	6,868
Employee turnover ¹⁾	In % of permanent employees	12.6	12.1 ²⁾	27.8
<i>Reasons for leaving</i>				
Employee termination	Number of permanent employees	1,133	1,231	489
Employer termination	Number of permanent employees	341	191	139
End of working life (retirement)	Number of permanent employees	83	111	159
Agreement to terminate contract	Number of permanent employees	250	347	5,013
End of fixed-term employment contract	Number of permanent employees	1,017	704	1,030
Death during active employment relationship	Number of permanent employees	30	37	38

¹⁾ According to the Schlüter method: leavers financial year/(permanent employees previous year + hires).

²⁾ Adjusted value for 2022: 12.1, reported value 15.0

DIVERSITY AND EQUAL OPPORTUNITIES

GRI 405-1 Diversity of governance bodies and employees

<i>Group</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
Women	In % of total employees	23.8	26.6	26.3
Average age	Years	45.4	45.3	45.5
Foreign employees in Germany ¹⁾	In % of total employees in Germany	30.5	26.4	24.1
Disabled employees ²⁾	In % of total employees	7.1	7.6 ⁴⁾	7.9
Women in management positions in Germany (level 1) ³⁾	in %	24.4	23.1	22.7
Women in management positions in Germany (level 2) ³⁾	in %	33.9	31.6	28.2
Women in the executive board of Fraport AG	in %	40	40	20
Women in the supervisory board of Fraport AG	in %	35	30	30

¹⁾ Excluding German nationals with a migrant background.

²⁾ Disabled employees, equivalent, and multiple credits. Eligible jobs = total employees – apprentices – temporary staff.

³⁾ Includes Fraport AG and the German Group companies. Management levels 1 and 2 below the Executive Board and management of the German Group companies.

⁴⁾ Adjusted value for 2022: 7.6, reported value for 2022: 5.8

TRAINING AND EDUCATION

GRI 404-1 Training and continuing education time per employee

<i>Group</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
Education ¹⁾	Hours per annual average number of total employees	30.5	27.1	34.3

¹⁾ Excluding apprentices

WORK-RELATED INJURIES

<i>GRI 403-9 Work-related injuries</i>	<i>Unit</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
<i>Group</i>				
LTIF – Lost Time Injury Frequency ¹⁾	LTIF accidents per 1 million hours worked	20.6	22.6	20.3 ⁴⁾
RIR – Recordable Injury Rate ²⁾	Reportable accidents per 1 million hours worked	17.3	19.0 ⁴⁾	15.4
Work-related fatalities ³⁾	Number	0	2 ⁸⁾	0
Sickness rate ³⁾	Absence in %	8.7	9.9 ⁵⁾	6.7
<i>Germany (mainly Frankfurt site)</i>				
LTIF – Lost Time Injury Frequency ¹⁾	LTIF accidents per 1 million hours worked	26.5	29.2 ⁶⁾	25.5
RIR – Recordable Injury Rate ²⁾	Reportable accidents per 1 million hours worked	21.5	23.1 ⁷⁾	15.8
Work-related fatalities	Number	0	0	0
Accidents on Fraport construction sites	Number	0	1	5
Accidents on Fraport construction sites with fatalities	Number	0	0	0
Sickness rate ³⁾	Absence in %	8.7	9.9 ⁵⁾	6.7
Sickness rate Fraport AG	Absence in %	7.1	7.9	5.9

¹⁾ LTIF = frequency of all occupational accidents per million hours worked.

²⁾ RIR = Frequency of accidents from 3rd day lost related to 1 million hours worked.

³⁾ Germany

⁴⁾ Adjusted value for 2022: 19.0, reported value for 2022: 18.3

⁵⁾ Adjusted value for 2022 due to late registrations: 9.9 %, reported value for 2022: 8.7 %,

⁶⁾ Adjusted value for 2022: 29.2, reported value for 2022: 28.1

⁷⁾ Adjusted value for 2022: 23.1, reported value for 2022: 22.1

⁸⁾ Two fatalities in Lima

GRI- AND UN GLOBAL COMPACT INDEX

UN GLOBAL COMPACT AND SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Fraport respects and supports the [ten principles](#) of the **UN Global Compact**, develops and implements measures, and contributes to their recognition, even beyond its own corporate boundaries. Our Sustainability Reporting 2023, which consists of the non-financial statement and the ESG Fact Book, also serves as a progress report for the UN Global Compact. Our sustainability reporting is based on the guidelines of the Global Reporting Initiative (GRI referenced).

With the 2030 Agenda for Sustainable Development, the member states of the United Nations express their conviction that global challenges can only be solved together. At the heart of the agenda are 17 Sustainable Development Goals (SDGs). As a signatory to the UN Global Compact, Fraport AG feels particularly committed to these goals and the SDGs. Our focus is on the SDGs that we believe are within the sphere of influence of our actions. You can find these [here](#).



GRI AND UN GLOBAL COMPACT INDEX

GRI 2: DISCLOSURES ABOUT THE REPORTING ORGANIZATION

Data refer to universal standards		References, additions and comments	UNGC	SDGs
Fraport has reported the information cited in this GRI content index for the period from 1 January 2023 to 31 December 2023 with reference to the GRI Standards.				
1. The organization and its reporting practices				
GRI 2-1	Organizational details	Fraport AG Frankfurt Airport Services Worldwide Frankfurt am Main, Deutschland Annual Report 2023 : "Shareholder structure" p. 36, "Legal Disclosures" p. 52; "Key sites" p. 45, „Disclosures of Shareholding According to Section 313 (2) of the HGB" p. 233 et seqq., "Structure" p. 43		
GRI 2-2	Entities included in the organization's sustainability reporting	See „Total employees of the fully-consolidated Group companies as of the reporting date 31.12.2023" and "About the Key Figures"		
GRI 2-3	Reporting period, frequency and contact point	January 1 to December 31 of each year. Contact point		
GRI 2-4	Restatements of information	Annual Report 2023 : Control system/„Changes compared with the previous year" p. 54, see also Sustainability Program		

GRI AND UN GLOBAL COMPACT INDEX

GRI 2: DISCLOSURES ABOUT THE REPORTING ORGANIZATION

Data refer to universal standards	References, additions and comments	UNGC	SDGs
GRI 2-5	<p>External audit</p> <p>Annual Report 2023: "Independent practitioner's report on a limited assurance engagement on non-financial reporting" p. 247 et seqq.</p> <p>Environmental Statement 2022: „Environmental Auditor's Declaration on Verification and Validation Activities“, p. 81</p>		
2. Activities and workers			
GRI 2-6	<p>Activities, value chain and other business relationships</p> <p>Annual Report 2023: "Information about reporting" p. 62, "Structure" p. 43 et seqq., "Business model" p. 41, "Key sites" p. 45, "Competitive position at the Frankfurt site" and "Competitive position outside the Frankfurt site" p. 45 et seqq., cover p. 1, "Business development" p. 65 et seqq., "Shareholder structure as of Dec. 31, 2022" p. 36, "Consideration of the supply and subcontracting chain specific to the business model" p. 86 et seqq., Visual Fact Book, Air Traffic Statistics, Traffic Figures</p>		

GRI AND UN GLOBAL COMPACT INDEX

GRI 2: DISCLOSURES ABOUT THE REPORTING ORGANIZATION

Data refer to universal standards	References, additions and comments	UNGC	SDGs
GRI 2-6	<p>Activities, value chain and other business relationships</p> <p>Fraport has a heterogeneous demand structure. It ranges from architectural services to the maintenance and expansion of airport infrastructure, from office materials to IT services and aircraft tugs. At Fraport AG (incl. the Airport Expansion South project), more than 56% of the total order volume went to companies in the Rhine-Main region. Around 98% of Fraport AG's order volume, amounting to approximately €1,306.9 million, was awarded to suppliers and service providers based in Germany, 99.7% to those based in the EU, and about 0.3% to those based in the United States, the United Kingdom, Switzerland, Australia, and Canada. As there are similar legal standards in these countries, especially regarding anti-corruption and bribery matters and respect for human rights, the first level of the supply chain is not deemed critical. As regards the Group airports, orders were predominantly awarded within their own country.</p>		

GRI- UND UN GLOBAL COMPACT INDEX

GRI 2: ALLGEMEINE ANGABEN 2021

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 2-6	Activities, value chain and other business relationships	<p>Around 41% of the order volume was placed in the area of service procurement. This primarily involved security services, cleaning services and IT services.</p> <p>42% of the order volume was awarded in the area of construction contracts. This does not include orders placed by the subsidiary FAS GmbH, which is responsible for the South Extension.</p> <p>The remaining 17% were placed in the consumable's product groups on the market. In 2023, Fraport AG had more than 2,400 active suppliers and service providers.</p> <p>In the reporting year, there were no significant changes with regard to the location of suppliers or relationships with suppliers, including selection and termination. Fraport does not have a traditional supply chain.</p>		
GRI 2-7	Total workforce	See key figures GRI 2-7		

GRI AND UN GLOBAL COMPACT INDEX

GRI 2: DISCLOSURES ABOUT THE REPORTING ORGANIZATION

Data refer to universal standards		References, additions and comments	UNGC	SDGs
3. Governance				
GRI 2-8	Workers who are not employees	See key figures GRI 2-7		
GRI 2-9	Governance structure and composition	Annual Report 2023 : "Report of the Supervisory Board" p. 12 et seqq., "Combined Statement on Corporate Governance" p. 19 et seqq., "Structure" p. 43 et seqq., see GRI 405-1 Corporate Governance , Executive Board , Supervisory Board , "Remuneration Report"		
GRI 2-10	Nomination and selection of the highest governance body	Articles of Association of Fraport AG p. 6 et seqq., Supervisory Board		
GRI 2-11	Chair of the highest governance body	Annual Report 2023 : "Combined Statement on Corporate Governance" p. 19 et seqq., "Structure and Functioning of the Executive Board and Supervisory Board" p. 21 et seqq.		
GRI 2-14	Role of the highest governance body in sustainability reporting	Annual Report 2023 : "Audit of the non-financial statement" p. 17, "Responsibility of the executive directors" p. 242		
GRI 2-15	Conflicts of interest	Annual Report 2023 : "Conflicts of interest and their treatment" p. 16		

GRI AND UN GLOBAL COMPACT INDEX

GRI 2: DISCLOSURES ABOUT THE REPORTING ORGANIZATION

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 2-18	Evaluation of the performance of the highest control body	Annual Report 2023: "Supervisory Board" p. 22		
GRI 2-21	Ratio of annual remuneration	Remuneration Report "Comparison of annual changes in Executive Board compensation pursuant to Art. 162 par. 1 sentence 2 no. 2 AktG" p. 17		
GRI 2-22	Application statement on the sustainable development strategy	Annual Report 2023: "Responsible corporate governance" p. 20 et seq., Commitments		
4. Strategy, policies and practices				
GRI 2-23	Declaration of commitment to principles and courses of action	Commitments , Code of Conduct for Employees , Code of Conduct for Suppliers , Policy statement on human rights and environmental risks , Joint declarations on corporate governance , Diversity , Corporate Governance , Compliance , Management systems , Organizational Structure Annual Report 2023: "Consideration of the supply and subcontracting chain specific to the business model" p. 86 et seq., "Respect for human rights" p. 88 et seq. Environmental Statement 2022: "The Fraport Group's Environmental Policy" p. 11.		

GRI AND UN GLOBAL COMPACT INDEX

GRI 2: DISCLOSURES ABOUT THE REPORTING ORGANIZATION

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 2-27	Compliance with laws and regulations	There are no violations of legal regulations at Fraport AG that have been proven by the authorities with fines or non-monetary penalties.	Principle 8	
GRI 2-28	Membership in associations and interest groups	Commitments See also GRI 415		
GRI 2-29	Approach to stakeholder engagement	Stakeholder-Dialog Annual Report 2023: "Derivation of materiality" p. 84 et seq.		
GRI 2-30	Collective agreements	See GRI 2-30		

GRI AND UN GLOBAL COMPACT INDEX

GRI 3: DISCLOSURES ABOUT THE MATERIAL TOPICS

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 3-1	Process to determine material topics	Annual Report 2023 : "Derivation of materiality" p. 84 et seq.		
GRI 3-2	List of material topics	Annual Report 2023 : "Materiality matrix" p. 85		
GRI 3-3	Management of material topics	Annual Report 2023 : "Combined non-financial statement" p. 84 et seq., "Non-financial performance indicators" p. 59 et seq., "Risk and Opportunities Report" p. 118 et seq., "Information about reporting" p. 62 Present ESG Fact Book 2023		

GRI AND UN GLOBAL COMPACT INDEX

GRI 200: ECONOMY

Data refer to universal standards		References, additions and comments	UNGC	SDGs
TOPIC-SPECIFIC STANDARDS				
200: ECONOMY				
GRI 201	Economic efficiency 2016 – Management Approach	Annual Report 2023: "Economic Report" p. 62 et seqq., "Financial performance indicators" p. 55 et seqq., "Risk and Opportunities Report" p. 118 et seqq.		
GRI 201-1	Direct economic value generated and distributed	Annual Report 2023: "Ten-Year Overview" p. 250 et seq.		
GRI 201-2	Financial implications, risks, and opportunities due to climate change	Annual Report 2023: "Risk and Opportunities Report" p. 118 et seqq.		5, 7, 8, 9
GRI 201-4	Financial assistance received from government	Annual Report 2023: "Report on the relationship with affiliated companies" p. 53 et seq.		
GRI 202	Market presence 2016 – Management Approach	Annual Report 2023: „Situation of the Group" p. 41 et seqq., Our Global Group Airports and Companies		
GRI 202-1	Ratios of standard entry level wage compared to local minimum wage	See Code of Conduct for Employees p. 7 "Compensation". Collective agreements in the fully consolidated Group companies significantly exceed local minimum wage standards. See GRI 2-30.	Principle 6	1, 5, 8

GRI AND UN GLOBAL COMPACT INDEX

GRI 200: ECONOMY

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 202-2	Hirings from the local community	The foreign Group companies mainly employ local staff. Only a small number of managers are seconded from the parent company.		
GRI 203-1	Infrastructure investments and services for public benefit	Annual Report 2023 : "Engagement in the regions" p. 95 et seq., "Additions to non-current assets" p. 74, "Non-current and Current Other Provisions" p. 198 et seq.		2, 5, 7, 9, 11
GRI 203-2	Indirect economic impacts/Community engagement	Annual Report 2023 : "Engagement in the regions" p. 95 et seq. "Consideration of the supply chain and subcontracting chain specific to the business model" p. 86 et seq., see key figures GRI 203-2.		2, 3, 8, 10, 17
GR 204-1	Proportion of spending on local suppliers	Annual Report 2023 : "Consideration of the supply chain and subcontracting chain specific to the business model" p. 86 et seq.		
GRI 205	Anti-corruption 2016 – Management Approach	Annual Report 2023 : "Anti-corruption and bribery matters" p. 87 et seq.		
GRI 205-1	Operations assessed for risks related to corruption	Annual Report 2023 : "Anti-corruption and bribery matters" p. 87 et seq., "Risk and Opportunities Report" (legal and compliance risks) p. 129, "Combined Statement on Corporate Governance" p. 19 et seq.	Principle 10	16

GRI AND UN GLOBAL COMPACT INDEX

GRI 200: ECONOMY

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 205-2	Communication and training about anti-corruption policies and procedures	<p>Annual Report 2023: „Anti-corruption and bribery matters“ p. 87 et seq.</p> <p>The central compliance training courses, in particular on the subject of anti-corruption, are conducted by means of e-learning. In accordance with the training concept, various management levels and functional groups have a training obligation. Of the 7,164 permanent employees of Fraport AG (average number of employees), a total of 3,426 people (47.8% of permanent employees) were required to attend the basic compliance training for employees and the corruption prevention training in 2023. A total of 253 managers also had to complete basic compliance training for managers. A total of 298 people were required to complete training on antitrust law.</p> <p>Group: The training of the Group's own employees is the responsibility of the respective management and local compliance officers.</p>	Principle 10	16

GRI AND UN GLOBAL COMPACT INDEX

GRI 200: ECONOMY

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 205-3	Incidents of corruption and actions taken	No information is provided on compliance violations. Fraport has a Group-wide compliance management system, which also includes reporting channels for whistleblowers. Suspected compliance cases are investigated comprehensively. If violations occur, all necessary measures are taken to remedy them and prevent future cases. This also includes measures under labor law, up to and including extraordinary termination.		
GRI 207	Taxes 2019	Annual Report 2023: "Combined Statement on Corporate Governance" p. 19 et seqq., "Report of the Supervisory Board" p. 12 et seqq., "Consolidated Income Statement" p. 138, "Consolidated Statement of Comprehensive Income" p. 139, "Consolidated Statement of Financial Position" p. 140, "Group's Results of Operations" p. 67 et seqq., "Legal and Compliance Risks" p. 129, "Independent Auditor's Report" p. 239 et seqq.		
GRI 207-4	Country-by-Country Reporting	Annual Report 2023: "Consolidated Income Statement" p. 138, "Consolidated Statement of Comprehensive Income" p. 139, "Consolidated Statement of Financial Position" p. 140, "Group's Results of Operations" p. 67 et seqq., "Legal structure of the Group" p. 43 et seqq., "Notes to the Consolidation and Accounting Policies" p. 150 et seqq., "Disclosures of Shareholding to Section § 313 (2) of the HGB" p. 233 et seqq., Visual Fact Book		

GRI AND UN GLOBAL COMPACT INDEX

GRI 300: ECOLOGY

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 300 Ecology		<p>Annual Report 2023: "Environmental Matters" p. 98 et seqq., "Airport safety" p. 92 et seq.</p> <p>Environmental Statement 2022: "Environmental Policy of the Fraport Group" p. 11 et seq., "Structure and Tasks of the Environmental Management System" p. 9, "Influence on Third-Party Companies" p. 10, "Environmental Policy Principles" p. 11, "Status Environmental Program 2020-2023" p. 56 et seqq., "Environmental Program 2024-2026" p. 61 et seqq., See Sustainability Program</p>		
GRI 302	Energy 2016 – Management Approach	<p>Annual Report 2023: „Climate protection" p. 98 et seq.</p> <p>Environmental Statement 2022: "Environmental Aspect Energy Consumption" p. 26 f. Environmental Aspect Climate Gases" p. 20 ff., "Environmental Program Climate Protection" p. 61 et seqq</p>	Principle 7, 8	
GRI 302-1	Energy consumption within the organization	See Key Figures GRI 302-1	Principle 7, 8	7, 8, 12, 13
GRI 302-2	Energy consumption outside of the organization	See Key Figures GRI 302-2	Principle 8	7, 8, 12, 13
GRI 302-3	Energy intensity	See Key Figures GRI 302-3	Principle 8	7, 8, 12, 13

GRI AND UN GLOBAL COMPACT INDEX

GRI 300: ECOLOGY

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 303	Water and effluents 2018			
GRI 303-1	Interactions with water as a shared resource	Environmental Statement 2022 : "Water consumption" p. 42 et seqq.	Principle 7, 8	
GRI 303-2	Management of water discharge-related impacts	Environmental Statement 2022 : "Wastewater" p 45 et seqq., "Soil and groundwater contamination" p 49 et seq.	Principle 7, 8	
GRI 303-3	Water withdrawal	See key figures GRI 303-3.	Principle 7, 8	
GRI 303-4	Water discharge	See key figures GRI 303-4		
GRI 304	Biodiversity 2016 - Management approach	Annual Report 2023 : "Protection of environment and nature" p. 99 et seq. "Protecting the Environment - Preserving Biodiversity" p. 3 and "Biodiversity Principles" p. 6 Environmental Statement 2022 : "Impacts on Biodiversity" p. 34 et seq.		
GRI 304-1	Land in or adjacent to protected areas	See key figures GRI 304-1.	Principle 8	

GRI AND UN GLOBAL COMPACT INDEX

GRI 300: ECOLOGY

Data refer to universal standards	References, additions and comments	UNGC	SDGs	
GRI 305	Emissions 2016 - Management approach	Annual Report 2023 : "Climate protection" p. 98 et seq., „Control system" p. 54 et seqq., "Non-financial Performance indicators" p. 59 et seqq., "Air quality" p. 100 et seqq. Environmental Statement 2022 : "Climate gases" p. 20 et seqq., "Air pollutants" p. 32 et seqq.		
GRI 305-1	Direct greenhouse gas emissions (Scope 1) including GRI 305-4	See key figures GRI 305-1.	Principle 7, 8	3, 12, 13, 15

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GRI 300: ECOLOGY

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 305-2	Indirect energy-related greenhouse gas emissions (Scope 2) including GRI 305-4	See Key Figures GRI 305-2	Principle 7, 8	3, 12, 13, 15
GRI 305-3	Other indirect greenhouse gas emissions (Scope 3)	See Key Figures GRI 305-3 Environmental Statement 2022 : „Climate gases“ p. 20 et seqq.	Principle 7, 8	3, 12, 13, 15
GRI 305-4	Greenhouse gas emissions intensity	See Key Figures GRI 305-1 and GRI 305-2	Principle 8	8, 15
GRI 305-5	Reduction of greenhouse gas emissions	See Key Figures GRI 305-1 and GRI 305-2 Environmental Statement 2022 : „Climate gases“ p. 20 et seqq.	Principle 8, 9	13, 15
GRI 305-7	GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Statement 2022 : „Environmental Aspect: Air pollutants“ p. 32 et seqq., p. 71	Principle 7, 8	3, 12, 13, 15

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GRI 300: ECOLOGY

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 306	Waste 2020	Environmental Statement 2022 : "Waste" p. 54 et seqq., GRI 306-2 Waste by type and disposal method.	Principle 8	3, 6, 12
GRI 306-1	Waste generated and significant waste-related impacts - management approach	Environmental Statement 2022 : "Waste" p. 54 et seqq.		
GRI 306-2	Management of significant waste-related impacts - management approach	Environmental Statement 2022 : "Waste" p. 54 et seqq.	Principle 8	3, 6, 12
GRI 306-3	Accrued waste	See key figures GRI 306-3		
GRI 306-4	Waste diverted from disposal	See key figures GRI 306-3		
GRI 306-5	Waste for disposal	See key figures GRI 306-3		
AOS	Noise Airport operator sector disclosure	Annual Report 2023 : "Noise abatement" p. 96 et seqq., "Strategy" p. 48 et seqq. Environmental Statement 2022 : "Aircraft noise" p. 14 et seqq. See Sustainability Program	Principle 1	

GRI AND UN GLOBAL COMPACT INDEX

GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 401	Employment 2016 – Management Approach	Annual Report 2023: "Employee-related matters" p. 93 et seqq., "Control system" p. 54 et seqq., " Remuneration Report ", "Non-financial Performance Indicators" p. 59 et seqq., Code of Conduct for Employees		
GRI 401-1	New employee hires and employee turnover	See Key Figures GRI 401-1 Annual Report 2023: "Development in personnel structure" p. 83		
GRI 402	Labor/Management Relations 2016 – Management Approach	Code of Conduct for Employees p. 7 section 1.2 Freedom of association and the right to collective bargaining	Principle 3	8
GRI 403	Occupational Health and Safety 2018 – Management Approach	Annual Report 2023: "Occupational health and safety" p. 95 Code of Conduct for Employees p.18 section 3.2 Occupational Health and Safety, " Group Occupational Health and Safety Guideline ", " Occupational Health and Safety Management System at the Fraport AG " See Key Figures GRI 403-9		

GRI AND UN GLOBAL COMPACT INDEX

GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 403-1	Managementsystem für Arbeitssicherheit und Gesundheitsschutz	<p>Annual Report 2023: "Occupational health and safety" p. 95</p> <p>See Group Occupational Health and Safety Guideline , "Occupational Health and Safety Management System at the Fraport AG"</p> <p>The occupational safety and health management system, which was introduced voluntarily at Fraport AG and in the Group, is constantly being further developed and optimized. The occupational safety and health management system at the Frankfurt site applies equally to all employees of Fraport AG, its subsidiaries and temporary workers at the Frankfurt site. Ensuring accident and risk prevention for third parties and external employees is regulated by defining appropriate contractual clauses and carrying out the necessary safety training.</p>		8
GRI 403-2	Gefahrenidentifizierung, Risikobewertung und Untersuchung von Vorfällen	<p>"Occupational Health and Safety Management System at the Fraport AG" , see 3.3 p. 7 et seq., 9.4.1 p. 15, 9.4.4 p. 16, 7 p. 12, 8 p. 12</p> <p>Occupational health and safety management</p>		8

GRI AND UN GLOBAL COMPACT INDEX

GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Fraport AG employees have the opportunity to participate in company processes in the area of occupational health and safety and traffic safety. Fraport operates various committees in Frankfurt, some of which are made up of equal numbers of employer and employee representatives, in the fields of occupational health and safety and traffic safety.</p> <p>Annual Report 2023: "Occupational health and safety" p. 95 See "Group Occupational Health and Safety Guideline " and "Occupational Health and Safety Management System at the Fraport AG" p.11</p>		8
GRI 403-5	Worker training on occupational health and safety	<p>Annual Report 2023: "Occupational health and safety" p. 95 "Occupational Health and Safety Management System at the Fraport AG", "9.4.4 Training courses and instruction in occupational health and safety" p. 16, Occupational Health & Safety</p>		3, 8
GRI 403-6	Promotion of worker health	<p>Annual Report 2023: "Occupational health and safety" p. 95</p>		3, 8
GRI 403-7	Avoidance and mitigation of occupational health and safety impacts directly related to business relationships.	<p>At the FRA site, overriding preventive measures and safety regulations are anchored in principles, guidelines, rules and regulations, such as the General Airport Regulations, Terminal Regulations, or Traffic and Admission Regulations. Construction sites harbor greater risks of accidents. For this reason, occupational safety measures require the full attention of the client and the companies carrying out the work. The occupational health and safety unit advises all construction projects throughout their entire duration. The area's health and safety coordinators monitor compliance. See "Group Occupational Health and Safety Guideline ", p. 13 "6.2 Products and services provided, third-party services"</p>		3, 8

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GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 403-9	Work-related injuries	See Key Figures GRI 403-9		3, 8
GRI 404	Training and Education 2016 – Management Approach	Annual Report 2023 : "Employee-related matters" p. 93 et seqq., "Engagement in the regions" p. 96 et seqq. (Stiftung ProRegion, Startklar), Training and dual Study Program/ Qualifying and Development , (Only available in German) Press release " Future perspective for the airport: 108 young people start their training at Fraport " (Only available in German)		
GRI 404-1	Training and continuing education time per employee	See Key Figures GRI 404-1	Principle 6	4, 5, 8
GRI 405	Diversity and Equal Opportunities 2016 – Management Approach	Annual Report 2023 : "Attractive and responsible employer" p. 93 et seq., see key figures GRI 405-1 and Sustainability Program, Diversity, Religious social service (Only available in German)		
GRI 405-1	Diversity of governance bodies and employees	See Key Figures GRI 405-1	Principle 6	

GRI AND UN GLOBAL COMPACT INDEX

GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 405-2	Ratio of basic salary of men and women	In accordance with the usual structures of collective bargaining agreements, in particular also anchored in the collective bargaining agreement for the public sector, no gender-specific criteria are used in the evaluation of jobs, but criteria such as knowledge and skills, responsibility, difficulty of the job or management responsibility. Only the job is evaluated, not the person who fills it. In addition, a job is usually evaluated before it is advertised.	Principle 6	10
GRI 406-1	Incidents of discrimination and measures taken	<p>In the reporting period, there were two labor court proceedings at the Frankfurt site relating to the General Equal Treatment Act (AGG) (discriminatory insult due to origin/descent; age discrimination). In the first case, the lawsuit of an employee in a joint operation due to alleged discriminatory insult based on the grounds of origin or descent by a colleague/supervisor for compensation amounting to 15,000€ and the imposition of a fine of up to 250,000 € for each case of infringement. A decision by the court of first instance is still pending.</p> <p>In the second case, an employee filed a claim for payment of a severance payment in accordance with the terms of a voluntary severance scheme. The plaintiff claims that he did not have access to the scheme on the grounds of age discrimination. His action was dismissed at first instance. The plaintiff's appeal against this first-instance ruling instance has not yet been decided.</p>		16

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GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 407	Freedom of Association and Collective Bargaining 2016 – Management Approach	Annual Report 2023: „Respect for human rights“ p. 88 et seqq., „ Code of Conduct for Employees “ p. 7, See Key Figures GRI 2-30.	Principle 3	
GRI 408	Child Labor 2016	„ Code of Conduct for Employees “ p. 7/ „ Code of Conduct for Suppliers “ p. 1 Annual Report 2023: „Respect for human rights“ p. 88 et seqq.	Principle 5	8, 16
GRI 409	Forced or Compulsory Labor 2016	„ Code of Conduct for Employees “ p. 7 / „ Code of Conduct for Suppliers “ p. 1 Annual Report 2023: „Respect for human rights“ p. 88 et seqq.	Principle 4	8
GRI 410	Security Practices 2016 – Management Approach	Annual Report 2023: " IT security and airport safety and security" p. 90 et seqq., " Risk and Opportunities Report" p. 118 et seqq., Sustainability Program	Principle1	16

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GRI 400: SOCIAL

Data refer to universal standards	References, additions and comments	UNGC	SDGs
<p>GRI 412</p>	<p>Human Rights Assessment 2016 – Management Approach</p> <p>Annual Report 2023: „Respect for human rights“ p. 88 et seq., „Code of Conduct for Employees“ p. 7 / „Code of Conduct for Suppliers“ p. 1</p> <p>2023 an indication of a violation of human rights according to sect. 1 para. 2 cl. 8 of the the Supply Chain Act (LkSG) was received from a direct supplier. The notification concerned a small-scale service provider of a fully consolidated subsidiary of Fraport abroad. The latter supposedly recruited employees at subsidiaries, thereby avoided responsibility for payment of services and transferring them to its subsidiaries, which are subject to a regulation for micro and small enterprises. This regulation allows micro and small enterprises to pay reduced holidays, bonuses and severance payments. The whistleblower has also filed a complaint with the responsible national supervisory authority.</p> <p>After a thorough investigation, the Commission found that the service provider - and not its subsidiary - was the whistleblower's real employer and imposed a fine on the company. The subsidiary has examined the facts and terminated the cooperation with the service provider and imposed a one-year suspension on commissioning. Before any future engagement, a thorough due diligence has to be carried out to ensure that the disputed practice has been brought to an end.</p>	<p>Principle 1</p>	

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GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 412-3	Investment agreements and contracts that include human rights clauses or that underwent human rights screening	Annual Report 2023: „Business model-specific consideration of the supply chain and procurement" p. 86 et seq., "Respect for human rights" p. 88 et seq., "Key sites" p. 45 et seq., "Outlook report" p. 132 et seqq., „ Code of Conduct for Suppliers "	Principle 2	
GRI 413	Local Communities 2016 –Management Approach	Annual Report 2023: „Engagement in the regions" p. 96 et seq., Regional Engagement (only available in German)	Principle 1	1
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Annual Report 2023: „Noise abatement" p. 96 et seqq. Noise Abatement	Principle 1	
GRI 414-1	New suppliers that were screened using social criteria	In the reporting period, no contracts with major suppliers and contractors were rejected on the grounds of human rights aspects or were only concluded with the inclusion of additional framework conditions. A further review is therefore not required.	Principle 2	5, 8

GRI AND UN GLOBAL COMPACT INDEX

GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 415	GRI 415 Political influence 2016 - Management approach	Fraport attaches great importance to association work. Association work promotes exchange and cooperation with other airports and airlines on current traffic policy and industry-specific issues. ADV and BDL focus on Germany as an air traffic location, while ACI EUROPE and ACI WORLD focus on European and international air traffic. In Europe, the exchange between the hub airports is particularly important, as this is where common positions, strategies and approaches can be coordinated. Association work is carried out on various topics at departmental level (e.g., environmental policy, security issues, passenger rights, infrastructure development, Single European Sky, etc.).		
GRI 415-1	Political donations	The company does not make any financial contributions to political parties or institutions.	Principle 10	

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GRI 400: SOCIAL

Data refer to universal standards	References, additions and comments	UNGC	SDGs
GRI 416	Customer Health and Safety 2016 – Management Approach		
GRI 416-2	Violations of health and safety standards		
AOS	Business Continuity and Emergency Management		
GRI 418	Customer Privacy 2016 –Management Approach		

GRI 404 TRAINING AND EDUCATION

We promote personal learning and development through a wide range of training and qualification programs in the areas of languages, IT, management and leadership, communication and professional development. Through individual coaching, we support employees in professionally fulfilling their own specialist and leadership roles.

We support special target groups and designated talents, for example, through various mentoring programs in cooperation with universities and other companies.

We enable our employees to take part in legally recognized further training courses, e.g., to become specialists, technicians and master craftsmen, and in post-graduate courses at state universities.



GRI 405 DIVERSITY AND OPPORTUNITIES

DIVERSITY COMMITTEES



Since 2017, Fraport has an **Equal Opportunity Commission**¹⁾ (made up of equal numbers of employee and works council members and chaired by the Diversity Officer). One of its tasks is to develop and implement initiatives to develop and implement measures to promote diversity.



At the same time, the **Diversity Steering Committee (Diversity Council)*** was established, which has the task of providing technical and department-specific support for the diversity strategy and the goals and measures (the Diversity Steering Committee is made up of representatives from the various work areas at Fraport).

In the year under review, the Diversity Steering Committee met two times and the Equal Opportunity Commission one time.

¹⁾ The Commission and Diversity Steering Committee are bodies of the Fraport parent company and its divisions. However, subsidiaries at the Frankfurt site are also represented in the Diversity Steering Committee and have an advisory function.

GRI 405

DIVERSITY AND OPPORTUNITIES

PEOPLE WITH DISABILITIES

We focus on the special abilities and potential of employees with disabilities and have developed targeted measures to promote them. As a result, the proportion of severely disabled employees at Fraport AG has been well above the statutory mandatory quota of five percent for years.

Since 2014, our company has been making its contribution to implementing the UN Convention on the Rights of Persons with Disabilities.

With the "[Action Plan - Our Way to Embracing Inclusion](#)" (only in German), Fraport AG is building on existing activities and developing them further with specific targets and measures.



GRI405 DIVERSITY AND EQUAL OPPORTUNITIES

DIVERSITY ACTIVITIES 2023 AT FRANKFURT SITE

Gender

- Empowering Leaders program was continued. The aim is to make talented and high-potential female candidates visible and to network them.
- A poster campaign was implemented to highlight the quota of women and their potential at the same time.

Age

- A small research project dealt with the motives of trainees to do an apprenticeship at Fraport. The aim is to further sharpen Fraport's focus as an "attractive employer" for training.

Nationality

- The "Respect Pilots" project was continued in the Ground Services division. Six "Respect Pilots" are there to inform colleagues on site about the right places to go within the Group in the event of personal conflicts and stress and to provide initial contact support.

Physical and mental limitation

- A communication campaign took place in the canteen with displays on the tables and information.
- A purple flag was hoisted as a sign of inclusion.

LGBTIQ+/Sexual Orientation

- Pride Month and World AIDS Day: rainbow flags were hoisted in front of the company headquarters as a sign of openness and tolerance.
- *World Aids Day*: Soli bear sales were initiated in three canteens for the AIDS charity.
- *World Pronoun Day*: The relevance of pronouns for the queer community was highlighted in internal communications.
- A seminar offering for LGBTIQ awareness was implemented.

Racism und discrimination

- Seminars were held on the topic of racism and discrimination. The seminars were included in the further training mailing list and advertised.
- A series of seminars on unconscious bias was also developed and implemented.

Religion

- The Abrahamic celebration also took place in 2023.
- The breaking of the fast in Ramadan was celebrated in a small circle in one of the prayer rooms. Baklava was also distributed on the apron to break the fast during Ramadan.

Social origin

- The Fraport Group's support association was continued in 2023. It is aimed at the lower wage groups and provides support in emergencies and for the cost of dentures, glasses and hearing aids.



A Group-wide campaign entitled "This is my diversity." was launched for German Diversity Day 2023.

The poster campaign comprises 22 testimonials in the company that showcase their diversity.

The aim was to provide an open view of diversity beyond the diversity dimensions of the Diversity Charter.

There was also a competition in which all colleagues in the Group could name their diversity and win team catering.



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IMPRESSUM

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