



ESG FACT BOOK 2024

Including GRI and UN Global
Compact Index



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Please consider the environmental aspects before printing this document.

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A flock of birds is flying in a circular pattern against a purple background. The birds are small, dark silhouettes, and their flight paths create a sense of movement and direction. The background is a gradient of purple, with the text in white.

01

OUR STRATEGIC UNDERSTANDING OF SUSTAINABILITY

WE ARE AWARE OF OUR RESPONSIBILITY AND UNDERSTAND SUSTAINABILITY AS PART OF OUR STRATEGIC ORIENTATION

- For us, sustainability means thinking today about the way we want to live, work, and do **business** in the **future**
- Therefore, we manage our business activities according to the guideline “**Sustainability means readiness for the future**”
- Whether in **airport operations, consulting**, as part of our **service offerings**, or in the area of our **infrastructure** – we have already achieved significant results in many fields and have an **ambitious plan for the future** to further integrate our sustainability measures into our business
- **Climate and environmental protection** are **key issues** of our strategy and our measures, but **sustainable management** requires us to look beyond the horizon
- That’s why **sustainability** is part of our **strategic priorities**



OUR STRATEGIC UNDERSTANDING OF SUSTAINABILITY

GROWTH AND SUSTAINABILITY AS ONE STRATEGIC PRIORITY OF OUR NEW GROUP STRATEGY FRAPORT.2030

THREE STRATEGIC PRIORITIES

MOST IMPORTANT LEVER

GOALS



GROWTH AND
SUSTAINABILITY



EFFICIENCY AND
INNOVATION



EMPLOYER OF
CHOICE



SPIRIT OF
COOPERATION



DELIGHT
CUSTOMERS



EBITDA



FREE CASH
FLOW

WE HAVE SET CLEAR, MEASURABLE TARGETS



GROWTH & SUSTAINABILITY

In 2030 we will ...

- be the company with the world's best know-how for operating climate-friendly airports
- be financially successful, robust and stable, and grow profitably
- have successfully expanded our international business
- operate sustainably and see ourselves as part of each region in which we operate

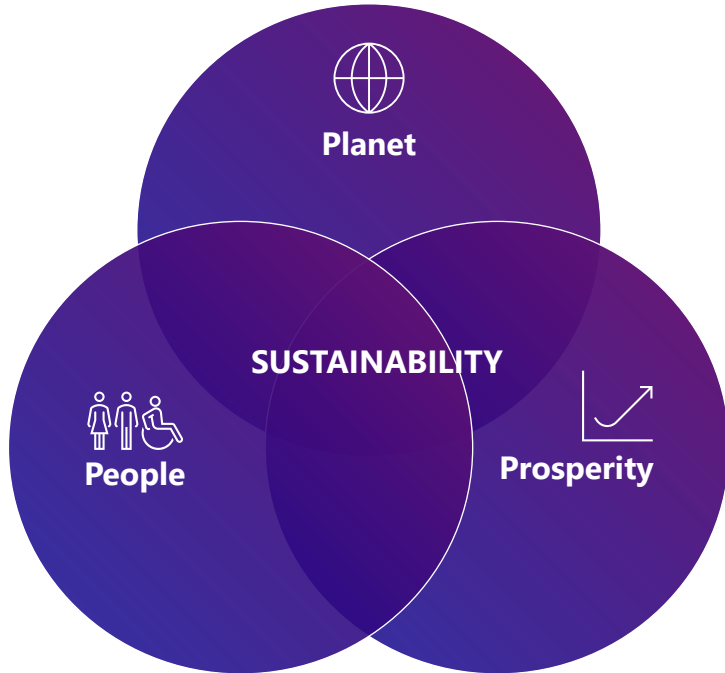
We want to be measured by this:

- Passenger volume increased to 187 million annually
- Scope 1 & 2 CO₂e emissions reduced to 95,000 tons

By 2045 at the latest ...

- Fraport Group will achieve Net Zero by 2045 (Scopes 1 & 2)

OUR HOLISTIC UNDERSTANDING OF SUSTAINABILITY PURSUES THREE STRATEGIC DIRECTIONS



- We manage our business activities according to the guideline “**Sustainability means readiness for the future**”
- We are aware of the importance of our global value chain for the environment and society, as well as the impact of our business activities
- We act according to the fields of action “economy, ecology, and social activities”
- Drawing on the “Triple Bottom Line”, we translate these fields of action into three strategic directions:
 - **Planet**
 - **People**
 - **Prosperity**

PLANET, PEOPLE, PROSPERITY



Planet

- Considering the impact of our **business model** on the **environment**
- **Transformation** of the **aviation industry** towards more environmentally and climate-friendly business activities



People

- Becoming a top employer for **employees**
- Considering our **stakeholders** in the context of our business activities
- Promoting the **economy** in the **regions** where we operate



Prosperity

- **Value creation** as a **holistic** approach that goes beyond financial gains
- Meeting highest standards in terms of **ethics, governance, and compliance**

OUR STRATEGIC UNDERSTANDING OF SUSTAINABILITY

PLANET

- We keep an eye on the impact of our **business model** on the **environment**
- We set ourselves clear and **ambitious targets** with the goal of **Net Zero** by 2045 at all Group airports
- We are committed to preserving the environment with innovative projects, the promotion of sustainable mobility, and the use of renewable energies
- As an **airport operator**, climate protection and energy, nature and resource conservation, noise prevention and air quality as well as transportation, and intermodal split are issues that are important for us
- In doing so, we support the **transformation** of the **aviation industry** towards more environmentally and climate-friendly business activities



**ADVANCING
CLIMATE PROTECTION
IN THE INDUSTRY**

PEOPLE

- **Employees** are at the center of our sustainability efforts
- That is why we keep striving to be a **top employer** with a high level of **employee** satisfaction
- We take into account the social **impact** of our business activities on our **stakeholders** and the way in which we create **value** now and for future generations
- Together with business partners, we support the **economy** and **prosperity** in the **regions** and locations where we operate
- In particular, the **company's growth** and the innovative **development** of services and processes contribute to this



CREATING VALUE

FOR ALL STAKEHOLDERS

OUR STRATEGIC UNDERSTANDING OF SUSTAINABILITY

PROSPERITY

- We see **prosperity** as a **holistic** approach that goes beyond financial gains
- We attach great importance to **transparent business practices**, quality assurance via various management systems, compliance with the highest **business standards** and the long-term involvement of **stakeholders**
- Corporate management is characterized by a **value-driven mission statement** that forms the basis for a future-proof strategy
- We are committed to meeting highest standards of **ethics, governance, and compliance**
- We consider the **overall economic impact** of our business activities and focus on the **benefits** that society derives from our company's business strategy



PROSPERITY AS A

HOLISTIC APPROACH

A flock of birds is flying in a V-formation across a sky with a purple-to-blue gradient. The birds are silhouetted against the lighter background of the sky.

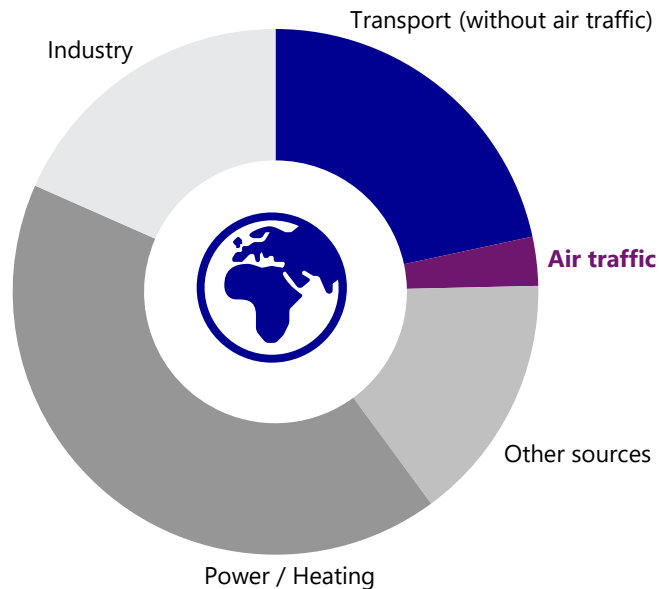
02

INDUSTRY & REGULATORY FRAMEWORK

AIR TRAFFIC CONTRIBUTES APPROXIMATELY 2.5% TO GLOBAL CO₂ EMISSIONS

Climate impact of global air traffic

- **Aviation** is responsible for **2.5%** of global **CO₂ emissions**¹
- **Demand quadrupled** between 1990 and 2019, while **flying** has become more than **twice as energy efficient**¹
- Today's aircraft are over **80 % more fuel-efficient** per seat kilometer than aircraft from the 1950s²
- **EU air traffic** within the respective member states with a share of **0.76%** of **total EU CO₂ emissions**³
- In **Germany**, domestic flights account for around **0.3 %** of total emissions³



¹ [Our World in Data](#) | ² [Air Transport Action Group](#) | ³ [BDL](#) (2018 data) |

Diagram: indicative representation based on [BDL/IEA](#) (2018 data)

CLIMATE CHANGE LEADS TO FAR-REACHING CHANGES IN THE POLITICAL FRAMEWORK



EU Green Deal

- **Greenhouse gas neutrality** by **2050**
- **Reduction** of net greenhouse gas emissions by at least **55% by 2030** compared to 1990
- **Decoupling** of growth from the **use of resources**
- Becoming the first **climate-neutral continent**



EU-Policy Package „Fit for 55“

- **ReFuelEU Aviation**: Introduction of mandatory SAF quotas
- **EU ETS Aviation**: Reduction of free certificates
- **CBAM**: Introduction of Carbon Border Adjustment Mechanism
- **RED III**: Revision of Renewable Energy Directive



German Climate-protection law

- **Greenhouse gas neutrality** by **2045**
- **Reduction** of net greenhouse gas emissions by at least **65% by 2030** compared to 1990
- **Reduction** of net greenhouse gas emissions by at least **88% by 2040** compared to 1990

EUROPEAN AND GERMAN AIRPORTS TAKE RESPONSIBILITY FOR CLIMATE PROTECTION

Bundesverband der Deutschen Luftverkehrswirtschaft¹ (BDL)

- Goal: All flights should be **carbon neutral** by **2050**
- Prioritized **measures** for air traffic
 - Reduce **fuel** consumption
 - Enable **climate** neutral flying
 - **Pricing** of carbon emissions
- **Fraport** is **actively involved** in the Sustainability working group



Arbeitsgemeinschaft Deutscher Verkehrsflughäfen (ADV)

- Goal: **climate neutral** by **2045**, i.e., emission-free airports
- Joint **carbon reduction** of **65%** at ADV airports by **2030**
- Airport climate **plan**
 - Push renewable **energies**
 - Sustainable **building** and renovation
 - Invest in CO₂-optimized airport-specific **facilities**
 - Expanding sustainable **mobility**
- **Fraport** is **actively involved** in the Climate Protection, Transformation and Infrastructure expert committee



Airports Council International (ACI) Europe

- Goal: European airports to be **carbon neutral** by **2050**
- Airport Carbon Accreditation (**ACA**) of ACI awards airports in these categories of **carbon management**: Mapping, Reduction, Optimization, Neutrality
- **Fraport** played a **key role** in the development of **ACA** and was the world's **first accredited airport** in 2009
- In addition to Frankfurt (**ACA level 3³**), nineteen other Group airports in the program



Sources: [BDL](#), [ADV](#), [ACI Europe](#) | 1 German Aviation Association | 2 German Airports Association | 3 Fraport deliberately refrains from compensation and therefore does not aim for ACA level 3+

STRICTER EU REGULATION REQUIRES SIGNIFICANT EXPANSION OF REPORTING OBLIGATIONS AND UPDATE OF MATERIALITY ASSESSMENT

EU-Regulation

- New EU reporting requirement for **Corporate Sustainability Reporting Directive (CSRD)** on sustainability aspects in the annual report
- To be reported from **2025** on financial year **2024**
- Regulates and expands existing **non-financial reporting**
- Applies to companies with **turnover of EUR 50+ million**, within the EU, regardless of capital market orientation
- **Mandatory reporting elements**, esp. in the areas of governance, environment, and social
- Inclusion in **management reporting** and thus obligation to **audit by auditors of annual financial statements**, currently Limited Assurance (long-term Reasonable Assurance)



Implementation in the Fraport Group on schedule

- **Fraport AG** and all **Group companies in the scope of consolidation** affected

1

New **materiality analysis** according to “double materiality” assessment methodology¹

2

Expansion of the existing **ESG database and** integration of **CSRD-relevant data points**

3

Initial adaption has been **completed** for **the financial year 2024**

¹ Non-financial materiality (inside-out perspective) comprises the impact of a company's business activities on people and the environment; financial materiality (outside-in perspective) comprises all external sustainability impacts that have a financial impact on the company

AS A RESULT OF NEW REPORTING REQUIREMENTS, UPDATE AND FURTHER DEVELOPMENT OF MASTERPLAN DECARBONIZATION

Conversion to CO₂-equivalents (CO₂e)



- Conversion from **CO₂ to CO₂e**,¹
Conversion of emission factors
- Enables **more comprehensive and accurate assessment** of greenhouse gas emissions

Additional group companies



- **Additional Fraport Group companies** taken into account **for greenhouse gas accounting**
- **Additional measures** included in **decarbonization plan**

Expansion of reporting of scope 3



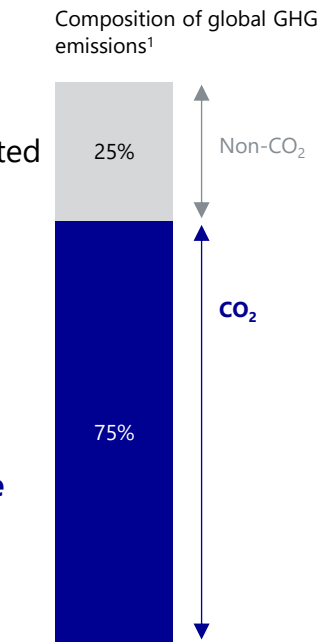
- According to **CSRD**, in addition to reporting scopes 1 and 2, disclosure of **scope 3 emissions** also mandatory throughout the **Group**
- Significant scope 3 categories determined based on **Greenhouse Gas Protocol**

¹ CO₂e measures the impact of greenhouse gases such as methane, nitrogen oxides and fluorinated gases (e.g. in refrigerants) on global warming compared to the same amount of CO₂

FROM CO₂ TO CO₂E – STRICTER REPORTING REQUIREMENTS IMPLEMENTED IN CLIMATE ACCOUNTING AND MASTERPLAN

Greenhouse gases, split between CO₂ and other gases

- In addition to **CO₂**, **greenhouse gases** include other gases such as methane, **nitrous oxide** or fluorinated gases (e.g. **refrigerants, SF₆**)
- Reporting as **CO₂e** (CO₂ equivalents) is now common practice in order to be able to report emissions in a **standardized unit**
- This bundles CO₂ emissions and other greenhouse gas emissions converted into equivalents into **one key figure**



Implications for Fraport climate accounting

- **Mandatory** reporting of **CO₂e emissions** from **financial year 2024** (CO₂ no longer sufficient)
- **Slight increase in Scope 1+2** due to addition of non-CO₂ emissions²
- Only **CO₂e** values and targets will be **published in all external communication** in future
- In order to be not only CO₂-free but also **greenhouse gas-free** (i.e. CO₂e-free) by **2045**, measures and intermediate targets have been moderately **updated** in the **Masterplan Decarbonization**
- **New target:** By 2045, the Fraport Group is committed to achieving **Net Zero** in Scope 1 and 2 at its home base FRA and at all other fully consolidated locations worldwide

¹ Whole world, 2021 (Source: [Our World in Data](#)) | ² Compared to previous accounting approach

03

ENVIRONMENT

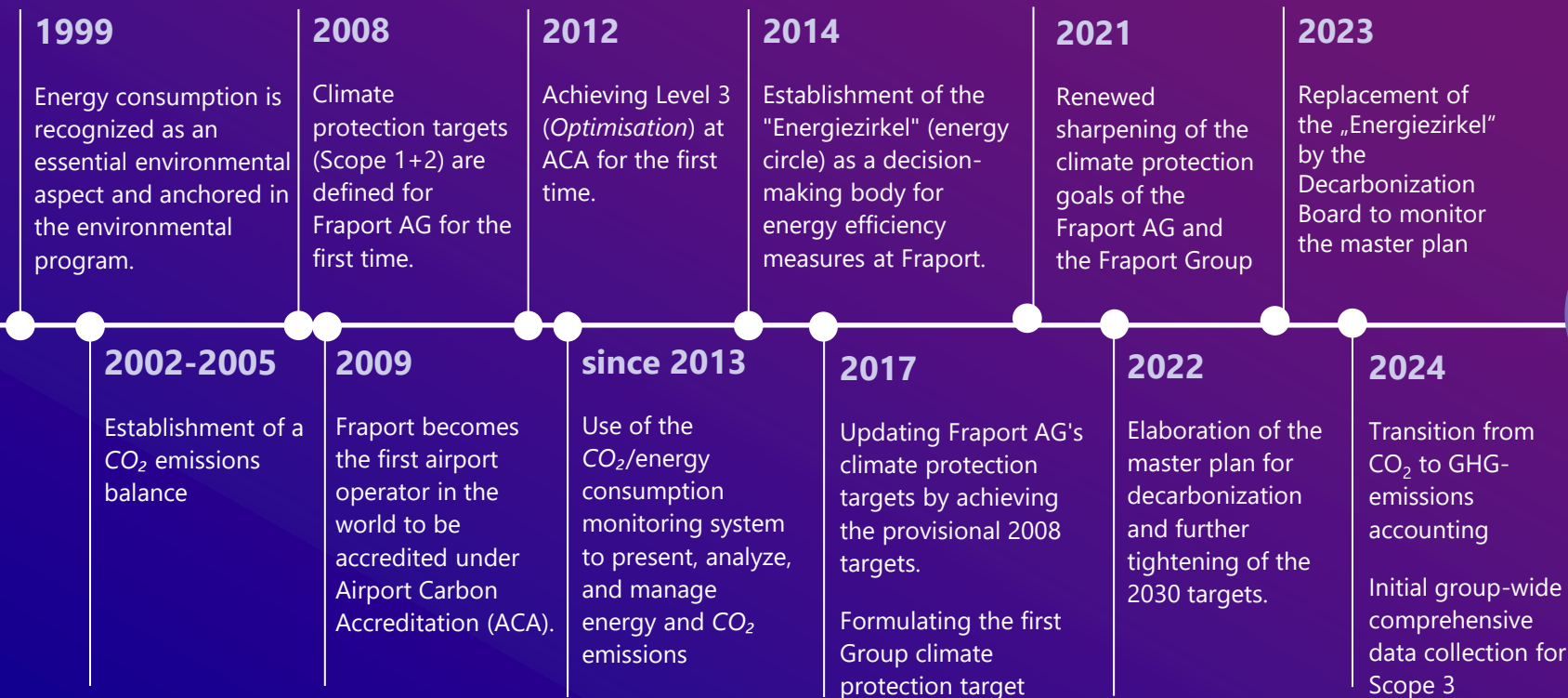




ENVIRONMENT

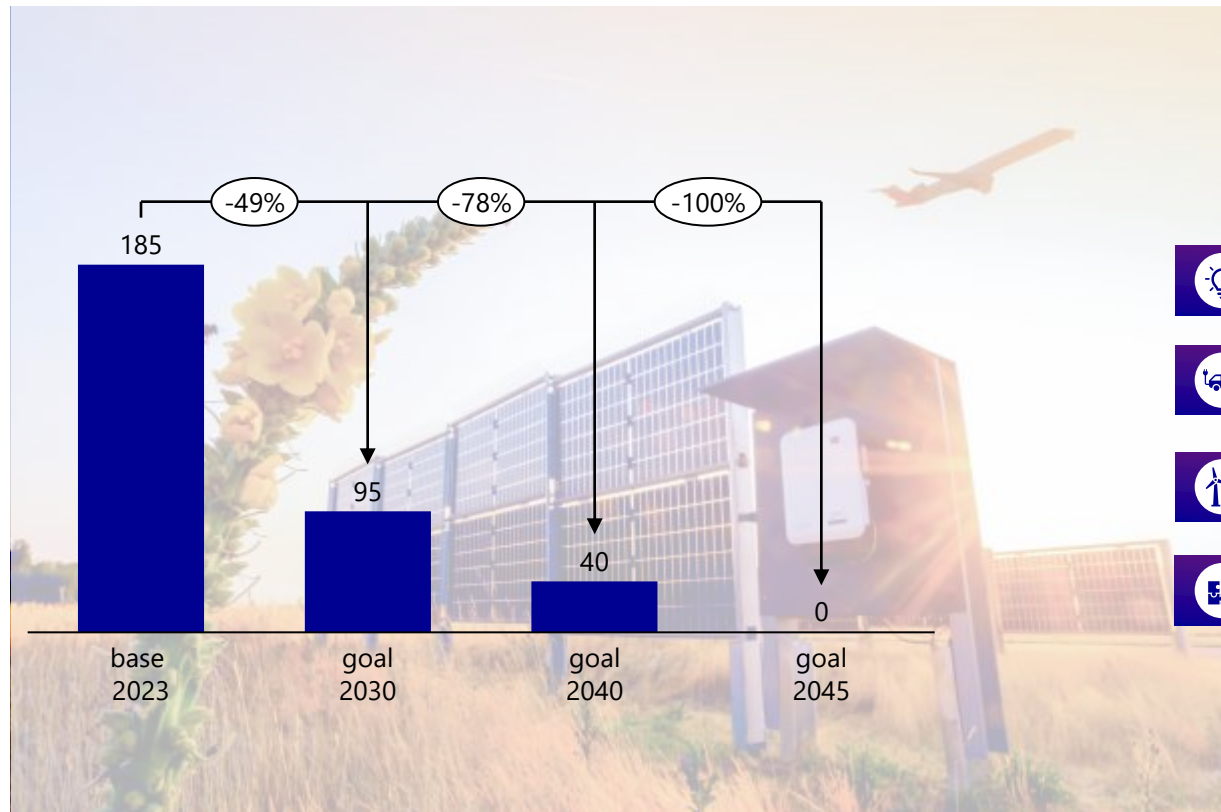
CLIMATE PROTECTION





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



Fraport continues to be ambitious

FRAPORT GROUP WILL REACH NET ZERO BY 2045



-  **REDUCE ENERGY DEMAND**
-  **CHANGE ENERGY SOURCE**
-  **USE EMISSION FREE ENERGY**
-  **OVERARCHING MEASURES**

Targets (Scope 1&2) in thousand mt CO₂e

FRAPORT GROUP ACHIEVES SIGNIFICANT REDUCTION IN GREENHOUSE GAS EMISSIONS OVER TIME – MEASURES PROVE EFFECTIVE



Reduction of Group-wide GHG Emission

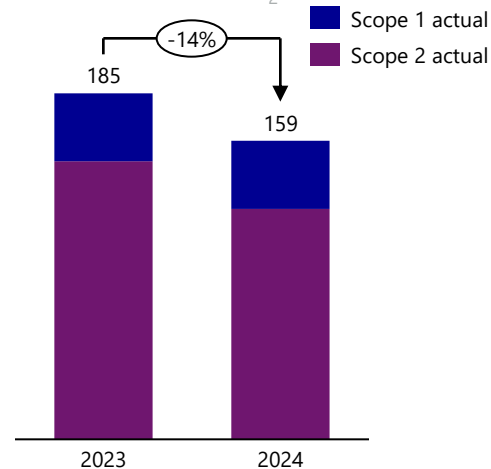
- Fraport was able to **reduce 14%** of its **GHG emissions** last year through **targeted measures in Scope 1&2** across the group
- CO₂e reduction is **systematically continued** and monitored **at all locations**, with primary **measures** including:
 - Power Purchase Agreements
 - Conversion of vehicles
 - Photovoltaic systems
 - Energy-saving measures
- **Renewable energies** have the **greatest impact**
 - Some subsidiaries are already using 100% green electricity (e.g., Lima, Ljubljana, Brazil)

Future challenges:

- Construction of new infrastructure
- Increase in traffic
- Impacts of climate change

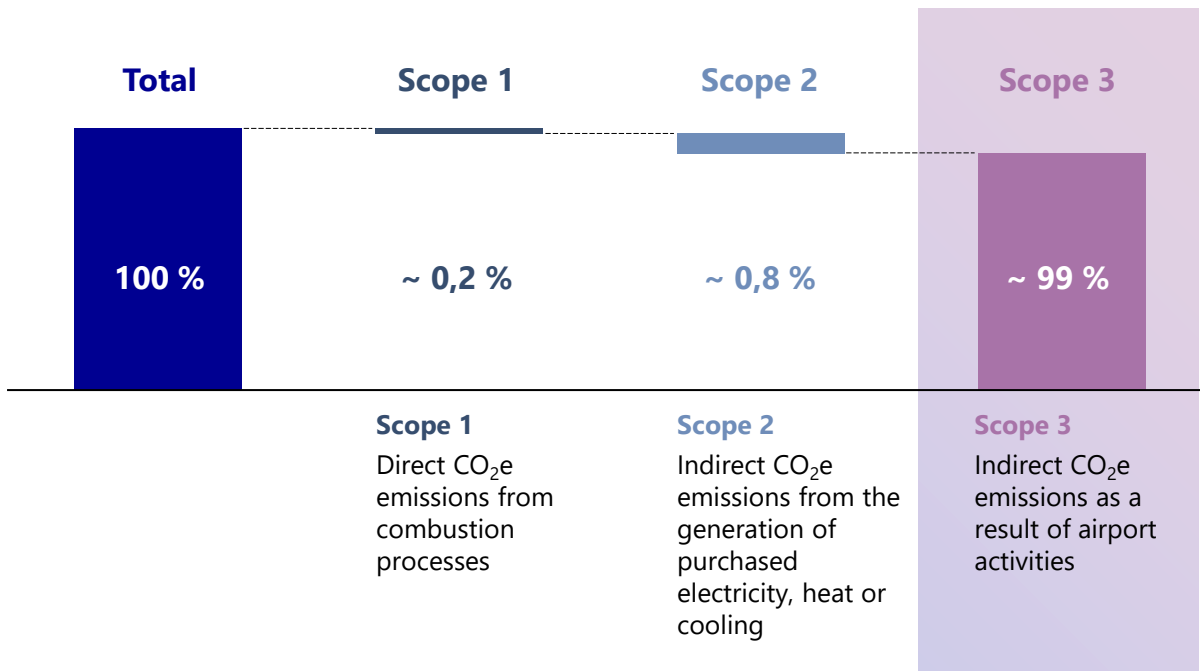
Current Group-wide CO₂e Emissions

In thousands of metric tons CO₂e



GROUP-WIDE SCOPE 3 SURVEY SHOWS THAT INDIRECT SCOPE 3 EMISSIONS ACCOUNT FOR 99% OF TOTAL EMISSIONS

Distribution of CO₂e emissions of Fraport Group¹

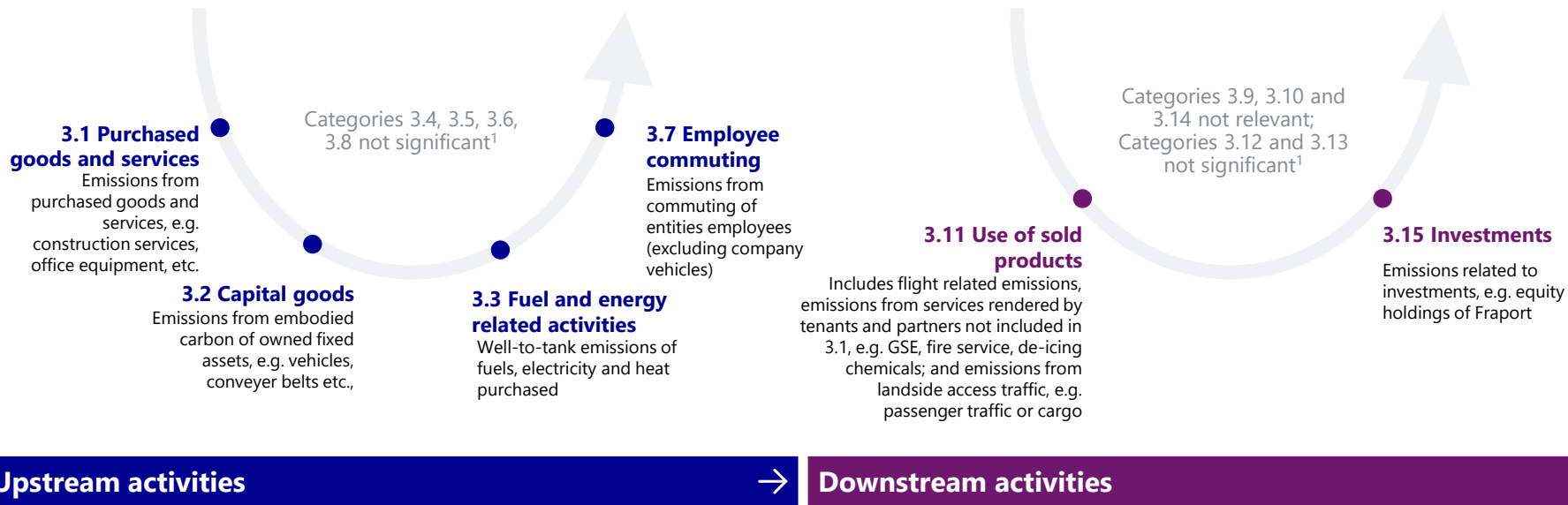


Key takeaways

- **Scopes 1 & 2** account for only around **~1%** of total CO₂e emissions
- Scope 1 & 2 have already been reduced significantly by implementing measures
- Share of **Scope 3** adds up to **~99%** of CO₂e emissions across the Group
- **Scope 3** emissions originate from sources not owned by the company and/or only **influenced by Fraport** to a **limited extent**, e.g. air and inbound traffic

¹ Indicative illustration based on data from 2023

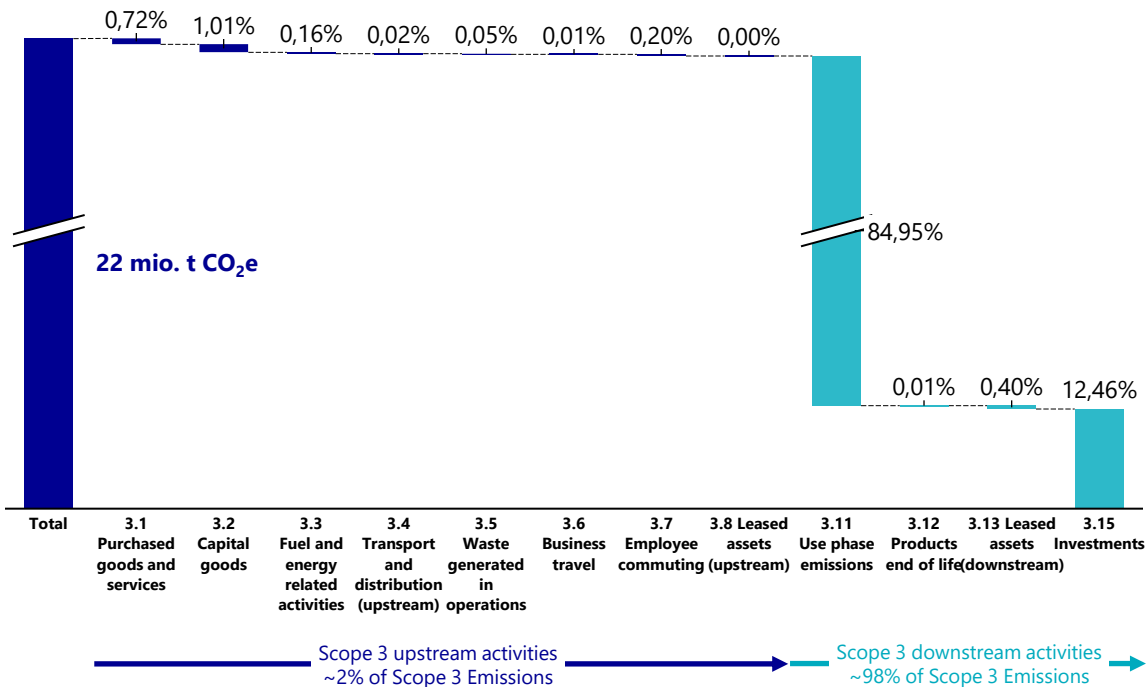
SCOPE 3 CATEGORIES ACCORDING TO GREENHOUSE GAS PROTOCOL FOR FRAPORT GROUP



Source: Greenhouse Gas Protocol Technical Guidance for Calculating Scope 3 Emissions | 1 Significance was determined based on expected emissions per category and Fraport's ability to influence them; Non-significance derived from calculations

SCOPE 3 EMISSIONS DOMINATED BY AIRCRAFT EMISSIONS

Calculation result: Total Scope 3 emissions amount to 22 mio. tons CO₂e



Key takeaways

- **Six categories** with high significance
- **Use phase emissions** (3.11) are the **most significant**
 - aircraft emissions 79,8%, landside access 4,9%, tenant services 0,2%
- **Emissions** from **upstream value chain** mainly from **capital goods**
- **Airports AYT** (47%) and **DEL¹** (51%) cause 98% of **emissions from investments** (3.15)

» **Low impact on most significant categories** like 3.11 – aircraft emission, **higher impact on low emission categories** like 3.7- employee commuting

¹ Airport DEL will be sold, new calculation of previous years, base year and forecast necessary

FRAPORT FOCUSES ON NINE KEY MEASURES TO ACHIEVE THE CLIMATE PROTECTION GOALS

PRIMARY



Digital energy network

Development of an “Energy Balancing System” for optimized use of electricity



Energy storage

Goal: decouple energy generation, change and consumption



Infrastructure for alternative drives

Create conditions for the switch to alternative drive systems

SCOPE 1



Defossilization of the BVD¹ vehicle fleet

Conversion to alternative forms of propulsion, such as electric vehicles or hydrogen power



Defossilization of non-BVD vehicles

Transition to alternative propulsion systems, especially battery-electric or fuel cell propulsion



Emission-free generation

Construction and operation of own photovoltaic (PV) systems

SCOPE 2



Purchase of renewable electricity

Electricity procurement from renewable sources via additional Power Purchase Agreements



Purchase of district heating and cooling

Procurement of emission-free products in the market



Energetic optimization of plants and buildings

Implementation of energy saving and energy efficiency measures

¹ Bodenverkehrsdienste (Ground Handling)

WIND ENERGY IS A FUNDAMENTAL PREREQUISITE FOR ACHIEVING OUR DECARBONIZATION GOALS



Onshore wind energy

- Since mid-**2023**, Power Purchase Agreement (PPA) with Centrica Energy Trading has been in place
- 63 GWh annual electricity volume with capacity of 22 megawatts from newly constructed **onshore facilities** near Bremerhaven
- Contract duration: five years



Offshore wind energy

- From mid-**2026**, wind power from the Power Purchase Agreement (PPA) with EnBW will shift power supply to emission free electricity
- **Offshore wind farm** "He Dreiht" in the German North Sea delivers approximately 85 MW/350 GWh
- **Electricity demand** can therefore be expected to **be covered almost completely** in the future

SUSTAINABLE CONSTRUCTION: TERMINAL 2 AT FRANKFURT AIRPORT

- The renovation work is carried out in accordance with the **Energy Efficiency Act (EnEfG)** and the **Building Energy Act (GEG)**
- The building's **primary energy demand** will significantly reduce
- Next life cycle of the building **>30 years**
- Extensive **renovations** have already been carried out, allowing **important parts** of the building (e.g. roof and facade) to be **preserved**

Criteria for the renovation measures

- Significant **reduction** in primary energy consumption according to **Scope 1** and **Scope 2** Corporate Carbon Footprint (CCF) and thus reduction in CO₂e emissions
- Removal of **building pollutants** used in the past
- Use of **high-quality** and **sustainable materials** to increase the life cycle
- Testing the **reusability/recyclability** of dismantled building materials



Refurbishment of Terminal 2 results in significant reduction of the building's primary energy demand

Illustrative examples

- Conversion of all existing lighting systems to **LED lighting**
- Installation of **frequency-controlled/stepless drive technology** when refurbishing ventilation systems
- Installation of **modern measurement, control** and **regulation technology** with monitoring of all important operating parameters 365/24¹
- Installation of modern **high-efficiency pumps/drives**
- Installation of **high-quality materials** (e.g. stainless steel) with high-quality insulation to reduce heat loss and increase the life cycle of pipe networks

¹ On 365 days per year, 24 hours per day

PHOTOVOLTAIC INSTALLATIONS AT FRANKFURT AIRPORT COMPLETE THE RENEWABLE ENERGY MIX



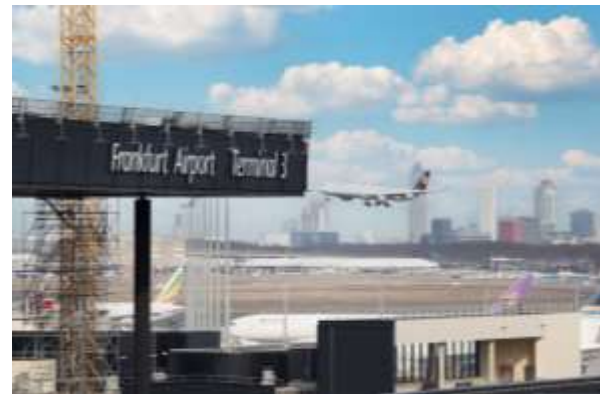
PV on building roofs

- Installation of PV systems on newly constructed freight hall in CargoCity South in the megawatt range
- Further installation of PV systems on existing and new building



PV along the runways

- High potential along runways
- Construction start on Runway West
- PV along Northwest runway under review/planning



PV for Terminal 3

- PV roof installation planned on the parking garage of T3
- Enables nearly CO₂-neutral building cooling

FRAPORT FLEET IS BEING CONSISTENTLY ELECTRIFIED, WITH CHARGING INFRASTRUCTURE CONTINUALLY EXPANDED



25% of the Fraport fleet already electrified¹

- Fleet is responsible for almost **25% of all CO₂e emissions** at Fraport AG
- Electric vehicles predestined for the many **short routes** at the airport
- Parts of the fleet are **economical** in terms of life cycle costs due to lower energy and maintenance costs
- **Electrification** of the fleet continues to **be consistently driven forward**
 - Adequate **charging infrastructure** for vehicle power supply still being expanded



¹ End of 2023

SELECTED CLIMATE PROTECTION GOALS AND EXEMPLARY MEASURES OF FRAPORT SUBSIDIARIES

South American subsidiaries

▪ Fraport Brazil



Implemented: Gradual conversion to LED lighting, replacement of conveyers, elevators and escalators, upgrade of heating ventilation and HVAC systems; **Planned:** Electrification of vehicle fleet, Further HVAC improvements

▪ Lima Airport Partners (Peru)



Implemented: 100 % electricity from renewable energy, solar panels / solar benches in passenger waiting area, HVAC improvements; **Planned:** LED Lighting in new terminals, charging for electric vehicles

European subsidiaries

▪ Fraport Greece



Implemented: Energy saving measures, conversion to LED lighting; **Planned:** PV power plants, electrification of vehicle fleet, upgraded heating system

▪ Fraport Twin Star (Bulgaria)



Implemented: Underground GPU, conversion to LEDs; **Planned:** PV power plants, electrification of vehicle fleet, thermal insulation of buildings

▪ Fraport Slovenija



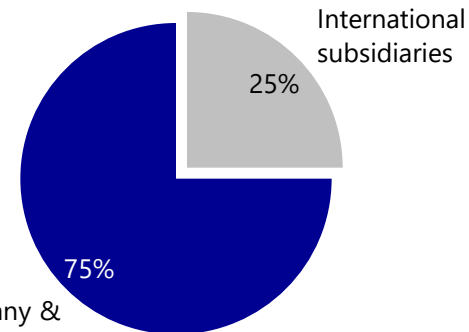
Implemented: 100 % electricity from renewable sources, installation PV power plants, electrification of vehicle fleet; **Planned:** modernizing heating, roof isolation, conversion to LEDs

Group

▪ **Group companies** outside Germany make up **roughly 25%** of GHG emissions

▪ Group targets:

- **2030** reduction of **CO₂e** emissions to **95.000 tons** per year
- By **2045 Net Zero in the Group**



CLIMATE PROTECTION

DECARBONIZATION BOARD



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



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



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**

AIRPORT CARBON ACCREDITATION (ACA)

Level 1: Mapping



Airports that determine their carbon footprint

Level 2: Reduction



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

Level 3: Optimisation



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

Level 3+: Neutrality



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

Our Group Airports with Airport Carbon Accreditation (ACA)

- Fraport Greece

- Fraport Twin Star
- Fraport Slovenija

- Fraport AG
- Lima Airport Partners

- 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.



ENVIRONMENT

ADAPTATION TO CLIMATE CHANGE

UNDERSTANDING THE IMPACT OF CLIMATE CHANGE ON FRANKFURT AIRPORT



Delays and interruptions

- Due to **extreme weather** events
- **Rebound effects** due to extreme weather events at destinations and start locations



Problems for infrastructure

- **Damage** to the airport **infrastructure**
- **Softening of the asphalt** on the apron and taxiways



Energy requirements and costs

- **Increased cooling** requirements for buildings and aircraft on the ground (APU)
- **Rising energy costs** due to higher consumption



Employee health

- **Increased** exposure to heat, dehydration, circulatory problems, sunstroke and heat stroke



Network instability and technical failures

- **Risk of energy blackouts** due to grid instability
- **Risk of data center failures** due to overheating

INCREASED READINESS THROUGH MONITORING AND EARLY WARNING SYSTEMS



Measures

- Implementation of **weather monitoring systems and early warning systems**
- **Cooperation** with meteorological services and authorities
- **Warning for thunderstorms**

Impact on climate effects



Image: [Wetterbeobachter am Frankfurter Flughafen \(faz.net\)](https://www.faz.net)

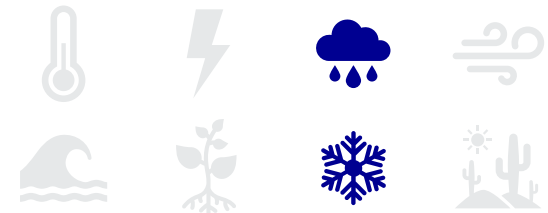
PREVENTIVE MEASURES AGAINST HEAVY RAIN AND SNOW



Measures

- **Prioritization of measures to protect critical infrastructure elements¹**
- Adjustment of the **drainage and rainwater retention volume**
- Modern **high-performance pumps** for pumping out excess water volumes
- Intensified **winter maintenance work**, ensuring sufficient **de-icing agents**

Impact on climate effects



¹ e.g. IT nodes, server rooms, baggage handling system

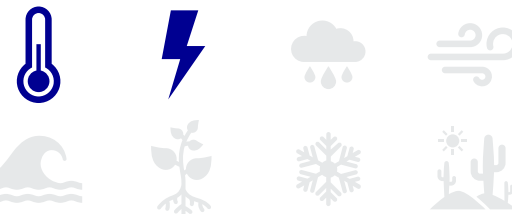
ADAPTATION TO HEAT, INCREASING HUMIDITY AND THUNDERSTORMS



Measures

- **Adaptation of air conditioning systems** in terminals and office buildings
- **Precautionary measures** in hot weather for operating personnel (cold drinks, protection from ultraviolet radiation)
- **Cessation of aircraft handling** during **thunderstorms** within a radius of 8 km
- **Cooling asphalt** in the runway system, on taxiways and aprons with water
- **Use of heat-resistant asphalt** for construction work on the runway system
- Creation and maintenance of **green spaces and green roofs**
- **Expansion** of the **PCA¹-infrastructure** for sustainable air conditioning of aircraft on the ground
- Use of redundant **cooling systems** in the **data center**

Impact on climate effects



¹ Pre-Conditioned Air



ENVIRONMENT

NATURE AND RESOURCE PROTECTION

25 YEARS OF CERTIFIED ENVIRONMENTAL MANAGEMENT

- Environmental management since 1999 in an **environmental management system** according to **European EMAS¹** regulations.
- Since then, annual audits by independent, state-approved and supervised environmental auditors.
- An **environmental management representative**, operational managers for waste, water protection, hazardous materials and radiation protection is **appointed**.
- Separate departments for **air and noise** as well as **wildlife control** are established.
- The **Coordinator for the Environmental Management System** at Fraport AG reports to the Chairman of the Executive Board in management reviews.
- The **long-standing experience of Fraport AG employees** in the area of environmental management **benefits all Group companies**.
- Companies that join the **Fraport Group** and do not yet have an environmental management system are obliged to introduce such a system in the course of the acquisition.



¹ Eco Management and Audit Scheme

NATURE AND RESOURCE CONSERVATION – OUR APPROACH

Goals

- Sustainable management of **natural resources**
- Preservation and promotion of **biodiversity** on the airport premises

Measures

- Minimizing environmental and natural disturbance in construction activities (e.g. low land consumption, etc.)
- Beyond the airport:
 - Commitment to biodiversity in the Rhine-Main region
 - Implementation of ecological compensation measures for changes in landscapes and occupation of natural areas by airport expansion
 - Overall, already 2,300 hectares of land have been ecologically enhanced



NATURE AND RESOURCE CONSERVATION – WATER

Water conservation & protection of water bodies

- By using **non-potable water from rainwater treatment plants** (25 in total), the **consumption of drinking water is reduced**
- The supply of **non-potable water** is continuously being **expanded** (for sprinkler systems, irrigation of green spaces, etc.)
- The quality of groundwater is monitored at **550 measuring points**, and **groundwater quality** and level are determined at measuring points agreed upon with authorities
- In the event of damage, a **water protection emergency plan** is activated, ensuring that contamination of water bodies and soil is promptly reported and treated

Handling of wastewater

- The **wastewater from Frankfurt Airport** consists of sewage and rainwater, which are collected in two **separate canal systems** (100 and 200 km in length)
- Advantage: Relief of sewage treatment plants from rainwater
- **Before** the filtered sewage is discharged into the municipal sewer system, **samples are regularly taken** In the south of Frankfurt Airport, there is **a dedicated sewage treatment plant with a capacity of 100,000 resident equivalents**

NATURE AND RESOURCE PROTECTION

FROM WASTE TO RESOURCE

Contribution to climate protection through resource efficient circular economy

- **Guiding principle: recycle** non-avoidable **waste** as much as possible
- **Separation of non-hazardous waste** into categories such as paper, glass, packaging, and residual waste
- Waste is processed in various facilities, including **state-of-the-art sorting plants** (for removing contaminants and recycling valuable materials) or in **modern waste-to-energy plants** located in the vicinity of the airport



Picture: <https://www.cde.ual.es/en/circular-economy-definition-importance-and-benefits/>, 02.05.2024

WASTE

Contribution to climate protection through resource efficient circular economy

- Waste prevention takes priority and starts with the purchasing process
- Waste streams are continuously analyzed, evaluated, and optimized
- If waste cannot be prevented, used products are “reprocessed” and reused as much as possible
- If this is not feasible, separate collection of recyclable materials is carried out, followed by high-quality recycling measures, which conserve natural raw materials and primary resources
- This can also generate additional revenue and reduce disposal costs
- As a last resort, unavoidable residual waste materials are subjected to the most efficient possible energy recovery to replace fossil fuels, for example, through electricity and heat generation or hydrogen production from waste-to-energy plants



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". The completion of the study is expected in autumn 2026.
- 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)



04

SOCIAL





SOCIAL

EMPLOYEES

The world around us is changing and Fraport is confronted with three specific core challenges



Organization

- Heterogeneous portfolio structure promotes **silos mentality**
- **Strongly differentiated organization** between FRA site and international business



Market economy

- **Changing customer and mobility needs** (focus on sustainability, especially climate protection)



Human Resource Management

- **Staff, skills and processes not (yet) adapted to the re-dimensioned organization**
- Socialization and demographics often lead to **experience-driven solutions**

HRNEO INITIATED AS PROGRAM TO MEET CHALLENGES

Five core objectives of HRneo program

- **Central, tangible impetus for the necessary new beginning in HR management**
- **Future-oriented realignment** of the HR division of Fraport AG against the backdrop of changing market conditions and employee needs
- **Activation of the entire organization and especially the HR** organization to communicate, discuss and implement the newly defined People & HR strategy
- **Clarification of the newly formulated People & HR strategy** in the form of concrete and bindingly defined target states, projects and implementation plans
- **Bundling, coordination and focusing of all transformative initiatives** in a program from a single source, under one leadership



DIVERSITY AND INCLUSION AS A KEY FACTOR FOR FUTURE VIABILITY, CRISIS RESILIENCE AND EMPLOYER ATTRACTIVENESS

Measures

- Utilizing the **potential of all talents** regardless of age, gender, religion, sexual orientation, etc.
- Focus on an **open and tolerant working environment** and employee needs
- **Employee networks** and groups

Benefit

- Increasing **employer attractiveness**
- Increase in **employee loyalty and satisfaction**
- **Above-average profitability** for various management teams during a crisis
- Increase in **innovative strength**



DIVERSITY IN THE FRAPORT GROUP

Share of women

23.4%

Women in
management
positions

In Germany (level 1 and 2)

Level 1: **28.6%**

Level 2: **33.3%**

Disabled
employees

6.3%

Average age

44.7 years

Nationalities

In Germany

114

Apprentices

341



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 non-discriminatory development of the Group.

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.

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.



OCCUPATIONAL HEALTH AND SAFETY (OHS)

- Comprehensive OHS strategy
- Regular training and development sessions to raise employees' awareness of safety and health issues and continuously expand their knowledge in these areas.
- Modern technologies and equipment to minimize potential hazards and prevent workplace accidents.
- Continuous monitoring and improvement of working conditions through regular inspections and audits.
- The essential principles for Fraport AG and its group companies are contained in the corporate guideline "[Occupational Health and Safety](#)." The corporate guideline enhances compliance and references the requirements of ISO 45001.





SOCIAL

COMMUNITY

NOISE PROTECTION IS A TOP PRIORITY FOR FRAPORT – AT FRANKFURT AIRPORT AND INTERNATIONALLY

Aviation noise and noise protection

- Noise levels from aircraft burdens **residents** around airports
- Volume mainly determined by engines, significant **noise reduction** over last 30 years due to new **technology**
- **Active noise control**: reduces noise directly at the source, for example through noise-reducing operational concepts and innovative takeoff/landing procedures
- **Passive noise control**: Structural improvements, e.g., soundproof windows; since 2011, Fraport has subsidized over 24,400 households with more than 28 million euros

 [Dialog with Neighbors](#)

Measures within the Fraport Group

- In Frankfurt **night flight ban** from 10 PM to 6 AM as well as noise-dependent charges for takeoffs and landings
- Interactive maps FRA.Map and FRA.NoM show:
 - Arrival and departure routes
 - Flight tracks and further details
 - Noise measurement data, noise contours, and eligible areas for noise insulation
- At group locations, **national and local noise protection regulations** apply
- Implementation of individual **noise protection measures** and **monitoring** systems



COMMUNITY

ART AND CULTURE ARE ALSO PART OF THE 'ACTIVE FOR THE REGION' CONCEPT



Rheingau Music Festival

- Guide: "Connecting the world with Music"
- 170 concerts in the Rheingau region
- Fraport long standing partner



Städel Museum

- Art, Graphic and Design Museum in Frankfurt
- Cultural promotion through various programs for children and adolescents



Schirn Arthall

- Art Museum in Frankfurt
- Long-term support for various programs and the "KinderKunstKlub"



Liebieghaus

- Liebieghaus Skulpturensammlung (Sculpture Collection)
- General support and the "KinderKunstKlub"

THE PROREGION FOUNDATION



Fraport supports

- **ProRegion Foundation since 1999**
- Focus: Integration of adolescents and young adults into professional life
- **Projects for vocational and social integration of young people with refugee or migration backgrounds**
- Career orientation projects in schools
- Improving job and training readiness, securing and promoting apprenticeship positions
- Current **foundation capital: €7.65 million**
- In total, around **650 funding commitments** with funding amounts of over €11 million distributed
- Partners in projects include schools, youth centers, and other youth facilities
- A large portion of the funding goes to the Society for Youth Employment (GJB e.V.), as part of the “Frankfurt Training Project”

UNIFORM AND BINDING STANDARDS IN GLOBAL SUPPLY CHAINS

- The **Supply Chain Due Diligence Act**¹, which came into force in 2023, obliges companies in Germany and their suppliers (worldwide) to respect **human rights** and **protect the environment** by implementing defined due diligence obligations
- This concerns:
 - Prohibition of child labor and forced labor
 - Right to fair wages
 - Right to collective bargaining
 - Ban on certain pesticides and industrial chemicals
 - Control of cross-border transport of hazardous waste (e.g. electronics)
- As a company with more than 3,000 employees and administrative headquarters in Germany, **Fraport AG** and **FraGround** are obliged to comply with these legal requirements since 2023
- Since 2024, the obligation also applies to companies with more than 1,000 employees, e.g. **FraSec Flughafensicherheit**



¹ Lieferkettensorgfaltspflichtengesetz



A large flock of birds is flying in a V-formation across a blue gradient background. The birds are small, dark silhouettes, and their formation is centered in the upper half of the image, extending from the top left towards the middle right.

05

GOVERNANCE

WE STAND FOR RESPONSIBLE AND TRANSPARENT CORPORATE GOVERNANCE

- 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
- **Group-wide minimum standards** for the handling of gifts and invitations as well as conflicts of interest.
- The Obligation of business partners and suppliers to comply with the **Supplier Code of Conduct**
- **Electronic whistleblower system** for reporting potential compliance violations
- **Ombudsperson** and **internal confidant**
- **Audits/due diligence**



CORPORATE GOVERNANCE

EXECUTIVE BOARD



Dr. Stefan Schulte
(CEO)

International Activities | FRA Airport Expansion | Corporate Development and 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

GOVERNANCE

SUPERVISORY BOARD

Representatives of the shareholders

Michael Boddenberg – Chair

Former Finance Minister of the State of Hesse, member of the State Parliament 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

Independent corporate consultant, former 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 Minister of State of Hesse, independent attorney

Sonja Wärntges

Chief Executive Officer of BRANICKS Group AG (formerly DIC Asset 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

Released Works Council Member*

Sidar Kaya

Released Member and Vice Chairman of the Works Council*

Karin Knappe

Works Council Member*

Felix Kreutel

Senior Vice President Real Estate and Energy at Fraport AG

Matthias Pöschko

Firefighter at Fraport AG

Özgür Yalcinkaya

Released Member and Vice Chairman of the Works Council*

- 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



[Combined Statement on Corporate Governance 2024](#)

ANNUAL GENERAL MEETING

- The Annual General Meeting (AGM) is held within the first eight months of the financial year and makes decisions concerning the tasks assigned to it by law, such as the appropriation of profits, election and approval of the actions of the members of the Supervisory Board and approval of the actions of the members of the Executive Board, the election of the auditor, amendments to the company statutes, Supervisory Board remuneration, approval of the remuneration system for Executive Board members, and other tasks.
- Each share entitles its holder to one vote in the AGM.
- The AGM was held as an in-person meeting in 2024.
- The results of the votes and other information and documents are published on our [homepage](#).



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.
- One ESG target was set for the 2024 financial year:
 - Construction of a large-scale photovoltaic installation along Runway 18 West.
- Target achievement was based on the start of construction and the completion date of the photovoltaic installation.
- The share of variable remuneration, which depends on sustainability-related targets, was 3.0% in the reporting year.



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.



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

Measures against Cyber Risks

- **IT security policy and IT security guidelines** with company-wide requirements for IT security.
- **Compliance** checked regularly by Internal Auditing, IT Security Management, or external advisors.
- Active and preventive **IT security management**.
- **Level of IT security** is part of ISMS¹⁾ and is audited by external auditors as part of ISMS audits, such as KRITIS²⁾ and the EU Aviation Security Regulation.
- 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.



¹ Information Security Management System (ISMS)

² German IT Security Act for Critical Infrastructures

WE ENSURE THE SAFETY AND SECURITY AT OUR AIRPORTS



Safety

- **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

- **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



06

TARGETS & KPI'S

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2024
We are reducing our greenhouse gas emissions (CO ₂ e)	Absolute CO₂e emission (sum of Scope 1 und 2 GHG-Protocol) in metric tons of CO ₂ e	95,000 t CO ₂ e	2030	Group	159,496 t CO ₂ e
		40,000 t CO ₂ e	2040		
		0 t CO ₂ e ¹⁾	2045		
		50,000 t CO ₂ e	2030	Fraport AG	126,111 t CO ₂ e
		25,000 t CO ₂ e	2040		
		0 t CO ₂ e ¹⁾	2045		

¹⁾ "Net Zero Carbon" pursuant Intergovernmental Panel on Climate Change

NATURE CONSERVATION

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2024
We are continuously improving our environmental performance.	Proportion of fully consolidated, environmentally relevant Group companies with certified environmental management systems	100 %	Indefinite	Group	73.8 %
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.			FRA Site	not applicable

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

SOCIAL EMPLOYEES

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2024
We create good working conditions and increase employee satisfaction.	Employee satisfaction*	5.0	2025	Group	5.0*
		5.0	2030		
		>4.8 and at least 0.1 better than 2024	2025		
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	28.6 %
		31.8%	2026	Fraport AG	26.3 %
	Women in management positions (second level below the Executive Board)	30.2%	2026	Group in Germany	33.3 %
		30.9%	2026	Fraport AG	31.9 %
We are continuously reducing occupational accidents.	LTIF (Lost Time Injury Frequency)	≤ 22.5	2025	Group	22.1

*Group includes all labor-intensive Group companies in Frankfurt and the Group companies in Greece, Slovenia, Bulgaria, Brazil, Peru, Greece and the USA.

SOCIAL COMMUNITY

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2024
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	14,216 ha

A flock of birds is shown in flight, arranged in a circular pattern that forms a large, faint outline of the European Union flag. The background is a gradient of purple, transitioning from a darker shade at the top to a lighter shade at the bottom. The text is centered on the left side of the image.

07 KEY FIGURES

ENVIRONMENT/SOCIAL

ENERGY CONSUMPTION AND ENERGY MIX (1/2)

<i>Line</i>	<i>GRI 302-1 Energy consumption within the organization</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>
	<i>Group</i>			
	Fuel consumption from			
1	Coal and coal products	MWh	-	-
2	Crude oil and petroleum products	in %	110,172	110,719
3	Natural gas	MWh	8,200	5,696
4	Other fossil sources	MWh	4,459	2,747
5	Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	311,896	339,171
6	Total fossil energy consumption (calculated as the sum of lines 1-5)	MWh	434,726	458,333
	Share of fossil sources in total energy consumption	in %	50	53
7	Consumption from nuclear sources	MWh	8,333	9,177
	Share of consumption from nuclear sources in total energy consumption	in %	1	1

ENERGY CONSUMPTION AND ENERGY MIX (2/2)

<i>Line</i>	<i>GRI 302-1 Energy consumption within the organization</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>
	<i>Group</i>			
8	Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	10,279	8,427
9	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	in %	406,206	387,957
10	The consumption of self-generated non-fuel renewable energy	MWh	1,323	1,461
11	Total renewable energy consumption (calculated as the sum of lines 8 to 10)	MWh	417,809	397,844
	Share of renewable sources in total energy consumption	in %	49	46
	Total energy consumption (calculated as the sum of lines 6, 7 and 11)	MWh	860,868	865,354

KEY FIGURES ENVIRONMENT

ENERGY INTENSITY

GRI 302-3 Energy intensity	<i>Unit</i>	<i>2024</i>	<i>2023</i>
<i>Group</i>			
Energy intensity per net revenue			
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors	MWh/€	0.00019	0.00022
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors without IFRIC 12	MWh/€	0.00022	0.00025
Energy intensity per million traffic units			
Specific total consumption	MWh per million traffic units	5,394	5,603
Purchased direct non-renewable energy sources (Scope 1)	MWh per million traffic units	834	826
Purchased energy (Scope 2)	MWh per million traffic units	4,560	4,777

DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS

<i>GRI 305-1 Direct greenhouse gas emissions (Scope 1)</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>
<i>Group</i>			
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions	t CO ₂ e	36,555	36,235
Scope 1 GHG emissions from regulated emission trading schemes	in %	-	-
<i>GRI 305-2 Indirect energy greenhouse gas emissions (Scope 2)</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>
<i>Group</i>			
Scope 2 GHG emissions			
Gross location-based Scope 2 GHG emissions	t CO ₂ e	194,605	197,787
Gross market-based Scope 2 GHG emissions	t CO ₂ e	122,942	148,499
<i>Scope 1 and Scope 2 greenhouse gas emissions</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>
<i>Group</i>			
Scope 1 + 2 GHG emissions			
Gross Scope 1 GHG emissions + gross market-based Scope 2 GHG emissions	t CO ₂ e	159,496	184,734

OTHER INDIRECT GREENHOUSE GAS EMISSIONS

<i>GRI 305-3 Other indirect greenhouse gas emissions (Scope 3)</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>
<i>Group</i>			
Significant scope GHG emissions			
Total Gross indirect (Scope 3) GHG emissions	t CO₂e	22,204,800	22,079,574
1. Purchased goods and services	t CO ₂ e	161,600	101,581
2. Capital goods	t CO ₂ e	226,178	330,248
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	t CO ₂ e	36,057	40,907
7. Employee commuting	t CO ₂ e	43,880	50,048
11. Use of sold products	t CO ₂ e	18,957,072	18,760,442
Aircraft Emissions	t CO ₂ e	17,812,231	17,820,731
Landside Access	t CO ₂ e	1,089,772	883,395
Tenant Services	t CO ₂ e	55,069	56,316
15. Investments	t CO ₂ e	2,780,013	2,796,349
Total GHG emissions			
Total GHG emissions (location-based)	t CO ₂ e	22,435,960	22,313,596
Total GHG emissions (market-based)	t CO ₂ e	22,364,296	22,264,308

INTENSITY OF GREENHOUSE GAS EMISSIONS

<i>GRI 305-4 Intensity of greenhouse gas emissions</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>
<i>Group</i>			
GHG intensity per net revenue			
Total GHG emissions (location-based) per net revenue	t CO ₂ e/€	0.0050680	0.0055780
Total GHG emissions (market-based) per net revenue	t CO ₂ e/€	0.0050520	0.0055650
Total GHG emissions (location-based) per net revenue without IFRIC	t CO ₂ e/€	0.0057640	0.0064030
Total GHG emissions (market-based) per net revenue without IFRIC	t CO ₂ e/€	0.0057460	0.0063890
Climate intensity of traffic volume			
direct CO ₂ e emissions	kg CO ₂ e per traffic unit	0,23	0.23

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

WATER

GRI 303-3 Water withdrawal 2018	<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
<i>Group^{*)}</i>				
Total water withdrawal ²⁾	Million m³	2.753	2.711	1.654
	Liters per traffic unit	17.3	17.5	15.5
Drinking water	million m ³	2.091	1.895	1.363
Service water	million m ³	0.662	0.816	0.291
<i>Fraport AG</i>				
Total water withdrawal ¹⁾	Million m³	1.496	1.343	0.921
	Liters per traffic unit	18.4	17.1	13.4
Drinking water ^{1) 2)}	million m ³	0.923	0.809	0.658
Service water ^{1) 3)}	million m ³	0.573	0.534	0.263

* Fraport AG and fully consolidated international airports (from 2024 incl. 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.

KEY FIGURES ENVIRONMENT

WATER DISCHARGE

GRI 303-4 Water discharge	<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
<i>Group^{*)}</i>				
Sewage water	Million m³	3.125	2.208	2.535
Sewage water	Liters per traffic unit	19.6	18.2	23.7
<i>Frankfurt Airport</i>				
Sewage water ^{1) 2)}	Million m³	2.127	1.518	1.820
Sewage water ²⁾	Liters per traffic unit	26.1	19.3	26.5

^{*)} Frankfurt Airport and fully consolidated international airports (from 2024 incl. 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**

	<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
<i>Group*</i>				
Waste volume ^{1) 2)}	1,000 metric tons	24.5	28.6	18.3
Waste volume ¹⁾	kg per traffic unit	0.15	0.18	0.17
Hazardous waste ¹⁾	1,000 metric tons	3.13	1.81	1.59
Total Recoverability rate	In % of waste volume	72.3	48.7	63.7
<i>Fraport AG</i>				
Waste volume ¹⁾	1,000 metric tons	15.1	14.9	12.7
Waste volume ¹⁾	kg per traffic unit	0.2	0.19	0.19
Hazardous waste ¹⁾	1,000 metric tons	1.25	1.34	1.20
Total Recoverability rate ¹⁾	In % of waste volume	93.9	88.5	89.8

* Fraport AG and fully consolidated international airports (from 2024 incl. 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) 2024</i>	<i>Land area (ha) 2024</i>	<i>Distance from airport (m) 2023</i>	<i>Land area (ha) 2023</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>					
Burgas Airport ¹⁾	1,000	7,209	1,000	7,209	Atanasovsko Lake is a "defensive area"
Ljubljana Airport ¹⁾	On the airport site	316.1	On the airport site	316.1	No official protection status, common buzzards, kestrel, barn swallow
Fortaleza Airport ¹⁾	425	1,571	425	1,571	No official protection status, public garden
	30	16	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.

KEY FIGURES ENVIRONMENT

BIODIVERSITY (1/2)

Area use	<i>Property area¹⁾</i>	<i>Of which paved</i>	<i>Property area¹⁾</i>	<i>Of which paved</i>
	<i>(ha)</i>	<i>(ha)</i>	<i>(ha)</i>	<i>(ha)</i>
	<i>2024</i>	<i>2024</i>	<i>2023</i>	<i>2023</i>
<i>Fraport AG</i>				
Frankfurt Airport	2,283	1,131	2,283	1,142
<i>Group</i>				
Lima Airport	931	408	931	408
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.

KEY FIGURES ENVIRONMENT

BIODIVERSITY (2/2)

Area use	Property area ¹⁾	Of which paved	Property area ¹⁾	Of which paved
	(ha)	(ha)	(ha)	(ha)
	2024	2024	2023	2023
<i>Group Airports^{1, 2)}</i>				
Kerkyra (Corfu)	73	70	73	70
Chania (Crete)	37	34	37	34
Kefalonia	81	80	81	80
Kavala	276	275	276	275
Aktio/Prevezka	10	9	10	9
Thessaloniki	447	441	447	441
Zakynthos	71	68	71	68
Mykonos	46	45	46	45
Skiathos	39	38	39	38
Santorini (Thira)	121	119	121	119
Kos	130	128	130	128
Mytilene (Lesvos)	73	72	73	72
Rhodes	184	179	184	179
Samos	99	99	99	99

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

A large flock of birds is flying in a V-formation across a blue gradient background. The birds are small, dark silhouettes, and their formation is centered in the upper half of the image. The background transitions from a lighter blue at the top to a darker blue at the bottom.

KEY FIGURES

SOCIAL

TOTAL EMPLOYEES OF THE FULLY-CONSOLIDATED GROUP COMPANIES

<i>Subsidiaries in Germany as at December 31</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
Fraport AG (Fraport parent company), Frankfurt am Main	8,124	8,070	8,051
Fraport Ground Services GmbH, Frankfurt am Main*	4,617	3,988	3,278
FraSec Aviation Security GmbH, Frankfurt am Main ¹⁾	-	-	2,413
FraSec Flughafensicherheit GmbH, Frankfurt am Main	1,416	1,331	1,308
FraCareServices GmbH, Frankfurt am Main	723	723	684
Fraport Facility Services GmbH, Frankfurt am Main ²⁾	807	792	712
FraSec Services GmbH, Frankfurt am Main	427	338	293
FraSec Fraport Security Services GmbH, Frankfurt am Main	157	180	172
Fraport Passenger Service GmbH, Frankfurt am Main	335	299	255
Airport Cater Service GmbH, Frankfurt am Main	163	169	143
FRA-Vorfeldkontrolle GmbH, Kelsterbach	101	91	91
Media Frankfurt GmbH, Frankfurt am Main	52	45	45
AirIT Services GmbH, Lautzenhausen	55	47	29
Fraport Ausbau Süd GmbH, Frankfurt am Main	22	18	15
Airport Assekuranz Vermittlungs-GmbH, Neu-Isenburg	9	9	9
Fraport Casa GmbH, Neu-Isenburg	1	1	1
Fraport Commercial GmbH; Neu-Isenburg	1	1	1
Fraport Group in Germany (mainly Frankfurt site)	17,010	16,102	17,500

¹ Formerly FraSec Luftsicherheit GmbH

TOTAL EMPLOYEES OF THE FULLY-CONSOLIDATED GROUP COMPANIES

<i>Subsidiaries outside Germany as at December 31</i>	2024	2023	2022
Lima Airport Partners S.R.L., Lima, Peru	1,072	943	830
Fraport Twin Star Airport Management AD, Varna/Bulgaria	671	693	716
Fraport Slovenija, d.o.o. Zgornji Brnik/Slovenia	522	436	405
Fraport Regional Airports of Greece A S.A. Athens/Greece	285	273	255
Fraport Regional Airports of Greece B S.A. Athens/Greece	252	230	217
Fraport Regional Airports of Greece Management Company S.A. Athens/Greece	224	212	205
Fraport Brasil S.A. Aeroporto de Porto Alegre, Porto Alegre/Brazil	270	255	246
Fraport Brasil S.A. Aeroporto de Fortaleza, Fortaleza/Brazil	180	164	155
Fraport USA Inc., Pittsburgh, USA	64	53	48
Antalya Havalimani Uluslararası Terminal İşletmeciliği Anonim Şirketi, Antalya, Turkey	13	13	9
Fraport Peru S.A.C., Lima, Peru	14	15	9
Fraport Malta Business Services Ltd., St. Julians/Malta	5	5	4
Fraport Malta Ltd., St. Julians/Malta	4	4	3
Fraport Saudi Arabia for Airport Management and Development Services Company Ltd., Riyadh/Saudi-Arabia	5	1	1
Fraport Group outside Germany	3,581	3,297	3,103
Fraport Group in Germany (mainly Frankfurt site)	17,010	16,102	17,500
Fraport Group total	20,591	19,399	20,603

KEY FIGURES SOCIAL

EMPLOYEES

<i>GRI 2-7 Employees</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
Total employees as of 12/31¹⁾	Number of people	20,591	19,399	20,603
Permanent employees ²⁾	Number of people	18,572	17,257	18,504
Temporary staff ³⁾	Number of people	639	800	707
Employees on leave	Number of people	1,039	1,030	1,112
Apprentices	Number of people	341	312	280
Employees of Fraport parent company	Number of people	8,124	8,070	8,051
	In % of total employees			
Total employees in Germany	Number of people	17,010	16,102	17,500
	In % of total employees	82,6	83,0	84,9
Total employees abroad	Number of people	3,581	3,297	3,103
	In % of total employees	17,4	17,0	15,1
Fixed-term employment contracts ⁵⁾	Number of people	1,837	1,606	1,414
	In % of total employees	8,9	8,3	6,9
Part-time workers ⁶⁾	Number of people	2,501	2,615	3,211
	In % of total employees	12,1	13,5	15,6

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 Incl. temporary staff (see 3.) and apprentices who usually have fixed-term contracts.

⁶ Incl. partial retirement.

COLLECTIVE BARGAINING AGREEMENTS

<i>GRI 2-30 Collective bargaining agreements</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
<i>Group</i>				
Employees covered by collective bargaining agreements ¹⁾	In % of total employees	89.7	90.5	87.9 ²⁾

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⁾ 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>2024</i>	<i>2023</i>	<i>2022</i>
Total employees	Number of people	20,591	-	-
Hires	Number of total employee hires	4,371	-	-
Leavers	Number of total employee leavers	3,179	-	-
Employee turnover	In % of total employees	15.4	-	-
<i>Reasons for leaving</i>				
Employee termination	Number of permanent employees	1,024	-	-
Employer termination	Number of permanent employees	372	-	-
End of working life (retirement)	Number of permanent employees	112	-	-
Agreement to terminate contract	Number of permanent employees	196	-	-
End of fixed-term employment contract	Number of permanent employees	974	-	-
Death during active employment relationship	Number of permanent employees	22	-	-

DIVERSITY AND EQUAL OPPORTUNITIES (1/2)

GRI 405-1 Diversity of governance bodies and employees

<i>Group</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
Women	In % of total employees	23.4	23.8	26.6
Average age	Years	44.7	45.4	45.3
Up to 30 years old	In % of total employees	13.4	-	-
30-50 years old	In % of total employees	47.1	-	-
Over 50 years old	In % of total employees	39.5	-	-
Foreign employees in Germany ¹⁾	In % of total employees in Germany	32.3	30.5	26.4
Nationalities in Germany	Number	114		
Disabled employees	In % of total employees	6.3	-	-

¹⁾ Excluding German nationals with a migrant background.

DIVERSITY AND EQUAL OPPORTUNITIES (2/2)

GRI 405-1 Diversity of governance bodies and employees

	Unit	2024	2023	2022
<i>Group</i>				
Women in management positions (level 1)	in %	29.8	-	-
Women in management positions (level 2)	in %	33.9	-	-
Women in management positions in Germany (level 1) ¹⁾	in %	28.6	24.4	23.1
Women in management positions in Germany (level 2) ¹⁾	in %	33.3	33.9	31.6
Governance Bodies				
Women in the executive board of Fraport AG	in %	40	40	40
Women in the supervisory board of Fraport AG	in %	35	35	30

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

TRAINING AND EDUCATION

GRI 404-1 Average hours of training per employee

		<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
<i>Group</i>					
Average hours of training per employee	Average hours of training per employee		21.6	30.5	27.1
Men	Average hours of training per employee		20.4	-	-
Women	Average hours of training per employee		19.0	-	-

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

		<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
<i>Group</i>					
Performance reviews	In percent of total employees		49.9	-	-
Men	In percent of total employees		38.2	-	-
Women	In percent of total employees		11.7	-	-

WORK-RELATED INJURIES

<i>GRI 403-9 Work-related injuries</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
<i>Group</i>				
Employees covered by health and safety management systems	In % of total employees	85.1	-	-
LTIF – Lost Time Injury Frequency ¹⁾	LTIF accidents per 1 million hours worked	22.1	20.6	22.6
RIR – Recordable Injury Rate ²⁾	Reportable accidents per 1 million hours worked	17.3	18.1 ³⁾	19.0 ⁴⁾
Work-related fatalities	Number	0	0	2 ⁵⁾

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

⁴ Adjusted value for 2023: 18.1, reported value for 2023: 17.3

⁵ Two fatalities in Lima

SOCIAL COMMITMENT

<i>GRI 203-2 Social Commitment</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>
<i>Fraport AG</i>				
Social Commitment	€ million	2.9	4.5	2.9
Sponsoring	€ million	2.3	4.0	2.0
Donations	€ million	0.6	0.5	0.9



08 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 2024, 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. The importance of Sustainable Development Goals (SDGs) 8, 9, and 13 is highlighted in our strategic priorities.



OUR STRATEGIC PRIORITIES EMPHASIZE THE IMPORTANCE OF SUSTAINABLE DEVELOPMENT GOALS (SDGS) 8, 9 AND 13



**GROWTH &
SUSTAIN-
ABILITY**

- Be financially successful, robust and stable, grow profitably
- Operate sustainably and as part of the region in which we operate



**EFFICIENCY &
INNOVATION**

- Convince customers with services and effective innovations
- Delight customers with services and quality



**TOP-
EMPLOYER**

- Be an international corporate group in terms of culture, mindset, and dissemination of knowledge and skills
- Have a leadership culture that is based on trust, encourages curiosity, and rewards performance



GRI 2: GENERAL DISCLOSURES 2021

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 2024 to 31 December 2024 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 2024 : "Shareholder structure" p. 36, "Legal Disclosures" p. 51; "Key sites" p. 44, „Disclosures of Shareholding According to Section 313 (2) of the HGB" p. 272 et seqq., "Structure" p. 53	
GRI 2-2	Entities included in the organization's sustainability reporting	See ESG Fact Book 2024/Key Figures Social „Total employees of the fully-consolidated Group companies as of the reporting date 31.12.2024"	
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 2024 : Control system/„Changes compared with the previous year" p. 53	

GRI 2: GENERAL DISCLOSURES 2021

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 2-5	External assurance	<p>Annual Report 2024: "Assurance Report of the Independent German Public Auditor on a Limited Assurance Engagement in relation to the Combined Sustainability Statement included in the Combined Management Report" p. 288 et seqq.</p> <p>Environmental Statement 2022: „Environmental Auditor’s Declaration on Verification and Validation Activities“, p. 81</p>		
2. Activites and workers				
GRI 2-6	Activities, value chain and other business relationships	<p>Annual Report 2024: "Information about reporting" p. 58, Value chain p. 89 et seq. "Structure" p. 42 et seq., "Business model" p. 40 et seq., "Key sites" p. 44, "Competitive position at the Frankfurt site" and "Competitive position outside the Frankfurt site" p. 44 et seqq., cover p. 1, "Business development" p. 61 et seq., "Shareholder structure as of Dec. 31, 2024" p. 36, "Disclosure Requirement SBM-1 – Strategy, Business Mdl, and Value Chain" p. 87 et seqq., Visual Fact Book, Air Traffic Statistics, Traffic Figures</p>		

GRI 2: GENERAL DISCLOSURES 2021

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 59% of the total order volume went to companies in the Rhine-Main region. Around 98% of Fraport AG's order volume, amounting to approximately €1,246.8 million, was awarded to suppliers and service providers based in Germany, 99.8% to those based in the EU, and about 0.2% 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> <p>Around 45% of the order volume was placed in the area of service procurement. This primarily involved security services, cleaning services and IT services.</p>		

GRI 2: GENERAL DISCLOSURES 2021

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 2-6	Activities, value chain and other business relationships	<p>40% 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 15% were placed in the consumable's product groups on the market. In 2024, Fraport AG had more than 2,300 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	Employees	See key figures GRI 2-7		

GRI 2: GENERAL DISCLOSURES 2021

Data refer to universal standards	References, additions and comments	UNGC	SDGs	
3. Governance				
GRI 2-9	Governance structure and composition	Annual Report 2024 : "Report of the Supervisory Board" p. 12 et seqq., "Combined Statement on Corporate Governance" p. 18 et seqq., "Structure" p. 42 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 2024 : "Combined Statement on Corporate Governance" p. 18 et seqq., "Structure and Functioning of the Executive Board and Supervisory Board" p. 19 et seqq.		
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report 2024 : p. 82 Disclosure Requirement GOV-4 – Statement on Due Diligence p. 86		
GRI 2-14	Role of the highest governance body in sustainability reporting	Annual Report 2024 : "Responsibilities of the Executive Directors and the Supervisory Board for the Combined Non-Financial Reporting" p. 289		
GRI 2-15	Conflicts of interest	Annual Report 2024 : "Conflicts of interest and their treatment" p. 16		

GRI 2: GENERAL DISCLOSURES 2021

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 2-17	Collective knowledge of the highest governance body	Disclosure Requirement GOV-2 – Information Provided to and Sustainability Matters Addressed by the Undertaking's Administrative, Management, and Supervisory Bodies p. 85		
GRI 2-18	Evaluation of the performance of the highest governance body	Annual Report 2024 : "Corporate Governance and Statement of Compliance" p. 15 f.		
4. Strategy, policies and practices				
GRI 2-22	Statement on the sustainable development strategy	Annual Report 2024 : "Responsible corporate governance" p. 31, Commitments		
GRI 2-23	Policy commitments	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 Environmental Statement 2022 : "The Fraport Group's Environmental Policy" p. 11.		

GRI 2: GENERAL DISCLOSURES 2021

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 2-27	Compliance with laws and regulations	Annual Report 2024 : „Disclosure Requirement S1-17 – Incidents, Complaints and Severe Human Rights Impacts“ p. 144	Principle 8	
GRI 2-28	Membership associations	Commitments See also GRI 415		
5. Stakeholder engagement				
GRI 2-29	Approach to stakeholder engagement	Stakeholder-Dialog Annual Report 2024 : "Consultation with Stakeholders and Internal/external Experts" p. 97		
GRI 2-30	Collective bargaining agreements	See GRI 2-30		

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 2024 : "Materiality Assessment Process" p. 96		
GRI 3-2	List of material topics	Annual Report 2024 : "Materiality Matrix" p. 99 et seq.		
GRI 3-3	Management of material topics	Annual Report 2024 : "Combined Non-Financial Statement" p. 79 et seqq.		

GRI 200: ECONOMY

Data refer to universal standards		References, additions and comments	UNGC	SDGs
TOPIC-SPECIFIC STANDARDS				
200: ECONOMY				
GRI 201	Economic Performance 2016 – Management Approach	Annual Report 2024 : "Economic Report" p. 58 et seqq.		
GRI 201-1	Direct economic value generated and distributed	Annual Report 2024 : "Ten-Year Overview" p. 292 et seq.		
GRI 201-2	Financial implications, risks and opportunities due to climate change	Annual Report 2024 : "Risk and Opportunities Report" p. 172		5, 7, 8, 9
GRI 201-4	Financial assistance received from government	Annual Report 2024 : "Assistance Received from Government" p. 207 et seq.		
GRI 202	Market presence 2016 – Management Approach	Annual Report 2024 : „Situation of the Group" p. 40 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 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 supported	Annual Report 2024 : "Additions to Non-current Assets" p. 70, "Non-current and Current Other Financial Receivables and Assets" p. 231		2, 5, 7, 9, 11
GRI 203-2	Significant indirect economic impacts/ Community engagement	ESG Fact Book 2024 : GRI 203-2 Social Commitment		2, 3, 8, 10, 17
GR 204-1	Proportion of spending on local suppliers	ESG Fact Book 2024 : GRI 2-6 Activities, value chain and other business relationships		
GRI 205	Anti-corruption 2016 – Management Approach	Annual Report 2024 : "Disclosure Requirement G1-3 – Prevention and Detection of Corruption and Bribery" p. 157 et seq.		
GRI 205-1	Operations assessed for risks related to corruption	Annual Report 2024 : "Disclosure Requirement G1-3 – Prevention and Detection of Corruption and Bribery" p. 157 et seq., "Risk and Opportunities Report" (legal and compliance risks) p. 174	Principle 10	16

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	Annual Report 2024 : "Disclosure Requirement G1-3 – Prevention and Detection of Corruption and Bribery" p. 157 et seq.	Principle 10	16
GRI 205-3	Incidents of corruption and actions taken	Annual Report 2024 : „Disclosure Requirement G1-4 – Incidents of Corruption or Bribery“ p. 158		
GRI 207	Taxes 2019	Annual Report 2024 : "Consolidated Income Statement" p. 184, "Consolidated Statement of Comprehensive Income" p. 185		
GRI 207-4	Country-by-Country Reporting	Annual Report 2024 : "Consolidated Income Statement" p. 184, "Consolidated Statement of Comprehensive Income" p. 185, "Consolidated Statement of Financial Position" p. 186, "Legal structure of the Group" p. 42 et seq., "Notes to the Consolidation and Accounting Policies" p. 196 et seqq., "Disclosures of Shareholding to Section § 313 (2) of the HGB" p. 274 et seqq.		

GRI 300: ECOLOGY

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 300 Ecology		<p>Annual Report 2024: "Disclosures on ESRS E1 Climate Change" p. 120 et seqq., „Disclosures on ESRS E2 Pollution" p. 133 et seqq.</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 2024: "Disclosures on ESRS E1 Climate Change" p. 120 et seqq.,</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 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	Environmental Statement 2022 : "Impacts on Biodiversity" p. 34 et seq. "Protecting the Environment - Preserving Biodiversity" p. 3 and "Biodiversity Principles" p. 6		
GRI 304-1	Land in or adjacent to protected areas	See key figures GRI 304-1.	Principle 8	

GRI 300: ECOLOGY

Data refer to universal standards	References, additions and comments	UNGC	SDGs
GRI 305	Emissions 2016 - Management approach Annual Report 2024 : "Disclosures on ESRS E1 Climate Change" p. 120 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

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

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 2024 : "Noise Emissions Affecting Residents " p. 149 et seqq., Environmental Statement 2022 : "Aircraft noise" p. 14 et seqq. See Sustainability Program	Principle 1	

GRI 400: SOCIAL

Data refer to universal standards	References, additions and comments	UNGC	SDGs
GRI 401	Employment 2016 – Management Approach Annual Report 2024 : "Disclosures on ESRS S1 Own workforce " p. 136 et seqq.		
GRI 401-1	New employee hires and employee turnover See Key Figures GRI 401-1		
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 2024 : "Impacts on Occupational Health and Safety" p. 137, 140 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 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 403-1	Occupational health and safety management system	<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 400: SOCIAL

Data refer to universal standards	References, additions and comments	UNGC	SDGs
GRI 403-2	<p>Hazard identification, risk assessment, and incident investigation</p> <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>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.</p> <p>Occupational health and safety management</p>		8

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 2024: „Impacts on Occupational Health and Safety" p. 137, 140</p> <p>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 2024: Impacts on Occupational Health and Safety" p. 137, 140</p> <p>"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 2024: Impacts on Occupational Health and Safety" p. 137, 140</p>		3, 8

GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 403-7	Avoidance and mitigation of occupational health and safety impacts directly related to business relationships.	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"		3, 8

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 2024 : "Disclosures on ESRS S1 Own workforce " p. 136 et seqq., GRI 404-3 Percentage of employees receiving regular performance and career development reviews (Stiftung ProRegion , Startklar), Training and dual Study Program/ Qualifying and Development , (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 404-3	Percentage of employees receiving regular performance and career development reviews	See Key Figures 404-3	Principle 6	4, 5, 8

GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 405	Diversity and Equal Opportunities 2016 – Management Approach	Annual Report 2024 : "Disclosures on ESRS S1 Own workforce ", 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 405-2	Ratio of basic salary of men and women	Annual Report 2024 : „Disclosure Requirement S1-16 – Remuneration Metrics (Pay Gap and Total Remuneration) p. 143	Principle 6	10
GRI 406	Non-discrimination 2016 –Management Approach	Annual Report 2024 : „Principles for Respecting Human Rights and Exercising Human Rights Due Diligence“ p. 138 et seq.		
GRI 406-1	Incidents of discrimination and measures taken	Annual Report 2024 : „Disclosure Requirement S1-17 – Incidents, Complaints and Severe Human Rights Impacts“ p. 144		16

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 2024 : „Principles for Respecting Human Rights and Exercising Human Rights Due Diligence“ p. 138 et seq., „Disclosure Requirement S1-8 – Collective Bargaining Coverage and Social Dialogue p. 142 „Code of Conduct for Employees“ p. 7, ESG Fact Book 2024/Key Figures GRI 2-30 Collective Bargaining Agreements.	Principle 3	
GRI 408	Child Labor 2016	„Code of Conduct for Employees“ p. 7/ „Code of Conduct for Suppliers“ p. 1 Annual Report 2024 : „Principles for Respecting Human Rights and Exercising Human Rights Due Diligence“ p. 138 et seq.	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 2024 : „Human Rights“ p. 146	Principle 4	8
GRI 410	Security Practices 2016 – Management Approach	Annual Report 2024 : „Disclosures on ESRS S3 Affected Communities“ p. 144 et seqq	Principle1	16

GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 412	Human Rights Assessment 2016 – Management Approach	Annual Report 2024 : „Principles for Respecting Human Rights and Exercising Human Rights Due Diligence.“ „Disclosure Requirement S1-17 – Incidents, Complaints and Severe Human Rights Impacts p. 144	Principle 1	
GRI 413	Local Communities 2016 –Management Approach	Annual Report 2024 : „Disclosures on ESRS S3 Affected Communities“ p. 144 et seqq.	Principle 1	1
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Annual Report 2024 : „Disclosures on ESRS S3 Affected Communities“ p. 144 et seqq., „Noise Emissions Affecting Residents“ p. 149 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 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	

GRI 400: SOCIAL

Data refer to universal standards		References, additions and comments	UNGC	SDGs
GRI 416	Customer Health and Safety 2016 – Management Approach	Annual Report 2024: Disclosure Requirement S3-3 – Processes to Remediate Negative Impacts and Channels for Affected Communities to Raise Concerns” p. 147 et seq. Environmental Statement 2022: "Minimizing the risk of bird strike with biotope management" p. 40		
GRI 416-2	Violations of health and safety standards	During the reporting period, no significant violations of health and safety standards were reported to Fraport AG. Any relevant indications were promptly addressed and resolved.		
AOS	Business Continuity and Emergency Management	Corporate Safety and Security See „Emergency and Crisis Management”		
GRI 418	Customer Privacy 2016 –Management Approach	Data Protection Statement		

OUR COMMITMENTS

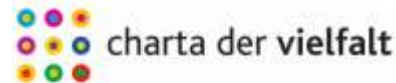


WE SUPPORT

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.



→ see slide "Airport Carbon Accreditation (ACA)" in section Climate Protection



INDICES & RATINGS

MSCI

RATING ACTION DATE: June 04, 2024
Last Report Update: January 03, 2025

Score: AA

Rating scale CCC to AAA

Sustainalytics

Last Full Update: January 08, 2024

Score: 14.3

ESG Risk Rating: Low Risk

ISS ESG

December 09, 2024

Score: C+ (Prime status)

Rating scale D- to A+

FTSE ESG Rating

December 23, 2024

Score: 3.3

Rating scale 0 to 5

Deutschland Ethik 30 Aktienindex

since 2014

Member



FTSE4Good



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IMPRESSUM

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 **CONNECTING THE WORLD WITH TOMORROW**

 **Fraport**