



ESG Fact Book 2022

Sustainability Program | GRI and UN Global Compact Index



Disclaimer

ESG Fact Book 2022



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Please consider the environmental aspects before printing this Document.



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Dear Readers,

For us, acting sustainably means responsibly shaping the future.

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

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

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

Dr. Stefan Schulte, CEO



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



Five dimensions with fourteen thematic fields form the framework of action for Fraport



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

Materiality Matrix

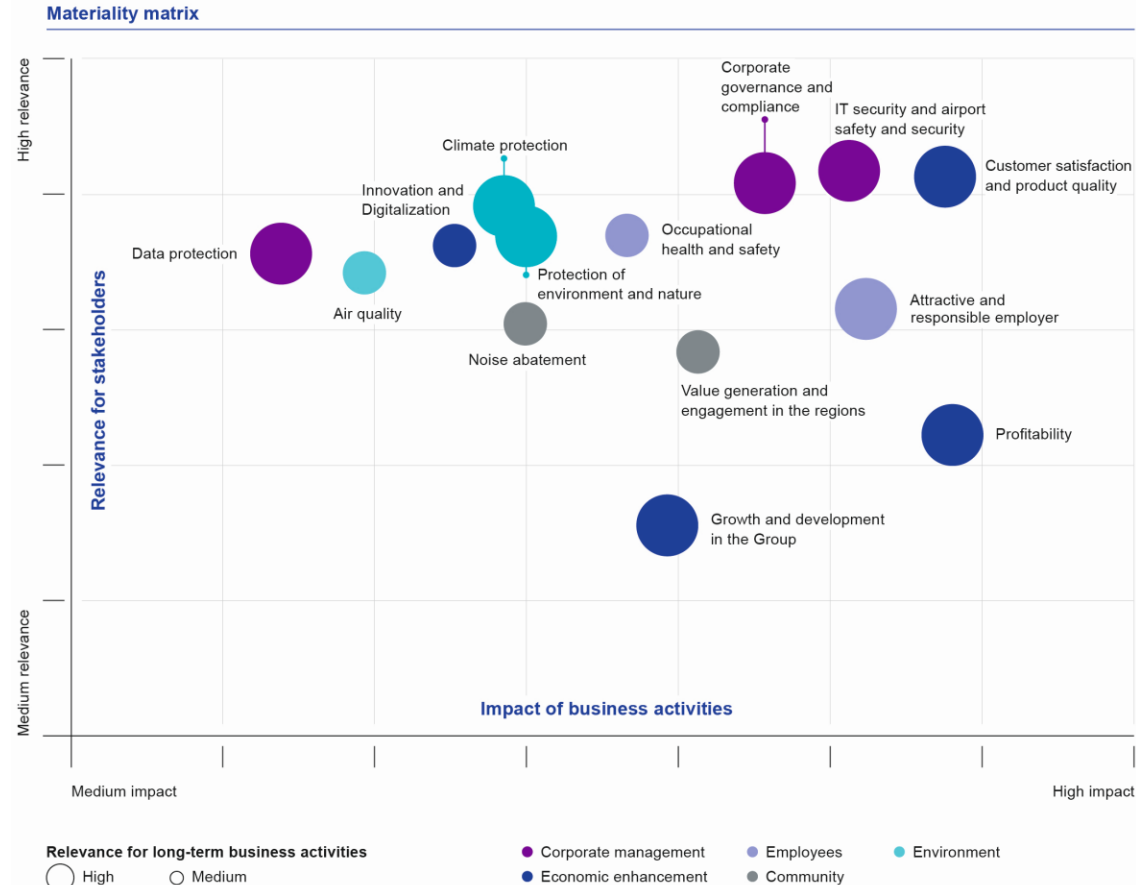
The materiality matrix shows the impact of direct and indirect business activities on the corresponding key topics, their relevance for stakeholders, as well as the relevance for Fraport's long-term business activities.

Our most important stakeholders

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



[Stakeholder Dialog](#)



Environmental Goals

Climate protection

We are reducing our CO₂ emissions.

0 t CO₂ until 2045

Protection of environment and nature

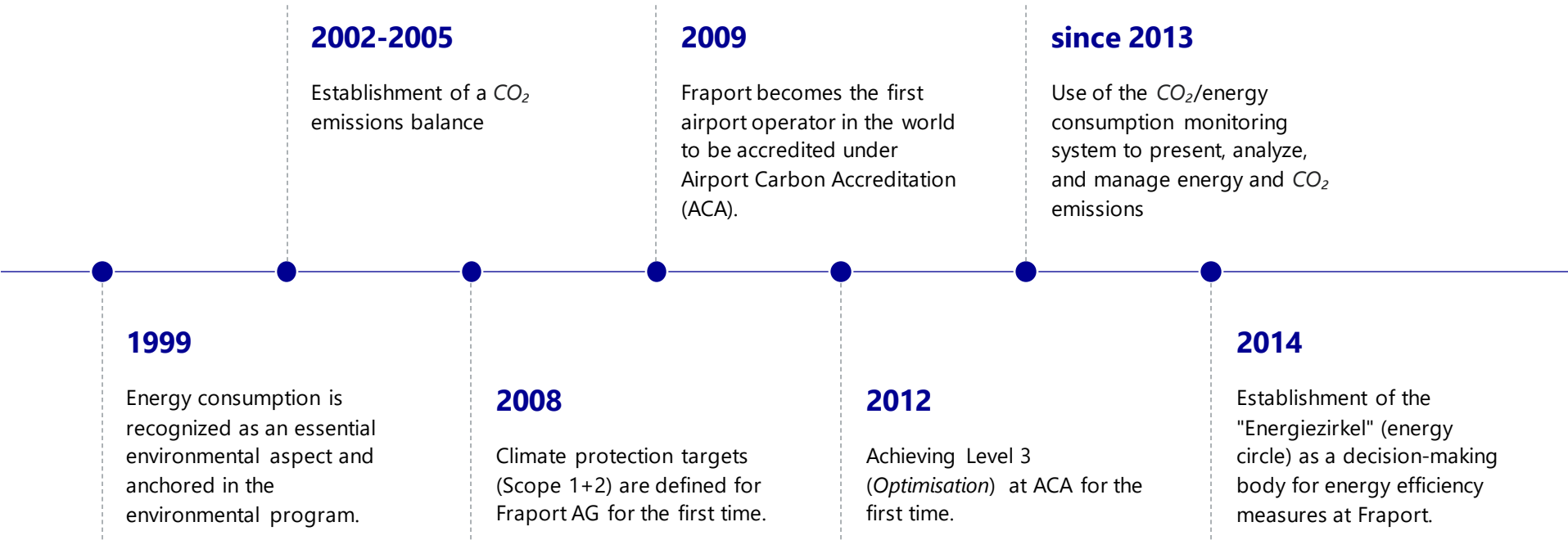
We continuously improve our environmental performance.

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

Air quality

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

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



Environmental Goals

...and has also been active in recent years.



2017

Updating the AG's climate protection targets by provisionally achieving the targets set in 2008.

2017

Group-wide CO₂ emissions are defined as the most significant non-financial performance indicator for the environmental area in the Annual Report.

2022

Elaboration of the master plan for decarbonization and further tightening of the 2030 targets.

2017

Formulating a Group climate protection target for the first time

2021

Renewed sharpening of the climate protection goals of the AG and the Fraport Group



**Fraport
continues to be
ambitious**

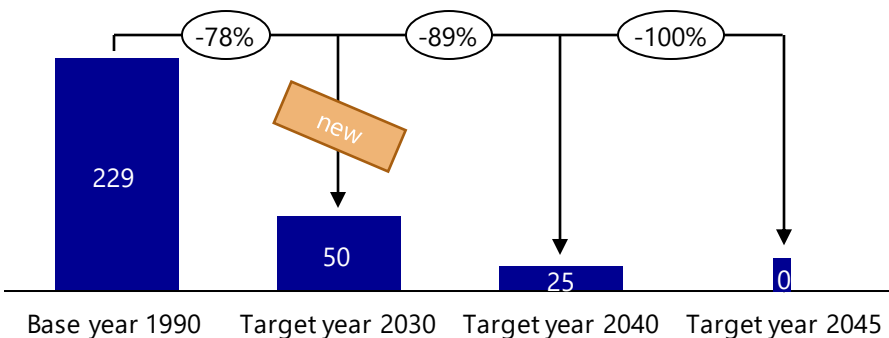


Focus on climate protection: Our contribution to a climate-neutral Europe

We want to meet people's need for mobility without placing an additional burden on the environment. We are working at full speed to achieve this. Climate protection is one of the most urgent tasks for the entire aviation industry. That is why we have tightened our CO₂ targets for 2030 once again in 2022.

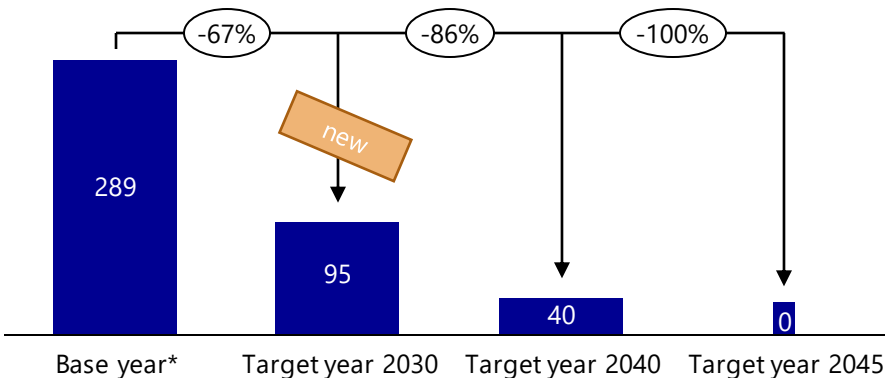
New target Fraport AG for 2030 (previously: 75 thousand t CO₂ and -67% vs. base year 1990)

In thousand t CO₂, Scope 1 & 2



New target Fraport Group for 2030 (previously: 120 thousand t CO₂ and -58% vs. base year)

In thousand t CO₂, Scope 1 & 2



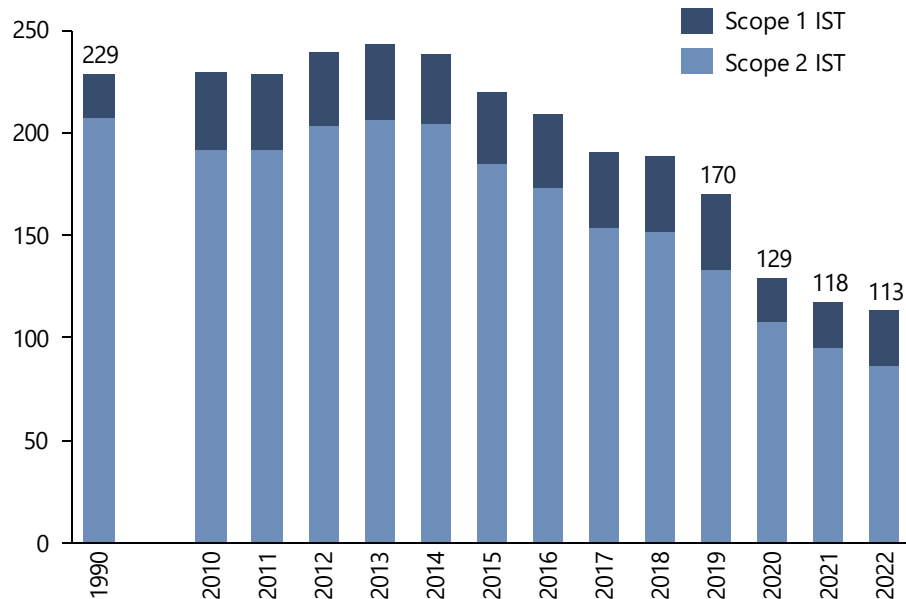
No compensation of CO₂ emissions (Scope 1 and 2) is to take place throughout the Group.

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

Significant CO₂ reductions have already been realized over time (Scope 1+2) – This trend must be continued

CO₂ emissions: AG Development & Plan in Frankfurt

In thousand t CO₂




Source: Fraport-Calculations




Despite expansion, significant CO₂ reduction since 1990

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

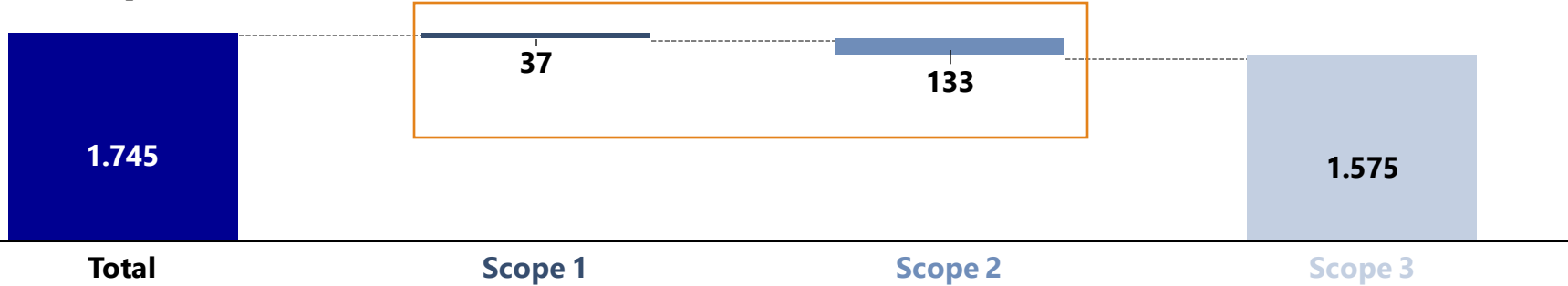
Outlook: Opposing effects

- 
 - Terminal 3 and new infrastructure
 - Traffic growth (post-Corona)
 - Impacts of climate change


 - Power Purchase Agreement Wind
 - Vehicle conversion
 - Photovoltaics at FRA
 - Energy saving measures

Distribution of CO₂ emissions at Frankfurt Airport (2019)

In thousand t CO₂



Scope 1: approx. 37 thousand t CO₂
Direct CO₂ emissions from combustion processes

Scope 2: approx. 133 thousand t CO₂
Indirect CO₂ emissions from generation of purchased electricity, heating or cooling

Scope 3: approx. 1,575 thousand t CO₂
Indirect CO₂ emissions as a result of airport activities from sources that are not owned by the company and/or can only be controlled by Fraport to a limited extent.

Four main fields of action can be derived from the three existing main processors of Fraport

3 Main processors

Buildings



Mobility



Plants



Focus:

Control capability,
total CO₂ emissions

Procedure

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

4 Main fields of action



Reduce energy demand



Change energy
source



Use emission-free
energy



Overarching
measures as a link

Focus:

Implementation of measures,
CO₂ improvement compared to base year

Within the four main action areas, Fraport is focusing on nine TOP measures to achieve their climate protection goals



Digital energy network

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



Energy storage

For the decoupling of energy production, transformation and consumption



Creating infrastructure for alternative drives

Requirements for the switch to alternative drives and fuels



Defossilization of ground handling vehicles

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



Defossilization of all other vehicles

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



Generate emission-free energy

Set up and operate your own PV systems



Purchase of renewable electricity

Electricity purchase from renewable sources via further power purchase agreements



Purchase of emission-free district heating/cooling

Purchase of emission-free products on the market



Energy optimization and refurbishment of buildings and facilities

Implementation of energy saving and energy efficiency measures

Successful implementation of measures also brings Fraport closer to its CO₂ targets in 2022



Reduce energy demand

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



Change energy source

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



Emission-free energy generation

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

Level 1: Mapping



Airports that determine their carbon footprint

Fraport Greece

Kefallinia, Mitilini, Rodos, Thessaloniki, Chania, Samos

Lima Airport Partners

Level 2: Reduction



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

Fraport Twin Star Fraport Slovenija

Level 3: Optimisation



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

Fraport AG

Level 3+: Neutrality



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

Fraport TAV Antalya

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

Measures to improve environmental performance

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




- **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**)
- Development of a research design for a UFP exposure study.
- Publication of the handling of questions on the coverage and impact of UFP on the [website](#) of the Umwelt- und Nachbarschaftshaus (Environment and Neighborhood House)




Environmental Goals

Environmental Key Figures at a glance





Energy consumption Fraport AG 	Unit	2022	2021	Change in %
Total energy consumption (Scope 1,2)	TJ	2,355.8	2,249.1	+4.7 %
Specific total consumption	TJ per million traffic units	34.3	45.7	-24.9 %

Emissions Fraport AG 	Unit	2022	2021	Change in %
Direct CO ₂ emissions (Scope 1)	1,000 t CO ₂	26.9	23.1	+16.5 %
Indirect CO ₂ emissions (Scope 2)	1,000 t CO ₂	86.3	94.6	-8.8 %
Total Scope 1 & 2	1,000 t CO ₂	113.2	117.7	-3.8 %



Further information can be found in the "Key figure" section

Water withdrawal Fraport AG 	Unit	2022	2021	Change in %
Total water withdrawal, thereof	million m ³	0.921	0.884	+4.2 %
drinking water	million m ³	0.658	0.521	+ 26.3 %
service water	million m ³	0.263	0.363	-27.3 %

Waste Fraport AG* 	Unit	2022	2021	Change in %
Waste volume, thereof	1,000 t	12.7	10.1	+25.7 %
	kg per traffic unit	0.19	0.21	-9.5 %
hazardous waste	1,000 t	1.20	1.52	-21.1 %
Total recoverability rate	in % of waste volume	89.8	86.1	+3.7 PP

* Including third parties, without soil and construction waste



Employees



Attractive and responsible employer

We create good working conditions and increase employee satisfaction.

We increase the proportion of women in management positions.

Employee satisfaction | Women in management positions

Occupational health and safety

We are continuously reducing occupational accidents.

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

Sickness rate | LTIF

Employee satisfaction

Group target:

>4.9 and at least 0.1 better than 2024

AG target:

>4.8 and at least 0.1 better than 2024

- Introduction of an online medical consultation (Fraport Brazil)
- Fit4Life program to improve work-life balance (Fraport Twin Star)
- Strengthening internal communication and information flow through innovative formats (Fraport Slovenija)
- Discrimination awareness project for trainers and managers; participation of trainees in the "Impro Theater" theater education project (Fraport AG)

Women in management positions

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

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

- Continuation of existing measures, including systematic talent management and potential assessment centers, cross-mentoring program, coaching measures as part of the further development of female executives, offers for part-time leadership (Fraport AG and Group in Germany).
- Discussions with high-potential female executives at Executive Board level; design of the "Empowering Leaders" development initiative (Fraport AG)



Fraport is convinced that satisfied employees achieve higher customer loyalty and better performance. From 2022 onwards, the indicator for measuring employee satisfaction will be surveyed every two years on the basis of a more comprehensive survey of the employees of Fraport AG and the Group companies.

All labor-intensive Group companies in Frankfurt as well as in Greece, Slovenia, Bulgaria, Peru, Brazil and the USA participate in the survey. In 2022, the survey was further developed in terms of content, methodology and process.

Reduce workplace accidents

LTIF¹⁾ ≤ 22.5

- Continuation of job-specific training (Group-wide)
- Unannounced health and occupational safety audits (Lima Airport Partners)
- Various vaccination programs and offers for employees (Fraport Slovenija and Fraport Greece)

Reduce sickness rate

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

- Information on health maintenance measures for prevention, fitness, nutrition and relaxation on the intranet, via mailings and virtual platforms
- Offer of skin and colon cancer screenings
- Expansion of company sports and participation in the European Company Sport Games
- Offering a health app with tips for the daily routine in the office and at home (Fraport AG)



In 2020 and 2021, the sickness rate was particularly low due to the extensive hygiene measures, reduced working hours and increased working from home.

¹⁾ Lost Time Injury Frequency

Employees

Diversity in the Fraport Group



Share of women

26.6 %

+0.3 PP

Women in
management
positions

In Germany (level 1 and 2)

29.4 % +2.3 PP

Disabled
employees

5.8 %

-0.1 PP

Average age

45.3 years

-0.2 years

Foreign
employees

In Germany

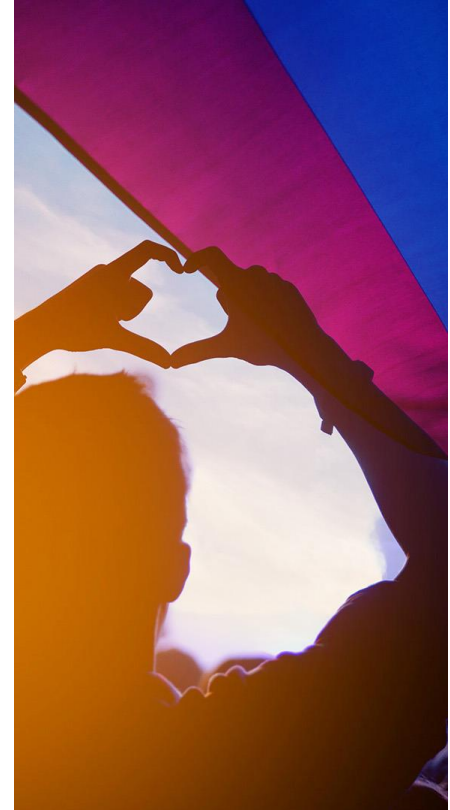
26.4 %

+2.3 PP

Apprentices

280


-11.7 %




Employees

Employment Figures at a Glance



<u>Employees</u> 	<u>Unit</u>	<u>2022</u>	<u>2021</u>	<u>Change</u>
Employees as of 31.12.	Number of people	19,211	17,781	+8.0 %
Fraport AG (Fraport parent company)	Number of people	7,209	7,450	-3.2 %
Fraport Group Germany (mainly Frankfurt site)	Number of people	16,145	15,113	+6.8 %
Employees abroad	Number of people	3,066	2,668	+14.9 %
Fixed-term employment contracts	in % of total employees	6.9	8.1	-1.2 PP
Part-time employees		15.6	15.4	+0.2 PP
Employees covered by collective bargaining agreements		89.5	97.9	-8.4 PP
Employee turnover	In % of permanent employees	15.0	27.8	-12.8 PP

<u>Further details</u> 	<u>Unit</u>	<u>2022</u>	<u>2021</u>	<u>Change</u>
Female quota	in %	26.6	26.3	+0.3 PP
Average age	Years	45.3	45.5	-0.2
Foreign employees in Germany	in % of total employees	26.4	24.1	+2.3 PP
Disabled employees		5.8	5.9	-0.1 PP
Women in management positions in Germany (level 1 and 2)		29.4	27.1	+2.3 PP
Women in management positions in Germany (level 1)		23.1	22.7	+0.4 PP
Women in management positions in Germany (level 2)	in %	31.6	28.2	+3.4 PP
Women in the executive board of Fraport AG		40	20	+20 PP
Women in the supervisory board of Fraport AG		30	30	

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

Training and Education – Figures at a glance

Group	Unit	2022	2021	Change
Education	Hours per annual average number to total employees	27.1	34.3	-21.1 %
Apprentices	Number of people	280	317	-11.7 %

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

In 2022, trainees and dual students could choose from a range of 18 apprenticeships and dual study programs. The range of professions to be learned extends from aviation clerks and mechatronics engineers to cooks and plant firefighters.



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

Group	Unit	2022	2021	Change
LTIF – Lost Time Injury Frequency	LTIF accidents per 1 million hours worked	22.6	20.3*	+2.3
RIR – Recordable Injury Rate	Reportable accidents per 1 million hours worked	18.3	15.4	+2.9
Sickness rate (Group in Germany)	Absence in %	8.7	6.7	+2.0 PP

*Value was adjusted

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

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





Varna Airport

Value generation and engagement in the regions

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

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

Noise abatement

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

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

Value generation and engagement in the regions

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

- On average, approximately 90% of all purchased services at the international participating airports are sourced regionally
- Participation in the UN's "Pacto por la Cultura" initiative to promote culture, non-discrimination and cultural heritage (Lima Airport Partners)
- Donations for the installation of playgrounds and gymnasiums for a kindergarten and an elementary school (Fraport Greece)

- Support for 16 local sustainability projects and initiatives (Fraport Twin Star).
- "Active for the Region" concept to support voluntary activities in the region around Frankfurt Airport; partnership for the Rheingau Music Festival, Städel Museum, Schirn Kunsthalle, and Liebieghaus Sculpture Collection; ProRegion Foundation to support the integration of young people and young adults into working life (Fraport AG)

Noise abatement

Compliance with the voluntary noise cap

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

- Increase in noise-based airport charges for louder aircraft as of January 1, 2023.
- Legal obligation to finance noise abatement measures for around 86,000 households; invoices for requested measures could still be submitted until October 2022

Community

Social Commitment – Figures at a glance

<i>Fraport AG</i>	<i>Unit</i>	<i>2022</i>	<i>2021</i>	<i>Change</i>
Social commitment	€ million	2.9	2.4	+0.5
Sponsorship	€ million	2.0	2.3	-0.3
Donations	€ million	0.9	0.1	+0.8

☛ Regionales Engagement („regional commitment“ only in German available)





Corporate Governance and Compliance

We always manage the company responsibly and transparently.

Data protection

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

IT Security and Airport Safety & Security

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

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

General Measures:

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





Dr. Stefan Schulte
(CEO)

International Activities | Airport Expansion South | Corporate Development, Environment 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 Department | Corporate Compliance | Corporate Audit

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



Dr. Pierre Dominique Prüm (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 | Purchasing 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



Representatives of the shareholders

Michael Boddenberg – Chair

Minister of Finance of the State of Hesse

Dr. Bastian Bergerhoff

City Chamber of Frankfurt am Main and Head of the Department of Finance, Equity Investments and Human Resources of Frankfurt am Main

Peter Feldmann

Lord Mayor of Frankfurt am Main (until November 11, 2022)

Dr. Margarete Haase

Independent Business Consultant

Frank-Peter Kaufmann

Member of the Hesse State Parliament

Lothar Klemm

Former Hessian Government Minister, independent attorney

Michael Odenwald

Former Secretary of State, Chairman of the supervisory board, Deutsche Bahn AG (until July 22, 2022)

Sonja Wärntges

Chief Executive Officer of DIC Asset AG

Prof. Dr.-Ing. Katja Windt

Member of the management of SMS group GmbH

Representatives of the employees

Mathias Venema – Vice Chairman

Regional Section Head, Special Services, ver.di Regional District of Hesse

Devrim Arslan – Chairman of the Works Council, Commercial Employee FraGround Fraport Ground Handling Professionals GmbH

Ines Born

Trade Union Secretary, Departmental Coordinator, ver.di Federal Administration, Department 3

Hakan Bölükmeşe

Chairman of the Works Council Fraport AG

Hakan Cicek

Works Council member

Dr. Ulrich Kipper

Head of Central Infrastructure Management Fraport AG

Karin Knappe

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

Ramona Lindner

(Personnel) Dispatcher for Aviation Security Controls, FraSec Luftsicherheit GmbH

Matthias Pöschke

Member of the Works Council Fraport AG

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



[Joint Statement on Corporate Governance](#)

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



- 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.
- For the fiscal year 2022, the master plan and the CO₂ reduction package of measures were resolved as non-financial components:
 - Creation of a comprehensive master plan for the complete decarbonization of the Fraport Group at the Frankfurt site.
 - Developing and implementing a report on the measures taken, including a related tool for targeted implementation and progress management of the decarbonization master plan.




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 health and safety, compliance, energy and the environment, customer satisfaction, employee concerns, or corporate culture.

The law requires concrete measures to fulfill due diligence obligations:

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

Fraport is comprehensively meeting all its obligations:

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



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



General measures:

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



General measures:

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



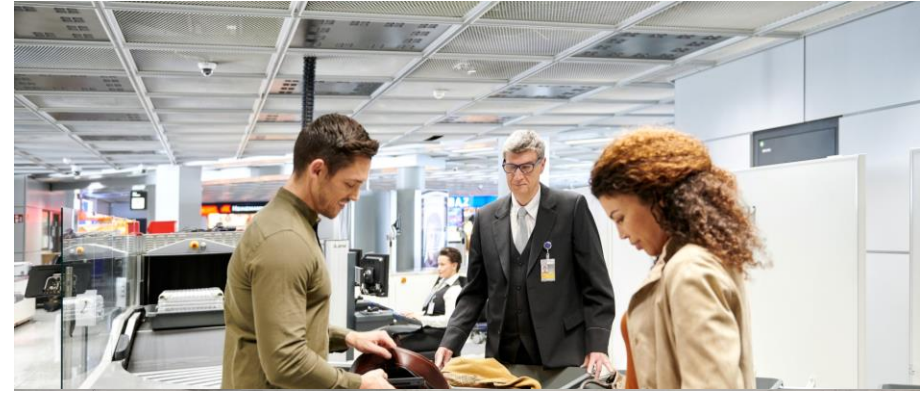
Corporate Governance

We ensure the safety and security of everyone at our airports



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

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



Security - Defense against terrorist threats and protection of civil aviation

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

Economic Enhancement

Customer Satisfaction & Product Quality

We continuously optimize customer and service orientation at our airports.

Global passenger satisfaction I
Baggage connectivity

Economic Profitability

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

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

Growth & Development

We increase passenger numbers organically.

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

Innovation & Digitization

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

Share of IT projects in the Digital Factory with successful rollout

We continuously optimize the focus on customers and services at our airports

General measures:

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



We promote the know-how and use the competencies of our employees and stakeholders

General measures:

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



Customer Satisfaction & Product Quality

Global passenger satisfaction $\geq 80\%$
Fraport AG as of opening year Terminal 3: $\geq 85\%$

- Implementation of fast lanes at twelve airports (Fraport Greece)
- Improvement of WLAN services (Fraport Twin Star and Fraport Greece)
- Establishment of a 24/7 customer service hotline (Lima Airport Partners)

- Audit of cleaning and disinfection procedures, social distancing measures, internal protection and precautionary measures for employees, etc., award of the TÜV seal "Safe against Corona" (Fraport AG)
- Resumption of the Fraport-MONITOR continuous passenger survey (Fraport AG)

Baggage connectivity $> 98.5\%$
FraportAG at FRA site

- Recruitment and training of new employees
- Process optimization, e.g. through automated forwarding of baggage on large parts of Lufthansa routes

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

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

- Revenue-increasing measures from fee adjustments in line with regulatory opportunities, optimization in the non-aviation sector, price adjustments in Ground handling
- Implementation of measures initiated as part of the strategic program "Future FRA - Relaunch 50", process optimization program@FRA, cost discipline (FRA site)
- Resumption of the Fraport-MONITOR continuous passenger survey (Fraport AG)

We are increasing our passenger numbers organically

- Continuation of the expansion and extension program at Lima Airport (Lima Airport Partners)
- Incentive program to restart/promote new routes (Fraport Brazil)
- Terminal expansion in Varna as part of the extension of the concession until 2046 (Fraport Twin Star)

Share of IT projects in the Digital Factory with successful rollout

- Development of Minimum Viable Products and testing in real airport operations within three months
- Continuous testing and optimization of processes
- Successes: Among other things, new entry system for CargoCity South and digital alerting of the fire department

Our Commitments



WE SUPPORT



charta der vielfalt

Mitglied in der hessischen Initiative
Beruf und Pflege vereinbaren



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

Indices & Ratings 2022



MSCI

RATING ACTION DATE: 29.03.2022
Last Update: 07.03.2023

Score: AA

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

Sustainalytics

Updated: 23.11.2022

Score: 12.8

ESG Risk Rating: Low Risk

ISS ESG

12/2022

Score: C+ (Prime status)

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

FTSE ESG Rating

19.12.2022

Score: 3.1

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

Germany Ethics 30 Share Index

since 2014

Member



FTSE4Good

A photograph of an airport runway at night, illuminated by a series of bright, circular lights. The lights are arranged in a perspective that leads the eye towards the horizon. The sky is dark blue, and the runway surface is visible in the foreground.

5 *Sustainability Program*

In addition to the financial development indicators, Fraport measures the long-term success of the company with numerous sustainability indicators. They are published in this sustainability program and generally cover the entire Group including its fully consolidated domestic and foreign investments. Due to legal framework conditions in Germany and the high importance and at the same time complexity of the largest Group airport in Frankfurt, additional key performance indicators are defined for this site. The so-called most significant non-financial performance indicators are described in more detail in the Annual Report 2022 and are highlighted in **blue** in the sustainability program.

Changes from the previous year

The following key figures are no longer included in the sustainability program: Equity ratio, apprenticeships (training and dual study program) and gross value added (company performance). Compared to the prior-year period, the Executive Board has streamlined the management system and reduced the scope of the most significant performance indicators. The key figure in the "Innovations and digitalization" topic area has been adjusted: The focus is increasingly on rolling out Minimum Viable Products.

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2022
We are reducing our CO ₂ emission.	Absolute CO₂ emission (sum of Scope 1 und 2 GHG-Protocol) in metric tons of CO ₂	95,000 t CO ₂	2030	Group ¹⁾	155,449 t CO ₂
		40,000 t CO ₂	2040		
		0 t CO ₂ ^{1) 2)}	2045		
		50,000 t CO ₂	2030	Fraport AG	113,199 t CO ₂
		25,000 t CO ₂	2040		
		0 t CO ₂ ²⁾	2045		
	Specific emission (sum of Scope 1 und 2 GHG-Protocol) in kilograms CO ₂ per traffic unit	0.9 kg CO ₂ /traffic unit	2030	Fraport AG	kg 1,65 CO ₂ /traffic unit

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

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

Environmental Goals

Protection of Environment and Nature



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2022
We are continuously improving our environmental performance.	Energy consumption	Reformulation in 2023	Reformulation in 2023	Group	Not applicable due to reformulation
				Fraport AG	
	Proportion of fully consolidated, environmentally relevant Group companies with certified environmental management systems	100 %	Indefinite ¹⁾	Group	75.9 %

1) Ongoing target taking into account changes in Fraport's airport portfolio



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2022
We record the air pollutant emissions of all relevant emitters of airport operations.	<p>Fraport aims to record air pollutant emissions by major source in the long term.</p> <p>A performance indicator is not defined in the Air quality is not defined.</p>			FRA Site	not applicable

Goals Employees

Attractive & Responsible Employer



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2022
We create good working conditions and increase employee satisfaction.	Employee satisfaction*	>4.9 and at least 0.1 better than 2024	2026	Group	4,76
		>4.8 and at least 0.1 better than 2024	2026	Fraport AG	4.64
We increase the proportion of women in management positions.	Women in management positions (first level below the Executive Board)	30.8%	2026	Group in Germany	23.1 %
		31.8%	2026	Fraport AG	19.0 %
	Women in management positions (second level below the Executive Board)	30.2%	2026	Group in Germany	31.6 %
		30.9%	2026	Fraport AG	30.8 %

*Starting in 2022, the key figure will be collected every two years on the basis of a comprehensive survey of the employees of Fraport AG and the Group companies. All personnel-intensive Group companies in Frankfurt as well as in Greece, Slovenia, Bulgaria, Peru, Brazil, and the USA participate. In 2022, the survey was revised. The survey was further developed in terms of content, methodology, and processes.

Goals Employees

Occupational Health and Safety



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2022
We are continuously reducing occupational accidents.	LTIF (Lost Time Injury Frequency)	≤ 22,5	2025	Group	22.6
We stabilize the sickness rate in the medium term and reduce it in the long term.	sickness rate	≤ 7.2 %	2025	Group in Germany	8.7 %
	sickness rate	≤ 7.2 %	2025	Fraport AG	7.9 %

Value Generation and Engagement in the regions / Noise Abatement

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2022
We contribute positively to the economic & social development of the regions.	As a large part of the measures had to be postponed in the context of the coronavirus pandemic, the thematic area "Value creation and engagement in the regions" is currently under reconstruction.			Group	Not applicable due to reformulation
We keep the area affected by aircraft noise during the day below the specifications of the voluntary noise cap.	LOG noise area: Area polluted by a Leq 55 dB(A) day.	≤ 22,193 ha	Until full capacity	FRA Site	Applies to 2021: Remained below threshold value

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2022
We always manage the company responsibly and transparently.	Determination of key performance indicator, target level and term does not apply since the topic "Corporate Governance and Compliance" is a basic requirement for our business and included in our standard processes.				
We ensure the handling of personal data in compliance with the data protection laws and safeguard the rights of those affected.	Determination of key performance indicator, target level and term does not apply since the data protection regulations in each respective country must be observed at all times.			Group	not applicable

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2022
We protect our IT systems and data from failure, manipulation and unwanted publication.	Our safety management system contains numerous key performance indicators that we use to measure the effectiveness of our measures. These key figures may not be published for security reasons.			Group	Not applicable
We ensure the safety of everyone at our airports.	There is no need to specify a performance indicator and term, as safety in air traffic and on the operating site is always Fraport's top priority.			Group	Not applicable

Profitability / Growth and Development in the Group

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2022
We generate long-term earnings growth and maintain financial strength at a high level, despite future capital expenditure.	EBITDA	Between around €1,040 million and around €1,200 million	2023	Group	1,029.8 € million
	Group result	Between around €300 million and €420 million	2023		166.6 € million
	ROFRA	> WACC (2022: 7.3%)	Unlimited		6%
	Net financial debt to EBITDA ratio	Max. 5 x	Unlimited		6.9
	Free Cash Flow	Medium negative three-digit million € amount	2023		-741.0 € million
	Shareholder's equity ratio	>1 € billion, temporarily significantly higher	Unlimited		3,866.9 € million
We increase passenger numbers organically.	Group passengers	Positive traffic development	2023	Group	Around 150 € million
	Frankfurt passengers	Over 80% to around 90% of the 2019 level	2023	FRA Site	Around 49 € million

Customer Satisfaction and Product Quality / Innovation & Digitization

Target	Key Performance Indicator	Target Level	Term	Scope	Status 2022
We continuously optimize customer and service orientation at our airports.	Global passenger satisfaction	≥ 80 %	2026	Group	80 %
		≥ 80 % ¹⁾	2026	Fraport AG	74 %
	Baggage connectivity	> 98.5 %	2026	Fraport AG	95.8 %
We use the opportunities of digitization to make our business model more competitive	Share of IT projects in the Digital Factory with successful rollout	≥30 %	2024	Group	35 %

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



6 Key Figures

About the Key Figures



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

The scope of consolidation for the **environmental key figures** comprises the Fraport parent company and the fully consolidated investments with significant environmental impacts. These are: Fraport Facility Services GmbH, FraCareServices GmbH, Media Frankfurt GmbH, Fraport Ausbau Süd GmbH, FraSec Fraport Security Services GmbH, FraSec Flughafen-sicherheit GmbH, Airport Cater Service GmbH (ACS), FraGround Fraport Ground Services GmbH as well as the Group airports Varna, Burgas, Lima, Ljubljana, the 14 Greek airports of Fraport Greece and the Brazilian Group airports of Porto Alegre and Fortaleza. Due to the pandemic, the figures from 2020 and 2021 are not comparable with the developments from previous years. In the case of the energy and CO₂ data, the values may still change slightly after publication as a result of the continuous checks customary in the energy industry and the final utility cost statements, and will be corrected in the following year.

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

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

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

Key Figures/Economy

Value Enhancement – At a glance



<i>Value Enhancement</i>	<i>Unit</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>
Revenue	€ million	3,194.4	2,143.3	1,677.0
Revenue adjusted for IFRIC 12	€ million	2,863.3	1,901.6	1,452.5
EBITDA	€ million	1,029.8	757.0	-250.6
Group result	€ million	166.6	91.8	-690.4
ROFRA	%	6.0	3.4	-8.3
Net financial debt to EBITDA		6.9	8.4	-22.1
Shareholder's equity ratio	%	22.2	23.1	25.7
Frankfurt Passengers	€ million	48.9	24.8	18.8
Global Passenger Satisfaction (FRA)	%	80	91/83 ¹⁾	91
Baggage connectivity (FRA)	%	95.8	98.3	98.7

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



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

GRI 203-2 Social Commitment

Fraport AG

	<i>Unit</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>
Social Commitment¹⁾	€ million	2.9	2.4	4.2
Sponsoring	€ million	2.0	2.3	3.1
Environmental fund	€ million	0	0 ²⁾	0.4
Donations	€ million	0.9	0.1	0.7

¹⁾ Due to the impact of the coronavirus pandemic, Fraport was forced to reduce spending on donations and sponsorship not directly related to its core business from 2020 onwards.

²⁾ [Environmental Fund](#) (Press release only available in German): Fund dissolution due to economic consequences of the Corona crisis. Fraport AG has financially supported more than 1,150 individual projects to protect the environment, climate and biodiversity with the Environmental Fund. This is a total investment of more than 39 million euros since the airport operator established the fund in 1997.

Key Figures/Environment

Energy Consumption (Scope 1 and Scope 2)



GRI 302-1 Energy consumption within the organization	Unit	2022	2021	2020
<i>Group</i>				
Total energy consumption (Scope 1 and 2)	TJ	2,972.6	2,760.6	2,471.7
Purchased and self-generated direct energy sources (Scope 1)	TJ	444.4	377.2	352.0
of which renewable energy sources	%	< < 1	< < 1	< < 1
Electricity (generation) ¹⁾	TJ	5.757	4.977	0
Purchased indirect energy (Scope 2) ^{2) 3)}	TJ	2,528.2	2,383.4	2,119.7
Electricity ^{1) 2)}	TJ	1,526.2	1,390.6	1,290.6
<i>Fraport AG</i>				
Total energy consumption (Scope 1 and 2)	TJ	2,355.8	2,249.4	2,026.3
Purchased and self-generated direct energy sources (Scope 1)	TJ	370.8	319.2	297.9
of which renewable energy sources	%	< < 1	< < 1	< < 1
Electricity (generation) ¹⁾	TJ	5.757	4.977	0
Purchased indirect energy (Scope 2) ²⁾	TJ	1,985.0	1,930.2	1,728.5
Electricity ²⁾	TJ	1,014.4	938.4	900.4
of which renewable energy sources	%	70.0	64.9	57.3

¹⁾ Commissioning a solar system in 2021.

²⁾ All information includes technical losses.

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

Energy Intensity



GRI 302-3 Energy intensity	Unit	2022	2021	2020
<i>Group</i>				
Specific total consumption	TJ per million traffic units	20.6	30.0	38.9
Purchased direct non-renewable energy sources (Scope 1)	TJ per million traffic units	3.2	4.1	5.5
Purchased energy (Scope 2)	TJ per million traffic units	17.5	25.9	33.4
<i>Fraport AG</i>				
Specific total consumption	TJ per million traffic units	34.3	45.7	53.5
Purchased direct non-renewable energy sources (Scope 1)	TJ per million traffic units	5.3	6.6	7.9
Purchased energy (Scope 2)	TJ per million traffic units	28.9	39.1	45.6

Direct Greenhouse Gas Emissions



GRI 305-1 Direct greenhouse gas emissions (Scope1)

GRI 305-4 Intensity of greenhouse gas emissions

	Unit	2022	2021	2020
<i>Group</i>				
CO ₂ emissions				
direct CO ₂ emissions ¹⁾	1,000 CO ₂	25.5	27.1	25.5
Climate intensity of traffic volume				
direct CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	0.24	0.30	0.40
<i>Fraport AG</i>				
CO ₂ emissions				
direct CO ₂ emissions ¹⁾	1,000 t CO ₂	26.9	23.2	21.9
Climate intensity of traffic volume				
direct CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	0.39	0.49	0.58

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

Indirect Greenhouse Gas Emissions



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

GRI 305-4 Intensity of greenhouse gas emissions

	Unit	2022	2021	2020
<i>Group</i>				
CO ₂ emissions				
indirect CO ₂ emissions ¹⁾	1,000 t CO ₂	123.4	139.0	145.2
Climate intensity of traffic volume				
indirect CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	0.89	1.53	2.26
<i>Fraport AG</i>				
CO ₂ emissions				
indirect CO ₂ emissions ¹⁾	1,000 t CO ₂	86.3	94.6	107.4
Climate intensity of traffic volume				
indirect CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	1.26	1.94	2.83

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

Water withdrawal



GRI 303-3 Water withdrawal 2018	<i>Unit</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>
<i>Group*)</i>				
Total water withdrawal	Million m³	1.654	1.749	1.574
Total water withdrawal ²⁾	Liters per traffic unit	15.5	31.5	28.3
Drinking water	million m ³	1.363	1.353	1.199
Service water	million m ³	0.291	0.396	0.374
<i>Fraport AG</i>				
Total water withdrawal ¹⁾	Million m³	0.921	0.884	0.905
Total water withdrawal ¹⁾	Liters per traffic unit	13.4	18.1	23.9
Drinking water ^{1) 2)}	million m ³	0.658	0.521	0.546
Service water ^{1) 3)}	million m ³	0.263	0.363	0.359

*) Excluding Fraport Greece.

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

²⁾ From local authority water supplies

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

Water Discharge



GRI 303-4 Water discharge	<i>Unit</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>
<i>Group^{*)}</i>				
Sewage water	Million m³	2.535	2.146	1.969
Sewage water	Liters per traffic unit	23.7	41.5	28.9
<i>Frankfurt Airport</i>				
Sewage water ^{1) 2)}	Million m³	1.820	1.600	1.496
Sewage water ²⁾	Liters per traffic unit	26.5	33.7	39.5

^{*)} Excluding Fraport Greece, Fraport Brasil Porto Alegre.

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.

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

	Unit	2022	2021	2020
<i>Group^{*)}</i>				
Waste volume ^{1) 2)}	1,000 metric tons	18.3	15.0	13.7
Waste volume ¹⁾	kg per traffic unit	0.17	0.27	0.25
Hazardous waste ¹⁾	1,000 metric tons	1.59	1.83	1.52
Total Recoverability rate	In % of waste volume	63.7	60.2	60.1
<i>Frankfurt Airport</i>				
Waste volume ¹⁾	1,000 metric tons	12.7	10.1	9.5
Waste volume ¹⁾	kg per traffic unit	0.19	0.21	0.25
Hazardous waste ¹⁾	1,000 metric tons	1.20	1.52	1.34
Total Recoverability rate ¹⁾	In % of waste volume	89.8	86.1	84.5

^{*)} Excluding 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.

	Distance from airport (m) 2022	Land area (ha) 2022	Distance from airport (m) 2021	Land area (ha) 2021	Biodiversity value ²⁾ (Description)
<i>Fraport AG</i>					
Frankfurt Airport ¹⁾	Adjacent	3,229	Adjacent	3,229	Five protected areas as defined by the fauna and flora directive
	Adjacent	4,283	Adjacent	4,283	Two protected areas as defined by the EU Birds Directive
<i>Group</i>					
Lima Airport ¹⁾	100		100		Peregrine falcons, migratory birds such as seagulls, owls, others
Burgas Airport ¹⁾	1,000	1,075	1,000	1,075	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.

	<i>Property area¹⁾ (ha)</i>	<i>Of which paved (ha)</i>	<i>Property area¹⁾ (ha)</i>	<i>Of which paved (ha)</i>
Area use	2022	2022	2021	2021

Fraport AG

Frankfurt Airport	2,283	1,134	2,283	1,119
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Group

Varna Airport	223	55	223	55
Burgas Airport	253	65	253	65
Ljubljana Airport	287	84	287	84
Fortaleza Airport	450	41	455	22
Porto Alegre Airport	432	46	432	45

¹⁾ Contiguous owned area.

Key Figures/Personell

Total employees of the fully-consolidated Group companies as of the reporting date 12/31/2022 (1/2)



<i>Subsidiaries in Germany</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>
Fraport AG (Fraport parent company), Frankfurt am Main	8,051	8,326	10,018
FraGround Fraport Ground Handling Professionals GmbH, Frankfurt am Main*	3,278	2,656	2,618
FraSec Aviation Security GmbH, Frankfurt am Main ¹⁾	2,413	1,689	-
FraSec Flughafensicherheit GmbH, Frankfurt am Main	1,308	1,577	-
FraCareServices GmbH, Frankfurt am Main	684	629	702
Fraport Facility Services GmbH, Frankfurt am Main ²⁾	712	-	-
GCS Gesellschaft für Cleaning Service mbH & Co. Airport Frankfurt/Main KG, Frankfurt am Main ²⁾	-	640	636
FraSec Services GmbH, Frankfurt am Main	293	278	-
FraSec Fraport Security Services GmbH, Frankfurt am Main	172	155	4,074
Fraport Passenger Service GmbH, Frankfurt am Main	255	164	147
Airport Cater Service GmbH, Frankfurt am Main	143	112	124
FRA-Vorfeldkontrolle GmbH, Kelsterbach	91	92	102
Media Frankfurt GmbH, Frankfurt am Main	45	45	48
Flughafen Kanalreinigungsgesellschaft mbH, Kelsterbach	-	30	28
AirIT Services GmbH, Lautzenhausen	29	26	23
Fraport Ausbau Süd GmbH, Frankfurt am Main	15	12	14
Airport Assekuranz Vermittlungs-GmbH, Neu-Isenburg	9	10	10
Fraport Casa GmbH, Neu-Isenburg	2	2	2
VCS Verwaltungsgesellschaft für Cleaning Service mbH, Frankfurt am Main	-	1	1
Fraport Group in Germany (mainly Frankfurt site)	17,500	16,444	18,547

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

Total employees of the fully-consolidated Group companies as of the reporting date 12/31/2022 (2/2)



<i>Subsidiaries outside Germany</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>
Lima Airport Partners S.R.L., Lima, Peru	830	676	610
Fraport Twin Star Airport Management AD, Varna/Bulgaria	716	577	594
Fraport Slovenija, d.o.o. Zgornji Brnik/Slovenia	405	376	395
Fraport Regional Airports of Greece A S.A. Athens/Greece	255	241	232
Fraport Regional Airports of Greece B S.A. Athens/Greece	217	205	204
Fraport Regional Airports of Greece Management Company S.A. Athens/Greece	205	191	187
Fraport Brasil S.A. Aeroporto de Porto Alegre, Porto Alegre/Brazil	246	227	225
Fraport Brasil S.A. Aeroporto de Fortaleza, Fortaleza/Brazil	155	141	147
Fraport USA Inc., Pittsburgh, USA	48	51	48
Antalya Havalimani Uluslararası Terminal İşletmeciliği Anonim Şirketi, Antalya, Turkey	9	10	10
Fraport Peru S.A.C., Lima, Peru	9	9	8
Fraport Malta Business Services Ltd., St. Julians/Malta	4	5	5
Fraport Malta Ltd., St. Julians/Malta	3	4	4
Fraport Saudi Arabia for Airport Management and Development Services Company Ltd., Riyadh/Saudi-Arabia	1	1	2
Fraport Group outside Germany	3,103	2,714	2,671
Fraport Group in Germany (mainly Frankfurt site)	17,500	16,444	18,547
Fraport Group total	20,603	19,158	21,218

GRI 2-7 Employees	Unit	2022	2021	2020
Total employees as of 12/31/2021 ¹⁾	Number of people	20,603	19,158	21,218
of which women	in %	26.6	26.3	26.3
Permanent employees ²⁾	Number of people	18,504	17,459	19,585
Temporary staff ³⁾	Number of people	707	322	299
Employees on leave	Number of people	1,112	1,060	985
Apprentices	Number of people	280	317	349
Employees of Fraport parent company ¹⁾	Number of people	8,051	8,326	10,018
of which women	in %	19.4	19.2	19.2
Leased laborer ⁴⁾	Number of people	208	59	79
Total employees in Germany	Number of people	17,500	16,444	18,547
	In % of total employees	84.9	85.8	87.4
Total employees abroad	Number of people	3,103	2,714	2,671
	In % of total employees	15.1	14.2	12.6
Fixed-term employment contracts ⁵⁾	Number of people	1,414	1,550	2,224
	In % of total employees	6.9	8.1	10.5
Part-time workers ⁶⁾	Number of people	3,211	2,958	3,123
	In % of total employees	15.6	15.4	14.7

1) Total employees = permanent employees + temporary staff (refer to 3) + apprentices + employees on leave. 2) No temporary staff (see 3), employees on leave, or apprentices are included in permanent employees. 3) Temporary staff = interns, students and partially employed staff. 4) Taking into account the amendment to the temporary work act AÜG (AÜG = Arbeitnehmerüberlassungsgesetz). 5) Including temporary staff (see 3.) and apprentices who usually have fixed-term contracts. 6) Including partial retirement.

Collective bargaining agreements



GRI 2-30 Collective bargaining agreements	<i>Unit</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>
<i>Group</i>				
Employees covered by collective bargaining agreements ¹⁾	In % of total employees	87.9	97.9	96.3

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). The sharp decline in the figure in 2022 is due to the differentiated recording of non-tariff employees and executive employees.

New employee hires and employee turnover



GRI 401-1 New employee hires and employee turnover

	Unit	2022	2021	2020
<i>Group</i>				
Permanent employees	Number of people	18,504	17,459	19,585
Hires	Number of permanent employee hires	4,157	5,138	961
Leavers	Number of permanent employee leavers	2,621	6,868	3,124
Employee turnover ¹⁾	In % of permanent employees	15.0	27.8	13.7
<i>Reasons for leaving</i>				
Employee termination	Number of permanent employees	1,231	489	506
Employer termination	Number of permanent employees	191	139	466
End of working life (retirement)	Number of permanent employees	111	159	202
Agreement to terminate contract	Number of permanent employees	347	5,013	364
End of fixed-term employment contract	Number of permanent employees	704	1,030	1,557
Death during active employment relationship	Number of permanent employees	37	38	29

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

Diversity and Equal Opportunities



GRI 405-1 Diversity of governance bodies and employees

	Unit	2022	2021	2020
<i>Group</i>				
Women	In % of total employees	26.6	26.3	26.3
Average age	Years	45.3	45.5	45.3
Foreign employees in Germany ¹⁾	In % of total employees in Germany	26.4	24.1	23.7
Disabled employees ²⁾	In % of total employees	5.8	5.9	6.6
Women in management positions in Germany (level 1 and 2) ³⁾	in %	29.4	27.1	25.6
Women in management positions in Germany (level 1) ³⁾	in %	23.1	22.7	20.8
Women in management positions in Germany (level 2) ³⁾	in %	31.6	28.2	26.7
Women in the executive board of Fraport AG	in %	40	20	20
Women in the supervisory board of Fraport AG	in %	30	30	30

1) Excluding German nationals with a migrant background.

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

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

GRI 404-1 Training and continuing education time per employee

	<i>Unit</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>
<i>Group</i>				
Education ¹⁾	Hours per annual average number of total employees	27.1	34.3	29.6

1) Excluding apprentices

Work-related injuries



GRI 403-9 Work-related injuries	Unit	2022	2021	2020
<i>Group</i>				
LTIF – Lost Time Injury Frequency ¹⁾	LTIF accidents per 1 million hours worked	22.6	20.3 ⁴⁾	14.5
RIR – Recordable Injury Rate ²⁾	Reportable accidents per 1 million hours worked	18.3	15.4	11.0
Work-related fatalities ³⁾	Number	2 ⁵⁾	0	0
Sickness rate ³⁾	Absence in %	8.7	6.7	6.4
<i>Germany (mainly Frankfurt site)</i>				
LTIF – Lost Time Injury Frequency ¹⁾	LTIF accidents per 1 million hours worked	28.1	25.5	18.0
RIR – Recordable Injury Rate ²⁾	Reportable accidents per 1 million hours worked	22.1	15.8	12.5
Work-related fatalities	Number	0	0	0
Accidents on Fraport construction sites	Number	1	5	7
Accidents on Fraport construction sites with fatalities	Number	0	0	0
Sickness rate ³⁾	Absence in %	8.7	6.7	6.4
Sickness rate Fraport AG	Absence in %	7.9	5.9	6.1

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

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

3) Germany

4) Value adjusted

5) Two fatalities in Lima

GRI and UN Global Compact Index

UN Global Compact and Sustainable Development Goals (SDGs)



Fraport respects and supports the [ten principles](#) of the **UN Global Compact**, develops and implements measures, and contributes to their recognition, even beyond its own corporate boundaries. Our Sustainability Reporting 2022, which consists of the non-financial statement and the ESG Fact Book, also serves as a progress report for the UN Global Compact. Our sustainability reporting is based on the guidelines of the Global Reporting Initiative (GRI referenced).

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



WE SUPPORT



GRI and UN Global Compact Index

GRI 2: Disclosures about the Reporting Organization



Data refer to universal standards 2021		References, additions and comments	UNGC	SDGs
Fraport has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 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 2022 : "Shareholder structure" p. 38, "Legal Disclosures" p. 52; "Key sites" p. 45, „Disclosures of Shareholding According to Section 313 (2) of the HGB" p. 230 ff., "Structure" p. 43		
GRI 2-2	Entities included in the organization's sustainability reporting	See „Total employees of the fully-consolidated Group companies as of the reporting date 12/31/2022" and "About the Key Figures"		
GRI 2-3	Reporting period, frequency and contact point	January 1 to December 31 of each year. Contact point		
GRI 2-4	Restatements of information	Annual Report 2022 : Control system/„Changes compared with the previous year" p. 54, see also Sustainability Program		

GRI and UN Global Compact Index

GRI 2: Disclosures about the Reporting Organization



Data refer to universal standards 2021		References, additions and comments	UNGC	SDGs
GRI 2-5	External audit	<p>Annual Report 2022: "Independent practitioner's report on a limited assurance engagement on non-financial reporting" p. 243 ff.</p> <p>Environmental Statement 2019: „Environmental Auditor's Declaration on Verification and Validation Activities“, p. 75</p>		
2. Activities and workers				
GRI 2-6	Activities, value chain and other business relationships	<p>Annual Report 2022: "Information about reporting" p. 62, "Structure" p. 43 et seq., "Business model" p. 41, "Key sites" p. 45, "Competitive position at the Frankfurt site" and "Competitive position outside the Frankfurt site" p. 45 et seq., cover p. 1, "Business development" p. 65 et seq., "Shareholder structure as of Dec. 31, 2022" p. 38, "Consideration of the supply and subcontracting chain specific to the business model" p. 86 et seq, Visual Fact Book, Air Traffic Statistics, Traffic Figures,</p>		

GRI and UN Global Compact Index

GRI 2: Disclosures about the Reporting Organization



Data refer to universal standards 2021		References, additions and comments	UNGC	SDGs
GRI 2-6	Activities, value chain and other business relationships	<p>Around 40% of the order volume was placed in the area of service procurement. This primarily involved security services, cleaning services and IT services.</p> <p>41% 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 29% were placed in the consumable's product groups on the market. In 2022, Fraport AG had 2,274 active suppliers and service providers.</p>		
GRI 2-7	Total workforce	See key figures GRI 2-7		
GRI 2-8	Workers who are not employees	See key figures GRI 2-7		

GRI and UN Global Compact Index

GRI 2: Disclosures about the Reporting Organization



Data refer to universal standards 2021		References, additions and comments	UNGC	SDGs
3. Governance				
GRI 2-9	Governance structure and composition	Annual Report 2022: "Report of the Supervisory Board" p. 12 ff., "Joint Statement on Corporate Governance" p. 20 ff., "Structure" p. 43 ff., 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. 5 ff. „ Supervisory Board “,		
GRI 2-11	Chair of the highest governance body	Annual Report 2022: Joint Declaration on Corporate Governance p. 20, "Structure and Functioning of the Executive Board and Supervisory Board" p. 22ff.		
GRI 2-14	Role of the highest governance body in sustainability reporting	Annual Report 2022: "Audit of the non-financial statement" p. 18, "Responsibility of the executive directors" p. 243		
GRI 2-15	Conflicts of interest	Annual Report 2022: "Conflicts of interest and their treatment" p. 17.		

GRI and UN Global Compact Index

GRI 2: Disclosures about the Reporting Organization



Data refer to universal standards 2021		References, additions and comments	UNGC	SDGs
GRI 2-18	Evaluation of the performance of the highest control body	Annual Report 2022 : "Supervisory Board" p. 23		
GRI 2-21	Ratio of annual remuneration	Remuneration Report "Comparison of annual changes in Executive Board compensation pursuant to Art. 162 par. 1 sentence 2 no. 2 AktG" p. 16		
GRI 2-22	Application statement on the sustainable development strategy	Annual Report 2022 : "Responsible corporate governance" p. 21 f. Commitments		
4. Strategy, policies and practices				
GRI 2-23	Declaration of commitment to principles and courses of action	Commitments , Code of Conduct for Employees , Fraport AG Supplier Code of Conduct , Policy statement on human rights and environmental risks , Joint declarations on corporate governance , Goals and Values , Corporate Governance , Compliance , Management systems , Organizational Structure Annual Report 2022 : Consideration of the supply and subcontracting chain specific to the business model" p. 86 et seq, "Respect for human rights" p. 89 Environmental Statement 2019 : "The Fraport Group's Environmental Policy" p. 7.		

GRI and UN Global Compact Index

GRI 2: Disclosures about the Reporting Organization



Data refer to universal standards 2021		References, additions and comments	UNGC	SDGs
GRI 2-27	Compliance with laws and regulations	There are no violations of legal regulations at Fraport AG that have been proven by the authorities with fines or non-monetary penalties.	Principle 8	
GRI 2-28	Membership in associations and interest groups	Commitments See also GRI 415		
GRI 2-29	Approach to stakeholder engagement	Stakeholder-Dialog Annual Report 2022: "Derivation of materiality" p. 84 f.		
GRI 2-30	Collective agreements	See GRI 2-30		

GRI and UN Global Compact Index

GRI 3: Disclosures about the Material topics



Data refer to universal standards 2021		References, additions and comments	UNGC	SDGs
GRI 3-1	Process to determine material topics	Annual Report 2022: "Derivation of materiality" p. 84 f.		
GRI 3-2	List of material topics	Annual Report 2022: "Materiality matrix" p. 85		
GRI 3-3	Management of material topics	Annual Report 2022: "Combined non-financial statement" p. 84 ff, "Non-financial performance indicators" p. 58 ff., "Risk and Opportunities Report" p. 118 ff, "Information about reporting" p. 62 Present ESG Fact Book 2022		

GRI and UN Global Compact Index

GRI 200: Economy



Data refer to		References, additions and comments	UNGC	SDGs
TOPIC-SPECIFIC STANDARDS				
	GRI 200: ECONOMY			
GRI 201	Economic efficiency 2016 – Management Approach	Annual Report 2022: "Economic Report" p. 62 ff, "Financial performance indicators" p. 55 ff. "Risk and Opportunities Report" p. 118 ff,		
GRI 201-1	Direct economic value generated and distributed	Annual Report 2022: "Ten-Year Overview" p. 246 f.		
GRI 201-2	Financial implications, risks, and opportunities due to climate change	Annual Report 2022: "Risk and Opportunities Report" p. 118 ff.		5, 7, 8, 9
GRI 201-4	Financial assistance received from government	Annual Report 2022: "Report on the relationship with affiliated companies" p. 53, press release Hesse and Fraport Boost Electromobility		
GRI 202	Market presence 2016 – Management Approach	Annual Report 2022: „Situation of the Group" p. 41 ff. Our Airports and Subsidiaries		
GRI 202-1	Ratios of standard entry level wage compared to local minimum wage	See Code of Conduct for Employees p. 13 "Compensation". Collective agreements in the fully consolidated Group companies significantly exceed local minimum wage standards. See GRI 2-30.	Principle 6	5, 8

GRI and UN Global Compact Index

GRI 200: Economy



Data refer to		References, additions and comments	UNGC	SDGs
GRI 202-2	Hirings from the local community	The foreign Group companies mainly employ local staff. Only a small number of managers are seconded from the parent company.		
GRI 203-1	Infrastructure investments and services for public benefit	Annual Report 2022: "Engagement in the regions" p. 97 f., "Additions to non-current assets" p. 75, "Non-current and Current Other Provisions" p. 196 f.		5, 7, 9, 11
GRI 203-2	Indirect economic impacts/Community engagement	Annual Report 2022: "Engagement in the regions" p. 97 f. "Consideration of the supply chain and subcontracting chain specific to the business model" p. 86 f. , see key figures GRI 203-2.		3, 8, 17
GR 204-1	Proportion of spending on local suppliers	Annual Report 2022: "Consideration of the supply chain and subcontracting chain specific to the business model" p. 86 f.		
GRI 205	Anti-corruption 2016 – Management Approach	Annual Report 2022: "Anti-corruption and bribery matters" p. 88 f.		
GRI 205-1	Operations assessed for risks related to corruption	Annual Report 2022: "Anti-corruption and bribery matters" p. 88 f., "Risk and Opportunities Report" (legal and compliance risks) p. 128, "Joint Statement on Corporate Governance" p. 20 ff.	Principle 10	

GRI and UN Global Compact Index

GRI 200: Economy



Data refer to		References, additions and comments	UNGC	SDGs
GRI 205-2	Communication and training about anti-corruption policies and procedures	<p>Annual Report 2022: „Anti-corruption and bribery matters“ p. 88 f. ,</p> <p>The central compliance training courses, in particular on the subject of anti-corruption, are conducted by means of e-learning. In accordance with the training concept, various management levels and functional groups have a training obligation. Of the 7,309 regular employees (average number of employees), a total of 3,359 people were required to take anti-corruption training (46% of regular employees) in 2022.</p> <p>To date, 3,179 people (95%) have completed the "Compliance - Corruption Prevention" training module.</p> <p>Group: The training of the Group's own employees is the responsibility of the respective management and local compliance officers.</p>	Principle 10	

GRI and UN Global Compact Index

GRI 200: Economy



Data refer to	References, additions and comments	UNGC	SDGs
GRI 205-3	Incidents of corruption and actions taken	No information is provided on compliance violations. Fraport has a Group-wide compliance management system, which also includes reporting channels for whistleblowers. Suspected compliance cases are investigated comprehensively. If violations occur, all necessary measures are taken to remedy them and prevent future cases. This also includes measures under labor law, up to and including extraordinary termination.	
GRI 207	Taxes 2019	Annual Report 2022: "Joint Statement on Corporate Governance" p. 20 ff, "Report of the Supervisory Board" p. 12 ff, "Consolidated Income Statement" p. 137, "Consolidated Statement of Comprehensive Income" p. 138, "Consolidated Statement of Financial Position" p. 139, "Group's Results of Operations" p. 67 ff, "Legal and Compliance Risks" p. 128, "Independent Auditor's Report" p. 236 ff.	
GRI 207-4	Country-by-Country Reporting	Annual Report 2022: "Consolidated Income Statement" p. 137, "Consolidated Statement of Comprehensive Income" p. 138, "Consolidated Statement of Financial Position" p. 139, "Group's Results of Operations" p. 67 ff, "Legal structure of the Group" p. 43 f., "Notes to the Consolidation and Accounting Policies" p. 150 ff., "Disclosures of Shareholding to Section § 313 (2) of the HGB" p. 230 ff. Visual Fact Book	

GRI and UN Global Compact Index

GRI 300: Ecology

Data refer to		References, additions and comments	UNGC	SDGs
GRI 300 Ecology		<p>Annual Report 2022: "Environmental Matters" p. 100 ff. "Airport safety" p. 92 f.,</p> <p>Environmental Statement 2019: "Environmental Policy of the Fraport Group" p. 7 f., "Structure and Tasks of the Environmental Management System" p. 6 f., "Influence on Third-Party Companies" p. 6, "Environmental Policy Principles" p. 7, "Status Environmental Program 2017-2019" p. 13 ff., "Environmental Program 2020-2023" p. 57 ff., See Sustainability Program</p>		
GRI 302	Energy 2016 – Management Approach	<p>Annual Report 2022: „Climate protection“ p. 100 f.</p> <p>Environmental Statement 2019: "Environmental Aspect Energy Consumption" p. 22 f. Environmental Aspect Climate Gases" p. 16 ff., "Environmental Program Climate Protection" p. 57 f.</p>	Principle 7, 8	
GRI 302-1	Energy consumption within the organization	See Key Figures GRI 302-1	Principle 7, 8	7, 8, 12, 13
GRI 302-2	Energy consumption outside of the organization	See Key Figures GRI 302-2	Principle 8	7, 8, 12, 13
GRI 302-3	Energy intensity	See Key Figures GRI 302-3	Principle 8	7, 8, 12, 13

GRI and UN Global Compact Index

GRI 300: Ecology



Data refer to		References, additions and comments	UNGC	SDGs
GRI 303	Water and effluents 2018			
GRI 303-1	Interactions with water as a shared resource	Environmental Statement 2019 : "Water consumption" p. 37 ff.	Principle 7, 8	
GRI 303-2	Management of water discharge-related impacts	Environmental Statement 2019 : "Wastewater" p 40 ff; "Soil and groundwater contamination" p 44 f.	Principle 7, 8	
GRI 303-3	Water withdrawal	See key figures GRI 303-3.	Principle 7, 8	
GRI 303-4	Water discharge	See key figures GRI 303-4		
GRI 304	Biodiversity 2016 - Management approach	Annual Report 2022 : "Protection of environment and nature" p. 102 "Protecting the Environment - Preserving Biodiversity" p. 3 and "Biodiversity Principles" p. 6 Environmental Statement 2019 : "Impacts on Biodiversity" p. 34 f.		
GRI 304-1	Land in or adjacent to protected areas	See key figures GRI 304-1.	Principle 8	

GRI and UN Global Compact Index

GRI 300: Ecology



Data refer to		References, additions and comments	UNGC	SDGs
GRI 305	Emissions 2016 - Management approach	Annual Report 2022 : "Climate protection" p. 100 f., „Control system" p. 54 ff., "Non-financial Performance indicators" p. 58 ff. "Air quality" p. 102 ff. Environmental Statement 2019 : "Climate gases" p. 16 ff, "Air pollutants" p. 28 ff.		
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 and UN Global Compact Index

GRI 300: Ecology

Data refer to		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 2019 : „Climate gases“ p. 16 ff.	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 2019 : „Climate gases“ p. 16 ff.	Principle 8, 9	13, 15
GRI 305-7	GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Statement 2019 : „Environmental Aspect: Air pollutants“, p. 28 ff, p. 65	Principle 7, 8	3, 12, 13, 15

GRI and UN Global Compact Index

GRI 300: Ecology



Data refer to		References, additions and comments	UNGC	SDGs
GRI 306	Waste 2020	Environmental Statement 2019 : "Waste" p. 50 ff. , "Environmental program 2020-2023" p. 57 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 2019 : "Waste" p. 50 ff.		
GRI 306-2	Management of significant waste-related impacts - management approach	Environmental Statement 2019 : "Waste" p. 50 ff.	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 2022 : "Noise abatement" p. 98 f., "Strategy" p. 48 ff. Environmental Statement 2019 : "Aircraft noise" p. 10 ff. See Sustainability Program	Principle 1	

GRI and UN Global Compact Index

GRI 400: Social



Data refer to		References, additions and comments	UNGC	SDGs
GRI 401	Employment 2016 – Management Approach	Annual Report 2022: "Employee-related matters" p. 95 ff., "Control system" p. 54 ff., " Remuneration Report ", "Non-financial Performance Indicators" p. 58 ff. Code of Conduct for Employees		
GRI 401-1	New employee hires and employee turnover	See Key Figures GRI 401-1 Annual Report 2022: "Development in personnel structure" p. 83 f.		
GRI 402	Labor/Management Relations 2016 – Management Approach	Code of Conduct for Employees p. 14 section 6.1 Freedom of association and collective bargaining rights	Principle 3	8
GRI 403	Occupational Health and Safety 2018 – Management Approach	Annual Report 2022: "Occupational health and safety" p. 96 f. "Policy Statement on Occupational Health and Safety" , "Corporate Occupational Health and Safety Guideline" See Key Figures GRI 403-9		

GRI and UN Global Compact Index

GRI 400: Social



Data refer to		References, additions and comments	UNGC	SDGs
GRI 403-1	Occupational health and safety management system – Management Approach	<p>Annual Report 2022: "Occupational health and safety" p. 96 f.</p> <p>See „Group Occupational Health and Safety Guideline“ and „Occupational Health and Safety Management System at the Fraport AG“</p> <p>The occupational health and safety management system introduced on a voluntary basis at Fraport AG and in the Group is constantly being further developed and optimized. The occupational health and safety 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 hazard prevention for third parties and external parties is regulated by defining appropriate contractual clauses and by carrying out required safety briefings.</p>		8
GRI 403-2	Hazard identification, risk assessment and incident investigation	<p>„Occupational Health and Safety Management System at the Fraport Group“, "3.3" p. 7, "9.4.1" p. 15, "9.4.4" p. 16, "7." p. 12, "8." p. 12</p> <p>Occupational Health & Safety</p>		8

GRI and UN Global Compact Index

GRI 400: Social



Data refer to		References, additions and comments	UNGC	SDGs
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	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. Annual Report 2022: "Occupational health and safety" p. 96 f. See „ Group Occupational Health and Safety Guideline “ and „ Occupational Health and Safety Management System at the Fraport AG “ p.11		8
GRI 403-5	Worker training on occupational health and safety	Annual Report 2022: "Occupational health and safety" p. 96 f. , „ Occupational Health and Safety Management System at the Fraport Group “, "9.4.4 Training and instruction in occupational health and safety" p. 16, Occupational Health & Safety		3, 8
GRI 403-6	Promotion of worker health	Annual Report 2022: "Occupational health and safety" p. 96 f. ,		3, 8
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 and UN Global Compact Index

GRI 400: Social



Data refer to		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 2022 : "Employee-related matters" p. 95 ff., "Engagement in the regions" p. 97 f. (Stiftung ProRegion , Starklar , BIFF), Training , Qualifying and Development , (Only available in German) Press release „Training start at the airport: 81 young employees start their career at Fraport“ (Only in German)		
GRI 404-1	Training and continuing education time per employee	See Key Figures GRI 404-1	Principle 6	4, 5, 8
GRI 405	Diversity and Equal Opportunities 2016 – Management Approach	Annual Report 2022 : "Attractive and responsible employer" p. 59 f., see key figures GRI 405-1 and Sustainability Program, Diversity , Work-Life-Balance , Religious social service , (Only in German)		
GRI 405-1	Diversity of governance bodies and employees	See Key Figures GRI 405-1	Principle 6	

GRI and UN Global Compact Index

GRI 400: Social



Data refer to		References, additions and comments	UNGC	SDGs
GRI 405-2	Ratio of basic salary of men and women	In accordance with the usual structures of collective bargaining agreements, in particular also anchored in the collective bargaining agreement for the public sector, no gender-specific criteria are used in the evaluation of jobs, but criteria such as knowledge and skills, responsibility, difficulty of the job or management responsibility. Only the job is evaluated, not the person who fills it. In addition, a job is usually evaluated before it is advertised.	Principle 6	
GRI 406-1	Incidents of discrimination and measures taken	In the reporting period, there were two labor court proceedings at the Frankfurt site relating to the General Equal Treatment Act (AGG) (discriminatory insult due to origin/descent; age discrimination). In the first case, a decision by the court of first instance is still pending. In the second case, a first-instance action was dismissed. The plaintiff's appeal against this first-instance ruling has not yet been decided.		

GRI and UN Global Compact Index

GRI 400: Social



Data refer to		References, additions and comments	UNGC	SDGs
GRI 407	Freedom of Association and Collective Bargaining 2016 – Management Approach	Annual Report 2022 : „Respect for human rights“ p. 89 ff. „ Code of Conduct for Employees “ p. 14, See Key Figures GRI 2-30.	Principle 3	
GRI 408	Child Labor 2016	„ Code of Conduct for Employees “ p. 14, „ Code of Conduct for Suppliers “ p. 1 Annual Report 2022 : „Respect for human rights“ p. 89 ff.	Principle 5	8
GRI 409	Forced or Compulsory Labor 2016	„ Code of Conduct for Employees “ p. 14 / „ Code of Conduct for Suppliers “ p. 1 Annual Report 2022 : „Respect for human rights“ p. 89 ff.	Principle 4	8
GRI 410	Security Practices 2016 – Management Approach	Annual Report 2022 : " IT security and airport safety and security" p. 91 ff., " Risk and Opportunities Report" p. 118 ff., Sustainability Program	Principle1	
GRI 412	Human Rights Assessment 2016 – Management Approach	Annual Report 2022 : „Respect for human rights“ p. 89 ff., „ Code of Conduct for Employees “ p. 14, „ Code of Conduct for Suppliers “ p. 1 During the reporting period, Fraport AG and its investments did not receive any complaints relating to human rights submitted through formal, organizational grievance mechanisms.	Principle 1	

GRI and UN Global Compact Index

GRI 400: Social



Data refer to		References, additions and comments	UNGC	SDGs
GRI 412-3	Investment agreements and contracts that include human rights clauses or that underwent human rights screening	Annual Report 2022 : "Business model-specific consideration of the supply chain and procurement" p. 86 ff, "Respect for human rights" p. 89 ff, "Key sites" p. 45 f, "Outlook report" p. 131 ff, Code of Conduct for Suppliers	Principle 2	
GRI 413	Local Communities 2016 –Management Approach	Annual Report 2022 : „Engagement in the regions“ p. 97 f., Regional Engagement (only in German)	Principle 1	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Annual Report 2022 : „Noise abatement“ p. 98 ff. Noise Abatement	Principle 1	
GRI 414-1	New suppliers that were screened using social criteria	In the reporting period, no contracts with major suppliers and contractors were rejected on the grounds of human rights aspects or were only concluded with the inclusion of additional framework conditions. A further review is therefore not required.	Principle 2	5, 8

GRI and UN Global Compact Index

GRI 400: Social



Data refer to		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 and UN Global Compact Index

GRI 400: Social



Data refer to		References, additions and comments	UNGC	SDGs
GRI 416	Customer Health and Safety 2016 – Management Approach	Annual Report 2022 : "Customer satisfaction and product quality" p. 90 ff., "Control system" p. 54 ff., " Remuneration Report ", "Non-financial Performance Indicators" p. 58 ff., "Airport safety" p. 92 f., "Active noise abatement" p. 99 ff., "Protection of environment and nature" p. 102 Environmental Statement 2019 : "Minimizing the risk of bird strike with biotope management" p. 35		
GRI 416-2	Violations of health and safety standards	No violations of health and safety standards were reported to Fraport AG for 2022.		
AOS	Business Continuity and Emergency Management	Annual Report 2022 : "Airport safety" p. 92 f., "Risk and Opportunities Report"/ "Risks of exceptional incidents" p. 126 Corporate Safety and Security		
GRI 418	Customer Privacy 2016 – Management Approach	Annual Report 2022 : "Data protection" p. 93 f.		

GRI 404 Training and education

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

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

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



GRI 405 Diversity and Opportunities

Diversity Committees



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



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

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

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

GRI 405 Diversity and equal opportunities

Diversity activities 2022 at FRA site(1/2)

Gender

- 2022, the Empowering Leaders program was launched. The aim is to make female talents and potential candidates visible and to network them.

Physical and mental limitation

- In the canteen, a communication campaign took place with displays on the tables and information.
- A parking garage was illuminated in Purple-Light (color of the Day of People with Disabilities) to make a statement.

Racism and discrimination

- Workshops for managers were held on the topic of sexualized discrimination.

LGBTIQ+/Sexual Orientation

- Rainbow flags were hoisted in front of the company headquarters and Terminal 1 as a sign of openness and tolerance.
- The Pride network drew attention to the action on social media (Instagram).
- On the International Day against Homo-Bisexual- and Transphobia (IDAHOBIT), a testimonial poster campaign was launched throughout the company. Around 100 people showed the flag against discrimination.



GRI 405 Diversity and equal opportunities

Diversity activities 2022 at FRA site (2/2)



Nationality

- A "Respect Guides" project was launched in the Ground Services unit. Respect guides are to inform colleagues on site about the right contact points in the Group in the event of personal conflicts and stress and provide support during the initial contact.

Religion

- Also in 2022 the Abrahamic celebration took place.
- The breaking of the Ramadan fast was celebrated in a small circle in one of the prayer rooms.

Social origin

- The Fraport AG support association was redesigned in 2022 and rolled out across the Group at the site. It addresses the low wage groups and provides support in emergencies and for the costs of dentures, glasses, and hearing aids.

Age

- A bachelor's thesis on the subject of "Intergenerational Relationships" focused on the generation mix at Fraport and drew up measures to promote relations between the generations. Some of the measures are being examined.



GRI 405

Diversity and Opportunities People with Disabilities

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

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

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



A photograph of a Lufthansa airplane in flight against a clear blue sky. In the foreground, there is a field of solar panels mounted on metal frames, with a small black electrical cabinet visible. The ground is dry and grassy.

Gute Reise! We make it happen

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