

# Indicators and facts

## Accounting for sustainable development

### Publication cycle and reporting period

The report is published annually in German and English and covers the period 1 January to 31 December of the relevant year. The last report was published on 4 May 2011.

### Scope of reporting

The information in the Sustainability Report covers the following areas

- \_ all activities, products and services,
- \_ all companies that we included in the group of consolidated companies in accordance with the applicable rules for purposes of financial reporting on the relevant balance sheet date.

We record any deviations that we believe to be relevant for assessment of our achievements.

### Cautionary note regarding forward-looking statements

If this report contains statements of future forecasts or expectations, they are based on a series of assumptions about future events and are subject to unknown risks and uncertainties, and other factors, many of which are outside the sphere of influence of Fraport and which may result in the actual events differing significantly from the statements made here in the report.

### Data collection

The financial figures correspond with the data provided in the Annual Report 2011. Fraport AG prepared the consolidated financial statements for the accounting period ending 31 December 2011 in accordance with the standards published by the International Accounting Standards Board (IASB).

Data on the development of personnel figures is recorded and evaluated using standardized personnel software solutions. Pursuant to the materiality principle, the circle of consolidated Group companies is reconciled to financial reporting for purposes of determining the personnel indicators. Accordingly, we include the parent company Fraport AG and all the affiliated companies in full, and joint-venture companies are included on a proportionate basis; minority holdings are not included in the calculation of the Group personnel data. The environmental data are collected for the consolidated companies in the Group comprise Fraport AG, the fully consolidated subsidiaries at the Frankfurt site exerting relevant environmental impacts and the significant Group airports (2008: Hahn, Varna, Burgas, Lima, Antalya; from 2009: Varna, Burgas, Lima, Antalya). The environmental data are systematically surveyed at the Frankfurt Airport site in conformity with EMAS-VO and DIN EN ISO 14001 and are subject to external verification by an accredited environmental auditor. The data is collected from the Group airports included in the survey using systematic reporting procedures.

The presentation of the reporting data is carried out using the standard methods, calculations and estimates we believe to be appropriate and as used in standard business practice. However, it is not possible to exclude the possibility of individual GRI indicators being associated with some degree of uncertainty.

## Contents

### Financials

Aspect: Economic performance	Page 2
Aspect: Market presence	Page 4
Aspect: Direct economic impacts	Page 6

### Environment

Aspect: Energy	Page 7
Aspect: Water	Page 9
Aspect: Biodiversity	Page 10
Aspect: Emissions, wastewater and waste	Page 11
Aspect: Transport	Page 14

### Personnel

Aspect: Employment	Page 15
Aspect: Relationship between employee and employer	Page 18
Aspect: Occupational health and safety	Page 18
Aspect: Training and career development	Page 19
Aspect: Diversity	Page 20

# Financials

## Aspect: Economic performance

### EC1 Directly generated and distributed economic value

<b>Revenue and earnings</b>	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
<b>Income statement</b>						
Revenue	€ million		2,101.6	2,010.3	2,194.6	2,371.2
Change in work-in-progress	€ million		0.4	0.9	0.4	0.4
Other internal work capitalized	€ million		33.8	39.1	36.9	40.3
Other operating income	€ million		66.1	45.3	52.1	40.9
<b>Total revenue</b>	€ million		<b>2,201.9</b>	<b>2,095.6</b>	<b>2,284.0</b>	<b>2,452.8</b>
Cost of materials	€ million		-471.1	-471.6	-491.1	-541.1
Personnel expenses	€ million		-925.6	-866.9	-880.4	-906.3
Other operating expenses	€ million		-204.5	-187.4	-201.9	-203.1
<b>Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA)</b>	€ million		<b>600.7</b>	<b>569.7</b>	<b>710.6</b>	<b>802.3</b>
Depreciation and amortization	€ million		-241.5	-268.8	-279.7	-305.7
<b>Operating result (EBIT)</b>	€ million		<b>359.2</b>	<b>300.9</b>	<b>430.9</b>	<b>496.6</b>
Financial result	€ million		-61.8	-106.4	-152.2	-149.3
<b>Result from ordinary operations (EBT)</b>	€ million		<b>297.4</b>	<b>194.5</b>	<b>278.7</b>	<b>347.3</b>
Taxes on income	€ million		-100.5	-42.5	-7.2	-96.5
<b>Group result</b>	€ million		<b>196.9</b>	<b>152.0</b>	<b>271.5</b>	<b>250.8</b>
Profit attributable to minority interests	€ million		7.2	5.6	8.6	10.4
<b>Profit attributable to equity holders of Fraport AG</b>	€ million		<b>189.7</b>	<b>146.4</b>	<b>262.9</b>	<b>240.4</b>
<b>Segments share</b>						
<b>Revenue</b>						
Aviation	Share in Group revenue in %		33.9	34.1	31.6	32.7
Retail & Real Estate	Share in Group revenue in %		17.6	18.0	18.4	18.8
Ground Handling	Share in Group revenue in %		30.6	30.8	30.0	27.6
External Activities & Services	Share in Group revenue in %		17.9	17.1	20.0	20.9
<b>Earnings before Interest, Taxes, Depreciation and Amortization (EBITDA)</b>						
Aviation	Share in Group EBITDA in %		26.9	20.6	18.5	23.4
Retail & Real Estate	Share in Group EBITDA in %		47.7	49.6	41.5	38.1
Ground Handling	Share in Group EBITDA in %		8.7	2.5	6.2	6.8
External Activities & Services	Share in Group EBITDA in %		16.7	27.3	33.8	31.7
<b>Operating result (EBIT)</b>						
Aviation	Share in Group EBIT in %		25.8	13.7	13.1	19.4
Retail & Real Estate	Share in Group EBIT in %		63.5	74.8	52.9	46.7
Ground Handling	Share in Group EBIT in %		5.2	-13.3	2.5	4.1
External Activities & Services	Share in Group EBIT in %		5.5	24.8	31.5	29.8
<b>Cash flow and investments</b>						
<b>Group</b>						
Operating cash flow	€ million		492.5	426.5	567.5	618.8
Capital expenditure	€ million		759.7	1,438.3	1,033.9	1,440.2
Free cash flow	€ million		-370.7	-711.4	-291.1	-350.1
<b>Statement of financial position</b>						
<b>Group</b>						
Shareholders' equity	€ million		2,568.2	2,557.8	2,739.3	2,850.8
Liabilities	€ million		4,010.2	6,307.4	6,431.2	6,373.6
Fraport assets	€ million		3,419.1	3,820.2	4,019.7	4,447.3

<b>Profitability</b>	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Return on revenue	EBT in % of revenue		14.2	9.7	12.7	14.6
EBITDA margin	EBITDA in % of revenue		28.6	28.3	32.4	33.8
EBIT margin	EBIT in % of revenue		17.1	15.0	19.6	20.9
Return on Fraport assets (ROFRA)	EBIT in % of Fraport assets		10.5	7.9	10.7	11.2

<b>Value added statement</b>	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
		1				
<b>Generation of value added</b>						
Corporate performance	€ million		2,201.9	2,095.6	2,284.0	2,452.8
Advance payments	€ million		-601.9	-609.8	-644.7	-687.7
Cost of materials	€ million		-471.1	-471.6	-491.1	-541.1
Other expenses	€ million		-130.8	-138.2	-153.6	-146.6
<b>Gross value added</b>	€ million		<b>1,600.0</b>	<b>1,485.8</b>	<b>1,639.3</b>	<b>1,765.1</b>
Depreciation and amortization	€ million		-241.5	-268.8	-279.7	-305.7
<b>Net value added</b>	€ million		<b>1,358.5</b>	<b>1,217.0</b>	<b>1,359.6</b>	<b>1,459.4</b>

<b>Distribution of value added according to stakeholder group</b>						
Employees (wages, salaries, social security deductions)	€ million		925.6	866.9	880.4	906.3
Lenders (interest expense)	€ million		120.2	140.3	182.5	191.7
State (deductions, taxes)	€ million		107.8	49.1	16.4	102.0
Expenses for the community (donations, sponsoring, etc.)	€ million	2	8.0	8.7	8.8	8.6
Shareholders (dividends)	€ million		105.6	106.2	115.6	115.4
Profit attributable to minority shareholders	€ million		7.2	5.6	8.6	10.4
Company (retained earnings)	€ million		84.1	40.2	147.3	125.0

1 The figures are not presented separately by countries, regions or specific markets, because the Group sites other than Frankfurt should not be regarded as significant in relation to their share in the total workforce (90 % of the Group employees work at the Frankfurt site) but also in regard to their total income, costs and payments.

2 Value adjusted to 2009.

<b>EC3 Scope of company's social benefits</b>	Unit	Comment	2008	2009	2010	2011
Social security and welfare expenses	€ million		138.0	127.0	133.0	134.3
Pension expenses	€ million		33.3	40.0	39.9	39.9

<b>EC4 Significant financial government grants and subsidies</b>	Unit	Comment	2008	2009	2010	2011
Subsidies received	€ million		0	0	0	0

## Aspect: Market presence

<b>AO1 Passengers</b>	Unit	Comment	2008	2009	2010	2011
<i>Group (airports)</i>		1, 4, 5, 6				
<b>Passengers (total)</b>	Mio		–	–	–	40.20
Arriving passengers (total)	Mio		–	–	–	20.31
Departing passengers (total)	Mio		–	–	–	19.88
<b>Domestic passengers</b>	Mio		–	–	–	10.33
Arriving passengers (domestic)	Mio		–	–	–	5.30
Departing passengers (domestic)	Mio		–	–	–	5.04
<b>International passengers</b>	Mio		–	–	–	29.86
Arriving passengers (international)	Mio		–	–	–	15.02
Departing passengers (international)	Mio		–	–	–	14.84
<i>Frankfurt Airport</i>		6				
<b>Passengers (total)</b>	Mio	2	53.47	50.94	53.01	56.44
Arriving passengers (total)	Mio		26.69	25.39	26.45	28.25
Departing passengers (total)	Mio		26.55	25.23	26.27	28.05
<b>Domestic passengers</b>	Mio		6.53	6.07	6.40	6.82
Arriving passengers (domestic)	Mio		3.33	3.11	3.29	3.43
Departing passengers (domestic)	Mio		3.20	2.99	3.11	3.39
<b>International passengers</b>	Mio		46.71	44.52	46.31	49.48
Arriving passengers (international)	Mio		23.36	22.29	23.16	24.82
Departing passengers (international)	Mio		23.35	22.24	23.15	24.66
Local passengers	Mio		53.24	50.62	52.71	56.30
Connecting passengers	in % of local passengers	3	52.4	52.4	51.7	54.3
Transit passengers	Mio		0.23	0.32	0.30	0.14

1 For reasons of materiality the data are only presented for the Group airports with majority holdings (Varna, Burgas, Lima, Antalya).

2 Commercial and non-commercial traffic (in + out + transit). Note: Only commercial traffic is reported in the Annual Report.

3 These data are based on the Fraport Monitor, an extrapolation based on frequent flyer surveys. Exact data for the total number of passengers is not therefore possible.

4 Data only collected from 2011.

5 The Group airports were not able to provide data for local, connecting and transit passengers. We want to provide data on these issues over the medium term.

6 Rounding differences are possible.

## AO2 Aircraft movements

	Unit	Comment	2008	2009	2010	2011
<b>Group (airports)</b>						
		1, 4				
Aircraft movements (in + out)	Number of movements		–	–	–	329,168
Day (in + out)	Number of movements	5	–	–	–	109,594
Night (in + out)	Number of movements	5	–	–	–	55,967
Commercial passenger flights	Number of movements		–	–	–	309,441
domestic	Number of movements		–	–	–	108,219
international	Number of movements		–	–	–	201,192
Commercial cargo flights	Number of movements	6	–	–	–	5,403
domestic	Number of movements		–	–	–	2,114
international	Number of movements		–	–	–	3,289
General aviation flights	Number of movements	6	–	–	–	8,851
domestic	Number of movements		–	–	–	4,642
international	Number of movements		–	–	–	4,209
State aviation flights	Number of movements	6	–	–	–	5,503
domestic	Number of movements		–	–	–	5,472
international	Number of movements		–	–	–	31
<b>Frankfurt Airport</b>						
Aircraft movements (in + out)	Number of movements		485,783	463,111	464,432	487,162
Day (in + out)	Number of movements	2	437,260	419,883	418,544	441,220
Night (in + out)	Number of movements	2	17,227	15,158	17,014	14,611
Aircraft movements (05:00–05:59)	Number of movements		10,668	9,817	10,178	11,365
Aircraft movements (22:00–22:59)	Number of movements		20,628	18,253	18,696	19,966
Commercial passenger flights	Number of movements		449,042	430,778	429,704	453,766
domestic	Number of movements		66,238	64,752	66,426	72,265
international	Number of movements		382,804	366,026	363,278	381,501
Commercial cargo flights	Number of movements		24,795	21,583	23,524	23,347
domestic	Number of movements		2,358	2,028	1,370	1,575
international	Number of movements		22,437	19,545	22,154	21,772
General Aviation Flights and other aircraft movements	Number of movements	3	11,946	10,750	11,204	10,049
domestic	Number of movements		5,117	4,612	4,355	4,011
international	Number of movements		6,829	6,138	6,849	6,038

1 For reasons of materiality the data are only presented for the Group airports with majority holdings (Varna, Burgas, Lima, Antalya).

2 Day (06:00–21:59), “Mediations” night (23:00–04:59).

3 These data include state aviation flights.

4 Data only collected from 2011.

5 The aircraft movements per day and night could not be collected for Antalya Airport.

6 These data could not be collected for Antalya Airport.

## AO3 Cargo tonnage

	Unit	Comment	2008	2009	2010	2011
<b>Group (airports)</b>		1, 2, 3, 5				
Cargo tonnage	million tons	4	–	–	–	0.29
Arriving cargo tonnage	million tons		–	–	–	0.09
Cargo flights	million tons		–	–	–	0.04
Cargo on passenger flights (belly cargo)	million tons		–	–	–	0.05
Departing cargo tonnage	million tons		–	–	–	0.21
Cargo flights	million tons		–	–	–	0.09
Cargo on passenger flights (belly cargo)	million tons		–	–	–	0.11
<b>Frankfurt Airport</b>		2				
Cargo tonnage	million tons	6	2.13	1.92	2.31	2.25
Airfreight	million tons	6	2.04	1.84	2.23	2.17
Airmail	million tons	6	0.09	0.08	0.08	0.08
Arriving cargo tonnage	million tons		1.07	0.94	1.10	1.02
Cargo flights	million tons		0.64	0.54	0.67	0.62
Cargo on passenger flights (belly cargo)	million tons		0.43	0.40	0.43	0.40
Departing cargo tonnage	million tons		1.04	0.95	1.18	1.20
Cargo flights	million tons		0.58	0.50	0.68	0.69
Cargo on passenger flights (belly cargo)	million tons		0.46	0.45	0.50	0.50

1 For reasons of materiality the data are only presented for the Group airports with majority holdings (Varna, Burgas, Lima, Antalya).

2 Commercial and non-commercial traffic (in + out + transit). Note: Only commercial traffic is reported in the Annual Report.

3 These data could not be collected for Antalya Airport.

4 A breakdown of the cargo volume by airfreight and airmail was not possible for the Group airports.

5 Data only collected from 2011.

6 In + out + transit.

## Aspect: Direct economic effects

### EC8 Social commitment

	Unit	Comment	2008	2009	2010	2011
<b>Fraport AG</b>						
Social commitment	€ million	1	8.0	8.7	8.8	8.6
Sponsoring	€ million	1	5.6	5.8	5.7	5.4
Environment fund	€ million		1.5	2.0	2.0	2.0
Donations	€ million		0.9	0.9	1.2	1.2

1 Value for 2009 adjusted.

# Environment

The group of consolidated companies under "Group" comprises Fraport AG, the fully consolidated subsidiary companies at the Frankfurt site with relevant environmental effects, and the significant Group airports (2008: Hahn, Varna, Burgas, Lima, Antalya; since 2009 without Hahn).

Rounding differences are possible.

## Aspect: Energy

### EN3 Direct energy consumption

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Purchased direct energy sources	TJ	1	<b>610.04</b>	<b>536.86</b>	<b>614.08</b>	<b>689.6</b>
of which renewable energy sources	%		<< 1	<< 1	<< 1	<< 1
of which non-renewable energy sources	%		100	100	100	100
Purchased direct non-renewable energy sources	TJ per million traffic units	1, 2	<b>5.9</b>	<b>5.7</b>	<b>5.4</b>	<b>5.9</b>
Natural gas	TJ		30.0	14.5	13.9	13.6
Liquid gas (LPG)	TJ	3	11.3	9.4	11.5	8.3
Liquid gas (LNG)	TJ	4	4.3	18.8	25.1	136.2
Biogas	TJ		0.2	0.2	0.2	0.0
Heating oil	TJ		114.1	78.4	98.2	97.3
Heating oil	million liters		3.161	2.172	2.720	2.694
Diesel	TJ	5	424.8	393.6	439.6	409.4
Diesel	million liters	5	11.932	11.055	12.349	11.5
Gasoline	TJ	5	25.3	22.0	23.1	22.2
Gasoline	million liters	5, 6	0.781	0.678	0.712	0.686
Kerosene (Jet A1)	TJ	7	0	0.25	2.56	2.56
Kerosene (Jet A1)	million liters	7	0	0.007	0.074	0.074
<b>Fraport AG</b>						
Purchased direct energy sources	TJ	1	<b>468.00</b>	<b>461.48</b>	<b>523.04</b>	<b>499.67</b>
of which renewable energy sources	%		<< 1	<< 1	<< 1	<< 1
of which non-renewable energy sources	%		100	100	100	100
Purchased direct non-renewable energy sources	TJ per million traffic units	1, 2	<b>6.3</b>	<b>6.6</b>	<b>6.9</b>	<b>6.4</b>
Natural gas	TJ		8.6	8.2	8.4	7.7
Liquid gas (LPG)	TJ	5	10.39	8.39	10.50	7.19
Biogas	TJ		0.20	0.20	0.20	0
Heating oil	TJ		62.2	62.7	85.8	84.04
Heating oil	million liters		1.722	1.737	2.377	2.328
Diesel	TJ		369.4	363.0	395.5	378.3
Diesel	million liters		10.375	10.196	11.109	10.626
Gasoline	TJ	6	17.4	18.7	20.1	19.9
Gasoline	million liters	6	0.536	0.578	0.620	0.615
Kerosene (Jet A1)	TJ	7	0	0.25	2.56	2.56
Kerosene (Jet A1)	million liters	7	0	0.007	0.074	0.074

1 New record of the annual values for kerosene in 2009 and 2010 and updating of the volume for natural gas and liquid gas in the years 2008 to 2010.

2 A traffic unit is equivalent to one passenger with baggage or 100 kg of airfreight or airmail.

3 Updating of values from 2008 to 2010.

4 Since 2011 a block heating station has generated energy with liquid gas in Antalya.

5 Fuel consumption of mobile work machines and automobiles on the apron and roadways.

6 Updating of values for 2010.

7 Record of annual values for 2009 and 2010 for kerosene compared with the Sustainability Report 2010.

## EN4 Indirect energy consumption

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Purchased energy	TJ	1, 2, 3	2,578.2	2,618.0	2,843.5	2,558.1
Purchased energy	TJ per million traffic units	1, 2, 3, 4	25.1	27.7	24.9	21.0
Electricity	TJ	1, 3	1,408.8	1,472.7	1,534.1	1,459.0
Electricity	million KWh	1, 3	391.3	409.1	426.2	405.3
District heating	TJ	1, 3	745.9	740.1	878.2	673.0
District heating	million KWh	1, 3	207.2	205.6	244.0	186.9
District cooling	TJ	1, 2, 3	423.5	405.3	431.2	426.1
District cooling	million KWh	1, 2, 3	117.7	112.7	119.8	118.4
<b>Fraport AG</b>						
Purchased energy	TJ	1, 3	2,248.4	2,304.9	2,509.8	2,271.7
Purchased energy	TJ per million traffic units	1, 3, 4	30.2	33.2	33.3	29.0
Electricity	TJ	1, 3	1,137.1	1,179.7	1,226.4	1,193.2
Electricity	million KWh	1, 3	315.9	327.7	340.7	331.5
of which renewable energy sources	%	3, 5	24	25	19	24
of which non-renewable energy sources	%	3, 6	76	75	81	76
District heating	TJ	1, 3	711.8	719.9	852.2	652.3
District heating	million KWh	1, 3	197.7	200.0	236.7	181.2
District cooling	TJ	1, 3	399.5	405.3	431.2	426.1
District cooling	million KWh	1, 3	111.1	112.7	119.8	118.4

1 All data including technical losses.

2 Updating for 2008 to 2010, data for district cooling at Lima Airport are already included in EN3.

3 Change compared with Sustainability Report 2010 analogous to Environmental Statement 2011 (change in values for Fraport AG).

4 A traffic unit is equivalent to one passenger with baggage or 100 kg of airfreight or airmail.

5 The proportion of renewable energies can only be specified for Fraport AG.

6 RECS certificates ("Renewable Energy Certificates System") from hydropower were purchased for the appropriate quantity of CO<sub>2</sub> emissions.

## EN5 Energy savings as a result of environmentally conscious use and efficiency enhancement

	Unit	Comment	2008	2009	2010	2011
<b>Fraport AG</b>						
	million KWh	1, 2, 3	0	0.57	1.33	8.03

1 Based on the year 2008, effects from the year 2008, to the extent effective in subsequent years.

2 Calculation of energy which could be saved for reasons of improved procedures, replacement and upgrading of systems and equipment, and modified employee behavior. Covered in the Sustainability Report 2011 on page 23ff. "Climate protection".

3 Correction for the year 2010.



## Aspect: Water

### EN8 Total water consumption

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Total water consumption	million m <sup>3</sup>	1	2.017	1.824	2.286	2.363
Total water consumption	Liters per traffic unit	1, 2	19.6	19.3	20.0	19.4
Drinking water	million m <sup>3</sup>	1, 3	1.581	1.343	1.481	1.462
Service water	million m <sup>3</sup>	1, 4	0.436	0.480	0.805	0.901
<b>Fraport AG</b>						
Total water consumption	million m <sup>3</sup>		1.445	1.000	1.184	1.174
Total water consumption	Liters per traffic unit	2	15.4	14.4	15.7	15.0
Drinking water	million m <sup>3</sup>	3	0.988	0.833	0.905	0.884
Service water	million m <sup>3</sup>	4	0.157	0.167	0.279	0.290

1 Updating for Antalya in 2010.

2 A traffic unit is equivalent to one passenger with baggage or 100 kg of airfreight or airmail.

3 From the local-authority water supply.

4 The service water is treated from surface water, rainwater and ground water. Differentiation into surface water and rainwater has been possible at Frankfurt Airport.

### AO4 Quality of precipitation water

	Unit	Comment	2008	2009	2010	2011
<b>Fraport AG</b>						
Hydrocarbons	µg/l	1	0.1	0.2	0.3	0.1
Materials capable of being deposited	mg/l	1	0.1	0.3	0.2	0.4
<b>at Varna Airport</b>						
Hydrocarbons	µg/l	2	–	–	–	<0.3
Materials capable of being deposited	mg/l	2	–	–	–	19
<b>at Burgas Airport</b>						
Hydrocarbons	µg/l	2	–	–	–	<0.3
Materials capable of being deposited	mg/l	2	–	–	–	19

1 A 2 h mixed sample is collected each month from the precipitation water channel at a sampling test station located shortly before the discharge point into the River Main. The value for hydrocarbons was calculated from twelve individual samples, the value for “deposable substances” from eleven individual samples.

2 Data only collected from 2011.

## Aspect: Biodiversity

### EN11 Areas of land in or adjacent to conservation areas or areas with a high biodiversity value

	Unit	Comment				
<b>Fraport AG</b>						
<b>Frankfurt Airport</b>			1			
Distance from the airport					Adjacent to	
Land area	ha				3,228.7	
Biodiversity value	Description		2		Five conservation areas under FFH Guideline	
Distance from the airport					Adjacent to	
Land area	ha				4,283	
Biodiversity value	Description		2		Two conservation areas under the Bird Directive of the EU	
<b>Group</b>						
<b>Lima Airport</b>			1			
Distance from the airport	m				100	
Biodiversity value	Description		2		Peregrine falcons, migrating birds like seagulls, owls, etc.	
<b>Burgas Airport</b>			1			
Distance from the airport	m				1,000	
Land area	ha				1,074.5	
Biodiversity value	Description		2		Atanasovsko Lake is a "defensive area"	

1 Business facilities are relevant for the survey if they are located in a conservation area, are adjacent to or include conservation areas.

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

Land use	Unit	Comment	2008	2009	2010	2011
<b>Fraport AG at Frankfurt Airport</b>						
Owned land	ha	1	1,907	1,907	1,914	2,240
of which surfaced area	ha		–	891	891	982

1 Continuous owned land.

## Aspect: Emissions, wastewater and waste

<b>EN16 Greenhouse gas emissions</b>	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
CO <sub>2</sub> emissions	1,000 t CO <sub>2</sub>	1, 2, 3, 4	275.1	276.1	272.8	268.6
direct CO <sub>2</sub> emissions	1,000 t CO <sub>2</sub>	1, 4	44.4	39.4	43.3	48.0
indirect CO <sub>2</sub> emissions	1,000 t CO <sub>2</sub>	2, 3, 4	230.7	236.7	229.6	220.6
Climate intensity of traffic performance	kg CO <sub>2</sub> per traffic unit	1, 2, 3, 4, 5	2.68	2.92	2.39	2.21
direct CO <sub>2</sub> emissions	kg CO <sub>2</sub> per traffic unit	1, 3, 4	0.43	0.42	0.38	0.39
indirect CO <sub>2</sub> emissions	kg CO <sub>2</sub> per traffic unit	2, 3, 4	2.25	2.50	2.01	1.81
Compensated CO <sub>2</sub> emissions (certificates)	1,000 t CO <sub>2</sub>	4, 6	133.2	133.2	144.1	149.5
<b>Fraport AG</b>						
CO <sub>2</sub> -Emissionen	1,000 t CO <sub>2</sub>	1, 2, 4	212.5	234.2	229.6	225.6
direct CO <sub>2</sub> emissions	1,000 t CO <sub>2</sub>	1, 4	34.4	33.9	38.5	36.5
indirect CO <sub>2</sub> emissions	1,000 t CO <sub>2</sub>	2, 4	178.1	200.3	191.2	189.1
Climate intensity of traffic performance	kg CO <sub>2</sub> per traffic unit	1, 2, 4, 5	2.86	3.37	3.04	2.88
direct CO <sub>2</sub> emissions	kg CO <sub>2</sub> per traffic unit	1, 4	0.46	0.49	0.51	0.47
indirect CO <sub>2</sub> emissions	kg CO <sub>2</sub> per traffic unit	2, 4	2.40	2.88	2.53	2.41
Compensated CO <sub>2</sub> emissions (certificates)	1,000 t CO <sub>2</sub>	4, 6	133.2	133.2	144.1	149.5
Other relevant greenhouse gas emissions	t CO <sub>2</sub>	7	< 2	< 2	< 2	< 2

- 1 Direct emission in conformity with Scope 1 GHG Protocol Standard: fuels, fuels for combustion plants, here heating oil, natural gas, propane gas.
- 2 Indirect emissions in conformity with Scope 2 of the GHG Protocol Standard: purchasing of electricity (Group), district heating, district cooling (Fraport at the Frankfurt site).
- 3 Updating for 2008 to 2010, cooling capacity at Lima Airport is generated in-house, the values were therefore removed from the indirect CO<sub>2</sub> emissions.
- 4 Change compared with the Sustainability Report 2010 analogous to the Environmental Statement 2011 (change in values of Fraport AG).
- 5 A traffic unit is equivalent to one passenger with baggage or 100 kg of airfreight or airmail.
- 6 RECS certificates ([www.recs.org](http://www.recs.org)).
- 7 According to the investigations carried out in 2005, the emissions of other greenhouse gases at the airport were negligible.

<b>EN17 Other greenhouse gas emissions</b>	Unit	Comment	2008	2009	2010	2011
<b>Fraport AG (Scope 3 in conformity with GHG)</b>						
Air traffic	1,000 t CO <sub>2</sub>	1	902.3	863.5	895.8	939.4
Employee traffic at Fraport AG and third parties at the airport	1,000 t CO <sub>2</sub>	2	116.2	125.5	122.3	119.3
Passenger traffic (passengers originating here)	1,000 t CO <sub>2</sub>	3	262.5	241.8	272.7	271.9
Business trips of employees at Fraport AG	1,000 t CO <sub>2</sub>	4, 5	1.00	0.90	0.95	0.97
Energy consumption of third parties (infrastructure and vehicles)	1,000 t CO <sub>2</sub>	6	160.2	163.1	159.1	177.0
Other relevant greenhouse gas emissions	t CO <sub>2</sub> equivalent	7	< 2	< 2	< 2	< 2

- 1 Air traffic up to 914 m (LTO cycle) of all aircraft landing and taking off at Frankfurt Airport.
- 2 Travel by employees to and from the workplace.
- 3 Travel to and from the airport by passengers, travel in private vehicles and public transport.
- 4 Includes cars, rail and air travel.
- 5 Updating of the values of Fraport AG for 2010 according to the Environmental Statement 2011.
- 6 Electricity, heat, cooling, fuels, updating of the values from 2008 to 2010.
- 7 According to investigations carried out in 2005, the emissions of other greenhouse gases at the airport were negligible.

<b>EN20 NO<sub>x</sub>, SO<sub>2</sub> and other air pollutants</b>	Unit	Comment	2008	2009	2010	2011
<b>Fraport AG</b>						
Fraport AG emits approx. per year						
NO <sub>x</sub>	tons	1	–	–	–	–
Benzene	tons	1	–	–	–	–
PM10	tons	1	–	–	–	–

- 1 Fraport AG emits per year approximately 264 t NO<sub>x</sub>, 0.4 t benzene and 9.3 t PM10. These data are derived from the zoning plan documents. An annual update is not yet possible because determining the data is very complex. In future, the data are to be calculated on a continuous basis, the necessary processes are currently being prepared.

<b>EN21 Wastewater discharged</b>	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Sewage water	million m <sup>3</sup>		2.208	2.025	2.322	2.174
Sewage water	Liters per traffic unit	1	21.5	21.4	20.4	17.9
<b>Fraport AG</b>						
Sewage water	million m <sup>3</sup>	2, 3	1.548	1.351	1.590	1.581
Sewage water	Liters per traffic unit	1, 3	20.8	19.4	21.1	20.2

1 A traffic unit is equivalent to one passenger with baggage or 100 kg of airfreight or airmail.

2 Wastewater is treated in the fully biological water treatment plant at Fraport AG (12 %) and fully biological local-authority water treatment plants in Frankfurt-Niederrad (75 %) and Frankfurt-Sindlingen (13 %).

3 Wastewater from Fraport AG and from 580 other companies at Frankfurt Airport.

<b>EN22 Waste by type and disposal method</b>	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Amount of waste	1,000 t	1, 2	32.62	33.91	36.09	38.25
Amount of waste	kg per traffic unit	2, 3	0.32	0.36	0.32	0.31
hazardous waste	1,000 t	2	2.19	1.37	1.78	1.50
non-hazardous waste	1,000 t	2	30.42	32.54	34.31	36.75
Total recoverability rate	in % of amount of waste		66.9	62.5	63.9	63.4
<b>Fraport AG</b>						
Amount of waste	1,000 t	2	24.11	22.27	23.54	24.00
Amount of waste	kg per traffic unit	2, 3, 4	0.32	0.32	0.31	0.31
hazardous waste	1,000 t	2	1.97	1.24	1.78	1.33
non-hazardous waste	1,000 t	2	22.15	21.02	21.76	22.67
Total recoverability	1,000 t	2, 5	20.02	19.04	19.83	19.94
Total recoverability rate	in % of amount of waste	2, 6	83.0	85.5	84.3	83.1
Waste from international flights	1,000 t		6.66	5.73	5.83	6.11

1 64 % of waste is recycled, detailed disposal methods cannot be currently shown for all Group airport.

2 Including waste from third parties, but excluding soil and building rubble.

3 A traffic unit is equivalent to one passenger with baggage or 100 kg of airfreight or airmail.

4 Correction compared with Sustainability Report 2010.

5 According to Product Recycling and Waste Management Act, Appendix II B R 01, R 03, R 04, R 05, R 07, R 09, R 12, R 13 and voluntary returns (for batteries, solvents, cold cleaning agents, coolants).

6 Change in definition on account of the new Product Recycling Management Act (KrWG) coming into force in June 2012.

<b>EN23 Significant spills</b>	Unit	Comment	2008	2009	2010	2011
<b>Fraport AG</b>						
Total number and volume of significant spills		1				
Number of spills	Number		566	483	482	640
Volume of spills	m <sup>3</sup>		11.00	11.60	10.33	11.79
Frequency of spills	Number per 1,000 aircraft movements		1.17	1.04	1.04	1.31
Effects		2	none	none	none	none

1 Spills primarily by third parties.

2 No environmental hazard because releases are generally on surfaced areas with comprehensive safety installations implemented downstream. Spills on unsurfaced areas are very rare exceptions, and are cleared up immediately.

## A05 Air quality

	Unit	Comment	2008	2009	2010	2011
<b>at Frankfurt Airport</b>						
NO <sub>2</sub>	µg/m <sup>3</sup>	1, 2, 3, 4	49.0	45.0	45.0	46.0
SO <sub>2</sub>	µg/m <sup>3</sup>	1, 2, 5	5.0	5.0	3.0	4.0
Fine dust, PM10	µg/m <sup>3</sup>	1, 2, 6	21.0	22.0	26.0	23.0
Benzene	µg/m <sup>3</sup>	1, 2, 7, 8	0.9	1.0	0.8	0.9
<b>at Lima Airport</b>						
NO <sub>2</sub>	µg/m <sup>3</sup>	2, 9, 10	–	6.8	10.5	9.9
SO <sub>2</sub>	µg/m <sup>3</sup>	9	–	8.6	4.2	6.8
Fine dust, PM10	µg/m <sup>3</sup>	2, 9, 11	52.5	44.6	49.7	56.5
<b>at Varna Airport</b>						
NO <sub>2</sub>	µg/m <sup>3</sup>	9, 12	–	–	77.0	56.0
SO <sub>2</sub>	µg/m <sup>3</sup>	9, 12	–	–	0.0	0.0
<b>at Burgas Airport</b>						
NO <sub>2</sub>	µg/m <sup>3</sup>	9, 12	–	–	92.0	95.0
SO <sub>2</sub>	µg/m <sup>3</sup>	9, 12	–	–	20.3	20.5

- Annual average of the measured values at the SOMMI1 Station. These values presented the aggregated result of all emissions from different source groups, i.e. apart from pollutants contributed by the airport they also include emissions from third parties (road traffic, trade and industry, house fires, large-scale background pollution). The proportion of the airport depends on the location, and model calculations indicate that the proportion here is between approx. 10 % and 30 %.
- Limit values annual average (not applicable at the airport, since no whole-year presentation for people).
- NO<sub>2</sub> assessment value according to EU Directive 2008/50/EC, 39. Federal Emission Control Act (BImSchV): 40 µg/m<sup>3</sup>
- Values from the year 2010 corrected compared with Sustainability Report 2010.
- SO<sub>2</sub> assessment according to Technical Instructions on Air Quality Control (TA Luft) 2002 (otherwise no annual average defined): 50 µg/m<sup>3</sup>
- Fine dust, PM10 in accordance with EU Directive 2008/50/EC, 39. Federal Emission Control Act (BImSchV): 40 µg/m<sup>3</sup>
- Benzene assessment value in accordance with EU Directive 2008/50/EC, 39. Federal Emission Control Act (BImSchV): 5 mg/m<sup>3</sup>
- Value from 2009 on account of too restricted database only for purposes of orientation.
- Annual average values at Lima, Varna and Burgas Airports. These values represent a total for different emitters and apart from emissions generated by the airport also include emissions from third parties (road traffic, trade and industry, house fires). Only terminals are operated in Antalya, the responsibility through flight operation is not with the Fraport subsidiary.
- NO<sub>2</sub> assessment value in accordance with the Peruvian DECRETO SUPREMO N° 074-2001-PCM REGLAMENTO DE ESTANDARES NACIONALES DE CALIDAD AMBIENTAL DEL AIRE: 100 µg/m<sup>3</sup>
- PM10 assessment value in accordance with the Peruvian DECRETO SUPREMO N° 074-2001-PCM REGLAMENTO DE ESTANDARES NACIONALES DE CALIDAD AMBIENTAL DEL AIRE: 50 µg/m<sup>3</sup>
- Data only collected from 2010.

## A06 Airfield surfaces and aircraft deicing agents

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Airfield surfaces deicing agents	m <sup>3</sup>	1	1,085	3,350	3,364	4,266
Carbamide	t	1	16	50	121	84
Aircraft deicing agents, total (type I, II, IV)	m <sup>3</sup> active ingredient	1	951	1,229	4,511	900
Safewing de icing fluid Type II.	m <sup>3</sup> active ingredient	1, 2	8	14	32	8
Aircraft deicing agent, type I (aircraft deicing/anti-icing fluid with 80% propylene glycol share)	m <sup>3</sup> active agent	1, 3	–	–	–	485
Aircraft deicing agent type IV (aircraft deicing/anti-icing fluid with 54% propylene glycol share)	m <sup>3</sup> active agent	1, 3	–	–	–	1,008
Aircraft deicing agent propylene glycol per deiced aircraft	m <sup>3</sup> substance per aircraft	3	0.196	0.178	0.270	0.192
<b>Fraport AG</b>						
Airfield surfaces deicing agent	m <sup>3</sup>		1,085	3,271	3,307	4,246

EN1 Materials used: In the Sustainability Report 2010 the airfield surfaces and aircraft deicing agents were listed as consumables here. Fraport AG is a service provider and does not require any materials for production.

- The quantities are specified for the relevant winter. The winter is generally attributed to the following calendar year, for example 2010/2011 to the year 2011.
- Varna and Burgas Airports.
- N\*ICE at Frankfurt Airport.

## Aspect: Transport

### EN29 Significant environmental impacts of transport and traffic

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Employee traffic						
Travel to and from work by public transport	Share in %	1	37.4	33.0	33.0	34.7
Travel to and from work by carpooling	Share in %	1	15.1	16.6	17,3	16.4
Passenger traffic						
Travel of originating passengers to and from the airport by public transport	Share in %	1	39.8	53.7	56.3	58.8
<b>Fraport AG</b>						
Employee traffic						
Travel to and from work by public transport	Share in %	1	42.9	31.2	31.0	31.8
Travel to and from work by carpooling	Share in %	1	11.0	14.3	15.5	15.4
Passenger traffic Frankfurt Airport						
Travel of originating passengers to and from the airport by public transport	Share in %	1	36.4	37.4	39.2	40.9

1 The values are based on a survey.

2 The significant environmental effects are shown under EN17 "Other greenhouse emissions".

### AO7 Number and percentage of people residing in areas affected by noise

	Unit	Comment	2008	2009	2010	2011
<b>Frankfurt Airport</b>						
Number of people residing in the contour Ldn = 60 dB(A)	Number	1, 2	26,790	23,296	25,182	26,130
Relative change compared with the previous year	Percent			-13%	8%	4%
Number of people residing in the contour Leq, Day = 60 dB(A)	Number	1, 3	8,058	5,997	7,535	6,919
Relative change compared with the previous year	Percent			-26%	26%	-8%
Number of people residing in the contour Leq, Day = 55 dB(A)	Number	1, 4, 5	104,626	93,008	97,954	104,308
Relative change compared with the previous year	Percent			-11%	5%	6%
Number of people residing in the contour of the envelope from NAT, night = 6 x 68 dB(A) and Leq, night = 50 dB(A)	Number	1, 6	125,073	108,514	116,715	114,813
Relative change compared with the previous year	Percent			-13%	8%	-2%

1 The aircraft noise contours were calculated on the basis of the regulations "Introduction to Calculation of Noise Abatement Areas (AzB) and "Introduction to data collection on Flight Operations (AzD, 2008)". All scenarios were standardized on the basis of the long-term average operating direction distribution for the ten years 2000 to 2009.

The Sigma supplement developed for the projected protection zone calculation in accordance with the Aircraft Noise Protection Act and described in AzB and AzD was not applied.

2 The evaluation quantity Ldn (Level day/night) is a 24h equivalent continuous sound level in dB(A), where a supplement of 10 dB is applied to the sound event.

The Ldn permits impact changes from year to year to be documented on the basis of a single criterion.

3 The criterion Leq, day = 60 dB(A) is based on the definition of day protection zone 1 in accordance with the Aircraft Noise Protection Act.

4 The criterion Leq, day = 55 dB(A) is based on the definition of day protection zone 2 in accordance with the Aircraft Noise Protection Act.

5 The data on Leq, day = 55 dB(A) is the total number within this contour, the number specified under Leq, day = 60 dB(A) is the therefore a sub-quantity.

6 The criterion envelope from NAT, night = 6 x 68 dB(A) and Leq, night = 50 dB(A) is based on the definition of night protection zone according to the Aircraft Protection Noise Act.

### AO9 Total number of wildlife strikes per 10,000 movements

	Unit	Comment	2008	2009	2010	2011
<b>Frankfurt Airport</b>						
Number per 10,000 aircraft movements		1, 2	3.17	3.42	3.11	-
<b>Lima Airport</b>						
Number per 10,000 aircraft movements		3	0.61	0.29	0.41	0.22
<b>Varna Airport</b>						
Number per 10,000 aircraft movements		3, 4	-	-	0	1.78
<b>Burgas Airport</b>						
Number per 10,000 aircraft movements		3, 4	-	-	4.42	2.60
<b>Antalya Airport</b>						
		5				

1 Bird strike rate (number of bird strikes per 10,000 aircraft movements): All incidents with birds at Frankfurt Airport and in the adjacent surrounding environment for aircraft with German registrations. The bird strike rate is transferred to the total flight movements at Frankfurt Airport. The registration of a relevant bird strike is made by the pilot to the German Committee for Prevention of Bird Strikes in Air Traffic (DAVVL e.V.). The DAVVL forwards an annual list of all bird strikes to the relevant airport operator. The airport operator calculates the bird strike rate, in this case Fraport AG.

2 The DAVVL e.V. will forward the data for 2011 in June 2012.

3 Bird strike rate: Number of bird strikes per 10,000 aircraft movements.

4 Data will only be collected from 2010.

5 Two terminals are operated in Antalya, flights operations are controlled by another entity, the prevention of bird strikes is not therefore the responsibility of the Fraport Group.

# Personnel

All details relate to year-end figures at 31 December.

On an average over the year (according to IFRS), the Fraport Group employed 20,595 employees (permanent staff and temporary staff) in the year 2011.

## Aspect: Employment

<b>LA1 Total workforce</b>	Unit	Comment	2008	2009	2010	2011
<b>Group</b>		7				
Employees	Number of persons	1, 2	–	20,488	21,124	21,662
of which men	Number of persons	8	–	–	16,221	16,602
of which women	Number of persons	8	–	–	4,903	5,060
Permanent staff	Number of persons	2, 3	–	18,552	18,905	19,686
Apprentices	Number of persons	2	–	321	336	345
Temporary staff	Number of persons	2, 4	–	820	1,052	779
Employees on leave	Number of persons	2	–	795	832	853
Aviation	acc. to IFRS (annual average for permanent staff and temporary staff)	6	6,674	6,337	6,074	6,088
Ground Handling	acc. to IFRS (annual average for permanent staff and temporary staff)	6	8,443	8,254	8,564	8,899
Retail & Real Estate	acc. to IFRS (annual average for permanent staff and temporary staff)	6	594	603	606	596
External Activities & Services	acc. to IFRS (annual average for permanent staff and temporary staff)	6	7,368	4,776	4,548	5,012
<b>Regional distribution</b>						
Europe	in % of staff		95.0	95.7	94.9	94.9
Germany	in % of staff		90.4	91.2	90.2	91.6
Rest of Europe	in % of staff		4.6	4.5	4.7	3.3
Asia	in % of staff		2.8	1.9	2.2	2.2
America	in % of staff		2.2	2.4	2.8	2.9
Part-time employment	in % of staff	2, 5	–	14.0	11.1	10.3
Fixed-term employment contracts	in % of staff	2	–	12.4	17.5	19.6
<b>Fraport AG</b>						
Employees	Number of persons	1	12,363	12,083	11,967	12,217
of which men	Number of persons		10,033	9,824	9,722	9,874
of which women	Number of persons		2,330	2,259	2,245	2,343
Permanent staff	Number of persons	3	10,722	10,519	10,446	10,778
of which men	Number of persons		8,867	8,694	8,645	8,904
of which women	Number of persons		1,855	1,825	1,801	1,874
Apprentices	Number of persons		329	316	331	338
of which men	Number of persons		231	229	243	238
of which women	Number of persons		98	87	88	100
Temporary staff	Number of persons	4	750	681	618	537
of which men	Number of persons		559	514	455	336
of which women	Number of persons		191	167	163	201
Employees on leave	Number of persons		562	567	572	564
of which men	Number of persons		376	387	379	396
of which women	Number of persons		186	180	193	168

1 Employees = permanent staff + temporary staff (see 4.) + apprentices + employees on leave.

2 Data only collected from 2009.

3 The permanent staff does not include any temporary staff (see 4.), employees on leave, apprentices and trainees.

4 Temporary staff = school students, university students, interns, diploma students, part-time employees and training.

5 Including phase-in retirement.

6 Adjustment of reporting data for 2009 to restructuring measures.

7 A breakdown of the Group indicators by gender is not yet possible due to technical reasons but the aim is to collect these data over the medium term.

8 Data only collected from 2010.

**LA1 Total workforce (continued)**

	Unit	Comment	2008	2009	2010	2011
<b>Fraport AG</b>						
Aviation	Number of persons		3,378	3,313	3,285	3,168
Ground Handling	Number of persons		6,604	6,389	6,259	6,227
Retail & Real Estate	Number of persons		644	652	650	655
External Activities & Services	Number of persons		1,737	1,729	1,772	2,167
Part-time employment	in % of staff	2	13.3	16.2	15.5	14.5
of which men	in % of staff with part-time employment		6.6	9.1	8.4	7.5
of which women	in % of staff with part-time employment		6.7	7.1	7.1	7.0
Fixed-term employment contracts	in % of staff	1	–	9.9	9.2	8.1
of which men	in % of staff with fixed-term employment contracts	3	–	–	–	66.9
of which women	in % of staff with fixed-term employment contracts	3	–	–	–	33.1

1 Data only collected from 2009.

2 Including phase-in retirement.

3 Data only collected from 2011.

**LA2 Employee turnover**

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
<b>Total employee turnover</b>						
Departures	Number of permanent staff leaving the company	1	–	1,945	1,877	2,190
	in % of permanent staff	1, 2	–	10.5	9.9	11.1
Appointments	Number of appointments among permanent staff	4	–	–	2,290	3,073
	in % of permanent staff	4	–	–	12.0	15.6
<b>Reasons for leaving the company</b>						
		1				
Employee notice	Number among permanent staff		–	846	627	1,047
Employer notice	Number among permanent staff		–	283	365	389
End of working life (retirement)	Number among permanent staff		–	68	53	65
Other reasons	Number among permanent staff	3	–	748	832	689
<b>Turnover by gender</b>						
		1				
<b>Employees leaving the company</b>						
Men	Number among permanent staff		–	1,373	1,442	1,673
	in % of permanent staff who have left the company		–	70.6	76.8	76.4
Women	Number among permanent staff		–	572	435	517
	in % of permanent staff who have left the company		–	29.4	23.2	23.6
<b>Appointments</b>						
		4				
Men	Number among permanent staff		–	–	1,903	2,442
	in % of permanent staff who have joined the company		–	–	83.1	79.5
Women	Number among permanent staff		–	–	387	631
	in % of permanent staff who have joined the company		–	–	16.9	20.5
<b>Turnover by age</b>						
		1, 5				
<b>Employees leaving the company</b>						
Age group to 30 years	Number among permanent staff		–	1,023	900	947
	in % of permanent staff who have left the company		–	52.6	47.9	43.2
Age group 31–50 years	Number among permanent staff		–	724	792	1,036
	in % of permanent staff who have left the company		–	37.2	42.2	47.3
Age group above 50 years	Number among permanent staff		–	198	185	207
	in % of permanent staff who have left the company		–	10.2	9.9	9.5

1 Data only collected from 2009.

2 Modified calculation formula compared with report in 2009.

3 Other reasons: Termination of agreement, end of fixed-term employment contract, deaths while employed.

4 Data only collected from 2010.

5 Collecting appointments by age group is not currently possible for technical reasons but the aim is to collect these data over the medium term.



<b>LA2 Employee turnover (continued)</b>		Unit	Comment	2008	2009	2010	2011
<b>Fraport AG</b>							
<b>Total employee turnover</b>							
Departures	Number of permanent staff leaving the company			263	209	196	220
	in % of permanent staff	2		2.5	2.0	1.9	2.0
Appointments	Number of appointments among permanent staff	5		–	–	–	586
	in % of permanent staff			–	–	–	5.4
<b>Reasons for leaving the company</b>							
Employee notice	Number among permanent staff			91	49	33	45
Employer notice	Number among permanent staff			11	8	15	11
End or working life (retirement)	Number among permanent staff			41	32	27	34
Other reasons	Number among permanent staff	1, 3		–	120	121	130
<b>Turnover by gender</b>							
Departures							
Men	Number among permanent staff			–	168	165	177
	in % of permanent staff who have left the company			–	80.4	84.2	80.5
Women	Number among permanent staff			–	41	31	43
	in % of permanent staff who have left the company			–	19.6	15.8	19.5
Appointments							
Men	Number among permanent staff	5		–	–	–	494
	in % of permanent staff who have joined the company			–	–	–	84.3
Women	Number among permanent staff			–	–	–	92
	in % of permanent staff who have joined the company			–	–	–	15.7
<b>Turnover by age</b>							
Departures							
Age group to 30 years	Number among permanent staff			–	41	57	63
	in % of permanent staff who have left the company			–	19.6	29.1	28.6
Age group 31 – 50 years	Number among permanent staff			–	99	76	108
	in % of permanent staff who have left the company			–	47.4	38.8	49.1
Age group above 50 years	Number among permanent staff			–	69	63	49
	in % of permanent staff who have left the company			–	33.0	32.1	22.3

1 Data only collected from 2009.

2 Modified calculation formula compared with report in 2009.

3 Other reasons: Termination of agreement, end of fixed-term employment contract, deaths while employed.

4 Collecting appointments by age group is not currently possible for technical reasons but the aim is to collect these data over the medium term.

5 Data only collected from 2011.

<b>LA15 Return to work after parental leave</b>		Unit	Comment	2008	2009	2010	2011
<b>Fraport AG</b>							
1, 2, 3							
Number of employees with entitlement to parental leave	Number among permanent staff			–	–	–	10,778
Men	Number among permanent staff			–	–	–	8,904
Women	Number among permanent staff			–	–	–	1,874
Number employees who took parental leave	Number among permanent staff			–	–	–	217
Men	Number among permanent staff			–	–	–	72
Women	Number among permanent staff			–	–	–	145
Number of employees who returned to work after parental leave	Number among permanent staff			–	–	–	114
Men	Number among permanent staff			–	–	–	63
	Share in % of staff who took parental leave			–	–	–	55.3
Women	Number among permanent staff			–	–	–	51
	Share in % of staff who took parental leave			–	–	–	44.7

1 Data only collected from 2011.

2 Presentation of the indicators for the Group is not currently possible due to technical reasons but the aim is to present these data over the medium term.

3 It is not possible to collect data for the number of employees who were still employed at Fraport AG twelve months after the end of their parental leave. We would like to address this issue over the medium term.

## Aspect: Relationship between employee and employer

### LA4 Percentage of employees with collective wage agreements

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Employees with collective wage agreement	in % of staff	1, 2	–	95	95	95
<b>Fraport AG</b>						
Employees with collective wage agreement	in % of staff		100	100	100	100

1 Data only collected from 2009.

2 Value adjusted for 2009.

## Aspect: Occupational Health and Safety

### LA6 Percentage of employees in job safety committees

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Employees represented in job safety committees	in % of staff	1	–	100	100	100
<b>Fraport AG</b>						
Employees represented in job safety committees	in % of staff		100	100	100	100

1 Data only collected from 2009.

### LA7 Occupational diseases and absences

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>						
Accidents	Number	1, 7, 8, 10	–	1,326	1,602	1,476
1,000-person rate	Number of reportable accidents per 1,000 employees	2, 3, 4	–	24.1	31.7	29.3
with fatal consequences	Number		–	0	0	0
reportable	Number	3	–	513	669	644
Days of absence	Number of reportable days of absence	3, 5	–	7,543	11,826	9,189
Illness rate	Absence in %	6	–	4.21	6.33	5.93
illness-related	Absence in %	6	–	4.13	6.09	5.79
caused by work-related accident (not including sports, travel to and from work, and private accidents)	Absence in %	6	–	0.08	0.24	0.14
Occupational disease	Number of accredited cases		–	4	1	0
<b>Fraport AG</b>						
Accidents	Number	7, 10	846	723	863	736
1,000-person rate	Number of reportable accidents per 1,000 employees	2, 3, 4	26.67	24.78	30.16	24.16
with fatal consequences	Number		0	0	0	0
reportable	Number	3	330	301	361	292
Days of absence	Number of reportable days of absence	3, 5	5,634	4,991	7,960	4,763
Illness rate	Absence in %	6	5.49	6.23	6.49	6.45
illness-related	Absence in %	6	5.28	6.05	6.19	6.27
caused by work-related accident (not including sports, travel to and from work, and private accidents)	Absence in %	6	0.21	0.18	0.30	0.18
Occupational disease	Number of accredited cases	9	0	0	1	0

1 Data only collected from 2009.

2 Minor injuries (level of first-aid measures) are not included.

3 Reportable = A work-related accident is deemed to be reportable if more than three days of absence are involved.

4 With respect to the average number of employees. The average number of employees is obtained by adding together the monthly staff figures and dividing by the number of months.

5 Days of absence = planned working hours.

6 With respect to scheduled working hours.

7 A breakdown of the indicators by gender is not yet possible due to technical reasons but the aim is to collect these data over the medium term.

8 A breakdown of accidents by causes of injury is not yet possible for Fraport due to technical reasons but the aim is to collect these data in the future.

9 Data only collected from 2011.

10 The occupational diseases and absences include the total workforce but not independent contractors, because the data for this group of employees are not calculated.

## Aspect: Training and career development

### LA10 Training and career development time per employees

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>		1, 4, 5				
Apprentices	Number of persons		–	321	336	345
Interns/university students/diploma students/trainees/school students on work experience	Number of persons		–	710	723	779
Further training	Days per permanent employee	2, 3	–	4.09	4.36	5.01
<b>Fraport AG</b>		5				
Apprentices	Number of persons		329	316	331	338
Men	in % of apprentices		70.2	72.5	73.4	70.4
Women	in % of apprentices		29.8	27.5	26.6	29.6
Interns/university students/diploma students/trainees/school students on work experience	Number of persons		738	679	616	537
Further training	Days per permanent employee	2, 3, 6	2.90	2.90	2.70	3.30

1 Data only collected from 2009.

2 Not including apprentices.

3 7 h = 1 day.

4 A breakdown of the Group indicators by gender is not yet possible due to technical reasons but the aim is to collect these data in the future.

5 A breakdown of the data by employee category is not possible. We would like to address this issue over the medium term.

6 Data for further-training time cannot yet be currently collected satisfactorily. We would like to address this issue in the future.

### LA12 Percentage of employees with regular performance assessment

	Unit	Comment	2008	2009	2010	2011
<b>Group</b>		1, 2				
Employees with regular performance assessment	Number of permanent staff		–	–	11,701	11,904
Employees with regular performance assessment	in % of permanent staff		–	–	61.9	60.5
<b>Fraport AG</b>						
Employees with regular performance assessment	Number of permanent staff		10,722	10,519	10,446	10,778
Employees with regular performance assessment	in % of permanent staff		100	100	100	100
Men	in % of permanent staff		82.7	82.7	82.8	82.6
Women	in % of permanent staff		17.3	17.3	17.2	17.4

1 Data only collected from 2010.

2 A breakdown of the Group indicators by gender is not yet possible due to technical reasons but the aim is to collect these data in the future.

## Aspect: Diversity

<b>LA13 Composition of employees</b>		Unit	Comment	2008	2009	2010	2011
<b>Diversity</b>			5				
<b>Group</b>			1				
<b>Average age</b>	Years			–	40.5	40.2	40.8
Age group to 30 years	Number of persons			–	3,899	4,622	4,471
	in % of staff			–	20.9	21.9	20.6
Age group 31–50 years	Number of persons			–	11,280	12,640	12,890
	in % of staff			–	60.4	59.8	59.5
Age group above 50 years	Number of persons			–	3,500	3,863	4,301
	in % of staff			–	18.7	18.3	19.9
<b>Fraport AG</b>							
<b>Average age</b>	Years			42.3	42.8	42.7	43.4
Age group to 30 years	Number of persons			1,965	1,819	1,774	1,880
	in % of staff			15.9	15.1	14.8	15.4
Age group 31–50 years	Number of persons			7,827	7,588	7,386	7,386
	in % of staff			63.3	62.8	61.7	60.5
Age group above 50 years	Number of persons			2,571	2,676	2,807	2,951
	in % of staff			20.8	22.1	23.5	24.2
<b>Group</b>			1, 2				
Foreign employees	Number			–	3,826	4,097	4,339
	in % of staff			–	20.5	21.5	20.0
<b>Fraport AG</b>							
Foreign employees	Number			2,043	1,983	1,914	1,927
	in % of staff			16.5	16.4	16.0	15.8
<b>Group</b>			1				
Disabled employees	Number		3	–	1,297	1,392	1,460
	in % of eligible jobs		4	–	6.6	7.1	7.1
<b>Fraport AG</b>							
Disabled employees	Number		3	1,063	1,127	1,192	1,224
	in % of eligible jobs		4	9.3	10.0	10.7	10.7

1 Data only collected from 2009.

2 In Germany.

3 Disabled employees, employees with equal status to disabled employees, and employees with multiple credits disability.

4 Eligible jobs = Employees – School students – University students - Apprentices.

5 A breakdown of the data by employee category is not possible. We would like to address this issue over the medium term.

<i>Diversity (continued)</i>	Unit	Comment	2008	2009	2010	2011
<b>Group</b>		5				
<b>Gender</b>						
Women	in % of staff	1	–	23.0	23.2	23.4
Men	in % of staff	1	–	77.0	76.8	76.6
<b>Women in management positions</b>	in % of managers	1, 3	–	25.8	28.7	31.3
Women in management positions Level 1	in % of managers Level 1	2, 3	–	–	20.0	16.7
Women in management positions Level 2	in % of managers Level 2	2, 3	–	–	21.2	26.1
Women in management positions Level 3	in % of managers Level 3	2, 3	–	–	29.8	31.1
Women in management positions Level 4	in % of managers Level 4	2, 3	–	–	24.3	22.0
Women in management positions Level 5	in % of managers Level 5	2, 3	–	–	37.4	45.7
<b>Fraport AG</b>						
<b>Gender</b>						
Women	in % of staff		18.8	18.7	18.8	19.2
Men	in % of staff		81.2	81.3	81.2	80.8
<b>Women in management positions</b>	in % of managers	3	17.8	17.6	20.5	21.5
Women in management positions Level 1	in % of managers Level 1	1	–	0.0	20.0	16.7
Women in management positions Level 2	in % of managers Level 2	1	–	16.1	13.3	22.6
Women in management positions Level 3	in % of managers Level 3	1	–	18.1	24.2	24.1
Women in management positions Level 4	in % of managers Level 4	1	–	18.7	19.4	18.9
Women in management positions Level 5	in % of managers Level 5	1	–	14.8	14.3	20.0
<b>Persons in management bodies</b>	Number of persons in management bodies (total)	2, 4	–	–	24	24
of which women	in % of persons in management bodies	2, 4	–	–	12.5	20.8
Age group to 30 years	in % of persons in management bodies	2, 4	–	–	0.0	0.0
Age group 31–50 years	in % of persons in management bodies	2, 4	–	–	25.0	16.7
Age group above 50 years	in % of persons in management bodies	2, 4	–	–	75.0	83.3

1 Data only collected from 2009.

2 Data only collected from 2010.

3 Management position = Management level 1 to 5. The term management level (or Level 1 to 5) relates exclusively to managers of an organizational unit, i.e. persons whose employees are subject to their disciplinary and technical supervision (Management level 1: Business/Service Unit Manager, 2. Management Level: Section Manager/Central Unit Management, Level 3 to 5: Manager).

4 Management bodies = The bodies or management boards that are responsible for the strategic direction of the organization, the efficient supervision of the executive management, and the liability of the management to the organization and its stakeholders.

5 A breakdown of data by gender for persons in the management bodies is not yet possible because the data are not available in the subsidiary companies.