

# **Combined non-financial Statement**

## **About this combined statement**

The combined non-financial statement complies with the requirements of Sections 315b and 315c in conjunction with the Sections 289b to 289e of the German Commercial Code (HGB) and the requirements of Regulation (EU) 2020/852 of the European Parliament and of the European Council of June 18, 2020 on the establishment of a framework for facilitating sustainable investment and amending the Regulation (EU) 2019/2088 (EU Taxonomy Regulation). This combined non-financial statement has been audited by PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft according to ISAE 3000 (revised) with limited assurance. The unrestricted auditor's opinion can be found at the end of the Annual Report.

The "Control System" and "Non-financial Performance Indicators" chapters describe the most important non-financial performance indicators and their development during the reporting period. Their concepts and measures are used as the basis for this combined non-financial statement. The target values set for the Fraport Group and Fraport AG can also be found in the aforementioned chapters. The forecast figures for fiscal year 2023 can be found in the "Business Outlook" chapter. The Fraport business model, competitive position, and organizational structure can be found in the "Situation of the Group" chapter. Fraport takes risks related to the non-financial aspects into account in the Group-wide risk management system (see the "Risk and Opportunities Report" chapter).

## **Use of frameworks**

For a structured presentation of the contents in accordance with Section 289c of the HGB in the combined non-financial statement, Fraport applies the standards of the Global Reporting Initiative 2021 (GRI). The concepts on the aspects are based on "GRI 3-3 Management of material topics". This concerns the explanations relating to "Anti-corruption and bribery matters", "Respect for human rights", "Customer satisfaction and security", "Employee-related matters", "Social matters", and "Environmental matters". The materiality analysis carried out comprehensively in 2018 was based on the standards of the Global Reporting Initiative 2016 (GRI 103-Management approach). However, Fraport relied on the "GRI 3-3 Management of Material Topics" when updating and validating the material topics in 2022. In addition, the ESG Factbook, available at <https://www.fraport.com/en/investors/publications.html>, provides a detailed overview of the relevant GRI indicators in the Fraport Group. References to information beyond the scope of the combined management report and consolidated financial statements are additional information and do not form part of this combined non-financial statement.

## **Correlations with the financial statements**

The reportable correlations with the combined management report, the consolidated financial statements, and the Fraport AG annual financial statements are explained at the end of each respective non-financial aspect.

## **Derivation of materiality**

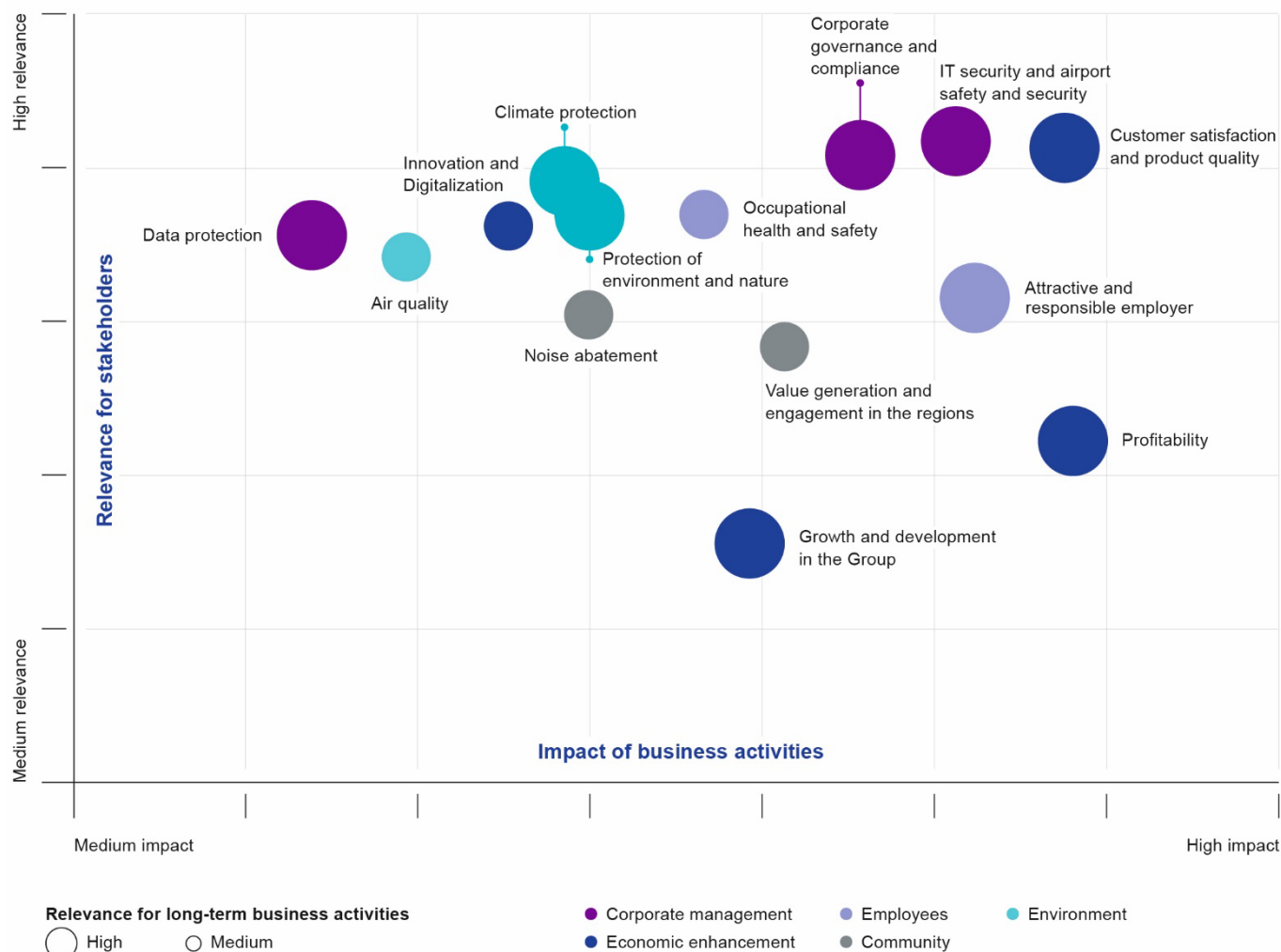
The Fraport mission statement continues to form the basis of the Group's strategy. It encompasses the Group goals "Growth in Frankfurt and internationally", "Service-oriented airport provider", "Economically successful through optimal cooperation", "Learning organization and digitalization", and "Fairness and recognition for partners and neighbors". The vision of establishing Fraport as Europe's top airport operator and of setting global standards forms the basis for this.

Based on these Group goals, the Executive Board has defined the six most significant non-financial performance indicators in accordance with Section 315 (3) of the HGB in conjunction with Section 289 (3) of the HGB. Global passenger satisfaction, baggage connectivity, satisfaction of employees, women in management positions, sickness rate, and CO<sub>2</sub> emissions.

The basis for the aspects reported in this combined non-financial statement is the materiality matrix. Key aspects are those that, according to Section 289c (3) of the HGB, are relevant to the business development, business result and situation of Fraport, as well as the effects of the business activities of Fraport on non-financial aspects. The materiality matrix is the result of a systematic exchange with internal and external stakeholders. Fraport management and representatives of the most important stakeholders (analysts, shareholders, employee representatives, banks, employees, airlines, residents living near airports, business partners, media, NGOs, passengers, politicians and authorities, economic associations, and science) confirmed the relevance of the current topics. Both groups also prioritize the topics. The materiality matrix shows the impact of direct and indirect business activities on

the corresponding aspect, its relevance for stakeholders, and for the long-term business activities of Fraport. The last comprehensive materiality analysis was updated in 2018. The Executive Board has confirmed the relevance of the topics for 2022. A comprehensive materiality analysis with the participation of internal and external stakeholders will be carried out in 2023.

### Materiality matrix



The key aspects identified have been attributed to the non-financial aspects in accordance with Section 289c (2) of the HGB. Beyond these reportable non-financial aspects, Fraport has also identified “Customer satisfaction and security” as an additional aspect. The distribution of the aspects among the non-financial aspects can be found in the table below. The crossover aspect “Supply and subcontracting chain” is not an individual aspect but deals with all reportable information in connection with the non-financial aspects in a separate chapter.

## Allocation of material topics to non-financial aspects

Non-financial aspect	Topics		
Corporate Governance and Compliance	Respect for human rights	Anti-corruption and bribery matters	
Environmental matters	Climate protection	Protection of environment and nature	Air quality
Customer satisfaction and security	Customer satisfaction and product quality	IT security and airport safety and security	Data protection
Employee-related matters	Attractive and responsible employer	Occupational health and safety	
Social matters	Community	Noise abatement	Engagement in the regions

The Executive Board remuneration system also includes non-financial elements in addition to the financial objectives for the long-term performance-based remuneration. As non-financial components, the development of a master plan and package of measures for reducing CO<sub>2</sub> and the performance of tasks to prepare for the take-over of the management of aviation security services in accordance with Section 5 LuftSiG were determined for fiscal year 2022 (see also the Remuneration Report at [www.fraport.com/publications](https://www.fraport.com/publications)).

## Identification of risks

Fraport defines risks as future developments or events that may negatively affect the non-financial aspects. The risk evaluation is conservative, which means that the least favorable loss situation is estimated for Fraport. A distinction is made between a gross risk and net risk. The gross risk is the greatest possible negative impact of the risk prior to countermeasures. The net risk includes the remaining expected impact after countermeasures have been initiated or implemented. The risk assessment in this non-financial statement reflects the net risk.

The risk management system described in the “Risk and Opportunities Report” chapter in the combined management report contains the analysis of the risks that may have potential negative effects on the non-financial aspects.

For fiscal year 2022, there were no additional reportable risks for the Fraport Group and Fraport AG in connection with the non-financial aspects, beyond the material risks already listed in the “Risk and Opportunities Report” chapter.

## Consideration of the supply and subcontracting chain specific to the business model

The crossover topic “Supply chain and subcontracting” is not an individual aspect but deals with the information on the supply chain and subcontracting in connection with the non-financial aspects in this separate chapter. Unlike manufacturing companies, Fraport management does not focus on the supply chain. Instead, the focus is placed on the quality of the services offered and the functionality of the infrastructure required for this purpose. It is crucial, however, that business partners and suppliers are selected carefully.

Fraport AG compels business partners and suppliers to comply with its **Supplier Code of Conduct**, (which can be viewed at <https://www.fraport.com/compliance>) as part of its General Terms and Conditions (GTC), depending on the local conditions. It details how to deal with employees and respect human rights as well as environmental and climate protection, integrity during business, and the prohibition of corruption and bribery. A violation of this supplier code of conduct may result in the termination of the business relationship. A contractual penalty may be imposed and a claim for lump-sum damages may be raised in the event of antitrust violations and serious misconduct. Business partners and suppliers must also undertake to demand and ensure that these principles are adhered to when dealing with their own suppliers.

In addition, Fraport AG undertakes to consistently focus on sustainability criteria when purchasing products and services and has signed a target agreement initiated by the Hessian Ministry for the Environment, Climate Protection, Agriculture and Consumer Protection.

Fraport has a heterogeneous demand structure. It ranges from architectural services to the maintenance and expansion of airport infrastructure, from office materials to IT services and aircraft tugs. At Fraport AG (incl. the Airport Expansion South project), more than 52% of the total order volume went to companies in the Rhine-Main region. Around 98% of Fraport AG's order volume, amounting to approximately €1,036 million, was awarded to suppliers and service providers based in Germany, 99.7% to those

based in the EU, and about 0.2% to those based in the United States, the United Kingdom, Switzerland, Australia, and Canada. As there are similar legal standards in these countries, especially regarding anti-corruption and bribery matters and respect for human rights, the first level of the supply chain is not deemed critical. As regards the Group airports, orders were predominantly awarded within their own country.

The largest suppliers of Fraport AG (including the Airport Expansion South project) by order volume in fiscal year 2022 were subject to an extensive business partner screening.

In the context of EU-wide tenders issued by Fraport AG, all bidders are generally subject to an extensive business partner review. The result is made available to the responsible buyers for evaluation. Irrespective of this, all suppliers and service providers of Fraport AG are audited daily regarding the relevant sanction lists of the EU and the United States. Sanction lists are official lists of people, groups, or organizations subject to economic or legal restrictions. If there are irregularities, further checks are planned which may result in the withdrawal of an order. An examination of the first level of the supply chain by contractors' country of origin is an essential part of regular reporting for the "Central Purchasing, Construction Contracts" central unit.

Fraport AG has fulfilled the legally compliant assignment of external personnel based on independent service and work contracts, as opposed to temporary work. External personnel compliance was implemented as part of a policy to hire external personnel. The policy includes a mandatory audit process and reduces the risk of false service or work contracts, or covert contracts for temporary work. External staff assignments provided by Group companies to Fraport AG are also subject to this audit process. The Group companies independently ensure the legally compliant assignment of external personnel by implementing suitable processes according to the respective country-specific regulations.

The fully consolidated Group companies each have their own procurement management and are required to comply with the Group Compliance Management System (CMS). An important part of the Group policy is the **Code of Conduct for Employees** (which can be viewed at <https://www.fraport.com/compliance>), which is obligatory in the Fraport Group. The policy also includes instructions to make the Supplier Code of Conduct part of the General Terms and Conditions insofar as this is possible for the Group companies pursuant to national applicable law. This is relevant for large construction projects such as the new terminal at Lima Airport. For this project, compliance with the Supplier Code of Conduct is agreed. If such inclusion in the General Terms and Conditions is not possible or is only possible if the Supplier Code of Conduct is modified, the local management will inform the compliance department.

The Group company Fraport Ausbau Süd defined a separate procurement process for the Expansion South project, in particular for Terminal 3 at Frankfurt Airport, due to the size and complexity of the project. When submitting an offer in this procurement process, construction companies are obliged to comply with all requirements in the German Posted Workers Act (AEntG) and the German Minimum Wage Act (MiLoG). In addition, they must make contributions to the collective bargaining parties' joint facilities (e.g. wage compensation and vacation pay), and also only engage subcontractors or other third parties that meet these requirements. The Fraport Supplier Code of Conduct also forms part of any agreement. A due diligence review process was defined for the construction of Terminal 3, which has since been carried out depending on the order value. In addition to mandatory checking of sanction lists and company information, this includes extensive research online on potential business partners before new business relationships are initiated.

In the past fiscal year, Fraport AG dealt intensively with the due diligence obligations resulting from the German Supply Chain Act (*Lieferkettensorgfaltspflichtengesetz: LkSG*), which entered into force on January 1, 2023. To implement the due diligence obligations, existing structures were expanded, and new processes were established. A core element of the due diligence obligations is Fraport's human rights strategy that is published at <https://www.fraport.com/en/our-group/responsibility/supply-chain-due-diligence-act.html>. In addition, further due diligence obligations were implemented in the risk management system and the whistleblower system.

## Anti-corruption and bribery matters and respect for human rights

### Anti-corruption and bribery matters

**Objective** – Conduct in compliance with laws and regulations has highest priority at Fraport. Fraport does not tolerate any form of corruption or other unfair business practices. In addition, Fraport is committed to internationally recognized standards, guidelines, and principles, in particular the principles of the UN Global Compact, the Universal Declaration of Human Rights, and the Core Labour Standards of the International Labour Organization, as well as the OECD Guidelines for Multinational Enterprises.

**Concepts, measures, and results** – Within the scope of its management responsibilities, the Executive Board determines the values and codes of conduct of the Fraport Group and draws up the framework conditions for the legally compliant and ethical behavior of its executives and employees. Combating corruption is a key component of the fully revised **Fraport Code of Conduct**, which was rolled out globally in 2022. The Executive Board is expressly committed to the fundamental values set out in the Code of Conduct and takes a clear stand with a “zero tolerance principle”.

The Group-wide **Compliance Management System (CMS)** contains various measures for combating corruption for which Group-wide minimum standards apply. The minimum requirements require the Group companies to have comprehensive regulations for the handling of gifts and invitations, conflicts of interest, and the compliance audit of business partners. In addition, uniform specifications for the processing of information about compliance violations are provided. The responsibility for the CMS of each respective Group company lies with its local management. In the role of Chief Compliance Officer, the head of the “Legal Affairs and Compliance” central unit is responsible for the content, organization, upkeep, and further development of the CMS of Fraport AG. This officer reports directly to the Executive Director of Retail and Real Estate.

The CMS of Fraport AG is based on and starts with a **compliance risk analysis**, which is carried out regularly – most recently in 2022 – and whose main areas of focus include the fight against corruption. With its Compliance Helpdesk, the Compliance department of Fraport AG supports and advises employees of all positions and hierarchy levels.

The Compliance department of Fraport AG informs the Executive Board in a semi-annual **report** on the status of the anti-corruption measures. The Executive Board receives information on material compliance violations immediately after they become known.

The **Compliance Board** of Fraport AG supports and promotes the cooperation between the Compliance Management (CMS), Risk Management (RMS), Internal Control System (ICS), and audit subsystems. It is the central body that brings together topics specific to the departments and interfaces, and further develops the CMS on an ongoing basis.

Guidelines on receiving invitations and gifts have been defined for the employees of Fraport AG in a separate **policy**. This regulates, among other things, the electronic documentation of the approval of received gifts and invitations. An internal policy on how to deal with conflicts of interest also exists. The employees of Fraport AG are obliged to report any situations, in which they find themselves, where personal interests could contradict Fraport’s business interests. This allows reportable facts to be disclosed electronically, and the required measures to then be initiated. The electronic processes support employees in complying with existing laws and internal regulations.

Examining adherence to the Fraport Group’s compliance regulations falls under the remit of Internal Auditing. This department provides independent and objective audit and consulting services in all major business units of Fraport AG, its subsidiaries and joint ventures, and Group companies and carries out **compliance audits**. A standardized and risk-oriented planning process is the foundation for the focus points of the audit.

Measures to combat corruption, along with information and instructions on how individual employees can contribute to this, are regularly communicated to the employees of the Fraport Group. Employees must complete training on anti-corruption matters. The e-learning program on important compliance fundamentals was fully revised for Fraport AG employees in 2022. In addition to a clear presentation of why compliance is important in everyday working life, the new Fraport Code of Conduct, dealing with gifts and invitations, and conflicts of interest are central elements of the new online training. In addition, the central reporting channels for compliance violations are detailed.

A key instrument for preventing and discovering compliance violations is the **whistleblower system** (see [www.fraport.com/compliance](https://www.fraport.com/compliance)). Employees, business partners and customers can anonymously submit information about irregularities in all Group companies via this online system. It is available 24 hours a day worldwide. The factual content of each report is thoroughly reviewed, and sanctions are initiated, if necessary. Furthermore, Fraport AG has an **ombudswoman**, an external, independent lawyer, at its disposal. Employees at the Frankfurt site can also contact an **internal representative**.

A risk-based **compliance due diligence** conducted by the “Acquisitions and Investments” strategic business unit is in place to examine the integrity of Fraport AG business partners’ activities in foreign-related investment projects – material compliance risks of a potential business partner are considered accordingly as part of a standard process.

The **Group companies** implement their own targeted measures to combat corruption and bribery based on the Group-wide CMS requirements. In fiscal year 2022, the Group companies focused on the final implementation of the Group-wide minimum requirements for the local CMS, which were revised in 2021.

*Performance indicator* – No performance indicator, target value, or term has been defined within the scope of the Sustainability Program.

## Respect for human rights

*Objective* – Fraport aims to comply with the international codes of conduct that it endorses. These are especially the principles of the UN Global Compact, the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the Core Labour Standards of the International Labour Organization (ILO).

*Concepts, measures, and results* – The “Corporate Development, Environment, and Sustainability” central unit of Fraport AG deals with, among other things, coordinating Group-wide respect of human rights. Employees can anonymously report violations via the **whistleblower system** that is freely accessible worldwide via [www.fraport.com/compliance](https://www.fraport.com/compliance). In the context of implementing the due diligence obligations from the LKSG, the electronic whistleblower system was expanded by the categories “Human Rights Violations and Environmental Crimes” as of January 1, 2023. In addition, employees in Germany can contact an external ombudswoman contracted by Fraport AG or their internal representative, as needed.

Respect for human rights is anchored in the Group-wide binding Fraport **Code of Conduct for Employees**: Fraport undertakes to respect the fundamental right to freedom of association and the right to collective bargaining that governs the general working conditions within the Group.

As an international company, Fraport encourages **diversity in its workforce** and pursues the objective of rejecting any form of discrimination. Fraport undertakes not to distinguish, exclude, or favor people based on their ethnic, national and social origin, skin color, gender, age, religion, or belief system. Fraport also prohibits any discrimination based on political activity, membership in a union organization, disability, or sexual orientation. The principle of mutual appreciation and respect is an essential part of the Fraport value culture: Fraport stands for fair, respectful, and cooperative relationships.

Fraport has the same expectations regarding respect for human rights towards its business partners -these requirements are set out in the **Supplier Code of Conduct**. In this code, Fraport business partners are obliged to work toward ensuring that all other companies, such as subcontractors, involved in the provision of services, consistently comply with these standards.

The **Group companies** implement their own specific measures to ensure respect for human rights. Regarding this topic also, in fiscal year 2022, the Group companies focused on the final implementation of the Group-wide minimum requirements for the local CMS, which were revised in 2021.

*Performance indicators* – No performance indicator, target value, or term has been defined within the scope of the Sustainability Program.

## Customer satisfaction and security

### Customer satisfaction and product quality

**Objective** – The customer comes first at Fraport, both in Frankfurt as well as at all international Group airports. The objective is therefore to continuously improve the focus on customers and service at Group airports. **Global passenger satisfaction** and **baggage connectivity** are considered the most important criteria for service quality (see the “Control system” and “Non-financial Performance Indicators” chapters). Protecting the health of employees and customers is also a top priority.

**Concepts, measures and results** – To increase the service quality and sense of cleanliness in the sanitary facilities, approximately 250 further contactless Smiley Boxes were introduced at the Frankfurt Airport to collect feedback. These contribute to an improved passenger experience against the background of the coronavirus pandemic and the resulting greatly increased need for passengers to have a seamless travel journey. Further passenger services, such as digital information desks (Info Gates), have been put into operation to assist passengers. The digital information offering featuring contactless, personal interaction with staff has been extended to 14 sites in Terminal 1 and Terminal 2 in 2022 in order to give all passengers quick, comprehensive, and easy access to information.

In March 2022, TÜV Hessen once again examined the measures implemented to protect the health of passengers and employees at the Frankfurt airport, once again awarding them the **TÜV seal “Safe from Covid-19”**. A detailed review was carried out, for example, on cleaning and disinfection procedures, social distancing measures and controls, wearing protective masks, the availability of disinfectants, the use of standard personal protective equipment by airport staff, and internal protection and precautionary measures for employees. The seal is valid up to and including March 2023.

In order to guarantee service quality and to meet passengers’ and airlines’ requirements, Fraport conducted extensive modernization measures at the Group airports. Sensors for optical distance and speed measurement were installed in Thessaloniki, Corfu and Rhodes in order to increase the accuracy of queue wait times. In order to further improve performance at security checkpoints, an optimization project was launched that will be rolled out at all Group airports in Greece by 2025. In addition to the expansion of lounge areas, a telephone hotline was introduced at the airport in Lima, which can be used to obtain all information relating to flying.

The international airport association ACI awarded the “Airport Health Accreditation” for the organizational, infrastructural, and personnel measures introduced to protect against the coronavirus at Frankfurt Airport. The accreditation was carried out as part of a structured evaluation process along the entire airport process chain and included all stakeholders. The Group airports in Greece also received the Airport Health Accreditation.

In the context of the permanent passenger survey Fraport-MONITOR, which was conducted at Frankfurt Airport in order to collect information about global satisfaction, self-assessment interviews were carried out on the passenger’s own mobile device (smartphone, tablet, laptop) or on a tablet provided on site by the interviewers. The largely unchanged basic questionnaire was supplemented with additional questions by the Association of German Airports, Arbeitsgemeinschaft Deutscher Verkehrsflughäfen (ADV). The number of customer satisfaction criteria queried compared with the second half of 2021 was unchanged at 22.

At the fully-consolidated international Group airports, the regular surveys to measure passenger satisfaction were resumed from the second quarter of 2022 at the latest, albeit in some cases with reduced case numbers compared to pre-crisis levels. However, the sample sizes are sufficient to provide a valid figure for global satisfaction in both the international portfolio and the Group for the reporting year 2022. The passenger surveys were supplemented by measurements using the mystery shopping method, for example at Ljubljana Airport. Further insights on improving passenger satisfaction were gained in this way.

The reliable loading of luggage for departing flights and the fast delivery of luggage to the baggage claim for arriving flights have a major impact on customer satisfaction. Fraport AG measures this performance for departure baggage based on the non-financial performance indicator **Baggage Connectivity** (see also the “Control System” and “Non-financial Performance Indicators” chapters). In order to maintain connectivity at its current high level in the future coupled with increasing numbers of baggage items, Fraport is constantly working on optimization measures that are implemented in close cooperation with airlines within the scope of regular performance discussions. 2022 was characterized by operational challenges and a shortage of staff. Numerous management measures were implemented to counteract this. The focus was on recruiting and training employees in particular. Processes were also further optimized, for example, by implementing automated baggage forwarding on large parts of Lufthansa’s route profile.

The Executive Board is informed about the development of baggage connectivity on a monthly basis. Management receives information on a daily basis so that measures can be taken at any time. Fraport regularly discusses the values with the airlines and ensures improvements are made. For example, Deutsche Lufthansa frequently receives a detailed monitoring report, and optimization measures are managed jointly with Fraport within the scope of regular meetings.

**Performance indicators** – Global passenger satisfaction and baggage connectivity are considered the most important criteria for measuring service quality (see the “Control System” and “Non-financial Performance Indicators” chapters).

## IT security and airport safety and security

Security is the key requirement for air traffic. This principle applies equally to passenger traffic and air freight. Accordingly, security management has always been a top priority at Fraport.

All countries in which Fraport is active belong to the International Civil Aviation Organization (ICAO) and have contractually committed to comply with the organization’s safety standards and recommended practices for airports. In contrast to most ICAO member states, German law allocates passenger and baggage checks to government authorities, whereas in other countries this is usually the responsibility of the airports.

### IT Security

**Objective** – All important business and operating processes at Fraport AG are supported by IT systems and IT components. Due to the ongoing development of new technologies and the increasing global threat of cyberattacks generally, there is an underlying risk potential for IT systems. The objective is therefore to protect all IT systems and data against failure, manipulation, and unwanted publication.

**Concepts, measures, and results** – Fraport protects its IT systems and data against failure, manipulation, and unwanted publication with active and preventive **IT security management**. These systems are configured redundantly and are housed at separate sites. The risks in the area of IT security are included in the risk management system (see also the “Risk and Opportunities Report” chapter). The requirements for IT security are specified in the IT security policy and security guidelines that must be followed throughout the Group. Compliance with these requirements is checked regularly by Internal Auditing, IT Security Management, or external advisors. In 2022, Fraport AG once again implemented a variety of projects to adequately respond to the growing risks arising from information technology. The level of IT security is also part of the annual management report for the quality management certification according to ISO 9001 and is therefore regularly audited by external auditors. In addition, potential for improvement identified within the scope of internal audits, such as the ISO27001 audit most recently conducted in 2022 in the area of energy management, will be processed and the Information Security Management System (ISMS) will be developed further.

Within the scope of a **working group** in the German Aviation Association, Fraport AG along with other airport operators, Deutsche Lufthansa, and the German Air Traffic Control has developed the security standards of the industry. These are based on the new KRITIS requirements. The objective is to establish a high safety standard within the aviation industry through close cooperation and reciprocal verification of compliance with regulatory requirements.

The Group companies outside of Frankfurt use their own IT infrastructure, that they protect according to the Group’s IT security guidelines. As a rule, the IT systems of the Group companies at the Frankfurt site as well as the SAP systems of Fraport Greece are integrated into the technology of Fraport AG and managed from Frankfurt. Using other IT systems is only possible with the consent of the Executive Board. At Fraport AG, a separate section within the “Information and Telecommunication” service unit is responsible for IT security. Its tasks are, among other things, the ongoing identification and implementation of measures to meet high security standards.

**Performance indicator** – The security management system at Fraport receives a variety of performance indicators that measure the effectiveness of the measures implemented. These indicators cannot be published for security reasons.

## Airport safety

This area encompasses both security and safety: safety refers to the operational safety of the overall airport as well as the safety within the airport site. Security is understood in terms of defending against terrorist threats and protecting civil aviation.

**Objective** – For all operational processes, this focuses on safeguarding the safety and security of everyone at Fraport's airports.

**Concepts, measures, and results** – The measures include **passenger, baggage, and cargo inspections, as well as the access control points** for airport employees and suppliers. Regular weekly or monthly meetings are held with airlines, security service providers, and authorities to exchange current information.

At the international Group airports, the security requirements of each respective country as well as international standards for **safety and security management** are in effect. It is the responsibility of the local Group companies to implement and comply with these requirements. They include, among other things, a safety management system and access controls when entering the security area.

Fraport AG supports the Group companies in planning and implementing security measures. It also provides needs-based training for employees online, for example within the context of **safety and security workshops**. Within the scope of specialist **exchange events**, there is also a regular exchange between the Group companies.

## Safety

Based on European statutory regulations, Fraport AG is obliged to operate a **Safety Management System (SMS)** at Frankfurt Airport. The EASA Safety Manager follows the guidelines of the European Aviation Safety Agency (EASA) and enjoys a direct reporting right to the Executive Board.

The SMS focuses on the safety of airport operations. The SMS takes into account all the risks – technical, organizational, or human – that may affect them. The SMS coordinates security measures in daily operations. It records safety-related events and is able to detect vulnerabilities. The objective is for all parties involved in air travel to implement the requirements contained in the Safety Policy of Fraport AG. Airport employees can submit safety-related reports to the SMS. In addition, anyone with access to the airside areas (apron and runway) must regularly complete safety training.

As a central reporting and alarm point for security matters, Fraport AG operates a security control center at Frankfurt Airport, which activates the emergency and crisis management, if required. The airport fire department, medical services, ambulance service, and the security services then coordinate operations on site. A crisis unit commences operation in the “Emergency Response and Information Center” (**ERIC**). It coordinates and executes all measures that require a concerted approach at the site beyond any routine damage and risk prevention. If necessary, the Fraport Emergency Team, consisting of volunteer employees of Fraport AG and the Group companies at the Frankfurt site, is deployed, which takes care of passengers, greeters, and relatives on site.

The contingency plan for Frankfurt Airport “**FRA Not**” documents which preparations have been made for various emergency scenarios and defines procedures to minimize the impact. ICAO and EASA prescribe regular exercises to be carried out by the respective airport operating company at the Group airports to train for the handling of emergencies and other security-related scenarios. Such exercises have no impact on flight operations. The results are used for further education and training.

## Security

Both international and European regulations contain guidelines on the structural design of airport infrastructure to prevent attacks such as sabotage or terrorist activities.

In Germany, the German Aviation Security Act (LuftSiG) regulates the **passenger and baggage controls as well as personnel and goods checks** for access to the security areas. In addition, the LuftSiG defines **the access and approach controls** to airside areas as being within the direct responsibility of the airport operator. At Frankfurt Airport, Fraport AG employees as well as employees of the Group company FraSec Luftsicherheit and other private security service providers currently carry out airport security checks on behalf of the German Federal Police. Personnel and goods checks are carried out by the Group company, FraSec Flughafensicherheit.

Fraport AG develops measures to maintain high security standards independently and in agreement with the competent authorities. In the reporting year, the focus was on preparing for the transfer of responsibility for the performance of security services, which will take place at Frankfurt Airport from 2023. A service provider management system was designed and established. After the transfer of responsibility, it will be possible for the airport operator to make greater progress with control and quality management and thus to make processes more flexible and more efficient.

In May 2021, "Click2Drive", a fully automated, label-based access control system, was introduced for the first time in Cargo City Süd (CCS). Due to the reliability of the system, the expansion to enable this type of access control in other operational areas was started in 2022 and thus laid the foundation for further digitalization projects, such as a digital version of the vehicle identification for certain operational areas.

A significant digitalization project was also driven forward for access to security areas. In 2022, biometric access control for personnel was implemented, which again increases the level of security. The first sites will be equipped with biometric scanners in the upcoming years.

**Performance indicator** – No performance indicator, target value, or term has been defined within the scope of the Sustainability Program.

## Data protection

**Objective** – The objective is to ensure the handling of personal data in compliance with the data protection laws and to safeguard the rights of data subjects. It is irrelevant whether this involves data from passengers, customers, employees or external companies.

**Concepts, measures and results** – Fraport AG has a reporting system for processes that require the company to process personal data. These processes are recorded in a central processing directory. To consolidate the processes and rules at Fraport AG, existing processes were implemented in a **data protection management system** and a data protection policy was established. In the **data protection policy**, the Executive Board has laid out the principles, procedures, and obligations to be observed by all employees when they collect, disclose, transmit, modify, store, or delete personal data such as names, addresses, personnel numbers, or IP addresses in the course of their business activities. Specific data protection topics, such as data subject information or data subject rights, the deletion of data, or the reporting of data protection violations, have been set out in action guidelines with practical information, instructions, process descriptions and reference samples. The guidelines are to be implemented as an annex to the data protection directive for all employees. Extensive **training concepts** such as an e-learning tool and video training have been established, which can be accessed on the Intranet. At Fraport AG, the separation between the audit and control function and the specification function is ensured by filling the roles of data protection officer and data protection manager.

The **Data Protection Officer** monitors whether all data protection regulations are complied with at the company. This officer reports directly to the Executive Board and is independent in their tasks. Violations of the EU's General Data Protection Regulation (GDPR) are reported directly to this officer – anonymously if so desired. The **data protection manager** is responsible for the processing directory of Fraport AG and organizes the processes required for this. This manager has authority to issue guidelines and reports to the Executive Board at regular intervals. The fundamental task of the data protection manager is to initiate, plan, implement and control the data protection management system.

The majority of the personal data processed by Fraport is due to the issue of airport ID cards and is thus compulsory for security reasons. Fraport AG has implemented both technical and organizational measures to protect data against misuse. Access to this system is allowed to only a limited group of people for a specifically defined task. Fraport AG collects personal data of passengers primarily for the use of parking garages, baggage handling, and specific processes at the terminal. Special regulations were therefore established while implementing biometric passenger processes (biometric eGates at the integrated pre-checks). The travel data is processed exclusively by the airlines. There are clear guidelines for the use of video technology at the Frankfurt site in order to ensure the personal rights of passengers, visitors, and employees. It also regulates the extent to which authorities are allowed to use Fraport video technology.

Given the advancing digitalization, the data protection team implemented specific processes in order to meet future requirements within a reasonable period of time. The procedures introduced ensure that data protection law is taken into account from the outset, both for business processes in general and for specific data protection topics, such as the processing of data subject inquiries. Checklists and automated evaluations are essential components here.

The level of data protection is part of the annual management report for the quality management certification according to ISO 9001. In addition, the data protection officer prepares an activity report. Since 2022, quality management audits will regularly include questions on data protection. Specific core questions are asked about the implementation of data protection. Depending on the answers, the data protection team develops an action plan for the following cycle. In addition, Internal Auditing reviews selected data protection topics annually.

The Executive Board of Fraport AG works towards ensuring that Group companies in Europe comply with the European General Data Protection Regulation and the timely implementation of the relevant legal requirements. In addition to offering **training** for employees, the Group companies have also created **technical requirements** to always take data protection into account. The Group companies outside the EU comply with the relevant national laws on data protection.

**Performance indicator** – No performance indicator, target value, or term has been defined within the scope of the Sustainability Program.

## Employee-related Matters

Group-wide, Fraport aims to remain competitive at all sites and in all areas, so as to provide workplaces with fair and just working conditions and guarantee appropriate salaries and wages.

Pursuant to responsible corporate governance, Fraport has made a commitment to comply with internationally recognized standards of conduct, such as those defined in the principles of the UN Global Compact, the OECD guidelines, and the ILO Core Labour Standards. They are published in the Code of Conduct, which obliges employees to comply with these fundamental principles.

The fundamental importance of the human resources strategy is generally taken into account in Germany by the three key non-financial performance indicators of **satisfaction of employees, women in management positions**, and **sickness rate**. Another key figure used to monitor accident development is **LTIF (Lost Time Injury Frequency)**.

The **Emergency Situation Collective Bargaining Agreement** concluded in 2021 for German airports bound to the collective bargaining agreement for the public service (Tarifvertrag für den Öffentlichen Dienst TVÖD) was a measure to reduce personnel expenses during the time of the coronavirus pandemic. The agreement included postponing wage increases, the elimination of collectively agreed performance-based pay, an increased employee contribution to the company pension scheme, and the option of reducing working hours without wage compensation. Due to the sharp increase in passenger numbers in the past fiscal year, an early wage increase was implemented. Instead of a gradual adjustment on October 1, 2022 by 1.4% and on April 1, 2023 by 1.8%, both wage increases were implemented on August 1, 2022. This rule also applies to employees of FraCareS GmbH. For the employees of FraGround GmbH, only individual regulations of the Emergency Situation Collective Bargaining Agreement were applicable due to other collective bargaining conditions.

### Attractive and responsible employer

**Objective** – Fraport seeks to create good working conditions and increase employee satisfaction (see also the “Control System” and “Non-financial Performance Indicators” chapters).

**Concepts, measures and results** – The Group Barometer, which is used to measure **employee satisfaction**, was redesigned in 2022 in terms of content and procedure. One of the goals is to make well-founded statements on employee satisfaction at Group level. This should also make it easier to derive target-oriented improvement measures on the basis of the results throughout the Group. The survey will be conducted every two years from the 2022 reporting year. Optimizing the derivation and implementation of measures is a key factor in the decision to switch from an annual to a biennial cycle. This will allow the potential of the measures to be better displayed and the impact of implementation to be reflected in the results of the follow-up survey.

The Group-wide structure of the survey is the same in terms of content. All questions are assigned to four topics - "My employer," "My workplace," "My team," and "My manager" - and rated on a scale of one to seven. An average score is calculated for each topic. The average value of all four topic scores is the indicator for the survey of a Group company. The average of the indicators for all companies, weighted by the number of participating employees per company, gives the satisfaction level of the Group's employees. Based on the results, improvement measures are then derived Group-wide. A process instruction for the Group barometer has been included in the management system documentation.

The **Group agreement** “Conduct of Partnership, Diversity and Equality in the Workplace” forms the basis for principles such as freedom from discrimination and equal opportunities. The company agreement includes explicit definitions of values as well as specific internal regulations and structures. As far back as 2007, Fraport committed itself to the “Charta der Vielfalt” (Diversity Charter) – an initiative to promote diversity in companies and institutions. From an organizational perspective, responsibility for diversity is assigned to the Labor Relations Director with corresponding resources.

As a responsible employer, Fraport respects and promotes personal diversity and attaches great importance to ensuring that this is reflected in the way employees interact with each other. Diversity is a key goal for Fraport, which the Group systematically tackles as part of its **diversity management**. Different cultural backgrounds, experience abroad, gender and inclusion aspects, social origin, sexual orientation, or mix of ages enrich cooperation and promote innovation and creativity. This enables Fraport to flexibly respond to the changing requirements in the international markets and benefit from them. In 2022, Fraport continued its activities to strengthen and utilize diversity in the Group. One focus was on the topic of discrimination. Racism and sexual discrimination were discussed in seminars and presented with trainers and managers. The focus was on recognizing and dealing

with discrimination and on conflict management. The issues were addressed by apprentices in the “Impro Theater” theater education project. In the past fiscal year, information events and counseling offerings were also held on the topics of career and family as well as career and care.

Fraport employs many international workers. These often have different language qualifications. The Fraport Group therefore uses language trainers and explains the safety regulations of the work areas with forms in easy language and with many illustrations, thus ensuring continuing language education.

Measures to increase employee satisfaction were also implemented at the international Group airports. For example, additional benefits such as the use of a knowledge portal were made available to employees at the airport in Ljubljana. Fraport Greece and the Group company Lima continued to address the respective corporate culture, mission, vision, and values in order to strengthen employee identification.

The measures for strategic **succession planning** and the supervision of top management positions are carried out organizationally by the “HR Top Executives” central unit. Executives are supervised at the third and fourth level, and **talent management**, which is primarily concerned with developing potential executives, is assigned within the “Human Resources” central unit of Fraport AG. Both organizational units report to the Labor Relations Director.

Fraport AG has been pursuing its goal of increasing the **proportion of women in management positions** for many years (see also the “Control System” and “Non-financial Performance Indicators” chapters). In addition to systematic talent management and the Potential Assessment Center, the long-term measures include the Cross Mentoring Program, coaching measures within the context of the continuous development of female executives, and promoting a network of female employees. In addition, there is the option of working part-time. In 2022, discussions were held at Executive Board level with female high-potential employees to clarify their requirements for assuming a leadership role in top management. The findings from these discussions were incorporated into the design of the development initiative “Empowering Leaders”. The individual promotion and stronger networking of high-potential female employees have thus been stepped up once again. The focus is also on increasing their visibility.

*Performance indicator* – Employee satisfaction at Fraport AG and in the Group and the ratio of women in management positions at Fraport AG and the Fraport Group in Germany (see also the “Control system” and “Non-financial performance indicators” chapters).

## Occupational health and safety

*Objective* – Preventive measures in occupational health and safety in the Fraport Group focus on preserving and strengthening the health, performance, motivation, and thus productivity of employees in the long term. Fraport has therefore set the goal of continuously reducing the number of accidents at work and stabilizing the sickness rate in Germany in the medium term and reducing it in the long term.

*Concepts, measures, and results* – The key principles for Fraport AG and the Group companies can be found in the **Group “Occupational Health and Safety” policy**. Drawing on the requirements of ISO 45001, the Group policy ensures accountability. The defined guidelines are to be implemented independently by the Managing Directors and supplemented by company-specific rules in internal regulations. This requirement is valid effective immediately for Fraport AG and German Group companies. Taking into account the national laws, the regulation is also an option for desired action for the international Group companies.

In accordance with the Occupational Health and Safety Act, Fraport AG has established an occupational safety unit and an occupational health, prevention and health management services unit under the Executive Director of Labor Relations, which advise and support corporate departments in the further development of occupational safety. Measures to promote occupational health are controlled by occupational health management. The **Occupational Safety Board** represents the Executive Board’s efforts for the effective and efficient organization of preventive health and safety for the Fraport Group worldwide. The cooperation and the exchange of experiences is organized in the **Occupational Health and Safety Management System Board**, which has a Group-wide meeting once a year. Group-wide tasks are promoted together in order to work efficiently and conserve resources. In addition, there is a steering committee for Fraport health management, where Group and sector-related health measures are discussed, and decisions are made.

Preventing accidents at work remains an issue of great importance in the Fraport Group. For the LTIF indicator, which is calculated based on the number of accidents at work (from the first day of absence) in relation to the hours worked (in millions), the objective is to reach a value of 22.5 by 2025. The Group LTIF increased to 22.6 in the 2022 reporting year (previous year: 20.3). The rise is primarily attributed to the increased volume of traffic compared to 2021, and the associated decrease in short-time working rates.

Over the past year, many employees have continued to work from home. A questionnaire with the requirements for an ergonomic working area in a home office was integrated into the assignment process for mobile working. Fraport Health Management has expanded its **digital health offers**. In summer 2022, licenses for a health application were purchased for any interested Fraport AG employees. Offering useful tips for your daily routine, both in the office and at home, the app helps you to take care of yourself and stay healthy. Four digital newsletters address seasonal health issues on a quarterly basis.

Screenings for skin and bowel cancer were offered at the Frankfurt site as well as workshops for apprentices to increase awareness of health issues. Company sport has been gradually structured and expanded. At this year's European Company Sport Games in Arnheim, Netherlands, which saw company sport teams come together from all over Europe, the Frankfurt site was represented by 39 sportsmen and women. They won four gold medals and one silver medal in the disciplines of football, darts, and orienteering.

It is important that a high level of occupational safety standards is maintained when handling dangerous goods, in Ground Services' operations, in maintenance, in internal transport and traffic, and during infrastructure construction activities. In addition to basic and recurring training programs focusing on various workplaces for all employees and executives, special driver safety training is offered to employees whose work involves driving. Targeted and temporary measures and projects are intended above all to raise employee awareness of safe conduct in operational sections.

Different programs to promote health in the workplace, and training courses on the issue of occupational safety have been implemented at the international Group companies. Vaccination has also been offered at airports in Slovenia and Greece.

**Performance indicator** – LTIF in the Group, sickness rate in the Group in Germany, and in Fraport AG (see also the "Control system" and "Non-financial performance indicators" chapters).

## Social Matters

Frankfurt Airport is one of the largest local workplaces in Germany. Additional employment effects are also created in enterprises that are contracted by Fraport for the construction and modernization of airport infrastructures.

### Engagement in the regions

**Objective** – The objective is to make a positive contribution to the economic and social development of the region.

**Concepts, measures, and results** – For Fraport, social responsibility has been a corporate principle for many years. Fraport AG's funding concept for its community, cultural, and social engagement is "**Active for the region**". It primarily serves to boost clubs and support volunteer work in the region around Frankfurt Airport. All activities are combined into an independent department within the "Corporate Communications" central unit and assigned to the Chairman of the Executive Board. The so-called "neighborhood framework" describes the geographical boundary for these support activities. The area is based on district and state borders taking into account the most important approach and takeoff routes. If this area changes, the neighborhood framework is also adapted. Donation priorities include the promotion of social and charitable institutions, particularly those that encompass measures relating to education, social equality, health, and the integration of marginalized groups in society. Employees can also apply for donations as patrons of their clubs. Sports sponsorship in the Rhine-Main region includes both recreational and professional sports. Well-known names include the FRAPORT SKYLINERS, which Fraport AG has been supporting for many years. In this regard, Fraport sponsors not only the German national division team but also gives donations to support the "Basketball macht Schule" (Basketball Goes to School) project.

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

Fraport has financially supported youths' and young adults' integration into working life for many years with the **ProRegion** foundation. In addition to projects for the vocational and social integration of young people who have been forced to flee or migrate, other projects on professional orientation and competence assessment in general education schools continuously receive funding. Since the Foundation merely acts as a funding institution, it relies on close cooperation with proven institutions of youth vocational training. These include the Frankfurt-based Gesellschaft für Jugendbeschäftigung e.V., the Evangelischer Verein für Jugendsozialarbeit, the KUBI Gesellschaft für Kultur und Bildung gGmbH, the Berufsbildungswerk Südhessen in Karben, and the "Pilot" unit of the Evangelische Kirchenkreis Hanau.

Even at the sites belonging to the international **Group companies**, regions close to the airport also benefit from the economic performance, the donations made, and sponsorship activities undertaken by each Group company independently. In this regard, the focus is on the areas of child support, environmental protection and sports in particular. For example, Fraport Greece has contributed to installing play areas and redesigning and equipping a gymnasium belonging to a kindergarten and primary school. The Group company in Lima is also involved, and participates in "Pacto por la Cultura", among other initiatives. "Pacto por la Cultura" is a United Nations initiative aimed at promoting culture, equal treatment, and cultural heritage in relation to tourism.

**Performance indicator** – As a large portion of the measures had to be suspended due to the coronavirus pandemic, the "Engagement in the regions" subject area is currently being re-established.


## Noise abatement

**Objective** – With noise reduction and noise abatement measures, Fraport seeks to create a balance between mobility services at the airport and economic success on the one hand and the quality of life around the airport on the other. Keeping aircraft noise pollution as low as possible despite the increase in air traffic is a permanent task. In Frankfurt, the aim is to keep the aircraft noise pollution in the region clearly below the figure forecasted in the 2007 planning decision.

Noise abatement measures are implemented at the Group airports according to the national and local requirements on noise protection. They follow the respective national laws. Corresponding monitoring systems are implemented.

**Concepts, measures, and results** – In order to minimize noise pollution, Fraport is constantly working towards pollution reduction measures that go beyond the legal requirements.

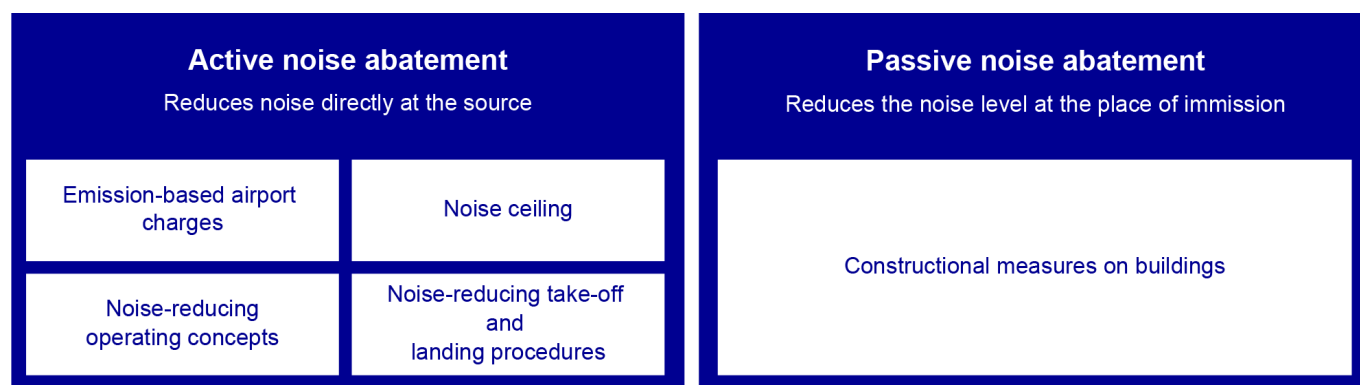
The aircraft noise pollution in the area around the airport is continuously monitored. **Aircraft noise monitoring** is also implemented at the Group airports. In addition, aircraft noise complaints are submitted and dealt with directly via the corporate website in Greece. At the Group airport in Lima, a committee has also been set up to combat aircraft noise, involving airlines as well as national and local government agencies. The Group airport in Lima is currently working on an aircraft noise reduction plan in collaboration with the noise committee.

Fraport AG collaborates with the region affected by aircraft noise, representatives of the state government, and other members of the aviation industry in two committees. The **Aircraft Noise Commission (FLK)** is a legally appointed body that advises the Hessian Ministry of Economics, Energy, Transport and Housing (HMWEVW), the German Air Traffic Control (Deutsche Flugsicherung, DFS), and the Federal Supervisory Office for Air Traffic Control (BAF) on noise abatement measures due to flights and air pollution resulting from aircraft exhaust gases. Fraport AG regularly reports the evaluations of the aircraft noise measurements and the results of simulation calculations on aircraft noise pollution to the supervisory authority and the FLK and publishes its findings on the website ( [www.fraport.com](http://www.fraport.com)).

The **Airport and Region Forum (FFR)** is a body of the Hessian State Chancellery. The key task of the FFR is to foster dialog between the region and the aviation industry and to discuss the effects of air traffic, with a particular focus on the Rhine-Main region. The FFR includes the "Active Noise Abatement" expert group, which advises on measures to reduce aircraft noise.

The **Fraport Noise Monitoring “FRA.NoM”** shows currently measured noise levels at the stationary aircraft noise measurement points of Fraport AG and identifies recognized flight noise from the last three months. It also reports the approaches and takeoffs at Frankfurt Airport as well as their effect on the noise levels in real time. The information system for aircraft noise issues, **FRA.Map**, available online allows interested parties to find information for their location or place of residence on an interactive map. In addition, the system shows the protection zones in the noise protection area, and the area in which rooftop security measures can be claimed to prevent damage caused by wake turbulence.

As a general rule, a distinction is made between active and passive noise abatement.



#### Active noise abatement

Active noise abatement directly reduces noise at the source or by implementing **noise-reducing operating concepts and takeoff or landing procedures**. These measures include establishing a “Ground Based Augmentation System” (GBAS) navigation system, which enables a steeper angle of approach of 3.2 degrees for all runways in Frankfurt. With the so-called noise abatement model in both off-peak periods at night, individual takeoff and landing runways in Frankfurt are alternately not used, enabling the local nighttime six-hour quiet period to be increased by one hour.

Fraport AG charges noise-related charges for takeoffs and landings. According to the new schedule of charges, which has applied from January 1, 2022, the noise-related airport charges for loud aircraft have been further increased. The use of particularly modern, quieter aircraft will be rewarded more than before by adjustments to the Noise Rating Index (NRI). In addition, NRI discounts have been abolished for flights that take place at night between 11 p.m. and 5 a.m., in order to further reduce aircraft movements during this period. Fraport is therefore providing further economic incentives for airlines to take off or land in Frankfurt using quieter aircraft and thus protect the core night period. On November 21, 2022, the HMWEVW approved the application for airport charges for Frankfurt Airport, valid from January 1, 2023. In the applications, Fraport once again considerably increased the noise surcharges for older aircraft, thereby providing even greater incentives to use more modern or quieter aircraft.

The voluntary alliance for a noise emission ceiling created in 2017 helps to ensure that the noise exposure at Frankfurt Airport during the day does not increase as much as would be permitted under the zoning decision, despite growth in aircraft movements. The traffic volume and traffic structure of the zoning approval for the expansion result in noise contours with continuous sound levels of 55 dB(A) and 60 dB(A). These contours have been reduced by 1.8 dB(A) across the board. The total areas within the reduced contours define the noise emission ceiling. A flight movement quota applies at night: no more than 133 aircraft movements may be scheduled for each average night of the calendar year between 10 p.m. and 6 a.m. If the limit values are exceeded, Fraport AG and the airlines must examine how they can reduce the noise level, for example by using quieter aircraft. The calculations in the 2022 monitoring report for 2021 show that the levels did not exceed the noise emission ceiling in 2021. The values of the previous year are always checked.

As a **noise abatement measure** at the Group airport in Ljubljana, the local authority in charge of air traffic control introduced a ban on departures between 12:00 a.m. and 6:00 a.m. in the direction of the towns of Šenčur and Kranj.

### Passive noise abatement

Passive noise abatement includes measures that reduce noise from the point of origin (emission site, e.g., aircraft) to the place of impact (place of immission, e.g., apartment). Passive noise abatement measures are intended to reduce the noise level inside buildings by way of structural improvements, such as installing sound-insulating windows. Around Frankfurt Airport, Fraport AG had legal obligations to finance noise abatement measures for around 86,000 households. A noise protection area defined which households were entitled to reimbursement by Fraport for noise abatement measures. Invoices were able to be submitted for measures taken as part of the noise abatement program until October 12, 2022.

In the area of passive noise abatement, the Fraport Group held provisions in the amount of €1.8 million as at the balance sheet date of December 31, 2022 (see Group Notes, note 40, and Fraport AG's Notes, note 29).

**Performance indicator** – Compliance with the specified noise ceiling (the area under a Leq 55 dB(A) day (6 a.m. – 10 p.m.) should constantly remain below 22,193 ha).

## Environmental Matters

Airport operations and air traffic have a major effect on the environment. Fraport is committed to fulfilling the environmental requirements associated with this effect.

It is particularly important to deal intensively with environmental concerns, especially when planning to expand facilities. The Group's growth targets must be pursued in line with environmental protection. The expansion of both Lima Airport and Frankfurt Airport are subject to environmental requirements. For the financing of Terminal 3 at the Frankfurt site, the European Investment Bank (EIB) requires a project progress report every year that also includes all significant environmental aspects.

Fraport is committed to issuing a report each year on its environmental activities and performance (see [www.fraport.com/re-sponsibility](https://www.fraport.com/re-sponsibility)). To this end, the Group companies complete a comprehensive catalog of standardized environmental indicators once a year. The indicators are combined for reporting (see the "ESG Fact Book" at [www.fraport.com/publications](https://www.fraport.com/publications) and the environmental statement at [www.fraport.com/environmental-management](https://www.fraport.com/environmental-management)).

### Climate protection

**Objective** – In order to measure the environmental impact, the Executive Board has identified the scope 1 and 2 CO<sub>2</sub> emissions as the most important indicator. The goal is to reduce this indicator on a Group-wide level to 95,000 metric tons per year by 2030; Fraport seeks to be carbon neutral by 2045 (see also the "Control system" and "Non-financial performance indicators" chapters).

**Concepts, measures, and results** – CO<sub>2</sub> emissions of Fraport AG and the Fraport Group are measured and monitored by the department of Environmental Management within the "Corporate Development, Environment, and Sustainability" central unit. The Executive Board is informed twice a year of the development of Fraport AG and the Group issues as part of the Interim Report Q2/6M. In addition, the scope 1 and 2 CO<sub>2</sub> emissions trend is reported to the Executive Board half-yearly via detailed monitoring for each building at Fraport AG.

Fraport has used its own monitoring instrument, the **CO<sub>2</sub> and energy consumption monitoring system**, to present, analyze, and manage energy consumption at the Frankfurt site. It creates transparency about consumption and consumers, helps to improve energy efficiency and reduce energy costs. It also allows qualified statements to be made in a timely manner with regard to current CO<sub>2</sub> emissions at Fraport AG and allows any undesirable trends with respect to the strategic CO<sub>2</sub> targets to be detected at an early stage. The monthly energy consumption of buildings, plants, and equipment serves as the basis for the data. All energy sources, such as electricity, district cooling, district heating, gas, fuel for vehicles, and other fuels, are taken into account.

The “**Energiezirkel**”, which is chaired by the Executive Board, reports all decisions regarding the energy management of Fraport AG at Frankfurt Airport to the Executive Board. This is where the current long-term energy savings measures are monitored, and where possible further measures are continuously examined with a view to uncovering levers for improving the energy efficiency of buildings, plants, and processes.

Fraport is gradually switching to **emission-free alternatives** for its vehicles on the apron. To this end, the airport operator put two electric buses for transporting passengers into operation in 2020 as part of a funding project from the State of Hesse and has developed a charging strategy for these buses, which can also be applied for further planned acquisitions. In addition, 66 electric vehicles were acquired for the Ground Services in 2022. To complement this, Fraport is starting to establish a fast charging infrastructure on the apron, which will be available for use by all those active in this area. There is also a continuous expansion of charging points in the parking garages and on landside parking areas, based on the needs of customers and legal requirements. A number of electric vehicles were also procured for the Group companies in 2022, which are used in particular in the operational area, for example as follow-me vehicles.

Fraport intends to continue to invest in wind and solar energy. The aim is to use renewable energies to meet our own electricity needs at the Frankfurt site as far as possible. For this purpose, in October 2022, another installation to increase the proportion of green electricity was put into operation in addition to the existing photovoltaic installations at the Frankfurt site. The demonstration installation at the south west end of Runway West has 20 PV panels and an output of 8.4 kilowatts. These are known as fence systems, which are arranged vertically rather than at an angle, thereby ensuring high electricity yields in spite of their small footprint. At the same time, the vegetation underneath is not substantially affected by the structure as the system neither prevents rainfall reaching it nor provides permanent shading. The installation is to be expanded in the future. In the final stage of expansion, it will extend to a length of 2,600 meters parallel to the runway and generate a photovoltaic output of up to 13 megawatts.

An important milestone in reducing CO<sub>2</sub> emissions was also reached at Lima Airport. In 2021, a contract was concluded to supply the terminal and the expansion project with renewable energy. The existing terminal has been operated with green electricity since 2022. In addition, photovoltaic installations are planned at the Bulgarian Group airports in Varna and Burgas in order to increase the proportion of green electricity in the coming years.

The variety of individual measures that have already been decided upon and implemented in the last few years represent important steps to achieving the climate protection objectives of Fraport. A **master plan for decarbonization** up to 2045 was developed to ensure the comprehensive consideration and structuring of further measures for decarbonization. It describes the strategic principles and defines the framework for successful implementation of the measures and thus represents a policy document for decarbonization.

The participation of Fraport in the **Airport Carbon Accreditation** program of the ACI (Airports Council International) serves as proof of its successful CO<sub>2</sub> management. It has evolved into the global standard for CO<sub>2</sub> reporting and management at airports. Participation at level 2 (“reduction”) or higher requires proof of both a CO<sub>2</sub> reduction target and CO<sub>2</sub> management program in accordance with international requirements, and annual emission reductions verified by external auditors. Frankfurt Airport reached level 3 (“optimization”) back in 2012. Ljubljana Airport reached level 2 in 2015 and is aiming for level 3+ (“neutrality”) in the medium term. The Varna and Burgas Group airports in Bulgaria are also at level 2. The Greek airports in Kefalonia, Mytilini, Rhodes, Thessaloniki, Chania, and Samos are at level 1 (“mapping”), as is Lima Airport. The airport in Antalya is at level 3+ (“neutrality”). The other Group airports have yet to participate; however, they are obligated to have their CO<sub>2</sub> footprint assessed by way of an external audit.

**Performance indicator** – CO<sub>2</sub> emissions (Scope 1 and 2) in the Group and Fraport AG (see also the “Control system” and “Non-financial Performance Indicators” chapters).

## Protection of environment and nature

**Objective** – Fraport’s environmental policy obliges all Group companies to make use of natural resources and the environment in a sustainable, conserving, and preventive manner. This goal is systematically implemented through environmental management. Based on their business activities, Fraport AG and the fully consolidated Group companies have defined the objective of introducing and implementing such an environmental management system that is classified as “fundamentally environmentally relevant” according to the relevant ISO Standard 14001 and the European EMAS Regulation. The “Eco Management and Audit Scheme” (EMAS) is an environmental management and audit scheme developed by the European Union, which companies can implement voluntarily. This audit is carried out by state-authorized environmental experts. EMAS is considered to be the world’s most demanding environmental management system. Fraport AG has been validated by EMAS for over 20 years.

**Concepts, measures, and results** – **Environmental management systems** serve to systematically organize, manage, and monitor corporate environmental protection within the company. The environmental management systems cover all environmental factors relevant to the company such as energy consumption, CO<sub>2</sub> emissions, air pollutant emissions, effects of business activities on nature and biodiversity, water consumption, and waste. The Coordinator for the Environmental Management System at Fraport AG reports to the Chairman of the Executive Board in management reviews. The long-standing experience of Fraport AG employees in the area of environmental management benefits all Group companies, for example in the form of technical support, including on site. Companies that join the Fraport Group and do not yet have an environmental management system are obliged to introduce such a system in the course of the acquisition. At the end of the past fiscal year, 75.9% of fully consolidated, environmentally relevant Group companies, weighted according to revenue, had such a system certified according to ISO 14001 or EMAS.

Wherever possible, Fraport AG extends the **green areas** at the Frankfurt site. Fraport AG will upgrade some 2300 hectares of land in the immediate and wider vicinity of the airport from a nature conservation perspective to fulfill a legal requirement under the zoning decision for the airport expansion: deciduous forests, orchards, marshes, and nutrient-poor grassland. Measures to counterbalance the Expansion South project, in particular Terminal 3, are already included in this extensive package of measures.

The implementation and evaluation of the measures are subject to continuous monitoring. For **ecological compensation measures**, Fraport Group held provisions in the amount of €11.1 million as at the balance sheet date of December 31, 2022 (see Group Notes, note 40, and Fraport AG’s Notes, note 29).

Promoting biological aviation safety is the responsibility of **Wildlife Hazard Management**. Wildlife Hazard Management at the international Group airports is implemented according to international regulations as well as, where appropriate, based on national and local targets. Corresponding monitoring systems are implemented. Wildlife Hazard Management at Group airports is concerned, among other things, with the monitoring of birds in order to ensure safe operations. In addition to biotope design and standardized animal observations at and around the airport, this also includes aversive conditioning through acoustic and visual stimuli. Maintaining the green spaces is a prerequisite for reducing the number of potential animals on the airport grounds which are relevant to air traffic safety. This is also ensured by Wildlife Hazard Management.

**Performance indicator** – Proportion of fully consolidated, environmentally relevant Group companies with certified environmental management systems (EMAS or ISO 14001), weighted according to revenue.

## Air quality

**Objective** – There is no legal obligation for airports to monitor air quality. However, Fraport has set the objective of gaining a deeper understanding of the emission of air pollutants (emissions) by the airport and their effect on people and the environment (immissions). Air quality has been monitored at several sites at Frankfurt Airport since 2002. And it is also regularly monitored at some international airports.

**Concepts, measures, and results** – From an organizational standpoint, the “Noise and Air Quality” department of the Aviation strategic business unit is responsible for air quality issues at the Frankfurt site. In an annual report, it informs the Executive Board about the measured annual average and annual indicators of air pollutants on the airport grounds. Fraport AG regularly publishes the results of the measurements on its website in the **“Air quality annual report”**. The measurements show that the air quality on the airport site have remained unchanged at an urban level since the first time air pollutant limits were measured.

Fraport AG cooperates with the German Aviation Association (BDL) and the Airports Council International (ACI). In addition, there are collaborations with the Hessian Agency for Nature Conservation, Environment and Geology (HLNUG) and the Umwelt- und Nachbarschaftshaus (UNH) in Kelsterbach to study so-called ultra-fine particulates (UFP). Unlike conventional, limit-controlled air pollutants, airports have proven to be a major source of UFP. There are no reliable statements yet on possible health effects. In order to gain further knowledge, the Forum Flughafen und Region (Forum Airport and Region) (FFR) has taken up the subject area in its work program at the request of the state government. A **“UFP” working group** has been set up at UNH, in which Fraport AG is also involved. Building on the measurement results of the HLNUG and the findings of a previous hearing of experts, the UFP working group has now developed a research design for a UFP pollution study. The pollution study is expected to start in 2023. The results should form the basis for an impact study on the possible health effects of UFP, to be carried out at a later date. Information regarding the way in which questions concerning the survey and the effect of UFP in the region around the airport will be handled and how the issue will be addressed by the FFR is published on the UNH web pages and can be viewed at [www.umwelthaus.org/umweltmonitoring/ultrafeinstaub/auf-dem-weg-zu-einer-studie/](https://www.umwelthaus.org/umweltmonitoring/ultrafeinstaub/auf-dem-weg-zu-einer-studie/).

The HLNUG published its “4. Bericht zur Untersuchung der regionalen Luftqualität auf ultrafeine Partikel im Bereich des Flughafens Frankfurt” in January 2022. As was already shown in the previous reports, Frankfurt Airport clearly contributes to the UFP burden in the surrounding area. At all measuring sites, the UFP concentration increases when the wind blows from the direction of the airport area during flight operations. Although the UFP concentration decreases exponentially the further away the measuring sites are from the airport, the airport’s influence still visibly stands out from the baseline concentration. In addition, the analysis of measurements showed that the impact of motor vehicle traffic and air traffic emissions are approximately the same but differ greatly in the particle size distribution. The temporarily very low number of aircraft movements as a result of the coronavirus pandemic is now constantly increasing again. This is also causing the concentration of ultrafine particles at the HLNUG measuring stations to rise again.

At the local level, there is an overlap of air pollutant concentrations related to the airport and those not attributed to the airport. The airport’s impact on the air quality in the surrounding areas is largely limited to zones within a close proximity and to the nitrogen dioxide (NO<sub>2</sub>) emissions component. Measurements and modeling suggest, however, that external influences, such as road traffic, also play a role in the air quality on airport grounds. In addition, the level of pollutant concentrations depends heavily on the weather.

To gain information on the proportion of the overall exposure in a region, computational models have been developed that include all the relevant sources of pollution and their emissions for a given zone. The **LASPORT program** takes into account various airport-related emission sources in the lower atmosphere, prepares spread computations, and illustrates the exposures. The Airport Association ADV (Association of German Airports) commissioned the program in 2002. The provider has since expanded the program in close collaboration with Fraport AG and other users.

Fraport is continuously working to record the air pollutant emissions of all relevant emitters through airport operations at the Frankfurt site on an annual basis in order to achieve a systematic inventory of air pollutant emissions. The selection of the pollutants to be observed depends on their relevance. They are especially important if they are regulated by a threshold value and are recognized in a noticeable amount at Frankfurt Airport. Drawing on an extensive database, potentials for reduction measures can be identified and control procedures can be developed. The data collected also serve as a basis for calculating the airport’s proportion of immissions in the surrounding area.

As an airport operator, Fraport can only indirectly influence emissions from aircraft. In order to motivate airlines to use low-emission aircraft, Fraport collects airport charges on nitrogen oxides and hydrocarbon at the Frankfurt site. Airlines pay the **emissions-based fee** per kilogram of nitrogen oxide equivalent emitted by an aircraft during takeoff and landing (“landing and take-off cycle”, LTO). Charges are levied per landing and per takeoff. The necessary information on aircraft and engine types is determined by way of a recognized fleet database.

Aircraft turbines mainly emit carbon dioxide (about 7%) and water vapor (approximately 3%) in addition to mixed air (about 90%). The additional resulting pollutants of carbon monoxide, nitrogen oxides, sulfur dioxide, hydrocarbons, and soot account for less than one percent overall. The emission spectrum of aircraft turbines corresponds to that of road traffic. Fraport publishes the quantities of these pollutants emitted by the aircraft at the Frankfurt site in its annual environmental statement.

In addition to flight operations, air pollutants at airports also arise from the apron and vehicle traffic as well as the operation of heaters run on oil or gas. As a way of reducing pollutants, Fraport has gradually upgraded its fleet of vehicles at Frankfurt Airport to include low-emission and electric motors. 540 of the Fraport vehicles used by Ground Services at Frankfurt Airport already have electric engines. This corresponds to approximately 27% of the vehicles.

The international Group airports follow the respective requirements in their national laws. Air quality is also monitored at the Greek regional airports Thessaloniki, Corfu, and Rhodes. Regular evaluation of the air quality also takes place at the Brazilian Group airports. Fraport Slovenija has set the goal of improving relationships with the stakeholders affected by aircraft noise. A partnership group for airport environmental protection formed of relevant interest groups and a dialog forum meets regularly for this.

**Performance indicator** – Fraport strives to extensively measure the air pollutant emissions by material sources. A key performance indicator in the strict sense is not defined in the air quality category.

# Information on the EU Taxonomy Regulation

## Background Information

As part of the European Green Deal to achieve climate neutrality in the European Union by 2050, the EU Taxonomy Regulation was adopted as an instrument for classifying environmentally sustainable economic activities. The EU Taxonomy Regulation is a key element of the European Commission's action plan to redirect capital towards a more sustainable economy. The Regulation uniformly assesses predefined economic activities with regard to their contribution to achieving the six environmental objectives of the European Commission, with the aim of achieving better comparability of companies.

This section presents the share of Group revenue, capital expenditure (Capex) and operating expenditure (Opex) for the 2022 reporting period related to the first two environmental objectives of the European Commission (climate protection and adaptation) that are taxonomy-eligible or taxonomy-aligned in accordance with Article 8 of the Taxonomy Regulation and Article 10 (2) of the delegated act. At Fraport, all taxonomy-eligible or taxonomy-aligned economic activities contribute to the climate protection environmental objective.

## Definitions

A **taxonomy-eligible** economic activity means an economic activity that is described in the current delegated acts on the climate objectives (climate protection and adaptation to climate change), irrespective of whether that economic activity meets any or all of the technical screening criteria laid down in those delegated acts. Conversely, all economic activities not described in the delegated acts are considered as taxonomy non-eligible.

A **taxonomy-aligned** economic activity means a taxonomy-eligible economic activity that meets the following requirements:

- The economic activity contributes clearly to one or more of the environmental objectives.
- It does not clearly affect any of the other environmental objectives (DNSH).
- It is performed in keeping with the minimum protection.

## Revenue KPI

The share of the **taxonomy-eligible Group revenue** was calculated as the portion of net revenue from products and services related to taxonomy-eligible economic activities (numerator) divided by net revenue (denominator; the denominator corresponds to the Group revenue; see also Group Notes, note 5 Revenue).

Fraport generates revenue from products and services associated with taxonomy-eligible economic activities in the area of renting. This concerns the activity "7.7 Acquisition and ownership of buildings". In addition, Fraport generates taxonomy-eligible revenue from the charging of costs for the passenger transport system within airport charges. This comes under the economic activity "6.3 Urban and suburban transport, road passenger transport". The revenue from the passenger transport system is generated in the Aviation segment. Revenue from the renting of buildings is mainly reflected in the revenue in the Retail & Real Estate segment and the revenue in the International Activities & Services segment.

The **revenue** relating to the passenger transport system is **taxonomy-aligned**. Revenue in the area of the renting of buildings is not taxonomy-aligned as the relevant buildings do not meet the technical screening criteria.

## Capital expenditure (Capex) KPI

The Capex KPI, which indicates the proportion of **taxonomy-eligible capital expenditure**, is defined as the ratio of capital expenditure eligible under the EU Taxonomy Regulation (numerator) divided by the total capital expenditure (denominator).

Total capital expenditure includes additions to property, plant, and equipment and intangible assets during the fiscal year. This includes the additions to property, plant, and equipment (IAS 16), intangible assets (IAS 38), rights of use (IFRS 16), and investment property (IAS 40; see also section "Additions to non-current assets" and Group Notes, note 20 Property, plant, and equipment).

At Fraport the numerator consists of the following categories for taxonomy-eligible capital expenditure:

- Capital expenditure relating to assets or processes associated with taxonomy-eligible economic activities (letter a) of Annex I to the delegated act pursuant to Article 8)
- Capital expenditure relating to individual measures enabling the target activities to become low-carbon or to lead to greenhouse gas reductions (letter c) of Annex I to the delegated act pursuant to Article 8)

Capital expenditure related to assets or processes associated with taxonomy-eligible economic activities (letter (a)) are to be allocated in particular to the economic activity “6.3 Local and urban passenger transport, passenger road transport”. Given that the economic activity or the operation of the passenger transport system cannot be carried out without the corresponding rail infrastructure or stations, we consider the related capital expenditures to be connected with the economic activity 6.3. In addition, the following **taxonomy-eligible** economic activities were also identified:

- 4.1. Electricity generation using solar photovoltaic technology
- 6.17. Low carbon airport infrastructure
- 7.1. Construction of new buildings
- 7.2. Renovation of existing buildings
- 7.3. Installation, maintenance and repair of energy efficiency equipment
- 7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)
- 7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings

In order to avoid double counting when calculating the Capex ratio, capital expenditure that has already been taken into account under letter a) will only be taken into account once.

After examining the technical screening criteria, DNSH criteria and minimum protection requirements, **taxonomy-aligned capital expenditure** remains under the following economic activities:

- 4.1. Electricity generation using solar photovoltaic technology
- 6.3. Urban and suburban transport, road passenger transport
- 6.17. Low carbon airport infrastructure
- 7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)
- 7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings

## Operating expenditure (Opex) KPI

To determine the ratio of operating expenditure (Opex KPI), the **taxonomy-eligible** operating expenditure (numerator) according to the EU Taxonomy Regulation is set in relation to the operating expenditure (denominator).

The operating expenditure in accordance with the EU Taxonomy Regulation includes direct non-capitalized costs that relate to research and development, building renovation measures, short-term leasing, maintenance and repair, and any other direct expenditure relating to the day-to-day servicing of assets of property, plant and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets.

Thus, the definition of operating expenditure in accordance with the EU Taxonomy Regulation differs clearly from the definition of operating expenses used in the rest of the management report (see chapter "Glossary"). For example, no expenses for utility services, such as energy expenditure, are included in the definition according to the EU Taxonomy Regulation. The ratio for operating expenditure (denominator) is calculated in accordance with the EU Taxonomy Regulation based on the income statement and mainly includes maintenance expenses and other operating expenditure for rents and leasing. The taxonomy-eligible share in fiscal year 2022 results from maintenance expenses for the passenger transport system as well as maintenance expenses for rented buildings. In the same way as the revenue, the maintenance expenses for the passenger transport system are **taxonomy-aligned**.

## Assessment of Taxonomy Alignment

### Substantial contribution to the climate protection environmental objective

The following explains the extent to which the economic activities mentioned meet the criteria for the substantial contribution.

- The **photovoltaic installation** belongs to the economic activity "4.1. Electricity generation using solar photovoltaic technology", as the installation is freestanding at Runway West, and in contrast to "7.6. Installation, maintenance and repair of energy efficiency equipment" is not connected to an existing building.
- The **passenger transport system** comes under the economic activity "6.3 Urban and suburban transport, road passenger transport". The substantial contribution is met by criterion (a), as the passenger transport system does not cause any direct CO<sub>2</sub> exhaust emissions. The same applies to investments in the passenger transport system in connection with the expansion of Terminal 3.
- Under economic activity "6.17. Low carbon airport infrastructure", supplying aircraft with ground power falls under (b) **400 Hz installations**. Because ground power supply and preconditioned air supply are usually provided by two different facilities, we assign the facilities that serve ground power supply, such as 400 Hz installations, to economic activity 6.17.
- The **charging stations** for the expansion of electromobility come under economic activity "7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)". As the substantial contribution is defined by the "Installation, maintenance or repair of charging stations for electric vehicles", it is seen to have been met here.
- The exchange and **modernization of technical centers** (mainly in the existing Terminals 1 and 2 in Frankfurt) comes under the economic activity "7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings". The substantial contribution is met by individual measure (b) "Installation, maintenance and repair of building automation and control systems, building energy management systems (BEMS), lighting control systems and energy management systems (EMS)". The installation of smart meters also falls under economic activity 7.5 under (c) and the installation of facade and roofing elements with a solar shading or solar control function under (d).

The substantial contribution could not be proven for the taxonomy-eligible economic activities 7.1, 7.2 and 7.7. This is partly due to the non-existence of class A energy certificates.

## **No significant harm to the other environmental objectives – DNSH criteria**

Avoiding significant harm to the environmental objective 2) **Climate change adaptation** is taken into consideration for all relevant economic activities through a climate risk and vulnerability assessment in accordance with Appendix A of Annex I on climate protection, in which the criteria for and scope of this type of analysis are defined. Various chronic and acute climate risks, which must be assessed for the sites where taxonomy-eligible activities are performed, are also specified.

In order to assess the climate risks, these were first checked with regard to the possibility of their occurrence. For the remaining risks, Fraport relies on the Munich Re “Location Risk Intelligence Platform”. The platform analyzes a site or portfolio with regard to various climate risks. Since the potential taxonomy-eligible economic activities for this year were identified exclusively at Fraport AG, the analysis was limited to the Frankfurt site. In order to illustrate the possible effects of climate change, the various climate projection scenarios (RCP scenarios) 2.6, 4.5, and 8.5 were assessed for the projection years 2030, 2050, and 2100. These are necessary for economic activities with a lifetime of over ten years. As the best and worse case scenario is covered by scenarios 2.6 and 8.5, and the remaining RCP scenarios lie within their bandwidth, they were not explicitly reanalyzed. For every risk identified, a risk assessment was made in the form of a score on the basis of the underlying scenarios. The overall risk score is divided into four levels from low to extreme. The report shows that the overall climate risk for the Frankfurt site is at level 2 in the “medium range”. This means that no climate risk was identified for the Frankfurt site that would clearly affect taxonomy-compliant economic activities.

The criteria for determining whether the environmental objectives 3) **Sustainable use and protection of water and marine resources** and 6) **Protection and restoration of biodiversity and ecosystems**, are impacted are particularly relevant for the photovoltaic and 400 Hz installations. The criteria primarily reference environmental impact assessments or comparable assessments that have already been examined as a prerequisite for obtaining permits for the construction and operation of the facilities. No further measures were therefore required for compliance.

The criteria for environmental objective 4) **Transition to a circular economy** are also relevant in the context of the passenger transport system in addition to the photovoltaic and 400 Hz installations. Fraport AG is already obliged to comply with the criteria under the regulations of European and German waste legislation, in particular Section 6 of the German Waste Management Act and the associated waste hierarchy. Furthermore, environmental objective 5) **Pollution prevention and control** is also relevant for the passenger transport system and the 400 Hz installations. The criteria are insubstantial for the passenger transport system as this exclusively relates to class M road vehicles. The passenger transport system does not fall under class M. Fraport is already obliged to comply with the criteria for the 400 Hz installations by German legislation, such as the Noise and Vibration Occupational Health and Safety Regulation and other general occupational health and safety ordinances.

No DNSH criteria are defined for the economic activities under 7.4 and 7.5 for the further environmental objectives 3) to 6).

## **Fulfillment of minimum protection measures**

As part of the minimum protection, various requirements are made regarding the implementation of procedures, which are based, among other things, on the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights as well as other regulatory initiatives. The fulfillment of the required minimum protection is a prerequisite for classifying an economic activity as ecologically sustainable and thus taxonomy-aligned. To implement and ensure minimum protection, Fraport has aligned itself with the Draft Report on Minimum Safeguards from the Platform on Sustainable Finance of July 11, 2022. The main focus of this report was on human rights, corruption and bribery, taxation, and fair competition.

In assessing compliance with the minimum protection, we evaluated whether adequate processes were implemented for each of the above topics to avoid negative impacts. Furthermore, the results of the respective measures taken are examined on an ongoing basis to determine whether the measures taken are effective in preventing negative impacts.

For the measures that Fraport has implemented in the thematic fields of human rights, and corruption and bribery, reference is made to explanations within this non-financial statement under “Business model-specific consideration of the supply chain and procurement”, “Respect for human rights” and “Tackling corruption and bribery”.

In the thematic field of “Taxation”, Fraport is subject to the country-specific tax laws and regulations, the implementation of and compliance with which is monitored and ensured by the Tax department and external and internal audits. Regular compliance risk analyses and employee training are carried out in the areas of antitrust and competition law.

## Template Revenue

	Code(s)	Absolute revenue	Proportion of revenue	Substantial contribution criteria						
				Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
		in € million	%	%	%	%	%	%	%	
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>										
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>										
6.3 Urban and suburban transport, road passenger transport	6.3.	25.10	0.79	100.00	0	0	0	0	0	
Revenue of environmentally sustainable activities (Taxonomy-aligned) (A.1)		<b>25.10</b>	<b>0.79</b>	<b>100.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>										
7.7 Acquisition and ownership of buildings	7.7.	605.40	18.95							
Revenue of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		<b>605.40</b>	<b>18.95</b>							
<b>Total (A.1 + A.2)</b>		<b>630.50</b>	<b>19.74</b>							
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>										
Revenue of Taxonomy-eligible activities (B)		2,563.90	80.26							
<b>Total (A + B)</b>		<b>3,194.40</b>	<b>100.00</b>							

<sup>1)</sup> No taxonomy-aligned share was determined in 2021.

## Template operating expenses (Opex)

	Code(s)	Absolute Opex	Proportion of Opex	Substantial contribution criteria						
				Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
		in € million	%	%	%	%	%	%	%	
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>										
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>										
6.3 Urban and suburban transport, road passenger transport	6.3.	7.10	7.29	100.00	0	0	0	0	0	
Opex of environmentally sustainable activities (Taxonomy-aligned) (A.1)		<b>7.10</b>	<b>7.29</b>	<b>100.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>										
7.7 Acquisition and ownership of buildings	7.7.	28.40	29.16							
Opex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		<b>28.40</b>	<b>29.16</b>							
<b>Total (A.1 + A.2)</b>		<b>35.50</b>	<b>36.45</b>							
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>										
Opex of Taxonomy-eligible activities (B)		61.90	63.55							
<b>Total (A + B)</b>		<b>97.40</b>	<b>100.00</b>							

<sup>1)</sup> No taxonomy-aligned share was determined in 2021.

	DNSH criteria (Does Not Significantly Harm)						Minimum Safeguards (17)	Taxonomy-aligned proportion of revenue 2022 (18)	Taxonomy-aligned proportion of revenue 2021 (19) <sup>1)</sup>	Category (enabling activity) (20)	Category (transitional activity) (21)
	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
	Y	Y		Y	Y		Y	0.79			
								0.79			
								0.79			
								0.79			

	DNSH criteria (Does Not Significantly Harm)						Minimum Safeguards (17)	Taxonomy-aligned proportion of Opex 2022 (18)	Taxonomy-aligned proportion of Opex 2021 (19) <sup>1)</sup>	Category (enabling activity) (20)	Category (transitional activity) (21)
	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
	Y	Y		Y	Y		Y	7.29			
								7.29			
								7.29			
								7.29			

## Template capital expenditures (Capex)

	Code(s)	Absolute Capex	Proportion of Capex	Substantial contribution criteria						
				Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
		in € million	%	%	%	%	%	%	%	
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>										
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>										
4.1. Electricity generation using solar photovoltaic technology	4.1.	0.10	0.01	100.00	0	0	0	0	0	
6.3 Urban and suburban transport, road passenger transport	6.3.	103.10	8.90	100.00	0	0	0	0	0	
6.17 Low carbon airport infrastructure	6.17.	0.20	0.02	100.00	0	0	0	0	0	
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4.	0.37	0.03	100.00	0	0	0	0	0	
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5.	39.22	3.38	100.00	0	0	0	0	0	
Capex of environmentally sustainable activities (Taxonomy-aligned) (A.1)		<b>142.99</b>	<b>12.34</b>	<b>100.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>										
7.1 Construction of new buildings	7.1.	623.14	53.78							
7.2 Renovation of existing buildings	7.2.	41.10	3.55							
7.3 Installation, maintenance and repair of energy efficiency equipment	7.3.	0.11	0.01							
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5.	0.36	0.03							
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		<b>664.71</b>	<b>57.37</b>							
<b>Total (A.1 + A.2)</b>		<b>807.70</b>	<b>69.71</b>							
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>										
CapEx of Taxonomy-eligible activities (B)		351.00	30.29							
<b>Total (A + B)</b>		<b>1,158.70</b>	<b>100.00</b>							

<sup>19</sup> No taxonomy-aligned share was determined in 2021.

	DNSH criteria (Does Not Significantly Harm)						Minimum Safeguards (17)	Taxonomy-aligned proportion of Capex 2021 (18)	Taxonomy-aligned proportion of Capex 2021 (19) <sup>1)</sup>	Category (enabling activity) (20)	Category (transitional activity) (21)
	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
	Y	Y		Y		Y	Y	0.01			
	Y	Y		Y	Y		Y	8.90			
	Y	Y	Y	Y	Y	Y	Y	0.02		E	
										E	
	Y	Y					Y	0.03			
										E	
	Y	Y					Y	3.38			
								12.34			
								12.34			
								12.34			