

Combined non-financial Statement

About this combined statement

The combined non-financial statement complies with the commercial law requirements and was prepared in accordance with Sections 289c to 289e the German Commercial Code (HGB), Sections 315c in conjunction with 289c to 289e HGB and Article 8 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 and the Delegated Acts issued thereunder. Deloitte GmbH Wirtschaftsprüfungsgesellschaft has subjected the content of this combined non-financial statement to a limited assurance review in accordance with ISAE 3000 (revised) as part of a separate engagement.

To avoid duplicates within the combined management report, further information in other chapters is referred to at relevant points. The “Control System” and “Non-financial Performance Indicators” chapters describe the important non-financial performance indicators and their development during the reporting period. The respective concepts and measures are presented in this combined non-financial statement. The target values set for the Fraport Group and Fraport AG can also be found in the chapters, which are part of this combined non-financial statement. The forecast figures for fiscal year 2024 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). 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, therefore they are not audited.

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”. In addition, the ESG Factbook, available at www.fraport.com/publications, provides a detailed overview of the relevant GRI indicators in the Fraport Group.

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

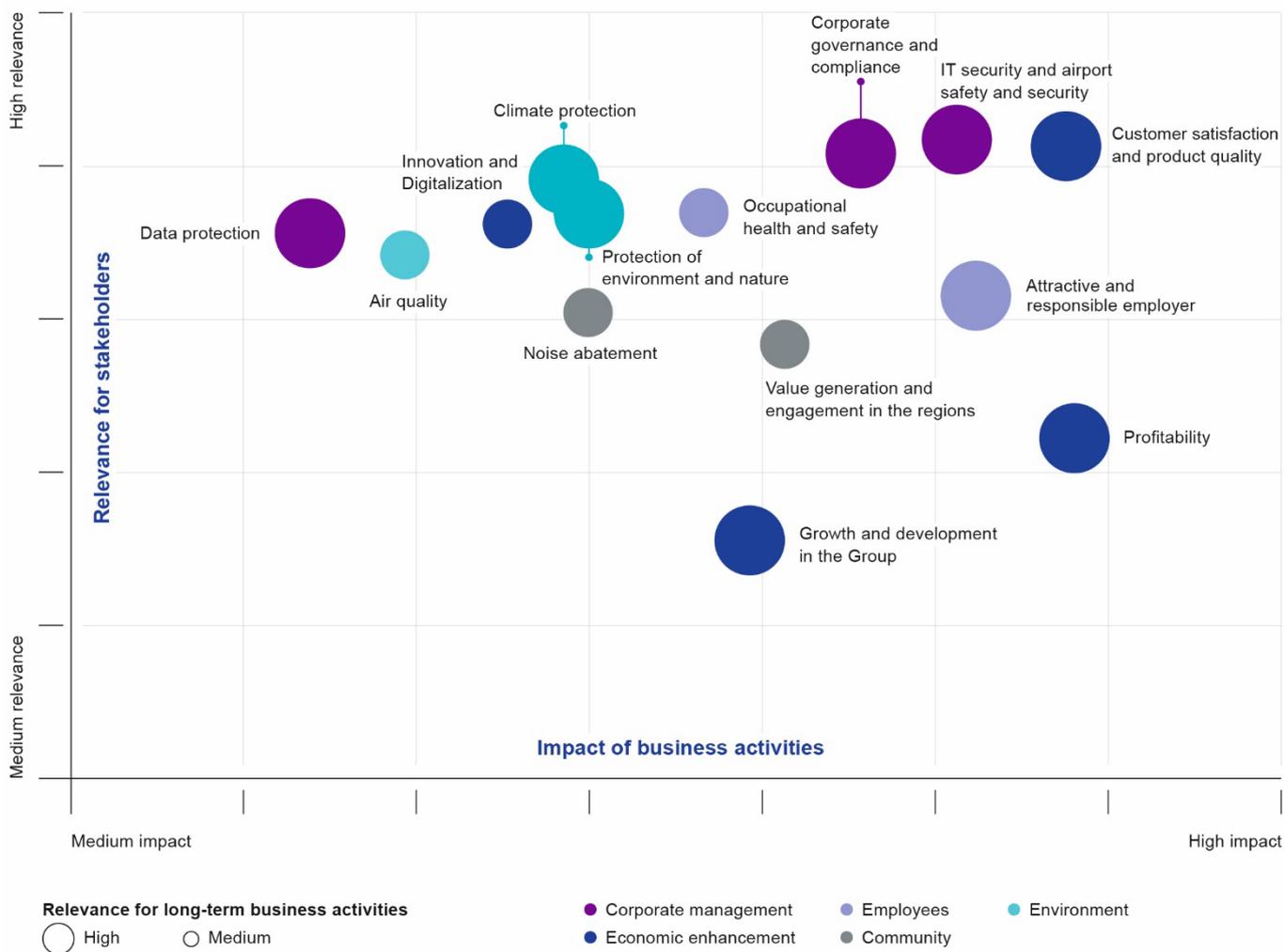
The Fraport mission statement continues to form the basis of the Group’s strategy. It encompasses the Group goals “Growth in Frankfurt and internationally”, “Service-oriented airport provider”, “Economically successful through optimal cooperation”, “Learning organization and digitalization”, and “Fairness 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 important 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 CO₂ emissions. As explained in the “Control System” chapter, the employee satisfaction survey is carried out every two years and is therefore not recorded quantitatively in the reporting period.

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, 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, non-governmental organizations (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 performed in 2018. On the basis of this, the topics are regularly checked to ensure they are up to date. The Executive Board has confirmed the relevance of the topics for 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 the information in connection with the non-financial aspects in a separate chapter. Fraport does not engage in research and development in the strict sense in the “Innovation and Digitalization” section (see “Research and Development” chapter). The measures derived from the Group strategy aim to increase customer satisfaction and product quality. Reporting on this can be found in the “Customer Satisfaction and Security” chapter.

Allocation of material topics to non-financial aspects

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

The Executive Board remuneration system also includes non-financial elements in addition to the financial objectives for the long-term performance-based remuneration. The expansion of the master plan and package of measures on reducing CO₂ in the Group, concept development for alternative drive systems at the Frankfurt site, and the increase in process efficiency in procurement and staffing requirements were determined as non-financial components for the 2023 fiscal year (see also the Remuneration Report at 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 it reflects the worst-case scenario 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 2023, there were no additional reportable risks for Fraport which are very likely to have or will have a substantial negative impact on the reportable aspects in accordance with Section 289c (3) sentence 1, Nos. 3 and 4 HGB, beyond the material risks already listed in the “Risk and Opportunities Report” chapter as part of risk management.

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 compels business partners and suppliers to comply with its **Supplier Code of Conduct**, (which can be viewed at www.fraport.com/en/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. Business partners and suppliers must also undertake to demand and ensure that these principles are adhered to when dealing with their own suppliers.

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.

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 www.fraport.com/en/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.

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 only engage subcontractors or other third parties that meet these requirements.

In the past fiscal year, Fraport AG has implemented the due diligence obligations resulting from the German Supply Chain Act (LkSG), which entered into force on January 1, 2023. After existing structures had been expanded and new processes created, the statutory obligations were transferred into the line organization. In addition to the policy statement on the human rights strategy, core elements of the implementation include expanding the risk analysis, updating the complaints procedure, and establishing suitable preventive and corrective measures.

Anti-corruption and bribery matters and respect for human rights

Anti-corruption and bribery matters

Objective – Conduct in compliance with laws and regulations has the 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 **Fraport Code of Conduct**, which has been rolled out globally. 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 need 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 prescribed. 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 as well as consulting services in all major business units of Fraport AG, its subsidiaries and joint ventures, and Group companies. The department also carries out **compliance audits**. A standardized and risk-oriented planning process is the foundation for the focus points of the audit.

Measures to battle 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. In addition to a clear presentation of why compliance is important in everyday working life, the e-learning program for Fraport AG employees contains the Fraport Code of Conduct, dealing with gifts and invitations, and conflicts of interest. In addition, the central reporting channels for compliance violations are detailed. In 2023, a new e-learning course, Compliance Basic Knowledge for Executives at Fraport AG, has been additionally rolled out.

A key instrument for preventing and discovering compliance violations is the **whistleblower system** (see www.fraport.com/en/compliance) as an internal reporting authority. Information about irregularities in all Group companies can be submitted anonymously 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. The requirements of the Whistleblower Protection Act (Hinweisgeberschutzgesetz) are complied with. Furthermore, Fraport AG has an **ombudswoman**, an external, independent lawyer, at its disposal. Employees at the Frankfurt site can also contact an **internal confidant**.

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. The implementation of the requirements of the German Supply Chain Act and the German Whistleblower Protection Act was the focus at the Group companies in fiscal year 2023.

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 and Sustainability" central unit of Fraport AG deals with, among other things, coordinating Group-wide respect of human rights. Violations can be reported anonymously via the **whistleblower system** that is freely accessible worldwide via www.fraport.com/en/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 the Compliance department of Fraport AG if required.

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 oriented 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 toward 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.

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, additional contactless Smiley Boxes were installed at the Frankfurt Airport to collect feedback. As part of the modernization of the security inspection process, 20 check lanes with new computer tomography technology were introduced in Terminal A at Frankfurt Airport in the reporting year. The benefits for passengers is a faster, more efficient process because liquids and electronic devices can remain in hand baggage. The PaxZ system was expanded in order to enable optimum measurement of waiting times at security checks and check-in areas and thus guarantee better forecasts of process times for passengers.

Fraport AG is expanding the digital and contactless travel experience for passengers at Frankfurt Airport together with its system partners. Biometric methods play a central role here. Automatic face recognition replaces passengers presenting documents, provides a fast and convenient service, and increases customer satisfaction. Further biometric touchpoints were put into operation in Pier A/Z, B, and Terminal 2 in 2023.

In order to guarantee service quality and to meet passengers’ and airlines’ requirements, Fraport conducted extensive modernization measures at the Group airports. Several measures to improve passenger and business processes such as self bag tag print and replacing the terminal equipment were implemented in Greece. A new software to manage lost baggage was introduced at the Airport in Lima.

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 basic questionnaire from 2022 was broadly adopted for the 2023 reporting year.

At the fully consolidated international Group airports, regular surveys to measure passenger satisfaction, which were resumed in 2022, were continued in 2023, albeit with some reduced case numbers compared to pre-crisis levels. As in the previous year, the sample sizes are sufficient to provide a valid figure for global satisfaction in both the international portfolio and the Group for the 2023 reporting year.

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). The recruitment campaign for Ground Handling started in 2022 at the Frankfurt site was continued in the 2023 reporting year. However, the success was limited by strong traffic growth and the associated further increase in demand for personnel. Infrastructure measures were also introduced to improve baggage connectivity. This means that the forwarding of non-transported baggage items is now fully automated for many airlines so that passenger waiting time is shortened. In technical terms, the required X-ray checks of connecting baggage was optimized in order to save valuable time in the transfer process by reducing the malfunctions of the systems.

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).

Information and airport 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.

Information security

Objective – All important business and operating processes at Fraport are supported by IT systems. 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 2023, Fraport AG once again implemented a variety of projects to adequately respond to the growing risks arising from information technology. In addition, further personnel were hired in this section. 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 as well as in the latest KRITIS audit conducted in 2023 according to the German IT Security Act for critical infrastructures (KRITIS) 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 German Air Traffic Control has developed the security standards of the industry. These are based on the new KRITIS requirements. The aim is to comply with regulatory requirements and establish a high security standard within the aviation industry.

The Group companies outside of Frankfurt use their own IT infrastructure, which 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 and Fraport Slovenija 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.

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). 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 toward 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.

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 trainings**. 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 has 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. On January 1, 2023, Fraport took over the organization, management, and operation of aviation security services at Frankfurt Airport from the German Federal Police. Personnel and goods checks are carried out by the Group company, FraSec Flughafensicherheit GmbH.

Fraport AG develops measures to maintain high security standards independently and in agreement with the competent authorities. In the reporting year, responsibility for performing security services and passenger controls at Frankfurt Airport was transferred. Since then, it has been possible for the airport operator to make greater progress with control and quality management and thus to make processes more flexible and more efficient.

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 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.

Important non-financial performance indicators in the context of personnel matters are the key figures **employee satisfaction**, **women in management positions**, and **sickness rate** in Germany. Another indicator used to monitor accident development is **LTIF (Lost Time Injury Frequency)**.

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 make it easier to derive target-oriented improvement measures on the basis of the results throughout the Group. The survey is conducted every two years since 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. The questions are assigned to four topics – "My employer," "My workplace," "My team," and "My manager" – and rated on a scale of 1 to 7. An average score is calculated for each topic. The average value of the 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.

In the survey performed in 2022, the aspects of remuneration, innovations, and professional development opportunities were rated as below average. Because of this they were the focus of the measures that were developed Group-wide in the reporting year. For the Frankfurt site, the potential for improvement was supplemented by the results from the HRneo strategic program that was started in summer 2023. HRneo has the aim of realigning the HR section and increasing the employer attractiveness of Fraport, positioning it for the future, and strengthening cohesion within the workforce across the Group.

The **Group works 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 2023, Fraport continued its activities to strengthen and utilize diversity in the Group. One focus was on the topic of discrimination. Seminars were offered to employees to raise awareness about prejudices, racism, and discrimination in everyday life. 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 straightforward language and with many illustrations, thus ensuring continuing language education.

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.

Performance indicator – Employee satisfaction at Fraport AG and in the Group as well as 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 (Arbeitssicherheitsgesetz), Fraport AG has implemented an occupational safety unit, an occupational health services unit, and prevention and health management under the Director of Labor Relations, which advise and support corporate departments in the further development of occupational health and safety. Measures to promote occupational health are controlled by the 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. Collaboration and the exchange of experience for all Group companies for which the Group guideline is binding are organized in the **Occupational Health and Safety Management System Board**. The Board meets once per year. Overarching tasks are promoted together in order to work efficiently and conserve resources. In addition, there is a steering committee for prevention and 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 decreased to 20.6 in the 2023 reporting year (previous year: 22.6). A significant focus on accident prevention and avoiding work-related health risks could be seen mainly in the Ground Handling segment. Due to the fast recovery in traffic after the coronavirus pandemic, accident figures have also come back into focus. As part of recruitment measures, above all in the Ground Handling section, the integration of occupational safety measures into training was an essential component. Furthermore, it is also especially important that occupational safety standards are guaranteed when dealing with hazardous substances, 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 especially in operational sections.

The increased requirements that result from the now established hybrid working form were taken into account with numerous **digital health offers**. The Prevention and Health Management department has structured the health measures and focused on the requirements. Provision of licenses for a health app that have been available to interested employees of Fraport AG since 2022 was continued. A quarterly newsletter follows seasonal health topics in a digital format. In addition, in October 2023 there was a dedicated Mental Health Week. Many offers such as screenings, travel vaccination advice, and a health market with campaign stands, presentations, and checkups were also held on-site in Frankfurt.

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 the airports in Slovenia and Greece. Unannounced inspections were carried out regularly at Lima Airport in addition to the extensive occupational safety training courses to ensure compliance with requirements.

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 a 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 considering 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 GmbH, the Berufsbildungswerk Südhessen in Karben, and the "Pilot" unit of the Evangelische Kirchenkreis Hanau.

Even at many 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 the Group companies independently. In this regard, the focus is on local projects, such as in the areas of child support, environmental protection, and sports. Earthquake victims in Turkey and Syria have also been supported financially.

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 significantly below the figure of a LOG noise area determined in the 2007 planning decision below a forecasted figure of 22,193 ha.

National and local regulations about noise protection apply at the Group sites. Violations against these regulations in the reporting year are not known. The Group airports have implemented appropriate noise protection measures and monitoring systems.

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

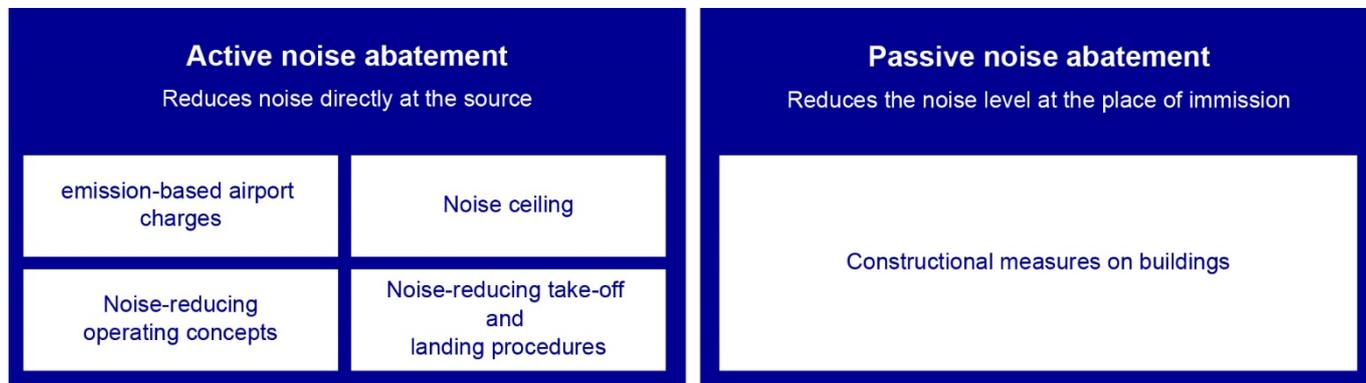
The aircraft noise pollution in the area around the airport is continuously monitored. **Aircraft noise monitoring** is also implemented at the Group airports. In Greece, complaints about aircraft noise can also be submitted via the company website. At the Group airport in Lima, a committee has also been set up to combat aircraft noise, involving airlines as well as national and local government agencies.

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 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).

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.

A basic 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 Frankfurt, in both off-peak periods at night, individual takeoff and landing runways 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, 2023, the noise-related airport charges have been further increased. The use of modern, quieter aircraft is rewarded by the Noise Rating Index (NRI). Fraport is thus providing further economic incentives for airlines to take off or land in Frankfurt using 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 airlines must examine how they can reduce the noise level, for example by using quieter aircraft. The calculations in the 2023 monitoring report for 2022 show that the levels did not exceed the noise emission ceiling in 2022. The values of the previous year are always checked.

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. The deadline for submitting invoices expired on October 12, 2022, the invoices received on time have largely been approved by Darmstadt Regional Council with a few exceptions and the funds paid out by Fraport.

In the area of passive noise abatement, the Fraport Group held provisions in the amount of €0.7 million as at the balance sheet date of December 31, 2023 (see Group Notes, note 40, and Fraport AG's Notes, note 30).

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/responsibility). 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 and the environmental statement at 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 CO₂ 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 – CO₂ emissions of Fraport AG and the Fraport Group are measured and monitored by the department of Environmental Management within the "Corporate Development 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 CO₂ emissions trend is reported to the Executive Board yearly for each building at Fraport AG.

Fraport has used its own monitoring instrument, the **CO₂ 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 CO₂ emissions at Fraport AG and allows any undesirable trends with respect to the strategic CO₂ 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 was previously responsible for the monitoring of the ongoing long-term energy saving measures and continuously examining further possible measures, was replaced in 2023 by the **Decarbonization Board**. This Board monitors the implementation of the decarbonization master plan, continuously examines the ongoing and planned measures to cut CO₂ emissions, and reports the results to the Executive Board twice a year. Fraport is gradually switching to **emission-free alternatives** for its vehicles on the apron. In addition, 94 electric vehicles and auxiliary devices were acquired in 2023. 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. In doing so, Fraport benefits from support from the State of Hesse. 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 2023, 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. Therefore, the construction of another fence system was authorized in the reporting year. These are 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. Depending on the approval, the photovoltaic system in the final expansion stage can extend to a length of 2,800 meters parallel to the runway and generate a photovoltaic output of up to 18 megawatts.

The variety of individual measures that have already been decided upon and implemented in the last few years represent important steps toward 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. In 2023, the master plan for decarbonization was also adopted by the fully consolidated international Group airports and backed up with appropriate measures to reduce CO₂ emissions.

The participation of Fraport in the **Airport Carbon Accreditation** program of the ACI (Airports Council International) serves as proof of its CO₂ management. It has evolved into the global standard for CO₂ reporting and management at airports. Participation at level 2 (“reduction”) or higher requires proof of both a CO₂ reduction target and CO₂ 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, Mitilini, 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 CO₂ footprint assessed by way of an external audit.

Performance indicator – CO₂ 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 climate-relevant” – which means fully consolidated subsidiaries with substantial energy consumption – 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, CO₂ 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, 78.4% 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 €12.4 million as at the balance sheet date of December 31, 2023 (see Group Notes, note 40, and Fraport AG's Notes, note 30).

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, climate-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. An annual report 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.

At the local level, there is an overlap of limit-controlled air pollutants 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 proximity and to the nitrogen dioxide (NO₂) 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 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 Gemeinnützige Umwelthaus GmbH (Umwelt- und Nachbarschaftshaus, UNH) in Kelsterbach to study so-called ultra-fine particulates (UFP). UFP are solid or liquid air-borne particles with a diameter smaller than 100 nm. Unlike conventional, limit-controlled air pollutants, airports have proven to be a major source of UFP. Due to their small size, UFP are classified as potentially harmful to health, however, no reliable database exists to determine a dose-response relationship.

The HLNUG measurements have shown in the last few years that Frankfurt Airport clearly contributes to the UFP burden. At all UFP 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 January 2023, scientists at the Goethe University Frankfurt in collaboration with the HLNUG published new findings. An analysis of the chemical composition of the measured UFP in Frankfurt-Schwanheim was carried out in this study. The investigations showed that the UFP partly consist of synthetic turbine lubrication oils and therefore the formation of ultra-fine particulates on engines is not limited to the combustion of jet fuel.

Furthermore, in August 2023 the HLNUG published a short report on the measurements completed after two and a half years in the Municipality of Flörsheim located directly to the west of the airport. As already known from the previous UFP reports, the measured particle number concentration at the Flörsheim site is also clearly dependent on the wind direction. If the wind blows from the direction of the airport during flight operations, the particle number concentration clearly increases. Furthermore, the latest evaluations by the HLNUG show that even at night outside of the airport operating times (between 12:00 a.m. and 5:00 a.m.) an increased particle number concentration resulted in the event of wind from an easterly direction, which points toward further sources of UFP in this direction outside of flight operations. The analyses also showed that short-term peaks in the particle number concentration occurred both at times with overflights over Flörsheim and also at times outside of flight operations and when the Runway Northwest was closed (from December 16, 2020 to May 31, 2021). Therefore, no clear causal connection can be derived between the individual direct overflights over Flörsheim in landing approaches to the Runway Northwest and the concentration peaks.

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 Hessian state government and will carry out a comprehensive study on ultra-fine particulates. A **“UFP” working group** has been set up at UNH, in which Fraport AG is also involved. Due to the complexity of the topic and building on the measurement results of the HLNUG and the findings of a previous hearing of experts in August 2019, the FFR has decided to commission the study to assess the exposure of the Rhine-Main region to UFP and its health effects in two main parts: a pollution study and an impact study. The contracting entity of the studies is UNH, which acts as an office of the FFR. The **“SOURCE FFR (Study On Ultrafine particles Frankfurt airport Region) – measurement & modelling”** UFP pollution study commissioned by UNH began in April 2023. The pollution study is being conducted by a consortium under the leadership of the Leibniz Institute for Tropospheric Research (TROPOS). Fraport AG is supporting the study project by conducting the measurements on the airport site and providing a variety of operating and activity data for emissions modeling of sources related to the airport.

The pollution study is expected to be completed in 2026. The results should form the basis for the impact study on the possible health effects of UFP, to be carried out at a later date. A design to develop an impact study is being developed in parallel to the pollution study. 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 <https://www.ultrafeinstaub-studie.de/en>.

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. Currently, around 570 vehicles (previous year: 540) of the Fraport vehicles in Ground Services at Frankfurt Airport already have electric engines. This corresponds to approximately 27% of the vehicles (previous year: around 27%). By 2026, a further 600 passenger cars, small vans, buses, and specific ground handling vehicles with electric transmission will be put into operation.

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.

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 toward a more sustainable economy. Through the Regulation, pre-defined economic activities are uniformly assessed with regard to their contribution to the European Commission’s six environmental objectives – climate change mitigation (CCM), climate change adaptation (CCA), water (WTR), circular economy (CE), pollution prevention and control (PPC), and biodiversity (BIO) – 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 2023 reporting period related to the six environmental objectives of the European Commission 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 the taxonomy-eligible or taxonomy-aligned economic activities contribute to the environmental objectives **climate change mitigation** and **the transition to a circular economy**.

Definitions

A **taxonomy-eligible** economic activity means an economic activity that is described in the current delegated acts on the six environmental objectives, irrespective of whether that economic activity meets any or all of the technical screening criteria laid out 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 significantly harm any of the other environmental objectives (DNSH).
- It is performed in keeping with the minimum safeguards.

Revenue KPI

The share of **taxonomy-eligible Group revenue** was calculated as the portion of the 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).

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”. Revenue from the renting of buildings is mainly reflected in the revenue in the Retail & Real Estate and International Activities & Services segments. Furthermore, Fraport obtains taxonomy-eligible revenue by providing the passenger transport system. This comes under the economic activity 6.3 “Urban and suburban transport, road passenger transport”. The related costs are passed on to airlines within the airport charges of the Aviation segment. To determine the taxonomy-eligible portion, a distribution formula was applied based on the cost basis to ensure appropriate allocation to the charges. The economic activity 6.20 “Air transport ground handling operations” was newly introduced into the Regulation by the European Commission in 2023. Fraport obtains taxonomy-eligible revenue here, both at the Frankfurt site and at foreign airports.

Revenue in connection with the renting of buildings are taxonomy-aligned at the Greek Group airports at Fraport Greece in eight terminals. With their environmental certificates for the relevant buildings, these meet the technical screening criteria. The buildings rented there belong to the best 15% of national Greek buildings in terms of energy efficiency and can therefore be classified as taxonomy-aligned.

The taxonomy-aligned revenue of the passenger transport system increased to €37.09 million, mainly contingent on the higher passenger volume (previous year: €25.10 million). In addition, taxonomy-aligned revenue from rental income at Fraport Greece of €58.15 million is recognized for the first time (previous year: €0.0 million).

The taxonomy-eligible revenue described in the following does not contain any taxonomy-aligned portions. With regard to the renting of buildings, an increase in the taxonomy-eligible revenue to €650.08 million is recorded (previous year: €605.40 million). In the reporting year, new taxonomy-eligible revenue from the economic activity 6.20 “Air transport ground handling operations” of €752.54 million were added. Frankfurt had the substantial portion with €656.62 million, followed by Lima with €59.39 million.

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).

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) plus

- 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 and the operation of the passenger transport system cannot be carried out without the corresponding rail infrastructure or stations, Fraport considers the related capital expenditure to be connected with the economic activity 6.3. The economic activity 3.4 “Maintenance of roads and motorways” was newly included in the Regulation by the EU Commission in 2023.

In total, the following **taxonomy-eligible** economic activities were identified in the Fraport Group in the **climate change mitigation** environmental objective:

- 4.1 Electricity generation using solar photovoltaic technology
- 6.3 Urban and suburban transport, road passenger transport
- 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, regulating, and controlling energy performance of buildings
- 6.20 Air transport ground handling operations

For the environmental objective **transition to a circular economy**, the following **taxonomy-eligible** economic activities were identified:

- 3.4 Maintenance of roads and motorways

In order to avoid double counting when calculating the Capex ratio, economic activities were allocated either the letter a) or c).

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, regulating, and controlling energy performance of buildings

All taxonomy-eligible and taxonomy-aligned additions are to be attributed to investments in infrastructure and terminal buildings. The taxonomy-aligned additions for the passenger transport system fell slightly compared to the previous year to €97.71 million (previous year: €103.10 million). Another taxonomy-aligned addition concerns economic activity 7.5 “Installation, maintenance, and repair of instruments and devices” with €27.51 million (previous year: €39.22 million). This includes, for example, the installation of facades with a solar control function and the technical centers in Terminal 3.

The additions described in the following do not contain any taxonomy-aligned portions. A substantial taxonomy-eligible addition to economic activity 7.1 “Construction of new buildings” of €396.31 million also comes from Lima with the construction of the new passenger terminal. A total of €928.59 million arose here (previous year: €623.14 million). The construction of Terminal 3 in Frankfurt contributed to this with a volume of €491.70 million. The new economic activity 6.20 “Air transport ground handling operations” shows taxonomy-eligible additions of €38.06 million, a large portion of which relates to the baggage transfer system in Terminal 3. The economic activity 7.2 contributes €35.33 million to the taxonomy-eligible Capex.

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, and maintenance and repair. Any other direct expenditure relating to the day-to-day servicing of assets of property, plant, and equipment by the undertaking or third parties is also included here.

Thus, the definition of operating expenditure in accordance with the EU Taxonomy Regulation clearly differs from the definition of operating expenses used in the rest of the combined 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 2023 results from maintenance expenses for the passenger transport system as well as maintenance expenses for rented buildings. The maintenance expenses for rented buildings are determined using a formula, which should guarantee an appropriate distribution involving the segment results. As with revenue, in 2023 the economic activity 6.20 "Air transport ground handling operations" is added, and the expenses related to this concern, in particular, maintaining the baggage transfer system. A formula was applied here, which guarantees an appropriate distribution of maintenance expenses based on the segment distribution. The economic activity 3.4 "Maintenance of roads and motorways" is also new; a component of this is the maintenance of the runways.

In the same way as the revenue, the maintenance expenses for the passenger transport system are **taxonomy-aligned operating expenditure**. The maintenance expenses at the Greece site for the buildings that belong to the top 15% of national buildings with regard to energy efficiency are also aligned.

The taxonomy-aligned Opex consists of the economic activity 6.3 "Urban and suburban transport, road passenger transport" with the maintenance of the passenger transport system of €9.15 million (previous year: €7.10 million), and the economic activity 7.7 "Acquisition and ownership of buildings" with the aligned portion at Fraport Greece of €5.95 million.

The taxonomy-eligible amounts described in the following section do not contain any taxonomy-aligned portions. A taxonomy-eligible amount of €11.03 million resulted from the new economic activity 3.4 "Maintenance of roads and motorways"; this includes, for example, the renovation of Runway Northwest at the Frankfurt site. In addition, the economic activity 6.20 "Air transport ground handling operations" contributes a total of €9.67 million. The expenses are determined using a formula as described above. The economic activity 7.7 "Acquisition and ownership of buildings" contributes €33.20 million (previous year: €28.40 million), a significant part comes from Fraport AG with a total amount of €19.85 million.

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 at the Frankfurt site, 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 CO₂ 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, Fraport assigns 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, regulating, 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 **operation of the eight terminal buildings** of Fraport Greece comes under the economic activity 7.7 “Acquisition and ownership of buildings”. The substantial contribution is met as the terminal buildings under consideration count toward the top 15% of the national buildings in Greece in their energy efficiency classes.

The substantial contribution could not be proven for the taxonomy-eligible economic activities 7.1 “Construction of new buildings” and 7.2 “Renovation of existing buildings”. For the economic activities 6.20 “Air transport ground handling operations” and 3.4 “Maintenance of roads and motorways”, which were newly added to the Regulation, only the taxonomy eligibility must be checked in this year due to a relief provision.

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. In this year, the potentially taxonomy-aligned economic activities are limited to Fraport AG and Fraport Greece, therefore the assessment is concentrated on these two sites. 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 worst 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. For Fraport Greece the overall climate risk for the sites is at level 3 to 4, in the high to extreme range.

In the current version of the EU Taxonomy Regulation, it has not been defined how often the analysis needs to be updated. No annual update is carried out as time periods up to 2100 are covered in the projection scenarios. If extraordinary circumstances or substantial innovations should occur, an ad-hoc update will be executed. Irrespective of the updating of the assessment, the contents of the analyses are revised in every set of annual financial statements, for example to add new aligned economic activities and adaptation measures.

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.

For the economic activities under 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, regulating, and controlling energy performance of buildings” and 7.7 “Acquisition and ownership of buildings”, no DNSH criteria are defined for the other 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 Final Report on Minimum Safeguards from the Platform on Sustainable Finance of October 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.

Templates turnover

Economic activities	Code(s)	Turnover	Proportion of turnover 2023	Substantial contribution criteria					
				Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		€ mil.	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
Urban and suburban transport, road passenger transport	CCM 6.3	37.09	0.93	Y	N/EL	N/EL	N/EL	N/EL	N/EL
Acquisition and ownership of buildings	CCM 7.7	58.15	1.45	Y	N/EL	N/EL	N/EL	N/EL	N/EL
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		95.24	2.38	2.38%	0%	0%	0%	0%	0%
Of which enabling		0.00	0.00	0%	0%	0%	0%	0%	0%
Of which transitional		37.09	0.93	0.93%					
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Air transport ground handling operations	CCM 6.20	752.54	18.81	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Acquisition and ownership of buildings	CCM 7.7	650,08	16,25	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,402.62	35.06	35.06%	0%	0%	0%	0%	0%
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		1,497.86	37.44	37.44%	0%	0%	0%	0%	0%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
Turnover of Taxonomy-non-eligible activities		2,502.63	62.56						
Total (A + B)		4,000.49	100.00						

	DNSH criteria (Does Not Significantly Harm)						Minimum Safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover 2022	Category enabling activity	Category transitional activity
	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity				
	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
	Y	Y	Y	Y	Y	Y	Y	0.79		T
	Y	Y	Y	Y	Y	Y	Y	0		
								0.79		
									E	
										T
								0		
								18.95		
								18.95		
								19.74		
								80.26		
								100.00		

Template capital expenditures (Capex)

Economic activities	Code(s)	Absolute Capex	Proportion of Capex 2023	Substantial contribution criteria					
				Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		€ mil.	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
Electricity generation using solar photovoltaic technology	CCM 4.1 CCA 4.1	0.87	0.06	Y	N	N/EL	N/EL	N/EL	N/EL
Urban and suburban transport, road passenger transport	CCM 6.3 CCA 6.3	97.71	6.51	Y	N	N/EL	N/EL	N/EL	N/EL
Low carbon airport infrastructure	CCM 6.17	1.67	0.11	Y	N/EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4 CCA 7.4	0.37	0.02	Y	N	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5 CCA 7.5	27.51	1.83	Y	N	N/EL	N/EL	N/EL	N/EL
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		128.13	8.53	8.53%	0.00%	0.00%	0.00%	0.00%	0.00%
Of which enabling		29.55	1.96	1.96%	0.00%	0.00%	0.00%	0.00%	0.00%
Of which transitional		97.71	6.51	6.51%					
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Maintenance of roads and motorways	CE 3.4	14.97	1.00	N/EL	N/EL	N/EL	N/EL	EL	N/EL
Air transport ground handling operations	CCM 6.20	38.06	2.53	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Construction of new buildings	CCM 7.1	928.59	61.84	EL	EL	N/EL	N/EL	EL	N/EL
Renovation of existing buildings	CCM 7.2	35.33	2.35	EL	EL	N/EL	N/EL	EL	N/EL
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0.45	0.03	EL	EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	1.26	0.08	EL	EL	N/EL	N/EL	N/EL	N/EL
Capex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,018.66	67.83	66.83%	0.00%	0.00%	0.00%	1.00%	0.00%
A. Capex of Taxonomy-eligible activities (A.1+A.2)		1,146.79	76.36	75.36%	0.00%	0.00%	0.00%	1.00%	0.00%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
Capex of Taxonomy-non-eligible activities		354.91	23.64						
Total (A + B)		1,501.70	100.00						

Climate change mitigation	Climate change adaptation	DNSH criteria (Does Not Significantly Harm)				Minimum Safeguards	Taxonomy aligned (A.1.) or eligible (A.2.) proportion of Capex 2022	Category enabling activity	Category transitional activity
		Water	Pollution	Circular Economy	Biodiversity				
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Y	Y	Y	Y	Y	Y	Y	0.01		
Y	Y	Y	Y	Y	Y	Y	8.90		T
Y	Y	Y	Y	Y	Y	Y	0.02	E	
Y	Y	Y	Y	Y	Y	Y	0.03	E	
Y	Y	Y	Y	Y	Y	Y	3.38	E	
							12.34		
								E	
									T
							0.00		
							53.78		
							3.55		
							0.01		
							0.03		
							57.37		
							69.71		
							30.29		
							100.00		

Template operating expenses (Opex)

Economic activities	Code(s)	Absolute Opex	Proportion of Opex 2023	Climate change mitigation	Climate change adaptation	Water	Substantial contribution criteria		
							Pollution	Circular Economy	Biodiversity
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		€ mil.	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
Urban and suburban transport, road passenger transport	CCM 6.3 CCA 6.3	9.15	5.13	Y	N	N/EL	N/EL	N/EL	N/EL
Low carbon airport infrastructure	CCM 6.17	0.33	0.19	Y	N/EL	N/EL	N/EL	N/EL	N/EL
Acquisition and ownership of buildings	CCM 7.7 CCA 7.7	5.95	3.34	Y	N	N/EL	N/EL	N/EL	N/EL
Opex of environmentally sustainable activities (Taxonomy-aligned) (A.1)		15.43	8.66	8.66%	0%	0%	0%	0%	0%
Of which enabling		0.33	0.19	0.19%	0%	0%	0%	0%	0%
Of which transitional		9.15	5.13	5.13%					
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Maintenance of roads and motorways	CE 3.4	11.03	6.19	N/EL	N/EL	N/EL	N/EL	EL	N/EL
Air transport ground handling operations	CCM 6.20	9.67	5.43	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Renovation of existing buildings	CCM 7.2	8.22	4.61	EL	EL	N/EL	N/EL	EL	N/EL
Air transport ground handling operations	CCM 7.3	0.03	0.02	EL	EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	0.59	0.33	EL	EL	N/EL	N/EL	N/EL	N/EL
Acquisition and ownership of buildings	CCM 7.7	33.20	18.63	EL	EL	N/EL	N/EL	N/EL	N/EL
Opex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		62.74	35.21	29.02%	0%	0%	0%	6.19%	0%
A. Opex of Taxonomy-eligible activities (A.1+A.2)		78.17	43.87	37.68%	0%	0%	0%	6.19%	0%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
Opex of Taxonomy-non-eligible activities		100.02	56.13						
Total (A + B)		178.19	100.00						

	Climate change mitigation	Climate change adaptation	DNSH criteria (Does Not Significantly Harm)				Minimum Safeguards	Taxonomy aligned (A.1.) or eligible (A.2.) proportion of Opex 2022 ¹⁾	Category enabling activity	Category transitional activity
			Water	Pollution	Circular Economy	Biodiversity				
	(11)	(12)	(13)	(14)	(15)	(16)	(17)	%		
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N		E	T
	Y	Y	Y	Y	Y	Y	Y	5.10		T
	Y	Y	Y	Y	Y	Y	Y		E	
	Y	Y	Y	Y	Y	Y	Y			
								5.10		
									E	
										T
								20.46		
								20.46		
								25.56		
								74.44		
								100.00		

¹⁾ The denominator of the previous year was adjusted as an additional account was added to the calculation method. The previous year's shares have therefore decreased.

Proportion of turnover / Total turnover

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate Change Mitigation (CCM)	2.38%	37.44%
Climate Change Adaptation (CCA)	0.00%	0.00%
Water (WTR)	0.00%	0.00%
Circular Economy (CE)	0.00%	0.00%
Pollution (PPC)	0.00%	0.00%
Biodiversity (BIO)	0.00%	0.00%

Proportion of capital expenditures / Total capital expenditures

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate Change Mitigation (CCM)	8.53%	75.36%
Climate Change Adaptation (CCA)	0.00%	72.72%
Water (WTR)	0.00%	0.00%
Circular Economy (CE)	0.00%	65.19%
Pollution (PPC)	0.00%	0.00%
Biodiversity (BIO)	0.00%	0.00%

Proportion of operating expenses / Total operating expenses

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate Change Mitigation (CCM)	8.66%	37.68%
Climate Change Adaptation (CCA)	0.00%	32.06%
Water (WTR)	0.00%	0.00%
Circular Economy (CE)	0.00%	10.80%
Pollution (PPC)	0.00%	0.00%
Biodiversity (BIO)	0.00%	0.00%