



Marshall's Game

# ESG Fact Book 2021

Sustainability Program | GRI and UN Global Compact Index



# *Disclaimer*

## *ESG Fact Book 2021*



This ESG Fact Book has been issued in March 2022 and updated in April 2022.

The information contained in this ESG Fact Book has not been independently verified. No representation or warranty – whether expressed or implied – is made as to, and no reliance should be placed on, the fairness, accuracy, completeness or correctness of the information or opinions contained therein. Neither the company nor any of its affiliates, advisors or representatives shall have any liability whatsoever (in negligence or otherwise) for any loss arising from any use of this document or its content or otherwise arising in connection with this document.

This ESG Fact Book does not constitute an offer or invitation to purchase or subscribe for any share and neither this document nor any part of it shall form the basis of, or be relied upon in connection with, any contract or commitment whatsoever.

This ESG Fact Book contains forward-looking statements that are based on current estimates and assumptions made by the management of Fraport to the best of its knowledge. Such forward-looking statements are subject to risks and uncertainties, the non-occurrence or occurrence of which could cause the actual results – including the financial condition and profitability of Fraport – to differ materially from or be more negative than those expressed or implied by such forward-looking statements. This also applies to the forward-looking estimates and forecasts derived from third-party studies. Consequently, neither the company nor its management can give any assurance regarding the future accuracy of the opinions set forth in this document or the actual occurrence of the predicted developments.

By accepting this ESG Fact Book, you agree with the foregoing.

Please consider the Environment before printing this Document.



# Content



<b>1</b>	<b><i>Letter of CEO</i></b>	4
<b>2</b>	<b><i>Our Topics</i></b>	6
<b>3</b>	<b><i>Sustainability Goals of Fraport</i></b> Environment   Employees   Community   Corporate Governance   Economic enhancement	8
<b>4</b>	<b><i>Commitments, Indices, Ratings</i></b>	41
<b>5</b>	<b><i>Sustainability Program</i></b>	43
<b>6</b>	<b><i>Key Figures</i></b>	53
<b>7</b>	<b><i>GRI and UN Global Compact Index</i></b>	79

# *Dear Readers,*

*For us, acting sustainably means responsibly shaping the future.*

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

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

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

*Dr. Stefan Schulte, CEO*





*For us, sustainable action means creating the future responsibly. We understand sustainable development to be a continuous process. We are convinced that the company's scope of action can only be secured by consistently including non-economic aspects in management processes.*

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



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

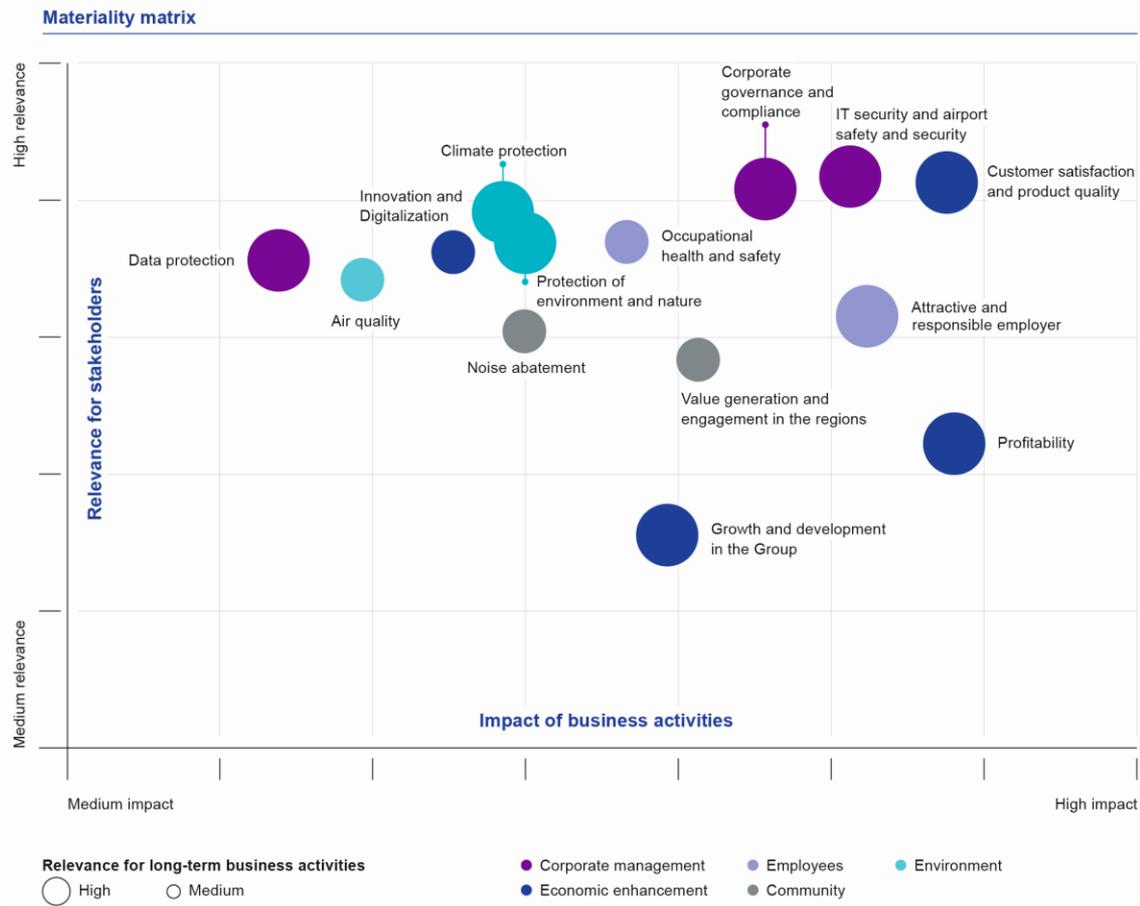
# Materiality Matrix



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

## Our most important stakeholders

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



## *Climate protection*

We are reducing our CO<sub>2</sub> emissions.

**0 t CO<sub>2</sub>** until 2045

## *Protection of environment and nature*

We provide our services with environmental considerations in mind and continuously improve our environmental performance.

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

## *Air quality*

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

**Inventory of air pollutant emissions**

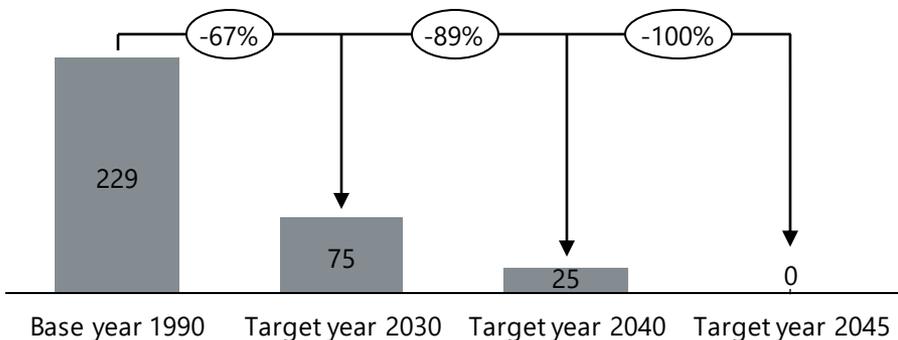
# Focus on climate protection: Our contribution to a climate-neutral Europe



We want to meet people's need for mobility without placing an additional burden on the environment. We are working at full speed to achieve this. Climate protection is one of the most urgent tasks facing the entire aviation industry. That is why we have once again tightened our CO<sub>2</sub> targets in 2021.

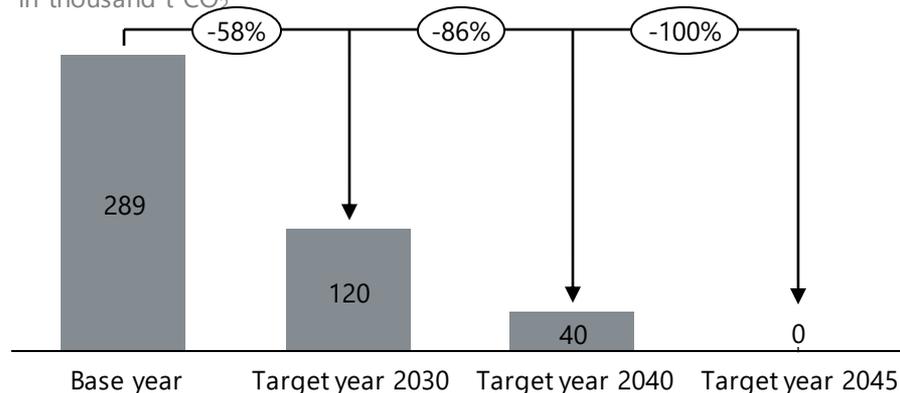
## New targets of Fraport AG

In thousand t CO<sub>2</sub>



## New targets for Fraport Group

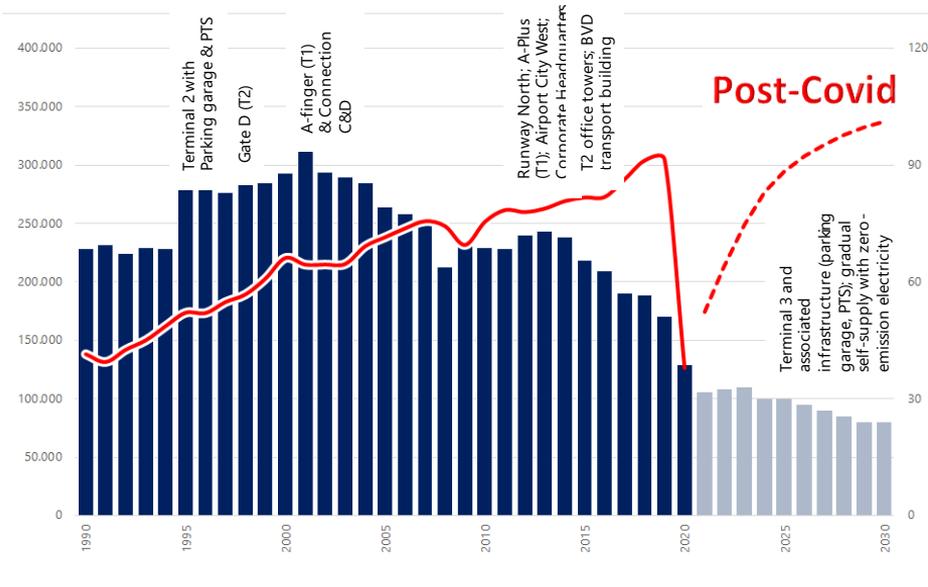
In thousand t CO<sub>2</sub>



*No offsetting of CO<sub>2</sub> emissions (Scope 1 and 2) is to take place throughout the Group.*

### CO<sub>2</sub> emissions: Fraport AG development & plan in FRA

Left axis: tons of CO<sub>2</sub>  
Right axis: million traffic units



Source: Fraport calculations

### ▶ Despite expansion, significant CO<sub>2</sub> reduction since 1990

- Targeted set of measures defined and implemented led to significant reduction of CO<sub>2</sub> emissions of Fraport AG in Frankfurt since 2005.
- Expansion of infrastructure (new taxiways, gates, service & administration buildings) was subsequently more than compensated.
- CO<sub>2</sub> reduction of Fraport AG at Frankfurt site systematically continued - after more than 300,000 t in 2002 CO<sub>2</sub> target for 2030 maximum 75,000 t

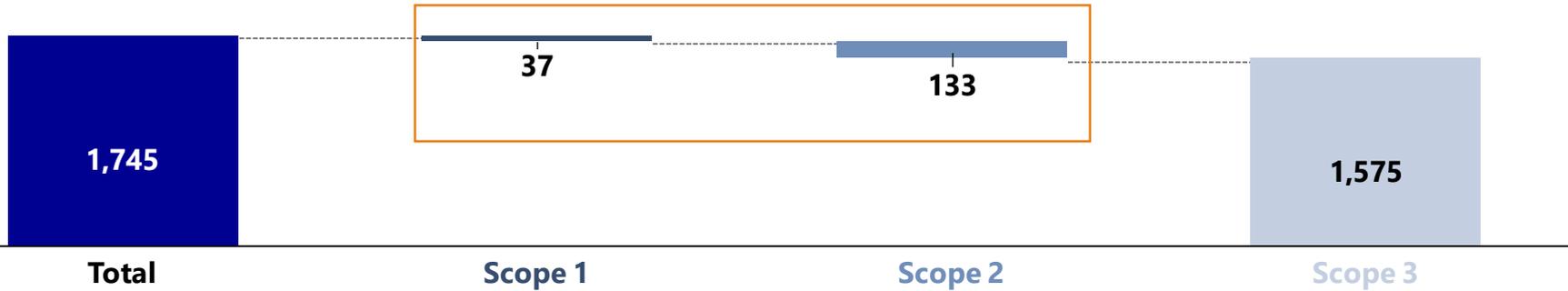
### Outlook: Opposing effects & central measures

- |  |   |
|--|---|
|  <ul style="list-style-type: none"> <li>Terminal 3 and new infrastructure</li> <li>Traffic growth (post-Corona)</li> <li>Impacts of climate change</li> </ul> |  <ul style="list-style-type: none"> <li>Power Purchase Agreement Wind</li> <li>Vehicle conversion</li> <li>Photovoltaics at FRA</li> <li>Energy saving measures</li> </ul> |
|--|---|

Although Fraport can only directly influence Scopes 1 & 2, CO<sub>2</sub> reductions are being developed in all Scopes.

**Distribution of CO<sub>2</sub> emissions at Frankfurt Airport (2019)**

In thousand t CO<sub>2</sub>



**Scope 1:** approx. 37 thousand t CO<sub>2</sub>  
Direct CO<sub>2</sub> emissions from combustion processes

**Scope 2:** approx. 133 thousand t CO<sub>2</sub>  
Indirect CO<sub>2</sub> emissions from generation of purchased electricity, heating or cooling

**Scope 3:** approx. 1,575 thousand t CO<sub>2</sub>  
Indirect CO<sub>2</sub> emissions as a result of airport activities from sources not owned and/or controlled by Fraport to a limited extent only.

*Scopes 1 & 2 (approx. 10%) direct addressable by Fraport AG*



### Reduce energy demand

- Energy optimization and refurbishment of existing buildings
- Replacement of old systems (heating, cooling, ventilation), otherwise energy refurbishment
- Replacement of lighting on the taxiway and apron, in terminals and parking garages with LEDs
- Replacement of motors of the baggage conveyor system
- Reduction of idling in-ground processes
- Efficient energy and CO<sub>2</sub> management and monitoring at Fraport AG



### Change energy source

- An ongoing program to successively convert vehicle fleet to alternative drives - electrify another 900 vehicles by 2030



### Emission-free energy generation

- On-site generation of solar power
- Purchase of electricity from offshore wind power via a Power Purchase Agreement (PPA)
- Long-term power purchase agreement via Corporate Power Purchase Agreement (CPPA)
- Optimal use of given supply structures through digitization and storage

**Level 1: Mapping**



*Airports that determine their carbon footprint*

**Fraport Greece**

Kefallinia, Mitilini, Rodos, Thessaloniki, Chania, Samos

**Lima Airport Partners**

**Level 2: Reduction**



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

**Fraport Twin Star  
Fraport Slovenija**

**Level 3: Optimisation**



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

**Fraport AG**

**Level 3+: Neutrality**



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

**Fraport TAV Antalya**

*The Airport Carbon Accreditation Program is a global industry standard with the goal of motivating as many airports as possible to implement comprehensive CO<sub>2</sub> management and move toward CO<sub>2</sub>-free operations.*

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



- **A Systematic inventory of air pollutant emissions** to identify mitigation potentials and reduction measures
- Inclusion of the topic "**ultrafine particles**" in the work program of the **Forum Airport and Region**
- Collaboration with the TROPOS consortium (Leibniz-Institut für Tropospheric Research, Helmholtz-Zentrum Geesthacht, Leibniz-Institut für umweltmedizinische Forschung and the Institut für Atmosphäre und Umwelt at Goethe Universität Frankfurt) for an exposure study on "ultrafine particles"
- **Airport charges** on nitrogen oxides and hydrocarbons at the FRA site



# Environmental Key Figures at a glance

Energy consumption Fraport AG 	Unit	2020	2021	Change in %
Total energy consumption (Scope 1,2)	TJ	2,026.33	2.172,10	7.2
Specific total consumption	TJ per million traffic units	53.5	45.7	-14.6

Emissions Fraport AG 	Unit	2020	2021	Change in %
Direct CO <sub>2</sub> emissions (Scope 1)	1,000 t CO <sub>2</sub>	21.9	23.2	5.9
Indirect CO <sub>2</sub> emissions (Scope 2)	1,000 t CO <sub>2</sub>	107.4	90.9	-15.4
Total Scope 1 & 2	1,000 t CO <sub>2</sub>	129.3	114.0	-11.8

Water withdrawal Fraport AG 	Unit	2020	2021	Change in %
Total water withdrawal, thereof	million m <sup>3</sup>	0.905	0.884	-2.3
drinking water	million m <sup>3</sup>	0.546	0.521	-4.6
service water	million m <sup>3</sup>	0.359	0.363	1.1

Waste Fraport AG 	Unit	2020	2021	Change in %
Waste volume, thereof	1,000 t	9.46	10.10	6.8%
	kg per traffic unit	0.25	0.21	-16.0%
hazardous waste	1,000 t	1.34	1.52	13.43%
Total recoverability rate	in % of waste volume	84.5	80.6	-3.9 PP

 Further key figures can be found in the notes



## *Attractive and responsible employer*

We create good working conditions and increase employee satisfaction.

We increase the proportion of women in management positions.

We offer good development opportunities to attract and retain motivated personnel.

## *Occupational health and safety*

We are continuously reducing occupational accidents.

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

**Employee satisfaction | Women in management positions | Apprenticeships**

**Sickness rate | LTIF**

## Employee satisfaction

Better than or equal to 3.0

- Continuation of protective measures for employees in the context of the coronavirus pandemic
- Increased promotion of work in home offices (overall scope)
- Continuation of the "pulse check" introduced in 2020 (short online surveys on the mood of the workforce) (FraportAG)

## Women in management positions

Group target: At least 30.8% women at the 1st level and 30.2% at the 2nd level below Executive Board (Group in Germany)  
FraportAG target: At least 31.8% women at the 1st level and 30,9% at the 2nd level below Executive Board

- Continuation of existing measures, such as systematic talent management and potential assessment centres, cross-mentoring program, coaching activities as part of the further development of female executives, and offers to take on management positions part-time (FraportAG and German Group companies)

## Apprenticeships

Apprenticeships (vocational training and dual study program)  $\geq$  110 per year

- Apprentices to be taken on for at least 6 months in 2021 despite the coronavirus pandemic; in 2022, offer of temporary employment for between 6 and 12 months depending on the apprenticeship occupation, subject to technical and personal suitability.
- Continuation of the "Startklar" vocational preparation program for young people without apprenticeships (Fraport AG as well as Airport Cater Service, FCS Frankfurt Cargo Services, FraCareServices, Medical Airport Service, operational services)

## Reduce workplace accidents

LTIF<sup>1</sup> ≤ 22.5

- Consistent implementation of the measures laid down in the Group Directive<sup>2)</sup> for all companies within the scope of the Group Directive (overall scope)
- Continuation of workplace-specific training
- Due to the effects of the coronavirus pandemic, the use of targeted campaigns and projects is required, particularly for employees in operational areas (Fraport AG and German Group companies)

## Reduce sickness rate

Sickness rate ≤ 7.2%  
(Group in Germany)

- Information on health-preserving measures for prevention, fitness, nutrition and relaxation on the intranet, via mailings and virtual platforms
- Increase in the proportion of digital health offerings
- Prevention offers for operational areas (back training and therapy, fitness mobile)
- Home office command to contain infection chains and information offered on the coronavirus pandemic



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

<sup>1</sup>) Lost time injury frequency <sup>2)</sup> „F6.0 Occupational Health and Safety“

# Employees

## Diversity in the Fraport Group



Share of women

**26.3 %**

+/- 0 PP

Women in  
management  
positions

In Germany (level 1 and 2)

**27.1 %** +1.2 PP

Disabled  
employees

**5.9 %**

-0.7 PP

Average age

**45.5** years

+0.2 years

Foreign  
employees

In Germany

**24,1 %**

+0.4 PP

Apprentices

**317**

-9.2 %



# Employees

## Employment Figures at a Glance



<b>Employees</b> 	<b>Unit</b>	<b>2020</b>	<b>2021</b>	<b>Change in %</b>
Employees as of 31.12.2021*	Number of people	19,884	17,781	-10.6
Fraport AG (Fraport parent company)	Number of people	9,099	7,450	-18.1
Fraport Group Germany (mainly Frankfurt site)	Number of people	17,247	15,113	-12.4
Employees abroad	Number of people	2,637	2,668	+1.2
Fixed-term employment contracts	in % of total employees	10.5	8.1	2.4 PP
Part-time employees		14.7	15.4	0.7 PP
Employees covered by collective bargaining agreements		96.3	97.9	1.6 PP
Employee turnover	In % of permanent employees	13.7	27.8	14.1 PP

\* Without temporary staff, employees on leave, and apprentices

<b>Further details</b> 	<b>Unit</b>	<b>2020</b>	<b>2021</b>	<b>Change in %</b>
Female quota	in %	26.3	26.3	0
Average age	Years	45.3	45.5	0.2
Foreign employees in Germany		23.7	24.1	0.4 PP
Disabled employees	in % of total employees	6.6	5.9	-0.7 PP
Women in management positions in Germany (level 1 and 2)		25.6	27.1	1.5 PP
Women in the executive board of Fraport AG	in %	20	20	0
Women in the supervisory board of Fraport AG		30	30	0



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

# Employees

## Training and Education – Figures at a glance

Group	Unit	2020	2021	Change in %
Education	Hours per annual average number to total employees	29.6	34.3	15.9
Apprentices	Number of people	349	317	-9.2
Apprenticeships	Number of people	89	75	-15.7
Employees receiving regular performance and career development reviews	in % of total employees	63.0	58.1	-4.9 PP

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

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

*Fraport offers training in 12 occupations, such as air traffic clerk, IT specialist, and mechatronics technician. In addition there are three dual courses of study, including business information technology and air traffic management.*



# Occupational Health and Safety – Figures at a glance

Group	Unit	2020	2021	Change
LTIF – Lost Time Injury Frequency	LTIF accidents per 1 million hours worked	14.5	22.1	52.4 %
Sickness rate (Group in Germany)	Absence in %	6.4	6.7	0.3 PP

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



*In risk assessments of a workplace, the various aspects are described from the point of view of occupational health and safety in cooperation with the company doctors, and the resulting protective measures, training courses, and occupational health care are defined based on these assessments. Advice to managers by occupational health services covers topics such as physical and mental stress.*

*Value generation and engagement  
in the regions*

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

**Gross value generation (corporate performance)**

*Noise abatement*

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

**Noise ceiling**

## Gross value generation (corporate performance)

At least +2 % compared with the previous year

Subject to maximum net financial debt of 5 x EBITDA

- Procurement of goods, services, and construction works from domestic companies: 74% at Fraport Brasil, 80% at Fraport Slovenija, 90% at Fraport Twin Star, 85% at Lima Airport Partners, 64% at Fraport Greece, 99% at Fraport AG (incl. Fraport Ausbau Süd GmbH)
- Continuation of existing contracts and previously approved financing for funding, sponsorship, and donation projects (Fraport AG)

- Support of various campaigns and initiatives for sustainability, cultural promotion and improvement of living standards in the community of Callao surrounding the airport (Lima Airport Partners).
- Tablet donations for pupils and students in the communities of Action and Samos (Fraport Greece)
- Support for the Ljubljana Festival and the Slovenian Olympic team (Fraport Slovenija)

## Noise abatement

Compliance with the upper noise limit

LOG noise area: Area affected by a Leq of 55 dB(A) day (FRA site)

- Increasing noise-based airport charges for louder aircraft starting Jan. 1, 2022
- Rewarding the use of particularly modern, quieter aircraft through adjustments to the so-called Noise Rating Index
- Abolition of discounts for flights that exceptionally take place on the core night between 11 p.m. and 5 a.m.

# Community

## Social Commitment – Figures at a glance

<i>Fraport AG</i>	<i>Unit</i>	<i>2020</i>	<i>2021</i>	<i>Change in %</i>
<b>Social commitment<sup>1)</sup></b>	<b>€ million</b>	<b>4.2</b>	<b>2.4</b>	<b>-74.4</b>
Sponsorship	€ million	3.1	2.3	-25.8
Environmental fund <sup>2)</sup>	€ million	0.4	0.0	>100
Donations	€ million	0.7	0.1	>100

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

2) **Environmental fund**: Fund dissolved due to economic consequences of the Coronavirus-pandemic.





## *Corporate Governance and Compliance*

We always manage the company responsibly and transparently.

## *Data protection*

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

## *IT Security and Airport Safety & Security*

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

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

## General Measures:

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





*Dr. Stefan Schulte*

**International Activities | Airport Expansion South | Corporate Development, Environment and Sustainability, Corporate Communications**

07–09: Fraport COO  
03–07: Fraport CFO  
01–03: Deutz CFO  
96–00: Infostrada mgmt, CFO  
Else: A.o. Director at Mannesmann



*Anke Giesen*

**FRA: Retail & Real Estate | IT | Legal Affairs and Compliance**

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



*Dr. Pierre Dominique Prümm*

**FRA: Aviation | Corporate Infrastructure Management**

12–18: Fraport EVP Aviation  
09–12: Fraport SVP Corp. Development  
Else: A.o. Mgmt positions at Hanover Airport and Amadeus Germany



*Michael Müller*

**FRA: Ground Handling | Human Resources | Internal Auditing**

09–12: Fraport EVP Ground Handling  
97–09: Fraport SVP HR  
Else: A.o. Mgmt positions at Fraport HR department



*Prof. Dr. Matthias Zieschang*

**FRA: Facility Management | Purchasing Group: Finance | Controlling | Accounting**

01–07: DB Netz CFO  
99–01: Scandlines CFO  
97–99: DB Head of Financial Strategy  
Else: A.o. Specialist financing BASF

### Representatives of the shareholders

**Michael Boddenberg** – Chair

Minister of Finance of the State of Hesse

**Uwe Becker**

Hesse Secretary of State for European Affairs

**Peter Feldmann**

Lord Mayor of Frankfurt am Main

**Peter Gerber**

CEO Brussels Airlines

**Dr. Margarete Haase**

Independent Business Consultant

**Frank-Peter Kaufmann**

Member of the Hesse State Parliament

**Lothar Klemm**

Former Hessian Government Minister, independent attorney

**Michael Odenwald**

Former Secretary of State, Chairman of the supervisory board, Deutsche Bahn AG

**Sonja Wärtges**

Chief Executive Officer of DIC Asset AG

**Prof. Dr.-Ing. Katja Windt**

Member of the management of SMS group GmbH

### Representatives of the employees

**Claudia Amier**

Vice-Chairwoman of the Supervisory Board -  
Advisor to the Works Council Office, Fraport AG

**Devrim Arslan**

Chairman of the Works Council, FraGround GmbH

**Hakan Bölükmeşe**

Chairman of the Works Council, Fraport AG

**Hakan Cicek**

Member of the Works Council, Fraport AG

**Ramona Lindner**

(Personnel-) Dispatcher for aviation security checks, FraSec Luftsicherheit GmbH

**Mira Neumaier**

Trade union secretary, Head of the National Working Group on Air Transport, ver.di

**Matthias Pöschko**

Member of the Works Council, Fraport AG

**Qadeer Rana**

Member of the Works Council, FraSec GmbH

**Mathias Venema**

Regional Head of Special Services, ver.di State District Hessen

**Dr. Ulrich Kipper**

Head of Infrastructure Management, Fraport AG

German Law for Legal Form of Fraport Parent Company stipulates **20 Board members**

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

- The Annual General Meeting is held annually in the first eight months of the fiscal year and decides on all matters assigned to it by law, such as the appropriation of profits, the election and the discharge of the members of the Supervisory Board and discharge of the members of the Management Board, election of the auditors, amendment of the Articles of Association of the Company, and other tasks.
- The Annual General Meeting is convened at least 36 days before the date of the meeting.
- Each individual no-par-value share grants one vote.
- The results of the votes and other information and documents are published on our [homepage](#).



- The compensation of the Executive Board is determined by the Supervisory Board based on a proposal by the Executive Committee and is reviewed regularly.
- In addition to financial targets for long-term performance compensation, the compensation system also includes non-financial elements.
- For the fiscal year 2021, the reduction of the carbon footprint at the Frankfurt site in the form of a power purchase agreement (PPA) for energy procurement from wind turbines and the completion of construction work on Pier G by the end of January 2022 was defined as non-financial components.



*Performance criteria are set by the Supervisory Board for the fiscal year. At least one performance criterion must be an ESG objective: Environmental Social Governance (ESG) objectives such as occupational health and safety, compliance, energy and the environment, customer satisfaction, employee concerns or corporate culture.*

## General measures:

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

•	C*	288	HONGKONG	12 <sup>55</sup>	2	E	915-920
	LH	1204	BASEL	12 <sup>55</sup>	1	A	260-338
•	US	701	PHILADELPHIA	13 <sup>00</sup>	2	E	955-962
•	LH	106	MUENCHEN	13 <sup>00</sup>	1	A	260-338
•	LH	016	HAMBURG	13 <sup>00</sup>	1	A	260-338
	LH	1218	GENF	13 <sup>05</sup>	1	A	260-338
	LH	1128	BARCELONA	13 <sup>05</sup>	1	A	260-338
	LH	1396	PRAG	13 <sup>05</sup>	1	A	260-338
	LH	1252	LINZ	13 <sup>05</sup>	1	A	260-338
	L9	3612	QOELN HBF	13 <sup>09</sup>	1	A	260-338
•	LH	756	MUMBAI	13 <sup>10</sup>	1	A	260-338
	LH	052	HANNOVER	13 <sup>10</sup>	1	A	260-338
	LH	252	MAIMAND-MALPENSA	13 <sup>10</sup>	1	A	260-338
	LH	1114	MADRID	13 <sup>15</sup>	1	A	260-338
	LH	130	STUTTGART	13 <sup>15</sup>	1	A	260-338
	LH	144	NUERNBERG	13 <sup>15</sup>	1	A	260-338
	LH	446	DENVER	13 <sup>20</sup>	1	A	260-338
	LH	630	DUBAI	13 <sup>20</sup>	1	A	260-338
	LH	372	FRIEDRICHSHAFEN	13 <sup>20</sup>	1	A	260-338
	LH	1372	BRESLAU	13 <sup>20</sup>	1	A	260-338
	TP	573	LISSABON	13 <sup>20</sup>	1	A	260-338
	LH	1306	BEIRUT	13 <sup>25</sup>	1	A	260-338

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

## General measures:

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





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

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



**Security** - *Defense against terrorist threats and protection of civil aviation*

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

## Customer Satisfaction & Product Quality

We continuously optimize customer and service orientation at our airports.

**Global passenger satisfaction I  
Baggage connectivity**

## Economic Profitability

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

**s. Financial Fact Book I  
Annual Report**

 [www.fraport.com/publications](http://www.fraport.com/publications)

## Growth & Development in the Group

We increase passenger numbers organically and structure our portfolio optimally.

**s. Financial Fact Book I  
Annual Report**

 [www.fraport.com/publications](http://www.fraport.com/publications)

## Innovation & Digitization

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

**Return on investment of the implemented MVP<sup>1)</sup> projects in the Digital Factory**

1) MVP: Minimum Valuable Product

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

## General measures:

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



## General measures:

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



## Customer Satisfaction & Product Quality

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

- Continuation of comprehensive programs of measures and hygiene concepts at all sites to ensure health protection during the coronavirus pandemic
- Certification of organizational, infrastructural and personnel corona protection measures with the "Airport Health Accreditation" of the international airport association ACI (Airport Council International) (FRA site, Fraport Greece and Fraport Twin Star)

- Development of a digital information service for contact-free, personal interaction with information staff with twelve locations in Terminals 1 and 2 (Fraport AG)
- Use of an agile, multidisciplinary team to develop and implement improvements for a positive passenger experience (Lima Airport Partners)

Baggage connectivity  $> 98.5\%$   
FRA site

- Continuous implementation of optimization measures, which are closely coordinated with the airlines as part of regular performance discussions

## Innovation & Digitization

Return on investment of the implemented MVP<sup>1)</sup> projects in the Digital Factory.

- Foundation of the virtual organizational unit "Digital Factory" for the operational implementation of digital transformation
- Development of Minimum Viable Products for use in real airport operations within three months
- Continuous testing and optimization of processes
- Further training of employees in modern (digital) working methods



# Our Commitments



WE SUPPORT



airport  
carbon  
accredited  
OPTIMISATION

→ see slide 13



charta der vielfalt



GEPRÜFTES  
UMWELTMANAGEMENT  
DE-125-00032

Mitglied in der hessischen Initiative  
*Beruf und Pflege vereinbaren*





FTSE4Good

Corporate ESG  
Performance

RATED BY  
**ISS ESG** 

Prime

**Deutschland Ethik 30 Aktienindex**

An aerial photograph of an airport tarmac. A white Delta airplane is parked on the left side of the frame. The tarmac is marked with yellow lines and several yellow signs that read "MAX SPAN 36.0m". A small white vehicle is visible near the tail of the airplane. The background shows a grey concrete surface with various markings and signs.

# 5 Sustainability Program

# Environmental Goals

## Our Program for **Climate Protection**



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2021
We are reducing our CO <sub>2</sub> emissions.	Absolute CO <sub>2</sub> emissions (sum of Scope 1 und 2 GHG-Protocol) in metric tons of CO <sub>2</sub>	120,000 metric tons of CO <sub>2</sub>	2030	Group <sup>1)</sup>	163.520 t CO <sub>2</sub>
		40,000 metric tons of CO <sub>2</sub>	2040		
		0 metric tons of CO <sub>2</sub> <sup>2)</sup>	2045		
		75,000 metric tons of CO <sub>2</sub>	2030	Fraport AG	114.015 t CO <sub>2</sub>
		25,000 metric tons of CO <sub>2</sub>	2040		
		0 metric tons of CO <sub>2</sub> <sup>2)</sup>	2045		
		Specific emissions (sum of Scope 1 und 2 GHG-Protocol) in kilograms CO <sub>2</sub> per traffic unit	0.9 kg CO <sub>2</sub> /traffic unit	2030	Fraport AG

1) Includes Fraport AG as well as the Group companies Fraport Greece, GCS, FraGround, Fraport Slovenija, Lima, Fortaleza, Porto Alegre und Twin Star.

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



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2021
We provide our services while taking environmental concerns into account and to constantly improve our environmental performance.	Proportion of fully consolidated, environmentally relevant Group companies with certified environmental management systems (EMAS or ISO 14001), weighted according to revenue	100%	Unlimited <sup>1)</sup>	Group	80.9%
We record the air pollutant emissions of all relevant emitters of airport operations.	Record of the air pollutant emissions of all relevant emission sources from airport operations	Fraport aims to comprehensively record air pollutant emissions by major source in the long term. A performance indicator in the narrow sense is not defined in the topic area of air quality.		FRA Site <sup>2)</sup>	-

1) Ongoing objective taking into account changes in the portfolio of Fraport airports.

2) Including air traffic up to 300 m.

# Goals Employees

## Our Program for **Attractive & Responsible Employer**



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2021
We create good working conditions and increase employee satisfaction.	Employee satisfaction	Better than or equal to 3.0	2021	Group <sup>1)</sup>	-
		Improvement	2021	Fraport AG	82.5%
We increase the proportion of women in management positions.	Women in management positions (first level below the Executive Board)	30.8%	2026	Group in Germany	22.7%
		31.8%	2026	Fraport AG	22.7%
	Women in management positions (second level below the Executive Board)	30.2%	2026	Group in Germany	28.2%
		30.9%	2026	Fraport AG	27.5%

<sup>1)</sup> Suspended for the time being.



# Goals Employees

## Our Program for **Attractive & Responsible Employer**



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2021
We offer good development opportunities to attract and retain motivated personnel.	Apprenticeships (Vocations training and dual study program)	≥ 110 per year	2021	Group in Germany <sup>1)</sup>	75
We are continuously reducing occupational accidents.	LTIF (Lost Time Injury Frequency)	≤ 22.5	2025	Group	22.1
We stabilize the sickness rate in the medium term and reduce it in the long term.	Sickness rate	≤ 7.2%	2025	Group in Germany	6.7%
	Sickness rate	≤ 7.2%	2025	Fraport AG	5.9%

<sup>1)</sup> Fraport AG as well as Airport Cater Service, FCS Frankfurt Cargo Services, FraCareServices, Medical Airport Service, operational services



# Goals Community

## Our Program for **Community**



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2021
We contribute positively to the economic and social development of the regions.	Gross value generation (corporate performance)	Medium term at least +2 % compared with previous year <sup>1)</sup>	Ongoing	Group	€2.1 billion
We keep the area affected by aircraft noise below the noise ceiling during the day.	Compliance with the noise ceiling			FRA Site	Complied with the noise ceiling

<sup>1)</sup> Under medium-term compliance to maximum net financial debt of 5x EBITDA



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2021
We always manage the company responsibly and transparently.	Determination of key performance indicator, target level and term does not apply since the topic "Corporate Governance and Compliance" is a basic requirement for our business and included in our standard processes.				
We ensure the handling of personal data in compliance with the data protection laws and safeguard the rights of those affected.	Determination of key performance indicator, target level and term does not apply since the data protection regulations in each respective country must be observed at all times.			Group	Does not apply

# Goals Governance

## Our Program for **Governance**



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2021
We protect our IT systems and data against failure, manipulation and unwanted publication.	Determination of key performance indicator, target level and term does not apply because the protection of our IT systems is always a top priority and is integrated into the regular processes for continuous improvement in accordance with the internationally recognized standard for information security (ISO 27001).			Group	Does not apply
We ensure the safety and security of everyone at our airports.	Determination of key performance indicator, target level and term does not apply as safety in air traffic and on the premises has the highest priority for Fraport.			Group	Does not apply



# Goals Economic Enhancement

## Our Program for **Economic Profitability and Growth**



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2021
We generate long-term earnings growth and maintain financial strength at a high level, despite future capital expenditure.	EBITDA	Between about 760 million Euro to about 880 Mio €	2022	Group	€757.0 million
	Group result	Between about 50 million Euro to about 150 million Euro	2022		€91.8 million
	ROFRA	> WACC (2021: 7.3%)	Unlimited		3.4
	Net financial debt to EBITDA ratio	Medium-term max. 5x*	Unlimited		8.4
	Shareholder's equity ratio	> 30%	Unlimited		23.1%
	Free cash flow	At about the level of 2021	2022		-772.3
We increase passenger numbers organically and structure our portfolio optimally.	Group passengers	More dynamic recovery than at FRA	2022	Group	s. <a href="#">Annual Report</a>
	Frankfurt passengers	In the range of 55 % to 65 % of the volume of 2019	2022	FRA site	24.8 million



Target	Key Performance Indicator	Target Level	Term	Scope	Status 2021
We continuously optimize customer and service orientation at our airports.	Global passenger satisfaction	≥ 80%	2026	Group <sup>1)</sup>	-
		≥ 80%	2026	Fraport AG	91%   83% <sup>2)</sup>
	Baggage connectivity	> 98.5%	2026	FRA Site	98.3 %
We use the opportunities of digitization to make our business model more competitive	Return on investment of the implemented MVP projects in the Digital Factory	400%	2022	Group	1,177%

<sup>1)</sup> Suspended for time being.

<sup>2)</sup> Due to methodological changes, the results are reported separately for the first and second half of 2021.

# 6 Key Figures

Wegzeiten  
Time to gates



A1-11  
1-3 min

A13-25  
2-6 min

A...  
7-11 min

A50-69  
5-11 min

Weitere Flüge bis 16:10 / further flights until 16:10

planm. sched.	erwart. estim.	Flug Flight	Code share	nach - über to - via	Terminal	Gate	Status
		LH 624	AC 9151	Dammam - Kuwait	1	B22	
		LH 648	KC 1648	Almaty	1	B55	
		SK 3100		Stockholm-Arlanda	1	A5	
				Barcelona	1	A14	
					1	A19	
					1	B48	
					1	B26	

Zeit / time  
11:38

# About the Key Figures



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

The scope of consolidation for the environmental key figures comprises the Fraport parent company and the fully consolidated investments with significant environmental impacts. These are: Company für Cleaning Service mbH & Co. (GCS), Airport Cater Service GmbH (ACS), FraGround as well as the Group airports Varna, Burgas, Lima, Ljubljana, the 14 Greek airports of Fraport Greece and the Brazilian Group airports of Porto Alegre and Fortaleza. Due to the pandemic, the figures from 2020 and 2021 are not comparable with the developments from previous years.

The scope of consolidation of the Group's key personnel figures corresponds to that of the financial figures.

The usual, and in our opinion appropriate, methods, calculations, and estimates are employed to determine the reporting data. It cannot be ruled out that individual GRI indicators may be associated with a degree of uncertainty.

One traffic unit is equivalent to one passenger or 100 kg of air freight or airmail.

## *Key Figures/Economy*

# Value Enhancement – At a glance



<i>Value Enhancement</i>	<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
Revenue	€ million	3,705.8	1,677.0	2,143.3
Revenue adjusted for IFRIC 12	€ million	3,259.5	1,452.5	1,901.6
EBITDA	€ million	1,180.3	-250.6	757.0
EBITDA before special items	€ million	1,180.3	48.4	757.0
Group result	€ million	454.3	-690.4	91.8
ROFRA	%	8.8	-8.3	3.4
Net financial debt to EBITDA		3.5	-22.1	8.4
Shareholder's equity ratio	%	35.2	25.7	23.1
Frankfurt Passengers	€ million	70.6	18.8	24.8
Global Passenger Satisfaction (FRA)	%	88	91	91/83 <sup>1)</sup>
Baggage connectivity (FRA)	%	98.4	98.7	98.3

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



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

# GRI 203-2 Social Commitment



	<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Fraport AG</i>				
<b>Social Commitment<sup>1)</sup></b>	<b>€ million</b>	<b>6.1</b>	<b>4.2</b>	<b>2.4</b>
Sponsoring	€ million	4.3	3.1	2.3
Environmental fund	€ million	0.7	0.4	0 <sup>2)</sup>
Donations	€ million	1.1	0.7	0.1

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

2) Environmental Fund: Fund dissolution due to economic consequences of the Corona crisis. Fraport AG has financially supported more than 1,150 individual projects to protect the environment, climate and biodiversity with the Environmental Fund. This is a total investment of more than 39 million euros since the airport operator set up the fund in 1997.

## *Key Figures/Environment*

# Energy Consumption (Scope 1 and Scope 2)

<b>GRI 302-1 Energy consumption within the organization</b>	<b>Unit</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<i>Group</i>				
<b>Total energy consumption (Scope 1 and 2)</b>	<b>TJ</b>	<b>3,240.5</b>	<b>2,471.7</b>	<b>2,710.7</b>
Purchased and self-generated direct energy sources (Scope 1)	TJ	581.7	352.0	372.5
of which renewable energy sources	%	<<1	<<1	<<1
Electricity (generation) <sup>1)</sup>	TJ	0	0	4.977
Purchased indirect energy (Scope 2) <sup>2) 3)</sup>	TJ	2,658.8	2,119.7	2,338.2
Electricity <sup>1) 2)</sup>	TJ	1,636.3	1,290.6	1,403.7
<i>Fraport AG</i>				
<b>Total energy consumption (Scope 1 and 2)</b>	<b>TJ</b>	<b>2,633.39</b>	<b>2,026.33</b>	<b>2,172.10</b>
Purchased and self-generated direct energy sources (Scope 1)	TJ	504.59	297.87	314.47
of which renewable energy sources	%	<<1	<<1	<<1
Electricity (generation) <sup>1)</sup>	TJ	0	0	4.977
Purchased indirect energy (Scope 2) <sup>2)</sup>	TJ	2,128.8	1,728.5	1,857.6
Electricity <sup>2)</sup>	TJ	1,107.6	900.4	924.2
of which renewable energy sources	%	55.2	57.3	57.3

1) Commissioning a solar system 2) All information includes technical losses. 3) The percentage of renewable energies is stated for the Fraport parent company. 100% renewable energy at Ljubljana Airport.

# Energy Consumption (Scope 3)



## **GRI 302-2 Energy consumption outside the organization**

### *Frankfurt Airport*

	Unit	2019	2020	2021
<b>Total energy consumption (Scope 3)</b>	<b>TJ</b>	<b>21,428.3</b>	<b>9,994.1</b>	<b>11,788.3</b>
Aircraft traffic <sup>1)</sup>	TJ	13,730.3	5,719,3	6,812.9
Employee traffic Fraport AG and third parties at the airport <sup>2)</sup>	TJ	1,760.6	1.160,4	1,169.5
Passenger traffic (origination passengers) <sup>3)</sup>	TJ	3,995.0	1.463,0	2,099.0
Business trips of Fraport AG employees <sup>4)</sup>	TJ	10.3	1.3	2.1
Third party energy consumption (infrastructure and vehicles)	TJ	1,932.0	1,650.1	1,704.8

1) Air traffic up to 914 m (LTO cycle) of all aircraft landing and taking off at Frankfurt Airport

2) Commuting to and from workplace.

3) Arrival and departure of originating passengers, individual and public transport.

4) Includes automobiles, rail, and flights.

# Energy Intensity



<b>GRI 302-3 Energy intensity</b>	<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Group</i>				
<b>Specific total consumption</b>	<b>TJ per million traffic units</b>	<b>18.9</b>	<b>38.9</b>	<b>30.0</b>
Purchased direct non-renewable energy sources (Scope 1)	TJ per million traffic units	3.4	5.5	4.1
Purchased energy (Scope 2)	TJ per million traffic units	15.5	33.4	25.9
<i>Fraport AG</i>				
<b>Specific total consumption</b>	<b>TJ per million traffic units</b>	<b>28.8</b>	<b>53.5</b>	<b>45.7</b>
Purchased direct non-renewable energy sources (Scope 1)	TJ per million traffic units	5.5	7.9	6.6
Purchased energy (Scope 2)	TJ per million traffic units	23.3	45.6	39.1

# Direct Greenhouse Gas Emissions



## GRI 305-1 Direct greenhouse gas emissions (Scope1)

### GRI 305-4 Intensity of greenhouse gas emissions

	Unit	2019	2020	2021
<i>Group</i>				
CO <sub>2</sub> emissions				
direct CO <sub>2</sub> emissions <sup>1)</sup>	1,000 CO <sub>2</sub>	42.5	25.5	27.1
Climate intensity of traffic volume				
direct CO <sub>2</sub> emissions <sup>1)</sup>	kg CO <sub>2</sub> per traffic unit	0.25	0.40	0.30
<i>Fraport AG</i>				
CO <sub>2</sub> emissions				
direct CO <sub>2</sub> emissions <sup>1)</sup>	1,000 CO <sub>2</sub>	37.1	21.9	23.2
Climate intensity of traffic volume				
direct CO <sub>2</sub> emissions <sup>1)</sup>	kg CO <sub>2</sub> per traffic unit	0.41	0.58	0.49
Other relevant greenhouse gas emissions <sup>2)</sup>	metric tons CO <sub>2</sub> equivalent	1.44	0.80	1.27

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

2) Only CO<sub>2</sub> equivalent refrigerant consumption Fraport AG (emissions of other greenhouse gases at the airport are negligible according to studies carried out in 2005).

# Indirect Greenhouse Gas Emissions



## **GRI 305-2 Indirect energy greenhouse gas emissions (Scope2) incl. GRI 305-4 Intensity of greenhouse gas emissions**

	Unit	2019	2020	2021
<i>Group</i>				
CO <sub>2</sub> emissions				
indirect CO <sub>2</sub> emissions <sup>1)</sup>	1,000 t CO <sub>2</sub>	187.3	145.2	136.5
Climate intensity of traffic volume				
indirect CO <sub>2</sub> emissions <sup>1)</sup>	kg CO <sub>2</sub> per traffic unit	1.08	2.26	1.53
<i>Fraport AG</i>				
CO <sub>2</sub> emissions				
indirect CO <sub>2</sub> emissions <sup>1)</sup>	1,000 t CO <sub>2</sub>	133.2	107.4	90.9
Climate intensity of traffic volume				
indirect CO <sub>2</sub> emissions <sup>1)</sup>	kg CO <sub>2</sub> per traffic unit	1.46	2.83	1.91

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

# Other Indirect Greenhouse Gas Emissions



## **GRI 305-3 Other indirect greenhouse gas emissions (Scope 3)**

	Unit	2019	2020	2021
<i>Frankfurt Airport (Scope 3 pursuant to GHG)</i>				
Aircraft traffic <sup>1)</sup>	1,000 t CO <sub>2</sub>	<b>1,007.5</b>	<b>420.1</b>	<b>500.6</b>
Employee traffic Fraport AG and third parties at the airport <sup>2)</sup>	1,000 t CO <sub>2</sub>	127.8	93.9	97.0
Passenger traffic (origination passengers) <sup>3)</sup>	1,000 t CO <sub>2</sub>	273.9	96.9	139.2
Business trips of Fraport AG employees <sup>4)</sup>	1,000 t CO <sub>2</sub>	0.00	0.00	0.13 <sup>6)</sup>
Third party energy consumption (infrastructure and vehicles)	1,000 t CO <sub>2</sub>	164.7	133.9	121.2
Other relevant greenhouse gas emissions <sup>5)</sup>	1,000 t CO <sub>2</sub>	<2	<2	<2

1) Air traffic up to 914 m (LTO cycle) of all aircraft landing and taking off at Frankfurt Airport.

2) Commuting to and from workplace.

3) Arrival and departure of originating passengers, individual and public transport.

4) Includes automobiles, rail, and flights.

5) According to investigations in 2005, the emissions of other greenhouse gases at the airport are virtually non-existent.

6) The business trips were partially compensated in 2021.

# Water



<b>GRI 303-3 Total water withdrawal 2018</b>	<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Group*)</i>				
<b>Total water withdrawal</b>	<b>Million m<sup>3</sup></b>	<b>2.631</b>	<b>1.574</b>	<b>1.749</b>
Total water withdrawal <sup>2)</sup>	Liters per traffic unit	18.7	28.3	31.5
Drinking water	million m <sup>3</sup>	1.952	1.199	1.353
Service water	million m <sup>3</sup>	0.679	0.374	0.396
<i>Fraport AG</i>				
<b>Total water withdrawal <sup>1)</sup></b>	<b>Million m<sup>3</sup></b>	<b>1.436</b>	<b>0.905</b>	<b>0.884</b>
<b>Total water withdrawal <sup>1)</sup></b>	Liters per traffic unit	15.7	23.9	18.6
Drinking water <sup>1) 2)</sup>	million m <sup>3</sup>	0.760	0.546	0.521
Service water <sup>1) 3)</sup>	million m <sup>3</sup>	0.727	0.359	0.353

\*) Excluding Fraport Greece.

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

2) From local authority water supplies

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

# Total Water Discharge



<b>GRI 306-1 Total water discharge</b>	<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Group*)</i>				
Sewage water	<b>Million m<sup>3</sup></b>	<b>2.975</b>	<b>1.969</b>	<b>2.146</b>
Sewage water	Liters per traffic unit	22.5	28.9	41.5
<i>Frankfurt Airport</i>				
Sewage water <sup>1) 2)</sup>	<b>Million m<sup>3</sup></b>	<b>2,142</b>	<b>1,496</b>	<b>1,600</b>
Sewage water <sup>2)</sup>	Liters per traffic unit	23.4	39.5	33.7

\*) Excluding Fraport Greece, Fraport Brasil Porto Alegre.

1) Sewage water is treated in the fully biological Fraport AG treatment plant as well as the fully biological treatment plants in Frankfurt-Niederrad and Frankfurt-Sindlingen. Due to the separation of rain water containing de-icing chemicals, the quantity of sewage water has risen. The water containing de-icing chemicals has been directed into the treatment plants via the sewage water drain network since 2012.

2) Sewage water from Fraport AG and over 500 other companies at Frankfurt Airport.

# Waste



## GRI 306-2 Waste by type and disposal method

	Unit	2019	2020	2021
<i>Group*)</i>				
Waste volume <sup>1) 2)</sup>	1,000 metric tons	<b>30.24</b>	<b>13.70</b>	<b>15.04</b>
Waste volume <sup>1)</sup>	kg per traffic unit	0.21	0.25	0.27
Hazardous waste <sup>1)</sup>	1,000 metric tons	2.38	1.52	1.83
Total Recoverability rate	In % of waste volume	63.7	60.1	60.1
<i>Frankfurt Airport</i>				
Waste volume <sup>1)</sup>	1,000 metric tons	<b>20.31</b>	<b>9.46</b>	<b>10.10</b>
Waste volume <sup>1)</sup>	kg per traffic unit	0.22	0.25	0.21
Hazardous waste <sup>1)</sup>	1,000 metric tons	1.80	1.34	1.52
Total Recoverability rate <sup>1) 3)</sup>	In % of waste volume	88.8	84.5	80.6

\*) Excluding Fraport Greece.

1) Including waste from third parties, excluding soil and building rubble.

2) Variances in the addition of hazardous waste are due to country-specific legislation in Peru.

3) Change in definition due to the German Product Recycling and Waste Management Act (Kreislaufwirtschaftsgesetz – KrWG) which came into force on 1st June 2012.

# Biodiversity



## **GRI 304-1 Sites in or adjacent to protected areas**

	<i>Distance from airport (m)</i>	<i>Land area (ha)</i>	<i>Biodiversity value<sup>2)</sup> (Description)</i>
<i>Fraport AG</i>			
Frankfurt Airport <sup>1)</sup>	Neighboring	3,229	Five protected areas as defined by the fauna and flora directive
	Neighboring	4,283	Two protected areas as defined by the EU Birds Directive
<i>Group</i>			
Lima Airport <sup>1)</sup>	100		Peregrine falcons, migratory birds such as seagulls, owls, others
Burgas Airport <sup>1)</sup>	1,000	1,075	Atanasovsko Lake is a "defensive area"
Ljubljana Airport <sup>1)</sup>	On the airport site	316.07	No official protection status, common buzzards, kestrel, barn swallow
Fortaleza Airport <sup>1)</sup>	425	1,571	No official protection status, public garden
	30	16	No official protection status, lake in the city

1) The operating sites in or adjacent to a protected area or containing a protected area are relevant to the survey.

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

<b>Area use 2021</b>	<i>Owned area<sup>1)</sup> (ha)</i>	<i>Of which paved (ha)</i>
<i>Fraport AG</i>		
Frankfurt Airport <sup>2)</sup>	2,283	1,119
<i>Group</i>		
Varna Airport	223	55
Burgas Airport	253	65
Ljubljana Airport <sup>4)</sup>	287	84
Fortaleza Airport <sup>5)</sup>	455	22
Porto Alegre Airport	432	45

1) Contiguous owned area.

*Key Figures/Personell*

# Total employees of the fully-consolidated Group companies as of the reporting date 12/31/2021 (1/2)



<u>Subsidiaries in Germany</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Fraport AG (Fraport parent company), Frankfurt am Main	10,595	10,480	8,326
FraGround Fraport Ground Handling Professionals GmbH, Frankfurt am Main*	3,963	2,618	2,656
FraSec Luftsicherheit GmbH, Frankfurt am Main	-	-	1,689
FraSec Flughafensicherheit GmbH, Frankfurt am Main	-	-	1,577
FraCareServices GmbH, Frankfurt am Main	779	702	629
GCS Gesellschaft für Cleaning Service mbH & Co. Airport Frankfurt/Main KG, Frankfurt am Main	714	636	640
FraSec Services GmbH, Frankfurt am Main	-	-	278
FraSec Fraport Security Services GmbH, Frankfurt am Main	4,308	4,074	155
Fraport Passenger Service GmbH, Frankfurt am Main	196	147	164
Airport Cater Service GmbH, Frankfurt am Main	135	124	112
FRA-Vorfeldkontrolle GmbH, Kelsterbach	92	102	92
Media Frankfurt GmbH, Frankfurt am Main	51	48	45
Flughafen Kanalreinigungsgesellschaft mbH, Kelsterbach	28	28	30
AirIT Services GmbH, Lautzenhausen	21	23	26
Fraport Ausbau Süd GmbH, Frankfurt am Main	12	14	12
Airport Assekuranz Vermittlungs-GmbH, Neu-Isenburg	11	10	10
Fraport Casa GmbH, Neu-Isenburg	2	2	2
VCS Verwaltungsgesellschaft für Cleaning Service mbH, Frankfurt am Main	0	1	1
<b>Fraport Group in Germany (mainly Frankfurt site)</b>	<b>20,792</b>	<b>18,547</b>	<b>16,444</b>

# Total employees of the fully-consolidated Group companies as of the reporting date 12/31/2021 (2/2)



<i>Subsidiaries outside Germany</i>	2019	2020	2021
Lima Airport Partners S.R.L., Lima, Peru	630	610	676
Fraport Twin Star Airport Management AD, Varna/Bulgaria	660	594	577
Fraport Slovenija, d.o.o. Zgornji Brnik/Slovenia	478	395	376
Fraport Regional Airports of Greece A S.A. Athens/Greece	238	232	241
Fraport Regional Airports of Greece B S.A. Athens/Greece	207	204	205
Fraport Regional Airports of Greece Management Company S.A. Athens/Greece	194	187	191
Fraport Brasil S.A. Aeroporto de Porto Alegre, Porto Alegre/Brazil	237	225	227
Fraport Brasil S.A. Aeroporto de Fortaleza, Fortaleza/Brazil	159	147	141
Fraport USA Inc., Pittsburgh, USA	46	48	51
Antalya Havalimani Uluslararası Terminal İşletmeciliği Anonim Şirketi, Antalya, Turkey	8	10	10
Fraport Peru S.A.C., Lima, Peru	9	8	9
Fraport Malta Business Services Ltd., St. Julians/Malta	4	5	5
Fraport Malta Ltd., St. Julians/Malta	4	4	4
Fraport Saudi Arabia for Airport Management and Development Services Company Ltd., Riyadh/Saudi-Arabia	2	2	1
<b>Fraport Group outside Germany</b>	<b>2,876</b>	<b>2,671</b>	<b>2,714</b>
<b>Fraport Group in Germany (mainly Frankfurt site)</b>	<b>20,792</b>	<b>18,547</b>	<b>16,444</b>
<b>Fraport Group total</b>	<b>23,668</b>	<b>21,218</b>	<b>19,158</b>

# GRI 102-8 Total workforce



	<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
Total employees as of 12/31/2021 <sup>1)</sup>	Number of people	23,668	21,218	19,158
of which women	in %	25.9	26.3	26.3
Permanent employees <sup>2)</sup>	Number of people	21,798	19,585	17,459
Temporary staff <sup>3)</sup>	Number of people	518	299	322
Employees on leave	Number of people	931	985	1,060
Apprentices	Number of people	421	349	317
Employees of Fraport parent company <sup>1)</sup>	Number of people	10,480	10,018	8,326
of which women	in %	19.7	19.2	19.2
Leased laborer <sup>4)</sup>	Number of people	514	79	59
Total employees in Germany	Number of people	20,792	18,547	16,444
	In % of total employees	87.9	87.4	85.8
Total employees abroad	Number of people	2,876	2,671	2,714
	In % of total employees	12,1	12,6	14,2
Fixed-term employment contracts <sup>5)</sup>	Number of people	4,571	2,224	1,550
	In % of total employees	19.3	10.5	8.1
Part-time workers <sup>6)</sup>	Number of people	3,682	3,123	2,958
	In % of total employees	15.6	14.7	15.4

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

# GRI 102-41 Employees with collective bargaining agreements



<i>Group</i>	<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
Employees covered by collective bargaining agreements <sup>1)</sup>	In % of total employees	96.7	96.3	97.9

1) The difference to 100 % is for non-tariff employees or executive employees under the German Works Constitution Act (Betriebsverfassungsgesetz) and companies without a collective agreement (Brazil).

# GRI 401-1 New employee hires and employee turnover



	<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Group</i>				
Permanent employees	Number of people	21,798	19,585	17,459
Hires	Number of permanent employee hires	2,454	961	5,138
Leavers	Number of permanent employee leavers	2,125	3,124	6,868
Employee turnover <sup>1)</sup>	In % of permanent employees	8.9	13.7	27.8
<i>Reasons for leaving</i>				
Employee termination	Number of permanent employees	795	506	489
Employer termination	Number of permanent employees	454	466	139
End of working life (retirement)	Number of permanent employees	113	202	159
Agreement to terminate contract	Number of permanent employees	688	364	5,013
End of fixed-term employment contract	Number of permanent employees	49	1,557	1,030
Death during active employment relationship	Number of permanent employees	26	29	38

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

# GRI 405 Diversity and Equal Opportunity



<b>GRI 405-1 Composition of employees</b>		<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Group</i>					
Women	In % of total employees		25.9	26.3	26.3
Average age		Years	43.9	45.3	45.5
Foreign employees <sup>1)</sup>	In % of total employees in Germany		25.4	23.7	24.1
Disabled employees <sup>2)</sup>	In % of total employees		7.9	6.6	5.9
Women in management positions (level 1 and 2) <sup>3)</sup>		in %	28.5	25.6	27.1
Women in management positions (level 1) <sup>3)</sup>		in %	28.0	20.8	22.7
Women in management positions (level 2) <sup>3)</sup>		in %	29.0	26.7	28.2
Women in the executive board of Fraport AG		in %	20	20	20
Women in the supervisory board of Fraport AG		in %	30	30	30

1) Excluding German nationals with a migrant background.

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

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

# GRI 404 Training and Education



## **GRI 404-1 Average hours of training per employee**

	<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Group</i>				
Education <sup>1)</sup>	Hours per annual average number of total employees	59.5	29.6	34.3

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

<i>Group</i>				
Employees receiving regular performance and career development reviews	In % of permanent employees	58.8	63.0	58.1

1) Excluding apprentices

# GRI 403-9 Work-related injuries



	<i>Unit</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Group</i>				
LTIF – Lost Time Injury Frequency	LTIF accidents per 1 million hours worked	23.7	14.5	22.1
Work-related fatalities <sup>1)</sup>	Number	0	0	0
Sickness rate <sup>2)</sup>	Absence in %	8.0	6.4	6.7
<i>Germany (mainly Frankfurt site)</i>				
LTIF – Lost Time Injury Frequency	LTIF accidents per 1 million hours worked	28.2	18.0	25.5
Work-related fatalities <sup>1)</sup>	Number	0	0	0
Accidents on Fraport construction sites	Number	12	7	5
Accidents on Fraport construction sites with fatalities	Number	0	0	0
Sickness rate <sup>2)</sup>	Absence in %	8.0	6.4	6.7
Sickness rate Fraport AG	Absence in %	7.2	6.1	5.9

1) In 2019, one commuting accident with fatal consequence occurred.

2) Germany

7

*GRI and UN Global  
Compact Index*

# UN Global Compact and Sustainable Development Goals (SDGs)



Fraport complies with and supports the ten principles of the **UN Global Compact**, develops and takes measures to implement them, and contributes to their recognition, even beyond the Company's own boundaries. Our Sustainability Reporting 2021, which consists of the non-financial statement and the ESG Fact Book, serves as a progress report for the implementation of the ten principles of the UN Global Compact on corporate management. Our sustainability reporting is based on the guidelines of the Global Reporting Initiative (GRI-referenced).



With Agenda 2030 for Sustainable Development, the UN Member States are expressing their conviction that global challenges can only be solved if we all work together. The heart of the agenda consists of 17 Sustainable Development Goals (SDGs). As a signatory to the UN Global Compact, Fraport AG is particularly committed to these objectives and the Sustainable Development Goals. Our focus in this regard is on the [SDGs](#) which, in our view, lie within the scope of what we are able to influence by our actions.



# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
<b>UNIVERSAL GRI STANDARDS</b>				
GRI 102-1	Name of the organization	Fraport AG Frankfurt Airport Services Worldwide		
GR 102-2	Activities, brands, products, and services	<a href="#">Annual Report 2021</a> : "Business model" p. 34		
GRI 102-3	Location of headquarters	Frankfurt am Main, Deutschland		
GRI 102-4	Location of operations	<a href="#">Annual Report 2021</a> : "Key sites" p. 36, „Disclosures of Shareholding According to Section 313 (2) of the HGB" p. 223 ff., "Structure" p. 41		
GRI 102-5	Ownership and legal form	<a href="#">Annual Report 2021</a> : "Shareholder structure" p. 109, "Legal Disclosures" p. 58		
GRI 102-6	Markets	<a href="#">Annual Report 2021</a> : "Key sites" p. 36, "Competitive position at the Frankfurt site" and "Competitive position outside the Frankfurt site" p. 38 ff., <a href="#">Visual Fact Book</a> , <a href="#">Air Traffic Statistics</a>		
GRI 102-7	Scale of the organization	<a href="#">Annual Report 2021</a> : Cover p. 1, "Business Development" p. 62 ff <a href="#">Visual Fact Book</a> , <a href="#">Traffic Figures</a> ,		

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 102-8	Total workforce	See Key Figures GRI 102-8		
GRI 102-9	Supply chain	<p><a href="#">Annual Report 2021</a>: "Consideration of the supply chain specific to the business model" p. 85 ff.</p> <p>Around 35% of the order volume was procured for services. The orders primarily concerned security and cleaning and IT services.</p> <p>37% of the order volume was procured for construction. This does not include the orders by the Group company FAS GmbH responsible for the Expansion South project. The other 28% was placed in the market for consumables. Fraport AG had 2,246 active suppliers and service providers in 2021.</p>		

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 102-10	Significant changes to the organization and its supply chain	<p><a href="#">Annual Report 2021</a>: „Information about Reporting“ p. 32, „Structure“ p. 41 ff., „Business Development“ p. 62 ff., „Shareholder structure as at December 31, 2021“ p. 108, "Consideration of the supply chain specific to the business model" p. 85 ff.</p> <p>In 2021, there were no significant changes in terms of suppliers' sites or relationships with suppliers, including selection and termination. Fraport does not have a traditional supply chain.</p>		
GRI 102-11	Precautionary principle	<p><a href="#">Annual Report 2021</a>: "Risk and Opportunities Report" p. 114 ff., „Information about Reporting“ p. 32</p> <p><a href="#">Environmental Statement 2019</a>: „The Environmental Policy of the Fraport Group“ p. 7 f.</p>		
GRI 102-12	External initiatives	<p><a href="#">Annual Report 2021</a>: „Information about Reporting“ p. 32; <a href="#">Commitments</a></p>		
GRI 102-13	Membership of associations	<p><a href="#">Commitments</a></p>		

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 102-16	Values, principles, standards and norms of behavior	<a href="#">Goals and Values</a> , <a href="#">Code of Conduct for Employees</a> , <a href="#">Code of Conduct for Suppliers</a> , <a href="#">Corporate Governance</a> , <a href="#">Compliance</a> , <a href="#">Management Systems</a> , Organizational Structure <a href="#">Annual Report 2021</a> : „Identification of risks“ p. 85, "Risk and Opportunities Report" p. 114 ff., " Joint Statement on Corporate Governance" p. 20 ff.		
GRI 102-18	Governance structure	<a href="#">Corporate Governance</a> , <a href="#">Executive Board</a> , <a href="#">Supervisory Board</a> <a href="#">Annual Report 2021</a> : "Report of the Supervisory Board" p. 12 ff., "Joint Statement of Corporate Governance" p. 20 ff., "Structure" p. 41 ff., see GRI 405-1		
GRI 102-40	Overview of stakeholder groups	<a href="#">Stakeholder Dialog</a>		
GRI 102-41	Employees covered by collective bargaining agreements	See GRI 102-41	Principle 3	
GRI 102-42	Identification and selection of stakeholders	<a href="#">Annual Report 2021</a> : „Derivation of materiality“ p. 83 ff.		
GRI 102-45	List of companies included in the consolidated financial statements	<a href="#">Annual Report 2021</a> : "Disclosures of shareholding pursuant to Section 313 (2) of the HGB" p. 223 ff. and "Notes to the Consolidation and Accounting Policies" p. 146 ff.		

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 102-54	Claims of reporting in accordance with the GRI Standards	GRI referenced		
GRI 102-56	External assurance	<a href="#">Annual Report 2021</a> : „Combined non-financial Statement“ p. 83, „Independent Auditor’s Report“ p. 237  <a href="#">Environmental Statement 2019</a> : „Environmental Auditor’s Declaration on Verification and Validation Activities“, p. 75		
GRI 103	Management Approach 2016	<a href="#">Annual Report 2021</a> : „Combined non-financial Statement“ p. 83 ff.		
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">Annual Report 2021</a> : „Combined non-financial Statement“ p. 83 ff.		
GRI 103-2	The management approach and its components	<a href="#">Annual Report 2021</a> : „Combined non-financial Statement“ p. 83 ff.		
GRI 103-3	Evaluation of the management approach	<a href="#">Annual Report 2021</a> : „Combined non-financial Statement“ p. 83 ff.		

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
<b>TOPIC-SPECIFIC STANDARDS</b>				
<b>GRI 200 ECONOMIC</b>				
<b>GRI 201</b>	<b>Economic efficiency 2016 Management Approach</b>	<a href="#">Annual Report 2021</a> : "Economic Report" p. 60 ff., "Risks and Opportunities Report" p. 114 ff., "Control" p. 50 ff., see Sustainability Program		
GR 201-1	Direct economic value generated and distributed	<a href="#">Annual Report 2021</a> : „Ten-Year Overview“ p. 240 f., „Corporate Performance“ p. 98		
GRI 201-2	Financial implications, risks, and opportunities due to climate change	<a href="#">Annual Report 2021</a> : Risks and Opportunities Report" p. 114 ff.,		5, 7, 8, 9
GRI 201-4	Financial assistance received from government	<a href="#">Annual Report 2021</a> : „Report on the relationships with affiliated companies“, p. 59, „Significant accounting and measurement effects related to the coronavirus pandemic“ p. 146		
<b>GRI 202</b>	<b>Market presence 2016 – Management Approach</b>	<a href="#">Annual Report 2021</a> : "Situation of the Group" p. 35 ff. , <a href="#">Our Airports and Subsidiaries</a>		
GRI 202-1	Ratios of standard entry level wage compared to local minimum wage	<a href="#">Code of Conduct for Employees</a> p.13 "Compensation". In 97.9% of all Group companies have collective bargaining agreements in place. These significantly exceed the local minimum wage standards.	Principle 6	5, 8

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 202-2	Hirings from the local community	The foreign Group companies mainly employ local staff. Only a small number of managers are seconded from the parent company.		
GRI 203-1	Infrastructure investments and services for public benefit	<a href="#">Annual Report 2021</a> : „Engagement in the regions“ p. 97, "Additions to non-current assets" p. 71 f., "40 Non-current and Current Other Provisions " p. 191 f.		5, 7, 9, 11
GRI 203-2	Indirect economic impacts/Community engagement	<a href="#">Annual Report 2021</a> : „Engagement in the regions“ p. 98, "Consideration of the supply chain specific to the business model" p. 84 ff., see Key Figures GRI 203-2		3, 8, 17
GR 204-1	Proportion of spending on local suppliers	<a href="#">Annual Report 2021</a> : „Consideration of the supply and subcontracting chain specific to the business model“ p. 85 f.		
<b>GRI 205</b>	<b>Anti-corruption 2016 – Management Approach</b>	<a href="#">Annual Report 2021</a> : „Anti-corruption and bribery matters“ p. 87 f.		
GRI 205-1	Operations assessed for risks related to corruption	<a href="#">Annual Report 2021</a> : „Anti-corruption and bribery matters“ p. 87 f., "Risk and Opportunities Report" (Legal and compliance risks) p. 125 ff., " Joint Statement on Corporate Governance" p. 20 ff.	Principle 10	

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 205-2	Communication and training about anti-corruption policies and procedures	<p><a href="#">Annual Report 2021</a>: „Anti-corruption and bribery matters“ p. 87 f.</p> <p>The central compliance training sessions, particularly on the subject of corruption, are carried out as e-learning lessons. The training concept involved different management levels and functions having the same obligation to undergo training. Of the 7;893 permanent employees (as at the balance sheet date of December 31, 2021), 3,433 workers were obliged to undergo anti-corruption training in 2021 (43.5% of permanent employees). The training module “Compliance - Corruption Prevention” has thus far been completed by 3,157 of these workers (92%).</p> <p>Group: Managers and the local compliance officers are responsible for training their employees.</p>	Principle 10	

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 205-3	Incidents of corruption and actions taken	As a rule, no information is provided on compliance violations. Fraport has a Group-wide compliance management system which also includes reporting channels for whistleblowers. Suspected compliance cases are investigated comprehensively. If violations occur, all necessary measures are taken to remedy them and prevent future cases. This also includes measures under labor law, up to and including extraordinary termination.		
<b>GRI 207</b>	<b>Tax 2019</b>	<a href="#">Annual Report 2021</a> : „Joint Statement on Corporate Governance“ p. 20 ff., „Report of the Supervisory Board“ p. 12 ff., „Consolidated Income Statement“ p. 133, „Consolidated Statement of Comprehensive Income“ p. 165, „Consolidated Statement of Financial Position“ p. 173, „The Group’s Results of Operations“ p. 65 f., „Legal and compliance risks“ p. 125, Independent Auditor’s Report “ p. 229 ff.		
GRI 207-4	Country-by-Country Reporting	<a href="#">Annual Report 2021</a> : „Consolidated Income Statement“ p. 133, „Consolidated Statement of Comprehensive Income“ p. 165, „Consolidated Statement of Financial Position“ p. 173, „The Group’s Results of Operations“ p. 65 f., „Legal structure of the Group“ p. 41 f., „ Notes to the Consolidation and Accounting Policies “ p. 146 ff., „ Disclosures of Shareholding According to Section 313 (2) of the HGB “ p. 223 ff. , <a href="#">Visual Fact Book</a>		

Data refer to		References, additions and comments	UNGC	SDGs
<b>GRI 300 Environment</b>		<p><a href="#">Annual Report 2021</a>: "Environmental matters" p. 101 ff. , "Airport safety" p. 92 f.</p> <p><a href="#">Environmental Statement 2019</a>: "The Environmental Policy of the Fraport Group" p. 7 f., "Structure and Functions of the Environmental Management System" p. 6 f., "Influence on third parties" p. 6, "Principles for environmental policy" p. 7 , "Status of the Environmental Program 2017-2019" p. 13 ff., „Environmental Program 2020-2023“ p. 57 ff.</p> <p>See Sustainability Program</p>		
GRI 302	Energy 2016 – Management Approach	<p><a href="#">Annual Report 2021</a>: „Climate protection“ p. 101 f.</p> <p><a href="#">Environmental Statement 2019</a>: „Environmental aspect: Energy consumption“ p. 22 f., „Environmental aspect: Climate gases“ p. 16 ff., „Environmental Program: climate protection“ p. 57 f.</p>	Principle 7, 8	
GRI 302-1	Energy consumption within the organization	See Key Figures GRI 302-1	Principle 7, 8	7, 8, 12, 13
GRI 302-2	Energy consumption outside of the organization	See Key Figures GRI 302-2	Principle 8	7, 8, 12, 13
GRI 302-3	Energy intensity	See Key Figures GRI 302-3	Principle 8	7, 8, 12, 13

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
<b>GRI 303</b>	<b>Water and Effluents 2018 – Management Approach</b>	<a href="#">Environmental Statement 2019</a> : "Water consumption" p. 37 ff. , "Wastewater" p. 40 ff.: "Contamination of soil and groundwater" p. 44 f.	Principle 7, 8	
GRI 303-3	Water withdrawal	See Key Figures GRI 303-3	Principle 7, 8	
<b>GRI 304</b>	<b>Biodiversity 2016 – Management Approach</b>	<a href="#">Annual Report 2021</a> : "Protection of environment and nature" p. 103  See " <a href="#">Protecting the Environment – Preserving Biodiversity</a> " p.3 & "Principles of Biodiversity" p. 6 <a href="#">Environmental Statement 2019</a> : "Impacts on biodiversity" p. 34 f.		
GRI 304-1	Sites in, or adjacent to, protected areas	See Key Figures GRI 304-1	Principle 8	
<b>GRI 305</b>	<b>Emissions 2016 – Management Approach</b>	<a href="#">Annual Report 2021</a> : „Climate protection“ p. 101 f., „Control“ p. 50 ff., „Non-financial Performance Indicators“ p. 81 f. „Air quality“ p. 103 f. <a href="#">Environmental Statement 2019</a> : „Climate gases“ p. 16 ff., „Air pollutants“ p. 28 ff.		
GRI 305-1	Direct greenhouse gas emissions (Scope 1) including GRI 305-4	See Key Figures GRI 305-1	Principle 7, 8	3, 12, 13, 15

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 305-2	Energy indirect greenhouse gas emissions (Scope 1) including GRI 305-4	See Key Figures GRI 305-2	Principle 7, 8	3, 12, 13, 15
GRI 305-3	Other indirect greenhouse gas emissions (Scope 3)	See Key Figures GRI 305-3 <a href="#">Environmental Statement 2019</a> : „Climate gases“ p. 16 ff.	Principle 7, 8	3, 12, 13, 15
GRI 305-4	Greenhouse gas emissions intensity	See Key Figures GRI 305-1 and GRI 305-2	Principle 8	8, 15
GRI 305-5	Reduction of greenhouse gas emissions	See Key Figures GRI 305-1 and GRI 305-2 <a href="#">Environmental Statement 2019</a> : „Climate gases“ p. 16 ff.	Principle 8, 9	13, 15
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">Environmental Statement 2019</a> : „Environmental Aspect: Air pollutants“, p. 28 ff, p. 65	Principle 7, 8	3, 12, 13, 15

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 306	<b>Effluents and Waste 2016 – Management Approach</b>	<a href="#">Environmental Statement 2019</a> : "Organizational chart" p. 4, "Wastewater" p. 40 ff., "Contamination of soil and groundwater" p. 44 ff., "Waste" p. 50 ff. , "Environmental Program 2020-2023" p. 57 See Key Figures GRI 306-1 and 306-2		
GRI 306-1	Total water discharge	See Key Figures GRI 306-1 <a href="#">Environmental Statement 2019</a> : "Wastewater" p. 40 ff.	Principle 8	3, 6, 12
GRI 306-2	Waste by type and disposal method	See GRI 306-2	Principle 8	3, 6, 12
GRI 307-1	Non-compliance with environmental laws and regulations	At Fraport AG there are no breaches of statutory regulations which have been subject to fines or non-monetary sanctions imposed by the authorities.	Principle 8	
AOS	Noise (Airport Operators Sector Disclosures) – Management Approach	<a href="#">Annual Report 2021</a> : "Noise abatement" p. 98 f., "Strategy" p. 42 ff. <a href="#">Environmental Statement 2019</a> : "Aircraft noise" p. 10 ff. See Sustainability Program	Principle 1	

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
<b>GRI 401</b>	<b>Employment 2016 – Management Approach</b>	<a href="#">Annual Report 2021</a> : "Employee-related matters" p. 94 ff., "Control" p. 50 ff., " <a href="#">Remuneration Report</a> ", "Non-financial Performance Indicators" p. 81 ff. <a href="#">Code of Conduct for Employees</a>		
GRI 401-1	New employee hires and employee turnover	See Key Figures GRI 401-1 <a href="#">Annual Report 2021</a> : "Development in personnel structure" p. 80 f.		
<b>GRI 402</b>	<b>Labor/Management Relations 2016 – Management Approach</b>	<a href="#">Code of Conduct for Employees</a> p. 14 section 6.1 Freedom of association and collective bargaining rights	Principle 3	8
<b>GRI 403</b>	<b>Occupational Health and Safety 2018 – Management Approach</b>	<a href="#">Annual Report 2021</a> : "Occupational health and safety" p. 96 f. „ <a href="#">Policy Statement on Occupational Health and Safety</a> “, " <a href="#">Corporate Occupational Health and Safety Guideline</a> "  <a href="#">Code of Conduct for Employees</a> p. 5; See Sustainability Program and Key Figures GRI 403-9		

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 403-1	Occupational health and safety management system – Management Approach	<p><a href="#">Annual Report 2021</a>: "Occupational health and safety" p. 96 f.</p> <p>See <a href="#">„Occupational Health and Safety Management System at the Fraport Group“</a></p> <p>The occupational health and safety management system at Fraport AG and within the Group, which was introduced on a voluntary basis, is constantly being developed further and optimized. The occupational health and safety management system at the Frankfurt site applies equally for all employees of Fraport AG, its Group companies, and temporary workers at the Frankfurt site. Accident and hazard prevention for third parties and external partners is ensured by defining appropriate contractual clauses and by carrying out necessary safety instructions.</p>		8
GRI 403-2	Hazard identification, risk assessment, and incident investigation – Management Approach	<p><a href="#">„Occupational Health and Safety Management System at the Fraport Group“</a>, "3.3" p. 7, "9.4.1" p. 15, "9.4.4" p. 16, "7." p. 12, "8." p. 12</p> <p><a href="#">Occupational Health &amp; Safety</a></p>		8

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety – Management Approach	<p>Employees at Fraport AG have an opportunity to contribute to company processes in the area of traffic safety. Fraport has a system of committees in Frankfurt which focus on occupational health and safety and traffic safety. Appointments to some of these committees have equal employee and employer representation.</p> <p><a href="#">Annual Report 2021</a>: "Occupational health and safety" p. 96 f. „Occupational Health and Safety Management System at the Fraport Group“,</p>		8
GRI 403-5	Worker training on occupational health and safety – Management Approach	<p><a href="#">Annual Report 2021</a>: "Occupational health and safety" p. 96 f. , „Occupational Health and Safety Management System at the Fraport Group“, "9.4.5" p. 16</p>		3, 8
GRI 403-6	Promotion of worker health – Management Approach	<p><a href="#">Annual Report 2021</a>: "Occupational health and safety" p. 96 f. ,</p>		3, 8

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships – Management Approach	At the Frankfurt site, the overarching prevention measures and safety regulations are enshrined in the principles, guidelines, rules and regulations, such as general airport regulations, terminal regulations, or traffic and admission rules. There is a high risk of accidents on construction sites. For this reason, occupational safety measures still require the full attention of the principal and the executing company. The Occupational Health and Safety unit provides advice for all construction projects throughout the entire period of the project. The occupational health and safety coordinators in the unit monitor compliance with these regulations. <a href="#">„Occupational Health and Safety Management System at the Fraport Group“</a> , "6.2" p. 13		3, 8
GRI 403-9	Work-related injuries	See Key Figures GRI 403-9		3, 8

Data refer to		References, additions and comments	UNGC	SDGs
<b>GRI 404</b>	<b>Training and Education 2016 – Management Approach</b>	<a href="#">Annual Report 2021</a> : „Employee-related matters“ p. 94 ff., „Engagement in the regions“ p. 98 f. (“Starklar”, “BIFF”),  <a href="#">Training, Qualification and Development</a> (only in German)		
GRI 404-1	Average hours of training per employee	See Key Figures GRI 404-1	Principle 6	4, 5, 8
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	See Key Figures GRI 404-3	Principle 6	5, 8
<b>GRI 405</b>	<b>Diversity and Equal Opportunities 2016 – Management Approach</b>	<a href="#">Annual Report 2021</a> : „Attractive and responsible employer“ p. 94 f.  See Key Figures GRI 405-1, Sustainability Program, <a href="#">Diversity, Work life balance</a> (only in German)		
GRI 405-1	Composition of employees	See Key Figures GRI 405-1	Principle 6	

Data refer to		References, additions and comments	UNGC	SDGs
GRI 405-2	Ratio of basic salary and remuneration of women to men	In accordance with the usual structure of collective bargaining agreements, in particular that included in the CBA for public service workers, no gender-specific criteria may be taken into account when assessing activities. Criteria such as knowledge and skills, responsibility, level of difficulty of the activity, or management responsibility must form the basis for assessment. Only the actual job is assessed and not the person who is carrying out the activity. Moreover, positions are usually assessed before they are advertised.	Principle 6	
GRI 406-1	Incidents of discrimination and corrective actions taken	<p>In 2021, three labor court actions relating to the General Equal Treatment Act (AGG) became pending.</p> <p>In two cases, employees sued because they were not considered for a termination agreement in the course of the "Relaunch-50" voluntary program due to economic considerations relating to the imminent standard retirement age in a few years and the amount of the severance payment determined in accordance with the provisions of the voluntary program. The plaintiffs claimed age discrimination in accordance with the AGG. In the first case, the action was dismissed with final effect. In the second case, the first-instance proceedings are still pending. In a further case, a claim for compensation of 15,000 euros is being made on the grounds of discriminatory racial verbal abuse by a supervisor against an employee. Here, too, no decision has yet been made by the court of first instance.</p>		

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 407	Freedom of Association and Collective Bargaining 2016 – Management Approach	<a href="#">Annual Report 2021</a> : „Respect for human rights“ p. 88 ff. „ <a href="#">Code of Conduct for Employees</a> “ p. 14 See Key Figures GRI 102-41	Principle 3	
GRI 408	Child Labor 2016	„ <a href="#">Code of Conduct for Employees</a> “ p. 14, "Code of Conduct for Suppliers" p. 1 <a href="#">Annual Report 2021</a> : „Respect for human rights“ p. 88 ff.	Principle 5	8
GRI 409	Forced or Compulsory Labor 2016	„ <a href="#">Code of Conduct for Employees</a> “ p. 14 / "Code of Conduct for Suppliers" p. 1 <a href="#">Annual Report 2021</a> : „Respect for human rights“ p. 88 ff.	Principle 4	8
GRI 410	Security Practices 2016 – Management Approach	<a href="#">Annual Report 2021</a> : " IT security and airport safety and security" p. 91 ff., " Risk and Opportunities Report" p. 114 ff., Sustainability Program	Principle 1	
GRI 412	Human Rights Assessment 2016 – Management Approach	<a href="#">Annual Report 2021</a> : „Respect for human rights“ p. 88 ff. „ <a href="#">Code of Conduct for Employees</a> “ p. 14, "Code of Conduct for Suppliers" p. 1 In the period under review, Fraport AG and its subsidiaries did not receive any complaints in connection with human rights submitted through formal, organizational complaint mechanisms.	Principle 1	

Data refer to		References, additions and comments	UNGC	SDGs
GRI 412-3	Investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">Annual Report 2021</a> : "Consideration of the supply and subcontracting chain specific to the business model" p. 85 ff., "Respect for human rights" p. 88 ff., " Key sites " p. 36 f., „ 2020 – Events at a Glance " p. 4 f., "Outlook Report" p. 127 ff. „ <a href="#">Code of Conduct for Employees</a> “ p. 14, <a href="#">Code of Conduct for Suppliers</a>	Principle 2	
GRI 413	<a href="#">Local Communities 2016 – Management Approach</a>	<a href="#">Annual Report 2021</a> : „Engagement in the regions“ p. 98 f., <a href="#">Regional Engagement</a> (only in German)	Principle 1	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Annual Report 2021</a> : „Noise abatement“ p. 99 ff. <a href="#">Noise Abatement</a>	Principle 1	
GRI 414-1	New suppliers that were screened using social criteria	During the reporting period, no contracts with major suppliers or contractors were rejected on account of human rights criteria or came into being only due to the inclusion of additional framework conditions. Further screening is therefore not required.	Principle 2	5, 8

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
<b>GRI 415</b>	<b>Public Policy 2016 – Management Approach</b>	Working with trade organizations is a top priority for Fraport. Involvement in trade organizations promotes the exchange of information and cooperation with other airports and airlines on current issues relating to traffic policy and sector-specific matters. ADV <sup>1)</sup> and the BDL <sup>2)</sup> focus on Germany's importance as a traffic hub. ACI EUROPE and ACI WORLD address issues relating to European and international air traffic. In Europe, the exchange between hub airports is particularly important, as common positions, strategies and solutions can be agreed here. Working with trade organizations involves a range of different specific issues (e.g., environmental policy, safety measures, passenger rights, infrastructure development, Single European Sky, etc.).		
GRI 415-1	Political contributions	The company makes no financial donations to political parties or institutions.	Principle 10	
<b>GRI 416</b>	<b>Customer Health and Safety 2016 – Management Approach</b>	<a href="#">Annual Report 2021</a> : "Customer satisfaction and product quality" p. 89 ff., "Control" p. 50 ff., " <a href="#">Remuneration Report</a> ", "Non-financial Performance Indicators" p. 81 ff., "Airport safety" S. 92 f. p. 107 f., "Noise abatement" p. 99 ff., "Protection of environment and nature" p. 103 <a href="#">Environmental Statement 2019</a> : "Minimizing the risk of bird strike with biotope management" p. 35		

1) ADV: Arbeitsgemeinschaft Deutscher Verkehrsflughäfen – German Airports Association.

2) BDL: Bundesverband der Deutschen Luftverkehrswirtschaft – Federation of the German Air Traffic Industry

3) ACI Airports Council International – International association of airports

# GRI and UN Global Compact Index



Data refer to		References, additions and comments	UNGC	SDGs
GRI 416-2	Incidents of non-compliance with regulations concerning health and safety impacts	No violations of health and safety standards were reported to Fraport AG for 2021. Fraport AG's occupational health and safety department also did not identify any violations during spot checks.		
<b>AOS</b>	<b>Business Continuity and Disaster Management (Airport Operators Sector Disclosures)</b>	<a href="#">Annual Report 2021</a> : "Airport safety" p. 92 f., „Risk and Opportunities Report“/ "Risks of exceptional incidents" p. 123 <a href="#">Corporate Safety and Security</a>		
<b>GRI 418</b>	<b>Customer Privacy 2016 – Management Approach</b>	<a href="#">Annual Report 2021</a> : "Data protection" p. 93 f.		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	No breaches are known at Fraport AG.		

## GRI 404 Training and education

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

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

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



# GRI 405 Diversity and Opportunities

## Diversity Committees



Since 2017, Fraport has had a **commission Equal Opportunities\*** (with equal numbers of employee and works council members, headed by the Diversity Officer). Its tasks include developing and implementing initiatives for the development and implementation of measures to promote diversity.

At the same time, the **Diversity Council** was founded; it is tasked with supporting the diversity strategy as well as the goals and measures in technical terms and specific to each unit. The Diversity Council consists of representatives of the different work areas at Fraport.

In the year under review, the Diversity Steering Committee met four times and the Equal Opportunity Commission twice in virtual form due to the corona-related restrictions.

\*) The Diversity Board and Diversity Council are bodies of the Fraport parent company and its units. Subsidiaries at the Frankfurt site are also represented in the Diversity Steering Committee and have an advisory function.



## *GRI 405 Diversity and Opportunities People with Disabilities*

*We focus on the special abilities and potential of employees with disabilities and have developed targeted measures to promote them.*

*Consequently, the rate of severely disabled persons at Fraport has therefore been well above the statutory mandatory rate of five per cent for many years.*

*Since 2014 our company has been contributing to the implementation of the UN Convention on the Rights of Persons with Disabilities. With its ["Our Way to Embracing Inclusion"](#) action plan, Fraport AG has been building upon its already existing activities. These activities are constantly being expanded by concrete objectives and measures.*





# ***Gute Reise! We make it happen***

## **Contact Investor Relations**

*Fraport AG*

*Christoph Nanke*

*Finance and Investor Relations*

*Telefon: + 49 69 690-74840*

*E-Mail: [verantwortung@fraport.de](mailto:verantwortung@fraport.de)*

## **Imprint**

*Fraport AG Frankfurt Airport Services Worldwide*

*60547 Frankfurt am Main*

*Germany*

*Publication date: 15.03.2022 / Last update: 20.04.2022*