Group Sustainability Statement

General Information

Disclosures on ESRS 2 General Disclosures

The Group Sustainability Statement of Fraport provides information about the undertaking's governance and performance in relation to material sustainability issues, including performance indicators (sustainability indicators). The general information section contains material identified sustainability impacts, risks, and opportunities, as well as the principles of Fraport for the Group Sustainability Statement, which form the basis for its preparation.

Disclosure Requirement BP-1 – General Basis for preparation of sustainability statements

This Group Sustainability Statement is part of the 2025 Combined Management Report and is prepared in accordance with Sections 289b to 289e and Sections 315b and 315c of the German Commercial Code (HGB). It meets the legal information requirements both for the Fraport Group and for Fraport AG as the parent company. In principle, the information provided by the Fraport Group is also used for the reporting of Fraport AG; if there are deviations, these will be noted separately.

For the Fraport Group, reporting is carried out in full application of the European Sustainability Reporting Standards (ESRS) as a framework. For Fraport AG, however, the minimum requirements of the HGB are taken into account. The content of the combined non-financial statement has been integrated accordingly into the structure of the report.

Aspects in the non-financial statement	Topics in ESRS
Environmental matters	ESRS E1 Climate change ESRS E2 Pollution
Employee-related matters	ESRS S1 Own workforce
Social Matters	ESRS S3 Affected communities
Customer satisfaction and product quality	ESRS S3 Affected communities
Respect for human rights	ESRS S1 Own workforce ESRS S3 Affected communities
Anti-corruption and bribery	ESRS G1 Business conduct

The contents of the reporting are based on a double materiality assessment (DMA) conducted in accordance with the ESRS requirements. The result of the analysis is that five out of ten ESRS topic standards are material for Fraport in the 2025 fiscal year. The table below provides an overview of the existence and scope of the ESRS disclosure requirements.

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This Group Sustainability Statement was prepared on a consolidated basis and includes all consolidated undertakings of the Fraport Group in accordance with the scope of the consolidated financial statements. Unless otherwise stated, the quantitative information and the concepts and approaches presented refer to the consolidated basis.

The companies included (parent and subsidiaries) correspond to those included in the scope of consolidation of the consolidated financial statement. They are included in accordance with the principle of financial control. For the purposes of greenhouse gas accounting (GHG accounting), it was additionally examined whether the principle of operational control is applicable to joint ventures, associated companies, and other Group companies of the Fraport Group that are included using the equity method. A two-stage analysis was carried out to determine operational control. The analysis showed that, for the 2025 reporting year, Fraport does not have operational control over joint ventures, associated companies, and other Group companies. Non-financial data from these companies is therefore only included in Scope 3 accounting. In addition, the company in Antalya included using the equity method was also taken into account in the climate risk analysis due to its inclusion in the risk management scope of consideration.

In sustainability activities and the assessment of sustainability impacts, Fraport deals with its own business operations at the respective sites as well as the upstream and downstream value chains. The first stage of the upstream and downstream value chain (Tier 1) was included in the process of determining the material impacts, risks, and opportunities.

Fraport purchases products and services from numerous suppliers. The German Supply Chain Due Diligence Act applies to the upstream supply chain. In this context, Fraport is also aiming at or including the first stage of the supply chain.

In the Group Sustainability Statement, Fraport does not include information relating to intellectual property, know-how, or innovation results. Likewise, information on upcoming developments or matters that are still in negotiation stages is omitted.

Disclosure Requirement BP-2 – Disclosures in relation to specific circumstances

The Group Sustainability Statement covers the period from January 1, 2025, to December 31, 2025.

The Group Sustainability Statement includes estimates of data from the upstream and downstream value chain. The analysis of the value chain is predominantly based on the assessment of experts from the Fraport Group and is therefore subject to a certain degree of uncertainty. The data are validated internally by the relevant quality-assurance function; no further external validation is carried out. At present, there are neither new regulatory requirements nor material scientific findings that would necessitate an adjustment of the data quality. In addition, no further measures were taken during the reporting period to improve the accuracy of data preparation.

Uncertainties related to estimates are explained in the following. Where valid data were available in the subsequent year, the corresponding estimated previous year figures were reviewed and, where necessary, adjusted in order to ensure greater accuracy and comparability. Any adjustments and their effects are explained in the respective topic-specific ESRS disclosures, where applicable.

Supply mix of energy

The breakdown of energy consumption by individual generation types is based on electricity disclosure labels or information on the energy mix, which, for technical reasons, may not be available for the current reporting year. If, in individual cases, required market-related data were not available, the next best site-related data were used. The resulting uncertainties must be taken into account when interpreting the reported energy consumption and may, to a limited extent, affect the informative value of the Group Sustainability Statement, in particular with regard to comparability with other periods.

GHG emissions

All reported GHG emissions are based on activity data, such as energy consumption or transport services, and on activity-specific emission factors. Where Fraport did not have local or more specific factors available, the current emission factors published by the Department for Environment, Food & Rural Affairs (DEFRA) were applied. As these factors are generally prepared for the UK economy, their application to activities in other countries results in uncertainties. These go beyond the fundamental uncertainties of the emission factors underlying life cycle analyses. The country-specific electricity mix according to the publications of the International Energy Agency (IEA) was used to calculate the emissions from electricity use. Since the latest IEA publications cannot always be used in the context of data collection, it is possible that the emission factors used do not reflect the latest developments in the electricity mix. Due to the continuous development of the emission factors observed in the past and the generally low average annual percentage change in the low single-digit percentage range, the impact of this time delay on the overall proposition of the calculated emission values can be considered minor. Any uncertainties arising therefrom must be taken into account, in addition to the general uncertainties, in the assessment of emission values. Consumption of heating oil and gas was calculated using the emission factors published by the Federal Office for Economic Affairs and Export Control (Bundesamt für Wirtschaft und Ausfuhrkontrolle (BAFA)). In assessing the global warming potential of the gases used, the Global Warming Potentials (GWP) were taken into account in accordance with the specifications of the Intergovernmental Panel on Climate Change (IPCC). The uncertainties arising from the transfer of DEFRA emission factors to German and international conditions are assessed by Fraport as low, as they play only a subordinate role compared with the fundamental uncertainties in emission factors and life cycle analyses. The uncertainties must be taken into account when interpreting the reported GHG emissions and may have minor effects on the overall proposition of the Group Sustainability Statement.

Forecasts of future GHG emissions without reduction measures are based on the same assumptions regarding traffic growth as the forecasts of business development in the financial management report. Accordingly, they are subject to comparable estimates and uncertainties. In the short-term forecast, these uncertainties are low and increase to a high level by the long-term target forecast for 2045.

- **Categories 1 and 2:** Fraport calculates its procurement-related GHG emissions arising from the manufacture of delivered products and the provision of services in the upstream value chain using the spend-based approach. The calculation is based on a recognized, value-added, and sector-based multi-regional input/output model. In this process, the expenditures incurred are allocated on a country-specific basis to 65 economic sectors and linked to average emission factors that take into account the global supply chain interdependencies of the respective sectors. Uncertainties arise both from the clustering of the overall economy into 65 sectors with different average emission factors as the best possible, yet not exact, allocation of products and services to these sectors. The uncertainty regarding the informative value of the Group Sustainability Statement is assessed as “medium” for the absolute value and as “low” for the evaluation of the time progression.

- **Category 3:** The activity data correspond to the energy data for Scope 1 and 2. The emission factors used for each energy carrier are sourced from DEFRA. Fraport considers the uncertainty to be “low.” The low uncertainties have only a very limited impact on the reported emission values and, consequently, on the overall proposition of the Group Sustainability Statement.

- **Category 7 activity data and Category 11 landside traffic**: The amount of travel to and from Group sites is based on surveys of both employees and travelers. The survey results were not up-to-date for all sites, particularly among employees. If any results were missing, the modal carrier mix was extrapolated using the next best reference location. The assumptions for the transportation mode mix for the start and flow of air freight are based on the estimations of the internal experts. The route-based emission factors used for each mode of transport are sourced from DEFRA. Fraport considers the uncertainty to be “medium.” The resulting uncertainties may affect the accuracy of the emission calculations for these categories and thus impair the informative value of the Group Sustainability Statement, in particular with regard to comparability between reporting years.

- **Aviation activity data in Category 11:** Half-distance fuel consumption calculations are based on distances between destinations and our sites, as well as aircraft type and route-specific fuel consumption information from EUROCONTROL. The emission factor for the fuel comes from DEFRA. The uncertainty is assessed as “medium” for the absolute value and as “low” for the evaluation of the time progression. These uncertainties may affect the reliability of the reported emission values and must be taken into account when interpreting the Group Sustainability Statement, in particular with regard to trend analyses and site comparisons.

- **Minority interests in Category 15:** Minority interests without flight operations are assessed on the basis of their revenue using the model described in Scope 3, Categories 1 and 2. In principle, the local GHG emissions balance is used for minority interests with flight operations. If there were no GHG emissions for the reporting year in accordance with Scope 1 and 2 at the time of publication, the data were extrapolated on the basis of the GHG emissions of the previous year and the traffic volume for the reporting year. Delhi Airport records its GHG emissions for a reporting period from April to March. In March 2025, Fraport AG sold its investment in Delhi International Airport Private Limited (DIAL). Up to that point, the emissions caused by DIAL were included in the reporting under Category 15 in accordance with the equity interest. For the period from January 1, 2025 to the date of sale in March 2025, Scope 3 emissions of around 368,000 t CO_2e were recorded, representing 1.65% of the total emissions reported in Category 15. For Scope 3 GHG emissions, if the calculation deviates from the half-distance method, the extrapolation was based on Fraport investments with a comparable business model and local traffic volume to ensure comparability of the category with the other categories. Fraport considers the overall uncertainty of GHG emissions in Category 15 to be “medium.” The uncertainties described may lead to deviations in emissions reporting and thus impair the comparability of the Group Sustainability Statement with other companies or reporting periods.

Estimates related to the calculation of remuneration differences

In calculating gross hourly earnings for men and women in the Group, a working time of 39.3 hours per week was assumed for non-tariff employees, employees posted abroad, and members of the Executive Board. This corresponds to the average working time of employees covered by collective bargaining agreements. Further estimation uncertainties are associated with the inclusion of special payments. The assumptions made may, in individual cases, affect the comparability of pay disclosures with other companies or across different reporting periods.

Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements

In the Group Sustainability Statement, information was provided in accordance with Article 8 of Regulation (EU) 2020/852 and the Second Act on Equal Participation of Women and Men in Leadership Positions (FüPoG II) (regarding the proportion of women in management positions). Beyond that, no information other than that required by the ESRS on the basis of other legal provisions or generally accepted statements was included in the sustainability reporting.

Disclosure Requirement GOV-1 – The role of the administrative, management and supervisory bodies

For Fraport, a responsible and transparent corporate governance and monitoring framework is the cornerstone for creating value and trust. In accordance with the statutory provisions, Fraport AG is subject to a “dual governance system“, which is achieved by the strict separation of personnel in the management and monitoring bodies (two-tier board).

The Executive Board manages the strategic and operational business at Frankfurt Airport as well as the strategic alignment of national and international investments, and the Supervisory Board supervises the Executive Board. The members of the Executive Board and the Supervisory Board work closely together in the interests of the company. The Executive Board usually meets every week and constitutes a quorum if at least half of its members participate in the meeting. Resolutions are adopted by a simple majority of all the participating members of the Executive Board. In the case of a tied vote, the chair holds the casting vote. The Executive Board reports to the Supervisory Board on all relevant matters of business development, corporate strategy, including sustainability issues, and possible risks in a regular, timely, and comprehensive manner.

The appointment of Executive Board members is intended to be long-term. In the 2025 reporting year, the Executive Board of Fraport AG comprised five members: Dr. Stefan Schulte (Chairman), Anke Giesen, Julia Kranenberg, Dr. Pierre Dominique Prümm, and Prof. Matthias Zieschang.

The Supervisory Board of Fraport AG supervises the activities of the Executive Board. As a rule, the Supervisory Board meets four times a year. It is composed of an equal number of representatives of shareholders and employees and comprises 20 members as stipulated in the Articles of Association. The ten shareholder representatives are elected by the AGM, and the ten employee representatives are elected by the employees in accordance with the provisions of the German Co-Determination Act (MitbestG) for five years. Both the representatives of the shareholders and the employees have a gender quota of at least 30% women and at least 30% men.

The Supervisory Board has formed committees to increase its efficiency and to prepare for Supervisory Board meetings. In the 2025 fiscal year, these were the following committees: “Finance and Audit Committee“, “Participation and Investment Committee“, “Personnel Committee“, “Executive Committee” (meeting only if necessary), committee pursuant to Section 27 of the German Co-Determination Act (MitbestG) respectively “Mediation Committee” (meeting only if necessary), and the “Nomination Committee” (meeting only if necessary). The chairpersons of the committees will provide regular reports at the next Supervisory Board meeting to the plenum of the Supervisory Board on the work of the committees. In individual appropriate cases and in accordance with the law, decision-making powers of the Supervisory Board are granted to the committees.

The members of the Executive Board have the knowledge and experience necessary to duly conduct the business of Fraport. The members of the Supervisory Board have the knowledge and experience necessary to duly perform their monitoring functions. Relevant areas of competence include strategy development and implementation, IT and digitalization, risk management and accounting. By participating in specialist events and presentations by external consulting firms, and through internal Group information and formats, the members of the Executive Board continuously update their knowledge in the relevant topics and are also systematically informed about sustainability issues.

The members of the Supervisory Board provide a statement on their skills and acquired knowledge for monitoring sustainability matters.

Member structure of managing board and supervisory board as of December 31, 2025

	Managing Board	Supervisory Board
Number of executive members	5	0
Number of non-executive members	0	20
Independent board members (in %)	–	20

Gender diversity in executive board and supervisory board as of December 31, 2025

in %	Executive Board	Supervisory Board
Percentage of men	60	65
Percentage of women	40	35

The Executive Board has established appropriate responsibilities, tasks, and structures within the Fraport Group in order to enable the achievement of the sustainability targets. Responsibility for the proper design of sustainability management lies with the full Executive Board. In addition, the respective Executive Directors are responsible for the sustainability issues within their area of responsibility. The central unit of Fraport AG Corporate Development and Sustainability, which is assigned to the department of the Chairman of the Executive Board, manages and coordinates the further development of sustainability activities and continuous updating of the DMA on behalf of the Executive Board. The definition and implementation of measures with regard to material impacts, risks, and opportunities is the responsibility of the relevant departments or Group companies.

The Supervisory Board of Fraport AG deals with sustainability issues in various committees with clearly defined responsibilities. The Finance and Audit Committee monitors financial and sustainability-related reporting, while the Executive Committee takes sustainability matters into account in the remuneration of the members of the Executive Board. The Finance and Audit Committee regularly reviews the material corporate risks, including sustainability risks, and assesses appropriate management strategies.

Fraport uses an integrated risk management system to identify, assess, and manage impacts, risks, and opportunities. This includes risk analyses, internal audits, and regular reporting processes for reviewing defined measures. An internal control system (ICS) ensures that risks are continuously monitored. An escalation mechanism enables the timely reporting of critical risks to the Executive Board and the Supervisory Board.

The Executive Board of Fraport AG has introduced an integrated governance system that comprises specific processes and controls to identify, assess, and manage sustainability risks and opportunities. These processes are closely linked to the corporate strategy and include regular risk analyses, internal audits, and reporting mechanisms. Reports on material developments and measures are submitted to the Supervisory Board on a semi-annual basis.

Further process steps for governance, in particular for monitoring and controlling impacts, risks, and opportunities, will be further developed as part of the ongoing updating of the DMA.

Disclosure Requirement GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

Information flow to the administrative, management and supervisory bodies

The Executive Board bears overall responsibility for strategic management, including sustainability management. In the reporting year, the Executive Board addressed the significant and material risks of the Fraport Group presented by the Risk Management Committee in four meetings. In addition, the Finance and Audit Committee of the Supervisory Board addressed these risks in two meetings. Information on objectives, strategies, measures, and parameters in the area of impacts, risks, and opportunities (IROs) was reported from the Executive Board to the Supervisory Board twice during the reporting year.

In the 2025 reporting year, no comprehensive revision of the materiality assessment was carried out. However, a review of the topics was performed in the course of consolidating their associated strategies, measures, parameters, and objectives. An overview of the procedure and the final results was presented to the full Executive Board in November 2025. After examination, the Executive Board approved the update of the DMA. The Supervisory Board, represented by the Finance and Audit Committee, was subsequently informed about the update. The Finance and Audit Committee is responsible for monitoring the impacts, risks, and opportunities. The Supervisory Board commissioned Deloitte GmbH Wirtschaftsprüfungsgesellschaft to audit the Group Sustainability Statement.

Responsibility for the implementation of and compliance with due diligence processes lies with the Executive Board of Fraport AG and the respective managements of the Group companies. Regular and/or event-driven internal reporting on human rights- and environmental-related outcomes within decision-making bodies (for example, at management level) is intended to ensure that informed decisions can be made at all times.

Consideration of sustainability aspects in decision-making processes

Projects within Fraport AG that require a decision by the Executive Board are governed in the rules of procedure for the Executive Board. Accordingly, the applying units must also assess the reasoning for the decision in the resolution with regard to its impact on non-financial aspects. There is currently no standardized decision-making process for dealing with projects that have opposite economic and sustainability-related effects. In individual cases, the advantages and disadvantages of the decision as well as the effects on the sustainability aspects are compared and weighed against each other.

Material topics addressed during the reporting period

In the 2025 reporting year, both the Executive Board and the Finance and Audit Committee of the Supervisory Board addressed the newly identified climate risks. These are described in the disclosure requirement related to ESRS 2 SBM-3 and the disclosure requirement related to ESRS 2 IRO-1 in the "Disclosures on ESRS E1 Climate Change" section. In addition, the Executive Board and the Finance and Audit Committee were informed at mid-year about the status of concepts, measures, and target achievement. At year-end, reporting also took place as part of the review of the DMA.

Disclosure Requirement GOV-3 – Integration of sustainability-related performance in incentive schemes

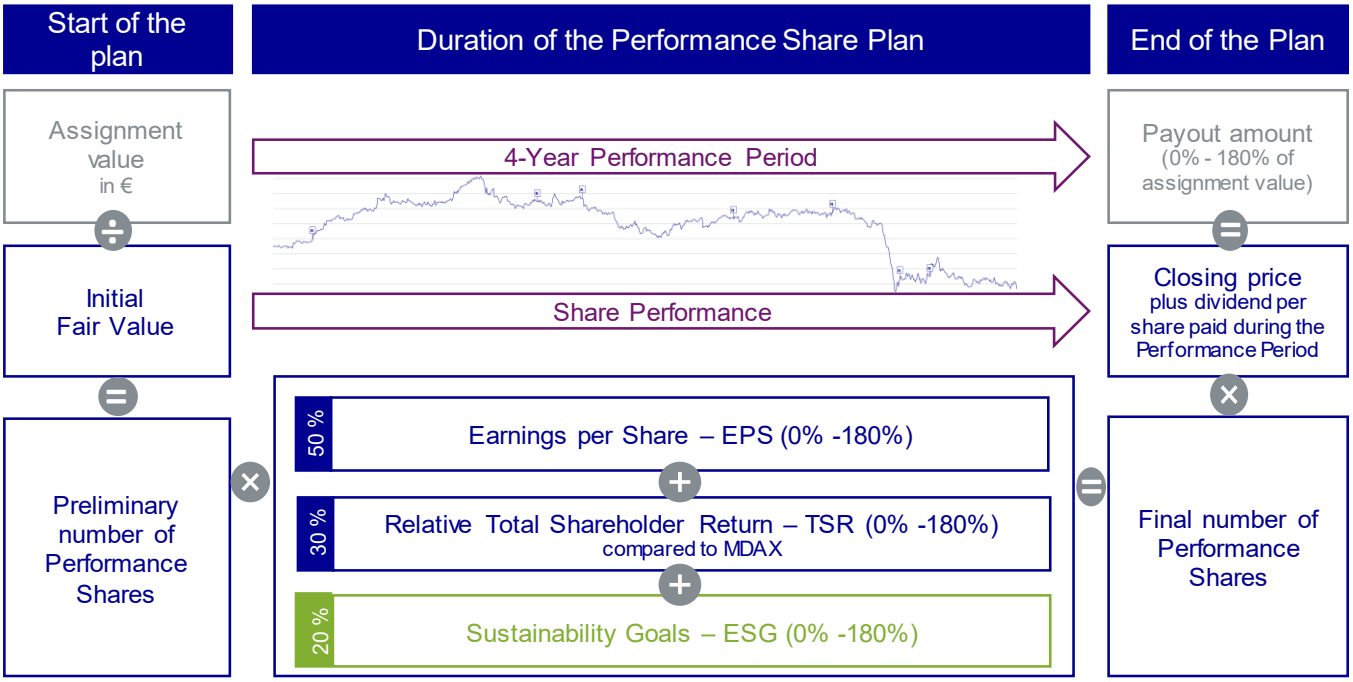
Economic success is linked to social and environmental responsibility in the remuneration system of the Executive Board by taking sustainability performance into account alongside the financial performance of Fraport.

Key features of incentive systems

The total remuneration of the members of the Executive Board of Fraport AG comprises a fixed base salary, variable performance-related components with short- and long-term elements, as well as fringe benefits and pension commitments. The short-term performance-related remuneration is aligned with annual financial corporate targets. Non-financial targets and the quality of the collective performance of the Executive Board may be taken into account in remuneration via modifiers. However, the option to consider ESG targets as modifiers was not exercised in the 2025 fiscal year.

ESG targets are also taken into account within the framework of long-term variable remuneration (Performance Share Plan) alongside the criteria Earnings per Share and Total Shareholder Return.

Long-term performance remuneration (Performance Share Plan)



Sustainability targets and performance indicators

For the performance period 2025–2028, the Supervisory Board resolved the following ESG targets, which together account for 20% of the Performance Share Plan assessment:

ESG targets in executive board renumeration

Topic area / target	Target description	Target achievement (reference year: financial year 2028)	Weighting
Environment **E1 – Climate Change**			**Weighted at 35% across three ESG targets.**
E1 – Climate Change Target: CO_2e emissions across the Group	The Fraport Group continues to pursue its decarbonization pathway and aims to reach a target emission level of 105,000 t CO_2e in Scope 1 and 2 by 2028.	100% if, in the 2028 financial year, a maximum of 105,000 t CO_2e were emitted Group-wide in Scope 1 and 2.	35%
Social **S 1 – Own Workforce**			**The overall Social target is weighted at 35% of the three ESG targets.** **The five Social sub-targets are equally weighted, resulting in 7% each.**
S1-2 Processes for engaging with own workers and workers' representatives about impacts Target: Group-wide employee satisfaction	Employees rate their satisfaction on a scale from 1 (lowest agreement) to 7 (highest agreement) The Fraport Barometer is conducted annually All fully consolidated Group companies are included	100% if employee satisfaction reaches 5.0	7%
S1-2 Processes for engaging with own workers and workers' representatives about impacts Target: Development of leadership culture across the Group	360° feedback is to be completed once between 2025 and 2028 The performance dialogue is to be conducted in 2028 by each manager individually and within their team.	100% if 90% of the included managers have completed the 360° feedback and conducted the performance dialogue	7%
Governance **G1 – Business conduct**			**Weighted at 30% across three ESG targets**
G1-3 – Prevention and detection of corruption and bribery Target: Corruption prevention and antitrust law at Fraport AG	The development of a compliance training concept describing the training measures for corruption prevention and antitrust law. Training for the Supervisory Board and the Executive Board on both topics. Training of the relevant employees in accordance with the training concept. Annual communication by the Executive Board on compliance-related topics.	100% if 90% of the relevant employees and governing bodies have been trained	30%

In addition, further operational service targets (such as global satisfaction at the Frankfurt site, waiting times at security checkpoints and baggage claim belts in Frankfurt) are taken into account.

Integration of sustainability indicators into the remuneration policy

The ESG metrics serve as performance benchmarks in the Performance Share Plan and directly influence the number of Performance Shares granted. In addition, they remain an optional component of the short-term remuneration element via the modifier mechanism. In this way, sustainability performance is firmly embedded in the remuneration policy.

Share of variable remuneration related to sustainability

In the Performance Share Plan, a share of 20% of target achievement is linked to ESG performance criteria. Payment is made after completion of the four-year performance period and is tied to the degree of target achievement.

Long-term performance-related remuneration (Performance Share Plan – PSP)

For the reporting year, the share of variable remuneration in total remuneration that is linked to sustainability-related targets amounts to 0%, as no sustainability targets were taken into account as modifiers in the short-term performance-related remuneration for the 2025 fiscal year and the performance period of the long-term variable remuneration covers the period from 2025 to 2028.

Approval and update level

Executive Board remuneration at Fraport AG is set by the undertaking's Supervisory Board upon recommendation of the Executive Committee it has established and is regularly reviewed for appropriateness. The overall remuneration system for the Executive Board is submitted to the Annual General Meeting for approval at least every four years in accordance with Section 120a (1) of the German Stock Corporation Act (AktG); the most recent approval took place on May 28, 2024, with approval by 97.7% of the votes cast.

The remuneration of the Supervisory Board does not include any variable component and is therefore not linked to the achievement of ESG targets.

Disclosure Requirement GOV-4 – Statement on due diligence

The due diligence is implemented by all bodies and committees as part of their regular meetings and is not the subject of special meetings.

The following table shows the most important aspects and steps of the due diligence procedures in accordance with the reporting, with full application of the ESRS:

Core elements of due diligence	Description	Disclosure Requirement
a) Embedding due diligence in governance, strategy and business model	Explains the structure, roles, and responsibilities of the board of directors and supervisory board at Fraport, particularly in monitoring and controlling sustainability matters. Explain how these bodies are regularly informed about sustainability issues and how sustainability is integrated into Fraport's strategy, business model, and value chain.	ESRS 2 GOV-1 The role of the administrative, management and supervisory bodies ESRS 2 GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies ESRS 2 SBM-1 Strategy, business model and value chain
b) Engaging with affected stakeholders in all key steps of the due diligence	Describes how Fraport systematically engages various stakeholders, such as customers, business partners, employees, owners, and local communities. Explains the processes for engaging its own workforce (e.g. employee surveys, dialogue formats and feedback channels) and how stakeholder concerns within the value chain are addressed.	ESRS 2 SBM-2 Interests and views of stakeholders ESRS S1-2 Processes for engaging with own workforce and workers' representatives about impacts ESRS S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns ESRS S3-2 Processes for engaging with affected communities about impacts
c) Identifying and assessing adverse impacts	Explains Fraport's double materiality assessment (DMA) process, including the approach to identifying and prioritizing material impacts, risks, and opportunities (IROs). Provides an overview of the identified key IROs with information on time horizons and degree of responsibility.	ESRS 2 IRO-1 Description of the process to identify and assess material impacts, risks and opportunities ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model
d) Taking actions to address those adverse impacts	Describes specific measures to address impacts on employees (e.g. occupational health and safety, the HRneo program, diversity and inclusion initiatives), on the value chain, as well as measures for corruption prevention and governance.	ESRS E1-3 Actions and resources in relation to climate change policies ESRS E2-2 Actions and resources related to pollution ESRS S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions ESRS S3-4 Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions ESRS G1-3 Prevention and detection of corruption and bribery
e) Tracking the effectiveness of these efforts and communicating	Explains how Fraport uses metrics and target values to evaluate the performance and effectiveness of policies and actions in terms of sustainability. Describes the monitoring of goal achievement and internal and external reporting (e.g., on climate goals, occupational safety, diversity, complaint cases).	ESRS E1-4 Targets related to climate change mitigation and adaptation ESRS E1-5 Energy consumption and mix ESRS E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions ESRS S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities ESRS S1-14 Health and safety metrics ESRS S1-17 Incidents, complaints and severe human rights impacts ESRS G1-4 Incidents of corruption or bribery

Disclosure Requirement GOV-5 – Risk management and internal controls over sustainability reporting

Procedures and systems

Fraport has a Group-wide risk management system (RMS) as well as a central internal control system (ICS) that is aligned with the COSO framework. The ICS serves to ensure the appropriateness and effectiveness of material operational processes. Relevant process risks are identified, managed and monitored within the ICS.

A Control Self-Assessment (CSA) is conducted annually to continuously assess effectiveness. This evaluates the effectiveness of business process controls, identifies potential weaknesses and feeds specific improvement impulses into the further development of the system.

Specific control processes have been established for sustainability reporting to ensure the completeness, integrity and accuracy of ESG data. These include:

- Standardized documentation procedures,
- Regular plausibility checks,
- The four-eyes principle in data collection, review, and consolidation, and
- Structured control documentation to prepare for external audits under the CSRD.

Risk assessment approach and prioritization

Risks are recorded using a uniform assessment approach based on a reporting matrix that combines probability of occurrence and potential impact. Material risks within the meaning of the materiality thresholds are risks with a probability of occurrence greater than 50% and high impact, as well as risks with a probability of occurrence of 20–50% and very high impact.

Assessments are carried out conservatively, assuming the respective worst-case scenario. A systematic distinction is made between gross risk (before measures) and net risk (after implementation of measures). The methods are based on the specifications of the Group-wide Risk and Opportunities Report.

Material risks and controls

In the context of sustainability reporting, the following key risks have been identified:

- Data integrity risks caused by incorrect or incomplete data,
- Estimation risks, particularly in emissions calculations,
- Timing risks caused by delayed data availability along the supply chain,
- Reputational risks resulting from incorrect or misleading reporting.

The following measures are used to mitigate risks:

- Automated validation systems for data verification,
- Systematic plausibility checks,
- Application of the four-eyes principle in all critical review and consolidation steps,
- Continuous improvement of operational processes based on the CSA results.

Integration into internal functions and processes

The procedures for sustainability reporting are fully integrated into the company-wide systems:

- ESG-specific controls form part of the central internal control system (ICS),
- ESG risks are embedded in Group-wide risk management and are managed there,
- The central Group Internal Audit unit is integrated into the internal monitoring system of the Fraport Group with process-independent audit activities.

Reporting to governance bodies

The results of the CSA are reported annually to the Executive Board of Fraport AG. In addition, the Finance and Audit Committee of the Supervisory Board receives an annual report on the appropriateness and effectiveness of the central ICS. Event-driven sustainability risks are reported quarterly to the Risk Management Committee and the Executive Board. The Finance and Audit Committee of the Supervisory Board is informed on a semi-annual basis. Fraport has established an ad hoc reporting process for the reporting of material risks outside the regular reporting process.

Disclosure Requirement SBM-1 – Strategy, business model, and value chain

Significant groups of products and/or services offered

As an airport operator, Fraport provides a wide range of operational and administrative services for airport and terminal operations. Within the framework of the concession agreements, the scope of the services offered varies from contractually binding construction and expansion activities, administration and control of airport processes, to the management of retail areas. The range of tasks of the Fraport Group also includes planning and consulting services as well as IT services and facility management.

The Group generates the majority of its revenue and earnings from the passenger and freight business at each of its sites. In addition to passengers, key customers in particular include airlines, authorities, freight forwarders, as well as tenants of office and retail space. Fraport primarily levies charges for the use of the airport infrastructure, generates revenue from the development of commercial areas, and offers additional operational services. The resulting key revenue streams are reported by Fraport as “Airport charges“, “Infrastructure charges“, “Ground Services“, “Security services (revenue from aviation security charges in accordance with Section 5 of the German Aviation Security Act (LuftSiG) and security services)“, as well as “Retail“, “Real Estate“, and “Parking.” In the area of airport concessions, income and expenses in the same amount from “Construction and expansion services in connection with IFRIC 12” are also recognized in the consolidated income statement. In its reporting, Fraport distinguishes between the following four segments:

- **Aviation** – holistic management of the terminal facilities and airport processes at Frankfurt Airport.
- **Retail & Real Estate** – development and renting of space at the airport and of areas mainly near the airport in Frankfurt. This primarily includes the retail business, building and space leasing as well as parking management.
- **Ground Handling** – ground handling services such as loading, baggage, and passenger services, as well as the operation of the central infrastructure and baggage transfer system at Frankfurt Airport.
- **International Activities & Services** – international marketing of the Group’s expertise and airport operations, as well as consolidation of central services in Frankfurt.

Fraport currently does not offer fully emission-free products or services. However, the business model includes individual economic activities that are classified as climate-friendly according to the EU taxonomy. As part of the decarbonization of our own business activities, the services offered are being made more sustainable. One indicator for such sustainable partial aspects is the taxonomy-aligned economic activities in the environmental target of climate change mitigation in accordance with the Delegated Regulation (EU) 2021/2178. Further details can be found in the “Information on the EU Taxonomy Regulation” section.

Significant markets and/or customer groups

As an international airport Group, Fraport sees itself as a participant in the global aviation market in general. The focus of business activities is on the Group sites that are operated. In the segment reporting of the consolidated financial statements in accordance with IFRS 8, Germany, the rest of Europe, Asia, and the Americas form separately reported revenue regions.

Apart from passengers, its material customer groups especially include airlines, tenants of office and retail space, authorities, and freight forwarders.

The total number of employees in the Fraport Group was divided into the following geographical areas in 2025:

Total number of employees in the Fraport group

Geographical areas	Number of employees
Germany	16,947
Europe (excluding Germany)	2,051
South America	1,450
North America	66
Rest	17
Total number of employees	**20,531**

Breakdown of total revenue by key ESRS Sectors

The breakdown of Group revenue by key ESRS sectors is based on segment reporting in accordance with IFRS 8 and covers all business fields of the Fraport Group.

Breakdown of Total Revenue by relevant ESRS Sectors

Fraport Segment	ESRS Sector / IFRS-8-Segment	Revenue 2025 (in € million)
Aviation	Other Transportation (TTR)	1,342.0
Retail & Real Estate	Wholesale and Retail Trade (SST) Real Estate and Services (RRE)	551.3
Ground Handling	Other Transportation (TTR)	856.5
International Activities & Services	Professional Services (SPS) Other Transportation (TTR)	1,682.4

The amounts presented represent the material sources of revenue of the Fraport Group and meet the materiality criteria pursuant to ESRS SBM-1 AR 13, as each segment disclosed contributes more than 10% to Group revenue or is associated with material (potential) impacts.

Fraport is not active in the fossil fuel sector (coal, oil, and gas), in the production of chemicals, in the area of controversial weapons, or in the cultivation and production of tobacco.

Sustainability targets

The sustainability targets of the Group are also embedded in the Group strategy Fraport.2030. The strategy includes the three strategic priorities: growth and sustainability, efficiency and innovation, and top employer. The first focus is on corporate responsibility and emphasizes that the growth-oriented Group strategy should not contradict sustainable action. The aim of the strategic direction is to achieve long-term and profitable growth. At the same time, Fraport places a strong focus on sustainable aspects, in particular climate and environmental protection. In this context, Fraport is aiming for a position as the leading operator of environmentally friendly airports by 2030.

The strategic priority “top employer” includes capital expenditure of Fraport in the targeted training and further training of employees as well as the establishment of a modern HR organization. This strategic priority therefore also supports the taking of corporate responsibility as part of sustainability activities.

The sustainability targets were defined without the formal involvement of external stakeholders; however, they are directly aligned with societal expectations, regulatory developments, as well as public and political pressure in these areas.

Progress in implementing the two strategic priorities mentioned above is measured using key performance indicators (KPIs). These include the number of passengers (in millions), GHG emissions (t CO_2e), and employee satisfaction. Quantitative targets have been defined for 2027 and 2030. In addition to targets for GHG emissions and employee satisfaction, the Executive Board remuneration targets described in disclosure requirement GOV-3 have also been set.

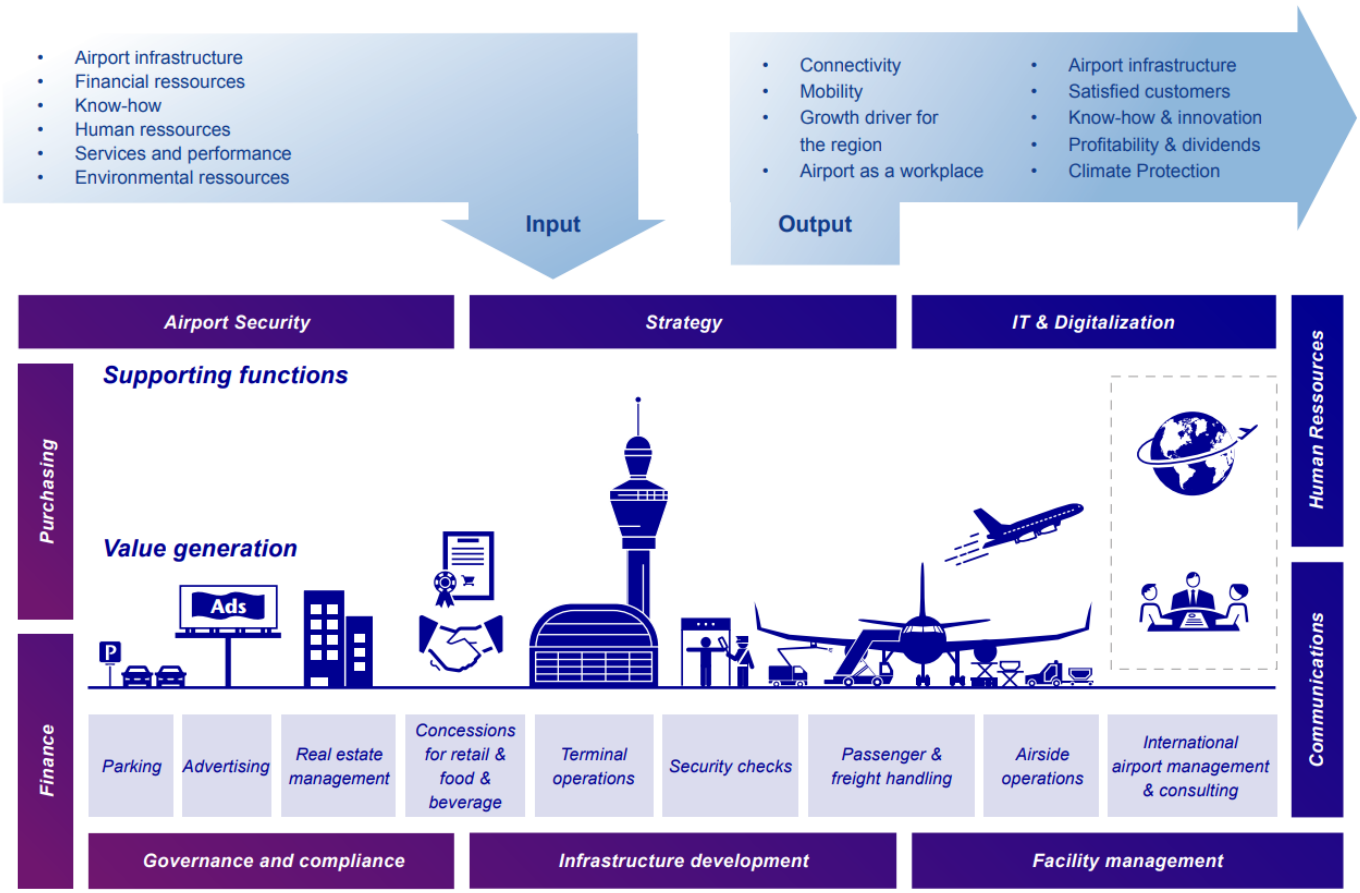
The strategy is implemented in all sections and companies of the Group by a selected and focused project portfolio. Projects have been defined that support the rollout of the Group strategy (flagship projects). At the same time, the projects represent the Group’s core activities with regard to the long-term development of the company. Due to the broad concept of sustainability regarding social, economic, and ecological aspects, numerous strategic projects contribute to the strategic priorities “growth & sustainability” and “top employer.” The two projects “decarbonization master plan” and “HRneo” are to be highlighted here because of their high relevance in terms of content in the context of sustainability.

Decarbonization master plan

Because of the decarbonization master plan and the adopted measures, Fraport is committed to achieving net-zero status at the fully consolidated sites within Scopes 1 and 2. One of the most important measures of the master plan is the conversion of the electricity mix to renewable energies. This includes the undertaking’s own generation of renewable energies, energy storage, the development of an infrastructure for alternative drive systems, and the electrification of the vehicle fleet. Challenges in the implementation of the decarbonization master plan can arise from schedule and cost aspects. The availability of innovative technologies that can promote achievement of targets can also delay target achievement. Despite the challenges, no material adverse effects are currently expected in the course of the project.

HRneo

HRneo has the target of re-orienting the HR section and increasing the employer attractiveness of Fraport in order to position the undertaking for the future and to strengthen the cohesion of its workforce. The program comprises targeted leadership development, the formulation of the new employer value proposition ”Fraport. Your world of opportunities“, the establishment of specialized HR roles and the further development of the HR organization. The program was completed in 2024; the resulting measures, such as the restructuring of the HR department and the introduction of supporting IT systems, are continuing.



Fraport invests in the planning, construction, and maintenance of airport infrastructure such as runways, terminals, and parking garages. Operational airport management is another key element, which includes passenger and cargo handling, security controls, and baggage handling.

The most important economic players in the upstream and downstream value chain are in particular airlines, passengers, business partners in the real estate and ground services sector, concessionaires, and players in the cargo community. Their relationship is characterized by direct cooperation with the Fraport Group.

Fraport works closely with airlines to meet their needs, including ground handling and technical services. The commercial business, which includes retail, food services and terminal services, contributes to customer satisfaction and additional earnings. The freight business is also considerable and includes comprehensive services for air freight, including storage and customs clearance. Facility management, which covers the maintenance and management of the airport infrastructure, relies on sustainable solutions to reduce costs and minimize environmental impact. Fraport pursues a customer-oriented and sustainable strategy to ensure economic success and to meet the requirements of the aviation industry.

In addition to finance, personnel, and environmental resources, the inputs of the business model also include the current infrastructure, existing know-how, and services from third-party providers. With the aforementioned “HRneo” and “Decarbonization master plan” projects, Fraport is pursuing the goal of securing personnel resources and reducing GHG emissions. The strategic targets “increase in EBITDA” and “free cash flow“, which are also in the Fraport.2030 Group strategy, serve to maintain financial stability and provide the necessary financial resources for the further development of the Group (see the “Strategy” section in the management report).

The outputs of the business model include the connection of the respective regions in which Fraport is active to international markets (“connectivity”) and the associated mobility. Airports perform a public-service function. Because of their linking function across countries and continents, airports promote cultural interaction and international understanding.

The expansion and development of airports will increase capacity and attract additional passenger and freight traffic. This will stimulate economic growth in the surrounding regions, particularly in the areas of construction, transport, logistics, tourism, and trade. Fraport contributes indirectly to economic prosperity both within the Group as a direct employer and at the respective airports. Various economic sectors along the value chain of an airport, such as tourism (“growth engine of the regions” and “airport workplace”), also benefit. Fraport also aims to achieve financially profitable growth for investors and sees itself as a good partner in the regions in which the undertaking operates.

As described above in the strategy and sustainability targets section, Fraport has set itself the targets of climate change mitigation and being a top employer and wants to inspire its customers with its airports and the services and products offered (know-how and innovations).

Within its business model and along the value chain, Fraport is exposed to a wide range of external influences that may give rise to both risks and opportunities. In particular, macroeconomic developments, geopolitical events, and changing regulatory frameworks may affect demand in passenger and cargo traffic, the competitiveness of the sites, and the results of operations of the Group. Rising energy prices, inflation, changing interest rate levels, protectionist tendencies in global trade, and volatile markets represent potential risks that may influence operational business. Likewise, industry-specific factors such as market developments, political decisions, or technological changes may either impede or promote business development. To limit and manage these risks, Fraport relies on broad diversification of its Group airports, continuous monitoring of relevant leading indicators, and the further development of business areas and infrastructure projects. At the same time, opportunities for profitable growth and for strengthening the market position may arise from a potential economic recovery, increasing international trade activities, innovative digital solutions, and the further development of sustainable mobility offerings. In the long term, demand in global air transport is also expected to continue to grow, from which Fraport can benefit through its international Group companies and its consistent focus on customer needs.

Nevertheless, it cannot be ruled out that extraordinary events, such as natural disasters, pandemics, political crises, regulatory changes, or technical disruptions, could impair Fraport’s value chain and business model. The impacts of these risks and opportunities are regularly assessed within the Group-wide risk management system and integrated into strategic corporate governance.

Disclosure Requirement SBM-2 – Interests and views of stakeholders

The main stakeholders of Fraport are its customers, business partners, owners, employees, and local communities. Their interests are reflected in the three strategic priorities of Fraport.2030. The relevant departments regularly seek their expertise on technical matters. By engaging with interests, Fraport wants to develop an understanding of the needs in relation to sustainability issues. Any stakeholder can contact sustainability management directly via the email address nachhaltigkeitsmanagement@fraport.de.

Fraport has a broad network of institutionalized, structured communication media to promote dialog and a regular exchange of views. This includes forums for interaction with airlines, conducting regular surveys, and conducting systematic feedback management for passengers, employee surveys, investor conferences, interaction in airport associations, and especially for the Frankfurt site the Air Cargo Community, the Environment and Neighborhood House, and the Aircraft Noise Commission for continuous interaction with local authorities and citizens on topics relevant to airports.

Example of neighborhood dialog

The website offers a wide range of services for residents living near Frankfurt Airport. Individual information on flight routes can be found on the interactive maps FRA.Map and FRA.NoM. The “My request” section provides the opportunity to provide feedback and to send inquiries to the neighborhood dialog team. There are also explanations on aircraft noise, measures such as noise abatement or roof protection programs, flight operations, or air quality. The impetus from this dialog will be used for the further development of measures for dealing with aircraft noise.

Example of an employee survey

The systematic exchange of information with the most important internal and external stakeholders enables Fraport to develop perspectives for the strategic alignment of the undertaking. The results of the employee survey are used to identify potential for improvement and derive appropriate measures. The results are used by the international Group companies to increase their own employee satisfaction. For the Frankfurt site, they are documented by the “HR Operations” central unit, which controls implementation and processes them for the sections or German Group companies. In individual cases, the measures and the intended improvements can be included in the target agreements with executives.

Example of an owner

Consistent, timely, and transparent communication with the owners (investors) is very important to Fraport. The investor relations (IR) team of Fraport maintains face-to-face, telephone, and virtual contact with existing and potential investors as part of roadshows, capital market conferences, or regular meetings, including at the company headquarters at Frankfurt Airport. Over the past fiscal year, targeted individual and Group meetings again took place as well as presentations with the participation of the Chairman of the Executive Board, Executive Director Controlling and Finance, and Executive Director Aviation and Infrastructure.

Throughout the year, the IR team was available by phone on +49 69 690-74844 or by email at investor.relations@fraport.de for direct dialog.

The telephone conferences for analysts on the financial publications, the annual general meeting in May 2025, and the provision of up-to-date information on the IR website at www.meet-ir.com rounded off the range of IR services in the past fiscal year.

Stakeholder	Engagement
Customers	Customer surveys
Business partners	Supplier code of conduct
Owners	Regular reporting, Annual General Meeting
Employees	Employee surveys
Neighborhood	Neighborhood dialogue
Society	Participation in associations

Purpose of inclusion

The impulses from the meetings referred to above are collected and reflected on by the responsible departments. The topics are reported to the Executive Board and Supervisory Board on an ad hoc basis. The inclusion of the interests of stakeholders/stakeholder groups can serve to get to know their needs in relation to sustainability issues. These findings serve, among other things, to further develop sustainability activities in line with needs and thus increase the satisfaction of customers and employees, for example.

No need for a significant adjustment of the fundamental Group strategy or the business model arose from the stakeholder dialog formats in the reporting year.

Disclosure Requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

The following table provides an overview of the material impacts, risks, and opportunities in the Fraport Group:

Disclosure Requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

	Description	Impact, risk or opportunity	Section in the business model/ value chain	
E1 – Climate change				
E1 – Climate change mitigation Greenhouse gas emissions (Scope 1, 2 and 3)	The greenhouse gas emissions in Scope 1 and 2 are generated from the operation of the airport infrastructure and company vehicles. Scope 3 covers aircraft emissions during take-off and landing as well as passenger, freight, and employee traffic, and the supply chain. The negative impacts are dominated by the high emissions in Scope 3	Negative impact	The greenhouse gas emissions are generated during ground handling, flight operations, in terminal operation, and by the construction and maintenance of infrastructure.	
E1 – Energy Energy consumption	Airport operations require a high energy supply, in particular electricity for lighting and air conditioning as well as the operation of other technical systems. Depending on the site, there is also significant consumption of district heating and fossil fuels for the heating system and the vehicle fleet. The energy consumption of air transportation is also significant along the value chain.	Negative impact	The energy is used in particular in ground handling, flight operations, terminal operations, and the operation of real estate.	
E1 – Climate change adaptation Extreme weather conditions	At the Group site in Porto Alegre, there is a risk that flooding events could require the complete shutdown of operations and air traffic, the closure of terminals, and the destruction of runways, taxiways, and buildings. This results in infrastructural damage and loss of revenue.	Risk	Flood in Porto Alegre can affect local ground handling, flight operations, and terminal operation.	
E1 – Climate change adaptation Increased location costs	The full implementation and tightening of a wide range of regulatory requirements at regional, national, and European levels for fit-for-55 measures (such as the mandatory blending of sustainable fuels (Sustainable Aviation Fuel, SAF) and costs associated with the Energy Taxation Directive (European Union Energy Taxation Directive, EU ETD))—are increasing the cost of operating at the Frankfurt aviation hub. This results in a significant competitive disadvantage compared to other European and international hubs and drives up location costs in Frankfurt for airlines and, consequently, for passengers as well. As a result, passenger demand decreases, ultimately leading to revenue losses and financial disadvantages.	Risk	Increased location costs can reduce the attractiveness of the site, potentially leading to a decline in demand and consequently to revenue losses.	
E2 – Pollution				
E2 – Pollution of air Air pollutants	Air pollutants from flight operations include nitrogen oxides, carbon monoxide, particulate matter (PM10, PM2.5), hydrocarbons, ultra-fine particles (UFP), soot, and sulfur oxides. Research at Frankfurt Airport showed that during the COVID-19 pandemic, the reduction in low-level nitrogen oxide concentrations in the Rhine-Main region was primarily due to the decline in road traffic. For UFP, by contrast, flight operations are an important source and lead to increased concentrations around the airport. Due to their small size, UFP is classified as potentially hazardous to health, but due to a lack of epidemiological studies there is no dose-response relationship or limit value. Measurements at Group airports have not yet been required by law.	Negative impact	Air pollutants are generated primarily during ground handling and near-ground flight operations.	
S1 – Own workforce				
S1 – Equal treatment and opportunities for all Inclusive employer	Fraport acts as an inclusive employer and thus has a positive effect on people and society by its associated role model function. The Group promotes diversity and inclusion and, as a signatory to the Diversity Charter, actively communicates its values. In addition, Fraport offers jobs with low educational requirements, enabling people who have a difficult time gaining a foothold in other sectors of the economy to participate independently.	Positive impact	The positive impact as an inclusive employer primarily comes from the company's own operations.	
S1 – Social dialogue Strong employee participation	Employees at the Frankfurt site in particular are represented Group-wide by representatives and trade unions. German co-determination requirements are being implemented at a high level. As a result, lower-wage employees in particular have a strong voice toward management, resulting in improved working conditions, higher wages, social benefits, and a high level of job security. The different groups promote participation and an understanding of democracy. At present, this impact is particularly pronounced in Germany.	Positive impact	The strong employee participation takes place in the company's own operations, particularly in Germany.	
S1 – Health and safety Impacts on occupational health and safety (physical and mental strain)	Working conditions can be physically and mentally challenging, especially for different groups of employees on the apron and in the terminals for practical and organizational reasons. The existing initiatives to improve workplace resources, provide support and advice, and make work and working time more flexible are in principle helping to reduce negative impacts, but in some individual cases they are not yet sufficient.	Negative impact	The physical and mental strain of employees arises primarily in the company itself, in addition to third parties whose employees work in the same sections. Terminal operation and ground handling are particularly affected.	

	Influence on business model/ value chain	Influence on strategy and decision-making	Impacts on people and the environment	Influence of strategy and business model	Time horizon (short/medium/ long term)	Direct (own activity) or indirect (business relationships) share of material impacts	More information on actions in response to the current and expected impact
	Low	Medium	High	The greenhouse gas emissions are generated due to the business model.	Decreasing over the long term	Direct: in terminal operation, passenger and freight handling, and in flight operations indirect: at business partners	Disclosure requirement E1-3
	Low	Medium	High	The energy consumption arises due to the business model.	Decreasing over the long term	Direct: in terminal operation, passenger and freight handling, flight operations, and by real estate management indirect: at business partners	Disclosure requirement E1-3
	Low	Medium	Medium	No	Consistent over short term	Direct: in terminal operation, passenger and freight handling indirect: at business partners	Disclosure requirement E1 SBM-3 and ESRS IRO-1
	Medium	Medium	Low	No	Increasing over the long term	Direct: in terminal operation, passenger and freight handling indirect: at business partners	Disclosure requirement E1 SBM-3 and ESRS IRO-1
	Low	Medium	Medium	The air pollutants arise due to the business model.	Decreasing over the long term	Direct: in passenger and freight handling and flight operations indirect: at business partners	Disclosure requirement E2-2
	Low	Medium	High	Inclusion and diversity are promoted by the HR strategy. Jobs with low educational requirements are created due to the business model.	Consistent over the long term	Direct: in all sections of the value chain where the undertaking's own employees are utilized. (Not for concessions and not in flight operations)	Disclosure requirement S1-4
	Low	Medium	High	Strong employee participation is also a result of the legislation and is only a limited result of the business model.	Consistent over the long term	Direct: in all sections of the value chain where the undertaking's own employees are utilized. (Not for concessions and not in flight operations)	Disclosure requirement S1-4
	Low	Medium	Very high	The strong, especially physical strain, primarily during ground handling arises due to the business model.	Decreasing over the long term	Direct: in terminal operation, security checks, and passenger and freight handling indirect: for business partners	Disclosure requirement S1-4

Disclosure Requirement SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

	Description	Impact, risk or opportunity	Section in the business model/ value chain	
S1 – Own workforce				
S1 – Training and skills development Lack of development paths	The lack of standardized career paths and opportunities for personal development impair employee motivation and long-term qualification for their future professional life in the sense of lifelong learning. Remedial measures have been planned and partially already implemented as part of the strategic HRneo program.	Negative impact	Skills development takes place predominantly in the company itself.	
S3 – Affected communities				
S3 – Communities' economic, social and cultural rights Economic factor (socio-economic contribution in the regions	Expansion and development of airports increase capacity and attract additional passenger traffic and air freight. This is accompanied by economic growth impulses for the regions around the airports for construction, transportation, and logistics, and later also tourism and retail. In addition, airports have a role to play in providing public services. The linking function across countries and continents promotes cultural interaction and understanding.	Positive impact	The socio-economic contribution in the regions is generated through interaction across the entire value chain.	
S3 – Adequate housing Noise immissions to residents	Noise pollution is a negative impact of any airport on the people in the immediate vicinity. Exposure to aircraft noise was also assessed in the course of the planning approval notice for the expansion of Frankfurt Airport. The decision contains many specifications for limiting noise pollution. They are monitored annually to ensure compliance. In addition, programs for active and passive noise abatement have been implemented. Internationally, measurement obligations and perceived impact vary greatly but are generally much less pronounced. New types of ever quieter aircraft are counteracting projected traffic growth.	Negative impact	Noise immissions arise from flight operations.	
S3 – Security-related impacts Airport accidents/ terrorist attacks	Proximity to airports increases the risk of people being affected by accidents or terrorist attacks. Fraport has therefore established a comprehensive preventive Safety Management System and Airport Security Management. The potential negative impact is high due to possible, serious accidents involving deaths or contamination. Safety measures can be used to prevent the probability and extent of negative impacts. The probability of a terrorist attack was set to very low in the risk aggregation.	Potential negative impact	Airport accidents and terrorist attacks can potentially be primarily related to terminal operation, ground handling, and flight operations.	
G1 – Business conduct				
G1 – Corruption and bribery Corruption	Major projects at airports are mostly in the public light since they are flagship projects. That is why corruption cases have a very negative impact on undertakings, employees, and business partners. Corruption can occur both within the Group and at suppliers. Historically, investigations have already been carried out in isolated cases. Fraport is also active internationally in countries with a high risk of corruption. Occasional cases can be prevented by means of information and governance. In spite of various measures to prevent corruption, isolated cases with clear criminal intent cannot be prevented.	Potential negative impact	Corruption can potentially occur throughout the value chain.	
G1 – Business conduct Cyber risks	Cyber risks include cyberattacks, computer viruses, or hacker attacks that can cause serious business interruption due to a severe IT system failure or substantial data loss. An increased number of warnings from the German Federal Office for Information Security shows the rise in the threat situation. The strategy includes cyber insurance and extensive organizational/technical actions.	Risk	Cyber risks affect the entire business model and have potential impacts on the value chain.	

	Influence on business model/ value chain	Influence on strategy and decision-making	Impacts on people and the environment	Influence of strategy and business model	Time horizon (short/medium/ long term)	Direct (own activity) or indirect (business relationships) share of material impacts	More information on actions in response to the current and expected impact
	Low	Medium	Medium	Skills development is promoted by the HR strategy (HRneo).	Consistent over the long term	Direct: in all sections of the value chain where the undertaking's own employees are utilized. (Not for concessions and not in flight operations)	Disclosure requirement S1-4
	Low	Low	High	The business model promotes the movement of people and goods in the regions and thus provides economic growth impulses.	Consistent over the long term	Direct: across the entire value chain indirect: through business partners	Disclosure requirement S3-4
	Low	Low	Medium	The noise immissions arise due to the business model.	Decreasing over the long term	Indirect: from flight operations	Disclosure requirement S3-4
	Low	Medium	Very high (The potential impact is high. Preventive actions reduce the probability.)	The impact itself is not based on the business model.	Consistent over the long term	Direct: from terminal operation, passenger and freight handling, and flight operations indirect: from business partners	Disclosure requirement S3-4
	Low	Medium	High (the potential impact is high. The probability is low due to preventive measures).	Airport development projects with large numbers of contracts provide the possibility of corruption in principle. The impact itself is not based on the business model.	Consistent over the long term	Direct: potentially throughout the entire value chain indirect: from business partners	Disclosure requirement G1, Risk and Opportunities Report
	High	Medium	Low since it is classified as a financial risk	Not specified since it is classified as a financial risk	Gross increasing in the long term	Not specified since it is classified as a financial risk	Disclosure requirement G1, Risk and Opportunities Report

In assessing the material impacts, risks, and opportunities (IROs), no fundamental differences in perspective were identified between Fraport AG and the Group. Only the positive impact “strong employee participation” is limited to the site in Germany due to locally differing legal provisions.

The transformation of business and society toward more sustainability is expected to intensify the innovation potential for new technologies and ways of working, such as automation and digitalization. Fraport is continuously looking for ways to mitigate its negative impacts, increase its positive impacts, compensate for risks, and thus refine its strategy and business model with the help of these new technologies and ways of working. In addition, Fraport will open up new business opportunities where possible with products and services that make a positive contribution to greater sustainability.

Further explanations on the material IROs are contained in the respective topic standards.

Where measures have already been defined as a response to the current and expected impact of the material impacts, risks, and opportunities, a more detailed description can be found in the respective topic standard.

The material opportunities and risks arising from the IRO analysis and the associated potential impacts on the financial position, financial performance, and cash flows can be found in the assessments in the “Risk and Opportunities Report” section if the opportunity and risk thresholds are exceeded.

The material opportunities and risks from the IRO analysis are largely taken up in the two strategic directions of “growth & sustainability” and “top employer.” As explained under disclosure requirement SBM-1, the strategic priorities are underpinned by targeted strategic projects. They are used, among other things, to exploit the opportunities resulting from the IRO analysis for Fraport and to reduce the identified risks.

The topics “Noise immissions to residents” and “Economic factor“, which are reported in the topic standard “S3 Affected communities”, and the “Cyber risks”, which are explained in the context of “G1 Business conduct”, are provided by the undertaking as additional undertaking-specific information.

An analysis of the resilience of the company’s strategy and business model with regard to its ability to manage its material impacts and risks in the medium and long term and to leverage its material opportunities can be found in the disclosures on the resilience analysis in the “Disclosures on ESRS E1 Climate Change” section in the disclosure requirement related to ESRS 2 SBM-3.

Disclosure Requirement IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities

Updates and changes to the DMA in the year under review

In the 2025 reporting year, the results of the DMA carried out in 2024 were reviewed again and assessed for their continued relevance. The DMA methodology, which was applied for the first time in the previous year, is explained in the following sections and remained relevant for the 2025 fiscal year. There was no full reimplementation of the DMA in the 2025 reporting year; the existing methodology remains valid.

The review showed that the findings from 2024 largely remain valid. No new material impacts, risks, or opportunities were identified in the 2025 reporting year. In the context of the physical and transition effects of climate change, the relevant topics were restructured. In addition, the specific trigger for the material “legal and compliance risks” no longer applied in the reporting year, which is why these are now classified as no longer material. This was attributable in particular to the legal risk of “US sanctions risk” in connection with business relationships with Iran Air, which had previously been managed as a material financial and reputational risk within the risk management system. At present, there is also no reason to report further legal risks. All other impacts, risks, and opportunities were assessed as stable in the reporting year with regard to their underlying assumptions.

Materiality assessment process

The analysis of double materiality was carried out for the Fraport Group in 2024. The target was to identify and confirm the material actual and potential positive and negative impacts, risks, and opportunities. These served as the basis for the Group's decision on the material sustainability issues, which led to a DMA. The requirements of the ESRS were observed.

The process began with a comprehensive inventory of the potential issues as a long list that may be of importance to Fraport and its stakeholders to identify relevant sustainability issues in accordance with ESRS 1, paragraph AR16. In addition to the requirements of the ESRS, other sustainability matters such as the UN's Sustainable Development Goals were taken into account in the collection of topics. The impacts on human rights were also taken into account. The process mentioned above was implemented by an expert committee.

Responsibility for the ongoing maintenance and further development of the DMA lies with the "Corporate Development and Sustainability" central unit. Continuous adjustments in response to business developments ensure that the relevance and accuracy of the assessment are maintained at all times.

Composition of the expert committee

The materiality assessment for 2024 was carried out by an expert committee composed of members of various specialist departments and representatives of the Group companies. The value chain of the undertaking was represented in the expert committee. The committee bundled individual specialist knowledge from different sections of the undertaking with the target of a comprehensive and well-founded analysis.

Taking into account the business model and the scope of consolidation, as described in disclosure requirement SBM-3, specific activities within the organization and business relationships in the upstream and downstream value chain were analyzed. This includes the actors in the value chain and the allocation of their impacts on the undertaking and the environment in the Group. Geographical conditions and other factors that could lead to an increased risk of negative impacts were also considered.

During the discussions, the Frankfurt site served as a model for the evaluation of the topics. The results were checked for plausibility by representatives of the Group companies for the entire Group and supplemented if necessary.

In the context of the expert workshops, the impacts of both the undertaking's own activities and the business relationships within the Group were qualitatively evaluated. This provided a differentiated view of the direct and indirect impacts of the undertaking.

Consultation with stakeholders and internal/external experts

Stakeholder involvement was determined in 2024 using a web-based stakeholder dialog. 21 stakeholder groups, including employees and their representatives, passengers, airlines, suppliers and service providers, residents, shareholders, authorities, analysts, media, banks, NGOs, and associations have been grouped into four categories: employees, customers and business partners, owners, and society. The online survey was conducted in eight languages Group-wide and communicated via various channels (Internet, Intranet, LinkedIn, X (Twitter), press release, passenger interviews, letters to officials, emails to personal contacts, etc.). The results of the consultation were included in the discussions and evaluations within the subsequent workshops.

In the course of the workshops, the concerns of stakeholders were also represented by internal experts. The participants came from the respective departments of Fraport AG and have in-depth knowledge of their sustainability topics in order to assess the IROs and to contribute to taking into account the undertaking's due diligence obligations. During the discussions, the Frankfurt site once again served as a model for the evaluation of the topics. The results were checked accordingly for plausibility by representatives of the Group companies for the entire Group and supplemented if necessary.

All sustainability issues were reviewed with the designated experts, with the focus on identifying IROs at the level of the undertaking. Financial materiality was also assessed separately with the involvement of the Executive Board. The process for determining the material impacts, risks, and opportunities was based on a combination of qualitative and quantitative methods, taking into account both the short- and long-term impacts on the undertaking and its stakeholders.

Decision-making during the workshop

The evaluation of the impacts, risks, and opportunities was made within the expert group during the workshops in 2024. This process was based on an intensive discussion and analysis of the various aspects.

The decision-making process was based on the information gathered in the workshop, using a combination of qualitative and quantitative approaches. External studies were not explicitly used in the workshops during the discussion. After the initial identification of impacts, risks, and opportunities, a number of topics with similar content were summarized. All the IROs were evaluated in detail.

Identification and evaluation of the impacts, risks, and opportunities

All actual or potential positive or negative impacts, risks, and opportunities that the undertaking has on people and the environment, including its own business activities and the upstream and downstream value chain, were discussed in 2024. The impacts were then assessed in terms of scale, scope, and immutability.

In terms of scale, the size or intensity of an impact was evaluated on a scale of 1 to 4 (minimum; medium; high; very high). Where comparison with a similar industry was possible (such as with other undertakings in the transportation and logistics sector), this was used as a benchmark. The scope was also evaluated on a scale of 1 to 4 based on the range or spectrum of impact. The criterion of immutability was evaluated only for negative effects and describes the possibility of reversing or mitigating an effect. The evaluation was carried out using the same scale as for the other impact criteria.

For the risks and opportunities, the assessment was derived from the procedure in risk management. In this process, a gross assessment was carried out. The risks and opportunities were classified on a scale of 1 to 4 (minimal; noticeable; impact on business activities; high losses) with regard to the scale of the monetary and media impact. Probability was assessed on a scale starting at 0.2, in increments of 0.2 up to 0.8 (unlikely; possible; likely; very likely). In addition, a net assessment was also performed in line with the risk management approach.

The following short, medium, and long-term time horizons have been defined for the assessment of the material impacts, risks, and opportunities: The short-term view covers one to two years, the medium-term is a period of two to five years, and the long-term is a time horizon of five to ten years. The time horizons defined in this way differ in the short-term perspective from the time horizons in accordance with ESRS 1. This is related to the continuity and consistency with the time taken into account in the Risk and Opportunities Report. Longer periods were considered when assessing climate risks. For more information, see the “Disclosures on ESRS E1 Climate Change” section.

Fraport attaches great importance to respect for and promotion of human rights along the entire value chain. As part of the ESRS, human rights aspects are considered and evaluated separately in order to ensure that they are an integral part of the sustainability strategy. The material impacts, risks, and opportunities in the area of human rights are always included in the calculations as actual IROs. This ensures precise recognition and consideration of human rights issues in the reporting and contributes to transparent and responsible corporate governance.

Determination of the threshold and prioritization

The threshold and the determination of materiality for reporting purposes are aligned with the specifications of the risk management system, based on probabilities and the final assessment (see the reporting matrix in the “Risk and Opportunities Report” section), provided that no ESRS requirements conflict with this approach.

All issues that exceeded the threshold were highlighted and discussed in detail in the report in accordance with the ESRS.

Input parameters used

The data and information for the analysis come directly from the specialist departments. The practical data sources provided a realistic and relevant basis for assessing the identified risks and opportunities. Examples of such data sources include information on compliance with environmental pollutant thresholds, supply chain facts provided by Purchasing, and other specific information from various business units. Finally, the assessments of the risks in the risk inventory of Fraport were used by means of the risk reports.

Application in the undertaking

Fraport has used the above procedure to create a sound basis for determining the disclosures in its Group Sustainability Statement. In the future, the results of the procedure will also be regularly reviewed to ensure that the evaluations are accurate and up-to-date.

As described above, the Frankfurt site served as an example of a model for the evaluation of the topics. The results were checked accordingly for plausibility by representatives of the Group companies for the entire Group and supplemented if necessary.

The risk and opportunity management procedure is explained in detail in the “Risk and Opportunities Report” section. The threshold values for the evaluation and classification of sustainability risks, which could have financial impacts on the Fraport Group, are applied in the same way as for other risk types.

Final evaluation

From the individual assessments for scale, scope, and immutability, the maximum value is used for the overall assessment of the severity of each positive or negative impact. For the topic standards, individual disclosure requirements were assessed for their materiality in accordance with the materiality assessment process, and the information to be reported was selected accordingly. If the materiality was not confirmed, datapoints were omitted.

Sustainability issues and sub-topics that have not exceeded the specified materiality threshold were excluded from further consideration. This affected the following ESRS standards:

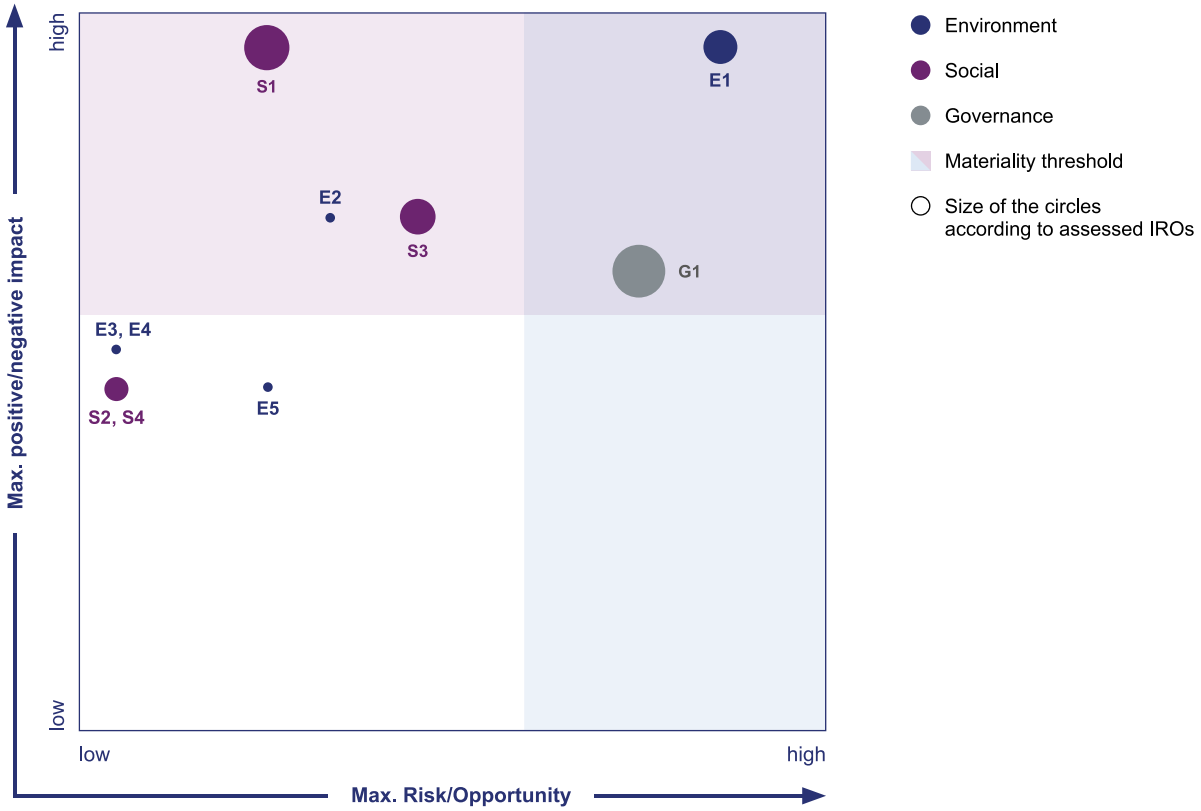
- E3 Water and marine resources,
- E4 Biodiversity and ecosystems,
- E5 Resource use and circular economy,
- S2 Workers in the value chain,
- S4 Consumers and end-users.

In the course of the DMA, the experts involved did not report any short-term threat to the undertaking’s strategy or business models. In the 2025 reporting year, the focus was on the implementation and further development of the derived measures.

The policies, strategies, and associated measures, parameters, and targets within the Group were consolidated for reporting purposes in the reporting year and reviewed for their continued relevance. Based on the review in 2025, adjustments and regional refinements of the materiality assessment were made where necessary (see topic-specific sections). Regular reviews and further development of the assessment criteria are also planned for the coming years in order to ensure the ongoing relevance and effectiveness of the DMA.

The following graphic shows the result of the DMA in the 2025 reporting year:

Materiality Matrix



Overview of material impacts, risks and opportunities

	Social/Evironment impact	Business effect	Triggered ESRS standard
Positive impact/Opportunity	• Inclusive employer • Strong employee involvement		**S1 Own workforce**
	• Economic factor		**S3 Affected communities**
Negative impact/Risk	• Impact on occupational health and safety • Lack of development paths		**S1 Own workforce**
	• Noise immissions • Terrorist attacks		**S3 Affected communities**
	• Greenhouse gas emmissions • Energy consumption	• Extreme weather conditions • Increased location costs	**E1 Climate change**
	• Air pollutants		**E2 Pollution**
	• Corruption	• Cyber risks	**G1 Business conduct**

Role of sustainability and risk management

Sustainability and risk management play a central role in the development and implementation of control procedures. These departments are responsible for consolidating the workshop results across all identified topics. The assessment scales for risks and opportunities have been adopted from the existing Group risk management. The impact assessment was based on the existing scale.

Appendix B – List of datapoints in cross-cutting and topical standards that derive from other EU legislation

Disclosure Requirement	Data-point	Topic of the disclosure requirement	SFDR reference	Pillar reference	Benchmark Regulation reference	EU Climate Law reference	Materiality	Reference
ESRS 2 GOV-1	21d	Board's gender diversity paragraph	X		X		material	ESRS 2 GOV-1
ESRS 2 GOV-1	21e	Percentage of board members who are independent paragraph			X		material	ESRS 2 GOV-1
ESRS 2 GOV-4	30	Statement on due diligence	X				material	ESRS 2 GOV-4
	40d-i	Involvement in activities related to fossil fuel activities	X	X	X		material	ESRS 2 SBM-1
ESRS 2 SBM-1	40d-ii	Involvement in activities related to chemical production	X		X		material	ESRS 2 SBM-1
ESRS 2 SBM-1	40d-iii	Involvement in activities related to controversial weapons	X		X		material	ESRS 2 SBM-1
ESRS 2 SBM-1	40d-iv	Involvement in activities related to cultivation and production of tobacco			X		material	ESRS 2 SBM-1
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				X	material	ESRS E1-1
ESRS E1-1	16g	Undertakings excluded from Paris-aligned Benchmarks		X	X		material	ESRS E1-1
ESRS E1-4	34	GHG emission reduction targets	X	X	X		material	ESRS E1-4
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	X				material	ESRS E1-5
ESRS E1-5	37	Energy consumption and mix	X				material	ESRS E1-5
ESRS E1-5	40-43	Energy intensity associated with activities in high climate impact sectors	X				material	ESRS E1-5
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emissions	X	X	X		material	ESRS E1-6
ESRS E1-6	53-55	Gross GHG emissions intensity	X	X	X		material	ESRS E1-6
ESRS E1-7	56	GHG removals and carbon credits				X	non material	
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			X		material	ESRS E1-9
ESRS E1-9	66a	Disaggregation of monetary amounts by acute and chronic physical risk		X			not reported (phase-in)	
ESRS E1-9	66c	Location of significant assets at material physical risk					not reported (phase-in)	
ESRS E1-9	67c	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		X			not reported (phase-in)	
ESRS E1-9	69	Degree of exposure of the portfolio to climate- related opportunities			X		not reported (phase-in)	
ESRS 2 SBM3 – S1	14f	Risk of incidents of forced labour	X				non material	ESRS 2 SBM3 – S1
ESRS 2 SBM3 – S1	14g	Risk of incidents of child labour	X				non material	ESRS 2 SBM3 – S1
ESRS S1-1	20	Human rights policy commitments	X				material	ESRS S1-1
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8			X		material	ESRS S1-1
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	X				material	ESRS S1-1
ESRS S1-1	23	Workplace accident prevention policy or management system	X				material	ESRS S1-1
ESRS S1-3	32c	Grievance/complaints handling mechanisms	X				material	ESRS S1-3
ESRS S1-14	88b-c	Number of fatalities and number and rate of work-related accidents	X		X		not reported (phase-in)	
ESRS S1-14	88e	Number of days lost to injuries, accidents, fatalities or illness	X				not reported (phase-in)	
ESRS S1-16	97a	Unadjusted gender pay gap	X		X		material	ESRS S1-16
ESRS S1-16	97b	Excessive CEO pay ratio paragraph	X				material	ESRS S1-16
ESRS S1-17	103a	Incidents of discrimination	X				material	ESRS S1-17
ESRS S1-17	104a	Non-respect of UNGPs on Business and Human Rights and OECD	X		X		material	ESRS S1-17
ESRS S3-1	16	Human rights policy commitments	X				material	ESRS S3-1
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines	X		X		material	ESRS S3-1
ESRS S3-4	36	Human rights issues and incidents	X				material	ESRS S3-4
ESRS G1-1	10b	United Nations Convention against Corruption	X				not reported (phase-in)	ESRS G1-1
ESRS G1-1	10d	Protection of whistle- blowers	X				not reported (phase-in)	ESRS G1-1
ESRS G1-4	24a	Fines for violation of anti-corruption and anti-bribery laws	X		X		material	ESRS G1-4
ESRS G1-4	24b	Standards of anti- corruption and anti- bribery	X				material	ESRS G1-4

Environmental Information

Information on the EU Taxonomy Regulation

Background Information

As part of the European Green Deal to achieve climate neutrality in the European Union by 2050, Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 (hereinafter referred to as the EU Taxonomy) was adopted as an instrument for the classification of ecologically sustainable economic activities. The EU Taxonomy is a key element of the European Commission's action plan to redirect capital toward a more sustainable economy. Through the Regulation, predefined economic activities are uniformly assessed with regard to their contribution to the European Commission's six environmental objectives – **climate change mitigation** (CCM), **climate change adaptation** (CCA), **water and marine resources** (WTR), **circular economy** (CE), **pollution prevention and control** (PPC), and **biodiversity and ecosystems** (BIO). One target is to achieve better comparability between undertakings.

Note on the application of the Delegated Regulation

In January 2026, the European Commission published a new Delegated Regulation (EU) 2026/73 that simplifies the reporting requirements under the EU Taxonomy. The new rules will be applied at Fraport with effect from the 2025 reporting year. Regulations or methods in Delegated Regulation (EU) 2026/73 have been applied where this is explicitly explained in the relevant place.

This section presents the Group's KPIs, revenue share, and capital expenditure (CapEx) for the 2025 reporting period, which are related to the six environmental targets of the European Commission. According to Article 8 of the EU Taxonomy and the supplementary delegated acts, these shares are taxonomy-eligible or taxonomy-aligned. At Fraport, the taxonomy-eligible and taxonomy-aligned economic activities contribute to the environmental targets of **climate change mitigation** and **circular economy**.

Definitions

A **taxonomy-eligible** economic activity means an economic activity that is described in the current delegated acts on the six environmental objectives, irrespective of whether that economic activity meets one or all of the technical screening criteria laid out in those delegated acts. Conversely, all economic activities not described in the delegated acts are not taxonomy-eligible.

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

- The economic activity contributes clearly to one or more of the environmental objectives (substantial contribution).
- It does not significantly harm any of the other environmental objectives (Do No Significant Harm, DNSH).
- It is performed in keeping with the minimum safeguards (minimum safeguards).

Overview taxonomy-eligible economic activities in the Fraport Group

Environmental objective	Economic activity	Activity at Fraport	Location
Climate change mitigation (CCM)	4.1 Electricity generation using solar photovoltaic technology	Photovoltaic systems	Frankfurt, Bulgaria, Greece
Climate change mitigation (CCM)	4.9. Transmission and distribution of electricity	Transformer station	Slovenia
Climate change mitigation (CCM)	6.3 Urban and suburban transport, road passenger transport	Passenger Transport System (PTS)	Frankfurt
Climate change mitigation (CCM)	6.17 Low carbon airport infrastructure	400 Hz systems, PCA systems, Electric charging stations for electrical vehicles in airport operations	Frankfurt, Slovenia, Bulgaria
Climate change mitigation (CCM)	6.20 Air transport ground handling operations	Baggage conveyor system, ground vehicles	Frankfurt, Slovenia, Bulgaria
Climate change mitigation (CCM)	7.3 Installation, maintenance and repair of energy efficiency equipment	Terminal lighting and apron lighting with LEDs	Frankfurt, Greece
Climate change mitigation (CCM)	7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Charging stations in buildings and parking spaces attached to buildings	Frankfurt, Bulgaria
Climate change mitigation (CCM)	7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	Technical centers, smart meters, facade and roofing elements with a solar shading or solar control function	Frankfurt
Climate change mitigation (CCM)	7.6 Installation, maintenance and repair of renewable energy technologies	Photovoltaic system on the roof	Frankfurt
Climate change mitigation (CCM)	7.7 Acquisition and ownership of buildings	Construction, renovation, and rental of buildings	Group
Circular Economy (CE)	3.4 Maintenance of roads and motorways	Maintenance of aerodrome runways, taxiways and aprons	Group

Taxonomy-aligned economic activities in the Fraport Group

After an examination of the substantial contribution, the DNSH criteria, and minimum safeguards requirements, the following taxonomy-aligned economic activities remain:

- 4.1 Electricity generation using solar photovoltaic technology
- 4.9 Transmission and distribution of electricity
- 6.3 Urban and suburban transport, road passenger transport
- 6.17 Low carbon airport infrastructure
- 6.20 Air transport ground handling operations
- 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)
- 7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulating and controlling energy performance of buildings
- 7.6 Installation, maintenance and repair of renewable energy technologies
- 7.7 Acquisition and ownership of buildings

Assessment of Taxonomy Alignment

Substantial contribution to the climate change mitigation environmental objective

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

- The free-standing **photovoltaic systems**, which are classified under economic activity "4.1 Electricity generation using solar photovoltaic technology", generate electricity by means of photovoltaic technology. They are not connected to an existing building and therefore differ from the activity "7.6 Installation, maintenance and repair of renewable energy technologies." This includes the photovoltaic system on the Runway West in Frankfurt. In addition, a photovoltaic installation was constructed at each of the Group airports in Varna and Burgas, Bulgaria. At Fraport Greece, a photovoltaic system was also installed at Thessaloniki Airport.
- A **transformer station** was installed at Fraport Slovenija. This is a device that transforms and distributes electrical energy from one voltage level to another. The infrastructure is used directly to provide electricity for charging points of electric vehicles. The substation falls under economic activity "4.9. Transmission and distribution of electricity." It fulfills criterion 2. b) as it constitutes a supporting electrical infrastructure for the electrification of transport.
- The **passenger transport system** at Frankfurt Airport comes under the economic activity "6.3 Urban and suburban transport, road passenger transport." It makes a substantial contribution according to criterion (a) as it does not cause any direct CO_2 emissions.
- According to letter (b), economic activity "6.17 Low carbon airport infrastructure" includes the installation of **400-Hz** and **PCA systems** that supply aircraft with ground power and preconditioned air. In this context, both 400-Hz and PCA systems were purchased for the Frankfurt site. In addition, 400-Hz systems were installed at the Group site in Bulgaria. In accordance with letter (c), **electrical charging stations** for airport operations are also included in this economic activity. In this context, a bus charging depot for electric buses was set up in Frankfurt as part of the "ResSkaLA@FRA" project, and special charging devices were installed as part of the "Fast Charging 4FRA" project, which are to be used by Lufthansa LEOS, the ground service provider of Lufthansa, for battery-electric aircraft tractors. In addition, a charging station and 25 three-phase charging points for electric vehicles were set up at the Group's site in Slovenia for use for the airport's own operations.
- The electrically operated **baggage conveyor system** in Frankfurt falls under letter c) of the economic activity "6.20 Air transport ground handling operations" and does not cause direct CO_2 emissions. This economic activity also concerns electric **ground handling vehicles** in Frankfurt and at the Group's sites in Slovenia and Bulgaria in vehicle categories a), b), and c) as defined by the EU Taxonomy.
- The **charging stations** in the parking garage of Terminal 3 in Frankfurt come under economic activity "Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)." As the substantial contribution is defined by the "Installation, maintenance, or repair of charging stations for electric vehicles", it is seen to have been met here.

- The exchange and modernization of **technical centers** (mainly in the existing Terminals 1 and 2 in Frankfurt) come under the economic activity “7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulating and controlling energy performance of buildings.” The substantial contribution is met by the individual measure (b) “Installation, maintenance, and repair of building automation and control systems, building energy management systems, lighting control systems and energy management systems.” The installation of **smart meters** also falls under economic activity 7.5 letter (c), and the installation of **facade and roofing elements with a solar shading or solar control function** and **green roofs** in Terminal 3 falls under letter (d).
- The installation of a **photovoltaic system on the roof** of an air freight hangar at CargoCity Süd in Frankfurt is covered by the economic activity “7.6 Installation, maintenance and repair of renewable energy technologies” according to letter (a), as it is a photovoltaic system. This system is primarily used to supply the respective building and is therefore directly connected to it. In contrast to economic activity 4.1, it is a permanently integrated part of the building.
- The **operation of eight terminal buildings** of Fraport Greece is classified under the economic activity “7.7 Acquisition and ownership of buildings.” The substantial contribution is fulfilled since the terminal buildings in question are among the top 15% of the national building stock in Greece in terms of energy efficiency. In addition, they are operated efficiently as large non-residential buildings by monitoring and evaluating energy efficiency.

No significant harm to the other environmental objectives – DNSH criteria

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

In the reporting year, a climate risk analysis was carried out in accordance with the requirements of the ESRS (see disclosure requirement related to ESRS 2 IRO-1 in the “Disclosures on ESRS E1 Climate Change” section). Building on this analysis, all taxonomy-aligned economic activities were additionally reviewed with regard to potential climate-related risks and their vulnerability. In this process, no material impairments to the functionality of any of the economic activities of the Fraport Group under review were identified. Accordingly, no specific adaptation measures have been implemented or planned to date.

The criteria for determining whether environmental objective 3) **water and marine resources** is adversely affected are relevant for the economic activities “6.17 Low-carbon airport infrastructure” and “6.20 Air transport ground handling operations.” The economic activities listed under these headings did not require environmental impact assessments or were reviewed by the environmental authority for their necessity, whereby no need was identified.

The criteria for determining whether environmental target 4) **circular economy** is affected are relevant to the economic activities “4.9. Transmission and distribution of electricity“, “6.3 Urban and suburban transport, passenger road transport“, “6.17 Low-carbon airport infrastructure“, and “6.20 Air transport ground handling operations.” Fraport AG is obligated to comply with the required waste management by European and German waste legislation, in particular in accordance with Section 6 of the German Product Recycling and Waste Management Act and the associated waste hierarchy. The relevant national and European legislation also applies to the Group sites in Bulgaria, Slovenia, and Greece. They are also relevant for economic activity “4.1 Electricity generation using solar photovoltaic technology“, which requires an assessment of the availability of long-lasting and recyclable equipment and components. Photovoltaic systems are in use here at the Frankfurt site and at the Group sites in Bulgaria and Greece. These systems have a long service life and consist of components that are both long-lasting and recyclable, meaning they can be dismantled and recycled at a later stage.

The criteria for determining whether environmental target 5) **pollution prevention and control** is affected are relevant to the economic activities “4.9. Transmission and distribution of electricity“, “6.3 Urban and suburban transport, passenger road transport“, “6.17 Low-carbon airport infrastructure“, and “6.20 Air transport ground handling operations.” The substation at the Group site in Slovenia does not use polychlorinated biphenyls, the use of which has been banned in the EU since 2019. DNSH criteria a) and b) are not relevant, since this is not an above-ground high-voltage line. The criteria for the passenger transport system under economic activity 6.3 at the Frankfurt site are irrelevant since they relate exclusively to road vehicles of class M and since the passenger transport system does not fall under this class. For the remaining economic activities, no material noise, vibration, dust, or pollutant emissions are caused during construction and maintenance as the measures are small and of a limited scope. The work requires only minimal intervention and is carried out in compliance with national laws in Germany, Greece, Slovenia, and Bulgaria, such as the German Noise and Vibration Occupational Health and Safety Regulation and other general occupational health and safety regulations. Annex C, which is relevant to economic activity 6.20, contains technical evaluation criteria that are relevant and must be complied with only if the economic activity corresponds to the elements described. However, since the use of the system does not involve the production, placing on the market, or use of the chemicals or other substances concerned, the technical evaluation criteria are not applicable here.

The criteria for determining whether environmental objective 6) **biodiversity and ecosystems** is adversely affected are relevant for the economic activities “4.1 Electricity generation using solar photovoltaic technology“, “4.9 Transmission and distribution of electricity“, and “6.17 Low-carbon airport infrastructure.” These criteria are essentially based on environmental impact assessments and respect for biodiversity-sensitive areas. The environmental impact assessments required for this purpose have been approved and further site inspections have been completed.

For economic activities “7.4 Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)“, “7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulating, and controlling energy performance of buildings“, “7.6 Installation, maintenance, and repair of renewable energy technologies“, and “7.7 Acquisition and ownership of buildings“, no DNSH criteria are defined for environmental objectives 3) to 6).

Fulfillment of minimum safeguards measures

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

In assessing compliance with the minimum safeguards, we examined whether adequate processes were implemented for each of the above topics to avoid negative impacts. Furthermore, the results of the respective measures taken are examined on an ongoing basis to determine whether the measures taken are effective in preventing negative impacts. The assessment showed that all criteria were met.

For the actions that Fraport has implemented in the areas of human rights and corruption & bribery, please refer to the information about the disclosure requirements for “ESRS S1 Own workforce”, “ESRS S3 Affected communities”, and “G1 Business conduct”.

In the thematic field of “Taxation”, Fraport is subject to the country-specific tax laws and regulations, the implementation of and compliance with which is monitored and ensured by the Tax department and external and internal audits. Regular compliance risk analyses and employee training are carried out in the areas of antitrust and competition law. For the latter, please also refer to the information in the “ESRS G1 Business conduct” section.

EU Taxonomy Key Performance Indicators

To avoid any double counting when allocating the revenue and CapEx KPIs in the numerator across the economic activities, a clear and unambiguous allocation method has been implemented that ensures that each economic activity is only recorded once.

Revenue KPI

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

Fraport generates revenue from products and services associated with taxonomy-eligible economic activities in the area of renting. This concerns the activity “7.7 Acquisition and ownership of buildings”. Revenue from the renting of buildings is mainly reflected in the revenue in the Retail & Real Estate and International Activities & Services segments. Furthermore, Fraport obtains taxonomy-eligible revenue by providing the passenger transport system. This comes under the economic activity “6.3 Urban and suburban transport, road passenger transport”. The related costs are passed on to airlines within the airport charges of the Aviation segment. To determine the taxonomy-eligible portion, a distribution formula was applied based on the cost basis to ensure appropriate allocation to the charges. In addition, Fraport generates taxonomy-eligible revenue through economic activity “6.20 Air transport ground handling operations“, both at the Frankfurt site and at foreign airports. Analogous to the calculation system for economic activity 6.3, a distribution key is determined in order to ensure proper settlement of charges.

In the field of air transport ground handling operations (6.20), **taxonomy-aligned revenue** amounted to €138.83 million (previous year: €149.68 million). In addition, revenue from renting (7.7) at Fraport Greece is taxonomy-aligned in the amount of €72.64 million (previous year: €66.85 million). Taxonomy-aligned revenue from the passenger transport system (6.3) increased to €56.96 million, mainly due to the increase in the number of passengers (previous year: €47.45 million).

Taxonomy-eligible but non-taxonomy-aligned **revenue** is described in the following section. Taxonomy-eligible revenue from air transport ground handling operations (6.20) amounted to €809.05 million (previous year: €679.92 million). With regard to the renting of buildings (7.7), an increase in the taxonomy-eligible revenue to €780.63 million is recorded (previous year: €759.53 million).

Capital Expenditure (Capex) KPI

The Capex KPI, which indicates the proportion of **taxonomy-eligible capital expenditure**, corresponds to the ratio of capital expenditure eligible under Delegated Regulation (EU) 2021/2178 (numerator) divided by the total capital expenditure (denominator).

Total capital expenditure includes additions to property, plant, and equipment and intangible assets during the fiscal year. This includes the additions to property, plant, and equipment (IAS 16), intangible assets (IAS 38), rights of use (IFRS 16), and investment property (IAS 40). The total additions can be found in the section “Additions to non-current assets” and in the Consolidated Statement of Changes in Non-current Assets.

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

- Capital expenditure relating to assets or processes associated with taxonomy-eligible economic activities (letter a) of Annex I to the delegated act pursuant to Article 8 of the Delegated Regulation (EU) 2021/2178 plus

- Capital expenditure relating to the purchase of output and to individual measures enabling the target activities to become low-carbon or to lead to greenhouse gas reductions (letter (c)) of Annex I to the delegated act pursuant to Article 8 of the Delegated Regulation (EU) 2021/2178.

Capital expenditure related to assets or processes associated with taxonomy-eligible economic activities (letter (a) are to be allocated in particular to the economic activity “6.3 Urban and suburban passenger transport, passenger road transport”. Given that the economic activity and the operation of the passenger transport system cannot be carried out without the corresponding rail infrastructure or stations, Fraport considers the related capital expenditure to be connected with economic activity 6.3.

All taxonomy-eligible and taxonomy-aligned additions are to be attributed to investments in infrastructure and terminal buildings.

Taxonomy-aligned capital expenditure for the passenger transport system (6.3) fell to €46.01 million compared to the previous year (previous year: €132.68 million). This decrease is due to the completion of the extension of the railway system to Terminal 3. Air transport ground handling operations (6.20) have taxonomy-aligned additions amounting to €41.50 million (previous year: €50.16 million), with the majority attributable to the baggage conveyor system in Terminal 3. Additional taxonomy-aligned additions relate to the installation, maintenance, and repair of instruments and devices (7.5) with €38.66 million (previous year: €44.97 million). For electricity generation using solar photovoltaic technology (4.1), the taxonomy-aligned additions amounted to €13.53 million (previous year: €12.64 million).

The amounts described in the following section are **taxonomy-eligible** but not taxonomy-aligned **capital expenditure**. For example, the acquisition and ownership of buildings (7.7) resulted in taxonomy-eligible capital expenditure of €599.50 million (previous year: €1,196.83 million). The decrease is mainly due to the imminent completion of the construction work in connection with Terminal 3 and the completion of the new terminal at the Group airport in Lima. Capital expenditure on maintenance of roads and motorways (3.4) rose to €81.37 million (previous year: €41.65 million), mainly due to the start of a major runway rehabilitation project at the Burgas Group airport.

Operational Expenditure (OpEx) KPI

The operational expenditure (OpEx) in accordance with the EU Taxonomy includes direct non-capitalized costs that relate to research and development, building renovation measures, short-term leasing, and maintenance and repair. Any other direct expenditure relating to the servicing of assets of property, plant, and equipment by the undertaking or third parties is also included here.

Thus, the definition of OpEx in accordance with the EU Taxonomy clearly differs from the definition of operating expenses used in the rest of the Combined Management Report (see the “Glossary” section). For example, no expenses for utility services, such as energy expenditure, are included in the definition according to the EU Taxonomy. The ratio for operational expenditure (denominator) is calculated in accordance with the EU Taxonomy based on the income statement and mainly includes maintenance expenses and other operating expenditure for rents and leasing.

Fraport is exercising its option to refrain from reporting the OpEx KPI for the 2025 reporting year because operating expenses are not material to the business model. The background to this is Fraport’s infrastructure- and investment-driven business model, which focuses on the planning, implementation, and operation of airport infrastructure, with corporate management and strategic alignment primarily characterized by long-term investments. Although operating expenses such as maintenance, repairs, and short-term leasing are relevant to ongoing operations, OpEx as defined by the EU Taxonomy accounted for only 5.3% of total operating expenses in 2024, at around €200 million, and is therefore of minor importance for the management and decision-making aspects of the business model. Furthermore, there is no OpEx for research and development.

Template Total KPIs

KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Breakdown by environmental objectives of Taxonomy-aligned activities		
					Climate Change Mitigation	Climate Change Adaptation	Water
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	in € million	%	in € million	%	%	%	%
Turnover	4,432.20	41.92	268.43	6.06	6.06		
CapEx	1,390.40	61.26	145.05	10.43	10.43		
OpEx	215.39						

Template Turnover

Economic Activities	Code	Proportion of Taxonomy-eligible Turnover	Taxonomy-aligned Turnover	Proportion of Taxonomy-aligned Turnover	Environmental objective of Taxonomy-aligned activities	
					Climate Change Mitigation	Climate Change Adaptation
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	in € million	%	in € million	%	%	%
Urban and suburban transport, road passenger transport	CCM 6.3	1.29	56.96	1.29	1.29	
Air transport ground handling operations	CCM 6.20	21.39	138.83	3.13	3.13	
Acquisition and ownership of buildings	CCM 7.7	19.25	72.64	1.64	1.64	
Sum of alignment per objective					**6.06**	
Total Turnover		**41.92**	**268.43**	**6.06**	**6.06**	

Template CapEx

Economic Activities	Code	Proportion of Taxonomy-eligible CapEx	Taxonomy-aligned CapEx	Proportion of Taxonomy-aligned CapEx	Environmental objective of Taxonomy-aligned activities	
					Climate Change Mitigation	Climate Change Adaptation
(1)	(2)	(3)	(4)	(5)	(6)	(7)
		%	in € million	%	%	%
Maintenance of roads and motorways	CE 3.4	5.85	0.00	0.00		
Electricity generation using solar photovoltaic technology	CCM 4.1	0.97	13.53	0.97	0.97	
Transmission and distribution of electricity	CCM 4.9	0.02	0.31	0.02	0.02	
Urban and suburban transport, road passenger transport	CCM 6.3	3.31	46.01	3.31	3.31	
Low carbon airport infrastructure	CCM 6.17	0.33	4.65	0.33	0.33	
Air transport ground handling operations	CCM 6.20	4.42	41.50	2.98	2.98	
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0.42	0.00	0.00	0.00	
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	0.02	0.28	0.02	0.02	
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	2.78	38.66	2.78	2.78	
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0.01	0.11	0.01	0.01	
Acquisition and ownership of buildings	CCM 7.7	43.12	0.00	0.00	0.00	
Sum of alignment per objective					**10.43**	
Total CapEx		**61.26**	**145.05**	**10.43**	**10.43**	

	Breakdown by environmental objectives of Taxonomy-aligned activities			Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in 2024	Proportion of Taxonomy-aligned activities 2024
	Circular Economy	Pollution	Biodiversity					
	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
	%	%	%	%	%	%	in € million	%
				0.00	0.00	–	263.98	5.96
	0.00			3.17	0.00	–	250.31	13.56
							20.37	10.14

	Environmental objective of Taxonomy-aligned activities				Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligibe
	Water	Circular Economy	Pollution	Biodiversity			
	(8)	(9)	(10)	(11)	(12)	(13)	(14)
	%	%	%	%	E	T	%
							100.00
							14.65
							8.51
					0.00	**0.00**	**14.45**

	Environmental objective of Taxonomy-aligned activities				Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligibe
	Water	Circular Economy	Pollution	Biodiversity			
	(8)	(9)	(10)	(11)	(12)	(13)	(14)
	%	%	%	%	E	T	%
		0.00					0.00
							100.00
					E		100.00
							100.00
					E		100.00
							67.49
							0.00
					E		100.00
					E		100.00
					E		100.00
							0.00
		0.00			**3.17%**	**0.00**	**17.03**

Disclosures on ESRS E1 Climate Change

ESRS 2 General Disclosures

The operation of an airport and air traffic have various effects on the environment. Fraport is committed to take appropriate account of the resulting ecological requirements. One component of the environmental policy of Fraport places importance on the sustainable and careful use of natural resources.

Disclosure requirement related to ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes

The remuneration of the members of the Executive Board of Fraport AG is linked to climate-related considerations, with a specific remuneration target providing for a reduction of Scope 1 and 2 emissions to 105,000 tons of CO_2e by 2028. This interim target makes a material contribution to the overarching objective of the Fraport Group to consistently implement its decarbonization pathway.

The remuneration of the Supervisory Board does not include any variable component and is therefore not linked to the achievement of climate-related targets.

For the reporting year, the share of variable remuneration in total remuneration that is linked to climate-related targets amounts to 0%, as no sustainability targets were taken into account in the short-term performance-related remuneration for the 2025 fiscal year and the performance period of the long-term variable remuneration covers the period from 2025 to 2028.

For further details on the integration of sustainability-related performance in incentive schemes, see also disclosure requirement GOV-3 in the “Disclosures on ESRS 2” section.

Disclosure Requirement E1-1 – Transition Plan for climate change mitigation

According to the Intergovernmental Panel on Climate Change (IPCC), climate neutrality is to be achieved by 2050 in order to limit global warming to 1.5°C. In line with the Paris Climate Agreement and its 1.5-degree target, the members of the ACI (Airports Council International) Europe, including Fraport for Frankfurt Airport, have committed themselves to reducing GHG emissions to zero in their direct responsibility by 2050 (“net-zero carbon” according to IPCC).

In order to achieve this target, the Executive Board adopted the “decarbonization master plan” for Fraport AG in 2022 and specified it as a policy document for all sections and Group companies for inclusion in the other planning documents. After implementation at Fraport AG, the “decarbonization master plan” was successfully rolled out to all areas of the Fraport Group in the course of the 2023 fiscal year. The master plan is an important strategic measure of the Fraport.2030 Group strategy (see disclosure requirement E1–2). It is reviewed annually as part of the Decarbonization Board and updated if necessary. The elements described in the master plan are implemented by the responsible sections.

The master plan obligates Fraport AG and the fully consolidated Group companies worldwide to achieve the target of net zero in Scope 1 and 2 by 2045. It should be taken into account that the fully consolidated Group companies sometimes only cover partial areas of individual airports. In such cases, Fraport is not responsible for the entire operation of the airport, but only for the areas it operates or controls. In addition, the master plan describes additional Scope 1 and 2 interim targets for 2030 and 2040. The Group is aiming to reduce GHG emissions (greenhouse gas emissions) to 95,000 t CO_2eq by 2030 and to 40,000 t CO_2eq by 2040. For Fraport AG, GHG emissions are to be reduced to 50,000 t CO_2eq by 2030 and to 25,000 t CO_2eq by 2040. The targets are to be achieved without compensation.

Current GHG reduction targets of Fraport AG and the Group (Scope 1 & 2)

	2030	2040	2045
Fraport AG	50.000 t CO_2eq	25.000 t CO_2eq	0 t CO_2eq (Net Zero)
Fraport Group	95.000 t CO_2eq	40.000 t CO_2eq	0 t CO_2eq (Net Zero)

For a detailed description of the targets, their achievement, and their compatibility with the Paris Agreement, see disclosure requirement E1–4. The emissions on which the master plan is based correspond to the accounting in accordance with disclosure requirement E1–6, which also includes the emissions from energy consumption of the Group of consolidated companies in accordance with disclosure requirement E1–5.

Fraport has not set any targets for the reduction of Scope 3 emissions, which include emissions from the value chain. In the case of airport operators, the Scope 3 emissions are determined primarily by air traffic as well as by the incoming and outgoing delivery traffic on the landside. Aviation is regarded as a sector that is difficult to decarbonize as technologies with sufficient energy density will not be available on the market in the foreseeable future, particularly for medium and long distances. Innovative drive technologies, such as hydrogen for short and medium distances, are currently still at an early stage of development. For drop-in fuels, also known as sustainable aviation fuel, there is currently a lack of sufficient production capacity to supply these required quantities at competitive prices. European aviation is the most regulated by international standards and is geared toward decarbonization. The European aviation sector is therefore under considerable pressure to find sustainable solutions. Fraport, together with Deutsche Lufthansa AG, has successfully tested approaches to reducing kerosene consumption and emissions from air traffic at Frankfurt Airport and transferred them into regular operations. Fraport receives support from the Competence Center for Climate and Noise Protection in Aviation (CENA – Climate, Environment, and Noise Protection in Aviation) from the state of Hesse.

The decarbonization master plan, which has so far been focused on Scope 1 and 2 emissions, is structured into areas of activity that result in three decarbonization levers. This classification allows the targets of energy consumption reduction and decarbonization to be assigned and process owners to be clearly named. The decarbonization levers are “reduce energy demand“, “change energy sources“, and “use emission-free energy.”

The package of measures “**reduce energy demand**” supports the achievement of the GHG emission reduction targets. In the area of Scope 2 measures, packages of measures are combined to reduce the consumption of electricity, heat, and cooling. These measures are continuously implemented in the context of refurbishment, repair, and replacement of old equipment. The requirements of the Energy Efficiency Act and EU directives for the Frankfurt site are taken into account.

The package of measures “**change energy sources**” aims at transitioning from fossil to non-fossil energy sources. This concerns the GHG emissions from the combustion of fuels, which are included in Scope 1 of Fraport in the balance sheet, and is intended to contribute to the reduction of GHG emissions in this area. Measures include the defossilization of the fleet of ground services, which includes the conversion of the fleet to alternative drive types and the use of zero-emission synthetic fuels for vehicles that cannot be converted to electric or hydrogen drives.

The “**use emission-free energy**” package of measures relates to the procurement of externally generated energy in the area of electricity, heating, and cooling, which is assigned to Scope 2. The use of emission-free energy is realized by energy suppliers switching their products to renewable energies or by commissioning new suppliers who already produce emission-free energy. By purchasing externally generated energy, Fraport contributes to the reduction of Scope 2 GHG emissions. In addition, Fraport invests in its own photovoltaic systems to generate emission-free electricity, thereby avoiding greenhouse gas emissions from the procurement of electricity from non-renewable energy sources.

At a higher level, packages of measures are defined that include measures that do not make a directly calculable or measurable contribution to decarbonization and cannot be assigned to specific scope categories. Nevertheless, they are important for achieving GHG emission reduction targets. These include, for example, measures to create supply infrastructure that enable a change of energy source as well as measures to control, determine, and allocate energy consumption. Measures are also described that support tracking of the implementation of the master plan.

For the expected contributions from the decarbonization levers and the most important climate change mitigation measures in each case, please refer to the explanations regarding disclosure requirement E1–4.

Appropriate capital expenditure is required to support the implementation of the decarbonization master plan financially. The following table shows the indicative annual cash outflow for the implementation of the decarbonization master plan at the Frankfurt site:

Indicative annual outflow of funds for the implementation of the decarbonization master plan at the Frankfurt site

		Cash outflow in € million p.a. (rough indication with commercial caution)										
Decarbonization lever	**Invest total (€ million)**	**Actuals until 2024**	**Actuals 2025**	**2026**	**2027**	**2028**	**2029**	**2030**	**2031**	**2032**	**2033**	**2034**
Reducing energy demand	**185.0**	**37.9**	**11.5**	**23.6**	**26.9**	**22.4**	**17.9**	**18.4**	**13.5**	**9.5**	**3.1**	**0.4**
Energy optimization of buildings, systems and facilities												
Baggage handling system	5.0	1.7	0.0	0.1	0.4	0.4	0.4	0.4	0.4	0.5	0.4	0.4
Buildings + flight operations	20.0	1.0	2.1	4.0	3.0	2.5	2.0	2.0	2.0	1.0	0.4	0.0
Terminal operations	20.0	5.7	1.3	3.5	3.5	1.5	1.5	2.0	1.1	0.0	0.0	0.0
Renovation of technical centers T1	140.0	29.6	8.1	16.0	20.0	18.0	14.0	14.0	10.0	8.0	2.3	0.0
Change energy source	**12.5**	**2.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.5**	**1.5**	**0.9**	**0.9**	**0.6**	**0.6**
Defossilization of vehicle fleet	12.5	2.0	1.0	1.0	1.0	1.0	1.5	1.5	0.9	0.9	0.6	0.6
Emission free energy usage	**75.0**	**18.0**	**9.4**	**5.0**	**0.5**	**1.0**	**1.0**	**0.2**	**0.0**	**0.0**	**0.0**	**0.0**
Photovoltaic systems	75.0	18.0	9.4	5.0	0.5	1.0	1.0	0.2	0.0	0.0	0.0	0.0
Overarching measures	**160.0**	**4.1**	**3.5**	**7.5**	**11.7**	**15.0**	**13.5**	**9.5**	**10.5**	**10.5**	**9.5**	**7.4**
Charging infrastructure at the site	55.0	3.8	3.4	4.0	4.0	4.5	4.5	4.5	5.5	5.5	6.0	5.0
Digital energy network	25.0	0.3	0.0	1.5	2.7	2.5	3.0	3.0	3.0	3.0	2.5	1.4
Energy storage	80.0	0.0	0.0	2.0	5.0	8.0	6.0	2.0	2.0	2.0	1.0	1.0
Sum master plan	**432.5**	**62.1**	**25.4**	**37.1**	**40.1**	**39.4**	**33.9**	**29.6**	**24.9**	**20.9**	**13.2**	**8.4**

Indicative annual outflow of funds for the implementation of the decarbonization master plan at the Frankfurt site

		Cash outflow in € million p.a. (rough indication with commercial caution)										
Decarbonization lever	**Invest total (€ million)**	**2035**	**2036**	**2037**	**2038**	**2039**	**2040**	**2041**	**2042**	**2043**	**2044**	**2045**
Reducing energy demand	**185.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
Energy optimization of buildings, systems and facilities												
Baggage handling system	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Buildings + flight operations	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Terminal operations	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Renovation of technical centers T1	140.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Change energy source	**12.5**	**0.5**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
Defossilization of vehicle fleet	12.5	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Emission free energy usage	**75.0**	**0.0**	**2.0**	**3.0**	**4.0**	**5.0**	**5.0**	**5.0**	**5.0**	**5.0**	**3.0**	**3.0**
Photovoltaic systems	75.0	0.0	2.0	3.0	4.0	5.0	5.0	5.0	5.0	5.0	3.0	3.0
Overarching measures	**160.0**	**7.3**	**2.5**	**4.5**	**5.0**	**5.0**	**5.0**	**5.0**	**5.0**	**7.0**	**6.0**	**5.0**
Charging infrastructure at the site	55.0	4.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Digital energy network	25.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Energy storage	80.0	1.0	2.5	4.5	5.0	5.0	5.0	5.0	5.0	7.0	6.0	5.0
Sum master plan	**432.5**	**7.8**	**4.5**	**7.5**	**9.0**	**10.0**	**10.0**	**10.0**	**10.0**	**12.0**	**9.0**	**8.0**

The actions listed in the table to achieve the GHG emission reduction targets have been allocated indicative costs and shown in the master plan. Due to the long duration of the measures, some estimates are subject to uncertainties, and may change over time. The estimated total costs were determined on the basis of the principles of commercial prudence and usually include increased costs for uncertainties based on the limited planning depth.

The economic activities of Fraport that fall under the delegated regulations for the environmental objective of climate change mitigation pursuant to Delegated Regulation (EU) 2021/2139 can be found in the “Information on the EU Taxonomy Regulation” section. No separate forward-looking CapEx plans or targets exist that are aimed exclusively at aligning with the criteria of the

EU Taxonomy. Nevertheless, Fraport's decarbonization measures include capital expenditures that, while not explicitly classified as CapEx under the EU taxonomy, make a significant contribution to achieving its environmental objectives. With the decarbonization master plan, Fraport has established a comprehensive plan, the measures, targets, and capital expenditure of which are explained in detail in this report. The packages of measures include capital expenditure of various kinds, some of which also constitutes economic activities in the sense of the EU Taxonomy. Explanations in this regard can be found, among other things, in the disclosure requirements E1–2 and E1–3.

Some of the capital expenditure under the decarbonization master plan is in line with the economic activities set out in the EU Taxonomy Regulation (EU) 2020/852. For the 2025 fiscal year, approximately €17.6 million in taxonomy-aligned CapEx is attributable to capital expenditure in connection with the decarbonization master plan at the Frankfurt site in accordance with Delegated Regulation (EU) 2021/2178. This CapEx includes projects for the economic activities "4.1 Electricity generation using solar photovoltaic technology", "6.17 Low-carbon airport infrastructure", "6.20 Air transport ground handling operations", "7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulating, and controlling energy performance of buildings", and "7.6 Installation, maintenance, and repair of renewable energy technologies." The underlying projects are the expansion of the photovoltaic system on Runway 18 West, the construction of charging points for electric vehicles on the apron, measures to save energy in the baggage transfer system, the renovation of technical centers in Terminal 1, and the construction of a photovoltaic system on the roof of an air freight hangar. The transfer of the capital expenditure of the decarbonization master plan to the EU Taxonomy is based on an allocation of projects based on their project number. The master plan includes decarbonization measures, while the EU Taxonomy is aimed at general, sustainable economic activities.

As part of the decarbonization master plan, Fraport is forecasting the remaining emissions under Scope 1 and 2 for the remaining years until the net-zero target is reached in 2045, taking into account planned measures and expected growth. The emission curve corresponds to the required average annual reduction as proposed in science-based targets such as the SBTI Net Zero Standard v1.2 for a 1.5° scenario. The forecast does not give rise to any significant locked-in emissions that could endanger this target path (see disclosure requirement E1–4).

Fraport plans to develop a forecasting model for the most significant Scope 3.11 emissions – GHG emissions from air traffic. This model should be based on industry-relevant technology scenarios, such as those published by the ICAO (International Civil Aviation Organization) or ACI, as reference works. However, the expected locked-in emissions reflected in the model are not a result of services of Fraport, but rather from the business operations of its partners in the value chain. In the first step, Fraport is focusing on forecasting flight emissions, as these account for the largest and most significant share of Scope 3 emissions.

As an important strategic measure of the Fraport.2030 Group strategy, the capital expenditure in the decarbonization master plan is embedded in the ongoing renewal cycles of the existing asset structures and is therefore taken into account in the expanded business plan. This is intended to avoid unscheduled expenses. Thanks to its high liquidity reserves and unrestricted access to the capital market, Fraport has the necessary financial flexibility to implement all planned capital expenditures and measures without limitations. Funding is requested on a case-by-case basis and included in the financing. In addition, dedicated sustainable financing instruments are continuously reviewed within the framework of the financing strategy and implemented where strategically desirable and economically viable.

In the 2025 reporting year, there were no significant CapEx amounts invested in connection with economic activities in the coal, oil, and gas sectors.

According to the criteria stated in Article 12(1)(d) to (g) and Article 12(2) of Commission Delegated Regulation (EU) 2020/1818, Fraport is not exempted from the EU Paris-aligned Benchmarks.

Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Within the framework of the DMA and the climate-related risk analyses, Fraport identified and assessed the material climate-related risks and opportunities. In doing so, both climate-related physical and climate-related transition risks and opportunities were considered.

Results of the material climate-related risks and opportunities

Risk type	Risk	Location	Time horizon	Gross assessment	Net assessment
Physical risk	Flooding of airport infrastructure	Porto Alegre (POA)	Short term	Material	Low
Transition risk	Increased site costs due to climate-related regulations	Frankfurt (FRA)	Long term	Material	Significant

No material climate-related opportunities were identified in the reporting period.

For the fourteen Greek regional airports, a Climate Change Resilience Study was conducted by the CLIMADAPT Group of the National Observatory of Athens. The study is based on the Greek Climate Law (National Climate Law, 4936/2022), which obliges operators of critical infrastructure, such as airports, to analyze climate risks and to take measures to adapt to climate change. As part of the study, the climate projection scenarios RCP4.5 and RCP8.5 were analyzed for the short term (up to 2031), medium term (up to 2041), and long term (up to 2056) on the basis of documents and information relating to the sites. In the long term, a potentially material exposure to rising sea levels was identified at four airports. The results of the study were analyzed in detail by Fraport Greece; however, due to the specific location of the airports, they were classified as not material. In 2026, on-site inspections of all sites will be carried out by the CLIMADAPT Group of the National Observatory of Athens in order to verify the assessment and, where necessary, reassess it.

The results of the analysis of climate-related risks and opportunities were discussed at individual risk level in the Risk Management Committee upon reaching the defined thresholds and were subsequently submitted to the full Executive Board for final assessment and approval.

Scope and structure of the resilience analysis

The resilience analysis was conducted following the climate risk analysis in the fourth quarter and is based on the scenario analyses described under the disclosure requirement related to ESRS 2 IRO-1.

1. Subject and scope of the resilience analysis

The analysis by Fraport of the resilience of the strategy and the business model to climate-related risks involved a three-stage process:

- Consideration of climate-related assumptions in the impairment test under IAS 36 (see the section “Impairment under IAS 36” in the chapter Outlook)
- Implementation of a stress scenario for the extended business plan (EBP), taking into account risk-adjusted values from risk aggregation, including the consideration of climate-related risks
- Strategic evaluation by the “Corporate Development and Sustainability” central unit

The analysis of climate-related risks and opportunities and the resilience analysis building on it focus on Group sites that meet the three criteria of “operational control“, “money at risk“, and “material sites according to the management report.”

2. Climate scenarios and sources used

For the assessment of physical climate risks, Fraport uses the SSP5/RCP8.5 scenario from Munich Re’s “Location Risk Intelligence“, thereby following a conservative worst-case approach; the scientific basis is derived from IPCC AR6 and covers projections through to 2100. For transition risks and opportunities, Fraport uses the 1.5-degree-scenario “Net Zero Emissions” of the International Energy Agency (IEA), which is recommended by the TCFD and provides a comprehensive, scientifically sound basis.

3. Narratives, time horizons, and end points

To cover short-, medium-, and long-term risks, time windows around 2026 (short term), 2036 (medium term), and 2050 (long term) are also evaluated in the physical analysis. For transient risks and opportunities, the IEA scenario with a target pathway to 2050 serves as the endpoint in order to reflect the transition to a net-zero economy.

4. Critical assumptions regarding the transition and their impact on macro trends, energy use, and technologies

In the resilience analysis, assumptions regarding climate policy and CO_2 pricing are taken into account, such as an increase in ticket prices by 10% by 2040 and a resulting reduction in demand of 5%, which are embedded in corporate planning. Corporate planning forms the basis for the impairment test in accordance with IAS 36.

In addition, as part of the analysis of transition risks, the risk identified and the associated demand and revenue effects relating to the EU-Fit-for-55 measures were modeled. The underlying drivers in the analysis of transition risks include policy measures to reduce emissions, the transition to a more sustainable energy mix, technological innovations in aviation, as well as changes in markets and demand. In line with the transformation assumptions, expenses for emissions reduction from the "Decarbonization Masterplan" and other climate change mitigation measures are included in value-related planning, thereby anticipating technology- and energy-mix-related implementation.

5. Countermeasures

The material flood risk in Porto Alegre is mitigated by existing insurance coverage for property damage and business interruption losses, as well as by the force majeure compensation arrangements set out in the concession agreement; the remaining net risk is assessed as low.

The risk of increased site-related costs in Frankfurt is mitigated through the active involvement of relevant stakeholders, efficiency improvements in operations, close cooperation with airlines, and ongoing site diversification. Overall, the risk remains considerable in the net assessment.

Result of the resilience analysis

The resilience analysis concludes that the resilience of Fraport's business model with regard to climate change is not at risk.

Disclosure requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities

With regard to Fraport's impacts on climate change, reference is made in the "Disclosures on ESRS 2" section to disclosure requirements E1–1, E1–5, and E1–6, as well as SBM-3. The identification and assessment of GHG emissions are carried out Group-wide in accordance with internationally recognized standards and form the basis for assessing the company's own impacts on climate change.

Between May and November 2025, an analysis of climate-related risks and opportunities was conducted at Fraport. The objective was to develop, establish, and implement a standardized analysis process that meets the current requirements of the ESRS and can be applied across the Group.

Delineation from the central risk and opportunity management

The analysis of climate-related risks and opportunities was prepared in accordance with the requirements of the ESRS. It differs in key respects from the risk reporting presented in the chapter "Risk and Opportunities Report." In that report, material risks and opportunities are presented on the basis of their net risk following the application of countermeasures. The time horizon is generally a rolling 24-month period (and longer in the case of infrastructure projects). In the ESRS reporting presented here, the focus is on material gross risks and opportunities. This means that climate-related risks and opportunities are considered prior to the application of risk management measures. The assessment periods are significantly longer than those used in the risk reporting in the chapter "Risk and Opportunities Report" and extend, in the long term, to 2050 and beyond.

A further difference lies in the methodology. The analysis of physical climate-related risks and opportunities in the current reporting year was carried out using qualitative and/or quantitative criteria. The objective was to obtain a structured overview of the risks derived from the identified climate hazards, with a focus on infrastructure-related risks and risks in operational processes. For this purpose, qualitative assessment criteria were developed to support classification into risk levels ranging from low to material. Where a quantitative assessment could be carried out in the current reporting year, it was aligned with the risk matrix of the central risk and opportunity management system. Due to the complexity and data requirements involved, a more in-depth analysis of climate risks is planned for the coming years.

Physical risks and opportunities

The analysis of physical risks is based on an evaluation of the “Location Risk Intelligence” of Münchener Rückversicherungs-Gesellschaft AG (Munich Re), as of August 2025. The climate data were collected on a site-specific basis using geographic coordinates and are aligned with the table for the classification of climate hazards pursuant to Commission Delegated Regulation (EU) 2021/2139. All climate hazards listed in the table were considered.

The methodological basis is the IPCC climate scenario SSP5–8.5, which was used as a worst-case scenario (high emissions, strong economic growth, intensive use of fossil fuels, temperature increase of approximately 4.4°C by 2100). The evaluation is based on the IPCC Sixth Assessment Report (AR6).

The identified climate hazards were assessed on a scale from one (“low”) to five (“very high”), with particular focus in the further analysis on hazards with scores of four (“high”) and five (“very high”). The hazard assessment takes into account the factors probability of occurrence, impact, and duration of the hazards. In addition, quantitative expert data (such as the number of heat days exceeding 35°C) were also evaluated for individual climate hazards, such as heat, frost, heavy rainfall, wildfires, water scarcity, and sea level rise.

Site assessments were carried out for the time horizons 2025, 2030, 2040, 2050, and 2100. For sites with time-limited concessions, the relevant time horizon was limited to the end of the concession period. The results of the risk analysis for Frankfurt were discussed in detail with the relevant specialist departments, including subject-matter experts from the Aviation, Building Management, Retail and Properties, Infrastructure Management, Ground Handling, Controlling, and Occupational Safety departments. The objective of this coordination was to assess the extent to which the identified climate hazards actually represent a material risk to the infrastructure and operational processes. For international sites, the discussion of results was conducted in an analogous manner, coordinated by the “Acquisitions and Investments” central unit together with the risk managers and other relevant employees of the respective Group companies on site.

With regard to the emergence of physical gross risks, the vulnerability of Fraport’s assets and business activities at the Porto Alegre site is assessed as elevated due to its geographical location. No further physical risks with material impacts on assets and business activities were identified at the time of publication of this report.

Transition risks and opportunities

In parallel with the analysis of physical risks, a Group-wide survey of transition risks and opportunities was conducted. The assessment explicitly covered Fraport’s entire value chain. In particular, airlines were included in the analysis as key stakeholders. The objective was to identify and assess potentially relevant risks and opportunities in the context of political, regulatory (legal), technological, and market-related changes.

Within a structured process, potential transition risks and opportunities were first reviewed for their relevance. Non-relevant matters are recorded in a risk and opportunity universe and are continuously reviewed for their relevance. The relevant risks and opportunities were then assessed jointly with subject-matter experts with regard to gross and net impact levels and their expected development. Following completion of the assessment for Fraport AG, the relevant matters were communicated to the international Group companies and their relevance was reviewed.

Scenario analysis, methodological classification and reconciliation with the financial statements

Fraport uses internationally recognized climate scenarios for the analysis of climate-related risks and opportunities. The worst-case scenario SSP5–8.5 (IPCC AR6) was selected for physical risks and opportunities, while a 1.5-degree-compatible scenario (IEA “Net Zero Emissions”) was used for transition risks and opportunities. The selection and application of the scenarios are aligned with current scientific standards and international guidelines. The scenarios take into account key drivers such as political frameworks, technological developments, energy prices, and market trends. The underlying models and data bases, as is common in climate science, are subject to certain uncertainties and limitations. These aspects are taken into account accordingly when interpreting and classifying the analysis results.

Details on the climate scenarios and assumptions used, as well as their consistency with the assumptions applied in the financial statements of Fraport AG, are described in the resilience analysis (see disclosure requirement SBM-3).

Disclosure Requirement E1-2 – Policies related to climate change mitigation and adaptation

Fraport has anchored the aspects of climate change mitigation, climate change adaptation, energy efficiency, and the use of renewable energies in the Group strategy, which focuses on the strategic priorities of growth and sustainability, and efficiency and innovation. The measures derived from this strategy are implemented, among other things, through key strategic initiatives (see also the chapter “Fundamentals of the Group”).

The strategy aims to establish Fraport’s position as a leading company in the operation of climate-friendly airports. A central component of this priority is the “decarbonization master plan.” The master plan has been extended to include the entire Group of consolidated companies under operational control as well as all greenhouse gases in accordance with the GHG Protocol.

The reduction of GHG emissions that are the direct responsibility of Fraport takes precedence over emissions in the value chain. The decarbonization master plan therefore focuses on GHG emissions in Scopes 1 and 2. Fraport assessed Scope 3 for the aforementioned group of consolidated companies across all 15 categories of the GHG Protocol for the first time in the 2023 reporting year and reported on the significant categories. On this basis, Fraport will examine whether and how its climate change mitigation strategy can be developed further in the future in order to address the material impacts of its business model on the greenhouse gas inventory (see disclosure requirement IRO-1).

The energy consumption of Fraport infrastructures and processes is the main cause of its GHG emissions. As a material impact (see disclosure requirement IRO-1), this is therefore a focus area for the decarbonization master plan – supporting the pursuit of efficiency in line with the strategic priority of Fraport. The strategic decarbonization levers include **reducing energy consumption**, **switching to lower-emission energy sources**, and **using emission-free energy**. These three levers are supplemented by higher-level measures aimed at distributing and managing energy demand more efficiently.

The Corporate Development unit is responsible for the Group-wide management of the decarbonization master plan, while the units and companies implement the plan at the sites. Progress is monitored by the Decarbonization Board, which is overseen by the Executive Board. The regular Decarbonization Board members comprise the responsible unit managers or their designated representatives. The “Corporate Development and Sustainability” central unit coordinates the Board, while the Corporate Infrastructure Management, Cost and Result Controlling, and Capital Expenditure and Project Controlling unit managers are responsible for the operational planning and implementation of the measures. If necessary, additional participants, such as from relevant site companies, may be included. If the decarbonization of relevant foreign companies is being addressed, the “Acquisitions and Investments” central unit will participate in the Board. The measures decided on in the Decarbonization Board are then integrated into the medium-term planning of the Group companies.

The results of the climate risk analysis are taken into account in the further development of adaptation and climate change mitigation strategies at the relevant Group sites.

Disclosure Requirement E1-3 – Actions and resources in relation to climate change policies

The key measures related to energy consumption and emissions in Scope 1 and 2 are assigned to the Frankfurt site since this site is the main contributor to emissions within the Group. In the reporting year, the focus was on the decarbonization lever “**use emission-free energy**.” The installation of photovoltaic systems with a capacity of 17 MWp spanning a length of 2,800 m parallel to Runway West in Frankfurt in the final expansion stage is particularly noteworthy in this regard. Inauguration took place in stages in the fourth quarter of 2025 and the first quarter of 2026. According to the IEA, the plant will enable annual CO_2eq emissions to be reduced by around 5,700 t compared to purchasing electricity from the German electricity mix. Fraport AG also procures green wind energy for the Frankfurt site. Several power purchase agreements (PPA) with various suppliers supplied Fraport with around 255 gigawatt hours of wind power in 2025. This energy was generated from various onshore and offshore wind turbines. As a result, the share of green electricity from solar and wind energy at Frankfurt is already around 90%. The conversion of district cooling to climate-neutral energy and the expansion of the procurement of green district heating also contribute to this lever.

Fraport is implementing emission-free energy at its international sites too: the largest decarbonization project at Fraport Greece is the installation of PV parks and battery storage systems at all 14 airports. The first facility has been in operation in Thessaloniki since September 2025. In the reporting year, Fraport Slovenija’s electricity requirements were covered entirely by renewable energy sources, including two solar parks. The Brazilian Group sites of Porto Alegre and Fortaleza likewise use electricity exclusively from renewable energy sources. A PPA was also concluded at the Group’s site in Lima, which supplied around

67 gigawatt hours of electricity from hydropower in 2025. A total of approximately 624 gigawatt hours is planned for the period from 2026 until the end of the contract in 2032.

The decarbonization lever "**reduce energy demand**" includes the energy optimization of buildings, systems, and facilities. One key measure is the renovation of the technical centers in Terminal 1 in Frankfurt, which will optimize the energy efficiency of the facilities. A large part of this lever has already been realized in the past; plans for future measures are still at a very early stage, which is why they are subject to a certain degree of uncertainty. The continuous optimization of processes and infrastructure remains an important component of Fraport's decarbonization strategy. During pilot projects, various data-based analysis and software tools were also tested to evaluate the potential for energy savings in technical systems. The results of these tests show that such solutions can identify savings potential. Whether and to what extent these technologies will be implemented is currently still under review.

Key measures that Fraport has planned for the coming years as part of the "**change energy sources**" decarbonization lever include the ongoing electrification of the vehicle fleets at the Frankfurt site. In addition, the undertaking is continuing with the expansion of a fast-charging infrastructure on the airport apron and the installation of charging points throughout the entire airport site. In the reporting year, 59 electric vehicles were purchased, bringing the total number of electric vehicles in the fleet to 845. This constitutes around 28% of the total vehicle fleet. More than 680 charging points are already available at Frankfurt Airport, of which approximately 300 were installed in 2025. Pilot projects such as the "Real-world laboratory for scaling bidirectional charging infrastructure" (or ReSkaLa@FRA for short) also enable the use of bidirectional charging systems, allowing electric vehicles to be used as mobile battery storage units.

In order to achieve the net-zero target in Scopes 1 and 2 by 2045, the foreign airport Group companies of Fraport are also implementing a wide range of measures to decarbonize their business activities. These measures are at different stages of development, from initial project ideas through to detailed implementation plans anchored in medium-term budget plans. Measures to reduce GHG emissions have already been successfully implemented at some Group companies and are continuously being developed further. As the respective individual contributions are minor compared to the Group site in Frankfurt, detailed information is not provided here.

The reductions achieved and expected to be achieved by current measures and measures planned for the future are also illustrated in the graphic under disclosure requirement E1–4. The contributions achieved and expected to be achieved in the future as a result of the key measures are assigned to the higher-level decarbonization targets in the table under disclosure requirement E1–1.

In the 2025 fiscal year, significant capital expenditure was incurred at the Frankfurt site under the decarbonization master plan for photovoltaic systems amounting to around €9.3 million, the refurbishment of the technical centers amounting to around €8.1 million, and the expansion of the charging infrastructure at the Frankfurt site amounting to around €3.4 million. The latter is part of a bundle of measures that indirectly support the aforementioned decarbonization levers. The significant capital expenditure amounts expected to be incurred in the future for the key measures are shown in the table on the financing of the transition plan under disclosure requirement E1–1.

These measures are also classified as taxonomy-aligned CapEx in the reporting year in accordance with Commission Delegated Regulation (EU) 2021/2178 and are recorded accordingly in the consolidated statement of financial position. The photovoltaic systems are classified under the economic activities "4.1 Electricity generation using solar photovoltaic technology" and "7.6 Installation, maintenance, and repair of renewable energy technologies", and comprise taxonomy-aligned CapEx amounting to €9.4 million. The taxonomy-aligned CapEx amounts to €1.2 million for the charging points that come under "6.17 Low-carbon airport infrastructure." The renovation of the technical centers comes under letter (b) of the economic activity "7.5 Installation, maintenance, and repair of instruments and devices for measuring, regulating, and controlling energy performance of buildings" and comprises taxonomy-aligned CapEx in the amount of €6.9 million. The capital expenditure amounts for the decarbonization master plan are not identical to the CapEx amounts for the EU Taxonomy, as a materiality threshold is applied to projects for these amounts and the scope and delimitation of the measures differ.

In the reporting year, the PPAs at the Frankfurt site incurred approximately €28.7 million in OpEx, which is recognized in the income statement. A total of approximately €208 million in OpEx is expected for the period from 2026 to 2036. The amounts stated are based on current plans and may change over time. In addition, there were no other material OpEx amounts for the Frankfurt site.

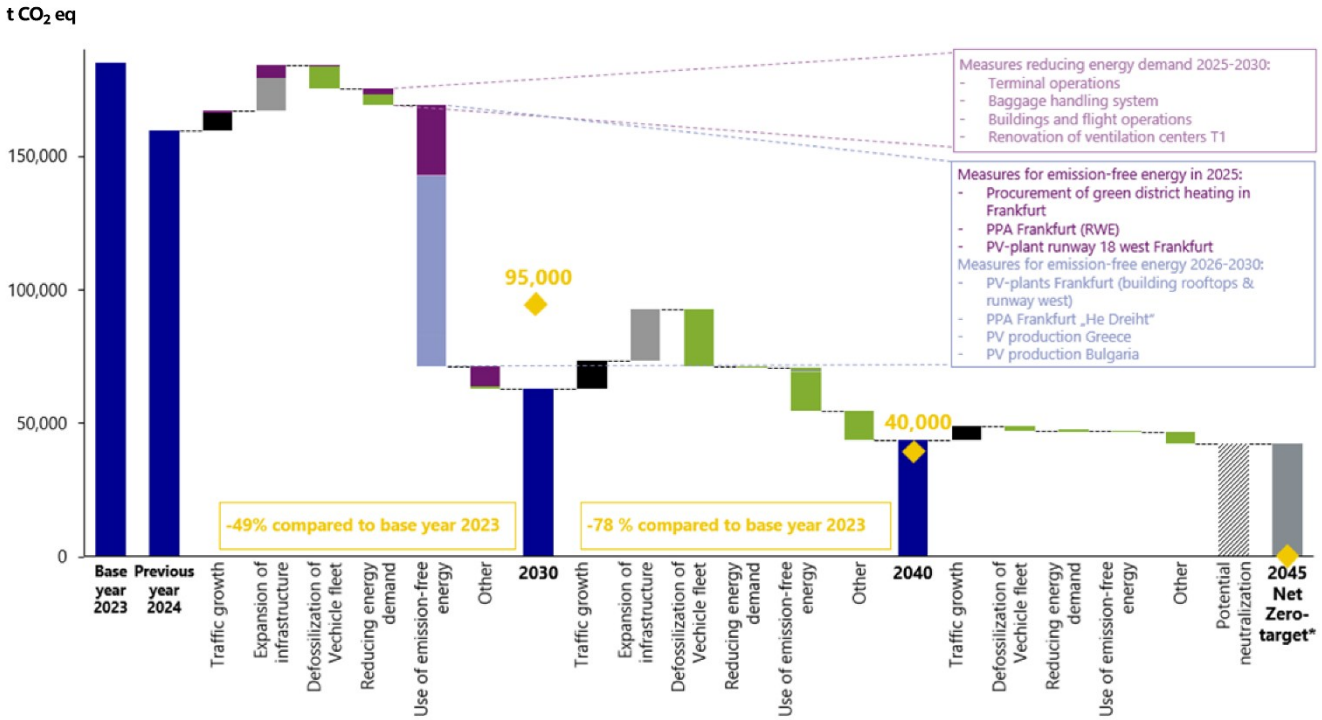
Around €3.4 million was invested in the photovoltaic system at the Group's site in Thessaloniki in 2025. From 2026 to 2031, further capital expenditure of around €14 million is planned for photovoltaic systems at the remaining 13 Greek Group airports, although the final costs may vary. At the Group company in Lima, the OpEx in the 2025 reporting year for electricity purchases under the PPA amounted to approximately €5.1 million (converted). For the years 2026 to 2032 inclusive, the OpEx planned under the same PPA amounts to a total of approximately €41 million (converted). These amounts are also based on current planning assumptions and may change over time.

No material CapEx or OpEx amounts were recorded at the other Group sites in the 2025 fiscal year as part of the decarbonization master plan. In addition, no further material investments in CapEx and OpEx that exceed the amounts already sufficiently quantified in disclosure requirements E1–1 and E1–3 are currently planned for the international sites or for Frankfurt until 2045.

Disclosure Requirement E1-4 – Targets related to climate change mitigation and adaptation

The implementation and effectiveness of the measures are regularly reviewed and reported to the Executive Board and the Decarbonization Board. The targets are continuously monitored. If necessary, additional measures are initiated and reported at this point (see disclosure requirement E1–2).

Reduction of GHG emissions from own operations (Scope 1 & 2)



*) The objective is complete avoidance, insofar as this is technically and economically feasible. With regard to unavoidable residual gross emissions, see below for consistency with the 1.5°C target.

Information about the graphic:

- Decarbonization levers represent the potential measures currently being planned.
- For key measures (or bundles of measures) from 1,000 t CO2eq/a, see boxes.
- Unless otherwise specified, all key measures (or bundles of measures) for the Frankfurt site apply.
- The description of the decarbonization levers can be found under disclosure requirement E1–1 in this section.

In the reporting year, an actual reduction in GHG emissions of 75,563 t CO_2e or 40.9% was achieved compared to the base year. This means that the reduction achieved is below the planned figure of around 111,500 t CO_2e. Significant contributions to this reduction come from the bundles of measures shown in the waterfall diagram, in particular because more emission-free energy was purchased than planned.

The targets for the Scope 1 and 2 categories relate to the activities accounted for in accordance with the disclosure requirements under E1–5 and E1–6, which are under the operational control of the Fraport Group and are evaluated according to the market-based assessment for greenhouse gases in accordance with the GHG Protocol. The target for reducing GHG emissions has not been specified through separate sub-targets for the individual scopes. Instead, there is a combined target for Scope 1 and Scope 2. The target adopted by the Executive Board for 2045 is a net-zero target. Fraport has not formulated a corresponding gross emission reduction target for greenhouse gases overall. The base year 2023 was not adjusted in the reporting year.

At the time of publication of this report, no policies, specific targets, or comprehensive measures to reduce Scope 3 emissions within the meaning of the ESRS have been implemented. To develop appropriate measures, Fraport uses various dialog formats within industry and at Frankfurt Airport. As part of these initiatives, the Reduced Engine Taxi-Out (RETO) and Reduced Engine Taxi-In (RETI) procedures have been implemented in cooperation with Deutsche Lufthansa AG, enabling airlines to use these procedures for selected aircraft types and on certain runways at Frankfurt Airport. The decision on their use lies with the respective airlines. In addition, the parking positions on the apron are being equipped with ground power systems and, as part of a pilot project, with pre-conditioned air systems for the aircraft in order to reduce fuel consumption on the ground. In this way, Fraport and its partners are helping to reduce Scope 3 emissions at the site.

By the target year of 2045, Fraport currently still expects residual emissions in Scope 1 and 2 of 42,000 t CO_2eq. This is slightly above the emission cap of 37,600 metric tons of CO_2e for 2045, which is derived from the SBTi Net-Zero Standard for compliance with the 1.5°C target for Fraport. However, the current measure planning does not yet include all reduction potential. The interim target for 2030 provides for an annual linear reduction of approximately 6.9% compared to the base year, thus exceeding the required SBTi figure of 6.0%. Accordingly, the interim target for 2040 provides for an annual linear reduction of approximately 3.0%, which also exceeds the SBTi figure of 2.4% for the period 2030 to 2050. Assuming a continuation of emissions trends beyond the target year 2045, Fraport considers a reduction of 90% compared with the base year to be likely by 2050. Compliance with a 1.5°C-aligned reduction target in Scope 1 and 2 is therefore still considered achievable. The residual emissions expected under the current net-zero target for 2045 therefore allow compliance with a Paris-aligned 1.5°C trajectory for Scope 1 and 2.

The emissions situation in 2023 is considered a suitable base year because it is representative of traffic volumes that have largely returned to normal following the Coronavirus Pandemic. Emissions at the Frankfurt site will continue to level out at pre-crisis levels over the coming years, with no irregularities expected in the GHG balance. Following a comparative analysis of annual temperature trends at its sites against long-term average energy consumption, which revealed no material deviations, Fraport decided not to apply normalization to the base year 2023.

The guidelines for setting the GHG emission reduction targets of Fraport are based on the European Green Deal, the EU's "Fit for 55" legislation, and the national decarbonization plans of the Federal Republic of Germany. For airports in which Fraport has a stake, the respective decarbonization plans of the countries concerned are also taken into account, where available. Fraport formulated its target ambitions on the basis of these framework conditions and taking into account internal models of the airport sites. These models reflect the expected growth in traffic as well as adjustments to infrastructure. Expected transitory effects, such as from the aforementioned regulations, were factored into the traffic forecasts by Fraport.

The development of air traffic has a direct impact on GHG emissions and thus influences the achievement of emission reduction targets. Passenger growth increases Scope 1 emissions in particular, as these emissions are mainly due to the fuel consumption of ground services vehicles at the Frankfurt site. An increase in the number of passengers means more passengers and luggage being transported, which results in increased fuel consumption and demand. Fraport expects traffic to develop positively in the long term. The expected change in traffic growth is included in the forecast calculation and is taken into account in measure planning.

Special effects can also occur that have an impact on energy consumption and thus GHG emissions. These special effects can have both an increasing and decreasing effect, and may arise from geopolitical, economic, or regulatory factors. Pandemics can be an example of this. The COVID-19 pandemic led to a sharp decline in aircraft movements and, as a result, to reduced handling activity by ground services. At the same time, energy consumption in the administrative buildings partially decreased due to increased use of home office.

Disclosure Requirement E1-5 – Energy consumption and mix

Line	Energy consumption and mix Fuel consumption from	Unit	2025	2024
1	Coal and coal products	MWh	–	–
2	Crude oil and petroleum products	MWh	116,573	110,172
3	Natural gas	MWh	7,623	8,200
4	Other fossil sources	MWh	0	4,459
5	Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	242,103	311,896
6	**Total fossil energy consumption**	**MWh**	**366,298**	**434,726**
	Share of fossil sources in total energy consumption	**%**	**42**	**50**
7	**Consumption from nuclear sources**	**MWh**	**4,246**	**8,333**
	Share of consumption from nuclear sources in total energy consumption	**%**	**0**	**1**
8	Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	13,859	10,279
9	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	472,689	406,206
10	The consumption of self-generated non-fuel renewable energy	MWh	12,498	1,323
11	**Total renewable energy consumption**	**MWh**	**499,046**	**417,809**
	Share of renewable sources in total energy consumption	**%**	**57**	**49**
	Total energy consumption (sums of lines 6, 7 and 11)	**MWh**	**869,590**	**860,868**

Energy intensity of climate-intensive activities

Fraport is one of the companies operating in climate-intensive sectors (Sections D, E, F, G, H, and L), in particular in the field of transport and infrastructure, specifically in the operation of airports. Although Fraport does not itself act as an energy producer or supplier, its business model is based on the operation, management, and development of energy-intensive airport infrastructure, as well as the provision of a wide range of services for air traffic. Accordingly, revenue from activities in climate-relevant areas corresponds to the revenue reported in the consolidated income statement of the 2025 management report. Net revenue is represented by revenue determined in accordance with IFRS 15. In addition, revenue adjusted for contract revenue from construction and expansion services in accordance with IFRIC 12 is used for the calculation of energy intensity (see Group Notes, Note 5). The energy intensity per net revenue, with and without IFRIC 12, is shown in the table below.

Energy intensity per net revenue

in (MWh/€)	2025	2024	Change in %	Revenue 2025 (in € million)
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors	0.000196	0.0001944	+0.8	4,432.2
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors adjusted for IFRIC 12	0.000207	0.0002211	–6.4	4,210.5

Disclosure Requirement E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

Gross Scopes 1, 2, 3 and Total GHG emissions

	Retrospective				Milestones and target years			
	Base year 2023	Comparative 2024	2025	Change in %	2030	2040	2045	Annual % target / Base year
Scope 1 GHG emissions								
Gross Scope 1 GHG emissions (tCO_2eq)	36,235	36,555	36,195	–1.0	see combined target Scope 1 and 2			
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	–	–	–	–	./.			
Scope 2 GHG emissions								
Gross location-based Scope 2 GHG emissions (tCO_2eq)	197,787	194,605	195,198	+0.3	./.			
Gross market-based Scope 2 GHG emissions (tCO_2eq)	148,499	122,942	72,977	–40.6	see combined target Scope 1 and 2			
Scope 1&2 GHG emissions								
Gross Scope 1 GHG emissions + gross market-based Scope 2 GHG emissions (tCO_2eq)	184,734	159,496	109,171	–31.6	95,000	40,000	0 (net)	4,6% p.a. (2040)
Significant Scope 3 GHG emissions								
Total Gross indirect (Scope 3) GHG emissions (tCO_2eq)	22,079,574	22,204,800	22,277,423	+0.3				
1 Purchased goods and services	101,581	161,600	98,591	–39.0				
2 Capital goods	330,248	226,178	159,530	–29.5				
3 Fuel and energy-related Activities (not included in Scope 1 and 2)	40,907	36,057	30,682	–14.9				
7 Employee commuting	50,048	43,880	32,196	–26.6	./.			
11 Use of sold products	18,760,442	18,957,072	20,172,485	+6.4				
Aircraft Emissions	17,820,731	17,812,231	18,425,237	+3.4				
Landside Access	883,395	1,089,772	1,686,714	+54.8				
Tenant Services	56,316	55,069	60,534	+9.9				
15 Investments	2,796,349	2,780,013	1,783,938	–35.8				
Total GHG emissions								
Total GHG emissions (location-based) (tCO_2eq)	22,313,596	22,435,960	22,508,816	+0.3				
Total GHG emissions (market-based) (tCO_2eq)	22,264,308	22,364,296	22,386,594	+0.1				
Biogenic THG-Emissions (Out of Scope)								
Biogenic CO_2 emissions from the combustion or biological decomposition of biomass that are not included in Scope 1 greenhouse gas emissions.	1,358	2,773	2,735	–1.4				
Biogenic CO_2-emissions from the combustion or biological decomposition of biomass that are not included in Scope 2 greenhouse gas emissions.	45,348	35,600	26,288	–26.2				

The emissions balance is determined in accordance with the principles of the GHG Protocol. Significant assumptions and uncertainties as well as the emission factors used for Scopes 1, 2 and 3 are described in the “Disclosures on ESRS 2” section in the context of disclosure requirement BP-2.

Just over half of the renewable electricity is sourced by Fraport through PPAs. The remaining share is predominantly covered by certificates from bundled and unbundled tariffs. To a subordinate extent, renewable electricity volumes are derived from the local supply mix. Renewable district heating shares are sourced by Fraport exclusively from the local supply mix.

The scope of consolidation corresponds to the Group consolidated for accounting purposes (the parent company and the subsidiary companies). For the purposes of GHG accounting, it was examined whether the principle of operational control is applicable to joint ventures, associated companies, and other Group companies of the Fraport Group that are included using the equity method. No operational control was identified for non-fully consolidated Group companies of the Fraport Group. For this reason, their GHG emissions were recorded within the scope of scope 3. In the event of significant changes to this definition, these will be indicated and the effects on the annual comparability of the GHG emissions provided will be explained.

Of the 15 categories in the GHG Protocol, three are not relevant to Fraport on account of its business model and were not evaluated:

- 3.9 Downstream transportation and distribution
- 3.10 Processing of sold products
- 3.14 Franchises

For the remaining twelve categories, Fraport prepared an initial account for the 2023 fiscal year and then evaluated their significance, taking into account the magnitude, influenceability, possible risks, stakeholder relevance, outsourcing of activities, and sector standards (in accordance with ESRS E1–6 AR 46. d), and considered the key questions derived accordingly:

Scope of emissions:

- Is the contribution to the total Scope 3 emissions significant?
- Is the category needed for the required coverage?

Area of influence and emission reduction potential:

- How much influence does Fraport have on the reduction of emissions?
- What is the emission reduction potential?

In conducting this assessment, Fraport identified the following Scope 3 categories as significant; these categories account for over 98% of the Scope 3 emissions from the 2023 greenhouse gas inventory:

- 3.1 Purchased goods and services
- 3.2 Capital goods
- 3.3 Fuel- and energy-related activities (not included in Scope 1 or Scope 2)
- 3.7 Employee commuting
- 3.11 Use of sold products
- 3.11a Aircraft emissions
- 3.11b Landside access
- 3.11c Tenant service
- 3.15 Investments

Due to its importance, Category 3.11 is divided into the sub-categories “Aircraft emissions“, “Landside access“, and “Tenant service.”

The share of Scope 3 emissions derived from primary emissions data from the value chain amounted to approximately 91% in the reporting year (previous year: 87%).

GHG intensity per net revenue

in (t CO_2eq/€)	2025	2024	Change in %	Revenue 2025 in € million
Total GHG emissions (location-based) per net revenue	0.0050784	0.0050680	+0.2	4,432.2
Total GHG emissions (market-related) per net revenue	0.0050508	0.0050518	–0.0	
Total GHG emissions (location-based) per net revenue adjusted for IFRIC 12	0.0053458	0.0057644	–7.3	4,210.5
Total GHG emissions (market-related) per net revenue adjusted for IFRIC 12	0.0053167	0.0057460	–7.5	

For the calculation of GHG intensity, revenue is used analogously to the disclosure on the energy intensity of climate-intensive activities.

Disclosures on ESRS E2 Pollution

Disclosure Requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material pollution-related impacts, risks, and opportunities

Fraport is committed to gaining a better understanding of its environmental impact, including air emissions, and to reducing this impact by taking efficient and responsible measures. The issue of air pollution has already been considered relevant for a number of years. As part of the DMA, this issue was again analyzed and evaluated by environmental experts in a workshop at the Frankfurt site. The assessment of environmental aspects and the resulting risks and opportunities is based, among other things, on the results of the Eco-Management and Audit Scheme (EMAS) network. In the EMAS network, environmental aspects are continuously discussed and analyzed with the officers for waste, water protection, hazardous goods, radiation protection, and hazardous substances, as well as with the relevant departments. Alongside Fraport AG, the EMAS network includes FCS Frankfurt Cargo Services GmbH (FCS), NICE Aircraft Services & Support GmbH (NICE), as well as the subsidiaries Fraport Ground Services GmbH (FGS GmbH) and FraCareServices GmbH (FraCareS).

As part of the workshop, experts from these specialist areas discussed and assessed potential and actual impacts, risks, and opportunities related to pollution in accordance with ESRS 1 AR 16 with regard to their materiality for airport operations at the Frankfurt site as well as for airport operations in general. The assessment was conducted for the foreign Group companies in collaboration with the Global Investments Management department at Fraport responsible for foreign sites, in particular those with flight operations (see disclosure requirement IRO-1 in the “Disclosures on ESRS 2” section). The assessment included not just the operations at the airport, but also the ground-level flight operations. The activities of third parties in the value chain were also considered in this analysis.

As part of the DMA, the external stakeholders were addressed, among other things, directly by means of a higher-level stakeholder survey on the importance of the topics. The central Fraport departments of Fraport AG regularly exchange information with the affected communities, in particular through formats and institutions such as the Aircraft Noise Commission, the Umwelt- und Nachbarschaftshaus (UNH; Environment and Neighborhood House), Hessenwasser (drinking water supply), and Darmstadt Regional Council. Representatives of these departments also participated in workshops as part of the DMA.

In this context, for the E2 topic standard only the topic of air pollution was assessed as material for the Fraport Group and its value chain. Relevant sources are the combustion processes of fuels. In addition to activities on the apron, this includes emissions from ground-level air traffic. Approximately half of the flight traffic volume of the Fraport Group is concentrated at Frankfurt Airport. The remaining volume is distributed across the other twenty airports. As a rule, these smaller airports have only a single runway, in contrast to the four runways at Frankfurt Airport. The Rhine-Main region is therefore disproportionately affected by the negative impacts of air traffic. Due to the very different scopes of concession at the airports in which Fraport holds interests, Frankfurt Airport is also the site at which Fraport has more extensive opportunities to influence the management of this IRO. The following presentation of policies, levers of measures, parameters, and targets therefore relates to Frankfurt Airport. Comparable management elements at the airports in which interests are held are supplemented in summary form.

In addition to the established air pollutants listed below, the ultrafine particles (UFPs) class of pollutants has gained in relevance at the Frankfurt site in recent years. UFPs are solid or liquid air-borne particles with a diameter smaller than 100 nm. Unlike limit-controlled air pollutants, airports have proven to be a major source of UFPs. Due to their small size, UFPs are classified as potentially harmful to health, however, no reliable database exists to determine a dose-response relationship. The Hessian State Office for Nature Conservation, Environment and Geology (HLNUG) measurements have shown in the last few years that Frankfurt Airport significantly contributes to the UFP burden in the vicinity of the airport. The extent to which a location is affected by the emissions from the airport depends on the distance from the airport and the frequency with which the location is situated in the airport’s exhaust air due to the prevailing wind direction. The topic of UFPs is addressed in more detail later in this report in the sections “Policy” and “Measures” in order to transparently present the resulting approaches to action and planned activities.

Disclosure Requirement E2-1 – Policies related to pollution

The “Growth and sustainability” pillar of the business strategy Fraport.2030 summarizes the challenge and ambition of balancing the targeted growth in passenger numbers at Fraport sites and the associated socio-economic value added in the respective regions (see the “Disclosures on ESRS S3 Affected communities” section) with the additional burdens resulting from increasing air traffic.

At the Frankfurt site, Fraport has implemented the safe and efficient management of air pollutants within an environmental management system under EMAS. EMAS is an environmental management and audit scheme developed by the European Union, which companies can implement on a voluntary basis. This audit is carried out by state-authorized environmental experts. Fraport AG has been validated by EMAS for over 25 years. For the Frankfurt site, it covers the network sites described above and also includes ground-level emissions caused by air traffic. The “Corporate Development and Sustainability” central unit is responsible for the management system, and reports annually on the development to the Executive Board.

The environmental policy stated in accordance with EMAS includes the principle of developing strategies and policies with the aim of continuously improving the environmental performance of aviation. As an airport operator, Fraport can only indirectly influence emissions from aircraft. Direct control is only possible for the undertaking’s own vehicles, in particular the apron fleet, and equipment.

As air pollutants arise as by-products of the combustion of hydrocarbon-based fuels, Fraport pursues three key levers to reduce their impacts: reducing air pollutant emissions from aircraft handling and infrastructure, reducing the use of auxiliary power units, and reducing emissions from arriving and departing aircraft. The reduction of air pollutant emissions from aircraft handling and infrastructure focuses primarily on Fraport’s own vehicle fleets and on building and utility infrastructure, while the other two levers primarily aim to promote lower-emission operation of aircraft. Reducing the impact will benefit both airport workers and local residents. Monitoring is carried out for Frankfurt Airport within the scope of EMAS as described above. Further information on the measures can be found under disclosure requirement E2–2 in this section. The management of the measures is carried out within the framework of the decarbonization master plan (see disclosure requirement E1–1 in the “Disclosures on ESRS E1 Climate Change” section and disclosure requirement E2–2).

Within the framework of EMAS, Fraport is working at Frankfurt Airport on the continuous improvement and ongoing optimization of the monitoring and modeling of emission developments. Fraport is continuously working to record the air pollutant emissions of all relevant emitters through airport operations at the Frankfurt site on an annual basis in order to achieve a systematic inventory of air pollutant emissions. Air quality has been monitored at several sites at Frankfurt Airport since 2002. The selection of the pollutants to be observed depends on their relevance. They are especially important if they are recognized in a noticeable amount at Frankfurt Airport and are regulated by a threshold value, even if these threshold values only apply to residential areas. Under the leadership of the HLNUG, nitrogen oxides, carbon monoxide, ozone, particulate matter (PM10, PM2.5), hydrocarbons, UFPs, and sulfur oxides are currently monitored at the Frankfurt site.

Stakeholders can find the air quality annual reports from previous years on the Fraport website (www.fraport.com) which provide comprehensive information on air quality at Frankfurt Airport. Interested parties can be informed about new reports via a newsletter. Current measurement data from the airport monitoring stations are also available at any time on the HLNUG website under “Messprogramm Flughafen Frankfurt.”

Fraport publishes an environmental report each year on its own environmental activities and performance. The comprehensive version, published every three years, additionally contains the environmental policy and the management approach to air pollutants. All publications are available online to employees and other stakeholders.

The airports in which Fraport holds interests have, in turn, generally implemented environmental management systems based on ISO 14001; however, these are only partially subject to external certification. With the exception of Lima Airport Partners, these management systems include air pollutants.

Disclosure Requirement E2-2 – Actions and resources related to pollution

Reduction of air pollution emissions from aircraft handling and infrastructure

In addition to flight operations, air pollutants at airports are also generated by apron and vehicle traffic as well as by the operation of infrastructure, such as emergency power generators. As a way of reducing pollutants, as described under disclosure requirement E1–3 in the "Disclosures on ESRS E1 Climate Change" section as part of the "change energy sources" decarbonization lever, Fraport is gradually converting its fleet at Frankfurt Airport to low-emission and electric motors. This measure will be completed when the objective of the decarbonization master plan is achieved in 2045 at the latest.

Reduction of the use of auxiliary power units

The EU requires and promotes technical solutions to reduce the use of aircraft auxiliary power units for air conditioning and onboard power supply. Accordingly, the expansion of stationary aircraft positions with fixed ground power supply is being further advanced, and mobile ground power units operated with heating oil are being replaced by battery-electric ground power when procured as replacements. Subsidies are being used for the latter measure. In addition, initial systems for supplying aircraft with pre-conditioned air (PCA) are being tested in pilot operation.

Reduction of emissions from arriving and departing aircraft

In order to motivate airlines to use lower-emission aircraft, Fraport collects airport charges on nitrogen oxides and hydrocarbons at the Frankfurt site on an ongoing basis. Airlines pay the emissions-based fee for each kilogram of nitrogen oxide equivalent emitted by an aircraft during takeoff and landing ("landing and takeoff cycle", LTO). Charges are levied per landing and per takeoff. The necessary information on aircraft and engine types is determined by way of a recognized fleet database.

Fraport is gaining initial experience in reducing Scope 3 emissions, for example through measures such as Reduced Engine Taxi-Out (RETO) and Reduced Engine Taxi-In (RETI). Further information and approaches for reducing Scope 3 emissions are described in disclosure requirement E1–4 in the "Disclosures on ESRS E1 Climate Change" section.

In addition to modern turbine technology, fuel also plays an important role in combustion quality. Research has shown that sustainable aviation fuel burns more cleanly than fossil fuels. The planned increase in the use of these fuels should therefore also help to reduce the impact. Fraport is not involved in the direct value chain of aviation fuels. The refueling infrastructure is operated by third parties. Nevertheless, Fraport is continuously working through its industry associations to promote the market ramp-up of alternative aviation fuels.

As already explained in the references to the "Disclosures on ESRS E1 Climate Change" section – the individual measures outlined above also have a positive effect on reducing GHG emissions as well as on improving air quality at the workplace pursuant to the IRO "Impacts on occupational safety and health." Where the measures contribute to switching off turbines or reducing turbine power, additional positive effects arise with regard to (ground) noise.

If the levers of measures described for reducing air pollutants coincide with the decarbonization measures (see the "Disclosures on ESRS E1 Climate Change" section) and the activity in question falls within the scope of Fraport's own operations due to concessions, these levers of measures also apply to airports in which Fraport holds interests. At the airports of Fraport Twin Star, noise-related landing and takeoff charges are applied, which promote the use of more modern and thus often lower-emission aircraft.

Support for research activities to improve the understanding of air pollutants and their impacts

In order to gain further insights into UFPs and their health impacts, the Forum Flughafen und Region (FFR) decided to commission an exposure study and an impact study, and a "UFP" working group was established at the UNH, in which Fraport also participates. Since April 2023, the UFP exposure study commissioned by the UNH (which acts as the administrative office of the FFR), entitled "SOURCE FFR (Study On Ultrafine Particles at the Frankfurt Airport Region) – measurement & modeling", has been ongoing. Fraport AG is supporting the study project by conducting the measurements on the airport site and providing a variety of operating and activity data for emissions modeling of sources related to the airport. The pollution study is expected to be completed in fall 2026. Their results are intended to form the basis for investigating potential health effects of UFPs.

In the reporting year, the impact study began, which is to be conducted by TU Dresden over a period of three years. It constitutes the second main component of SOURCE FFR and was previously prepared by a so-called design study. The objective of the impact study is to gain comprehensive insights into short- and long-term health risks as well as the occurrence of specific diseases caused by ultrafine particles in the Rhine-Main region. To this end, a secondary data-based cohort study (SEK) and a panel study for adults (PAN) were initially put out to tender. In the SEK, extensive health insurance data are analyzed in order to identify long-term health effects and analyze reliable health trends by comparing individuals with and without increased exposure to ultrafine particles. The PAN, in turn, observes a fixed group of adults in the vicinity of Frankfurt Airport over an extended period, using repeated surveys and medical examinations to identify possible correlations between exposure to ultrafine particles and changes in health, as well as the underlying physiological mechanisms. The PAN is due to start in 2026. The results are intended to provide an indication of the dose-response relationship. A better understanding of this relationship forms the basis for initiating targeted measures aimed at establishing an acceptable balance between the negative and positive impacts of air traffic.

Information regarding the way in which questions concerning the survey and the effect of UFPs in the region around the airport will be handled and how this issue will be addressed by the FFR is published on the UNH web pages and can be viewed at https://www.ultrafeinstaub-studie.de/en/

Measures for the further development of emissions monitoring and modeling

Frankfurt Airport continuously works to improve the emissions inventory and the modeling of the site, including flight operations, in order to reflect the measures described to reduce impacts (see also disclosure requirement E2–1). Fraport publishes the quantities of pollutants emitted by aircraft at Frankfurt Airport annually in the environmental statement of the EMAS network at the site. Monitoring of ambient air quality is carried out by the HLNUG. The monitoring stations for this purpose were transferred by Fraport to the UNH in 2017. Fraport provides UNH with access to these monitoring stations as well as electricity supply and connection to the data network free of charge.

Air quality is continuously monitored at the Greek Group sites Thessaloniki, Corfu, and Rhodes using measurement technology. At the remaining airports in which interests are held, only periodic measurements or no measurements of individual air pollutants are carried out, depending on regulatory requirements. In the event of deviations, it is the responsibility of local management to remedy the situation in cooperation with the stakeholders concerned.

Disclosure Requirement E2-3 – Targets related to pollution

At all Group airports, Fraport qualitatively records whether there have been any deviations from local operating requirements or complaints by supervisory authorities regarding air pollutant levels. No deviations from the applicable national or local requirements concerning air pollutants were reported by the international Group airports in the reporting year.

None of the site-specific emission or immission indicators relating to air quality that are collected and reported locally are currently used to manage the IRO air pollution at the Group level.

To date, Fraport has not set any outcome-oriented reduction targets for air pollutants based on metrics. As explained, the causes of greenhouse gas and air pollutant emissions are closely linked. The reduction of direct air pollutant emissions in operational processes is currently adequately addressed indirectly by the decarbonization levers and targets described in the “Disclosures on ESRS E1 Climate Change” section.

Air pollutant emissions from flight operations are addressed on an ongoing basis at the largest Fraport site through the collection of emissions-specific airport charges, and are monitored as part of the EMAS certification and assessed annually by third parties. The core principle of EMAS is based on the continuous improvement of environmental performance, including the reduction of specific air pollutant emissions, which is also reported annually in the EMAS site network’s environmental statement. Aircraft emissions have been calculated continuously since 2000, and progress has been documented. However, no specific targets within the meaning of the ESRS are defined in this context.

Social Information

Disclosures on ESRS S1 Own workforce

Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model

Fraport regards its Group-wide workforce as a decisive success factor for the further development of its business model. The qualifications, leadership capabilities, and commitment of employees form the basis for the company's success. As an international airport operator, Fraport offers a wide variety of employment opportunities. These range from aviation security assistants and baggage handling to electrical engineering, mechatronics, or architecture, as well as administrative roles in areas such as accounting, controlling, or human resources.

In the area of flight operations and ground services, Fraport coordinates air traffic and manages the handling of aircraft, including their loading, unloading, and refueling. This also includes additional ground services such as aircraft towing, as well as passenger handling, security checks, and baggage handling. In addition, Fraport provides air freight handling, storage, and transportation services, as well as customs clearance in the area of freight and logistics. Fraport is also involved in the construction and development of new airport facilities. This includes the renting and management of commercial space and real estate at the airport, as well as the management of retail outlets, duty-free stores, and catering facilities.

Fraport's business activities result in both positive and negative impacts on its own workforce. In the reporting year, these impacts and the associated measures taken and planned did not lead to any adjustment of Fraport's strategy or business model. Nevertheless, Fraport continues to address these issues on an ongoing basis. The central importance of employees is highlighted in the Group strategy Fraport.2030 through the definition of the strategic priority "top employer." Through this, Fraport pursues the objective of positioning the Group as one of the best employers in the industry. Measures are developed on the basis of this objective. These measures are intended to mitigate the material negative impacts in the long term and to promote the material positive impacts.

Fraport's own employees within the Fraport Group include permanent employees working both part-time and full-time, apprentices, temporary staff, and employees on leave. All of the groups of people described above have an employment relationship with Fraport in accordance with national legislation and practice. The material impacts identified within the DMA may affect all groups of people to varying degrees. Fraport has an influence on these impacts through its own activities as an airport operator.

As part of the DMA process, the effects of the material impacts on the undertaking's own workforce and external workers were also examined. External workers include, in particular, self-employed persons and temporary agency workers who work for Fraport. The analysis showed that both the positive and negative impacts can also apply to non-employees.

The material impacts of Fraport on the undertaking's own workforce are described briefly below. These impacts arise from the airport operator's business model and are not due to individual incidents. The transition plans to reduce negative impacts on the environment and to implement more environmentally friendly and climate-neutral activities do not have any material impact on the undertaking's own workforce. There are no activities in the Fraport Group where there is a significant risk of incidents of child or forced labor.

Positive impact of being an inclusive employer

Fraport's commitment to acting as an inclusive employer has a positive impact on its workforce. Fraport actively promotes diversity and inclusion, thereby creating a working environment that supports diversity and equal opportunities for all employees. This strengthens employees' sense of belonging and motivation and creates a framework for innovation and collaboration within the company. In addition, the inclusive corporate culture helps to reduce discrimination and prejudice, enables individual potential to be developed more effectively, and enhances Fraport's appeal as an employer.

Positive impact of strong employee participation

A strong level of employee involvement has a positive impact on employees. Actively involving employees in decision-making processes strengthens their sense of belonging and promotes engagement. At Fraport, employee participation is a central element of the corporate culture. In Germany in particular, where the statutory requirements on co-determination are consistently implemented, employees are represented by committees of executive employees, works councils, youth and trainee representatives, and trade unions, and are actively involved in operational decision-making processes. Regular dialog formats and feedback mechanisms promote exchange between employees and company management. In this way, the interests and concerns of the workforce are taken into account and solutions are developed jointly, contributing to a high level of identification with Fraport and a positive working environment.

At the international sites of the Fraport Group, employee participation depends on the respective national legal frameworks. However, Fraport also places great importance internationally on open dialog with employees and promotes their involvement in operational processes within the scope of the respective local possibilities.

Negative impacts on occupational health and safety

Working conditions on the apron, in the terminals, and in the administrative areas can be both physically and mentally demanding for employees and may impair their health. Within the framework of the Group policy “Occupational safety“, uniform minimum requirements for workplace safety and health protection are defined as part of the “Risk assessment in the Fraport Group.” This policy applies to all companies of the Fraport Group and stipulates that risk assessments must be carried out systematically and in a team-oriented manner. Responsibility lies with company management and the respective managers. As part of the risk assessment, all relevant workplace hazards are identified and evaluated, and appropriate protective measures are derived in accordance with the STOP principle (substitution, technical, organizational, personal). In particular, physically demanding activities in ground handling, as well as exposure to temperature, noise, air pollutants, and dirt can impair employees’ ability to work. Manual labor also increases the likelihood of accidents at work. In addition, employees at airports are exposed to further hazards such as terrorism, accidents, and pandemics, which can be perceived as a significant stress factor. Shift work, especially in ground handling and in the aviation area, also represents an additional burden. No particular risk was identified for certain groups of people (for example, young people, women, people with a migrant background). The results of the risk assessments are reviewed on a regular basis. In addition, surveys are conducted as part of the Group-wide “Fraport Barometer” survey in order to gain a deeper understanding of how and to what extent employees are affected, or may be affected, by negative impacts on occupational safety and health.

Negative impacts due to lack of development paths

If employees are not offered clear prospects for professional growth, qualification, and promotion within the company, this can lead to frustration, declining motivation, and reduced commitment to the organization. The absence of transparent career paths and targeted training opportunities makes it more difficult for employees to develop their skills and fully realize their potential. In the long term, this can not only impair individual job satisfaction but also weaken the company’s capacity for innovation and its competitive position, as skilled employees may leave the company or scale back their engagement. Promoting clear development pathways is therefore a key aspect of avoiding negative impacts on employees and ensuring sustainable human resources development.

Staff shortages in operational and administrative areas further intensify these negative impacts, as they lead to increased workloads for employees and can result in more frequent absences due to stress and overexertion. In the administrative areas, the one-sided mental strain caused by specialized job profiles can be stressful.

Disclosure Requirement S1-1 – Policies related to own workforce

In order to counteract the material negative impacts on its own workforce, maximize the potential positive impacts, and manage the associated risks and opportunities, Fraport has developed policies and defined measures.

All groups of people in the Group were taken into account in the development of the strategies and measures. Group companies outside Frankfurt have the option of implementing additional programs developed locally. Responsibility for this lies with the respective HR management.

Inclusive employer

Fraport recognizes the importance of diversity and inclusion as key success factors for the company's future viability. This is reflected, among other things, in the strategic priority "top employer", in which equal opportunities, diversity, and a culture of mutual respect are defined as central fields of action. The objective is to create a working environment in which all employees can contribute their individual strengths, regardless of gender, origin, age, religion, or other personal characteristics. Diversity management is aligned with the strategic corporate objectives and addresses these topics in a systematic manner.

The Group works agreement "Partnership-based conduct, diversity, and equal treatment in the workplace" defines fundamental principles such as freedom from discrimination, protection against harassment, and equal opportunities. In addition to clearly defining key values, this agreement also contains specific internal company regulations and structures that promote respectful collaboration within the company. Additionally, the Code of Conduct for Employees provides binding guidelines and principles of conduct that shape the daily interaction and working methods of all employees within the Group. The aim is to create and permanently ensure an ethically correct, respectful, and responsible working environment. The Group agreement applies directly to the Group companies at the Frankfurt site and, via the Code of Conduct, also has an effect on the international companies.

As far back as 2007, Fraport committed itself to the "Charta der Vielfalt" (Diversity Charter) – an initiative to promote diversity in companies and institutions. As a responsible employer, Fraport is committed to recognizing and promoting individual differences and ensuring that this is reflected in interpersonal interaction. From an organizational perspective, "Diversity" is integrated within the "People and Culture" department of Fraport AG. The team also provides support to Group companies outside Germany in the local implementation of diversity-related projects. The respective Group companies are responsible for the development, implementation, and monitoring of the measures.

With regard to inclusion, Fraport does not pursue any political commitments that go beyond local legal requirements. To promote equal opportunities and diversity, Fraport has implemented, among other things, the following measures: A target quota for women in management positions has been set for the Group in Germany, compliance with which is reviewed on a regular basis. In addition, in Germany Fraport is obliged under Section 154 of the German Social Code IX (SGB IX) to comply with the statutory quota for severely disabled persons. Through targeted training programs, employees are continuously sensitized to the topics of discrimination, diversity, and respectful conduct.

Via the whistleblowing system, which is available online worldwide, employees can report incidents of discrimination as well as potential negative impacts on human rights. Fraport ensures that all complaints are taken seriously and treated confidentially. Employees who report discrimination are protected from reprisals to ensure a safe environment.

Strong employee participation

Fraport places particular emphasis on employee participation and engagement. Especially at the Frankfurt site, the company works closely with employee representatives and trade unions to actively incorporate the interests and concerns of the workforce into operational decision-making processes. The statutory provisions on employee participation are consistently complied with; therefore, no separate strategy is required for this sustainability topic. At the international sites as well, Fraport is committed, within the framework of the respective national legislation, to involving employees through employee representative bodies in relevant decision-making processes and to promoting their participation.

Responsibility for the implementation and monitoring of compliance with the statutory regulations on employee participation lies at the highest organizational level with the heads of the respective human resources functions. This is intended to ensure that employee participation and involvement are appropriately taken into account throughout the Group. For this purpose, a dedicated employee group has been established within the department “Policies and Labor Agreements, Labor Law, Works Council Liaison“, which reviews and assesses all matters potentially subject to co-determination and ensures the necessary involvement of the competent employee representative body within the Group.

Impacts on occupational health and safety

Fraport pursues a holistic occupational safety and health strategy with the objective of creating a safe and healthy working environment for all employees. This includes regular training and further education measures that strengthen employees’ awareness of safety and health issues and continuously expand their knowledge. The use of modern technologies and equipment additionally helps to reduce potential sources of hazards and prevent occupational accidents. A key component of the strategy is the ongoing review and optimization of working conditions through regular inspections and audits. Fraport also places great importance on open communication and constructive dialog between the workforce and company management in order to identify and address safety risks at an early stage. Responsibility for implementing this strategy lies with the individual Group companies.

The key principles for Fraport AG and the Group companies can be found in the Group “Occupational Health and Safety” policy. Drawing on the requirements of ISO 45001, the Group policy ensures accountability. The principles defined therein are to be implemented independently by the managing directors of the Group companies and supplemented by company-specific provisions in the respective internal policies. These requirements apply directly to Fraport AG and the German Group companies. In the international Group companies, implementation is regarded as a recommended course of action, taking into account the respective applicable national legislation. Implementation of the strategy takes place both through a top-down process, in which requirements and objectives are communicated from company management to subordinate levels, and through bottom-up initiatives, whereby impulses, ideas, and suggestions for improvement from individual organizational units are incorporated into the further development of the strategy. This combination ensures that central guidelines are implemented effectively while also taking into account practical experience and input from day-to-day operations. Overall responsibility for implementation lies with top management and the managers of the respective Group companies. The chief occupational safety specialist and the chief company physician are responsible for the development, implementation, and monitoring of health and safety policies. They coordinate risk mitigation measures and emergency planning, train employees, provide advice and support, and prepare reports to ensure a safe and healthy working environment within the company.

Lack of development paths

Fraport attaches great importance to the development of its workforce’s competencies and pursues the objective of continuously expanding employees’ skills and qualifications. To achieve this, the company relies on a broad range of training and development programs that promote technical, personal, and cross-functional competencies. Fraport makes targeted investments in tailored training offerings that are aligned with the specific requirements of the various business units and positions. In addition, innovative learning formats and digital learning platforms are used to support knowledge transfer and enable flexible, needs-based development. Responsibility for implementing this strategy, adapting it to the respective needs of the individual Group companies, and introducing and monitoring appropriate monitoring processes lies with the heads of the human resources functions. This ensures that competence development is effectively and sustainably embedded throughout the Group.

Principles for respecting human rights and the exercise of duties of care under human rights law

Respect for human rights, including employees’ rights, forms the basis of Fraport’s entrepreneurial activities. In its policy statement on human rights, Fraport makes a commitment to the principles of the following internationally recognized human rights frameworks and the standards contained therein:

- ILO Declaration on Fundamental Principles and Rights at Work (International Labour Organization)
- OECD Guidelines for Multinational Enterprises
- Ten Principles of the UN Global Compact

Fraport attaches great importance to fulfilling its due diligence obligations. For this reason, the principles and standards of the aforementioned frameworks serve as the basis for a binding framework for action. This framework applies equally to all employees, business partners, and suppliers of Fraport. For its own workforce, the Fraport Code of Conduct applies. It constitutes a central guideline for all employees and managers, sets out the company's social responsibility in the areas of economy, ecology, and social matters, and defines the ethical principles and standards of conduct for responsible and integrity-driven behavior throughout the company. The requirements and principles for cooperation with suppliers are set out in the Fraport Supplier Code of Conduct. Fraport suppliers are obliged to work toward ensuring that all other undertakings (such as subcontractors) involved in the provision of services consistently comply with these standards. In the event of a breach of the standards, suppliers are required to demonstrably remedy the breach. Otherwise, the business relationship may be terminated with immediate effect.

Fraport relies on clear standards of conduct and established reporting channels in order to identify indications of potential violations at an early stage and to address them appropriately. For this reason, Fraport does not currently have a separately defined monitoring process to ensure compliance with human rights due diligence obligations.

The strategies that Fraport has in place in relation to its own workforce are consistent with the relevant, internationally recognized tools, including the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights.

Fraport categorically rejects human trafficking, forced labor, and child labor. These issues are explicitly addressed in the Supplier Code of Conduct and in the Code of Conduct for Fraport employees.

Disclosure Requirement S1-2 – Processes for engaging with own workforce and workers' representatives about impacts

Employees of Fraport AG are represented by the workers' representatives and are therefore involved in decision-making processes. The workers' representatives are organized into various committees, which are informed about current issues by the departments or by the Executive Board as required. This enables company decisions to be scrutinized and allows the right of co-determination to be exercised. Since 2025, the workforce has been informed digitally via the Intranet news feed about the activities of the Works Council. Ten news items on current topics were published in 2025. The "Policies and Labor Agreements, Labor Law, Works Council Liaison" department at Fraport AG is responsible for cooperation with the works council; this department reports directly to the Labor Director.

Employees are directly involved in individual projects. During the development of the HRneo strategic program and the subsequent projects, the employees of Fraport AG and the Group companies at the Frankfurt site were approached directly and encouraged to participate in the sub-projects. A centralized process for consolidating information on engagement outside project groups has not been implemented at Fraport. Fraport has not concluded a Global Framework Agreement with workers' representatives related to the respect of human rights of its own workforce.

Employee satisfaction is measured through the Group-wide employee survey, the Group Barometer, on an annual basis. This allows employees throughout the Group to provide anonymous and voluntary feedback on their opinions and sentiments. On a scale from 1 (lowest) to 7 (highest), employees rate statements across four themes: "My employer", "My workplace", "My team", and "My manager." The average value of all questions within a thematic area serves as the key figure for the area. The average of the four thematic key figures constitutes the overall survey key figures. Based on the survey results, actions are derived by company management and the relevant departments. Currently, there are no specific procedure in place to assess the effectiveness of cooperation with the company's own workforce.

Disclosure Requirement S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns

Fraport offers its employees various options for reporting complaints or concerns. These grievance channels are listed on the Intranet. As a rule, the first point of contact in the event of questions, uncertainties, or concerns is the responsible HR business partner. The HR business partner provides support, offers confidential advice, and helps to identify appropriate solutions or initiate further steps. In addition, incidents can be reported via the whistleblowing system operated by Fraport itself. Through this platform,

employees can submit anonymous reports of potential irregularities in all Group companies worldwide at any time. Every report received is carefully reviewed, and appropriate measures are taken where necessary. In doing so, the requirements of the Whistleblower Protection Act are complied with. Fraport has taken measures to ensure the confidentiality and anonymity of whistleblowers and thus to meet the statutory requirements for the protection of whistleblowers.

In addition, an ombudsperson is available to employees of Fraport AG – an external, independent attorney-at-law. Employees at the Frankfurt site can also contact an internal trusted person.

At present, Fraport has not implemented any mechanisms to systematically assess the effectiveness of the remedial measures taken. A specific procedure for handling complaints relating to employee matters does not currently exist. This is also because complaints are generally brought to the company via the Works Council or are raised directly with employees responsible within the company for matters relating to co-determination.

Disclosure Requirement S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Fraport is developing targeted measures to counteract material negative impacts on its own workforce while at the same time strengthening positive effects. These initiatives are implemented consistently. In doing so, both statutory requirements and internal standards are taken into account in order to sustainably promote employee well-being. No separate budgets were allocated for the defined measures in the reporting year. The costs incurred were planned for and borne by the respective responsible departments or Group companies as part of the business planning process. There is no direct measurement of the success of these measures, as a direct, verifiable link between individual measures and the results achieved generally cannot be established. Nevertheless, their effectiveness is taken into account through regular assessments and reporting on the overall development of occupational safety and health protection measures.

With regard to human rights impacts involving external business partners, Fraport sets out fundamental expectations through its Supplier Code of Conduct. No specific measures beyond this, such as targeted contractual requirements, training programs, or cooperation initiatives, have been implemented.

Strong employee participation

At the Frankfurt site, Fraport actively supports employee co-determination through various participation formats, such as departmental meetings, feedback rounds, and workshops. These formats enable employees to contribute their opinions, suggestions, and ideas and thus to actively participate in the further development of the company. This fosters open dialog between employees and company management. Fraport supports workplace co-determination through various measures. For example, employees are provided with informative guidelines explaining the proper involvement of co-determination bodies. In addition, a dedicated workflow system allows concerns to be submitted directly to the relevant co-determination body. Workplace co-determination is also actively promoted through the provision of communication tools, such as an Intranet presence with a news feed from the Works Council or Group Works Council.

No additional measures beyond these offerings have been developed to promote employee participation. However, Fraport continuously reviews the extent to which existing participation formats can be further developed or new instruments introduced to strengthen employee participation.

Inclusive employer

Inclusion and diversity are of high importance at Fraport and are firmly embedded in the corporate culture. To raise employee awareness of the importance of diversity, equal opportunities, and the prevention of discrimination, regular training and awareness-raising programs are offered. The aim is to create a working environment in which all employees feel welcome and supported, regardless of origin, gender, age, religion, or other personal characteristics. Marketing and communication measures relating to diversity and inclusion are also carried out throughout the year.

In 2025, Fraport continued its activities to strengthen and utilize diversity in the Group. The focus this year was once again on the issue of discrimination. Seminars were offered to Fraport AG employees to raise awareness about racism, discrimination, and unconscious bias in everyday life. At Frankfurt Airport, the “Respektlotsen” (respect ambassadors) project was expanded to include 24 ambassadors in the operational areas of ground handling services. These employees help identify appropriate points of contact and provide guidance in the event of personal issues or problems in the working environment. The selected respect ambassadors receive specific training and perform this role on a voluntary basis.

Impacts on occupational health and safety

Within the Fraport Group, preventive measures are the primary focus in the area of occupational safety and health. These measures aim to promote long-term well-being, maintain employees’ ability to work, and strengthen motivation. They make a significant contribution to safeguarding productivity and creating a safe and health-promoting working environment. In addition, occupational safety and health protection are further strengthened through complementary measures such as continuous risk assessments, targeted training, and the promotion of an open safety culture.

As a significant proportion of occupational accidents are attributable to behavior-related causes, Fraport implements targeted measures to strengthen the safety culture. In 2024, various measures were piloted in the Ground Handling division as part of the S.A.F.E. safety initiative (Sicherheit, Aufmerksamkeit, Führung und Engagement – Safety, Awareness, Leadership, and Engagement). Depending on their effectiveness, some of these measures were continued on a Group-wide basis from 2025 onwards. A key focus is placed on the role of leadership and communication in occupational safety and health. As part of the Occupational Health and Safety Spotlight, a central focus topic, such as accident hazards or safety-relevant behaviors, was prepared every two months and communicated to all employees via management in a top-down approach. In addition, further information and activities related to the respective spotlight topic are provided in order to sustainably raise awareness of occupational safety and promote responsible behavior in everyday working life.

All employees of the Fraport Group are supported by an in-house occupational health department in accordance with statutory requirements. Medical advice and examinations make a material contribution to the implementation and further development of occupational safety and health measures at the airports. Through regular preventive checkups, vaccination programs, and consultations, the occupational health department supports the prevention of work-related illnesses and contributes to maintaining employees’ ability to work. An emergency medical clinic and an in-house emergency response service are also operated at the Frankfurt site. In the event of accidents or acute health complaints, rapid and qualified initial medical care is provided directly at the workplace. The emergency clinic is also integrated into the airport’s emergency and crisis management organization and plays a central role in medical care in the event of major incidents or pandemics. Close cooperation between the specialist units for acute medical care, occupational health services, and the occupational safety department ensures comprehensive support. This collaboration helps to identify hazards at an early stage, implement preventive measures in a targeted manner, and sustainably strengthen the safety and well-being of all employees at the airport.

Fraport monitors the implementation of the measures. The departments of Occupational Health, Prevention and Health Management, as well as Occupational Safety units report on the progress of the measures to the management of Fraport AG once a quarter. The Group companies themselves are responsible for implementation, monitoring, and reporting.

The Group companies outside Frankfurt are independently responsible for the development and implementation of measures. They offer training on relevant occupational health and safety topics as well as health-related services.

The measures are generally not tied to a fixed time frame but are implemented on an ongoing basis. In this way, they contribute sustainably to improving occupational safety and help to reduce negative impacts on the workforce over the long term.

Lack of development paths

A lack of development prospects reduces employee motivation. For this reason, Fraport is developing a personnel and organizational management system that will accompany its employees from hiring through to retirement. The aim is to promote

motivation and development prospects, among other things through talent acquisition, continuous training, and the development of a modern learning culture. To this end, the strategic HRneo program was launched; it was completed in December 2024. Measures were derived from this program and follow-up projects were initiated.

Various technical and organizational priorities were defined. These include, in particular, the modernization of HR IT systems in order to consolidate functions and accelerate processes. The technical solutions are being implemented gradually, initially at Fraport AG and, in the longer term, Group-wide. From an organizational perspective, the focus was placed on defining organization-independent job families. This makes Group-wide career paths transparent. Development opportunities for employees are specifically supported through the newly designed remuneration-independent performance management system. Annual development discussions are conducted in this context. The results feed into a subsequent talent management process aimed at identifying and placing cross-functional potential. A 360° feedback process has been established for managers across the Fraport Group.

Already established and well-aligned measures such as the cross-mentoring program, coaching initiatives as part of the development of female managers, and support for the women's network continue to be pursued on an ongoing basis. The same applies to the cross-generational reverse mentoring program.

Fraport offers various training and development programs for its employees. This includes compulsory training courses, which must be completed regularly by various professional groups in order to keep their knowledge and skills at the level required. Further training opportunities are also offered, such as software training, cross-functional soft-skill training, and support for professional development measures, including part-time degree programs or additional professional specializations.

The scope of application of all offers is initially limited to the Frankfurt site. A Group-wide roll out takes place based on individual needs and is reviewed on a case-by-case basis. There is no time frame for the implementation of the measures throughout the Group. They are intended to support the promotion of diversity in the Group in the long term.

Disclosure Requirement S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Targets for managing impacts are defined by the responsible specialist departments, taking into account statutory requirements and Fraport's strategic priorities. The targets are then presented to the employee representatives and communicated transparently to the workforce. The development of the relevant indicators is monitored on an ongoing basis and reported regularly to the Executive Board and the employee representatives. The insights gained are used to assess existing measures and to further develop them in a targeted manner.

Strong employee participation

In the context of promoting positive impacts related to strong employee participation, no targets are defined that go beyond statutory requirements. This is because the existing legal framework in Germany already sets high standards for co-determination in the workplace. Abroad, the applicable statutory requirements and regulations are fully complied with and implemented. No Group-wide targets have been defined.

Inclusive employer

Fraport AG has been committed for several years to increasing the proportion of women in management positions. This is based, on the one hand, on the company's self-image of actively promoting diversity and equal opportunities. On the other hand, Fraport thereby also complies with the statutory requirements of the Second Act on Equal Participation of Women and Men in Leadership Positions (FüPoG II). The target is to increase the proportion of women in management positions in the Group in Germany, at the first management level below the Executive Board to 30.8% and at the lower management level to 30.2% by the end of 2026. For Fraport AG, the proportion of women in management positions is to be increased accordingly to 31.8% at the first management level and 30.9% at the lower management level.

In addition, Fraport fully complies with statutory requirements, thereby ensuring that employees' rights are safeguarded and an inclusive working environment is created. The company thus ensures that at least five percent of jobs at the Frankfurt site are filled by persons with severe disabilities or persons treated as equivalent. Compliance with this quota is monitored and reported annually to the Federal Employment Agency.

Group-wide targets that takes foreign companies into account have not been defined. Fraport respects local circumstances and therefore does not impose any quotas based on German law on the foreign Group companies.

Impacts on occupational health and safety

Preventing accidents at work remains an issue of great importance in the Fraport Group. To measure this, the Lost Time Injury Frequency (LTIF) indicator is used, which relates the number of reportable occupational accidents resulting in at least one lost working day to the number of hours worked (in millions). The target for the LTIF was defined for the year 2030 as part of the Group strategy Fraport.2030 and, in agreement with the workers' representatives, set at 20.0. In the 2025 reporting year, the Group LTIF amounted to 24.5. The 2024 Annual Report reported an LTIF of 22.1. Due to late registrations, the figure rose to 22.6.

Lack of development paths

At present, no specific targets have been defined for managing the impacts arising from the lack of clear development pathways. Initially, the effectiveness of the measures already established is being monitored and employee feedback is being evaluated. Based on the insights gained, a decision will be taken at a later stage as to whether the introduction of an appropriate indicator and the definition of a quantitative mitigation target are required.

Disclosure Requirement S1-6 – Characteristics of the undertaking's employees

The total number of employees in the Fraport Group comprises permanent employees, temporary employees, employees on leave, and apprentices. This figure is determined as a reporting-date value at the end of each month. Based on the monthly headcount figures, an average number of employees is calculated at year-end. In the reporting year, the total number of employees amounted to 20,531. For financial reporting purposes, the groups of permanent employees and temporary employees are reported separately. The average number of employees in the reporting year was 19,587 (further information can be found in the "Employees" section).

	Female	Male	Other	Not specified	Total
Total number of employees	4,753	15,778	0	0	20,531
Number of permanent employees	4,272	14,662	0	0	18,934
Number of temporary employees	481	1,116	0	0	1,597
Number of non-guaranteed hours employees	0	0	0	0	0
Number of full-time employees	3,525	14,662	0	0	18,187
Number of part-time employees	1,228	1,116	0	0	2,344

Country (with more than 50 employees who make up at least 10% of the total number)	Number of employees
Germany	16,947

The employee turnover was calculated as the total number of employees who left voluntarily or due to dismissal, retirement, or death in relation to the total number of employees.

	Quantity	In %
Employee turnover	3,346	16.3

Disclosure Requirement S1-8 – Collective bargaining coverage and social dialogue

Various collective bargaining agreements apply within the Fraport Group, regulating working conditions, remuneration, and other rights and obligations of employees. At the international locations, working conditions and collective bargaining agreements are aligned with the applicable local statutory requirements and customary practices of the respective country. The collective bargaining agreements are concluded between the company and the responsible employee representatives. They contain provisions governing working time, remuneration, leave, special payments, occupational pension schemes, and many other aspects of the employment relationship. The collective bargaining agreements are renegotiated on a regular basis and adjusted to reflect current economic and societal developments. The objective is to safeguard the interests of employees while simultaneously ensuring the company's competitiveness.

In the reporting year, the percentage of all employees in the Fraport Group covered by collective bargaining agreements amounted to 89.2%. Within the Fraport Group, Germany was the only country with employees accounting for more than 10% of the total workforce. Within the European Economic Area (EEA), Fraport employees are covered by various collective bargaining agreements.

The total percentage of employees covered by workers' representatives in the reporting year amounted to 83.9%. Germany is the only country in the Fraport Group in which the employees represented by workers' representatives make up more than 10% of the total workforce. There is no agreement with employees regarding representation by a European Works Council, a works council of a Societas Europaea (SE), or a works council of a Societas Cooperativa Europaea (SCE).

Coverage rate	Collective labour agreement coverage		Social dialog
(in countries with more than 50 employees who make up at least 10% of the total number)	Employees EEA countries	Employees non EEA countries	Workplace representation (EEA only)
0-19%			
20-38%			
40-59%			
60-79%			
80-100%	Germany		Germany

Disclosure Requirement S1-9 – Diversity metrics

For the disclosure of gender distribution at top management level, management levels 1 and 2 below the Executive Board, as well as management level 2 below the managing directors of the Group companies, were considered.

Gender distribution in management positions	Quantity	In %
Women in management positions 1. Group level	10	23.8
Men in management positions 1. Group level	32	76.2
Women in management positions 2. Group level	60	34.9
Men in management positions 2. Group level	112	65.1

The following section contains the disclosures pursuant to the Second Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sector (FüPoG II). For reporting purposes, executives who report directly to the Executive Board are categorized as level 1. Executives who report to this first level of management are categorized as level 2. Regarding the Group companies in Germany, the levels of management are categorized based on comparable positions at Fraport AG. As of December 31, 2025, the proportion of women in management positions at the first management level below the Group's Executive Board increased to 29.7% in Germany (previous year: 28.6%). On the management level below this, the share of women in management positions was 32.0% (previous year: 33.3%). At Fraport AG, the ratio of women in management positions amounted to 33.3% on the first level of management and 27.5% on the second management level in the reporting period (previous year: 26.3% and 31.9%, respectively).

The following table provides an overview of the age structure in the Fraport Group.

Age structure	Quantity	In %
Under 30 years	2,855	13.9
30-50 years	10,135	49.4
Over 50 years	7,541	36.7

Disclosure Requirement S1-12 – Persons with disabilities

Persons with disabilities are people who, as a result of physical, mental, psychological, or sensory impairments, are permanently and to a significant extent restricted in their participation in social life, irrespective of whether the impairment is congenital or acquired during the course of life.

To calculate the percentage of persons with disabilities, Fraport records the number of employees with disabilities according to the respective legal definitions of the individual countries and compares this figure against the total number of employees. The statutory definitions are not identical worldwide. Differences exist primarily in practical implementation and in the respective focal points of national legislation, rather than in the fundamental definition. Nevertheless, this limits the comparability of data within the Group. Since this metric is also considered at the level of the respective companies, this inaccuracy is accepted in Group-wide reporting.

	In %
People with disabilities in the own workforce	6.1

Disclosure Requirement S1-13 – Training and skills development metrics

Within the Fraport Group, performance and career assessments are conducted on a regular basis, with the specific design varying depending on the group of employees concerned. For most employees, an annual performance appraisal is carried out in which individual work performance is assessed against defined objectives and competencies. In addition, potential and career assessments are conducted for employees with development prospects, in which not only current performance but also capabilities and competencies for future tasks or management positions are evaluated. For executives, specific appraisal formats are applied that take into account, in addition to target achievement, leadership and social competencies.

In the reporting year, the percentage of employees who participated in regular performance and career assessments, relative to the total workforce, amounted to 52.5%.

Parameters for training	Number	In %
Performance review (m)	2,479	12.1
Performance review (f)	8,229	40.1

Within the Fraport Group, a wide range of training programs is offered to promote both professional qualifications and personal and social competencies. These include mandatory safety and compliance training, specialist training programs for various business areas, and leadership development training. The offer is complemented by language courses, IT training, and seminars on topics such as occupational safety, health protection, and intercultural cooperation.

Average number of training hours	Male	Female
Average number of training hours per employee	27.3	34.1

Disclosure Requirement S1-14 – Health and safety metrics

An occupational accident is an event that occurs in the course of a professional activity and results in injury to health or death. Occupational accidents that result in more than one lost working day are systematically recorded Group-wide. These cases form the basis for calculating the LTIF (Lost Time Injury Frequency) metric. Occupational accidents are subject to mandatory reporting from the third lost working day onwards. When determining lost working days, all calendar days are taken into account, including Saturdays, Sundays, and public holidays.

Parameters for health and safety	
Coverage by health and safety management system (%)	85.2
Fatalities due to work-related injuries (number)	0
Reportable work accidents[1)] (number)	585
Reportable work accidents (%)	19.2
Number of days lost due to work-related fatalities from work-related accidents	0

[1)] Work, commuting, or sports accidents with more than three days of absence

Disclosure Requirement S1-16 – Remuneration metrics (pay gap and total remuneration)

The gender pay gap, which is defined as the difference between the average income of female and male employees, is 11.2% in the Fraport Group. The percentage is calculated as the difference between the average gross hourly earnings of male and female employees, expressed as a percentage of the average gross hourly earnings of male employees. The gross hourly wage includes all components of remuneration, including social security contributions, unemployment insurance, health insurance, long-term care insurance, bonuses, and special payments. Performance-related remuneration components, such as bonus payments, are paid out only after the assessment of target achievement in the following year. This results in a timing difference in the recognition of expenses. However, this effect occurs in the same manner every year; therefore, the comparability and informational value of the reporting are not materially affected.

All employees in the Group were taken into account when calculating the pay gap.

The ratio of the annual total remuneration of the highest-paid individual to the median annual total remuneration of all employees (excluding the highest-paid individual) amounted to 42.7 to 1. In the reporting year, the highest-paid individual in the company was the Chief Executive Officer of the Fraport Group. All components of remuneration were included in the calculation, that is, fixed and variable payments, as well as fringe benefits, that were paid in the 2025 fiscal year.

Disclosure Requirement S1-17– Incidents, complaints and severe human rights impacts

In the reporting period, general complaints from the workforce as well as cases of discrimination and harassment were reported Group-wide via the responsible HR business partners and the whistleblowing system. In addition, the internal trusted person, who is primarily responsible for the Frankfurt site, also handled complaints in connection with discrimination and harassment. For data protection reasons, the cases are not consolidated and are therefore reported individually. In total, 243 complaints relating to human rights violations or discrimination, including harassment, were received through the channels available to the company's employees for raising concerns.

	Discrimination	Harassment	General complaints	Severe human rights impacts
HR business partner Group	6	32	6	0
Whistleblowing system Group	5	10	42	0
Internal trusted person Frankfurt	50	14	78	0

In 2025, there were no material fines, penalties, or compensation payments in connection with incidents and complaints related to discrimination, including harassment. For reasons of materiality, this amount is not reported separately in the consolidated financial statements. No severe human rights incidents, such as forced labor, human trafficking, or child labor, were identified in connection with the company's own workforce. There were no violations of the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises.

Disclosures on ESRS S3 Affected communities

Disclosure Requirement related to ESRS 2 SBM-2 – Interests and views of stakeholders

Through responsible conduct along the value chain, Fraport aims to avoid negative impacts on affected communities or, where this is not possible, to mitigate them. At the same time, positive effects are promoted. In doing so, the company places particular emphasis on dialog with the respective communities. This chapter explains the material impacts, risks, and opportunities relating to affected communities, as well as the corresponding concepts and measures implemented by Fraport.

Among the most important stakeholders are the communities in the vicinity of the respective Group airports. For ongoing dialog with these communities, Fraport uses a broad network of institutionalized dialog formats, including regular surveys and systematic feedback management. These various formats are also used to communicate with local authorities and citizens on airport-related topics.

Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

As part of the DMA, Fraport identified all communities that may be materially affected by its business activities or along the value chain. The analysis shows that only the population in the immediate vicinity of Fraport's international airport locations is exposed to material positive or negative impacts. Indigenous communities, as well as communities along the upstream and downstream value chain, are not affected, as the airports are operated exclusively in urban or densely populated regions.

Fraport's business activities give rise to both positive and negative impacts. In order to ensure acceptance within the affected communities and to prevent operational disruptions and reputational damage, continuous investments in preventive measures, dialog formats, and crisis management activities are required.

The impacts and dependencies related to the affected communities do not give rise to any material risks and opportunities for Fraport. Within the framework of Group risk management, potential risks and opportunities are continuously monitored and assessed and are incorporated into the company's strategic orientation.

The material positive and negative impacts are described below.

Economic factor

A positive impact of airport operations is the contribution to regional economic development and prosperity. As an airport operator, Fraport is firmly anchored in the respective regions through its locations and plays an important role in the local economy and society. The socioeconomic contribution in the regions is generated through interaction with the entire value chain. Capital expenditures on infrastructure projects such as terminals, transport links, and related services increase the appeal and accessibility of the regions, promote the settlement of new businesses, and create additional jobs. Expansion and development of airports increase capacity and, in the medium term, attract additional passenger traffic and air freight. This is accompanied by medium- to long-term macroeconomic growth impulses for the regions, cities, and municipalities surrounding the airports, initially in construction, transport, and logistics, and subsequently also in tourism and trade. These effects particularly benefit companies, employees, and service providers in the immediate airport environment. The local population also benefits indirectly through improved infrastructure and additional employment opportunities. A particularly important contribution to regional economic activity is made by so-called connectivity, especially through direct flights, which reflect the reach, frequency, range of services, and economic significance of destinations, as well as the number of connecting flights offered by an airport.

Noise emissions affecting residents

A negative impact arises for residents in the immediate vicinity of the airport who are affected by noise emissions from air traffic (aircraft noise). Noise exposure is a systemic, location-spanning effect. Its intensity and spatial reach are particularly high in directly adjacent municipalities where flight paths run at low altitude, and takeoffs and landings occur on a regular basis. In these areas, continuous noise levels during operating hours may exceed the recommended threshold values. With increasing distance from the airport, the intensity of aircraft noise decreases. However, certain weather conditions, topographical features, and the alignment of approach and departure routes may result in elevated noise levels affecting more distant communities on a temporary basis.

Through systematic flight-route and noise mapping, the areas most severely affected are precisely identified, enabling preventive and protective measures to be targeted accordingly.

The significance of the negative impacts of aircraft noise varies across the Group's airports. Awareness of this issue is particularly pronounced at Frankfurt Airport, as it is located in a densely populated region and noise exposure is perceived as especially relevant there. According to the Noise Action Plan for Hesse published in 2024, approximately 373,000 people in the vicinity of Frankfurt Airport were exposed during the daytime in 2022 to continuous noise levels exceeding 55 dB(A). At night, approximately 82,000 people were affected by levels above 50 dB(A). At Frankfurt Airport, aircraft noise pollution was assessed as part of the planning approval process for the expansion. The decision contains many specifications for limiting noise pollution. They are monitored annually to ensure compliance.

Airport accidents and terrorist attacks

Another material negative impact relates to the latent risk of accidents or terrorist attacks in the vicinity of the airport. In particular, terminal operations, passenger and baggage handling, and flight operations may be affected. Although such incidents occur only rarely, they may have serious consequences in individual cases. Fraport works continuously and closely with local and national security authorities. Together, measures are continuously developed and implemented to identify hazards at an early stage and to minimize risks as effectively as possible.

Disclosure Requirement S3-1 – Policies related to affected communities

The policies adopted to manage material impacts on affected communities are designed to take account of the specific needs and challenges of the regions in which Fraport operates its airports. The respective focus of the measures may vary depending on the regional circumstances. In its engagement with affected communities, Fraport pursues the objective of fostering understanding and acceptance of airport operations through open dialog and transparent communication. The primary focus is on minimizing burdens. To achieve this, Fraport uses a wide range of communication tools, including an online neighborhood portal, newsletters and information brochures, as well as a citizen hotline and a central email address for inquiries. At the same time, Fraport assumes social responsibility and supports the sustainable development of the regions in order to promote a balance between the interests of the company, the concerns of local residents, and environmental protection.

Economic factor

Airports themselves generate economic benefits primarily in three ways: through their contribution to gross domestic product, employment, and tax revenue from the sector and its supply chain. However, the main benefit accrues to customers, namely passengers and freight shippers. The connections created between cities, countries, and markets represent an important infrastructure asset. Productivity gains arise via two main channels: through the effects of improved access to foreign markets on domestic companies and the increasing foreign competition in domestic markets, as well as through the rapid and unrestricted movement of investment capital, goods, and workers (for the exchange of knowledge or management functions) between countries. An additional economic contribution and further employment opportunities arise from tourism enabled by air traffic. Higher gross domestic product and employment, in turn, stimulate other indicators such as improved health care infrastructure, research funding, and overall quality of life. A further supportive positive aspect is the improvement of infrastructure around airports. The construction and expansion of airports often require major capital expenditure on roads, rail, and public transport, which improves accessibility and mobility for those living in the region.

The Fraport.2030 Group strategy targets financially successful, resilient, stable, and profitable growth and the expansion of international business within the scope of the “growth and sustainability” priority.

In the Rhine-Main region and at many international sites, regions close to the airport also benefit from the donations made and sponsorship activities undertaken by the Group companies independently. Such activities focus on local projects in particular, such as in the areas of child support, environmental protection, and sports.

The Executive Board is responsible for implementing the Fraport.2030 Group strategy. Regular updates and reports ensure the monitoring and targeted implementation of the measures. The “Corporate Development and Sustainability” central unit collects all relevant indicators at least once a year, assesses progress, and reports to the Executive Board.

Noise emissions affecting residents

Noise pollution is a negative impact of any airport on the people in the immediate vicinity. The safe and efficient management of noise emissions at the Frankfurt site has been implemented by Fraport within the framework of EMAS through an environmental management system. EMAS is an environmental management and audit scheme developed by the European Union, which companies can implement on a voluntary basis. Fraport AG has been validated by EMAS for over 25 years. The “Strategy and Sustainability” department is responsible for the management system, and reports annually on the development to the Executive Board.

The environmental policy stated in accordance with EMAS includes the principle of developing strategies and policies with the aim of continuously improving the environmental performance of aviation. As an airport operator, Fraport can only indirectly influence emissions from aircraft.

At Frankfurt Airport, aircraft noise pollution was assessed as part of the planning approval process for the expansion. The decision contains many specifications for limiting noise pollution. They are monitored annually to ensure compliance. In addition, active noise abatement programs have been implemented. The aim is to keep aircraft noise pollution as low as possible despite the increase in air traffic.

A Group-wide policy for dealing with noise emissions affecting local residents is currently not envisaged, as the statutory requirements, regulatory frameworks, and geographical conditions of the Group's airports differ significantly. Accordingly, the impacts on local residents also vary. Measures to manage and mitigate noise emissions are therefore the responsibility of the individual airport locations and are aligned with the locally applicable statutory requirements and site-specific conditions. At the international locations, both the statutory measurement and reporting obligations and the perceived level of impact differ considerably and are generally less pronounced. National and local noise protection regulations apply at all Group locations.

In the reporting year, the noise limits defined by the Hellenic Civil Aviation Authority (HCAA) were exceeded at the Group airport in Corfu. This was established during an official review. The main reason was the high number of aircraft movements, especially during the busy summer season. As a result of the regulatory review, a noise study was commissioned to be carried out in 2026 in collaboration between the HCAA, the Hellenic Aviation Service Provider (HASP), and Corfu Airport.

At the other Group sites, no official complaints have been received in connection with violations of national or local noise protection regulations.

Airport accidents and terrorist attacks

Security is the key requirement for air traffic. This principle applies equally to passenger traffic and air freight. To prevent terrorist attacks at the Group's airports, Fraport pursues a comprehensive security concept based on several pillars and continuously adapted to current threat situations. Airport security is largely shaped by statutory and regulatory requirements. In particular, national and international laws, regulations, and guidelines form the basis. Key statutory provisions include the German Aviation Security Act (Luftsicherheitsgesetz, LuftSiG), European Union requirements such as Regulation (EC) No. 300/2008 establishing common rules in the field of civil aviation security, and international standards of the International Civil Aviation Organization (ICAO).

The focus is on close cooperation with state security authorities such as the Federal Police, customs authorities, and intelligence services. While operational threat prevention lies with the authorities, Fraport provides support through technical and organizational measures. These include the use of modern video surveillance systems, biometric access controls, and advanced security scanners and explosives detection systems. Security screening of passengers, baggage, and employees at the airports is carried out in accordance with the applicable statutory requirements. In addition, regular exercises and emergency training sessions are conducted to prepare staff for various scenarios and to maintain effective emergency and evacuation plans. A further focus is placed on prevention and awareness: Employees are trained to recognize and report suspicious activities. Passengers are made aware of security issues through announcements in the terminals.

At the Frankfurt site, Fraport AG, in cooperation with security service providers, continuously reviews the implementation of security measures to counter external threats, in addition to the quality controls performed by the authorities. The results are summarized in quality reports and followed up with action plans if deficiencies or deviations are identified. Impact monitoring is also used to assess the sustainability and effectiveness of the respective measures. The specific design and implementation of the Group-wide Airport Security Management system are the responsibility of the respective Group companies.

Human rights policy

Fraport firmly rejects all forms of forced labor, as well as all forms of slavery and slave-like practices, servitude, and other forms of domination or oppression in the working environment.

Fraport is committed to internationally recognized codes of conduct, in particular the UN Guiding Principles on Business and Human Rights (UN Global Compact), the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work. This commitment concerns respect for the human rights of communities and, in particular, the human rights of indigenous peoples. These requirements have been laid down in the Fraport Code of Conduct and the Supplier Code of Conduct, and elsewhere. All employees and contractual partners of the Fraport Group are obliged to comply with these requirements.

As a responsible member of the region, Fraport attaches great importance to the neighborhood dialog maintained with the surrounding cities and municipalities affected by aircraft noise. Violations can be reported anonymously via the whistleblowing system that is freely accessible worldwide via https://www.fraport.com/en/our-group/about-us/compliance/whistleblower-systems.html.

The strategies described above for managing impacts on affected communities are in line with the UN Guiding Principles on Business and Human Rights (UN Global Compact), the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work.

There are no known cases of non-compliance in the undertaking's own activities or in the upstream and downstream value chain for the 2025 fiscal year.

Disclosure Requirement S3-2 – Processes for engaging with affected communities about impacts

Fraport has a range of institutionalized, structured communication media to promote dialog and a regular exchange of views with affected communities or their legitimate representatives directly or with credible proxies, including the neighborhood dialog at the Frankfurt site. The involvement of local representatives of affected communities in decision-making takes place through regular dialog formats and as required. The "Corporate Development and Sustainability" central unit of Fraport AG coordinates the Group-wide respect of human rights. The Group companies themselves bear operational responsibility for engagement. Operational responsibility for the topic lies with the respective managing director or the Executive Board.

The effectiveness of cooperation between Fraport and the affected communities is not currently measured. For further information on stakeholder engagement, see also the disclosure requirement in connection with ESRS 2 SBM-2 in the "Disclosures related to ESRS 2" section.

Disclosure Requirement S3-3 – Processes to remediate negative impacts and channels for affected communities to raise concerns

Noise emissions affecting residents

Noise pollution is another material negative impact affecting the cities and communities adjacent to the Group airports. To encourage airlines to use quieter aircraft, Fraport charges noise-based fees for take-offs and landings in Frankfurt. The use of modern, quieter aircraft is rewarded by the Noise Rating Index (NRI). Fees are calculated per landing and take-off. The necessary information on aircraft and engine types is determined using a recognized fleet database.

Active noise abatement actions directly reduce noise at the source, for example through noise-reducing operating concepts and takeoff or landing procedures. With the so-called noise respite model, individual runways in Frankfurt are alternately not used during both shoulder hours of the night. This locally extends the six-hour nighttime quiet period by one hour..

The "Legal Affairs and Compliance" central unit of Fraport AG is responsible for the Group-wide operation of the whistleblower system. The Aviation strategic business unit is responsible for complaint management in relation to noise pollution in Frankfurt. The international Group companies operate their own complaint management portals.

The whistleblower system and the contact form on the Fraport aircraft noise page are publicly accessible and have clear, known processes. The concerns and complaints reported in relation to noise pollution are reviewed by the responsible specialist department. In the case of irregularities, such as flight paths or altitudes, the incident is forwarded to the office of the Aircraft Noise Protection Officer at the Hessian Ministry for Economic Affairs, Energy, Transport, Housing and Rural Areas (HMWVW). There, the incident is reviewed in cooperation with Deutsche Flugsicherung (DFS). If a violation is confirmed, administrative proceedings are initiated against the airline or the pilot.

At some international locations, active noise protection measures are also implemented. At the two sites in Bulgaria, noise-differentiated take-off and landing charges as well as incentive programs for aircraft with new-generation engines (for example, NEO) are in place. The construction of high-rise buildings in areas affected by departing or arriving aircraft has been restricted. At Ljubljana Airport, all departing aircraft are limited to one runway between 10:00 p.m. and 6:00 a.m. A route over populated areas is avoided at night as well as on weekends and public holidays.

At all associated airports, dialogue formats have been implemented to facilitate exchange with local communities, airlines, authorities, and other stakeholders, where measures to reduce noise are discussed, among other topics. In addition, affected communities can express their concerns via the whistleblower system provided by Fraport or, in the specific case of noise pollution, via the complaint pages of the respective Group companies.

Airport accidents and terrorist attacks

Fraport must continually address the ever-present threat of being selected as a potential target for terror attacks. This underlying threat requires a high level of vigilance and the implementation of comprehensive security measures to protect travelers, staff, and the surrounding cities and communities, as well as infrastructure. For this reason, the security control center at the airport is in constant contact with all relevant control centers in the surrounding area. Due to the unpredictability of such threats and the low probability of a terror attack occurring, there are no standardized communication channels with the potentially affected communities.

At the international Group airports, the security requirements of each respective country as well as international standards for safety and security management are in effect. It is the responsibility of the local Group companies to implement and comply with these requirements.

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

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

Disclosure Requirement S3-4 – Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions

Economic factor

Fraport continuously strives to generate new growth impulses. However, these measures are not intended to increase the economic factor as such; rather, they primarily serve to promote and further develop the company’s own business model. In addition, they make a positive contribution to the economic strength of the regions surrounding the Group’s airports. As these actions are not implemented primarily to address the impact referred to above, they are not listed here.

Furthermore, the regions adjacent to the Group's airports are supported through donation and sponsorship activities. In particular, local initiatives are promoted, such as in the areas of child development, environmental protection, and sports.

Noise emissions affecting residents

The aircraft noise pollution in the area around the airport at the Frankfurt site is continuously monitored. Aircraft noise monitoring is also implemented at the Group airports. At the Group airport in Lima, a committee has also been set up to combat aircraft noise, involving airlines as well as national and local government agencies.

In Frankfurt, Fraport AG works in two committees together with representatives of the region affected by aircraft noise, representatives of the state government, and other members of the aviation industry:

The **Aircraft Noise Commission** (Fluglärmkommission, FLK) is a legally appointed body that advises the Hessian Ministry of Economics, Energy, Transport and Housing (Hessisches Ministerium für Wirtschaft, Energie, Verkehr und Wohnen, HMWEVW), the German Air Traffic Control (Deutsche Flugsicherung, DFS), and the Federal Supervisory Authority for Air Navigation Services (Bundesaufsichtsamt für Flugsicherung, BAF) on noise abatement measures due to flights and air pollution resulting from aircraft exhaust gases. Fraport AG regularly reports the evaluations of the aircraft noise measurements and results of simulation calculations on aircraft noise pollution to the supervisory authority and the FLK and publishes its findings on the website www.fraport.com.

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

The **Fraport Noise Monitoring "FRA.NoM**" shows currently measured noise levels at the stationary aircraft noise measurement points of Fraport AG and identifies recognized flight noise from the last three months. It also reports the approaches and takeoffs at Frankfurt Airport as well as their effect on the noise levels in real time. The information system for aircraft noise issues, **FRA.Map**, available online, allows interested parties to find information for their location or place of residence on an interactive map. The system also shows the protection zones in the noise protection area.

Airport accidents and terrorist attacks

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

Fraport consistently complies with statutory requirements and continuously works on further developing measures to prevent terrorist attacks. These measures already begin with background checks on employees at the airport and extend to the implementation of passenger and cargo screening. In addition, regular and comprehensive training programs are conducted to ensure that staff are up to date with security regulations, appropriate behavior in emergency situations, and the identification of suspicious activities. Structural and technical measures include, for example, the installation of modern access control systems, video surveillance, the use of advanced security scanners, and the physical protection of critical infrastructure areas through fencing, barriers, and security checkpoints. Furthermore, detailed procedures are developed and continuously updated for various emergency scenarios in order to enable a rapid and coordinated response in the event of an incident. Another key component of the security concept is the conduct of regular audits and reviews. These are used to verify compliance with all statutory and internal requirements and to assess whether existing measures continue to meet current standards.

At the Frankfurt site, Fraport AG is responsible for the implementation of security services and passenger controls. This enables greater progress to be made with control and quality management, and as a result, processes can be made more flexible and efficient. Depending on the concession conditions at the international airports, Fraport develops measures in close cooperation with the competent authorities in order to maintain the high level of security.

Measures management and responsibilities in dealing with risks and opportunities in affected communities

No material risks or opportunities have been identified in relation to the affected communities.

The measures and initiatives described aim to increase the material positive impacts on the affected communities and limit or eliminate the material negative impacts. The measures taken in relation to the prevention of terror attacks at airports are regulated by national and international regulations. Measures to reduce noise pollution in Frankfurt are also subject to legal regulations. A systematic evaluation of the effectiveness of the measures taken is not currently carried out.

Fraport has particular expertise in the planning, construction, development, and modernization of airports. The areas required for this purpose are used within the framework of concessions and returned to the grantor at the end of the contractual period. Therefore, Fraport does not take any measures in connection with the acquisition, planning, and development of land and the operation or closure of areas.

The Fraport business model does not include any references to planning, land acquisition and exploitation, finance, extraction, or production of raw materials. Therefore, no measures are developed and implemented in this context. Measures to mitigate negative impacts in terms of natural resource use and environmental impact are described in the “Disclosures on ESRS E1 Climate Change” and “Disclosures on ESRS E2 Pollution” sections.

Responsibility for monitoring the identified material impacts on affected communities lies with the “Aviation” strategic business unit, the “Corporate Communications” and “Corporate Development and Sustainability” central units at the Frankfurt site, as well as the respective Group companies at the international locations.

No separate budgets are allocated for managing the material impacts or for implementing the derived measures. The costs incurred are planned for and borne by the respective responsible departments or Group companies as part of the business planning process, which covers a ten-year period.

Disclosure Requirement S3-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Economic factor

As an airport operator, Fraport makes a significant contribution to the positive economic development of the regions surrounding the airports it operates. Fraport does not define specific regional development targets directly. However, the strategic objective “Growth and Sustainability“, as set out in the corporate strategy Fraport.2030, has an indirect supportive effect on regional prosperity. To measure growth, Fraport uses the indicator “Group passengers.” Some 63.2 million passengers used Frankfurt Airport in the 2025 reporting year. For 2026, the Executive Board expects passenger numbers at the Frankfurt site to range between around 65 million and 66 million. A total of around 144.8 million passengers was counted at international Fraport airports in 2025. By 2030, a total of around 187 million passengers are expected to use the fully consolidated Fraport airports Group-wide. Passenger numbers are recorded at the respective locations, systematically documented, consolidated, and published monthly in traffic statistics. As described above, this growth target also has an indirect positive effect on the economic strength of the regions in the vicinity of the airports.

Noise emissions affecting residents

At the Frankfurt site, the aim is to keep aircraft noise pollution in the region significantly below the level specified in the 2007 planning decision, namely a LOG noise area under a forecasted value of 22,193 ha. Compliance with the target will be verified as part of the annual EMAS certification process. The results are published on the neighborhood portal. There are currently no comparable targets for the international participations.

Airport accidents and terrorist attacks

No specific quantitative targets are defined for the latent risk of accidents or terrorist attacks in the airport environment, as these are rare, non-plannable individual events. Setting concrete target values is neither logical nor practical, since the overarching objective is always the complete prevention of such incidents. Instead of measurable targets, Fraport therefore focuses on continuous risk identification, prevention, and close cooperation with the responsible authorities in order to ensure the highest possible level of protection at all times.

Governance Information

Disclosures on ESRS G1 Business conduct

Disclosure Requirement related to ESRS 2 GOV-1 – The role of the administrative, management, and supervisory bodies

For Fraport, a responsible and transparent corporate governance and monitoring framework is the cornerstone for creating value and trust. This plays a crucial role in shaping and implementing business conduct. In accordance with the statutory provisions, Fraport AG is subject to a "dual governance system", which is achieved by the strict separation of personnel in the management and monitoring bodies (two-tier board). The Executive Board manages Fraport AG, and the Supervisory Board monitors the Executive Board. The members of the Executive Board and the Supervisory Board work closely together in the interests of the company. These bodies ensure a clear strategic direction, efficient management, and compliance with legal regulations, which is crucial to the long-term success of the business.

The Executive Board of Fraport AG consisted of the following five members in the 2025 reporting year: Dr. Stefan Schulte (Chairman), Anke Giesen, Julia Kranenberg, Dr. Pierre Dominique Prümm, and Prof. Dr. Matthias Zieschang. As the management body, the Executive Board conducts the business of the company. It is bound by the company's interests and corporate sociopolitical principles within the framework of stock corporation law. In addition, its work is based on the "Executive Board rules of procedure", which have been approved by the Supervisory Board. The schedule of responsibilities for the Executive Board, which governs the allocation of responsibilities, is also attached to these rules of procedure as an annex. On this basis, the Executive Board reports to the Supervisory Board on all relevant matters of business development, corporate strategy, and possible risks in a regular, timely, and comprehensive manner. In addition, the Executive Board must have the prior approval of the Supervisory Board for certain material matters, particularly for capital expenditure and equity investment measures above a value of €10 million, to the extent that this is not provided for in a business plan approved by the Supervisory Board.

The Supervisory Board of Fraport AG supervises the activities of the Executive Board. It is composed of an equal number of shareholder and employee representatives and comprises 20 members as provided for in the company statutes. The ten shareholder representatives are elected by the AGM, and the ten employee representatives are elected by the employees in accordance with the provisions of the German Co-Determination Act (MitbestG) for five years. The Supervisory Board has created rules of procedure, under which it has a quorum if – on the basis of a proper notice of meeting – at least half of its members participate in the voting in person or through submission of written votes. Resolutions are adopted with a simple majority unless otherwise mandated by law. In the event of a tied vote, the Chairman of the Supervisory Board, who is elected from among the shareholder representatives, is entitled to a second vote in a repeat ballot. Beyond this, the rules of procedure provide for, in particular, the creation and powers of committees of the Supervisory Board. As a rule, the Supervisory Board meets four times a year. In 2025, the Supervisory Board held six meetings, one of which was a strategy meeting. The Supervisory Board meetings in 2025 were all held in person, while individual members had the option of participating virtually.

The members of the Executive Board and the Supervisory Board have specialized expertise in various fields as a result of their many years of experience, enabling them to make well-founded decisions and to safeguard the long-term success and sustainability of the company. In order to continuously ensure the necessary skills and expertise – particularly with regard to sustainability topics – the administrative, management and supervisory bodies of Fraport AG carry out an annual competence assessment. In this process, the sustainability-related skills and knowledge of the Supervisory Board are systematically recorded using a qualification matrix that is updated on a regular basis. The members indicate their expertise in relevant areas and explain the origin of their knowledge, such as through professional experience, academic education or targeted training measures. The range of competencies includes, among others, sustainable financial management, environmental engineering, energy supply, governance topics and social issues. These competencies are relevant for addressing the company's material sustainability topics, risks, and opportunities and enable appropriate oversight and steering of the corresponding measures. In addition, the members have access to specialized resources, such as reports from consulting firms and internal expert departments, in order to continuously update their knowledge.

The qualification matrix below provides an overview of the various areas of expertise of the current members of the Supervisory Board, including sustainability.

Qualification matrix: Shareholder representatives

	Michael Boddenberg	Dr. Bastian Bergerhoff	Kathrin Dahnke	Dr. Margarete Haase	
Member since	26.05.2020	24.05.2022	23.05.2023	01.01.2011	
selected/ordered until	May 2028	May 2028	May 2028	May 2028	
Gender	male	male	female	female	
Year of birth	1959	1968	1960	1953	
Nationality	German	German	German	Austrian	
Educational background	Master in the butcher trade	Doctor of Physics	Graduate businesswomen	Doctorate in business administration	
Occupation	Former Hessian Minister of State, Member of the Hessian State Parliament	City treasurer and head of the department of finance, investments and personnel of the city of Frankfurt am Main	Self-employed management consultant	Self-employed management consultant	
Independence of the Company and the Executive Board in accordance with the GCGC (s. recommendation C.7 and C.8)	X	X	X	X	
Independence from majority shareholders (s. recommendation C.9)			X	X	
Leadership experience/Personnel management	X	X		X	
International business activities/international experience			X	X	
Accounting	X		X	X	
Audit			X	X	
Internal control systems, risk management		X	X	X	
Legal and compliance					
Sustainability/sustainability reporting	X	X	X	X	
Strategy development and implementation	X	X	X	X	
IT and digitalization, cyber and IT security		X		X	

Qualification matrix: Employee representatives

	Devrim Arslan	Karina Becker-Lienemann	Ines Born	Hakan Bölükmese	
Member since	31.05.2013	23.05.2023	19.06.2022	20.05.2018	
selected/ordered until	May 2028	May 2028	May 2028	May 2028	
Gender	male	female	female	male	
Year of birth	1977	1970	1989	1976	
Nationality	German	German	German	German/Turkish	
Educational background	Automotive mechanic	Commercial training; qualification in the medical-dermatological field	Public administration specialist and management assistant for office communication	Chemical laboratory assistant, certified aircraft ground services handler and studies at the European Academy of Labor	
Occupation	Chairman of the Frankfurt Airport District Association of the komba trade union	Chairwoman of the Works Council of Frankfurt Airport Retail GmbH & Co. KG, Chairwoman of the Group Works Council of Gebr. Heinemann SE & Co. KG	Trade union secretary (Trade union ver.di)	Full-time member of the Works Council of the joint operation Fraport AG, FRA-Vorfeldkontrolle GmbH and Fraport Ground Services GmbH	
Independence of the Company and the Executive Board in accordance with the GCGC (s. recommendation C.7 and C.8)	X	Employee	X	Employee	
Independence from majority shareholders (s. recommendation C.9)	X	X	X	X	
Leadership experience/Personnel management	X	X	X	X	
International business activities/international experience					
Accounting			X		
Audit					
Internal control systems, risk management					
Legal and compliance			X		
Sustainability/sustainability reporting			X		
Strategy development and implementation					
IT and digitalization, cyber and IT security					

	Mike Josef	Benedikt Kuhn	Dr. Michael Niggemann	Sonja Wärntges	Marius Weiß	Prof. Dr.-Ing. Katja Windt
	23.05.2023	27.05.2025	27.05.2025	16.10.2020	27.05.2025	11.05.2012
	May 2028	May 2030	May 2030	May 2028	May 2030	May 2028
	male	male	male	female	male	female
	1983	1986	1974	1967	1975	1969
	German	German	German	German	German	German
	Graduate political scientist	Master in political science	Lawyer	Degree in business administration	Lawyer	Doctorate in mechanical engineering
	Lord Mayor of Frankfurt a.M.	State secretary and head of the state chancellery of the State of Hesse	Member of the executive board of Deutsche Lufthansa (Personnel and Law, Labor Director)	Chairwoman of the Board of Directors of BRANICKS GROUP AG (formerly DIC Asset AG)	Member of the Hessian state parliament and independent lawyer	Member of the Management Board of SMS group GmbH
	X	X		X	X	X
			X	X		X
	X	X	X	X	X	X
			X	X		X
			X	X		
			X	X		
		X	X	X		X
		X	X		X	X
		X	X	X		X
	X	X	X	X	X	X
				X		X

	Sidar Kaya	Karin Knappe	Felix Kreutel	Matthias Pöschko	Mathias Venema	Özgür Yalcinkaya
	23.05.2023	08.06.2022	23.05.2023	01.01.2021	01.07.2020	23.05.2023
	May 2028	May 2028	May 2028	May 2028	May 2028	May 2028
	male	female	male	male	male	male
	1989	1975	1974	1973	1972	1978
	German	German	German	German	German	German
	Plant mechanic for sanitary, heating and air conditioning technology	Physics Laboratory Technician, Dipl.-Ing. Environmental Engineering/ Environmental Measurement Technology and Master of Arts Human Resources Development	Graduate engineer (civil engineering); Master of Business Administration	Automotive mechatronics technician/paramedic/chief fire officer	Master's degree in political science, economics, as well as medieval and modern history	Qualification in metal construction
	Full-time member of the Works Council and Deputy Chairman of the Works Council of the joint operation Fraport AG, FRA-Vorfeldkontrolle GmbH and Fraport Ground Services GmbH	VP HRP-DI Diversity and Inclusion Member of the Works Council of the joint operation Fraport AG, FRA-Vorfeldkontrolle GmbH and Fraport Ground Services GmbH	Head of Real Estate and Energy unit Fraport AG	Firefighter Fraport AG	Trade union secretary (Trade union ver.di)	Full-time member of the Works Council and Deputy Chairman of the Works Council of the joint operation Fraport AG, FRA-Vorfeldkontrolle GmbH and Fraport Ground Services GmbH
	Employee	Employee	Employee	Employee	X	Employee
	X	X	X	X	X	X
	X	X	X		X	X
		X				
		X	X		X	
		X	X		X	
		X	X			

Disclosure Requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

The process of identifying material impacts, risks, and opportunities in relation to business conduct matters is a systematic process in order to ensure that the company makes sound, well-informed decisions. This process involves several steps and takes into account a variety of criteria to cover all relevant aspects. The material IROs were identified as part of the double materiality assessment (DMA) (see disclosure requirement IRO-1 in the "Disclosures on ESRS 2" section). Under G1 Business conduct, these are: Cyber risks, and corruption and bribery. These IROs were identified by an expert committee consisting of employees from different central units and departments of Fraport AG: "Compliance and Integrity", "Risk Management, Processes, Systems", "Strategy and Sustainability", "Information and Telecommunication", "Aviation, "Procurement, Claim, and Mobility", "Corporate Communications", "Human Resources", "Global Investments and Management", and "Finance and Investor Relations." The results were checked accordingly for plausibility by representatives of the Group companies for the entire Group and supplemented if necessary. There are no fundamental differences between Fraport AG and the Group with regard to the identified material IROs, and by their nature, these IROs apply to the entire business model.

Disclosure Requirement G1-1 – Business conduct policies and Corporate Culture

Corporate culture

The Fraport.2030 Group strategy with its motto "Connecting the world with tomorrow" contains consistent policy decisions and aims to secure the company's long-term future and achieve profitable business growth. Building on this, Fraport pursues the objective of creating a working environment characterized by cohesion, diversity and continuous development, which appeals to both current and future employees. As part of its management responsibility, the Executive Board defines the Group's rules of conduct and values and establishes the framework for lawful and ethical conduct.

In addition to operational excellence and a clear customer promise, compliance and integrity are core components of the corporate culture and form the basis of business activities. The requirement is that Fraport acts in accordance with laws, internal regulations, and values. The Code of Conduct for Employees applicable to employees within the Fraport Group reflects the lived culture of values practiced and includes the requirement to deal responsibly with the economic, legal, and moral challenges of daily business and to act accordingly.

Mechanisms for reporting and investigating misconduct

Fraport provides various communication channels through which indications of compliance violations can be reported. These channels are open to everyone – employees, customers, suppliers, business partners and also third parties. The electronic whistleblowing system (BKMS®) is available worldwide around the clock. Internal and external stakeholders can also report indications of corruption and other criminal or company-damaging conduct to the external ombudsperson. Employees at the Frankfurt site can contact the internal trusted person in the event of workplace conflict situations. The whistleblowing channels are published on the company website and internal communication platforms and are explained to employees in more detail during compliance training sessions. In an online survey conducted at Fraport AG in 2024, 77% of participants stated that they are aware of the electronic whistleblowing system.

Incoming reports are investigated in a structured and open-ended process by personally suitable and qualified individuals who act independently and are bound by confidentiality. The objective of each investigation is the neutral, competent, and objective clarification of the facts that are the subject of the report. Each investigation concludes with a confidential final report, in which identified weaknesses are reported and preventive measures are defined. This approach not only clarifies individual incidents but also effectively addresses structural root causes. The distribution list for the report depends on the nature and severity of the violations identified and is determined on a case-by-case basis.

Whistleblowers who submit reports in good faith in order to uncover misconduct enjoy special protection at Fraport. They are protected through the highest level of confidentiality and, where legally permissible, through the assurance of anonymity. Fraport protects whistleblowers who have reasonable grounds to believe that their information is true from retaliation.

Training on business conduct

Fraport AG conducts regular training sessions on business conduct, which are designed to be appropriate for specific target groups and cover topics such as compliance and corruption prevention. Employees are informed via internal communication channels such as e-learning courses and the Intranet. The training courses are mandatory and promote a thorough understanding of the company's values and policies.

Functions with the highest risk of corruption and bribery

The compliance risk analysis (CRA) within the Fraport Group regularly identifies organizational units whose activities involve an increased risk of corruption and bribery due to decision-making authority, external contacts, or transaction volumes. The CRA combines bottom-up assessments at the divisional level with top-down analyses of business areas, as well as insights from case management and the compliance help desk.

The following functions have been identified as having the highest risk of corruption and bribery:

- Procurement of goods and services and the requesting specialist departments: Award decisions and price negotiations increase incentives for improper influence.

- Marketing and sale of services: Direct contact with customers and business partners makes these functions particularly susceptible to bribery attempts.

- Management of the international investment portfolio: Acquisitions, equity purchases and sales, and transaction management in highly regulated markets constitute a significant risk area.

Disclosure Requirement G1-3 – Prevention and detection of corruption and bribery

Compliance management system and procedures

Fraport operates a Group-wide Compliance Management System (CMS) that comprises rules and specific measures to combat corruption and bribery. The design of the CMS is aligned with the recommendations of IDW PS 980.

The CMS pursues the objective of ensuring compliance with the statutory requirements applicable to the company, internal policies, and ethical principles. Risks of regulatory breaches are to be identified and mitigated at an early stage in order to ensure integrity across the entire Group. A key objective of the CMS is the consistent prevention of any form of corruption and bribery. Clear rules, regular training, and effective control mechanisms are intended to prevent both active and passive acts of corruption. The CMS therefore not only makes an important contribution to ensuring legal compliance, but also to protecting the reputation and assets of Fraport AG. Liability risks for the company, its management and supervisory bodies, and each individual employee are reduced through the consistent implementation and continuous development of the CMS.

The effectiveness of the measures to promote an integrity-based corporate culture and to prevent corruption and bribery is not reviewed on a regular basis. However, the implementation of compliance measures is assessed through regular self-assessments. Indicators are not used for verification purposes. An online survey is conducted at irregular intervals to assess the level of awareness of compliance requirements within the company. The most recent online survey was carried out at Fraport AG in 2024.

Specific measures to achieve compliance objectives are defined as part of the annual planning process, and implementation is reviewed at year-end. For the period 2025–2028, specific and measurable targets have been defined for compliance training. These targets relate in particular to training on corruption prevention and antitrust law and are also linked to the remuneration of the Executive Board. Full target achievement is deemed to have been met if 90% of the relevant employees and governing bodies of Fraport AG have been trained. More information can be found in disclosure requirement GOV-3 in the “Disclosures on ESRS 2” section. Within the Fraport Group, however, no corresponding training targets have been defined to date.

The Executive Board bears overall responsibility for compliance. It has monitoring and control duties and holds a key position within the Compliance Management System. Within the Executive Board, responsibility for the CMS is assigned to the Executive Board member Retail & Real Estate. The Head of Legal Affairs and Compliance, acting as Chief Compliance Officer, is responsible for the development, establishment, organization and operation of the CMS. In this role, he reports to the Executive Board member responsible for compliance and is also disciplinarily subordinate to her.

Within the CMS at the Fraport Group, a distinction must be made between central and local levels. The central CMS organization at Fraport AG is responsible for defining minimum requirements for the design of local compliance management systems and for monitoring the implementation of these requirements. The management boards of the Group companies are responsible for the local CMS and for implementing the prescribed minimum requirements.

The foundation of the CMS, both within Fraport AG and at its affiliated companies, is the regular, systematic identification of compliance risks. This forms the basis for the development and prioritization of targeted programs to reduce these risks to an acceptable level.

Core compliance rules include the Group-wide Code of Conduct for Employees, which sets out the responsibilities of the company and its employees and defines clear principles for conduct. The requirements and principles governing cooperation with business partners are set out in the Group-wide Supplier Code of Conduct. This document supports the ongoing implementation of Fraport's commitment to compliance with international standards, in particular the ten principles of the UN Global Compact and the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz).

In addition, specific rules applicable at Fraport AG and Group-wide minimum standards apply to:

- the handling of gifts and invitations,
- the handling of conflicts of interest,
- internal investigations,
- business partner due diligence

Independence of investigation units

The internal reporting offices of Fraport AG and its subsidiaries are responsible for investigating allegations and incidents. The independence required for this activity is contractually assured in order to ensure objective handling.

Reporting process to management and supervisory bodies

The Compliance department of Fraport AG informs the full Executive Board semi-annually about the status of measures to combat corruption. Material compliance breaches are reported to the Executive Board immediately upon becoming known. The Supervisory Board is informed annually about measures implemented and the status of ongoing measures to ensure compliance, and receives an outlook on current compliance topics.

Communication of policies

Internal stakeholders are informed about strategies to combat corruption and bribery through various e-learning courses. Employees can access the compliance rules applicable to them at any time via internal communication channels. External stakeholders receive information via the Fraport website and non-financial reporting. Group-wide minimum standards ensure that compliance knowledge is communicated in a target-group-oriented manner.

Training programs

The content, formats, and processes for compliance training at Fraport AG, as well as the minimum requirements for Group companies, are defined in a training concept. The objective is to ensure the appropriate communication of compliance knowledge based on the information needs of the respective target group.

Fraport AG offers four different e-learning courses, all of which must be repeated every three years:

- "Basic Compliance Knowledge" for employees and managers

  This course explains the objectives of compliance and introduces the Code of Conduct as well as the rules on handling gifts, invitations, and conflicts of interest. Participants also learn whom to contact in the event of indications of compliance breaches or if they have questions.

- "Corruption Prevention" for particularly high-risk functions

  This course provides an overview of relevant criminal offenses, typical entry points and patterns of corruption, and explains the internal rules in detail.

- "Basic Compliance Knowledge" for Managers

  This course highlights managerial responsibility and explains the duties of managers in preventing corruption.

- "Antitrust and Competition Law"

  Employees receive an overview of the key offenses under the German Act against Restraints of Competition (Gesetz gegen Wettbewerbsbeschränkungen – GWB) and the corresponding internal company rules.

Needs-based in-person training is also offered, such as workshops following compliance violations.

Coverage of high-risk functions

Within the Fraport Group, 48% of functions-at-risk are covered by training on compliance and corruption and bribery.

Training for management and supervisory bodies

The Supervisory Board of Fraport AG received training on corruption and the criminal consequences thereof, as well as on antitrust law, during the strategy meeting. 34% of the members of the management and supervisory bodies of the Group companies have received training on compliance, corruption, bribery, and the handling of gifts and invitations.

Disclosure Requirement G1-4 – Incidents of corruption or bribery

During the reporting period, there were no convictions and therefore no fines for violations of anti-corruption or anti-bribery regulations.

Fraport pursues a zero-tolerance policy toward breaches of applicable anti-corruption and anti-bribery regulations. The corresponding principles are bindingly enshrined in the Group-wide Codes of Conduct. If a breach is identified, Fraport initiates appropriate measures, taking into account the circumstances of the individual case. These may include labor-law sanctions, the assertion of claims for damages, the filing of criminal complaints or applications for prosecution, as well as adjustments and improvements to relevant rules, procedures and controls.

The collection and documentation of the relevant indicators is carried out by the Compliance department. No external audit or assurance of this information was conducted during the reporting period.

Disclosure requirement G1.MDR – Policies, measures, and targets related to business conduct

Policies for managing material impacts, risks, and opportunities in the area of business conduct and corporate culture

Fraport AG manages all material impacts, risks, and opportunities in the field of business conduct and corporate culture through a Group-wide, multi-level policy system. Core elements include the Compliance Management System (CMS), the Code of Conduct for Employees, the Supplier Code of Conduct, as well as the data protection, information security, and procurement policies. These policies aim to ensure integrity, data security, fair procurement and a values-based corporate culture, and to prevent negative impacts such as corruption, data protection breaches or information security incidents.

Compliance Management System (CMS)

The CMS defines principles, processes and controls to prevent corruption, avoid and detect fraud, and ensure compliance with antitrust and competition law. It applies Group-wide to all business units and subsidiaries and is monitored through rolling compliance risk analyses, control self-assessments and independent audits. The Chief Compliance Officer (CCO) is responsible for implementation and reports directly to the responsible member of the Executive Board. The Compliance Policy refers to external standards such as IDW PS 980 and COSO II and is available in German and English on the Intranet.

Code of Conduct and Supplier Code of Conduct

The “Code of Conduct for Employees” specifies values such as reliability, transparency and fairness and addresses, among other things, anti-corruption, fair competition, data protection, money laundering prevention, and the protection of company assets. It applies to all employees worldwide and is refreshed every three years through mandatory e-learning modules. The Supplier Code of Conduct transfers these requirements to cooperation with contractors, suppliers and service providers and is based on the principles of the UN Global Compact.

Measures and resources to manage material impacts, risks, and opportunities

Fraport AG uses a Compliance Management System (CMS) to combat corruption, bribery, and compliance violations. The core measures include:

- **Rolling Compliance Risk Analysis (CRA)**: Regular updating of the risk landscape with a focus on corruption and bribery; derivation of preventive and control measures.
- **Specific compliance programs**: Development of new measures for high-risk companies and adaptation of existing processes by 2026.
- **Business partner due diligence & sanctions list screening**: Risk-oriented review of involved partners in acquisitions, international projects and supplier relationships.
- **Whistleblowing mechanisms**: Certified BKMS®system, external ombudsperson and internal trusted person for anonymous reporting.
- **Training and awareness program**: Target-group-specific e-learning courses and in-person training formats
- **Case management & remedies**: Standardized analysis of reports and implementation of the required measures
- **Compliance monitoring and improvement**: Further development of the CMS policy, regular decentralized assessments and audits.

Scope and time frame of the measures

All measures apply Group-wide and cover both own activities and the upstream value chain. The programs run continuously.

Resources deployed

Implementation of the compliance measures is carried out by the Chief Compliance Officer, the Compliance & Integrity department, and the compliance officers of the subsidiaries. Internal Audit, Risk Management and the Internal Control System support control and audit activities.

Information on missing policies and measures

In the 2025 reporting year, Fraport had Group-wide policies in place for almost all material areas of business conduct. A separate Group policy specifically dedicated to the prevention of corruption and bribery has not yet been adopted. However, the Group-wide minimum requirements for the Compliance Management System (CMS), particularly with regard to the prevention of corruption and bribery, are set out in the Group CMS Policy. The relevant principles are anchored in the Code of Conduct for Employees under the chapter “Corruption Prevention.” Fraport AG considers the existing provisions in the Code to be sufficient to prevent unlawful conduct and to promote a culture of integrity. At present, there is no specific timetable for the introduction of a standalone anti-corruption policy.

During the 2025 reporting period, Fraport did not introduce any additional measures to further expand the existing procedures and standards for combating corruption and bribery beyond the implemented Compliance Management System. Based on the current risk assessment, an extension of the existing measures is not considered necessary.

Cyber risks

As part of the DMA, cyber risks were identified as a material impact, risk, and opportunity (IRO).

Policies for addressing material sustainability aspects

All important business and operating processes at Fraport are supported by IT systems. Due to continuous technological developments and the globally increased threat of cyberattacks, there is an inherent latent risk potential for IT systems. The target is therefore to protect all IT systems and data against failure, manipulation, and unwanted publication. Various measures have been taken to achieve this target, and the effectiveness of these measures is monitored on an ongoing basis. These points are explained in more detail below.

The scope of the IT strategy is the Fraport Group. It does not have an overarching influence on the upstream and downstream value chain.

The top level of the organization responsible for implementing the IT strategy is the Information and Telecommunication unit of Fraport AG. Overall responsibility lies with the Executive Board.

Measures and resources in relation to material sustainability matters

The measures described below have already been implemented and are continuously being developed further to achieve the greatest possible risk mitigation.

Fraport protects its IT systems and data against failure, manipulation, and unwanted publication with active and preventive IT security management. These systems are configured redundantly and are housed at separate sites. The risks in the area of IT security are included in the risk management system (see also the “Risk and Opportunities Report” chapter). The IT security policy and IT security guidelines set the requirements for IT security company-wide. Compliance with these requirements is checked regularly by Internal Auditing, IT Security Management, or external advisors. Fraport AG has implemented a variety of projects to adequately respond to the growing risks in the field of information technology. In addition, further personnel were hired in this section. The level of IT security is also part of the annual management review of the Information Security Management System (ISMS) and is audited by external auditors as part of ISMS audits, such as KRITIS and the EU Aviation Security Regulation.

In addition, potential for improvement identified within the scope of internal audits, as well as in KRITIS audits conducted according to the German IT Security Act for Critical Infrastructures (KRITIS), is processed, and the Information Security Management System (ISMS) is developed further.

Within the scope of a working group in the German Aviation Association, Fraport AG, along with other airport operators, Deutsche Lufthansa, and the German Air Traffic Control, is developing the security standards of the industry. These are based on the new KRITIS requirements. The target is to comply with regulatory requirements and establish a high security standard within the aviation industry.

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

The security management system at Fraport contains numerous indicators that are used to check the effectiveness of the measures implemented and to track the achievement of internal targets. For security reasons, the indicators and associated targets must not be published. Measures are continuously being taken and implemented to ensure IT security. These include technical and organizational protective measures such as network segmentation, access controls, the regular updating of security standards, as well as awareness-raising and training programs for employees. In addition, attack detection systems and incident and emergency management systems are used to ensure an appropriate response to emerging threats. Effective measures ensure the functioning of the business and operating processes supported by IT systems and have a positive impact on the upstream and downstream value chain.