AI PRINCIPLES

Fraport

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Fraport

OUR AI PRINCIPLES SERVE TO ENSURE RESPONSIBLE AI USAGE ACROSS THE FRAPORT GROUP.

» AI is the ability of a machine to **imitate human capabilities** such as logical reasoning, learning, and creativity.

» We use AI to **optimize operational processes** with the aim of providing our customers with a **unique experience** through **efficient and innovative services**.

» In times of labor shortage, AI can play a crucial role in enhancing our attractiveness as an employer when being used to **support our employes** and **reduce their workload**.

» The following AI guidelines intend to raise awareness for **responsible AI usage** and ensure that AI systems are **safe, secure, fair**, and **in line with our values**.

» The AI principles are based on the **ethical guidelines of the European Parliament** and take into account the requirements set out in the **EU's Artificial Intelligence Act**.

» Our AI principles apply across the **entire Fraport Group**.

OUR PRINCIPLES FORM THE BASIS FOR ALL AI ACTIVITIES WITHIN THE FRAPORT GROUP.

...put people at the center of our activities

AI systems do not overpower humans and can be switched off at any time.

...take responsibility

It is clearly regulated who is responsible and accountable for our AI systems.

...stand for transparency

We clearly communicate when and how we are using AI.

...maintain safety and security standards

AI applications are always safe, robust, and reliable.

...act in accordance with our values

We treat all people equally, fairly and without discrimination, including when using AI.

We at Fraport...

...protect privacy

Applicable data protection regulations are always complied with.

...are committed to sustainability

Our AI systems promote ecological, social, and economic well-being.

...empower employees and engage in dialog

We train our employees in using AI and involve all concerned in the ethics debate on AI.
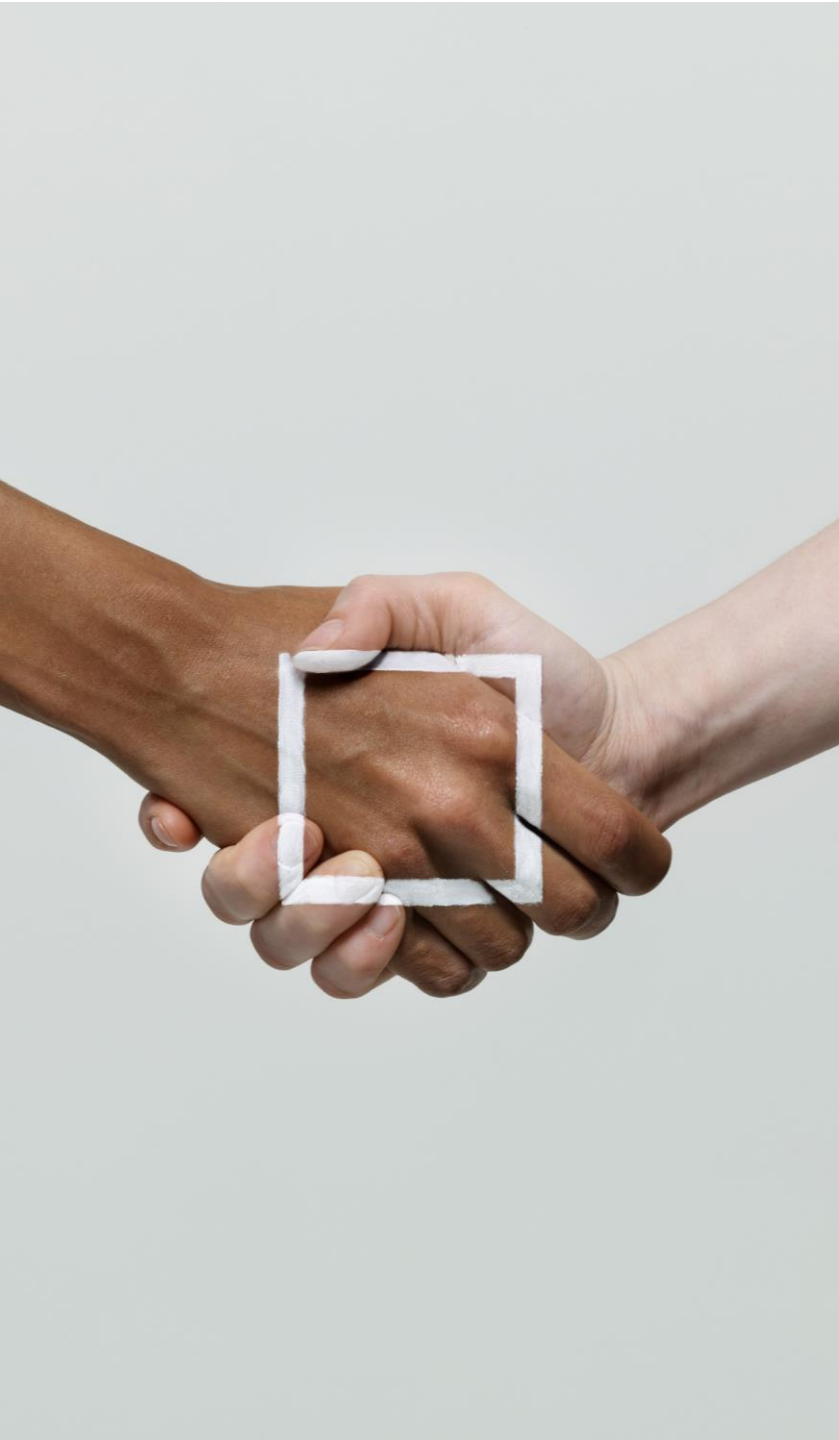
WE PUT PEOPLE AT THE CENTER OF OUR ACTIVITIES.

- **Human action always takes precedence** over AI. **Human supervision** prevents AI from **overpowering** humans.

- At **all times**, we **are able to shut down** our AI systems.

- We **assess early** to which extent AI solutions may **alter job profiles** to ensure that we can **train and prepare our employees** for new tasks.

- The use of AI systems should serve the **welfare** of our **company** and its **employees**. AI technology should be deployed to **simplify the work** for our employees, **without replacing** them entirely.

- Any form of **monitoring of worker performance or behavior** using AI **is prohibited**.

WE TAKE RESPONSIBILITY.

- We clearly determine who is **responsible and accountable** for each individual AI application.

- A **suitable data foundation** and **high data quality** are always the **foundation** of our AI systems. Those responsible for a system ensure that this is **guaranteed** both **when launching a system** and **during its ongoing operation**.

WE STAND FOR TRANSPARENCY.

- We provide **detailed information** about the **objectives** and **functionality** of our AI systems.

- We **inform users** when a system relies on AI technology.

WE MAINTAIN HIGH QUALITY STANDARDS AND MEET ALL SAFETY AND SECURITY REQUIREMENTS.

- We only use **safe, robust, and reliable** AI systems.

- We protect our AI solutions from **unauthorized access** and **misuse** to safeguard the **security of the systems** at **all times** and protect the **data they contain**.

WE ACT IN ACCORDANCE WITH OUR VALUES.

- We are committed to **diversity, fairness, and non-discrimination**.

- Our AI systems **must not disadvantage any person** based on their **cultural, religious, or gender background**.

- The AI systems we use are **subject to our internal guidelines** and the **applicable laws and regulations**.

WE PROTECT PRIVACY.

- We **respect the privacy** of our employees, partners, and customers.

- **Information subject** to **data protection requirements** is processed **strictly in accordance** with the corresponding **privacy laws and regulations**.

- We **do not collect personal data without a specific reason**.

- We **disclose how data is used** and inform users about their options to **decide how their data is further processed**.

WE ARE COMMITTED TO SUSTAINABILITY.

- **We see sustainability as core to our future viability.** Therefore, we are committed to **developing** and **deploying sustainable AI systems** that promote the **ecological**, **social**, and **economic well-being** of our customers and employees.

- The use of AI is an **important component** of our **decarbonization strategy.** AI can support our goal of achieving **carbon-free operations at all Group airports worldwide by 2045** at the latest.

- We are focusing on **resource-saving and energy-efficient AI systems** to ensure that the efficiency gains from AI reduce (rather than increase) resource consumption.

WE EMPOWER OUR EMPLOYEES AND ENGAGE IN DIALOG.

- We **enable our employees** to use AI.

- We **highlight the opportunities** associated with AI applications **without neglecting** the **potential risks**.

- We practice **open** and **understandable communication** and **involve all those concerned in the process**.

- We **actively participate** in the **ethical AI discourse** and **continuously work on further developing** our own principles.