

Understanding of sustainability



Responsibility:
Our action guideline for the future

We believe that sustainability is all about responsibility for the future. We understand responsible corporate development as a continuous process. We are convinced that entrepreneurial flexibility can only be achieved by consistent inclusion of non-business aspects in management processes.

We are well aware that the management of our company leads to conflicting targets within our business between us and our stakeholders. We can only safeguard our "License to operate" and our "License to grow" if the solution for these conflicting targets creates the right balance. Sustainability: Our action guideline for the future between the factors relevant to the company and society. This includes: **Effectiveness, efficiency, resources, solidarity, impacts and fairness.**

A high level of effectiveness and efficiency is absolutely essential in a global and competitive world in order to safeguard the existence of a company and the associated jobs. However, over the medium term and long term, we can only be successful if we also take reasonable account of the other four factors. Maximizing one of the individual factors for success at the cost of others would put our capability for action at risk over the long term and hence endanger our success.

Effectiveness:
"Doing the right thing."

Effectiveness is the pivot for the sustainable development of our company. We can only operate successfully as a company in the marketplace and within society if we offer the right infrastructure and appropriate services to the desired quality from the perspective of our customers at a competitive price. You might say that as we enhance the management of our business, we create greater flexibility in relation to other factors for success.



Economic enhancement



Employees

Solidarity: *"Keeping an overview in everything we do."*

Our economic and social system only operates if there is a degree of solidarity. Solidarity is based on respect for the dignity of people as the most important asset. It includes a commitment and responsibility for universality, for the company, society and the environment. Individual interests must be pooled in the interests of the common good. Solidarity requires mutual respect and achievement of a balance.

Efficiency:
"Doing it in the right way."

If we are to be successful in the marketplace over the long term, we must provide our services with the optimum relationship between expenditure and profit. This drive for efficiency is the central function of any company and creates the necessary financial flexibility for development.



Community



Environment

Solidarity is always evident in the relationship between stakeholders. It is not a one-way process and the company itself can also be an object of solidarity. The latter is demonstrated by the willingness of employees to waive pay increases to safeguard a business location. Our acceptance by the community will increase as a function of our success in protecting our environment from impacts. This understanding is particularly important against the background of the airport expansion.

Resources: *"Treating what we have with respect."*

We can only preserve and retain the necessary resources in adequate amounts if our business is successful. The three most important resources are: **Equity capital, Employees, Natural resources.** Responsible management of our resources – this involves selection, deployment and treatment – lays the foundation stone for our economic success.

Equity capital
Our shareholders must receive an appropriate reward for their investment in accordance with the risk entailed. Outside lenders of capital are also entitled to a reward. This is based on generating adequate profits and value-based management. Value orientation is an essential prerequisite in order to obtain the necessary financial capital in competitive markets.

Employees
The most important and valuable resource of our company are our people. They provide Fraport with their labor, their time, their motivation and their know-how. A balance must be created between the work done and the compensation. This includes the pay and social services, health benefits, training and career training, as well as future job security, or identification with the company.

Natural resources
Our company requires regenerative and non-regenerative natural resources. We have to use these resources responsibly and sparingly because much consumption of natural resources is irreversible. In addition, we use natural areas, for the construction of Terminal 3, for example. We are aware of the responsibility that comes with any interaction with nature and plan carefully to preserve the environment and work in harmony with it.

Fairness: *"Being reasonable and fair in all our actions."*

Fairness means that all our decisions and actions comply with the statutory legislation and our own values. Everyone's rights are respected and all those involved are treated equally. We want to promote fairness at all company sites and play a proactive role.

Impacts: *"We need to minimize impacts on the world through our actions."*

Our acceptance by the community will increase as a function of our success in protecting our environment from impacts. This understanding is particularly important against the background of the airport expansion.