SUSTAINABLE DEVELOPMENT

CREATING VALUES

Munich Airport
Integrated Report 2024

MANAGEMENT APPROACHES AND SUSTAINABILITY PROGRAM

The material topics for Munich Airport were identified on the basis of a materiality analysis. The importance ofthese topics was determined through a survey of internal and external stakeholder groups and visualized in amateriality matrix. The management approaches follow the requirements of the GRI standards presented inthe GRI Content Index and explain how Munich Airport manages these topics.

External link
Internal link
Finances
Society
Infrastructure
Employees
Environment
Expertise

Environmental and climate protection

Greenhouse gas (CO_2) and air pollutant emissions

Examples
Climate protection measures, improvement of air quality

Management Approach
- The operation of the airport causes various emissions. Sources of emissions include not only flight operations (such as aircraft engines) but also ground handling equipment for aircraft, the generation of electricity, heating and cooling, the airport's own vehicle pool, the operation of airport infrastructure, as well as public and non-public ground transportation.

- Through ambitious CO_2 management, we aim to reduce these emissions as much as possible. That is why we are working with measures as part of our Net Zero Strategy to achieve a CO_2-free future (net zero). The goal is for the operation of Munich Airport to no longer leave any CO_2 in the atmosphere by 2035 at the latest. This means that we will reduce the emissions within our control – referred to in technical terms as Scope 1 and Scope 2 – by at least 90 percent. The remaining maximum of ten percent will be actively and permanently removed from the atmosphere with suitable projects. In order to achieve net zero emissions, we will implement measures in four areas: energy supply, airport facilities, buildings, and the vehicle pool. The foundation of all climate protection measures is the reliable and internationally comparable recording of all CO_2 emissions. Based on this data, a CO_2 footprint is prepared in accordance with the internationally recognized «Greenhouse Gas Protocol.» This footprint provides a detailed breakdown of the airport's greenhouse gas emissions. Nitrogen oxides and particulate matter are key factors in assessing air quality at the airport and in its environs. These substances are emitted by both ground and air traffic. Three different methods are used to determine their presence. In addition to measuring air quality through immissions monitoring with measuring devices in accordance with the requirements of the 39th Federal Immission Control Ordinance (39. BImSchV), plants (biomonitoring) and a food product produced freely in the environment by insects (honey monitoring) are also examined. This three-pronged approach to investigation is intended to capture the broadest possible range of substances and to identify potential influences.
  In addition, FMG works together with partners on projects aimed at reducing greenhouse gas emissions and improving air quality. Through a bundle of measures and projects, we aim to support the companies based at the airport – particularly the airlines – in reducing their own CO_2 emissions. We are especially committed to advancing the reduction of these so-called Scope 3 emissions through joint research and development projects. Among other initiatives, we are a founding member of aireg. This organization is dedicated to the provision and use of aviation fuels derived from renewable energy sources.

- We participate annually in the CDP ranking (Carbon Disclosure Project), where our climate strategy, climate data, and the quality and effectiveness of our greenhouse gas reduction measures are assessed. In addition, we participate in the certification system of ACI (Airports Council International) to obtain the ACA (Airport Carbon Accreditation) quality seal. We are also a participant in the «Environmental and Climate Pact of Bavaria» (an agreement between the Bavarian State Government and Bavarian industry, initiated by FMG) and a cooperation partner of the Munich Climate Pact, an initiative of the City of Munich and major Munich-based companies aimed at contributing to the city's climate neutrality by 2035.

Relation to Strategy 2030+
Green mobility hub

Relation to Business Model
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Sustainable Development Goals
7, 13, 17

Key figures
- → **Energy consumption and emissions**
- → **Greenhouse gas emissions**
- → **Pollutant concentrations**
- → **Air pollutants**

Munich Airport also measures the performance of its managers using non-financial key performance indicators. The «CO_2 Savings» key performance indicator measures the reduction in emissions achieved through the targeted implementation of CO_2 reduction measures. These measures are described in the Group Management Report, and their development is presented transparently.

- → **Key performance indicators**
- → **Target achievement**
- → **Outlook report**

Links
- → **Commitment to climate protection**
- → **Climate protection**
- → **Air quality**
- **Net Zero**
- **Air quality**

Sustainability program

Targets and Measures

The strategic sustainability program serves as a roadmap for sustainable development. In this program, targets are defined for each material topic and are further specified through individual measures. The program is brought up to date in annual target meetings with the respective departments and target achievement is assessed.

GREENHOUSE GAS (CO_2) AND AIR POLLUTANT EMISSIONS

Target	Measure	End of measure	Status in %
Climate strategy Net Zero 2035	Development of the «Net Zero 2035» communication campaign for the target group of travelers and visitors	2024	100 (completed)
	Implementation of the regional project «Climate Forest MUC» (Klimawald MUC) through reforestation at various sites across Bavaria	Ongoing	Ongoing
	Planning and implementation of suitable removal projects to achieve the target of Net Zero 2035	2035	Ongoing
	Planning and implementation of suitable projects that contribute to reducing greenhouse gas emissions for customers and partners (Scope 3 emissions)	2035	Ongoing
	Lighting optimization in the P26, P44 and P51 parking garages	2025	75
	Conversion of the exterior lighting and apron lighting to LED technology	2025 (extended)	95
	Optimization of energy efficiency in existing facilities	Ongoing	Ongoing
	Green IT: Construction of a new Group data center	2025 (paused)	50
	Expansion of photovoltaic systems on building roofs and ground-mounted systems at and around the airport to 50 MWp	2030 (extended)	14
	Operation of the vehicle pool with regenerative energy supply	2030	37
	Use of air curtains to reduce heat losses	Ongoing	Ongoing
	Continuous, gradual replacement of old motors with newer, more efficient motors for the baggage handling system	Ongoing	Ongoing

GREENHOUSE GAS (CO_2) AND AIR POLLUTANT EMISSIONS

Target	Measure	End of measure	Status in %
Implementation of climate protection measures with cooperative partners	Equipping all positions near the building of Terminal 1 with pre-conditioned air (PCA)	Ongoing	Ongoing
	PCA systems: increase in utilization rate through adaptation of rules and regulations, process optimization and communication concept	Ongoing	Ongoing
	Marketing of the more climate-friendly «single engine taxiing» approach between runway and parking position through adjustments to the aeronautical information publication and communication strategy	2024	100 (completed)

Sustainable use of resources

Examples

Efficient water and energy consumption, circular economy

Management Approach

- The energy consumption of an international airport can be compared to that of a small town. This makes it all the more important to use natural resources sparingly and responsibly. Most waste and recyclables are generated by affiliated companies, businesses based at the airport, and airlines.

- Flughafen München GmbH is authorized to manage waste on its premises independently in accordance with the Circular Economy Act. Absolute priority is given to preventing waste and returning recyclable materials to the material cycle. Our extremely dynamic energy, water, and waste policy and the associated rapid development of these markets call for a high degree of agility and flexibility. For this reason, our employees are constantly planning, implementing, and operating state-of-the-art, innovative technology. Most of the energy on the airport campus is used in the buildings. Energy-efficient optimization is therefore given high priority. The internal Energy Management team provides advisory and planning support for new construction projects, renovations, and the provision of renewable energy. It also assists the Group divisions in implementing measures to avoid energy consumption and to improve energy efficiency. The principles of «reduce and recycle» are adhered to by Munich Airport's recycling management system. Munich Airport's water management efforts aim to influence the natural water balance as little as possible and to minimize any adverse effects caused by water management, drainage, and drinking and firefighting water supplies.

- We have implemented an environmentally effective management system that is certified according to DIN ISO 14001:2015 and the European EMAS Regulation 1221/2009. A decreasing consumption of drinking water and high recycling rates for waste and de-icers exemplify Munich Airport's commitment.

Relation to Strategy 2030+

Green mobility hub

Relation to Business Model

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Sustainable Development Goals

6, 7, 12, 13, 15

Key figures

- **Drinking water**
- **Process water**
- **Wastewater**
- **Waste**
- **De-icers**
- **Energy intensity coefficient**

Links

- **Resources**
- **Water and water protection brochure**
- **Scope 1 and Scope 2**

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SUSTAINABLE USE OF RESOURCES

Target	Measure	End of measure	Status in %
Plastic reduction	Development of a Group-wide concept for reducing the use of disposable plastics	2026 (extended)	15
Responsible use of drinking water	Increased use of service water instead of drinking water through the construction of service water wells	2028 (extended)	66
Establishment, operation, and ongoing development of the environmental management system in accordance with EMAS and DIN EN ISO 14001	Control of the environmental management system in accordance with EMAS and DIN EN ISO 14001 for FMG, including the execution of internal and external audits as well as recertification and revalidation	Ongoing	Ongoing

Biodiversity

Example

Promotion and preservation of the diversity of animal and plant species on the airport premises

Management Approach

- The sealing of surfaces, expansion, and operation of the airport inevitably lead to impacts on the natural environment surrounding the airport premises.

- In order to mitigate negative effects on flora and fauna as much as possible, Munich Airport has always exceeded the legally required ecological compensating measures. The goal is to enhance the existing areas and to preserve and increase biodiversity there. Plant and animal species native to the original peatlands are to regain an appropriate habitat.
  Approximately two-thirds of the nearly 1,600-hectare airport grounds consists of green areas. Especially within the security fence, targeted maintenance of the green areas between the runways and their infrastructure facilities has led to the development of species-rich vegetation and ecologically valuable habitats, particularly for rare meadow breeders.
  In the peripheral zone (green belt), meaning in the immediate vicinity of the airport premises, the landscape was structured by grassland, bodies of water, and planting on an area of around 250 hectares. In this way, it was also possible to create protection against erosion and noise for the surrounding area, and the peripheral zone also acts as a «buffer» to integrate the airport into the landscape. In addition, we have created over 520 hectares of compensation areas. This biotope network system consists of corridors with extensively used nutrient-poor grassland, tall herbaceous vegetation, wetland habitats, amphibian spawning waters, forest parcels, and shrub strips.
  The responsible nature conservation authorities have confirmed that these areas were created and maintained in compliance with all requirements. With their structurally and species-rich vegetation, these areas contribute significantly to biodiversity in the region. In view of future climatic developments, pilot plantings of various tree species were carried out on the airport premises in 2024.

- Several departments at FMG are responsible for the planning and implementation, long-term maintenance, and monitoring of the development of these areas. Animal and plant populations are systematically monitored to assess the success of the measures. The 666-hectare airport meadows around the two runways are located in the European bird sanctuary «Nördliches Erdinger Moos» and offer an optimal habitat for numerous rare bird species. Munich Airport was again a participant in the Environmental and Climate Pact of Bavaria – an agreement between the Bavarian State Government and Bavarian industry – from 2021 to March 2024. Under the «Blooming Pact of Bavaria,» an initiative of the Bavarian Ministry of the Environment to combat the decline in insect populations and biodiversity, Munich Airport was able to extend its designation as a «Blooming Company» for another three years in 2022.

Relation to Strategy 2030+

Green mobility hub

Relation to Business Model

Sustainable Development Goal

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Key figures

→ Ecological areas outside the airport fence

Links

→ Biodiversity
→ Low bird strike rate: special biotope management
Nature conservation
Bird protection
Birdlife
Blühpakt Bayern
Bavarian Environmental Pact

Sustainability program

Targets and Measures

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BIODIVERSITY

Target	Measure	End of measure	Status in %
Raise awareness of internal and external stakeholders regarding the issue of wildlife trafficking	Collaboration with external stakeholders on campus to develop a wildlife trafficking awareness campaign	2026 (extended)	10
Maintaining and promoting biodiversity at and around the airport	Regular faunistic monitoring of the airport meadows, the airport campus, and parts of the «Nördliches Erdinger Moos» bird sanctuary	Ongoing	Ongoing
	Adapting the handling of the species present and their requirements to preserve the biodiversity of the airport meadows	Ongoing	Ongoing
	Continuous development of the environmental education program for external visitors and other interested parties, as well as representatives of the authorities (flyers, brochures, posters, etc.)	Ongoing	Ongoing
	Raising employee awareness of nature conservation topics (Homebase articles, flyers, brochures, posters, etc.)	Ongoing	Ongoing
	Establishment and enhancement of insect-friendly biotopes (e.g. flowering meadows on the viewing hill, installation of insect hotels, tree planting in the Visitors Park)	Ongoing	Ongoing
	Pilot project «Grazing» (Beweidung) at Lange Hacken in the Freisinger Moos	2029	20

Sustainable infrastructure and construction projects

Examples

Improving accessibility by rail and road, sustainable construction

Management Approach

- Munich Airport has developed successfully since it opened at its current location in 1992. The impacts of airport operations are diverse in ecological, social, and economic terms. On the one hand, the airport is considered an important driver of employment in Bavaria; on the other hand, connectivity to air traffic is one of the most important location factors for internationally operating companies.

- Munich Airport is one of the largest intermodal transportation hubs in Europe. For this reason, it relies on well-functioning landside access. Together with our partners, we are working to improve rail access from all regions of Bavaria and neighboring countries. As part of the Corporate Strategy 2030+, targets have been defined for improving rail access, further developing Munich Airport as a real estate location, and expanding charging infrastructure as part of the electromobility strategy. In the course of expanding the charging infrastructure for electric vehicles, we have already installed over 600 charging points for our own pool vehicles, as well as for airlines, public authorities, the rental car and car-sharing sectors, air passengers, and in part for ground handling equipment. The existing charging infrastructure is to be expanded by several thousand additional charging points by 2030. Our subsidiary AeroGround, responsible for passenger and crew transport, is converting its bus fleet from fossil fuel engines to electric drives. Investments of up to €60 million are planned for the purchase of electrically operated passenger buses and the necessary charging infrastructure. New buildings are being constructed around the development areas of the innovation site LabCampus («Airsite West»). The first buildings are operated with geothermal energy from near-surface groundwater for building climate control and feature green roofs and photovoltaic systems on the rooftops. Lab 48 received the «KlimaKulturKompetenz» certificate for energy efficiency and accessibility. High standards for climate protection have been set for the expansion of the airport and airport buildings. Through a balanced approach of demand-driven expansion, maintenance, and optimization, we aim to keep environmental impacts as low as possible. Negative effects, such as those on nature and the airport region, are mitigated as far as possible through compensation and noise protection measures. In doing so, we go beyond legal requirements and industry standards. For new buildings, incorporating life cycle cost analyses into the profitability assessment is an important step toward sustainable development. As a member of the German Sustainable Building Council (DGNB), FMG is also actively involved in the further development of certification systems.

- An overview of all planned and already initiated construction projects can be found on the airport's website.

Relation to Strategy 2030+

Green mobility hub

Economic premium hub

Relation to Business Model

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Sustainable Development Goals

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Links

Numerous construction projects

Real Estate business unit

Expansion of infrastructure

Electromobility: proportion grows to 41 percent

Sustainability program

Targets and Measures

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SUSTAINABLE INFRASTRUCTURE AND CONSTRUCTION PROJECTS

Target	Measure	End of measure	Status in %
Implementation of energy-efficient and sustainable building	Certification of selected sites according to the standards of the German Sustainable Building Council (DGNB), construction of selected buildings according to the Gold Standard	Ongoing	Ongoing
Demand-oriented and economic development of airport property	Further development of the LabCampus urban development concept and implementation of the LabCampus construction measures (Cluster 1)	2034 (extended)	25
	Procurement of affordable living space for employees in coordination with the municipalities of the region	2030 (extended)	10
Medium-term improvement of rail access	ÜFEX connection to and from Nuremberg	2024	100 (completed)
	Review of the feasibility of additional regional connections, e.g. to the Allgäu, even before the second main line is put into operation	2025	50
	Development of a service concept for a long-distance train station at Munich Airport for local, regional, and long-distance transport as input for the update of the Deutschlandtakt timetable, which forms the basis for the needs assessment review for federal railways (in 2024) and the new Federal Transport Infrastructure Plan (starting from 2024).	2024 (extended)	100 (completed)
	Subject to the inclusion of long-distance rail access to the airport in the Deutschlandtakt framework, development of an interim stage for a long-distance rail station to enable selected long-distance trains to serve the airport in the medium term	2025	10
Implementation of the electromobility strategy	Expansion of the charging infrastructure	2030	20

Employees and society

Occupational health and safety

Examples

Prevention of accidents at work, maintaining employability, as well as sports and health programs

Management Approach

- Occupational health and safety are of great importance at Munich Airport. Airports are complex work environments with many potential hazards – for example, due to the handling of aircraft ground handling equipment and working under varying weather conditions. Proactive and preventive occupational health and safety takes all necessary measures to prevent accidents at work, injuries, and occupational illnesses. The physical and mental health and well-being of our employees are our highest priority. In addition, as an employer, we have a duty to prevent hazards and accident risks in the workplace and to create healthy working conditions.

- Our commitment to consistent occupational health and safety is firmly anchored in our leadership and corporate culture. Together with the employer and the Works Council, the responsible Health Management, Occupational Health & Safety and Occupational Medicine departments undertake all necessary measures to prevent accidents at work, injuries, and work-related illnesses. Regular occupational health and safety training and seminars are held for employees and managers. In addition, employees receive annual instruction on workplace hazards. On top of that, we offer a web-based training course on the basics of Occupational Health & Safety. Our employees have access to a wide range of preventive health programs in the areas of physical activity, nutrition, ergonomics, and mental health, as well as an in-house fitness center. In addition to online lectures on various health topics, activity days and regular sports courses are also offered. Employees can find information on current health topics on the intranet.

- In the Annual Report «Shared Task, Shared Responsibility», Occupational Health & Safety, Occupational Medicine, and Health Management provide a comprehensive insight and overview of all topics. Compliance with occupational health and safety regulations is ensured through works agreements.

Relation to Strategy 2030+

Modern company

Relation to Business Model

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Sustainable Development Goals

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Key figures

- → **Occupational Health and Safety**
- → **Incident frequency**
- → **Sick leave rate**
- → **Occupational illnesses**
- → **Employees with disabilities**

Munich Airport also measures the performance of its managers using non-financial key performance indicators. The Lost Time Incident Frequency Rate (LTIF) relates the number of workplace accidents to the total hours worked. The LTIF is presented in the Group Management Report, and its development is disclosed transparently.

- → **Key Performance Indicators**
- → **Target achievement**
- → **Outlook report**

Links

Occupational health and safety: an important part of the company culture

Annual Report from Occupational Safety, Occupational Medicine, and Health Management

Sustainability program

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OCCUPATIONAL HEALTH AND SAFETY

Target	Measure	End of measure	Status in %
Maintaining and improving employee employability (target group-specific health promotion programs)	Re-launch of Health Lounge AeroGround model project	2024	100 (completed)
	Introduction of health promotion measures on the topic of women's health	2025	80
Use of automation processes to optimize occupational safety	Robotics: Development of a concept for the automation of processes in the ground handling service, in cooperation with the Fraunhofer Institute	2024	100 (completed)
Improvement of occupational safety	Implementation of a project on behavior-based occupational safety with the goal of reducing workplace accidents at AeroGround	2024	100 (completed)
	Procurement of occupational safety clothing and personal protective equipment including optimization of the procurement process	2026 (extended)	20
Air conditioning at the southern fire station	Equipping of the offices, common areas, and break rooms at the southern fire station with air conditioning and sun protection	2026 (extended)	20
Ensuring smooth and efficient air traffic	Upgrade to more efficient passenger boarding bridges with presence detectors and LED lighting	2028 (extended)	5
Reducing mental stress for employees	Introduction of a support program for prevention and immediate assistance in cases of mental distress	2024	100 (completed)
	Introduction of a complaint management procedure for employees affected by incidents of discrimination and harassment	2025	25

Attractive employer

Examples

Variety of training and development opportunities, diversity, competitive working conditions

Management Approach

- Around 9,059 employees[1] from over 100 countries work across 30 different functional areas at the airport. After Deutsche Lufthansa AG, we are the second-largest employer on the airport campus. This has a positive impact on the region: the Freising employment agency district – which also includes the districts of Erding, Dachau, and Ebersberg – continues to have one of the≈lowest unemployment rates in Germany, at approximately 3.3 percent. Due to the continuously increasing volume of air traffic, the airport's demand for personnel will remain high in the coming years. Positioning the airport as an attractive employer and attracting young talent and skilled professionals will remain a key strategic objective in an increasingly competitive labor market.

- Munich Airport enjoys a strong employer image in public perception and offers long-term prospects in an attractive working environment. In the vast majority of companies within the corporate group, employees benefit from collectively negotiated salary adjustments. Numerous programs – including those for personal development, health promotion, and work-life balance – help differentiate Munich Airport from other employers. We benefit from the diversity of our employees and respect their different interests and needs. We promote equal participation of all genders in leadership positions. For example, our co-leadership program supports managers who share a leadership role. Since 2024, female managers once again have the opportunity to participate in the cross-mentoring program. Through the «Mento Pro» program, we aim to ensure that employees have easy access to information and training opportunities – regardless of their educational background. The «Work and Family Compatibility» guide provides an overview of the company's policies and available programs. In addition, various employee representative bodies ensure that all voices within the workforce are heard and that corporate development is advanced in a participatory manner. Ongoing development opportunities for employees are firmly embedded in our corporate culture through the AirportAcademy, which has been a training partner for 30 years.

- The annual HR and Social Report provides internal transparency on developments. Employee satisfaction is also measured regularly through employee surveys.

Relation to Strategy 2030+

Modern company

Relation to Business Model

Sustainable Development Goals

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Key figures

- **Employees**
- **Number of employees covered by collective bargaining agreements**
- **Age Structure**
- **Managers**
- **Parental leave**
- **Fluctuation**
- **Training hours**
- **Nationalities**
- **Employees' place of residence**

Links

- **Employer**
- **Personnel Strategy**
- **Munich Airport as an employer**

[1] excluding trainees, marginal employees, temporary workers and interns (as of December 31, 2024)

Sustainability program

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ATTRACTIVE EMPLOYER

Target	Measure	End of measure	Status in %
Strengthening employer attractiveness – internally (employee retention) and externally (employer branding)	Modernization and reorganization of the job evaluation and remuneration system for non-tariff employees	2026 (extended)	75
	Strengthening the employer image in the region and beyond, for example through a corporate influencer program and career events	Ongoing	Ongoing
	Further development of new development and talent formats and introduction of new learning management software	2025 (extended)	80
	Development of regulations for employees transferred from the TVöD or from the restructuring collective agreement to the industry collective agreement	2024	100 (completed)
	Creation of alternative compensation incentive systems for all employees, taking into account the currently applicable collective agreements	2025	0
	Establishment of a Group-wide transformation team to support and communicate change measures	2024	100 (completed)
Employee awareness for integration of sustainability in the workplace	Promotion of sustainable behavior among the workforce (e.g. formation of car pools or use of local public transport, reduction of paper consumption, waste separation)	2025 (extended)	20
Increase in the quality of leadership	Continuation of regular management dialogues and derivation of corresponding measures for the targeted and needs-oriented development of competencies	Ongoing	Ongoing
Qualitative and quantitative matching of employee requirements	Employee development through digital content and targeted development programs	Ongoing	Ongoing
	Expansion of recruiting activities for positions and areas of need (e.g. apprenticeships/dual studies, graduate trainee programs, university interns, specialists)	Ongoing	Ongoing
Establishment of diversity management	Development of measures similar to the various aspects of diversity set out in the Diversity Charter	Ongoing	Ongoing
	Equal participation of all genders in executive positions in the Munich Airport Group in accordance with the targets set out in the Group Management Report	Ongoing	Ongoing

Noise emissions and noise control

Examples

Noise protection for residents, low-noise flight procedures

Management Approach

- Aircraft noise cannot be completely avoided at an international hub airport like Munich Airport. We use every available option to keep it as low as possible.

- Reducing aircraft noise and providing comprehensive protection for local residents is a central concern for Munich Airport in its partnership with neighboring communities. As part of an extensive noise protection program, around 21,000 soundproof windows and approximately 20,000 ventilators have been installed in buildings surrounding the airport. Since 1992, the airport has invested a total of €62 million in noise protection measures. Together with airlines and air traffic control, we have been active in all areas of noise protection for many years.
  Our goal is to keep noise emissions at and around Munich Airport as low as possible. In doing so, we strive – within the framework of the legal regulations (Aircraft Noise Act and Federal Immission Control Act – FluLärmG) – to achieve a balanced compromise between the interests of residents and environmental protection, as well as the demands of the economy and people's mobility needs.
  In the Aircraft Noise Commission, relevant stakeholders (including municipalities and public authorities) meet regularly to advise supervisory and regulatory bodies on measures for protecting against aircraft noise and air pollution from aircraft. Thanks to technical innovations, major progress has been made in noise reduction in air traffic in recent decades. For Munich Airport, the government of Upper Bavaria – with participation from the public and affected municipalities – has developed a noise action plan. This plan outlines both implemented and planned measures for reducing aircraft noise in the surrounding area. Through noise-based landing charges, Munich Airport influences the types of aircraft used, ensuring that airlines operating low-noise aircraft benefit from a tiered, wide-ranging fee structure.

- Stationary and mobile measurements permanently monitor aircraft noise in the region. The website «Fluglärmüberwachung-Online», or the Online Monitoring of Aircraft Noise, shows the current measured values and relevant traffic data in real time.

Relation to Strategy 2030+

Green mobility hub

Relation to Business Model

Sustainable Development Goal

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Key figures

→ **Measured noise**
→ **Distribution of operating directions**
→ **Noise complaints**

Links

Current noise control values
→ **Noise protection**

Sustainability program

Targets and Measures

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NOISE EMISSIONS AND NOISE CONTROL

Target	Measure	End of measure	Status in %
Continuous aircraft noise monitoring	Continuous monitoring of aircraft noise (stationary and mobile) in the airport region using innovative technology, with real-time online communication	Ongoing	Ongoing
Complaint management	Response to aircraft noise complaints, including via the «Noise Protection Service Hotline»	Ongoing	Ongoing
Noise action plan	Noise action plan by the Government of Upper Bavaria for Munich Airport, including measures to reduce noise	Ongoing	Ongoing
Noise-based charges	Noise-based charges as an incentive for airlines to operate quieter aircraft at Munich Airport	Ongoing	Ongoing
Passive noise protection	Service program «cast resin panes»	Ongoing	Ongoing

Involvement and value creation in the region

Examples

Collaboration with municipalities and societal stakeholders, and regional contracting

Management Approach

- Munich Airport and the companies located on its campus generate several billion euros in added value each year. In addition, the airport enhances the region's attractiveness as a business location. This benefits not only the surrounding area but the entire Free State of Bavaria. Positive effects include increased productivity, investment, and high levels of employment and innovation – though there are also negative impacts, such as high rental prices due to ongoing population growth.

- Munich Airport maintains numerous supply and service relationships with companies in the region. Around 3,500 suppliers work with the Munich Airport Group. The airport is supplied primarily by regional business partners – which shortens transport routes and helps avoid CO_2 emissions. A key link between the airport and the region is the Corporate Communications and Public Affairs division, which maintains close contact with municipalities, local residents, and representatives from politics, business, and public administration. The establishment of a regional office laid the foundation for continuous dialogue between the airport and the neighboring cities and municipalities. It is important to us to be a responsible neighbor and a reliable partner to the region. We support approximately 700 projects in the areas of sports, education, culture, social issues, the environment, and media. Our commitment is structured into two types of support: sponsorships and donations (including in-kind contributions).

- In surveys, such as the acceptance study «The airport from the perspective of its neighbors», citizens rate the airport and the living situation in the region. Regular employment surveys provide details of the current structural data for Munich Airport.

Relation to Strategy 2030+

Modern company

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Sustainable Development Goals

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Key figures

Determination of value creation
Distribution of value creation
Donations and sponsoring
Population development in the neighboring municipalities

Links

Community engagement
Suppliers: a focus on the region
Value creation for the airport & region
Acceptance study (The Airport from the Perspective of its Neighbors 2023)
Communities Council

Sustainability program

Targets and Measures

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INVOLVEMENT AND VALUE CREATION IN THE REGION

Target	Measure	End of measure	Status in %
Ensuring good community relationships with the region	Active involvement in the Communities Council and the IBA (International Building Exhibition) project group	Ongoing	Ongoing
	Analysis and communication of community relationships and acceptance of the airport (survey «The Airport from the Perspective of its Neighbors»)	Ongoing	Ongoing
	Direct contact with elected representatives; intensive dialogue with all important stakeholders in the region regarding current operations and developments at the airport, including selected formats (e.g. Inside Airport, information events for government officials and municipalities)	Ongoing	Ongoing
	Support and coordination of the airport's established dialogue platforms – Communities Council and Airport Forum	Ongoing	Ongoing
Integration of the airport within the region	Involvement in various regional committees within the fields of business and tourism, such as the IHK Regional Committee Erding/Freising (IHK-Regionalausschuss Erding/Freising), the Tourism Association of the Erding Region (Tourismusverein der Region Erding e.V.), and the European Metropolitan Region Munich (Europäische Metropolregion München e.V.)	Ongoing	Ongoing
	Cooperative location development, realization of joint projects between the Munich Airport Group and local authorities with the aim of achieving a win-win situation, (e.g. optimization of cycle path connections)	Ongoing	Ongoing
	Development of a 2030+ mobility strategy for the region and in collaboration with the Communities Council	Ongoing	Ongoing
Assuming social responsibility for the region as the Munich Airport Group	Support for initiatives and organizations with a charitable background in the areas of sports, social affairs, culture, education, and nature	Ongoing	Ongoing
	Regular review and updating of regional sponsorship priorities and evaluation tools	Ongoing	Ongoing
	Presence at sponsored events and regular contact with sponsoring partners	Ongoing	Ongoing
	Support for measures and regional cooperation projects that fall within the scope of CSR, for example, cooperation with the Freising Life Support Center (Lebenshilfe Freising) and the Erding and Freising community foundations	Ongoing	Ongoing
Demonstrating the airport's significance as an economic and locational factor in the region	Analysis and quantification of the airport's significance as an economic factor and qualitative description of the airport as a location factor (e.g. value added effects, employee survey, and representation of annual supply and service relationships)	Ongoing	Ongoing

Company and governance

Transparent and resilient corporate leadership

Examples
Safeguarding all corporate interests, corporate governance, risk and opportunity management, economic activity, and responsible use of financial resources

Management Approach
- The frequency of crisis events highlights the importance of resilient corporate leadership for the future viability and sustainable development of companies. Resilient companies are able to identify risks and opportunities at an early stage and adapt to negative external influences. Transparency and dialogue with all societal stakeholders play an important role for Munich Airport in this context. Active engagement with our stakeholders, sound economic conduct, and the responsible use of financial resources form the foundation for the continued success of our business model.

- We maintain an ongoing dialogue with our stakeholders – internally and at the local, regional, national, and international levels. Experts represent the company in the working groups of important industry and trade associations. This enables us to leverage synergies and find solutions to challenges arising, for example, from political and economic developments. Compliance with national and international laws, government regulations, official requirements, and internal company rules is an integral part of our self-image. The basis for this is the Group-wide Compliance Policy. To raise awareness of compliance and sensitivity to data protection violations, annual training is mandatory for all employees.

  An annual compliance risk analysis supplements the economic risk management system. The «Code of Conduct» plays a special role as a set of guidelines for our actions. It is based on Munich Airport's corporate culture and defines the guidelines and principles for lawful and values-based conduct.

- Reports on incidents, approaches to remedy violations, risk minimization measures, and the level of compliance achieved are submitted regularly to the Executive Board and, in standardized form, to the Supervisory Board. In addition, the BKMS® whistleblower system is available to all employees, business partners, and other third parties who wish to report compliance violations. Compliance with policies is monitored and ensured by the responsible managers and the internal audit department. In its annual integrated report, Munich Airport provides a holistic and transparent account of its business activities, highlighting all economic, environmental, and social aspects of airport operations. Furthermore, Munich Airport encourages all employees to actively contribute to the development of the company. Employee surveys, a strong works council, a youth and trainee representation, and a council for employees with disabilities ensure that the diverse perspectives and needs of colleagues are respected within the company.

Relation to Strategy 2030+
Economic premium hub
Green mobility hub
Valuable growth
Modern company

Relation to Business Model
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Sustainable Development Goals
8, 9, 12, 17

Key figures
The relevant key figures are published annually in the integrated report.

→ **Key figures**

Munich Airport measures the performance of its managers using financial and non-financial indicators. One key performance indicator is the Group result before taxes (EBT), which serves as the baseline for determining earnings performance. The EBT is presented in the Group Management Report, and its development is disclosed transparently.

→ **Key performance indicators**
→ **Target achievement**
→ **Outlook report**

Links
→ **Governance: responsible management**
→ **Materiality: Analysis of stakeholder expectations**
→ **Outlook, opportunities and risks report**
→ **Compliance management system**
Stakeholder dialogue
Sustainable corporate leadership

Sustainability program

Targets and Measures

The strategic sustainability program serves as a roadmap for sustainable development. In this program, targets are defined for each material topic and are further specified through individual measures. The program is brought up to date in annual target meetings with the respective departments and target achievement is assessed.

TRANSPARENT AND RESILIENT CORPORATE LEADERSHIP

Target	Measure	End of measure	Status in %
Fulfilling Munich Airport's corporate responsibility	Implementation of the «Environment Public Relations Concept,» for example, the publication of measurement results in real-time (noise and air), transparent and comprehensive information on environmental topics via the website, and maintaining and updating the «Environmental Cycle Route»	Ongoing	Ongoing
	Creation of the «Water Brochure»	2025	25
	Participation as a cooperation partner in Munich's Climate Pact 3 (Klimapakt 3 Münchner Wirtschaft) with areas of focus on energy efficiency, climate-friendly electricity supply, heating and cooling, sustainable mobility, circular economy, biodiversity, greening of spaces, sustainable lifestyles, and digitalization	2025	30
Establishment of sustainable marketing	Step-by-step transformation of aviation marketing to «sustainable marketing» in the dimensions of event marketing, online marketing, social media, advertising media, print media	Ongoing	Ongoing
Compensation for raffled air travel	Compensation of emissions caused by tickets raffled as part of prize draws	Ongoing	Ongoing
Identification of the role of the airport in dealing with human rights issues	Awareness-raising measures among the workforce, e.g. regarding topics like human trafficking	2026 (extended)	30
Integration of sustainability criteria in controlling	Stronger implementation of relevant non-financial KPIs in the existing controlling tools of group controlling	2025 (extended)	80
	Increased consideration of economic implications from sustainability effects in the context of economic feasibility studies (e.g. for construction projects)	2024	100 (completed)
Implementation of the Sustainable Finance Strategy and its indications	Implementation of the EU Taxonomy Regulation, including examination of business activities for taxonomy eligibility and compliance, taking into account the technical assessment criteria	2026	30
	Review of advantageous financing options for investments related to the topic of sustainability, especially for process optimization, (energy)- efficiency improvements, and digitalization	Ongoing	Ongoing
Implementation of the corporate strategy 2030+	Implementation of the 2030+ strategy through a portfolio of key topics	Ongoing	Ongoing
	Quantification of Group targets and measures in the integrated strategy and planning process	Ongoing	Ongoing

TRANSPARENT AND RESILIENT CORPORATE LEADERSHIP

Target	Measure	End of measure	Status in %
Reinforcement of the Munich Airport Group's resilience to breakdowns in critical business processes	Implementation of a holistic business continuity management system within the Munich Airport Group	2024	100 (completed)
	Operation and continuous development of a business continuity management system	Ongoing	Ongoing
Controls for non-financial opportunities and risks and derivation of appropriate measures	Introduction of systematic processes for the specific identification, prioritization, and control of non-financial opportunities and risks (e.g. climate-related risks)	Ongoing	Ongoing
	Investigations into the potential impact of extreme precipitation on Munich Airport, conducting calculations and expert assessments, as well as conceptual development of appropriate mitigation measures	2025 (extended)	75
	Review of drainage safety for extreme precipitation events (for new construction projects and further airport development)	Ongoing	Ongoing

Customer orientation and service quality

Examples

Further development of offerings, ensuring efficiency at the Munich Airport site

Management Approach

- The quality of our services is crucial to the satisfaction of our customers. At the same time, growing social pressure and tougher competitive conditions can be felt in the industry. Munich Airport must act consistently while taking into account key stakeholders and market dynamics in order to be successful in the long term.

- To this end, FMG applies a continuous improvement process that incorporates comprehensive market analyses and benchmarking with other airports. The quality management system established at Munich Airport, based on the international standard DIN EN ISO 9001:2015, provides a structure for evaluating and improving processes. The continued development of the quality strategy also ensures the satisfaction of customer needs and thus long-term economic development. The exchange with business partners at the national and international level, among other factors, also ensures future-oriented development.
  To meet the standards of a five-star airport, Munich Airport once again implemented measures in 2024 to enhance the passenger experience. For example, additional self-service bag drop units were installed in Terminal 1. The renovation of the security checkpoints in Terminal 2 to accommodate new CT scanners was further advanced, and new SmartGates were installed to optimize central passenger flow through security in T2.

- Passenger surveys developed in-house by FMG provide detailed monthly satisfaction indices. These offer insights into the perception of service and quality, passenger well-being, and the long-term effects of perceived quality. The PEI (Passenger Experience Index) is one of the non-financial targets established in the airport's performance system. It serves as a key performance indicator for identifying areas of action aimed at sustainably improving the passenger experience. Key control and monitoring instruments include quality certification audits, such as those conducted by ACI (Airport Council International), and participation in the Airport Service Quality (ASQ) survey. In addition, we regularly take part in the global passenger survey conducted by the aviation research institute Skytrax.

Relation to Strategy 2030+

Economic premium hub
Modern company

Relation to Business Model

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Sustainable Development Goals

9, 17

Key figures

→ **Dialogue management**

Munich Airport also measures the performance of its managers using non-financial key performance indicators. One key performance indicator is the PEI (Passenger Experience Index), which serves as a measurement model for customer satisfaction. The PEI is presented in the Group Management Report, and its development is disclosed transparently.

→ **Key performance indicators**
→ **Target achievement**
→ **Outlook report**

Links

→ **5-star global involvement**
→ **Our business units: a sustainable contribution to success**
Accessible traveling
Awards and honors

Sustainability program

Targets and Measures

The strategic sustainability program serves as a roadmap for sustainable development. In this program, targets are defined for each material topic and are further specified through individual measures. The program is brought up to date in annual target meetings with the respective departments and target achievement is assessed.

CUSTOMER ORIENTATION AND SERVICE QUALITY

Target	Measure	End of measure	Status in %
Assurance of quality and efficiency at the Munich Airport site	Improved occupancy of space and streamlining and optimization of the center management portfolio	Ongoing	Ongoing
Introduction of autonomous technologies	Concept development for autonomous passenger boarding bridges throughout the campus	2025 (extended)	50
	Concept development for autonomous driving on the apron	2025 (extended)	60
	Concept development for the automated loading and unloading of baggage	2025	30
	Implementation of the check-in concept Stage 2: autonomous bag drops in Terminal 1	2026	5
	Concept development and piloting of autonomous freight transport as a basis for autonomous baggage transport on the apron	2025	10
Stronger integration of sustainability in the area of airport advertising	Reduction of waste products through greater use of digital advertising space, taking into account the high energy standard of digital advertising media	2027 (extended)	50
Sustainable product range for customers	Expansion of «sustainable services» in the airport's portfolio of products and services	2024 (extended)	20

Aviation development

Example

Strengthening Munich Airport's role as an international hub airport

Management Approach

- Munich Airport ensures the smooth operation of air traffic, thereby making a fundamental contribution to maintaining the competitiveness of Bavaria as an economic region. It provides a significant locational advantage for both businesses and the tourism sector. However, operating an airport is not without its impacts on people and the environment. Noise and pollutant emissions remain the biggest challenges.

- In the Corporate Strategy 2030+, we have anchored the objectives «Airport as a Green Mobility Hub» and «Development into a Premium Economic Hub.»
  The implementation of the Net Zero Strategy and the development of intermodal mobility concepts contribute to the strategic goal of becoming a green mobility hub. Emission-based landing charges also help mitigate negative impacts at the airport site.
  The focus of Munich Airport's development into a premium hub is to enhance its role as a hub airport, strengthen its competitive position in Europe, secure its system partnership with Deutsche Lufthansa AG, and expand point-to-point traffic. In our operational business, we aim to deliver premium quality and differentiate ourselves from the competition through excellent processes.
  In addition, the holistic development of the airport's air freight segment is intended to strengthen our competitive position.
  Our goal is to meet the growing demand for high-quality air travel. With the expansion of Terminal 1 and the addition of a new pier, new aircraft stands are being created – providing capacity for 6 wide-body aircraft or 12 smaller aircraft.

  Over the years, Munich Airport has developed into a major air traffic hub in cooperation with Deutsche Lufthansa. Jointly supported expansion measures and the ongoing stationing of Lufthansa's A350 long-haul fleet in Munich form the foundation of a sustainable partnership that stands for long-term growth.

- The continued strong demand for air travel is reflected in Munich Airport's traffic figures. Intercontinental traffic in particular has seen significant growth. Our Statistical Annual Report presents the traffic results in a clear and transparent format.

Relation to Strategy 2030+

Economic premium hub
Green mobility hub

Relation to Business Model

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Sustainable Development Goals

9, 13, 17

Key figures

→ **Traffic figures for aviation**
→ **Passenger figures**
→ **Aircraft movements**
Air traffic indicators

Links

→ **Aviation business unit**
→ **Terminal 1: new pier nearing completion**

Sustainability program

Targets and Measures

The strategic sustainability program serves as a roadmap for sustainable development. In this program, targets are defined for each material topic and are further specified through individual measures. The program is brought up to date in annual target meetings with the respective departments and target achievement is assessed.

AVIATION DEVELOPMENT

Target	Measure	End of measure	Status in %
Further expansion of the hub airport in cooperation with system partner Deutsche Lufthansa, along with the complementary development of point-to-point air traffic in Terminal 1 and cargo traffic	Needs-based provision of airport infrastructure. Bilateral discussions and negotiations with airlines. Sustainable marketing of new flight routes to strengthen Bavaria as a business and tourism location, including the MUC2030 project	Ongoing	Ongoing

Safety and security

Examples

Fire protection, personnel and goods screening, securing the airport campus

Management Approach

- Due to its nature, air traffic is subject to an ongoing abstract threat from external dangers such as terrorist attacks or politically motivated disruptions. In addition to these external threats, operational risks also pose a danger to flight safety. Both external and operational threats can have serious impacts on air traffic and therefore affect both passengers and employees. For this reason, protecting them is of utmost importance.

- In terms of defense against external threats (security), Munich Airport fulfills its self-protection obligations as the airport operator under § 8 of the German Aviation Security Act (LuftSiG) and implements technical, organizational, and personnel-related measures to ensure the highest possible level of safety for its passengers and employees. These include, above all, personnel and goods screening, CCTV, aviation security training in accordance with national and EU-specific regulations, and access management. In addition, security systems and solutions are continuously being developed further. In close coordination with security authorities, current situations and safety-related developments are regularly assessed, and necessary measures are implemented as needed.

As part of efforts to address operational risks (safety), the Airport Rescue and Firefighting department is responsible for fire protection and technical assistance in both aircraft and building fire safety on the Munich Airport campus. From the two fire stations, emergency teams can reach all areas relevant to flight operations within 180 seconds, thus meeting the legally required response times for aircraft fire safety. We prevent bird strikes through a specialized biotope management program, which allows us to maintain a very low bird strike rate. The operating license for Munich Airport is directly linked to certification by EASA (European Aviation Safety Agency). Under this certification, the airport must demonstrate constant compliance with relevant requirements to the responsible supervisory authority, the South Bavarian Aviation Office at the District Government of Upper Bavaria.

- Munich Airport operates a Safety Management System (SMS). Through the system, the airport continuously monitors ongoing flight and handling operations with an eye to risks and trends in order to identify targeted actions early on. Regular advanced training reflects the fact that personnel requirements are constantly evolving and that an increasingly high level of expertise and technical competence is expected. In addition, all employees with an airport ID are required to complete basic SMS training every two years.

Relation to Strategy 2030+

Economic premium hub

Relation to Business Model

Sustainable Development Goals

9, 11

Key figures

→ **Fire department deployment figures**

Links

→ **Safety: high priority at the airport**
Safety/Security
Access Management

Sustainability program

Targets and Measures

The strategic sustainability program serves as a roadmap for sustainable development. In this program, targets are defined for each material topic and are further specified through individual measures. The program is brought up to date in annual target meetings with the respective departments and target achievement is assessed.

SAFETY AND SECURITY

Target	Measure	End of measure	Status in %
Ensuring smooth and efficient air traffic	FOD walk: Launch of a collaborative safety awareness campaign to prevent foreign objects and waste on the flight operation areas (FOD = Foreign Object Debris), thus reducing the risk of accidents and strategically contributing to a «clean apron» / «Clean Apron MUC.» Incorporation of all relevant stakeholders. Scheduled to take place annually.	Ongoing	Ongoing
	Strategic expansion of the Foreign Object Debris (FOD) program to optimize FOD prevention, including through automation projects, thus reducing the amount of FOD and waste on the apron and flight operation areas	Ongoing	Ongoing
	Prevention of possible bird collisions through sophisticated biotope management (for example, by taking into account the needs of rare meadow breeders /bird protection during renovations and construction work)	Ongoing	Ongoing
Cyber security program	Implementation of various organizational and technical measures to improve overall protection against cyberattacks in the areas of Protect, Detect, and Respond	2025	50

Digitalization

Examples

Professionalization of internal processes, digital offerings, protection of privacy and data security

Management Approach

- Ongoing digitalization – and especially the use of artificial intelligence – is fundamentally transforming many aspects of working and professional life. New technological capabilities are also reshaping Munich Airport's business model. While innovations and the development of new products and services are being actively advanced, they also pose significant challenges in the areas of data protection and data security. These changes demand new skills and knowledge from employees.

- Munich Airport aims to be a leader in digital innovation among European airports. In a cross-functional platform designed to promote dialogue and transparency on digital and innovation initiatives, experts collaborate across five key focus areas: Data & Analytics, Aviation, Commercial & Marketing, Workplace, and Smart City. To reflect the strategic importance of this work, the «Digital Management Support Unit» (Stabstelle Digital) was established. This enables Munich Airport to actively shape its digital transformation together with employees and business customers.
  By defining roles, responsibilities, and core rules – along with mandatory implementation and conduct guidelines in the FMG Group's Data Protection Policy – a framework has been established to ensure the protection of data subjects during the processing of personal data.

- A program of measures was launched as part of the digital strategy. The achievement of the targets and measures set out therein is reviewed annually.

Relation to Strategy 2030+

Modern company

Relation to Business Model

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Sustainable Development Goals

8, 9

Key figures

Munich Airport also measures the performance of its managers using non-financial key performance indicators. One key performance indicator is the PEI (Passenger Experience Index), which serves as a measurement model for customer satisfaction. Satisfaction with digital services is part of the Passenger Experience Index survey. The PEI is presented in the Group Management Report, and its development is disclosed transparently.

→ **Key performance indicators**
→ **Target achievement**
→ **Outlook report**

Links

→ **Digitalization: passenger focus, artificial intelligence, and automation**
→ **Digital transformation and innovation**
Data protection
Cyber security

Sustainability program

Targets and Measures

The strategic sustainability program serves as a roadmap for sustainable development. In this program, targets are defined for each material topic and are further specified through individual measures. The program is brought up to date in annual target meetings with the respective departments and target achievement is assessed.

DIGITALIZATION

Target	Measure	End of measure	Status in %
Digitalization and personalization of the customer experience	Bundling of touch points for customers through airport and partner channels and optimization of personalized communication and offers	2026 (extended)	20
Digitalization of the working environment	Introduction of modern office platforms (including Microsoft 365)	2024 (extended)	100 (completed)
	Green IT: Use of a universal platform for different mobile radio services (Tetra radio)	2026	25
	Complete digitalization of the troubleshooting, repair, and maintenance of the technical systems on campus, including the use of digital devices	2025 (extended)	85
	Process digitization and optimization through workflow automation and process mining	Ongoing	Ongoing
	Further development of the Airport Community App, which provides relevant information in digital form for all target groups operating at the campus (regardless of whether they are airlines, airport operators, or ground handling OPS)	Ongoing	Ongoing
	Introduction of digital IoT and AI services to optimize energy and load management	2025	65
Establishment of efficient data management	Ongoing development of digital channels to make the flow of information for customers and employees more secure and efficient	2026 (extended)	10
	Establishment of group-wide data management for current and future use cases (data analytics, machine learning, rapid prototyping)	2025 ff.	20

Sustainable procurement

Examples

Human and children's rights, fair pay, working conditions, environmental protection

Management Approach

- Munich Airport's range of goods is extremely diverse. The product groups cover a broad spectrum – from office supplies and vehicles to buildings and road construction. Numerous supply and service relationships exist between Munich Airport and regional companies, resulting in short transport routes and the avoidance of unnecessary CO_2 emissions. These companies range from skilled trades businesses to producers of agricultural goods.

- As a sector contracting entity in the field of «ports and airports,» the Munich Airport Group is generally subject to cartel procurement law. Public contracts are tendered across Europe in accordance with the binding requirements of procurement law. The Group normally puts contracts that are not subject to public procurement legislation to tender based on a formal, company-specific process. We expect all our suppliers to uphold human rights, internationally recognized labor standards, and environmental obligations throughout the entire supply chain. In order to meet these expectations, the Group provides appropriate training materials to its direct suppliers.
  The key principles and rules are summarized in the Munich Airport Group's Code of Conduct. In our Policy Statement on Respect for Human Rights, we commit to the highest standards of sustainability, which include environmental and social responsibility as well as good corporate governance. All new tender and contract documents require bidders or contractual partners to comply with the Code of Conduct clause, which is included by default. For tenders with an elevated risk potential regarding human rights or environmental due diligence obligations, additional performance criteria are defined to help mitigate these risks.

- A range of processes and measures is in place to ensure compliance and to identify areas where corrective action may be needed. For example, an interdisciplinary risk board with clearly defined structures and responsibilities ensures that due diligence obligations are met and implemented Group-wide. Regular training sessions and risk analyses are conducted.
  In addition, an electronic whistle-blower system is available for reporting violations.

Relation to Strategy 2030+

Modern company

Relation to Business Model

Sustainable Development Goals

5, 7, 8, 12, 13

Links

→ **Procurement: diverse demand for goods and services**
Responsibility in the supply chain
Sustainable corporate leadership
Code of Conduct
Policy Statement on Respect for Human Rights
Whistle-blower system

Sustainability program

Targets and Measures

The strategic sustainability program serves as a roadmap for sustainable development. In this program, targets are defined for each material topic and are further specified through individual measures. The program is brought up to date in annual target meetings with the respective departments and target achievement is assessed.

SUSTAINABLE PROCUREMENT

Target	Measure	End of measure	Status in %
Digitalization of supplier risk management with regard to sustainability issues	Introduction of a software application for the optimized and digitalized representation of requirements under the Supply Chain Due Diligence Act (LkSG), the upcoming extended supply chain legislation, and additional sustainability topics. Using AI-supported media screening, risks in the supply chain can be identified and the necessary preventive and corrective measures can be implemented more quickly.	2025	100 (completed)
Implementation of a measurable sustainability strategy in procurement	Development of an implementation concept and introduction of sustainability KPIs to implement a measurable sustainability strategy in procurement	2025	50
Greater emphasis on sustainability in supplier management	Integration of sustainability aspects in supplier management; both in the assessment process and in development discussions with strategic suppliers.	Ongoing	Ongoing
Stronger consideration of sustainability in the procurement process	To effectively implement sustainability in the procurement process, the key factors for enhanced consideration of sustainability criteria must already be defined in the upstream process of requirements specification. For this reason, the specialist departments and procurement teams jointly develop holistic and impactful measures to integrate sustainability aspects into selected pilot projects, based on materiality, and tailored to defined product groups.	Ongoing	Ongoing

SUSTAINABILITY INDICATORS

The totals are calculated including decimal places, which may occasionally lead to differences due to rounding.

DETERMINATION OF VALUE CREATION / GRI 201-1

€ MILLION

Group	2024	2023	2022	2021
Revenue	1,621.4	1,373.3	1,188.0	601.3
+ Other income	39.7	43.2	45.3	79.2
Total revenue	1,661.10	1,416.50	1,233.30	680.5
+ Income from investments	1.8	1.3	–0.2	–2.6
./. Non-personnel expenses	–666.1	–557.3	–494.7	–307.2
./. Depreciation	–203.2	–202.8	–266.4	–239.9
= Value generated	**793.6**	**657.7**	**472.0**	**130.8**

DISTRIBUTION OF VALUE CREATION / GRI 201-1

€ MILLION

Group	2024	2023	2022	2021
Employees	596.9	541.6	500.0	419.1
Lenders (netted)	93.6	75.9	37.4	48.0
Public sector	38.7	14.9	–6.6	–75.0
Munich Airport Group	64.4	25.3	–58.8	–261.3
= Value generated	**793.6**	**657.7**	**472.0**	**130.8**

The value generated calculation represents the difference between the service provided by the company and the value of the advance services required.

The distribution statement shows the proportions attributed to those involved in the value creation process – employees, the public sector, and lenders. Payments provided by FMG to the public sector include taxes. The interest on the loans to shareholders is included under the «Lenders» recipient group. The income from investments includes the results from companies valued using the equity method. The non-personnel expenses include the cost of materials and other expenses.

AIR TRAFFIC FIGURES / GRI A01, GRI A02, GRI A03 ✓

	2024	2023	2022	2021
Total passenger volume	**41,578,644**	**37,047,745**	**31,653,579**	**12,502,913**
Total commercial traffic[1)]	41,568,219	37,037,070	31,642,738	12,496,432
Of which scheduled and charter traffic	41,545,482	37,017,627	31,618,832	12,474,794
Of which other commercial traffic[1)]	22,737	19,443	23,906	21,638
Non-commercial traffic[1)]	10,425	10,675	10,841	6,481
Total aircraft movements	**327,228**	**302,150**	**285,028**	**153,097**
Total commercial traffic[1)]	318,948	294,342	276,821	146,675
Of which scheduled and charter traffic	307,407	283,515	263,807	134,193
Of which other commercial traffic[1)]	11,541	10,827	13,014	12,482
General air traffic (non-commercial traffic)[1)]	8,280	7,808	8,207	6,422
Seat load factor (in %) in scheduled and charter traffic	81.9	81.3	77.5	65.2
Cargo handling (cargo and airmail carried in t)	**311,091**	**284,346**	**266,779**	**173,307**
Traffic units (TU) of commercial traffic[1)]	**44,658,081**	**39,862,753**	**34,290,578**	**14,211,819**

[1)] For definitions, please see the 2024 annual statistics report, p. 19/20.

Air traffic figures

PASSENGER FIGURES (COMMERCIAL TRAFFIC ONLY) / GRI AO1 ✓

	2024			2023			2022			2021		
	Total	**Domestic**	**International**	**Total**	**Domestic**	**International**	**Total**	**Domestic**	**International**	**Total**	**Domestic**	**International**
Total commercial traffic	**41,568,219**	**6,160,176**	**35,408,043**	**37,037,070**	**5,739,466**	**31,297,604**	**31,642,738**	**4,818,806**	**26,823,932**	**12,496,432**	**2,295,855**	**10,200,577**
Of which arrivals	20,847,160	3,067,586	17,779,574	18,552,240	2,866,783	15,685,457	15,864,243	2,393,840	13,470,403	6,231,524	1,154,455	5,077,069
Of which departures	20,700,014	3,086,323	17,613,691	18,467,051	2,868,493	15,598,558	15,758,549	2,417,903	13,340,646	6,247,229	1,133,472	5,113,757
Of which transit passengers[1]	21,045	6,267	14,778	17,779	4,190	13,589	19,946	7,063	12,883	17,679	7,928	9,751
Number of O&D passengers[2] in millions	24.0	–	–	21.6	–	–	17.9	–	–	8.0	–	–
Number of transfer passengers in millions	17.5	–	–	15.4	–	–	13.7	–	–	4.5	–	–
Proportion of transfer passengers in %	**42**	**–**	**–**	**41**	**–**	**–**	**43**	**–**	**–**	**36**	**–**	**–**

[1] Transit passengers arrive at the airport and continue their journey on the same aircraft. They are counted only once when landing.
[2] O&D passengers begin or end their journey at the airport.

AIRCRAFT MOVEMENTS[1] / GRI A02 ✓

	2024			2023			2022			2021		
	Total	**Arrivals**	**Departures**	**Total**	**Arrivals**	**Departures**	**Total**	**Arrivals**	**Departures**	**Total**	**Arrivals**	**Departures**
Passenger flights, scheduled/charter	**303,716**	**151,773**	**151,943**	**279,468**	**139,603**	**139,865**	**259,449**	**129,642**	**129,807**	**129,737**	**64,801**	**64,936**
Domestic	55,873	27,907	27,966	54,985	27,478	27,507	51,254	25,600	25,654	28,537	14,253	14,284
International	247,843	123,866	123,977	224,483	112,125	112,358	208,195	104,042	104,153	101,200	50,548	50,652
Cargo flights, scheduled/charter	**3,569**	**1,734**	**1,835**	**3,591**	**1,779**	**1,812**	**3,882**	**1,935**	**1,947**	**4,038**	**1,962**	**2,076**
Domestic	1,002	501	501	1,172	543	629	1,201	682	519	1,301	748	553
International	2,567	1,233	1,334	2,419	1,236	1,183	2,681	1,253	1,428	2,737	1,214	1,523
Airmail flights, scheduled/charter	**122**	**61**	**61**	**456**	**228**	**228**	**476**	**243**	**233**	**418**	**209**	**209**
Domestic	122	61	61	456	228	228	476	243	233	418	209	209
International	0	0	0	0	0	0	0	0	0	0	0	0
General air traffic	**19,821**	**10,061**	**9,760**	**18,635**	**9,464**	**9,171**	**21,221**	**10,704**	**10,517**	**18,904**	**9,572**	**9,332**
Domestic	8,262	4,245	4,017	7,597	3,897	3,700	8,695	4,531	4,164	7,845	3,999	3,846
International	11,559	5,816	5,743	11,038	5,567	5,471	12,526	6,173	6,353	11,059	5,573	5,486
Total	**327,228**	**163,629**	**163,599**	**302,150**	**151,074**	**151,076**	**285,028**	**142,524**	**142,504**	**153,097**	**76,544**	**76,553**

[1] Military flights are not included.

Detailed information on night-time aircraft movements can be found in the monthly immissions reports

Detailed information on the night flight regulation

CARGO TONNAGE (COMMERCIAL HANDLING) / GRI AO3

IN T

	2024			2023			2022			2021		
	Cargo handled	Incoming cargo	Outgoing cargo	Cargo handled	Incoming cargo	Outgoing cargo	Cargo handled	Incoming cargo	Outgoing cargo	Cargo handled	Incoming cargo	Outgoing cargo
Cargo-only flights	34,929	13,830	21,099	60,588	28,585	32,003	63,300	33,484	29,816	72,194	33,282	38,912
Bellyhold cargo on passenger flights	272,707	124,828	147,879	216,611	90,202	126,409	195,557	79,969	115,588	94,519	39,255	55,264
Total comprehensive income	**307,636**	**138,658**	**168,978**	**277,199**	**118,786**	**158,413**	**258,857**	**113,453**	**145,404**	**166,713**	**72,537**	**94,176**

DIALOGUE MANAGEMENT: DEALING WITH FEEDBACK PROFESSIONALLY / GRI 2-29

The central dialogue management team responds to, categorizes, and analyzes all customer feedback promptly and individually. This office deals with constructive criticism and positive feedback, in addition to complaints. In order to develop optimal process solutions for air travelers and to derive improvements where necessary, the departments, authorities, and system partners involved along the passenger experience chain network closely with each other.

Dialog management recorded a total of 3,798 complaints in 2024. That is 15.9% more than in 2023, an increase that can be attributed on the one hand to general irregularities in air traffic and, on the other, to the difficulty in increasing the workforce, especially in the area of baggage handling, after aviation came to an almost complete standstill as a result of the pandemic. There were additionally some security and other extraordinary incidents in the terminal areas. Criticisms generally focused on the quality of service and stay. In 2024, Munich Airport recorded a relative complaint rate of 91 complaints per million passengers handled.

DIALOGUE MANAGEMENT / GRI 2-29

NUMBER OF ENTRIES

	2024	2023	2022	2021
Total complaints	**3,798**	**3,277**	**2,272**	**829**
Number of complaints on key issues				
Airline	459	662	501	116
Airport facility	691	628	368	186
Baggage collection	1066	838	274	40
Parking	163	107	66	49
Passport control	132	72	71	29
Security checks	489	271	261	106
Passenger transportation	177	104	96	96
Airport service	307	234	159	62
Lost & Found[1)]	68	152	230	
Other	246	209	246	145

[1)] First recorded in 2022.

DONATIONS AND SPONSORSHIP / GRI 413-1

PROPORTION OF TOTAL BUDGET IN %

	2024	2023	2022	2021
Sport	34	55	77	60
Social welfare	17	8	4	18
Education	4	6	2	13
Culture	32	32	17	7
Environment	13	0	0	2

Sponsoring

FIREFIGHTING SERVICE DEPLOYMENTS / GRI 416-1

	2024	2023	2022	2021
Total alarms	**8,344**	**8,631**	**8,111**	**5,028**
Number of deployments	**2,887**	**2,961**	**3,257**	**1,511**
Of which: technical support jobs	1,551	1,528	1,623	1,140
Of which: security monitoring jobs[1)]	640	704	915	296
Of which: firefighting jobs	696	729	719	75
Other firefighting service deployments[2)]	**3,649**	**4,188**	**3,609**	**3,006**
Rescue service deployments	**1,808**	**1,482**	**1,245**	**511**

[1)] standby duty performed by the Firefighting service on site for certain especially dangerous incidents in order to be able to intervene immediately if these dangers arise
[2)] other activities, NBC hazardous substances, and deployments of the Firefighting service («other» alarm designations/assessments)

As part of Corporate Security, the Airport Rescue and Firefighting service on the premises of the airport in Munich is responsible for fire safety and for technical assistance in the area of fire safety in aircraft and buildings. With qualified rescue service personnel and its own rescue vehicles, it provides 24-hour emergency assistance for passengers, visitors, and employees, and performs safety monitoring for work and events involving a fire hazard. From the two fire stations, the 50 firefighters present – the number of personnel on 24-hour duty as stipulated by the approval authority – can reach any point on the flight operations grounds within 180 seconds, thus meeting the prescribed response times for aircraft fire protection. The extinguishing capacity for aircraft fire protection meets the requirements of the highest category 10 of the International Civil Aviation Organization (ICAO) for each runway.

NUMBER OF EMPLOYEES / GRI 2-7, GRI 2-8, GRI 405-1 ✓

	2024						2023		2022		2021	
Group	**Women**	**Proportion in %[3]**	**Men**	**Proportion in %[3]**	**Total**	**Proportion in %[3]**	**Total**	**Proportion in %[3]**	**Total**	**Proportion in %[3]**	**Total**	**Proportion in %[3]**
Total number of employees[1]	**2,694**	**29.74**	**6,365**	**70.26**	**9,059**	**100.00**	**8,362**	**100.00**	**8,610**	**100.00**	**8,693**	**100.00**
Full and part-time employees[1]												
Full-time	1,600	17.66	5,743	63.40	7,343	81.06	6,771	80.97	6,675	77.53	6,852	78.82
Part-time	1,094	12.08	622	6.87	1,716	18.94	1,591	19.03	1,935	22.47	1,841	21.18
Employment contracts[1]												
Temporary	183	2.02	284	3.14	467	5.16	525	6.28	497	5.77	184	2.12
Permanent	2,511	27.72	6,081	67.13	8,592	94.84	7,837	93.72	8,113	94.23	8,509	97.88
Other employees	**193**		**364**		**557**		**512**		**437**		**508**	
Apprentices	112		163		275		236		230		247	
Interns	9		7		16		17		7		2	
Workers in marginal part-time employment	55		123		178		165		163		136	
Temporary workers	17		71		88		94		37		123	
Total employees including other employees of the Group	**2,887**		**6,729**		**9,616**		**8,874**		**9,047**		**9,201**	
Employees on the airport campus[2]					**33,330**		**33,330**		**33,330**		**38,090**	

[1] Reporting date: December 31: Figures do not include apprentices, workers in marginal part-time employment, temporary staff or interns.
[2] Figure does not constitute part of the independent auditor's report. Includes all companies based at Munich Airport. The employee survey at Munich Airport is carried out every three years. The figures were last compiled in 2021. Further information on the survey is available ↗ **here**.
[3] All percentages are based on the total number of employees as per [1].

NUMBER OF EMPLOYEES / GRI 2-7, GRI 2-8, GRI 405-1 ✓

	2024						2023		2022		2021	
FMG	**Women**	**Proportion in %[3]**	**Men**	**Proportion in %[3]**	**Total**	**Proportion in %[3]**	**Total**	**Proportion in %[3]**	**Total**	**Proportion in %[3]**	**Total**	**Proportion in %[3]**
Total number of employees[1]	**1,094**	**26.70**	**3,004**	**73.30**	**4,098**	**100.00**	**4,069**	**100.00**	**3,990**	**100.00**	**4,176**	**100.00**
Full and part-time employees[1]												
Full-time	610	14.89	2,695	65.76	3,305	80.65	3,333	81.91	3,287	82.38	3,519	84.27
Part-time	484	11.81	309	7.54	793	19.35	736	18.09	703	17.62	657	15.73
Employment contracts[1]												
Temporary	21	0.51	52	1.27	73	1.78	53	1.30	43	1.08	45	2.12
Permanent	1,073	26.18	2,952	72.04	4,025	98.22	4,016	98.70	3,947	98.92	4,131	97.88
Other employees	**47**		**128**		**175**		**152**		**156**		**172**	
Apprentices	37		113		150		127		135		149	
Interns	7		2		9		8		4			
Workers in marginal part-time employment	3		13		16		17		17		23	
Temporary workers	0		0		0		0		0			
Total employees including other employees of FMG	**1,141**		**3,132**		**4,273**		**4,221**		**4,146**		**4,348**	

[1] Reporting date: December 31: Figures do not include apprentices, workers in marginal part-time employment, temporary staff or interns.
[2] Figure does not constitute part of the independent auditor's report. Includes all companies based at Munich Airport. The employee survey at Munich Airport is carried out every three years. The figures were last compiled in 2021. Further information on the survey is available **here**.
[3] All percentages are based on the total number of employees as per [1].

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS / GRI 2-30, GRI 202-1 ✓

	2024		2023		2022		2021	
	Group	FMG	Group	FMG	Group	FMG	Group[2]	FMG
Total number of employees covered by collective bargaining agreements	8,772	4,162	8,082	4,112	8,211	4,048	8,565	4,336
Proportion of total employees in %[1]	91.22	97.40	91.08	97.42	90.76	97.64	93.06	99.72

[1] All percentages are based on the total number of employees including apprentices, workers in marginal part-time employment, temporary staff, and interns.
[2] not including amd.sigma

RATIO OF TOTAL REMUNERATION[1] / GRI 2-21

	2024	2023	2022[2]
Ratio between the total annual compensation of the highest-paid person in the organization and the mean (median) total annual compensation of all employees (excluding the highest-paid individual)	11.82	11.16	12.31
Ratio of the percentage increase in total annual compensation for the highest-paid individual in the organization to the mean percentage increase in total annual compensation for all employees (excluding the highest-paid individual)	2.35	0.12	0.01

[1] All FMG employees, excluding apprentices, workers in marginal part-time employment, temporary staff, and interns. The total remuneration of part-time employees has to be extrapolated to a full-time equivalent in each case. The total remuneration includes: basic salary, bonuses, stock and option packages.
[2] Key figures influenced by short-time working, which continued up to and including the middle of 2022. Key figure collected for the first time in 2022 and so far only for FMG.

Because of the disparate, non-consolidated payrolls of the FMG subsidiaries, determining these key figures on a Group-wide basis involves a disproportionately large cost and effort and is therefore not reported.

AGE STRUCTURE OF THE EMPLOYEES / GRI 405-1 ✓

	2024						2023		2022		2021	
Group	Women	Proportion in %[2]	Men	Proportion in %[2]	Total	Proportion in %[2]	Total	Proportion in %[2]	Total	Proportion in %[2]	Total	Proportion in %[2]
Age structure of the employees[1]												
Under 30 years	403	4.45	1,008	11.13	1,411	15.58	1,125	13.45	997	11.58	952	10.95
30 to 50 years	1,445	15.95	2,980	32.90	4,425	48.85	4,055	48.49	4,313	50.09	4,440	51.08
Over 50 years	846	9.34	2,377	26.24	3,223	35.58	3,182	38.05	3,300	38.33	3,301	37.97
Total	**2,694**	**29.74**	**6,365**	**70.26**	**9,059**	**100.00**	**8,362**	**100.00**	**8,610**	**100.00**	**8,693**	**100.00**

	2024						2023		2022		2021	
FMG	Women	Proportion in %[2]	Men	Proportion in %[2]	Total	Proportion in %[2]	Total	Proportion in %[2]	Total	Proportion in %[2]	Total	Proportion in %[2]
Age structure of the employees[1]												
Under 30 years	173	4.22	288	7.03	461	11.25	421	10.35	376	9.42	407	9.75
30 to 50 years	611	14.91	1,203	29.36	1,814	44.27	1,760	43.25	1,704	42.71	1,809	43.32
Over 50 years	310	7.56	1,513	36.92	1,823	44.49	1,888	46.40	1,910	47.87	1,960	46.93
Total	**1,094**	**26.70**	**3,004**	**73.30**	**4,098**	**100.00**	**4,069**	**100.00**	**3,990**	**100.00**	**4,176**	**100.00**

[1] Reporting date: December 31: Figures do not include apprentices, workers in marginal part-time employment, temporary staff or interns.
[2] All percentages are based on the total number of employees as per [1].

MANAGERS / GRI 405-1 ✓

Group	2024		2023		2022		2021	
		Proportion in %[2]		Proportion in %[2]		Proportion in %[2]		Proportion in %[2]
Total managers[1]	**694**	**7.66**	**689**	**8.24**	**683**	**7.93**	**703**	**8.09**
Women	165	23.78	174	25.25	173	25.33	168	23.90
Men	529	76.22	515	74.75	510	74.67	535	76.10
Age structure of managers								
Under 30 years	26	3.75	18	2.61	17	2.49	9	1.28
30 to 50 years	382	55.04	344	49.93	370	54.17	364	51.78
Over 50 years	286	41.21	327	47.46	296	43.34	330	46.94

FMG	2024		2023		2022		2021	
		Proportion in %[2]		Proportion in %[2]		Proportion in %[2]		Proportion in %[2]
Total managers[1]	**391**	**9.54**	**396**	**9.73**	**382**	**9.57**	**401**	**9.6**
Women	74	18.93	74	18.69	65	17.02	62	15.46
Men	317	81.07	322	81.31	317	82.98	339	84.54
Age structure of managers								
Under 30 years	7	1.79	5	1.26	5	1.31	4	1.00
30 to 50 years	184	47.06	169	42.68	157	41.10	153	38.15
Over 50 years	200	51.15	222	56.06	220	57.59	244	60.85

[1] reporting date December 31: Proportion of managers in the total number of employees
[2] percentage of managers in relation to the total number of employees

PARENTAL LEAVE TAKEN[1] / GRI 401-2, GRI 401-3 ✓

	2024			2023	2022	2021
Group	**Women**	**Men**	**Total**	**Total**	**Total**	**Total**
Parental leave taken	103	116	219	246	297	276
Part-time parental leave taken	7	4	11	18	10	7

	2024			2023	2022	2021
FMG	**Women**	**Men**	**Total**	**Total**	**Total**	**Total**
Parental leave taken	63	58	121	136	149	136
Part-time parental leave taken	2	3	5	9	4	2

[1] Number of employees who took parental leave in the year under review. Figures exclude apprentices, workers in marginal part-time employment, temporary workers, and interns.

Due to the significant expense of evaluating the various parental leave models manually (duration of parental leave, split of parental leave), the number of individuals returning from parental leave, along with the number of resignations following parental leave, have not been recorded.

EMPLOYEE TURNOVER: NEW HIRES AND DEPARTURES / GRI 401-1 ✓

	2024[1]				2023[2]		2022[2]		2021[2]	
Group	**Starters**	**Proportion in %[3]**	**Leavers**	**Proportion in %[3]**	**Starters**	**Leavers**	**Starters**	**Leavers**	**Starters**	**Leavers**
Starters and leavers by age group										
Under 30 years	838	42.95	442	34.40	678	339	518	332	120	261
30 to 50 years	889	45.57	472	36.73	620	440	499	476	82	378
Over 50 years	224	11.48	371	28.87	183	321	154	347	29	377
Total	**1,951**	**100.00**	**1,285**	**100.00**	**1,481**	**1,100**	**1,171**	**1,155**	**231**	**1,016**
Starters and leavers by gender										
Male	1,481	75.91	886	68.95	1,009	715	716	704	142	690
Female	470	24.09	399	31.05	472	385	455	451	89	326

	2024[1]				2023[2]		2022[2]		2021[2]	
FMG	**Starters**	**Proportion in %[3]**	**Leavers**	**Proportion in %[3]**	**Starters**	**Leavers**	**Starters**	**Leavers**	**Starters**	**Leavers**
Starters and leavers by age group										
Under 30 years	105	36.21	46	16.03	155	59	83	64	51	60
30 to 50 years	153	52.76	49	17.07	156	62	52	86	22	87
Over 50 years	32	11.03	192	66.90	45	166	15	155	10	204
Total	**290**	**100.00**	**287**	**100.00**	**356**	**287**	**150**	**305**	**83**	**351**
Starters and leavers by gender										
Male	197	67.93	226	78.75	243	226	115	214	56	275
Female	93	32.07	61	21.25	113	61	35	91	27	76

[1] including workers in marginal part-time employment, not including apprentices, temporary staff or interns
[2] including apprentices, excluding workers in marginal part-time employment, temporary workers, and interns
[3] All percentages are based on the total number of starters/leavers among the employees as per [1].

TURNOVER RATE / GRI 401-1 ✓

IN %

	2024[1]		2023[2]		2022[2]		2021[2]	
	Group	FMG	Group	FMG	Group	FMG	Group	FMG
Turnover rate	14.26	7.02	13.05	6.96	13.00	7.35	11.00	7.94

[1] The turnover rate reflects the ratio of leavers to the number of employees (as an annual average including workers in marginal part-time employment, not including apprentices, temporary staff or interns).
[2] The turnover rate reflects the ratio of leavers to the number of employees (as an annual average including apprentices, not including workers in marginal part-time employment, temporary staff or interns).

AVERAGE NUMBER OF HOURS OF TRAINING[1] / GRI 404-1 ✓

	2024		2023		2022		2021	
	Group[3]	FMG	Group[3]	FMG	Group[4]	FMG	Group[5]	FMG
Average number of hours of continuing education per employee	**36.7**	**8.0**	**20.8**	**7.1**	**13.8**	**6.2**	**7.6**	**3.5**
Per male employee	45.5	9.0	21.2	7.9	14.2	7.1	8.2	3.9
Per female employee	16.5	5.4	19.9	4.5	13.0	3.6	6.4	2.2
Per manager[2]	13.6	5.2	10.0	6.8	6.1	3.9	5.4	3.0
Per employee (without managerial responsibilities)	38.7	8.3	21.8	7.1	14.5	6.4	7.8	3.5

[1] average number of hours spent on continuous professional development, training, and seminars that are recorded in a time management system (excluding aviation security courses) per employee (not including apprentices, workers in marginal part-time employment, temporary staff or interns) as of the reporting date of December 31.
[2] level 1 to 4 managers, excluding the Executive Board of FMG
[3] excluding amd.sigma, Munich Airport NJ LLC, MAI US Holding, and MUCReal
[4] excluding AE Berlin, amd.sigma, Munich Airport NJ LLC, MAI US Holding, MUCReal, LabCampus, and Infogate
[5] excluding MucReal, LabCampus, amd.sigma, Munich Airport NJ LLC, and Infogate

OCCUPATIONAL HEALTH AND SAFETY / GRI 403-9 ✓

Group[1]	2024 Total	2023 Total	2022 Total	2021 Total
Accident statistics[2]				
Reportable occupational accidents	167	155	225	107
Resulting days lost[3]	5,268	3,536	4,646	2,264
Fatal occupational accidents	0	0	0	0
Rate per 1,000 workers[4]	21.77	21.6	32.74	13.38

FMG[1], [6]	2024 Total	2023 Total	2022 Total	2021 Total
Accident statistics[2]				
Reportable occupational accidents	22	20	51	20
Resulting days lost[3]	548	438	1,497	446
Fatal occupational accidents	0	0	0	0
Rate per 1,000 workers[4]	7.36	6.91	17.53	6.44

[1] including apprentices, workers in marginal part-time employment, temporary staff, and interns
[2] Injuries requiring first-aid measures are also recorded if the employee attends Munich Airport's medical service.
[3] These are calendar days and are counted from the day following the occupational accident. Only days of absence that are in the same calendar year as the accident event are reported.
[4] reportable occupational accidents × 1,000 / full-time equivalents (FTEs) as an annual average
[5] ground handling staff employed at FMG, employees of AeroGround, and temporary staff employed at AeroGround
[6] Not including «Ground handling staff employed at FMG». They are reported as «Munich ground handling staff».

OCCUPATIONAL HEALTH AND SAFETY / GRI 403-9 ✓

Employees in ground handling Munich[5]	2024 Total	2023 Total	2022 Total	2021 Total
Accident statistics[2]				
Reportable occupational accidents	78	78	61	24
Resulting days lost[3]	2,819	2,151	1,030	583
Fatal occupational accidents	0	0	0	0
Rate per 1,000 workers[4]	39.02	46.67	57.01	12.02

Workers in ground handling Berlin	2024 Total	2023 Total	2022 Total	2021 Total
Accident statistics[2]				
Reportable occupational accidents	0	0	44	34
Resulting days lost[3]	0	0	555	493
Fatal occupational accidents	0	0	0	0
Rate per 1,000 workers[4]	0	0	108.93	88.31

The Group ceased its activities at the Berlin airport with effect from December 31, 2022 after it sold its 100% stake in AAS Berlin GmbH (formerly AeroGround Berlin GmbH).

1) including apprentices, workers in marginal part-time employment, temporary staff, and interns
2) Injuries requiring first-aid measures are also recorded if the employee attends Munich Airport's medical service.
3) These are calendar days and are counted from the day following the occupational accident. Only days of absence that are in the same calendar year as the accident event are reported.
4) reportable occupational accidents × 1,000 / full-time equivalents (FTEs) as an annual average
5) ground handling staff employed at FMG, employees of AeroGround, and temporary staff employed at AeroGround
6) Not including «Ground handling staff employed at FMG». They are reported as «Munich ground handling staff».

Aircraft handling on the ground is a key focus of the occupational health and safety measures at Munich Airport, which is why FMG publishes additional accident statistics for employees who work in aircraft handling.

LOST TIME INCIDENT FREQUENCY[1] / GRI 403-9 ✓

	2024	2023	2022	2021
Total (FMG + AeroGround)[2]	**14.29**	**16.00**	**19.93**	**11.09**
FMG	4.59	5.40	8.15	7.10
AeroGround[2]	29.24	35.63	42.03	22.62

[1] occupational accidents (with lost time ≥ 1 day) × 1,000,000 / hours worked
[2] including ground handling staff at the Munich site employed by FMG, employees of Aeroground and temporary staff employed by AeroGround

ABSENTEEISM DUE TO ILLNESS / GRI 403-10 ✓

IN %

	2024[1]			2023[2]	2022[2]	2021[2]
Group	**Women**	**Men**	**Total[4]**	**Total[4]**	**Total[4]**	**Total[5]**
Sickness rate[3]	7.55	9.52	8.99	9.5	10.21	5.98

	2024[1]			2023[2]	2022[2]	2021[2]
FMG	**Women**	**Men**	**Total**	**Total**	**Total**	**Total**
Sickness rate[3]	5.52	8.86	8.05	8.39	9.1	5.67

[1] including workers in marginal part-time employment, not including apprentices, temporary staff or interns
[2] including apprentices, excluding workers in minor employment, temporary workers, and interns
[3] hours lost to illness in proportion to the target hours to be worked, including rehabilitation, convalescent treatment, therapy procedures, etc.; related to the total number of employees as per [1] for 2024 or according to [2] for the years 2021–2023
[4] excluding amd.sigma, Munich Airport NJ LLC, MAI US Holding, and MUCReal
[5] excluding Eurotrade, amd.sigma, MUCReal, LabCampus, MAI US Holding, Munich Airport NJLLC, and InfoGate

OCCUPATIONAL DISEASES[1] / GRI 403-10 ✓

IN %

	2024		2023		2022		2021	
	Group	FMG	Group	FMG	Group	FMG	Group[2]	FMG
Reported occupational illnesses	8	3	4	0	6	4	6	1

[1] including apprentices, not including workers in marginal part-time employment, temporary staff or interns
[2] not including amd.sigma

EMPLOYMENT OF PEOPLE WITH DISABILITIES / GRI 405-1 ✓

	2024[3]	2023[4]	2022[4]	2021
Group	Total	Total	Total	Total
Number of employees with limiting disabilities[1]	627	629[5]	653	716[5]
Number of employees with severe disabilities in %[2]	6.94	7.47	7.33	7.68[5]

	2024	2023	2022	2021
FMG	Total	Total	Total	Total
Number of employees with limiting disabilities[1]	425	439	451	496
Number of employees with severe disabilities in %[2]	10.09	10.60	10.81	11.15

[1] degree of disability of at least 30 within the meaning of equality as referred to in Sozialgesetzbuch IX (Book IX of the German Social Security Code)
[2] proportion of employees with limiting disabilities as per [1] to the average total number of employees including apprentices and workers in marginal part-time employment, not including temporary staff or interns
[3] excluding Munich Airport NJ LLC and MAI US Holding, MucReal
[4] excluding Munich Airport NJ LLC and MAI US Holding
[5] Errors identified during the review of the data were subsequently corrected.

NATIONALITIES[1] / GRI 405-1 ✓

	2024				2023		2022		2021	
Group	**Women**	**Men**	**Total**	**Proportion in %[2]**	**Total**	**Proportion in %[2]**	**Total**	**Proportion in %[2]**	**Total**	**Proportion in %[2]**
Employee nationalities, overall picture	**2,861**	**6,651**	**9,512**		**8,598**		**8,840**		**8,940**	
German nationals	2,173	4,330	6,503	68.37	6,176	71.83	6,590	74.55	6,879	76.95
Foreign nationals	688	2,321	3,009	31.63	2,422	28.17	2,250	25.45	2,061	23.05
Most represented groups of foreign nationals										
Turkey	46	424	470	4.94	464	5.40	501	5.67	486	5.44
Croatia	31	233	264	2.78	212	2.47	209	2.36	201	2.25
Bosnia and Herzegovina	32	361	393	4.13	191	2.22	107	1.21	77	0.86
Romania	77	114	191	2.01	167	1.94	142	1.61	130	1.45
USA	67	87	154	1.62	143	1.66	95	1.07	42	0.47

	2024				2023		2022		2021	
FMG	**Women**	**Men**	**Total**	**Proportion in %[2]**	**Total**	**Proportion in %[2]**	**Total**	**Proportion in %[2]**	**Total**	**Proportion in %[2]**
Employee nationalities, overall picture	**1,134**	**3,130**	**4,264**		**4,196**		**4,125**		**4,325**	
German nationals	1,079	2,773	3,852	90.34	3,788	90.28	3,722	90.23	3,936	91.01
Foreign nationals	55	357	412	9.66	408	9.72	403	9.77	389	8.99
Most represented groups of foreign nationals										
Turkey	5	216	221	5.18	224	5.34	224	5.43	221	5.11
Austria	10	19	29	0.68	28	0.67	28	0.68	28	0.65
Italy	5	13	18	0.42	21	0.50	20	0.48	20	0.46
Kosovo	1	21	22	0.52	21	0.50	21	0.51	22	0.51
Greece	2	15	17	0.40	18	0.43	17	0.41	18	0.42

[1] reporting date December 31: total number of employees including apprentices, not including workers in marginal part-time employment, temporary staff or interns
[2] All percentages are based on the total number of employees as per [1].

RESIDENCE OF EMPLOYEES[1] / GRI 2-7, GRI 401-1 ✓

	2024				2023		2022		2021	
Administrative districts	**Group**	**Proportion in %[2]**	**FMG**	**Proportion in %[2]**	**Group**	**FMG**	**Group**	**FMG**	**Group**	**FMG**
Freising	2,668	28.58	890	20.95	2,365	871	2,223	835	2,197	854
Erding	1,639	17.56	956	22.50	1,614	959	1,639	977	1,740	1,030
Munich	1,899	20.34	756	17.80	1,677	732	1,631	705	1,669	759
Landshut	1,278	13.69	643	15.14	1,208	651	1,199	658	1,246	692
Pfaffenhofen	182	1.95	97	2.28	166	98	159	91	154	91
Ebersberg	173	1.85	100	2.35	156	97	149	92	159	97
Other districts[3]	1,495	16.02	806	18.97	1,412	788	1,840	767	1,775	802
Total	**9,334**	**100.00**	**4,248**	**100.00**	**8,598**	**4,196**	**8,840**	**4,125**	**8,940**	**4,325**

[1] number of total employees, including apprentices, excluding workers in marginal part-time employment, temporary workers and interns who resided in the respective county on the reporting date of December 31
[2] All percentages are based on the total number of employees as per [1].
[3] The item «Berlin and surrounding area», which was reported separately until the 2021 reporting year, has been included in «Other districts» since then.

ENERGY CONSUMPTION AND EMISSIONS[1] / GRI 301-1, GRI 302-1, GRI 302-2, GRI 302-4, GRI 302-5, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5 ✓

	2024			2023			2022			2021		
	GJ	MWh	CO_2 (t)	GJ	MWh	CO_2 (t)	GJ	MWh	CO_2 (t)	GJ	MWh	CO_2 (t)
Scope 1: Direct energy consumption/emissions												
Natural gas gas/diesel generating sets CHPP	0	0	0	0	0	0	0	0	0	0	0	0
Natural gas gas/gasoline generating sets CHPP	1,241,159	344,766	70,051	1,248,966	346,935	70,417	1,230,410	341,781	68,829	1,125,086	312,524	62,375
Natural gas boiler plant	79,476	22,077	4,486	36,173	10,048	2,039	12,534	3,482	701	40,619	11,283	2,252
Fuel oil gas/diesel gensets	31,586	8,774	2,341	18,529	5,147	1,373	31,177	8,660	2,310	28,393	7,887	2,104
Fuel oil boiler plant	6,674	1,854	495	4,421	1,228	328	10,551	2,931	782	32	9	2
LPG	0	0	0	0	0	0	0	0	0	1,084	301	70
Fuel oil emergency gensets	1,342	373	100	1,991	553	147	2,242	623	166	2,257	627	167
Natural gas consumption EFM[2]	5,819	1,616	328	7,528	2,091	424	6,956	1,932	389	5,612	1,559	311
Diesel and gasoline	129,713	36,031	9,630	120,676	33,521	8,957	113,863	31,629	8,436	78,325	21,757	5,794
Total Scope 1	**1,495,770**	**415,492**	**87,430**	**1,438,283**	**399,523**	**83,686**	**1,407,733**	**391,037**	**81,613**	**1,281,409**	**355,947**	**73,075**
Scope 2: Indirect energy consumption/ emissions[3]												
External electricity purchased[4]	128,915	35,810	13,285	111,283	30,912	14,189	133,834	37,176	16,172	110,668	30,741	11,682
District heating purchased[5]	41,814	11,615	619	87,365	24,268	1,292	101,459	28,183	1,501	123,768	34,380	1,465
Natural gas purchased[6]	61,975	17,215	3,498	60,610	16,836	3,417	55,412	15,392	3,100	17,147	4,763	951

[1] FMG calculates its carbon footprint based on the WRI/WBCSD Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. For Scope 3, FMG reports on relevant – for its business model – sub-sectors. In addition, the principle of operational control is applied. To the extent that they are subject to emissions trading, conversion parameters, such as heat values and emission factors in particular, are determined according to the provisions of the German Emissions Trading Authority (DEHSt). Other conversion parameters are based on the latest publications from the German Federal Environment Agency (UBA).
[2] EFM: company responsible for de-icing and aircraft towing at Munich Airport; associated company
[3] Reporting of scope 2 emissions in accordance with the GHG Protocol Scope 2 Guidance (2015) using the location-based method on the basis of federal domestic consumption, electricity mix and district heating mix emission factors. Net scope 2 emissions with specific emission factors are 0.371 kg/kWh for electricity and 0.213 kg/kWh for district heating from fossil fuels (source: UBA). The total district heating supply consists of fossil district heating and district heating from biomass with the specific emission factor of 0 kg/kWh.
[4] 59% electricity from renewable energies (as of 2023 according to section 42 of the German Energy Act (EnWG))
[5] Estimated value based on previous years: 75% of the district heating is obtained from biomass directly from the biomass heating plant at the Zolling site.
[6] purchase of natural gas only (reference year 2024), no renewable energies
[7] including quantities distributed to external companies
[8] Total volume distributed to external companies and subsidiaries. The specific emission factor used for purchased power was also used here.
[9] For physical reasons, it does not make sense to add heating, cooling, and electricity together in energy units. The sum can only be used to draw very limited conclusions.
[10] not indicated, as values cannot be reported for all items
[11] sum of scope 1, scope 2, and the subtotal scope 3a
[12] emissions calculated using the LASPORT model for the classification of flight operations based on the LTO cycle
[13] scope 2 emissions in accordance with the GHG Protocol Scope 2 Guidance (2015) using the market-based method produce 3,618 t CO_2. The basis is the emission factor of 0.177 kg/kWhel for the electricity procured by Munich Airport. The other emission factors from footnote [3] remain unchanged.
[14] calculated from aircraft movements using the LASPORT model, subsequently taking into account the APU emissions prevented by using PCA systems
[15] Carbon emissions from employees and air passengers traveling to and from the airport. In the case of employees, only the route to the workplace at the Munich Airport campus is considered.

ENERGY CONSUMPTION AND EMISSIONS[1] / GRI 301-1, GRI 302-1, GRI 302-2, GRI 302-4, GRI 302-5, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5 ✓

	2024			2023			2022			2021		
	GJ	MWh	CO_2 (t)	GJ	MWh	CO_2 (t)	GJ	MWh	CO_2 (t)	GJ	MWh	CO_2 (t)
Power supplied to outside companies[7]	–159,204	–44,223	–16,407	–166,976	–46,382	–21,289	–170,622	–47,395	–20,617	–143,266	–39,796	–15,123
Heat supplied to outside companies	–85,577	–23,772	–619	–80,971	–22,492	–1,292	–77,427	–21,508	–1,501	–80,147	–22,263	–3,773
Electricity for cooling supplied to outside companies	–1,259	–350	–130	–1,066	–296	–136	–696	–193	–84	–397	–110	–42
Natural gas supplied to outside companies	–61,975	–17,215	–3,498	–60,610	–16,836	–3,417	–55,412	–15,392	–3,100	–17,147	–4,763	–951
Purchased power transmitted[8]	105,137	29,205	10,835	110,145	30,596	14,043	109,808	30,502	13,269	104,742	29,095	11,056
Total Scope 2[13]	[9]	[9]	**7,584**	[9]	[9]	**6,806**	[9]	[9]	**8,739**	[9]	[9]	**5,265**
Scope 3a: Other indirect energy consumption/ emissions (by third parties)	[10]	[10]		[10]	[10]		[10]	[10]				
Electrical energy purchases of outside companies	–	–	16,407	–	–	21,289	–	–	20,617	–	–	15,123
Heat purchases of outside companies	–	–	619	–	–	1,292	–	–	1,501	–	–	3,773
Electricity for cooling purchases of outside companies	–	–	130	–	–	136	–	–	84	–	–	42
Natural gas purchases of outside companies	–	–	3,498	–	–	3,417	–	–	3,100	–	–	951
Fuel for outside companies	–	–	6,295	–	–	5,604	–	–	6,446	–	–	4,261
Subtotal	[9]	[9]	**26,948**	[9]	[9]	**31,739**	[9]	[9]	**31,747**	[9]	[9]	**24,149**

[1] FMG calculates its carbon footprint based on the WRI/WBCSD Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. For Scope 3, FMG reports on relevant – for its business model – sub-sectors. In addition, the principle of operational control is applied. To the extent that they are subject to emissions trading, conversion parameters, such as heat values and emission factors in particular, are determined according to the provisions of the German Emissions Trading Authority (DEHSt). Other conversion parameters are based on the latest publications from the German Federal Environment Agency (UBA).
[2] EFM: company responsible for de-icing and aircraft towing at Munich Airport; associated company
[3] Reporting of scope 2 emissions in accordance with the GHG Protocol Scope 2 Guidance (2015) using the location-based method on the basis of federal domestic consumption, electricity mix and district heating mix emission factors. Net scope 2 emissions with specific emission factors are 0.371 kg/kWh for electricity and 0.213 kg/kWh for district heating from fossil fuels (source: UBA). The total district heating supply consists of fossil district heating and district heating from biomass with the specific emission factor of 0 kg/kWh.
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[10] not indicated, as values cannot be reported for all items
[11] sum of scope 1, scope 2, and the subtotal scope 3a
[12] emissions calculated using the LASPORT model for the classification of flight operations based on the LTO cycle
[13] scope 2 emissions in accordance with the GHG Protocol Scope 2 Guidance (2015) using the market-based method produce 3,618 t CO_2. The basis is the emission factor of 0.177 kg/kWhel for the electricity procured by Munich Airport. The other emission factors from footnote [3] remain unchanged.
[14] calculated from aircraft movements using the LASPORT model, subsequently taking into account the APU emissions prevented by using PCA systems
[15] Carbon emissions from employees and air passengers traveling to and from the airport. In the case of employees, only the route to the workplace at the Munich Airport campus is considered.

ENERGY CONSUMPTION AND EMISSIONS[1] / GRI 301-1, GRI 302-1, GRI 302-2, GRI 302-4, GRI 302-5, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5 ✓

	2024			2023			2022			2021		
	GJ	MWh	CO_2 (t)	GJ	MWh	CO_2 (t)	GJ	MWh	CO_2 (t)	GJ	MWh	CO_2 (t)
Total carbon emissions that can be influenced annually[11]			**121,962**			**122,099**			**122,231**			
Air traffic (LTO cycle)[12]	–	–		–	–		–	–		–	–	
Take-off	–	–	46,063	–	–	41,846	–	–	37,296	–	–	17,720
Climb out	–	–	79,040	–	–	71,290	–	–	63,596	–	–	30,950
Idle (taxiing on the apron)	–	–	137,827	–	–	121,389	–	–	105,454	–	–	52,622
Approach	–	–	94,263	–	–	85,884	–	–	77,417	–	–	37,713
APU (PCA taken into account)[14]	–	–	13,697	–	–	13,076	–	–	9,947	–	–	8,033
Engine test runs	–	–	368	–	–	455	–	–	349	–	–	430
Feeder traffic[15]	–	–	70,744	–	–	67,246	–	–	55,783	–	–	27,389
Total Scope 3			**468,950**			**432,925**			**381,589**			**199,006**

[1] FMG calculates its carbon footprint based on the WRI/WBCSD Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. For Scope 3, FMG reports on relevant – for its business model – sub-sectors. In addition, the principle of operational control is applied. To the extent that they are subject to emissions trading, conversion parameters, such as heat values and emission factors in particular, are determined according to the provisions of the German Emissions Trading Authority (DEHSt). Other conversion parameters are based on the latest publications from the German Federal Environment Agency (UBA).
[2] EFM: company responsible for de-icing and aircraft towing at Munich Airport; associated company
[3] Reporting of scope 2 emissions in accordance with the GHG Protocol Scope 2 Guidance (2015) using the location-based method on the basis of federal domestic consumption, electricity mix and district heating mix emission factors. Net scope 2 emissions with specific emission factors are 0.371 kg/kWh for electricity and 0.213 kg/kWh for district heating from fossil fuels (source: UBA). The total district heating supply consists of fossil district heating and district heating from biomass with the specific emission factor of 0 kg/kWh.
[4] 59% electricity from renewable energies (as of 2023 according to section 42 of the German Energy Act (EnWG))
[5] Estimated value based on previous years: 75% of the district heating is obtained from biomass directly from the biomass heating plant at the Zolling site.
[6] purchase of natural gas only (reference year 2024), no renewable energies
[7] including quantities distributed to external companies
[8] Total volume distributed to external companies and subsidiaries. The specific emission factor used for purchased power was also used here.
[9] For physical reasons, it does not make sense to add heating, cooling, and electricity together in energy units. The sum can only be used to draw very limited conclusions.
[10] not indicated, as values cannot be reported for all items
[11] sum of scope 1, scope 2, and the subtotal scope 3a
[12] emissions calculated using the LASPORT model for the classification of flight operations based on the LTO cycle
[13] scope 2 emissions in accordance with the GHG Protocol Scope 2 Guidance (2015) using the market-based method produce 3,618 t CO_2. The basis is the emission factor of 0.177 kg/kWhel for the electricity procured by Munich Airport. The other emission factors from footnote [3] remain unchanged.
[14] calculated from aircraft movements using the LASPORT model, subsequently taking into account the APU emissions prevented by using PCA systems
[15] Carbon emissions from employees and air passengers traveling to and from the airport. In the case of employees, only the route to the workplace at the Munich Airport campus is considered.

ELECTRICITY GENERATION AND PROCUREMENT / GRI 305-1, GRI 305-2, GRI 305-5

With its own block heat and power plant, which is operated based on the cogeneration of heat and power, Munich Airport generates around 80% of its total electricity needs as an energy supplier. The missing portion of approximately 20% is procured and supplied to affiliated companies and third-party customers on campus. The cogeneration plant converts used natural gas into electrical energy and usable heat at the same time. Around 80% of the waste heat generated during power generation covers the heating requirements of the airport campus. The airport procures the remaining required heating from the Freising district heating supply. Since the beginning of 2011, around half of the district heating procured has come from renewable biomass.

ENERGY INTENSITY COEFFICIENT[1] / GRI 302-3 ✓

IN KWH/PASSENGER

	2024	2023	2022	2021
Power consumption	4.93	5.50	6.52	14.89[2]

[1] Electricity consumption is responsible for more than 2/3 of the total carbon emissions caused by energy-induced processes at the airport (excluding airline emissions). Furthermore, it is only very slightly linked to weather conditions. For this reason, the power consumption per passenger is the most meaningful key figure for energy consumption at Munich Airport.
[2] The energy intensity coefficient is calculated in relation to the number of passengers. Because of the sharp drop in passenger numbers in 2020 and 2021, the value differs greatly from the pre- and post-pandemic figures.

The total electricity consumption of all buildings and facilities, including the electricity transmitted through the grid, is counted as electricity consumption on the airport campus. This includes power consumption by FMG and its subsidiaries, consumption by external companies, and all losses at the low-voltage level.

GREENHOUSE GAS EMISSIONS INTENSITY[1] / GRI 305-4 ✓

IN KG/PASSENGER

	2024	2023	2022	2021[2]
Carbon emissions (scope 1, 2, 3a)	–	–	–	8.20
Carbon emissions (scope 1, 2)	2.29	2.44	2.85	–

[1] The measured value «carbon emissions per passenger» enables the different forms of primary and secondary energy used at the airport to be added together in a physically meaningful way in relation to passenger figures. Up to and including 2021, the calculation of the key figure comprises carbon emissions from scope 1, 2 and 3a (including the consumption of electricity, heating, cooling, natural gas, and fuels from external companies).
Starting in 2022 – in line with the current carbon strategy – the carbon emissions of scope 1 and 2 will be added together without including scope 3a.
[2] The intensity of greenhouse gas emissions is calculated in relation to the number of passengers. Because of the sharp drop in passenger numbers in 2020 and 2021, the value differs greatly from the pre-pandemic figures.

OTHER GREENHOUSE GAS EMISSIONS / GRI 305-3, GRI 305-5, GRI 305-6 ✓

CH_4, N_2O AND FLUORINATED GREENHOUSE GASES IN CO_2 EQUIVALENTS[1] (T)

	2024	2023	2022	2021
LTO cycle	3,602	3,231	2,862	1,402
Feeder traffic[2]	485	429	417	317
APU[3]	290	270	242	127
Engine test run[4]	4	5	4	4
Small appliances in buildings and central cooling plants	1,786	62	715	173
Mobile systems (vehicles)	170	29	119	113

[1] conversion of emissions into CO_2 equivalents in accordance with the IPCC Fourth Assessment Report
[2] Feeder traffic includes the traffic generated by passengers, visitors, and commuters in the area around the airport.
[3] calculated from aircraft movements based on the LASPORT model, taking into account the remaining APU period when using preconditioned air (PCA) systems
[4] estimated figures

Glossary

DE-ICING AGENTS USED[1] / GRI 301-1, GRI 301-2, GRI 301-3, GRI A06 ✓

	2023/2024	2022/2023	2021/2022	2020/2021
De-icer for areas of operation in t[2]	3,461	2,780	2,558	1,829
Aircraft de-icing agent (Safewing Type I) in m³	**3,598**	**3,256**	**2,563**	**1,283**
Aircraft de-icing agent (Safewing Type IV) in m³	**509**	**536**	**455**	**187**
Recycling rate of Type I de-icing agent used in %	**60**	**69**	**68**	**68**
Number of days of winter operations	34	37	56	67

[1] The values refer to the period from October 1, 2023 to September 30, 2024. The data basis is subject to seasonal influences. Year-on-year fluctuations are associated with the weather conditions in winter.
[2] liquid potassium formate and sodium formate granules

The company responsible for de-icing operations at Munich Airport, Gesellschaft für Enteisen und Flugzeugschleppen am Flughafen München mbH (EFM), uses glycol-based de-icing agent that is sprayed onto aircraft by de-icing vehicles. The low-viscosity Type I de-icing agent is mixed with water in a 55:45 ratio, heated, and applied to the aircraft at a temperature of 85 degrees Celsius. Type IV de-icing agent contains thickeners, making it viscous. It is sprayed on cold and undiluted.

EFM

MEASURED POLLUTANT CONCENTRATIONS[1] / GRI 305-7, GRI AO5 ✓

IN µG/M3

	Current legal annual limit value	2024	2023	2022	2021
NO_2 concentration (nitrogen dioxide)	40	13	13	14	12
SO_2 concentration (sulphur dioxide)[2]	20	2	2	2	2
PM_{10} concentration (particulate matter)	40	10	10	11	10
$PM_{2.5}$ concentration	25	7	6	8	8

[1] NO_2, SO_2 and PM_{10} as well as $PM_{2,5}$ are recorded in the course of publishing the integrated report. Other pollutant concentrations can be found in the ↗ **current Webreporting on the air quality measurements**.
[2] statutory threshold to protect vegetation, only strictly applicable away from urban centers and transport facilities, but complied with here as well as the immission value specified by the administrative regulation TA Luft for protecting human health (50 µg/m³)

AIR POLLUTANTS EMITTED / GRI 305-7, GRI AO5 ✓

IN T

	2024	2023	2022	2021
NO_x – Aviation (LTO cycle)	1,326.8	1,197.1	1,085.6	455.1
NO_x – Feeder traffic[1]	42.5	47.2	51.6	41.4
SO_x – Aviation (LTO cycle)	90.6	81.2	72.0	35.2
SO_x – Feeder traffic[1]	0.2	0.2	0.2	0.1
PM_{10} – Aviation (LTO cycle)	11.4	10.2	8.9	4.4
PM_{10} – Feeder traffic[1]	0.5	0.5	0.6	0.5

[1] Feeder traffic includes the traffic generated by passengers, visitors, and commuters in the area around the airport.

TOTAL DRINKING WATER CONSUMPTION[1], [2] / GRI 303-3, GRI 303-5

1 m³ corresponds to 0.001 mega liters	2024	2023	2022	2021
Water purchased from utility in m³	937,339	891,705	811,648	562,510
Water consumption per 1,000 traffic units in m³	21.0	22.4	23.7	39.6

[1] Includes all companies on the campus.
[2] derivation of values: Water metering in m³ measured at the drinking water supply points (transfer points water metering shafts 1 to 4) from ZWM to Munich Airport

TOTAL PROCESS WATER EXTRACTION FOR COOLING IN THE POWER STATIONS, WEST AND EAST / GRI 303-1, GRI 303-3, GRI 303-5

1 m³ corresponds to 0.001 mega liters	2024	2023	2022	2021
Quantity of the quaternary groundwater extracted in m³	230,380	232,530	218,527	200,064

TOTAL WASTEWATER DISCHARGED[1], [2] / GRI 303-2, GRI 306-1, GRI 303-4

1 m³ corresponds to 0.001 mega liters	2024	2023	2022	2021
Total wastewater discharged from Munich Airport to the sewage plant of the Abwasserzweckverband Erdinger Moos (Erdinger Moos municipal wastewater association) in m³	2,689,058	2,387,073	2,051,259	1,955,165
Wastewater consumption per 1,000 traffic units in m³	60.2	59.9	59.8	137.6

[1] Includes all companies on the campus.
[2] The wastewater discharged to the sewage treatment plant of the Abwasserzweckverband Erdinger Moos is composed of domestic wastewater, de-icing water, and rainwater.

WATER SOURCES / GRI 303-1, GRI 303-3

Munich Airport sources its drinking water from the Zweckverband zur Wasserversorgung Moosrain (ZWM – Moosrain municipal water supply association), which extracts it from the tertiary strata via seven water wells at depths of between 94 and 160 meters. The water wells are located in the water protection areas at «Obere Point» (surface area 33 hectares) and «Oberdingermoos» (surface area 36 hectares) in the municipality of Oberding.

moosrain.de/verband/daten-fakten

WATER SAMPLES / GRI 303-1, GRI 303-2, GRI A04

Under the provisions of the planning approval notice, Munich Airport is required to test the water surrounding the airport. Securing evidence regarding the quantity (water level) and quality (water quality) of groundwater is particularly important. FMG measures the water levels of more than 300 groundwater and 17 surface water measurement points on an ongoing basis. Water quality is determined at 18 groundwater measuring points and eleven surface water measuring points. All implemented measures are summarized in a report, evaluated, and presented to the water authorities.

azv-em.de

WASTE[1] / GRI 306-2, GRI 306-4

IN T

	2024	2023	2022	2021	Point of disposal and recycling
Recycling					
Paper, cardboard, and cartons from buildings	742	725	683	380	
Mixed reclaimed materials/waste for recycling from buildings	2,272	1,871	1,670	944	Sorting facilities, recycling firms in Eitting, Schwaig, Moosburg, and Munich (recycling)
Topsoil (humus-rich excavated earth)[2]	0	125	175	0	
Mixed glass	254	204	300	133	
Wood	468	407	471	435	
Bulk waste	473	545	364	302	
Scrap metal containing electronic waste	589	719	322	260	
Other recyclables[3]	182	277	213	98	
Total recycling	**4,980**	**4,873**	**4,198**	**2,552**	
Recycling					
Material recycling	**3,104**	**2,971**	**2,338**	**2,115**	
Construction waste (waste from demolition, conversion, renovation and maintenance measures)	1,667	1,988	1,017	1,167	Recycling/disposal specialist (material recycling/pit filling)
Hazardous waste without ADR[4] (only FMG share, excluding mineral wool and excluding hazardous goods)	197	175	268	48	Recycling/disposal specialists (material recycling) or GSB Sonderabfall-Entsorgung (hazardous waste specialist) in Munich and Ebenhausen (secondary fuels)
ADR (= hazardous goods)[4]	166	223	324	134	
Other waste[5]	1,074	585	729	765	
Energy recycling	**2,275**	**2,295**	**2,184**	**1,181**	
Food waste	908	872	800	440	Biogas plant (energy recovery)
Waste for disposal/prohibited liquids (terminal areas)	34	46	66	40	Munich power plant
Waste for disposal/commercial municipal waste from buildings	1,333	1,377	1,318	700	
Total recycling	**5,379**	**5,266**	**4,522**	**3,296**	

[1] All quantities refer exclusively to the disposal processes organized by FMG waste management. This refers to the total amount shown (2024: 10,684 t).
[2] The topsoil comes from various construction activities.
[3] foil, lightweight packaging, for example
[4] ADR (Accord européen relatif au transport international des marchandises dangereuses par route): European Agreement concerning the International Carriage of Dangerous Goods by Road
[5] runway wear, refuse, old tires, rubber waste, for example

WASTE[1] / GRI 306-2, GRI 306-4

IN T

	2024	2023	2022	2021	Point of disposal and recycling
Landfill waste					
Insulators (mineral wool)	325	191	309	116	GSB hazardous waste landfill Schweinfurt
Total landfill	**325**	**191**	**309**	**116**	
Total amount	**10,684**	**10,330**	**9,029**	**5,964**	

[1] All quantities refer exclusively to the disposal processes organized by FMG waste management. This refers to the total amount shown (2024: 10,684 t).
[2] The topsoil comes from various construction activities.
[3] foil, lightweight packaging, for example
[4] ADR (Accord européen relatif au transport international des marchandises dangereuses par route): European Agreement concerning the International Carriage of Dangerous Goods by Road
[5] runway wear, refuse, old tires, rubber waste, for example

HAZARDOUS GOODS: INSPECTIONS AND TRAINING / GRI 306-4

Operations at Munich Airport involve a number of substances that are harmful to the environment and water and that have to be declared as hazardous goods and subsequently transported off site. The vehicles used for transporting hazardous goods were inspected to verify that they are in proper condition and are roadworthy and safe to operate. Employees undergo training in the handling of hazardous goods at regular intervals in accordance with the legal regulations. In the 2024 reporting year, a total of 166 tons of waste (previous year: 223 tons) was declared as hazardous goods and transported for disposal.

WASTE MANAGEMENT / GRI 306-2

Flughafen München GmbH is authorized to conduct waste management independently on its site in accordance with the German Waste Management and Product Recycling Act. Avoidance of waste is an absolute priority. However, waste and scrap products are generated from the operation of the airport – across the board – and these are then collected where they occur in various separating systems, handed over to certified specialist businesses close to the airport, prepared in sorting plants, and then recycled. The small proportion of residual waste that cannot be recycled is converted by the Munich North power plant into district heating and power.

The majority of waste and scrap material is generated by affiliated companies as well as the companies and airlines based at the airport. The prerequisite for successful resource conservation is therefore a disposal concept tailored to the individual waste producer – from waste generation to recycling and disposal. FMG therefore provides regular information on current waste topics, gives tips on environmentally friendly conduct, and is on hand to offer advice.

WASTE FROM AIRCRAFT / GRI 306-2

The volumes of waste (category 1 material) from aircraft cabin interior cleaning and catering are disposed of in accordance with EC Regulation 1069/2009 (Regulation on animal by-products) by a specialist waste management company at the Munich North waste incineration plant/power plant or recycled into energy.

The disposal service is not the responsibility of FMG and is conducted by a waste disposal specialist working on behalf of the Erding renderers association.

MEASURED NOISE[1] / GRI A07, GRI 413-2 ✓

IN DB(A)

	2024		2023		2022		2021	
Measurement point (nearest municipality)	**Night[2]**	**Day**	**Night[2]**	**Day**	**Night[2]**	**Day**	**Night[2]**	**Day**
Brandstadl (municipality of Hallbergmoos)	49	58	48	56	48	57	42	55
Pallhausen (town of Freising)	44	53	43	52	44	53	40	49
Reisen (municipality of Eitting)	48	54	47	54	46	54	42	52
Viehlaßmoos (municipality of Berglern)	45	54	45	54	45	52	40	49

[1] continuous sound level Leq3 of the six months with the highest traffic volumes at four aircraft noise measuring points, each located along the main departure directions, in dB(A)
[2] time period: 22:00 to 06:00

NOISE PROTECTION REGULATIONS

The main regulations for the aviation industry are defined on an international level. Under the umbrella organization that is the United Nations, the ICAO (International Civil Aviation Organization) deals with the issue of reducing aircraft noise. The EU has similar objectives: With the «Flightpath 2050», it aims to reduce noise emissions by 65% by 2050, starting from 2000. But the airport operator can also help to regulate this area. Loud aircraft without certificates to ICAO Annex 16 are not allowed to take off from or land at Munich Airport. The regulations are even stricter at night: The night-flight curfew at Munich Airport is based on a noise quota that takes into account the number of movements as well as the type and size of the aircraft. In 2024, the utilization rate of the noise quota was 55%. The permissible continuous sound level of 50 dB(A) was not exceeded at any intersection of the flight corridors with the boundary line of the designated day/night protected area.

Noise protection

DISTRIBUTION OF OPERATIONS DIRECTIONS BETWEEN WEST AND EAST

	2024				2023				2022				2021			
	Westward		Eastward		Westward		Eastward		Westward		Eastward		Westward		Eastward	
Total aircraft movements[1], absolute	201,592		122,837		194,153		105,537		172,227		109,752		96,748		53,577	
Total aircraft movements[1], in %	62		38		65		35		61		39		64		36	
	Take-offs	Landings	Take-offs	Landings	Take-offs	Landings	Take-offs	Landings	Take-offs	Landings	Take-offs	Landings	Take-offs	Landings	Take-offs	Landings
North runway	41,176	57,930	28,670	27,836	42,554	54,831	25,205	24,198	37,205	48,440	27,233	24,028	21,806	24,452	12,894	11,304
South runway	59,363	43,123	32,991	33,340	54,530	42,238	27,556	28,578	48,953	37,629	27,582	30,909	26,582	23,908	13,887	15,492

[1] excluding helicopters
Source: WebReporting January to December 2024

The assignment of the operating direction, in other words the decision as to whether the aircraft take off and land to the east or west, depends on the wind. This is because take-offs and landings usually take place into the prevailing wind direction. In addition, when using the runway system, FMG makes sure that the north and south runways are utilized as equally as possible.

NOISE COMPLAINTS[1] / GRI 2-26 ✓

	2024	2023	2022	2021
Noise complaints received via telephone	57	64	77	58
Complainants	34	42	58	47
Complaints received in writing	119	78	364	78
Complainants	40	33	43	42

[1] There is no direct correlation between the number of aircraft movements and the number of noise complaints. There are many personal factors that can affect the way we handle complaints.

POPULATION DEVELOPMENT IN THE NEIGHBORING MUNICIPALITIES[1] / GRI A07 ✓

Number of residents	2023	2022[2]	2021
Freising (District of Freising)	48,692	48,054	48,582
Marzling (District of Freising)	3,283	3,280	3,237
Oberding (District of Erding)	6,342	6,276	6,472
Hallbergmoos (District of Freising)	11,835	11,356	11,337

[1] The reporting date is December 31 in each case.
Source: Bayerisches Landesamt für Statistik und Datenverarbeitung (Bavarian State Office for Statistics and Data Processing) - Statistikatlas Bayern (statistical atlas of Bavaria). Figures for 2024 were not available at the time of going to press.
[2] Data have been adjusted in line with subsequent updates in the source.

AIRPORT «GREEN SPACES»[1] OUTSIDE THE AIRPORT FENCE / GRI 304-3, GRI 304-1 ✓

IN HA

	2024	2023	2022	2021
«Green spaces» in total	**885**	**877**	**875**	**872**
Compensatory and replacement measures, zone III[2]	529	524	522	519
Airport periphery, zone II	250	250	250	250
Ecological land reserve for future expansion measures	106	103	103	103

[1] zone II and III green areas that are developed or maintained by Flughafen München GmbH in accordance with nature conservation requirements (as opposed to leased agricultural land or other real estate)
[2] FMG was required to provide approximately 4.59 hectares of additional land for compensatory and replacement measures from 2023 to 2024, 3.17 hectares has been created or is under construction for the ecological land reserve.