



Company Name: Deutsche Lufthansa AG		Reporting date: The figures refer to the calendar year 2021								
Company Logo:										
Dimension	Category	No. of categories	Sub Categories	KPIs	Value	Qualitative Text	Unit	Publicity Source / URL	Page	Date
Environment	Climate Change	1	1.a	Global scope 1 GHG emissions	13,823,320	Direct CO ₂ emissions from the Lufthansa Group's flight operations and ground traffic of own vehicles as well as own energy-generating facilities.	Metric tons of CO2 equivalent	https://www.lufthansagroup.com/media/download/en/responsibility/4-H-Factsheet-Sustainability-2021.pdf	21	
			1.b	Global scope 2 GHG emissions	139,496	Indirect CO ₂ emissions of electricity and energy purchases for ground operations, including catering and maintenance.	Metric tons of CO2 equivalent	https://www.lufthansagroup.com/media/download/en/responsibility/4-H-Factsheet-Sustainability-2021.pdf	21	
			1.c	Global scope 3 GHG emissions	4,667,549	Further indirect CO ₂ emissions along the supply chain and from purchased services, here essentially the emissions from the kerosene supply chain and those related to the manufacturing of aircraft and engines	Metric tons of CO2 equivalent	https://www.lufthansagroup.com/media/download/en/responsibility/4-H-Factsheet-Sustainability-2021.pdf	21	
	Energy Management	2	2.a	Total energy consumed broken down by non-renewable and renewable sources (including electricity, heat, and primary energy use)	Total energy consumption: 54,459,626 Thereof from renewable sources: 41,503	Since 2020, the Lufthansa Group has been purchasing 100 % green power in Germany, Austria, Switzerland and Belgium (either by directly purchasing electricity from renewable sources or by purchasing green power certificates (HKN 100)).	Megawatt-hour (mWh)	https://www.lufthansagroup.com/media/download/en/responsibility/LHG-CDP-Response-2022.pdf https://www.lufthansagroup.com/en/newsroom/releases/lufthansa-group-now-uses-100-percent-green-electricity-in-its-home-markets-1.html	54	
	Water Management	3	3.a	i. Total freshwater withdrawal ii. Percentage in regions with high or extremely high baseline water stress	N/A		l. m3 ii. %			
			3.b	i. Total freshwater consumption ii. Percentage in regions with high or extremely high baseline water stress	N/A		l. m3 ii. %			
	Waste and Pollution	4	4.a	i. Total waste ii. Percentage recycled	N/A	Lufthansa Group supports a variety of initiatives to comprehensively reduce waste. More information can be found in the Combined non-financial declaration in the annual report 2021.	l. kg ii. %	https://investor-relations.lufthansagroup.com/fileadmin/downloads/en/financial-reports/annual-reports/LH-AB-2021-e.pdf	108	
			4.b	Air emissions of pollutants (NO _x , SO _x , and particulate matter (PM))	Nitrogen Oxide Emissions 65,007 tonnes		Metric tons	https://www.lufthansagroup.com/media/download/en/responsibility/4-H-Factsheet-Sustainability-2021.pdf	3	
	Ecological Impacts/Biodiversity	5	5.a	List of operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A					
	Circular Economy	6	6.a	Percentage of recycled input materials used to manufacture the organization's primary products and services.	N/A	Processes for increasing the use of recyclable products are being developed and implemented in collaboration with suppliers, caterers, cleaning and disposal services. Since the beginning of 2019, Austrian Airlines has been using recyclable plastic cups that are recycled in a patented process that turns them back into synthetic crude oil. Preparations, including official approval, are under way at Lufthansa German Airlines and SWISS to use only cups made of recycled PET (rPET) for cold beverages on board in 2021, which can be reused in a closed-loop system. The rPET cups are more stable, which makes it possible to reuse them several times during a flight, and thus reduce overall consumption. This will affect around 160 million cups per year (base year 2019). The development of a recycling trolley intended to enable the separation of liquids on board and their disposal apart from other waste was temporarily suspended at the beginning of the coronavirus pandemic. The same applies to the review of different materials for drinks packaging to increase the amount of properly sorted recycling.	%	https://investor-relations.lufthansagroup.com/fileadmin/downloads/en/financial-reports/annual-reports/LH-AB-2021-e.pdf	109f.	
Social	Environmental Supply Chain Management	7	7.a	i. Number of suppliers assessed for environmental impacts ii. Percentage of suppliers assessed for environmental impacts iii. Percentage of purchasing volume covered with assessment for environmental impacts	i. 100% ii.		i. number of suppliers ii. % iii. %	https://www.lufthansagroup.com/media/download/en/responsibility/LHG-CDP-Response-2022.pdf	80f.	
	Labor Practices	8	8.a	Percentage of active workforce covered under collective bargaining agreements	83%	83% (Germany), the remaining 17% belong mainly to a leadership circle or being managers on higher positions without collective bargaining agreements	%	https://investor-relations.lufthansagroup.com/fileadmin/downloads/en/financial-reports/annual-reports/LH-AB-2021-e.pdf	119	
			8.b	Turnover rate	N/A		%			
			8.c	Ratio of standard entry level wage by gender compared to local minimum wage	N/A		ratio			
			8.d	Average hours of training per person by gender and employee category	N/A		average number of hours			
			8.e	i. Breakdown of employees with permanent (indefinite) and fixed-term (temporary) contract ii. Breakdown of directly employed work-force and not directly employed work-force (incl. temp agency workers, on-site contractors, freelancers)	N/A		number of employees			
	Employee Health & Safety	9	9.a	Total number and rate of work-related fatalities and incidents	0			https://www.lufthansagroup.com/media/download/en/responsibility/4-H-SASB-Report-2021.pdf	6	
	Diversity and Equal Opportunity	10	10.a	Percentage of employees per employee category, by age group, gender and other indicators of diversity	Share of women in Management positions: 16.7 Share of women with staff responsibility: 32.8 Average employee age-Mer: 40.0 Women: 43.4 Total: 43.2		%	https://www.lufthansagroup.com/media/download/en/responsibility/4-H-Factsheet-Sustainability-2021.pdf	30-31	
	Human Rights	11	11.a	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	N/A		number of operations %			
	Social Supply Chain Management	12	12.a	i. Number of suppliers assessed for social impacts, ii. Percentage of suppliers assessed for social impacts iii. Percentage of purchasing volume covered with assessment for social impacts	N/A					
Taxes	13	13.a	Total tax paid by country	N/A		Euros				
Governance	Customer Privacy & Cyber Security	14	14.a	i. Number of data breaches ii. Number of affected persons	N/A					
	Business Ethics	15	15.a	Total number and percentage of employees that have received training on anti-corruption	N/A		i. number of employees ii. %			
	Sustainability Governance	16	16.a	List of committees responsible for decision-making on economic, environmental, and social topics and percentage of independent committee members per committee		Supervisory Board regularly debates sustainability matters, three members have specific sustainability expertise. Christina Foerster holds direct responsibility for Corporate Responsibility on Executive Board level since January 1, 2020.		https://investor-relations.lufthansagroup.com/fileadmin/downloads/en/financial-reports/annual-reports/LH-AB-2021-e.pdf	88f.	
	Remuneration	17	17.a	Remuneration policies for the highest governance body and senior executives including the consideration of ESG performance criteria and how they impact different types of remuneration		Lufthansa Group provides incentives for the achievement of climate-related targets on board-level. The Supervisory Board defined specific CO2 reduction as focus topic for the strategic and sustainability target for long-term variable remuneration (LTI) for the 2021 financial year. The non-financial performance criteria thus take the interests of key stakeholders into account and provide long-term incentives for the environmental goal of reducing specific carbon emissions. For the LTI, the possible range of the target achievement for the financial and non-financial targets is between 0% and 200%. For the non-financial target "Environment", the targets set by IATA (International Air Transport Association) for fuel efficiency are used, i.e. the average amount of kerosene consumed to carry a passenger 100 kilometres. The aim is to reduce specific fuel consumption by 1.5% p.a. and so to improve specific CO ₂ emissions. The LTI for 2021 includes emissions from Lufthansa's own fleet as well as those from wet lease flights. To calculate performance, the improvement in specific CO ₂ emissions is measured annually over the four-year performance period. This was the only non-financial target for LTI in 2019 and 2020 and accounted for 25% of the LTI. Specific CO2 efficiency (including wet-lease flights) came to 10.52 kg/100 passenger-kilometres in 2020 (2019: 9.22 kg/100 passenger-kilometres), so that performance in the 2020 financial year for the environmental parameter for the LTI 2020 was 0%. The development of this KPI in 2020 was due to the corona pandemic and mainly driven by comprehensive travel restrictions which resulted in lower passenger load factor and a higher share of short-haul flights which emit relatively more CO2 than long-haul flights.		https://investor-relations.lufthansagroup.com/fileadmin/downloads/en/financial-reports/annual-reports/LH-AB-2021-e.pdf	271ff.	