

Sustainability 2025

# Fact Sheet

# About this fact sheet

Sustainability is a key element of the Lufthansa Group's corporate responsibility and strategic alignment. Even in an environment characterized by increasing regulatory momentum and uncertainty, the Lufthansa Group remains committed to its fundamental principles. This is embedded in the mission statement which emphasizes connecting people, cultures, and economies in a sustainable way. This aspiration guides actions, even in times of continuously changing conditions.

This fact sheet provides a summary of the Lufthansa Group's most significant non-financial performance indicators for the financial year 2025. Further figures are presented to provide an additional context on the material ESG topics, aligned with the Annual Report, including environmental indicators such as fuel consumption and CO<sub>2</sub> emissions, as well as social and governance metrics. The fact sheet is intended for interested stakeholders such as capital market participants, ESG analysts, and ESG rating agencies.

For more detailed ESG insights, [the Lufthansa Group's non-financial declaration](#), which is fully aligned with the requirements of the CSRD, ESRS, and the EU Taxonomy and is integrated into the Group's Annual Report, offers in-depth information on the Group's strategies, governance structures, management of key impacts, actions, and targets, as well as metrics relating to material ESG topics.

The fact sheet also includes references to [the Lufthansa Group's website](#), where further information on corporate responsibility and relevant documents can be accessed.



# At a glance

Environmental data <sup>1</sup>		2025	2024	Diff. PY
<b>Resource consumption</b>				
Fuel consumption <sup>1,2,3</sup>	tonnes	9,294,867	9,167,010	1.4%
Fuel consumption, specific, all types of transport <sup>1,2,3</sup>	g/tkm	257	262	-1.8%
Fuel consumption, specific, passenger transportation <sup>1,2,3</sup>	l/100 pkm	3.39	3.47	-2.4%
Fuel consumption, specific, freight transportation <sup>1,2,3,4</sup>	l/tkm	0.270	0.274	-1.5%
<b>Emissions</b>				
CO <sub>2</sub> emissions from flight operations <sup>1,2,3</sup>	tonnes CO <sub>2</sub> e	29,371,780	28,967,753	1.4%
CO <sub>2</sub> emissions, specific, passenger transportation <sup>1,2,3</sup>	CO <sub>2</sub> e kg/100pkm	8.54	8.75	-2.4%
CO <sub>2</sub> emissions, specific, freight transportation <sup>1,2,3,4</sup>	CO <sub>2</sub> e kg/tkm	0.68	0.69	-1.5%
CO <sub>2</sub> emissions resulting from the combustion of biogenic energy sources, particularly SAF <sup>5</sup>	tonnes CO <sub>2</sub> e	493,392	n.a.	n.a.
CO <sub>2</sub> volume offset through projects, total	tonnes CO <sub>2</sub> e	865,038	606,007	42.7%
Scope 1 greenhouse gas emissions <sup>6</sup>	tonnes CO <sub>2</sub> e	29,556,399	29,159,239	1.4%
Scope 2 greenhouse gas emissions (market-based) <sup>7</sup>	tonnes CO <sub>2</sub> e	71,598	48,728	46.9%
Scope 3 greenhouse gas emissions <sup>7</sup>	tonnes CO <sub>2</sub> e	15,592,684	13,734,041	13.5%
Total GHG emissions (market-based)	tonnes CO <sub>2</sub> e	45,220,681	42,942,008	5.3%
<b>Energy</b>				
Ratio of fossil aircraft fuel/sustainable aviation fuel	%	1.5	0.2	1.3 pp
Percentage of total energy consumption, fossil sources	%	98.3	99.6	-1.3 pp
Percentage of total energy consumption, renewable sources	%	1.7	0.4	1.3 pp
Percentage of total energy consumption, nuclear sources	%	0	0	0 pp

Traffic data		Fact Sheet <sup>1,2</sup> 2025	2024	Diff. PY	Annual Report <sup>10</sup> 2025	2024	Diff. PY
Flights <sup>8)</sup>		919,415	907,837	1.3%	1,014,831	991,752	2.3%
Passengers <sup>9)</sup>	thousand	123,928	121,487	2.0%	135,035	131,300	2.8%
Seat kilometers offered, SKO	million	326,091	315,888	3.2%	338,552	326,176	3.8%
Freight tonne-kilometers offered, FTKO	million	15,970	15,778	1.2%	18,121	17,119	5.9%
Passenger kilometers transported, PKT <sup>9)</sup>	million	275,764	266,369	3.5%	281,765	271,038	4.0%
Freight tonne-kilometers transported, FTKT	million	8,587	8,220	4.5%	10,556	9,957	6.0%
Passenger tonne-kilometers <sup>9)</sup>	million	27,576	26,804	2.9%	-	-	-
Tonne-kilometers transported, TKT	million	36,164	35,024	3.3%	-	-	-

<sup>1)</sup> The following companies are included for the 2025 reporting year: Lufthansa (including Lufthansa CityLine, Lufthansa City Airlines, Discover Airlines, and Air Dolomiti), SWISS (including Edelweiss Air), Austrian Airlines, Eurowings, Brussels Airlines, and Lufthansa

Cargo. Other flights and services carried out by third parties are not included, as their performance is beyond Lufthansa Group's control (see table "Fuel consumption", p. 13).

<sup>2)</sup> Types of flight service considered: all scheduled and charter flights (excluding ground

Personnel data		2025	2024	Diff. PY
Employees as of Dec 31		103,255	101,422	1.8%
Female employees		46,533	46,229	0.7%
Male employees		56,722	55,193	2.8%
Average age		42.4	42.1	0.7%
Part-time ratio men <sup>11)</sup>	%	21.1	21.1	0.0 pp
Part-time ratio women <sup>11)</sup>	%	52.1	50.7	2.0 pp
Women on family-related leave <sup>15)</sup>		3,508	3,342	4.8%
Men on family-related leave		931	842	10.6%
Share of women in management <sup>12)</sup>	%	27.6	25.3	2.3 pp
Women on executive board <sup>13)</sup>	%	20.0	20.0	0.0 pp
Women on supervisory board <sup>13)</sup>	%	40.0	40.0	0.0 pp
Absolute injuries		1,324	1,357	-2.4%
Turnover rate	%	6.1	6.4	-0.3 pp
Number of nationalities		162	163	-0.6%
Human rights incidents		56	55	1.8%
Gender pay gap <sup>14)</sup>	%	24.0	27.0	-3.0 pp
Remuneration ratio		1:94	1:86	n.a.

Unless otherwise stated, the values communicated in this fact sheet are based on the scope of consolidation for reporting under the ESRS. In 2025 it includes 65 legal entities.

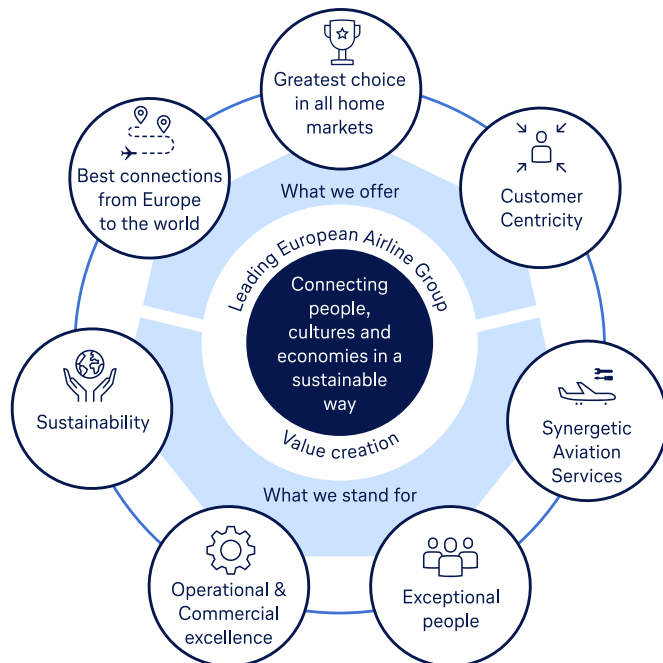
services). <sup>3)</sup> Actual fuel consumption/carbon dioxide emissions from flight operations (all scheduled and charter flights) based on all flight events under the respective operating flight number. Consumption/carbon dioxide emissions are recorded from gate to gate, i.e. including taxiing on the ground and holding patterns, as well as flight detours. <sup>4)</sup> Based on freight tonne-kilometers transported in both cargo and passenger aircraft. <sup>5)</sup> The emissions resulting from the combustion of biogenic energy sources, particularly SAF, amount to 493,392 t CO<sub>2</sub>e in 2025. These emissions amount to 440,372 tonnes of carbon dioxide equivalents (t CO<sub>2</sub>e) in Scope 1 (previous year: 63,741 t CO<sub>2</sub>e) and 53,020 t CO<sub>2</sub>e in Scope 3 (previous year: data for the 2024 financial year is not available, as it was collected for the first time in the 2025 financial year). <sup>6)</sup> Scope 1 for 2025 reporting year audited with high assurance (see p. 18). <sup>7)</sup> Scope 2 and 3 audited with limited assurance (see p. 18). <sup>8)</sup> Legs (operational perspective); Annual Report: routes (customer perspective). A route may comprise several legs, e.g. stopovers. <sup>9)</sup> Based on all passengers on board. <sup>10)</sup> Companies as mentioned in Footnote 1, but including third-party services, as these contribute to the Group's result. <sup>11)</sup> Part-time including partial retirement (also leisure phase). <sup>12)</sup> Management includes all senior managers. <sup>13)</sup> Deutsche Lufthansa AG. <sup>14)</sup> The gender pay gap is an unadjusted figure based on total remuneration across all roles and locations, as required by ESRS and does not reflect structural workforce differences, such as the high proportion of women among flight attendants and men among pilots. <sup>15)</sup> Adjusted value for 2024 due to scope update. In 2024, only parental leave was included.

# Strategy and Corporate Governance

## Positioning as leading European airline group

The Lufthansa Group is the leading European airline group and one of the largest airline groups worldwide. This role enables it to actively shape the global airline market and directly supports its ambition to connect people, cultures, and economies in a sustainable way. In doing so, the Lufthansa Group aspires to set standards for environmental and social responsibility and exceptional customer-centric service. The Lufthansa Group uses the potential of innovation and digitalization to develop customer-driven products and increase efficiency. Its corporate strategy focuses on operational stability and reliability in all areas as well as strict cost management. The safety of flight operations is always of the highest priority.

## Purpose of Lufthansa Group



## Lufthansa Group to focus increasingly on sustainability and social responsibility

Responsibility is the foundation of business activities in the Lufthansa Group. It is therefore continuously expanding its environmental commitment, is dedicated to social issues, and treats its employees and partners responsibly and fairly.

[Combined non-financial declaration](#)

## The Executive Board and Supervisory Board are responsible for and monitor the sustainability performance of the Lufthansa Group. The ESG Committee serves as advisory body

Given the central importance of sustainability, this topic is represented at the Executive Board and Supervisory level. The Executive Board is responsible for preparing the sustainability report in accordance with CSRD, and ensures the integration of sustainability-related topics with regard to the environment, social matters, and governance into the Company strategy and guarantees that sustainability-related targets are defined within the Company. This also includes impacts, risks, and opportunities, as well as monitoring progress. The Supervisory Board is responsible for monitoring governance, including sustainable corporate governance. The ESG Committee that is rooted in the Supervisory Board meets at least twice a year and advises on sustainable governance and sustainability-related impacts, risks, and opportunities, reflecting these responsibilities in the Company's governance processes.

Moreover, implementation of the Group's sustainability strategy is accounted for the remuneration of the Executive Board members and the management levels.

 **1,014,831**  
flights<sup>1</sup>

 **>300**  
destinations<sup>1</sup>

 **135 million**  
passengers<sup>1</sup>

 **737**  
aircraft<sup>1</sup> (as of Dec 31, 2025)

 **5**  
hubs

 **103,255**  
employees<sup>1</sup> (as of Dec 31, 2025)

 **231**  
companies<sup>1</sup> (fully consolidated)

<sup>1</sup> Data basis Annual Report 2025

# Values and guidelines

The Lufthansa Group is committed to the [ten principles of the UN Global Compact](#) for sustainable and responsible corporate governance. In addition, it supports the 17 global Sustainable Development Goals (SDGs) of the [Agenda 2030](#), as adopted by the UN member states in 2015. In order to contribute towards achieving these goals, the Lufthansa Group concentrates on the SDGs where it can reduce its negative impact and increase its positive effect based on its business model. A detailed overview of the Group's contributions can be found in the annex in the Annual Report. [SDG Index](#)

In its [Code of Conduct](#), which is binding for all bodies, senior executives, and employees, the Lufthansa Group documents its values, principles, and standards of business conduct. By providing a framework for responsible and legal business conduct, the Code of Conduct serves as a basis to support employees in making decisions that align with the Company's principles

and values. The key principles of the Code of Conduct include, among others, taking responsibility for society and the environment and acting with business integrity.

Building on this document, the Lufthansa Group also has a [Supplier Code of Conduct](#), which specifically lays out the Group's position: It expects suppliers to abide by the principles outlined in the code as a key aspect of their business relationship. It focuses on the three areas of environment, social, and governance, and is intended to ensure that the Lufthansa Group's suppliers comply with the standards it sets out in the Supplier Code of Conduct and to encourage them to support the establishment of responsible and sustainable behaviors in the supply chain.

Complaints and reports regarding potential negative human rights and environmental impacts or compliance violations

by suppliers can be addressed via the Lufthansa Group [Whistleblowing System](#). Complaints can be submitted confidentially using an electronic whistleblower system or the external ombudsperson for the Lufthansa Group. Both are publicly accessible to internal and external whistleblowers, while ensuring confidentiality, data protection, and respect for legally protected interests.

In addition, the Lufthansa Group's Executive Board has approved a [Policy Statement on respect for human and environmental rights](#) for its own business division and along the supply chain. It details the human rights strategy to comply with its due diligence obligations, and risk management system. The Policy Statement also covers risk analysis, prioritized risks, and appropriate measures to prevent risks and address violations. It includes complaint options, documentation, and reporting obligations as part of its risk management system.

## Sustainable Development Goals (SDG) supported by the Lufthansa Group



**SDG 03:**  
Good Health and Well-Being



**SDG 04:**  
Quality Education



**SDG 07:**  
Affordable and Clean Energy



**SDG 08:**  
Decent Work and Economic Growth



**SDG 09:**  
Industry, Innovation and Infrastructure



**SDG 10:**  
Reduced Inequalities



**SDG 12:**  
Responsible Consumption and Production



**SDG 13:**  
Climate Action



**SDG 16:**  
Peace, Justice and Strong Institutions



**SDG 17:**  
Partnerships for the Goals

# Transparent sustainability reporting

## CSRD, ESRS and EU Taxonomy

In addition to publishing this Sustainability Fact Sheet, the Lufthansa Group provides a comprehensive overview of its sustainability commitment in the **non-financial declaration** of the Annual Report. The Lufthansa Group is reporting for the second time on a voluntary basis in accordance with the requirements of the CSRD and the ESRS. The transition from the internationally recognised GRI standard to the European framework was already completed in the 2024 financial year. For the 2025 financial year, reporting is likewise based on the ESRS and, in part, on the application of the delegated act amending Delegated Regulation (EU) 2023/2772 (“Quick Fix”). The aim is to prepare early for the national implementation of the CSRD into German law and to ensure structured and comparable sustainability reporting. Also included is a statement on the applicability of the EU Taxonomy.

## CDP, TCFD Index and SASB Report

The Group also provides a detailed description of its carbon footprint in the context of its **CDP rating** and its **annual progress in the area of sustainable corporate governance along the ten principles of the UN Global Compact**. More environmental aspects are summarized in the **TCFD Index** which is included for the first time within the Annual Report. Additionally, a **SASB report** can be found.

All reports are published under [lufthansagroup.com/en/responsibility/news-and-data/reporting](https://lufthansagroup.com/en/responsibility/news-and-data/reporting)

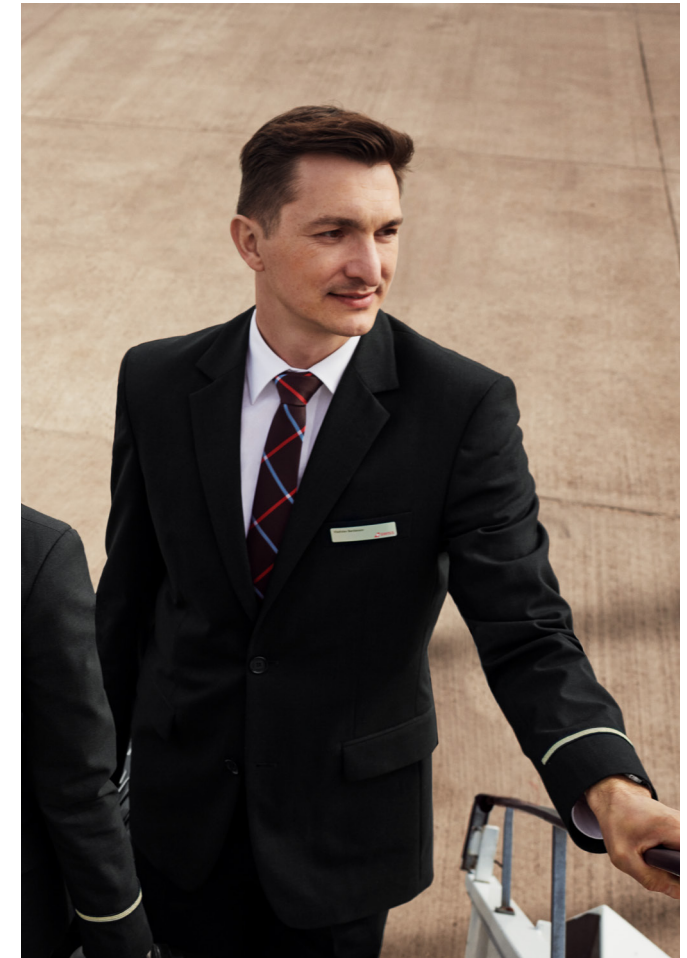
## Sustainability Reporting Awards

The Lufthansa Group’s commitment to transparent and high-quality sustainability reporting has already been externally recognized. In 2025, the Group received the **“Investors’ Darling Award” in the “Sustainability Communications MDAX”** category at the capital markets competition organized and awarded by manager magazin, Berenberg, and the HHL Leipzig Graduate School of Management. This distinction is particularly notable as it was achieved in the first year of reporting in accordance with the CSRD and the ESRS.

In addition, the Lufthansa Group was awarded the **“ESG Transparency Award,”** achieving a score of 92.59% and reaching the “Excellence” category. This classification as a Leading Company underscores the Group’s strong focus on clear, structured, and transparent sustainability communication in line with stakeholder expectations.



Received Sustainability Reporting Awards in 2025



# ESG Ratings and EU Taxonomy alignment

The Lufthansa Group engages with capital market-relevant ESG ratings, indices, and regulatory frameworks, including the EU Taxonomy, to provide additional context for assessing its sustainability performance and transition efforts, particularly given the capital-intensive and hard-to-abate nature of the aviation sector.

## ESG Ratings and Indices

For the Lufthansa Group, key ESG rating agencies continue to assess the Company’s sustainability efforts as above average in the reporting year 2025.

Institutional investors are increasingly integrating ESG aspects into their investment decisions. The ESG performance of a Company is therefore externally rated on the basis of numerous criteria. Achieving a good rating helps to improve relationships with institutional investors and clients, increases investment

opportunities and improves access to capital, and makes it easier to plan more effectively for the future. The rating mainly draws on publicly available data and information.

The Lufthansa Group achieved particularly strong ESG rating results in 2025 in the areas of climate protection and climate strategy. These outcomes are supported by increased ESG reporting transparency following CSRD and ESRS implementation, a solid ESG governance framework, and comprehensive policies covering all material ESG topics, including supplier and human capital management. At the same time, increasing expectations - especially regarding social KPIs, customer relations, and environmental impacts - are being addressed to further improve transparency and comparability.

Lufthansa Group’s ESG ratings are regularly updated on the Company’s [website](#).

## EU Taxonomy

The EU Taxonomy is a classification system designed to define which economic activities can be considered environmentally sustainable and directs capital towards green investments.

The Lufthansa Group places strong emphasis on aligning its business activities with the requirements of the EU Taxonomy Regulation, particularly air transport (6.19) and aircraft manufacturing (3.21). In air transport, alignment depends mainly on the use of sustainable aviation fuel, adherence to emissions thresholds and fleet modernization level. In manufacturing, alignment is driven by producing and maintaining aircraft that meet efficiency and emissions standards. The EU Taxonomy thereby serves as a key lever for the green finance transition by enhancing transparency and supporting the allocation of capital towards taxonomy-aligned, low-carbon investments.

To achieve this, the Lufthansa Group addresses these requirements through:

- Retirement of older aircraft
- Investments in new-generation aircraft
- Expansion of SAF usage

ESG Ratings and indices as of 31 Dec, 2025

Rating / Index	Change PY	2025 Result										Assessment		
CDP	unchanged	D	C-	C	B-	<b>B</b>	A-	A				above industry average		
ISS ESG	unchanged	D-	D	D+	C-	C	<b>C+</b>	B-	B	B+	A-	A	A+	leader among peers
SUSTAINALYTICS	increase	Negligible		Low		<b>22.9 Medium Risk</b>		High		Severe		above industry average		
MSCI	decrease	CCC	B	BB	BBB	<b>A</b>	AA	AAA				upper end of the average		
S&P Global	decrease	0				<b>43</b>				100		above industry average		
FTSE4Good	unchanged											included in the index <sup>1</sup>	above industry average	
ECPI	unchanged											included in the index	n.a.	

	6.19 Passenger and freight air transport	3.21 Manufacturing of aircraft
Taxonomy aligned turnover	6,887 Mio. € (17% of total turnover)	682 Mio. € (2% of total turnover)
Taxonomy aligned CapEx	3,752 Mio. € (69% of total CapEx)	8 Mio. € (0.2% of total CapEx)
Taxonomy aligned OpEx	1,724 Mio. € (33% of total OpEx)	11 Mio. € (0.3% of total OpEx)

These measures support EU Taxonomy alignment and are reflected in KPIs, notably the high share of taxonomy-aligned CapEx linked to fleet modernization.

<sup>1</sup> Index inclusion is based on FTSE4Good Russell ESG score.

# Material ESG topics | Double Materiality and Value Chain

For many years the Lufthansa Group has had an annual analysis process in place to identify its material ESG topics. In 2024, this process was adapted to meet the requirements of the CSRD and ESRS, introducing a double materiality perspective, which addresses the ESG impacts that an organization has on people and the environment (inside-out view), and risks and opportunities for the organization and its financial performance (outside-in view).

In 2025, the Lufthansa Group validated the impacts, risks, and opportunities identified and assessed in the previous year's analysis. Taking into consideration the Lufthansa Group's value chain, including its core business activities, business relationships, locations, stakeholder perspectives, as well as trends and developments. In addition, the results of a wide-ranging stakeholder survey conducted in 2023 were included in the initial assessment.



## The Lufthansa Group value chain

**Business segments:** Passenger Airlines, Freight and Logistics, MRO – aircraft maintenance, repair and overhaul  
**Additional Businesses and Group Functions:** IT services, Flight training, Administration



# Material ESG topics and Stakeholders

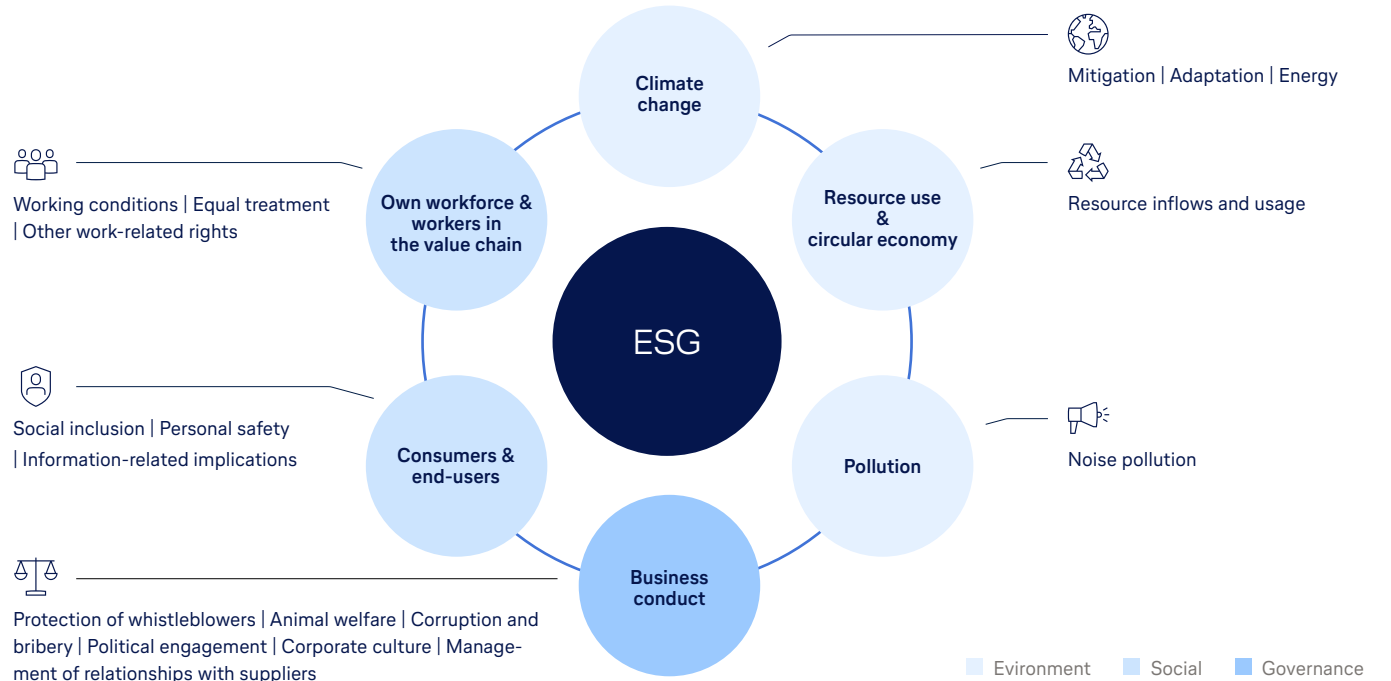
Based on the validated impacts, risks, and opportunities as well as considering stakeholder perspectives the material topics are the following:

The main topics for the Lufthansa Group remain climate change, noise pollution, and resource use. The key issues here are the reduction of CO<sub>2</sub> emissions and aircraft noise through the operation of aircraft, as well as efficient use of finite resources.

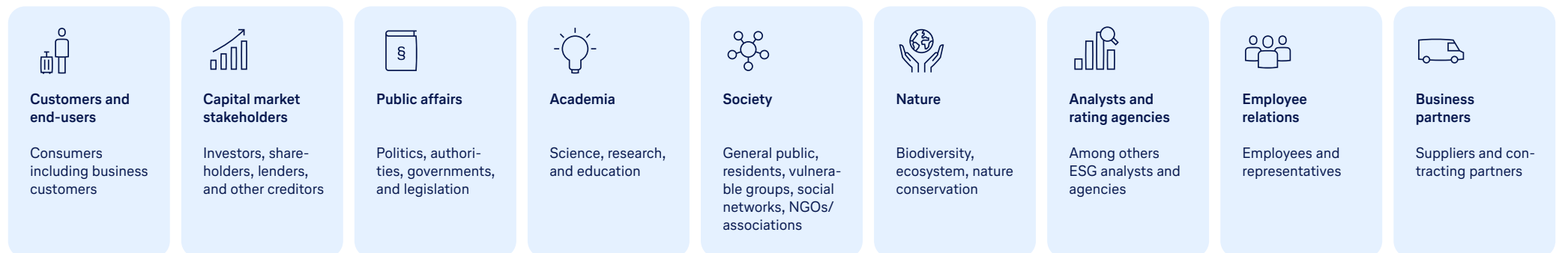
As an employer and business partner, a responsible approach to employees and along the entire value chain is of particular importance to the Lufthansa Group to strengthen the loyalty of existing employees and attract talent from outside the Company. The focus lies on sustainable, fair, and safe working conditions, enhancing diversity and equal opportunities, and ensuring compliance with human rights standards.

With regard to responsible business conduct, in order to strengthen the confidence of employees, customers, investors, and business partners in the long term, the Lufthansa Group places an emphasis on responsible business conduct and management based on values, integrity, and a sense of responsibility.

## Material ESG topics for the Lufthansa Group



## Stakeholders of the Lufthansa Group



# Climate action targets

## Ambitious Lufthansa Group climate action targets

The Lufthansa Group has set ambitious climate protection targets. It aims to halve its net carbon emissions from flight operations by 2030 compared to 2019, and to achieve net carbon neutrality by 2050.

The validation by the Science Based Targets Initiative (SBTi) in 2022 made the Lufthansa Group the first airline group in Europe and the second worldwide with a scientifically verified CO<sub>2</sub> reduction target in line with the goals of the Paris Climate Agreement of 2015. The target is to achieve a 30.6% reduction in CO<sub>2</sub> intensity in 2030 compared to 2019.

In 2025, the Lufthansa Group improved its performance by 7.1% compared with 2019 in terms of the core KPI of the Science Based Targets initiative (measured in grams of CO<sub>2</sub> per revenue tonne-kilometer).

## The Lufthansa Group's measures for achieving its climate targets



### Fleet modernization

More modern and fuel-efficient aircraft are the most significant lever for reducing CO<sub>2</sub> emissions in this decade.



### Efficiency gains in flight operations

Measures used every day to reduce carbon emissions including intelligent route planning, modern approach procedures, and the latest technologies.



### Sustainable aviation fuel

The key to making flying more climate friendly in the future is to increase the use of sustainable aviation fuel.



### Expansion of intermodality

The expansion and interconnection of air, rail, and bus services makes it possible to reduce the number of short-haul flights and offer alternative modes of travel.



### Economic instruments

Wide range of options for more sustainable flying and high-quality, certified climate protection projects promoting climate mitigation worldwide.

# Update on measures for achieving climate targets – 2025 highlights

## Fleet modernization

- **23 new aircraft** including next generation and more fuel-efficient A320neos, A321neos, A350-900s, and Boeing 787-9s, which are powered by the latest and modern engines
- **21 older aircraft removed** from the Group fleet

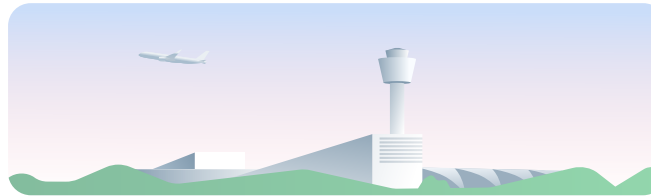
The Lufthansa Group is expecting the delivery of around 45 new aircraft in the 2026 financial year including short-haul aircraft from the A220 and A320neo family as well as long-haul A350-900 and Boeing 787-9 aircraft.



Fleet modernization also serves as the highest priority measure for reducing aircraft noise at source. **99.6% of the operational Group fleet met aircraft noise standard in 2025** (ICAO in Chapter 4 of the Chicago Convention).

## Expansion of intermodality

Lufthansa Group further expanded its intermodal offering, providing around **800 alternative connections** per day from its hubs to help reduce, in particular, the number of very short flights. In 2025, seven additional destinations were added, bringing the total to **71 cities worldwide** connected to the network via integrated ground services. **More than 1.1 million passengers** took advantage of these connection options.



## Offers for more sustainable flying

Lufthansa Group continued to expand its offers for more sustainable flying. The Green Fares introduced in spring 2023 have played a key role in raising awareness of more sustainable travel options and making them more accessible. To date, **more than four million customers** have opted for a Green Fare, thereby contributing to CO<sub>2</sub> reduction through the use of Sustainable Aviation Fuel (SAF) and the support of climate protection projects. In addition, Miles & More, the Lufthansa Group's loyalty program, introduced new incentives in September 2025, **rewarding customers with Miles and Points for choosing CO<sub>2</sub>-saving packages** for future flights. Driven in part by these incentives, the volume of SAF sold across Lufthansa Group's offerings more than doubled year-on-year.

- **~5% of customers** chose a ticket option that includes a contribution to more sustainable flying in 2025
- **~7 million customers** opted for more sustainable travel options in 2025
- **860 thousand tonnes** of fossil CO<sub>2</sub> addressed through customer contributions for SAF or climate protection projects, thereof **144 thousand tonnes** reduced through customer-supported SAF and **716 thousand tonnes** avoided or removed via climate protection projects

## Climate protection projects

**865 thousand tonnes** CO<sub>2</sub> volume offset through high-quality climate protection projects of which:

**778 thousand tonnes** by customers and **87 thousand tonnes** by Lufthansa Group for employee business travel

## Efficiency gains in flight operations

**67.8 thousand tonnes** of CO<sub>2</sub> reduction and **21.7 thousand tonnes** of kerosene reduction through **81 emission-reduction projects** across the Group comprising activities relating to performance and procedures, weight reduction, flight route optimization and technical development

This is equivalent to approximately 258 return flights between Munich and New York with an Airbus A350-900 aircraft.

## Sustainable aviation fuel

**440,372 tonnes fossil CO<sub>2</sub> reduced** in the Lufthansa Group through the use of SAF in 2025. SAF accounted for **1.5%** of Lufthansa Group's total fuel consumption during the year.

# Achieving the Lufthansa Group's climate targets through efficient flight operations and sustainable modifications with AerolutionsLAB

Turning ideas into scalable sustainable products



As part of Lufthansa Technik, AerolutionsLAB plays a key role in advancing sustainable aviation by turning high-impact ideas into scalable maintenance and retrofit solutions. It directly supports the Lufthansa Group's climate targets by improving the operational efficiency of existing fleets, particularly in flight operations.

Since April 2023, AerolutionsLAB has been identifying and accelerating innovations with a clear focus on the most effective sustainability levers. It connects expertise across the Group and beyond to bring promising concepts to life.

Driven by the mission to enable lower emissions, AerolutionsLAB provides both funding and access to a strong network. Its Expert Circle unites multidisciplinary specialists from across the Lufthansa Group, alongside external partners and airlines who contribute fresh perspectives.

Key levers for CO<sub>2</sub> reduction include engine efficiency, aerodynamics and weight reduction.



Aero dynamics



Engine efficiency



Weight reduction

## Aero dynamics

Data analytics identified aerodynamic inefficiencies, which were successfully corrected and validated on SWISS's Boeing 777 fleet.



**0.3%**  
efficiency gain

## Levers achievements

With advanced data analytics, we unlock our fleet's performance by recommending tailored maintenance activities and ensuring ideal aircraft settings. We develop additional aerodynamic modifications that complement AeroSHARK and further enhance aircraft performance. Our more sustainable innovations already add up to efficiency improvements of **more than one percent**.



**1.0%**  
efficiency gain equals



**900t**  
Avoided CO<sub>2</sub> emissions per long-haul aircraft per year



**275t**  
kerosene savings per long-haul aircraft per year

# Absolute fuel consumption

## Fuel consumption<sup>1,2</sup>

in tonnes

2025		<b>9,294,867</b>
2024		9,167,010
2023		8,451,407

## Fuel consumption 2025<sup>1</sup>

in tonnes

	Passengers	Cargo	Total	Share
<b>Regular flights<sup>2</sup></b>				
Lufthansa Airlines	4,372,064	1,349,734	5,721,798	57.8%
SWISS	1,287,990	367,899	1,655,889	16.7%
Austrian Airlines	640,556	68,908	709,464	7.2%
Eurowings	718,324	0	718,325	7.3%
Brussels Airlines	431,495	57,897	489,392	4.9%
			<b>9,294,867</b>	<b>93.9%</b>
<b>Other flights<sup>3</sup></b>				
			30,211	0.3%
<b>Total</b>				
			<b>9,325,078</b>	<b>94.2%</b>
Third parties <sup>4,5</sup>	321,162	248,859	570,021	5.8%
<b>All flights</b>				
			<b>9,895,099</b>	<b>100.0%</b>

Demand for both passenger and freight transport rose again significantly in the year 2025. This was reflected by an increase in capacity. The markedly positive development in demand compared to the previous year of 2024, combined with an increase

in capacity in the 2025 reporting year, resulted in a higher fuel consumption. Nevertheless the increase in fuel consumption (+1.4%) was significantly smaller than the resulting increase in overall traffic volume (+3.3%), representing a solid efficiency gain.



<sup>1</sup> Actual fuel consumption in tonnes from flight operations based on all flight events under the respective operating flight number. Consumption/carbon dioxide emissions are recorded from gate to gate, i.e. including taxiing on the ground and holding patterns, as well as flight detours. <sup>2</sup> The following companies are included for the 2025 reporting year: Lufthansa (including Lufthansa CityLine, Lufthansa City Airlines, Discover Airlines, and Air Dolomiti),

SWISS (including Edelweiss Air), Austrian Airlines, Eurowings, Brussels Airlines, and Lufthansa Cargo. Other flights (see footnote 3) and services carried out by third parties (see footnotes 4 and 5) are not included, as their performance is beyond Lufthansa Group's control. <sup>3</sup> Ferry flights, special flights, test flights, training flights, aborted flights. <sup>4</sup> Airlines that fall outside the scope of this fact sheet but that provide services for Lufthansa,

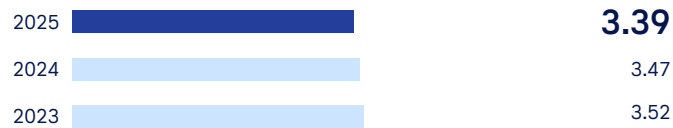
e.g. in the event of capacity bottlenecks. <sup>5</sup> Excluding road feeder service and partial capacity chartered by Lufthansa Cargo, as no data on fuel consumption and emissions values are available for these services.

# Specific fuel consumption



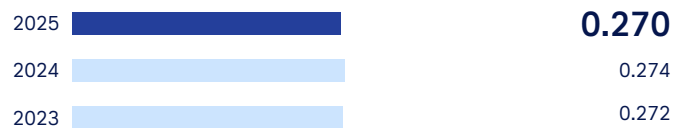
## Specific fuel consumption passenger transportation Lufthansa Group<sup>1,2</sup>

in liters/100 passenger-kilometers (l/100pkm)



## Specific fuel consumption freight transportation<sup>1,2,3</sup>

in liters/freight tonne-kilometer (l/tkm)



## Specific fuel consumption passenger transportation in comparison<sup>1,2</sup>

in liters/100pkm

	2025	2024	Change in %
<b>Group fleet</b>	3.39	3.47	-2.4%
Lufthansa Airlines	3.43	3.55	-3.3%
SWISS	3.24	3.28	-1.0%
Austrian Airlines	3.50	3.58	-2.3%
Eurowings	3.31	3.34	-0.9%
Brussels Airlines	3.41	3.42	-0.2%



<sup>1)</sup> Actual fuel consumption in liters from flight operations based on all flight events under the respective operating flight number. Consumption is recorded from gate to gate, i.e. including taxiing on the ground and holding patterns, as well as flight detours.

<sup>2)</sup> The following companies are included for the 2025 reporting year: Lufthansa (including Lufthansa CityLine, Lufthansa City Airlines, Discover Airlines, and Air Dolomiti), SWISS (including Edelweiss Air), Austrian Airlines, Eurowings, Brussels Airlines, and Lufthansa

Cargo. Other flights and services carried out by third parties are not included, as their performance is beyond Lufthansa Group's control (see table "Fuel consumption 2025", p. 13).  
<sup>3)</sup> Based on freight tonne-kilometers transported in both cargo and passenger aircraft.

# Decoupling of fuel consumption and transport performance

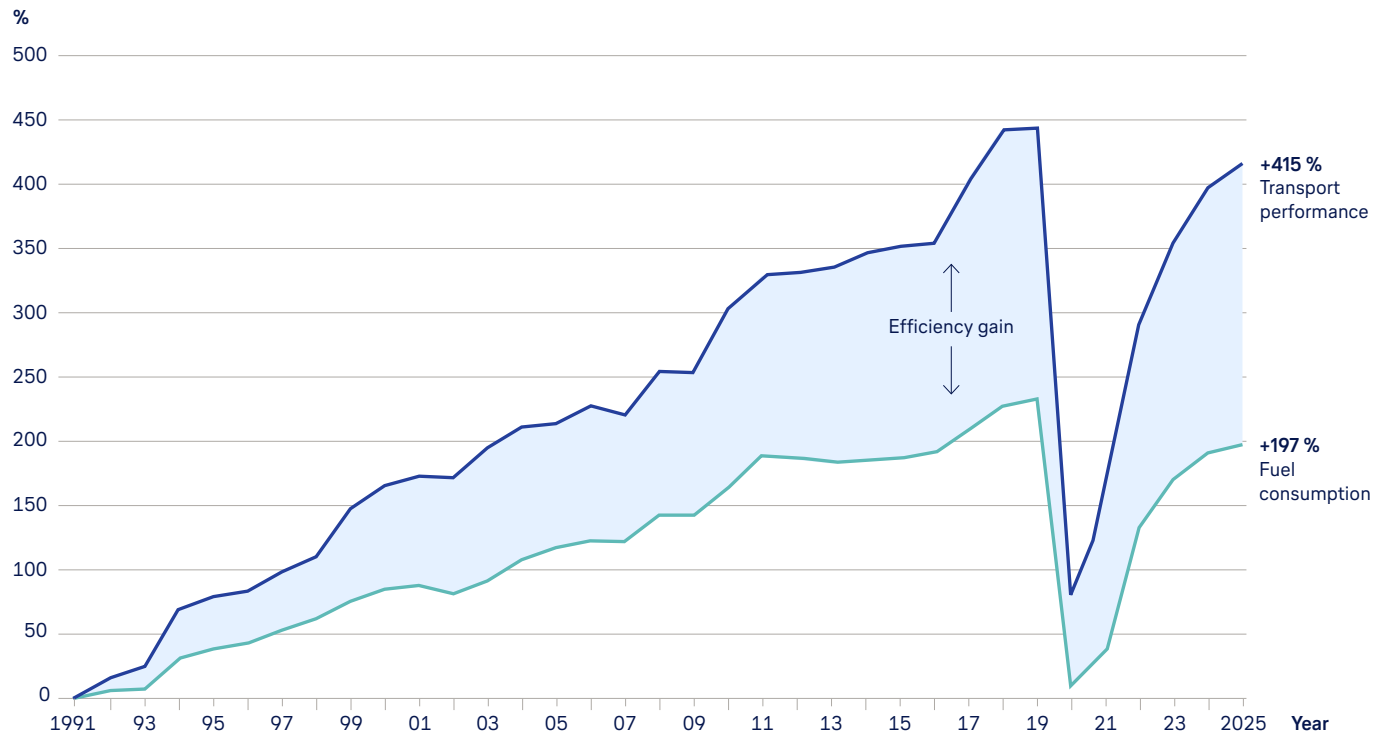
## Improving efficiency by decoupling transport performance and fuel consumption

Despite increasing its transport performance, the Lufthansa Group has implemented numerous measures over many decades to significantly reduce its fuel consumption on a relative basis.

The result of these efforts is reflected in the decoupling chart. While transport performance increased by 415% between 1991 and 2025, fuel consumption increased by only 197%. Whereas specific fuel consumption in 1991 was still 446g/tkm (grammes of fuel per tonne-kilometer transported) it was just 257g/tkm in the 2025 reporting year. This corresponds to an efficiency increase of 42% compared to base year 1991.

Fleet modernization remains the key driver for the decoupling of transport performance and fuel consumption. Modernizing the fleet saves kerosene and therefore CO<sub>2</sub> in flight operations. The Lufthansa Group has made important decisions in recent years in relation to the ongoing modernization of its fleet. This entails the retirement of less fuel-efficient aircraft and their replacement with modern, more efficient aircraft types (such as the A320neo, A350-900 or Boeing 787-9) with lower fuel requirements and reduced CO<sub>2</sub> emissions.

Decoupling of fuel consumption and transport performance since 1991<sup>1,2,3</sup>



<sup>1)</sup> The following flights are included for the 2025 reporting year: all scheduled and charter flights operated by Lufthansa (including Lufthansa CityLine, Lufthansa City Airlines, Discover Airlines, and Air Dolomiti), SWISS (including Edelweiss Air), Austrian Airlines, Eurowings,

Brussels Airlines, and Lufthansa Cargo. Other flights and services performed by third parties are not included, as their performance is beyond Lufthansa Group's control. <sup>2)</sup> Transport performance in TKT. <sup>3)</sup> Depiction of the development of transport performance and fuel

consumption in % in two graphs, based on the 1991 starting value. The blue area between them represents the efficiency gain.

# CO<sub>2</sub> emissions from flight operations

## Absolute CO<sub>2</sub> emissions from flight operations<sup>1</sup>

### Absolute CO<sub>2</sub> emissions from flight operations 2025<sup>2</sup>

CO <sub>2</sub> e, in tonnes	
Passengers	23,540,334
±PY	+1.0%
Cargo <sup>3</sup>	5,831,445
±PY	+2.9%
<b>Total</b>	<b>29,371,780</b>
±PY	+1.4%

### CO<sub>2</sub> volume offset through high-quality climate protection projects

CO <sub>2</sub> e, in thousand tonnes	
By customers	
2025	<b>778</b>
2024	531
by the Lufthansa Group for its own business trips	
2025	<b>87</b>
2024	75

## Specific CO<sub>2</sub> emissions<sup>1</sup>

### Passenger transportation 2025

CO <sub>2</sub> emissions in kilograms/100 passenger-kilometers (CO <sub>2</sub> e kg/100pkm)	
2025	<b>8.54</b>
2024	8.75

### Passenger transportation 2025 by airline

CO <sub>2</sub> emissions in kilograms/100 passenger-kilometers (CO <sub>2</sub> e kg/100pkm)	
Lufthansa Airlines	8.65
SWISS	8.17
Austrian Airlines	8.74
Eurowings	8.37
Brussels Airlines	8.62

### Freight transportation 2025<sup>3</sup>

CO <sub>2</sub> emissions in kilograms/freight tonne-kilometer (CO <sub>2</sub> e kg/tkm)	
2025	<b>0.68</b>
2024	0.69





<sup>1</sup> The following companies are included for the 2025 reporting year: Lufthansa (including Lufthansa CityLine, Lufthansa City Airlines, Discover Airlines, and Air Dolomiti), SWISS (including Edelweiss Air), Austrian Airlines, Eurowings, Brussels Airlines, and Lufthansa

Cargo. Other flights and services carried out by third parties are not included, as their performance is beyond the Lufthansa Group's control (see table "Fuel consumption", p. 13).  
<sup>2</sup> Absolute emissions in tonnes from flight operations (all scheduled and charter flights).

Emissions are recorded from gate to gate, i.e. including taxiing on the ground and holding patterns, as well as flight detours. <sup>3</sup> Based on freight tonne-kilometers transported in both cargo and passenger aircraft.

# Specific fuel consumption and CO<sub>2</sub> emissions for passenger transportation

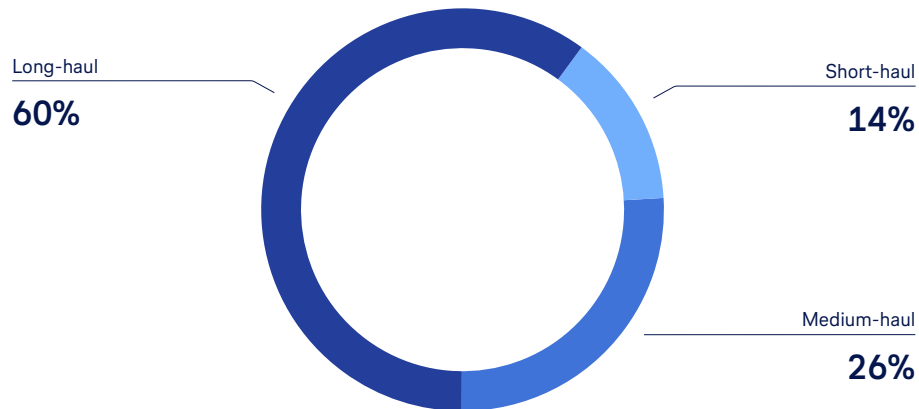
Specific fuel consumption and specific CO<sub>2</sub> emissions in the Lufthansa Group<sup>1</sup>

	Total	Long-haul	Medium-haul	Short-haul
	<b>3.39</b>	3.18	3.24	5.45
	<b>8.54</b>	7.99	8.18	13.75

 Specific fuel consumption in liters/100 passenger-kilometers (l/100pkm)

 Specific CO<sub>2</sub> emissions in kilograms/100 passenger-kilometers (CO<sub>2</sub>e kg/100pkm)

Share of fuel consumption by traffic areas 2025<sup>1</sup>



<sup>1</sup> Definition of haul length: Long-haul routes: over 3,000 km; medium-haul routes: 800 to 3,000 km; short-haul routes: under 800 km

# Carbon footprint

## Direct and indirect CO<sub>2</sub> emissions of the Lufthansa Group in comparison<sup>1</sup>

CO<sub>2</sub>e, in tonnes

	2025	2024
Scope 1 greenhouse gas emissions	29,556,399 65.3%	29,159,239 67.9%
Scope 2 <sup>3</sup> greenhouse gas emissions	71,598 0.2%	48,728 0.1%
Scope 3 greenhouse gas emissions	15,592,684 34.5%	13,734,041 32.0%
Total GHG emissions <sup>3</sup>	45,220,681	42,942,008

## CO<sub>2</sub> emissions resulting from the combusting of biogenic energy sources, particularly SAF 2025, of the Lufthansa Group<sup>2</sup>

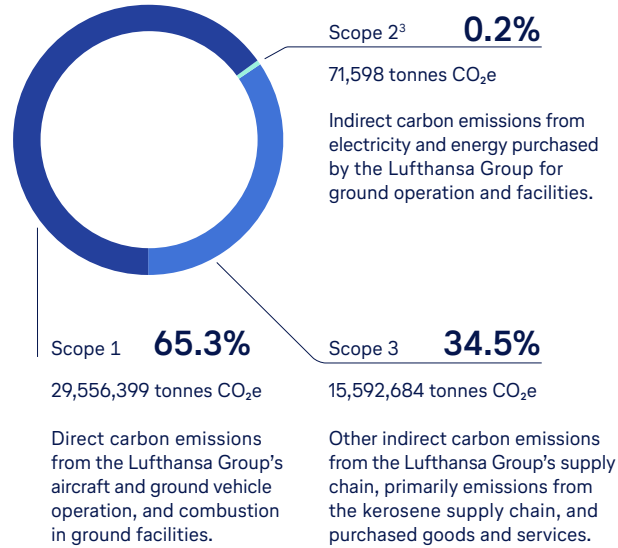
CO<sub>2</sub>e, in tonnes



**493,392**

The greenhouse gas footprint indicates the total greenhouse gas emissions (Scope 1-3) of the Lufthansa Group (see certificate on p. 20). The emissions resulting from the combustion of biogenic energy sources, particularly SAF, amount to 493,392t CO<sub>2</sub> in 2025.

## Direct and indirect CO<sub>2</sub> emissions of the Lufthansa Group 2025<sup>1</sup>



<sup>1</sup> Scope 1 for 2025 reporting year audited with high assurance. Scope 2 and 3 audited with limited assurance (see. p. 20). <sup>2</sup> The emissions resulting from the combustion of biogenic energy sources, particularly SAF, amount to 493,392t CO<sub>2</sub>e in 2025. These emissions

amount to 440,372 tonnes of carbon dioxide equivalents (t CO<sub>2</sub>e) in Scope 1 (previous year: 63,741t CO<sub>2</sub>e) and 53,020t CO<sub>2</sub>e in Scope 3 (previous year data for the 2024 financial year is not available, as it was collected for the first time in the 2025 financial year). <sup>3</sup> Market-based

# Methodology for calculating absolute and specific consumption and emissions

## Kerosene in absolute terms

Kerosene consumption is calculated on the basis of actual flight operations (i.e. using actual load factors and flight routings) according to the gate-to-gate principle. This covers all phases of a flight, from taxiing on the ground to flight detours and holding patterns in the air.

## Emissions in absolute terms

The emissions from flight operations are calculated on the basis of actual transport performance and thus on actual load factors and the actual absolute quantity of kerosene consumed in the reporting year. Transport performance is measured in tonne-kilometers. For passengers and their luggage, 100 kilograms is the standard applied; for freight, its scale weight.

Carbon dioxide (CO<sub>2</sub>) emissions are generated by applying a fixed ratio to the weight of kerosene burned. The combustion of one tonne of kerosene is multiplied with a tank-to-wheel factor of 3.16 into tonnes of CO<sub>2</sub>, this according to the EU-ETS method.

## Specific consumption and emission values

Calculating specific consumption and emissions entails expressing absolute values in relation to transport performance. For example, the ratio liters per 100 passenger-kilometers (l/100 pkm) is calculated on the basis of actual load factors along with the quantity of kerosene actually consumed. The distances used in the calculations are great-circle distances. In combination flights (freight and passenger transport in one aircraft), fuel consumption is attributed on the basis of its share of the total payload to calculate the passenger- and freight-specific figures.



# Verification statement Scope 1-3



verified by  
**MÜLLER-BBM**  
CERT GMBH

Müller-BBM Cert Umweltgutachter GmbH, accredited Environmental Verification Body DE-V-0419, confirms that greenhouse gas balance according to the GHG Protocol of the

## LUFTHANSA GROUP

### Deutsche Lufthansa AG and affiliates\*

audited according to the requirements of ISO 14064-3 and the information in the figure "Direct and indirect CO<sub>2</sub> emissions of the Lufthansa Group 2025" on page 18 of the Factsheet Sustainability 2025 was verified with the following uncertainties:

Scope 1 total (reasonable assurance, 2% materiality)	29,556,399 t CO <sub>2eq</sub>
of which fossil origin (reasonable assurance, 2% materiality)	29,116,027 t CO <sub>2eq</sub>
of which biogenic origin (SAF)** (reasonable assurance, 2% materiality)	440,372 t CO <sub>2eq</sub>
Scope 2*** (limited assurance, 5% materiality)	71,598 t CO <sub>2eq</sub>
Scope 3**** (limited assurance, 10% materiality)	15,592,684 t CO <sub>2eq</sub>
of which fossil origin (reasonable assurance, 2% materiality)	15,539,664 t CO <sub>2eq</sub>
of which biogenic origin (SAF)** (reasonable assurance, 2% materiality)	53,020 t CO <sub>2eq</sub>

Kerpen, April 22<sup>nd</sup>, 2026



Müller-BBM Cert Umweltgutachter GmbH

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\* Details of consolidation scope can be found in Appendix I  
 \*\* Note: These biogenic CO<sub>2eq</sub> emissions reflect reduced fossil CO<sub>2eq</sub> emissions in Scope 1 from delivered certified biogenic sustainable aviation fuel (SAF). These reductions were realized by SAF mandates and by voluntary SAF for defined customers of LHG (incl. customers on codeshare flights of associated LHG partners). The voluntary reductions were exclusively allocated to the customers who purchased voluntary SAF and shall therefore not be claimed regularly and in principle by all LHG customers.  
 \*\*\* market based  
 \*\*\*\*Includes changes of emissions from purchased fuels due to switch from fossil fuel to sustainable aviation fuel.

Müller-BBM Cert Umweltgutachter GmbH  
 Heinrich-Hertz-Straße 13  
 50170 Kerpen / Germany  
 Phone +49 2273 566 79 - 0  
 Mail info@mbbm-cert.com  
 www.muellerbbm-cert.de



verified by  
**MÜLLER-BBM**  
CERT GMBH

### Appendix I to verification statement dated 09<sup>th</sup> of April 2026

Deutsche Lufthansa Aktiengesellschaft - Passage, Cologne, Germany  
 Swiss International Air Lines AG, Basel, Switzerland  
 Edelweiss Air AG, Zurich, Switzerland  
 Austrian Airlines AG, Vienna International Airport, Austria  
 Eurowings Digital GmbH, Cologne, Germany  
 Eurowings Technik GmbH, Cologne, Germany  
 Air Dolomiti S.p.A. Linee Aeree Regionali Europee, Dossobuono de Villafranca, Italy  
 Eurowings Europe Limited, St Julian's, Malta  
 Eurowings Aviation GmbH, Cologne, Germany  
 Eurowings GmbH, Dusseldorf, Germany  
 Germanwings GmbH, Cologne, Germany  
 Lufthansa Cityline GmbH, Munich Airport, Germany  
 Lufthansa Technik AERO Alzey GmbH, Alzey, Germany  
 Lufthansa City Airlines GmbH, Munich, Germany  
 Jettainer Americas, Inc., East Meadow, USA  
 Lufthansa Aviation Training Germany GmbH, Frankfurt on the Main, Germany  
 Lufthansa Aviation Training GmbH, Munich, Germany  
 Lufthansa Aviation Training Switzerland AG, Gfyllikon, Switzerland  
 Lufthansa Cargo Aktiengesellschaft, Frankfurt on the Main, Germany  
 time-matters GmbH, Neu-Isenburg, Germany  
 Brussels Airlines SA/NV, Brussels, Belgium  
 Lufthansa Group Business Services GmbH, Frankfurt on the Main, Germany  
 Group Engine Management GmbH, Frankfurt on the Main, Germany  
 Lufthansa Group Digital Hangar GmbH, Raunheim, Deutschland  
 Lufthansa Malta Corporate Finance Limited, St. Julian's, Malta  
 Lufthansa Malta Treasury Services Limited, St. Julian's, Malta  
 Lufthansa Industry Solutions AS GmbH, Norderstedt, Germany  
 Lufthansa Seeheim GmbH, Seeheim-Jugenheim, Germany  
 EW Discover GmbH, Frankfurt on the Main, Germany  
 Lufthansa Technik AG, Hamburg, Germany  
 Lufthansa Technik Airmotive Ireland Leasing Limited, Dublin, Ireland  
 Lufthansa Technik Logistik GmbH, Hamburg, Germany  
 Lufthansa Technik Component Services LLC, Tulsa, USA  
 Lufthansa Technik Philippines, Inc., Manila, Philippines  
 Lufthansa Technik Budapest Repülőgépek Nagyjavító Kft., Budapest, Hungary  
 Lufthansa Technik Engine Services, Inc., Tulsa, USA  
 Lufthansa Technik Shenzhen Co. Ltd., Shenzhen, China  
 Lufthansa Technik Landing Gear Services UK Limited, Kestrel Way, Hayes, UK  
 Lufthansa Technik Malta Limited, Luqa, Malta  
 Lufthansa Technik Sofia OOD, Sofia, Bulgaria  
 Lufthansa Technik Logistik Services GmbH, Hamburg, Germany  
 Lufthansa Technik Puerto Rico LLC, San Juan, Puerto Rico  
 Lufthansa Process Management GmbH, Neu-Isenburg, Germany  
 Lufthansa Systems GmbH, Raunheim, Germany  
 Lufthansa Industry Solutions GmbH & Co. KG., Norderstedt, Germany  
 Miles & More GmbH, Frankfurt on the Main, Germany  
 Jettainer GmbH, Raunheim, Germany  
 Lufthansa Industry Solutions BS GmbH, Raunheim, Germany  
 Lufthansa Systems Americas, Inc., Miami, USA  
 Swiss Aviation Software AG, Allschwil, Switzerland  
 SN Airholding SA/NV, Brussels, Belgium  
 Lufthansa Aviation GmbH  
 Eurowings Holidays GmbH, Cologne, Germany  
 Lufthansa Malta Aircraft-Leasing Ltd., St. Julian's, Malta  
 Lufthansa Technik Turbine Shannon Limited, Shannon, Ireland  
 Lufthansa Technik North America Holding Corp., Tulsa, USA  
 Lufthansa Technik Portugal, S.A., Porto, Portugal  
 Deutsche Lufthansa Aktiengesellschaft - Group Functions, Cologne, Germany  
 LHAMH LIMITED, Dublin, Ireland  
 Lufthansa Malta Finance Holding Limited, St. Julian's, Malta  
 Truffe Holding AG, Frankfurt on the Main, Germany  
 Truffe 2 GmbH, Frankfurt on the Main, Germany  
 LHAMI LEASING LIMITED, Dublin, Ireland  
 Truffe 1 Limited, Hounslow, UK  
 Truffe 6 GmbH, Frankfurt on the Main, Germany

Müller-BBM Cert Umweltgutachter GmbH  
 Heinrich-Hertz-Straße 13  
 50170 Kerpen / Germany  
 Phone +49 2273 566 79 - 0  
 Mail info@mbbm-cert.com  
 www.muellerbbm-cert.de

# Use of resources

## Circular resource use

Lufthansa Group develops its resource and waste management systems on a continuous basis, with a view to minimizing the environmental impacts of its business activities, improving the efficiency of its use of raw materials, and avoiding the use of non-recyclable materials across all areas of its operations.

The Company implements a range of measures along the value chain, guided by R-strategies (replace, reduce, recycle). This includes the substitution of single-use plastics and aluminum with more sustainable alternatives, such as paper-based packaging, bagasse materials, and reusable service items. At the same time, material consumption is reduced through demand-based service concepts and packaging optimization. To further improve resource efficiency, Lufthansa Group enhances transparency on material flows and waste streams. Digital solutions, including AI-supported tools, are used to analyze consumption patterns and reduce waste, particularly in onboard services. Recycling activities are continuously expanded through standardized waste separation, increased recycling infrastructure, and closed-loop approaches for materials such as plastics and textiles. In addition, Lufthansa Technik and Lufthansa Cargo implement targeted measures to promote material recovery, reuse, and circular solutions in their respective operations.



<sup>1</sup> The recycling rate is excluding site waste.

## Passenger Airlines

The **Passenger Airlines** aim to ensure that, from 2025, all single-use plastic and aluminum items provided to customers are either recyclable or made from renewable raw materials

Number of single-use plastic or single-use aluminum items

- In use on board Passenger Airlines in 2025: **588**
- Of which replaced by more sustainable alternatives (e.g. by reusable items) in 2025: **293**



## Ground energy management

The Lufthansa Group has established a structured energy management approach for ground operations. It focuses on improving energy efficiency in buildings, using locally produced green energy, and ensuring sustainable energy procurement. Beyond that it aims to ensure regulatory compliance and support the decarbonization of the ground vehicle fleet. Implementation is supported by cross-functional working groups that integrate stakeholder interests. Key measures include increased data and measure transparency through regular reporting, the implementation of ISO 50001- and EMAS-certified management systems, and targeted reductions in energy consumption across facilities which results in reduced Scope 1 and 2 greenhouse gas emissions. In 2025, Lufthansa Group companies with the highest ground-based energy consumption had implemented certified Energy Management Systems in accordance with **ISO 50001**, **covering approximately 60 %** of the Lufthansa Group's total global building-related energy consumption.

## Lufthansa Cargo

**Lufthansa Cargo** has exceeded its target of a **40%** recycling rate by 2025 for its hub in Frankfurt by 5 percentage points

- Recycling rate<sup>1</sup> at Lufthansa Cargo (Hub Frankfurt) in 2025: **45%**

## Lufthansa Technik

**Lufthansa Technik** aims to have a recycling rate of **75%** by 2025

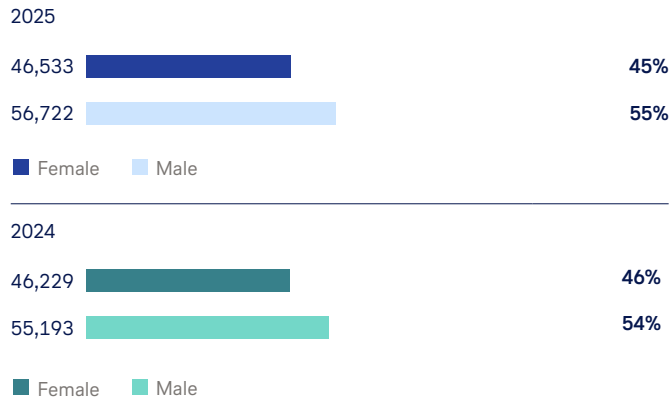
- Recycling rate at Lufthansa Technik in 2025: **54%**

# Employee numbers

With their diverse expertise and their dedication, the employees of the Lufthansa Group play a crucial role in its continued success. As the backbone of the Company, they help to bring the Lufthansa Group’s vision to life, striving to provide an exceptional premium experience for passengers. Their commitment strives for smooth flight operations, seamless customer service, and streamlined administrative processes. Recognizing their vital contribution, the Lufthansa Group prioritizes the professional growth and well-being of its workforce, fostering an environment where talent can thrive.

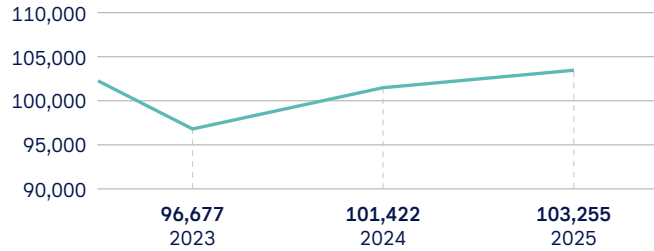
## Total headcount by gender<sup>1</sup>

Lufthansa Group, employees as of Dec 31



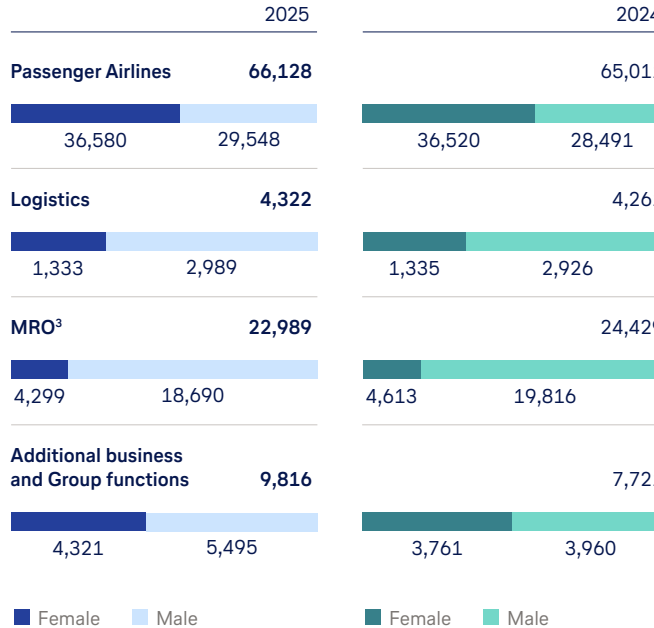
## Total headcount<sup>1</sup>

Lufthansa Group employees as of Dec 31



## Headcount by business unit and gender<sup>1</sup>

Lufthansa Group as of Dec 31



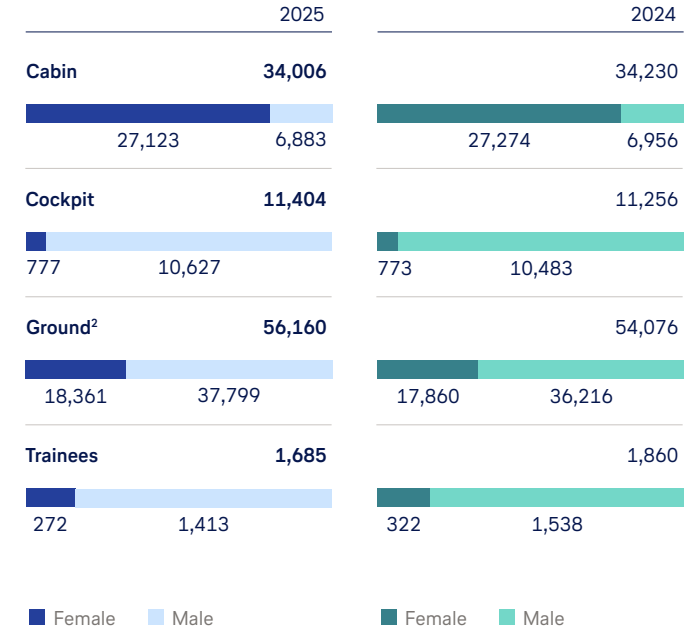
## Total headcount by country<sup>1</sup>

Lufthansa Group as of Dec 31, 2025

<b>Group employees</b>	<b>103,255</b>
of which in Germany	70,722
of which in Austria	6,054
of which in Switzerland	11,939
of which in Belgium	3,518
of which other	11,022

## Headcount by professional group and gender<sup>1</sup>

Lufthansa Group as of Dec 31



<sup>1</sup> Group of consolidated companies. <sup>2</sup> Excluding trainees. <sup>3</sup> Maintenance, Repair, Overhaul.

# Working conditions | Employee attractiveness

The Lufthansa Group prioritizes employee well-being by offering flexible work models and promoting a healthy work-life balance. It aims to provide fair compensation and to adhere to collective bargaining agreements, providing competitive wages and transparent working conditions. Corporate culture plays a key role in both the Company’s commercial success and the commitment and well-being of its employees. The Lufthansa Group continues to place great importance on offering attractive prospects to future employees and on retaining existing employees in the long term. With these goals in mind, the Lufthansa Group has initiated the Cultural Journey program in 2023. The Cultural Journey aims to promote the individual identity of the different Lufthansa Group companies and simultaneously strengthen a shared cultural understanding across the Group, with diversity forming a central pillar of our cultural identity.

Since 2015, the Lufthansa Group has conducted the annual employee survey “involve me!” The survey measures, among other things, the extent to which employees identify with the Company, as well as their level of commitment and their willingness to recommend the Company to others. Lufthansa Group exceeded its target benchmark value of 3.6, reaching 3.9 in 2025.

Collective bargaining coverage remains a key mechanism for ensuring fair working conditions, equitable wages, and constructive dialogue between employees and management. Lufthansa Group is committed to respecting employees’ rights to freedom of association and aims to maintain or expand collective bargaining coverage where applicable.



### Collective bargaining coverage

Lufthansa Group, as of Dec 31	2025	2024
EEA countries	65%	64%
Germany	77% <sup>2</sup>	77%
Austria	98% <sup>3</sup>	98%
Switzerland	81% <sup>4</sup>	85%



<sup>1</sup> All major Group companies were included. Adjusted value for 2024 due to an updated calculation method. <sup>2</sup> The remaining percentage is largely made up of senior executives and management employees in senior positions. <sup>3</sup> Austrian Airlines in Europe <sup>4</sup> Swiss International Airlines

# Working conditions | Healthcare and occupational safety

Healthcare and occupational safety are fundamental pillars of Lufthansa Group's social responsibility, ensuring a healthy, safe, and secure working environment for all employees. By continuously improving health and safety standards, Lufthansa Group demonstrates its commitment to protecting the well-being of its own employees.



Health index<sup>1</sup>

2025 **3.9**



Absolute injuries

2025 **1,324**

2024 1,357



Injuries per million hours worked

2025 **8.2**

2024 9.4

## Selected measures relating to occupational safety

- **Occupational safety audits:** External occupational safety audits were commissioned and carried out at selected Group companies. The selection was based on the results of the self-assessment. Criteria included elevated accident rates and the occurrence of serious workplace accidents. The audits, conducted by an external service provider, assessed compliance with country-specific statutory occupational health and safety requirements.
- **Introduction of minimum standards for external contractor coordination:** In September 2025, the Group Occupational Safety department implemented a Groupwide minimum standard for the coordination of external contractors. The standard defines requirements for coordinating contractor activities, duration, or scope, and regulates cooperation between Lufthansa Group companies and external contractors from an occupational health and safety perspective.
- **Group Safety Pilot:** The concept of a Group Safety Pilot is based on the Group Flight Safety Guideline and is fully implemented in the relevant corporate processes. The aim is to sustainably ensure and improve flight safety beyond the legal and regulatory requirements.

## Selected measures relating to employee health

- **Comprehensive occupational medical care:** The Lufthansa Group's Medical Services offer employees occupational health care, adapted to their individual needs and taking their workplace and individual health conditions into account. The Medical Services also have outstanding expertise in aviation medicine and offer psychosocial advisory services.
- **Communication on the 2025 health calendar:** The Lufthansa Group Health Hub communicated monthly focus topics and organised health-related action days for all Lufthansa Group employees. The objective was to support employees in maintaining, improving, and restoring their health through personal responsibility.
- **Introduction of a nutritional traffic-light system:** To promote healthy eating, a standardized visual labeling system for meals was introduced in 2025 in Lufthansa Group staff restaurants in Germany. The system allows employees to quickly and clearly assess the nutritional profile of the dishes on offer.

<sup>1</sup> Due to an update of survey, results cannot be compared with those of the previous year.

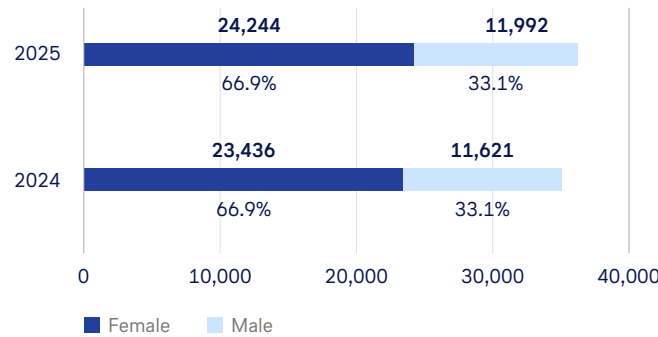
# Working conditions | Work-life balance

Enabling a healthy work-life balance is an important priority for the Lufthansa Group. Flexible working models and supportive services create space for individual lifestyles. The work-life balance of employees is supported and promoted through flexible working hours, mobile work, part-time arrangements, sabbaticals, parental leave, care leave, and phased retirement. In addition, collectively agreed working hours, various flexitime models, and family benefits such as childcare and care counseling contribute positively to employees' quality of life.

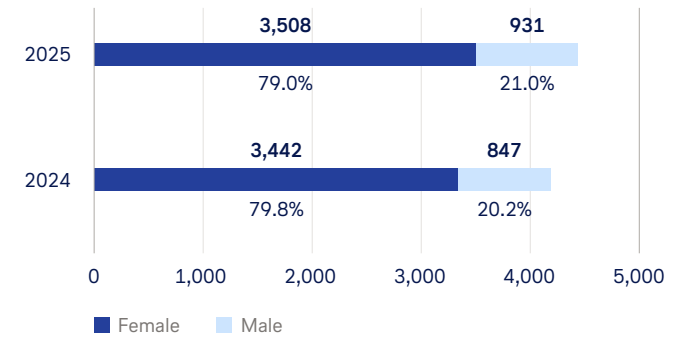
## Selected measures relating to work-life balance

- Family service portal:** The family service portal provides access to a wide range of support services, including help with finding childcare providers through ad hoc and regular childcare arrangements, as well as parent-and-child offices at selected sites that can be used if a need arises at short notice.
- Support services for employees caring for family members:** Since January 2025, additional formats and advisory services have been available to employees via the CareBenefit service portal. These services are designed to ease everyday burdens and support employees in reconciling work with family caregiving responsibilities.
- Conclusion of new part-time collective bargaining agreement:** The new bargaining agreement "Tarifvertrag Teilzeit Nummer 3" was concluded for cabin crew employees at Lufthansa Airlines. The agreement aims to support cabin crew in achieving more reliable planning and a better balance between professional and private life.

 Part-time employment by gender as of Dec 31



 Employees on family-related leave by gender as of Dec 31<sup>1</sup>



Part-time employment by gender

Lufthansa Group, in percent as of Dec 31

	2025	2024
Female	52.1%	50.7%
Male	21.1%	21.1%
Total	35.1%	34.6%



<sup>1</sup> Adjusted value for 2024 due to scope update. In 2024, only parental leave was included.

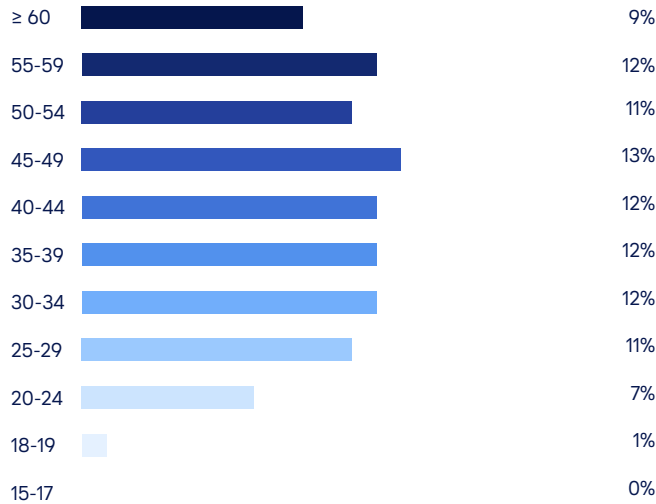
# Diversity and equal opportunities | Inclusion and anti-discrimination

At the Lufthansa Group, diversity, equity, and inclusion are key pillars of the Company’s success. With employees from over 162 nations, and a wide range of ages, backgrounds, and experiences, the Lufthansa Group thrives on diversity, recognizing that it fuels innovation and enriches its global culture. The Company adopts certain measures to encourage this culture. With a leadership culture grounded in respect, accountability, and inclusion, the Lufthansa Group actively shapes a workplace where everyone can grow, contribute, and feel valued.

Measures towards diversity, equality, and inclusion aim to minimize risks arising from gender inequality in recruitment and pay. Further actions such as an established whistleblower system are intended to ensure transparency, follow up on incidents, and provide protection against violence and harassment at work. By actively including people with disabilities and ensuring equal opportunities for all employees, the Company intends to counter discrimination and strengthen the psychological well-being of its workforce.

## Age structure

Lufthansa Group, in percent as of Dec 31, 2025



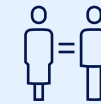
Number of nationalities<sup>1</sup>

2025 **162**  
2024 163



Human rights incidents<sup>2</sup>

2025 **56**  
2024 55



Gender pay gap<sup>1,3</sup>

2025 **24%**  
2024 27%



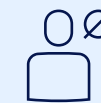
Remuneration ratio<sup>1</sup>

2025 **1:94**  
2024 1:86



Inclusion<sup>4</sup>

2025 **4%**  
2024 4%



Average age<sup>1</sup>

2025 **42.4**  
2024 42.1



<sup>1</sup>Lufthansa Group, as of Dec 31 <sup>2</sup>Reported incidents of discrimination, including harassment and complaints submitted using the channels for own workforce <sup>3</sup>The gender pay gap is an unadjusted figure based on total remuneration across all roles and locations, as required by

ESRS and does not reflect structural workforce differences such as the high proportion of women among flight attendants and men among pilots. <sup>4</sup> Consolidated rate for the German

group of consolidated companies. Only reported for Germany in accordance with national law under the German Social Code. No definition for legal entities outside Germany.

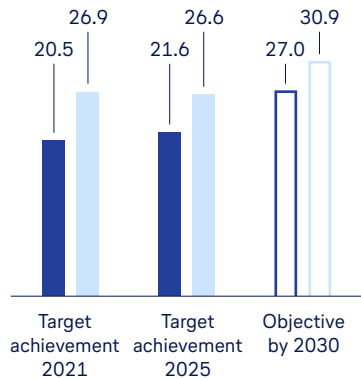
# Diversity and equal opportunities | Women in management

## Share of women in leadership to be increased

The Lufthansa Group uses a variety of approaches to address diversity and equal opportunities. In order to comply with the German Act on Equal Participation of Men and Women in Executive Positions in the Public and Private Sectors (FüPoG II), the Company has set a target for the share of women at the first and second management level for Deutsche Lufthansa AG by 2025. The target achievement has been measured every five years and will be measured again at the end of the target period. In addition to the statutory FüPoG targets that apply to Deutsche Lufthansa AG, the Lufthansa Group has voluntarily set another target. By 2030, the Lufthansa Group aims to increase the proportion of women in management to 30%.

### Share of women at management Level 1 and 2<sup>1</sup>

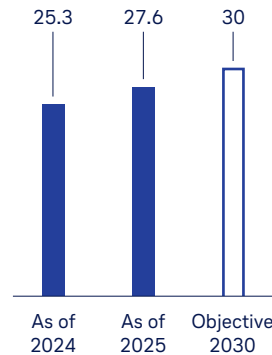
Statutory requirements Deutsche Lufthansa AG, in percent



■ ML 1 ■ ML 2

### Share of women in management<sup>2</sup>

Voluntary target Lufthansa Group, in percent



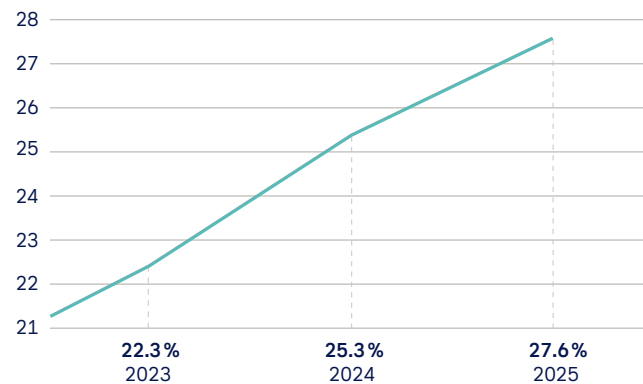
## Lufthansa Technik receives Helga Stödter Award for commitment to mixed leadership

In 2025, Lufthansa Technik was awarded the Helga Stodter Prize for “Mixed Leadership”. The Hamburg Chamber of Commerce and the Helga Stodter Foundation recognized the Company for its clear strategies and demonstrable success in promoting women into leadership positions. Following the women@LHT programme (2022–2024), the proportion of female managers at leadership levels increased significantly, from an initial 9% to over 23%. The award underscores the Lufthansa Group’s commitment to a modern, inclusive leadership culture and highlights the strategic importance of diversity within the organization.



### Share of women in management<sup>2</sup>

Lufthansa Group, in percent as of Dec 31



40%

women on Supervisory Board<sup>3</sup>



20%

women on Executive Board<sup>3</sup>



35.6%

share of women with staff responsibility<sup>4</sup>

<sup>1</sup> Women in management positions comprises the proportion of female managers on the Group Executive Board and the three subordinate management levels. <sup>2</sup> Management includes all senior managers. <sup>3</sup> Deutsche Lufthansa AG. <sup>4</sup> Lufthansa Group in percent as of Dec 31, 2025.

# Corporate citizenship | help alliance

help alliance GmbH is the aid organization of the Lufthansa Group, and help alliance’s vision for more than 25 years has been to enable young people around the world to determine their own futures. Founded in 1999 to pool the voluntary commitment of many individual employees, today help alliance is the central pillar of the Lufthansa Group’s social commitment, which also offers employees valuable opportunities to engage in social causes.

To learn more, visit the [help alliance website](#)

## ☆ Example project

### Waste for Hope in Catbalogan, Samar (Philippines)

The aim of this project is to support disadvantaged communities in Catbalogan, Samar (Philippines) by addressing plastic pollution while creating new opportunities for income and education. The region is heavily affected by environmental challenges and recurring natural disasters, which impact livelihoods and living conditions.

The project creates a multifunctional learning and resilience center where children, young people, and adults can develop practical skills. Through environmental education and upcycling approaches, participants learn how to transform plastic waste into useful products and new sources of income. Digital training opportunities further open up new perspectives for employment.

The center is designed as a sustainable and resilient building equipped with solar energy and can serve as an evacuation space in times of crisis. As a pilot project, it aims to strengthen the community locally and create long-term impact beyond the region.

#### Figures about help alliance



>22,000

students have been enabled to attend school through our support, gaining access to education and future opportunities



only 4 %

of students in our projects have dropped out of school, reflecting strong retention and sustained access to education



89 %

of employees report that help alliance skill-based volunteering strengthens their awareness of diverse skills and perspectives in daily work

**Focus:** Education, income generation, environmental protection, and disaster risk reduction

**Project duration:** 2026–2028

**Target group:** Children and adolescents, families, women, and low-income population groups (~120,000 beneficiaries)

**SDGs:** Main target:



Additional targets:



# Glossary

## Carbon dioxide (CO<sub>2</sub>)

Gas resulting in nature from the burning or decomposition of organic substances (e.g. plant material). The greenhouse gas CO<sub>2</sub> remains in the atmosphere for about 100 years. Scientists attribute the increase in atmospheric CO<sub>2</sub> over the last 100 years to the burning of fossil fuels (e.g. coal, oil, natural gas) by humans. The combustion process results in emissions of 3.16 tonnes of CO<sub>2</sub> per tonne of kerosene used. Aviation currently accounts for 2.5% of global energy-related CO<sub>2</sub> emissions. (Source: International Energy Agency [IEA] 2023 values).

## CO<sub>2</sub>-equivalent (CO<sub>2</sub>e)

Unit of measurement used to assess the impact of greenhouse gas emissions on climate change. There are several types of greenhouse gases, including carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and hydrofluorocarbons (HFCs). Each gas has a different impact on the climate. While CO<sub>2</sub> is the best known and most commonly emitted greenhouse gas, other gases can have even stronger impacts. The “CO<sub>2</sub>-equivalent concept” is an attempt to standardize the different effects of these gases in order to make a better comparison between them. The unit of measurement is defined in grams or tonnes of CO<sub>2</sub>-equivalent and indicates how much CO<sub>2</sub> would have to be emitted to have the same climate impact as the greenhouse gas in question.

## Engagement Index

Based on the annual employee survey “involve me!” this index provides insight into employer attractiveness and measures employee satisfaction and motivation. The results are measured on a scale from 5 (best) to 1 (worst).

## EU Taxonomy

Mandatory, science-based classification system for sustainable economic activities designed to prevent greenwashing and accelerate green investment. It defines, via technical screening criteria, which activities are considered environmentally sustainable, focusing on 6 key climate and environmental objectives.

## Freight tonne-kilometers (FTKO/FTKT)

Airlines distinguish between freight performance offered (FTKO, freight tonne-kilometers offered) and its sold freight performance (FTKT, freight tonne-kilometers transported).

See also → Tonne-kilometers

## Gender pay gap

Defined as the difference in average pay levels between female and male employees, expressed as a percentage of the average pay level of male employees. The calculation is based on a comparison of total remuneration, accounting for all components such as fixed and variable payments and benefits.

## Great-circle distance

The shortest distance between two points on the Earth’s surface, measured in kilometers (great-circle kilometers) or nautical miles. The center of a great circle is the center of the Earth.

## Health Index

Part of the Engagement Index and covers the areas of work ability, health-promoting conditions (e.g., workplace support), and health-promoting behaviors (e.g., resilience, physical activity, nutrition, self-care). The results are measured on a scale from 5 (best) to 1 (worst).

## Passenger related measures (PKT, SKO)

Measure for transport performance in passenger carriage (number of passengers multiplied by distance flown). A distinction is made between available transport performance (PKO, passenger-kilometers offered, or, synonymously, SKO, seat-kilometers offered) and actual transport performance (PKT, passenger-kilometers transported).

## Road feeder service (RFS)

Air freight replacement traffic on the road that uses trucks to carry air cargo between airports or from an airport to a final destination, treated as part of the air freight network.

## Sustainable Aviation Fuel (SAF)

Sustainable, non-fossil aviation fuels produced from biomass (e.g. waste fats) or synthetically. They serve as a more climate-friendly alternative to conventional kerosene, can be blended with it, and significantly reduce emissions in aviation.

## Tonne-kilometers (TKT)

Measure of transport performance (payload multiplied by distance). In calculating payloads, passengers are taken into account by means of a statistical average weight. The payload weight per passenger including baggage is 100 kg.

## Well-to-wake

Well-to-wake emissions analysis is similar to the well-to-wheel emissions analysis for road vehicles, and is also known as “Life Cycle Analysis.” It covers the emissions generated at each stage of a fuel’s life cycle — from production through delivery to use as aircraft fuel.

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and Hung Anh Nguyen

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Values in tables may show rounding differences.

The notation CO<sub>2</sub> is used in headings, body text, and descriptions, whereas the more precise notation CO<sub>2e</sub> is applied consistently where unit specification is required, such as in tables and graphs. For further information, see the glossary on page 29.

## Photos

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P. 08: Austrian Airlines AG  
P. 12: Lufthansa Technik AG  
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P. 14: Austrian Airlines AG, Jaromir Chalabala, EyeEm  
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P. 28: help alliance gGmbH

# Contact

Claudia Hügel  
Head of ESG Reporting and Rating  
+49 69 696 54050  
Deutsche Lufthansa AG  
Group ESG Reporting and Rating  
Lufthansa Aviation Center  
Airportring  
60546 Frankfurt am Main  
claudia.huegel@dlh.de

Additional information on “Sustainability in the Lufthansa Group” can be found at:  
[lufthansagroup.com/en/responsibility](https://lufthansagroup.com/en/responsibility)

The 2025 Annual Report, including the combined non-financial declaration, can be found at:  
[investor-relations.lufthansagroup.com](https://investor-relations.lufthansagroup.com)