



.....✈️ **ESG REPORT**
OF THE PRAGUE AIRPORT
GROUP FOR THE YEAR 2023

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1 Foreword



Foreword by the Chairman of the Board of Directors

Dear Readers,

I am happy to welcome you to the next edition of the ESG report of the Prague Airport Group for the year 2023. By the way, the verb to sustain, on which the entire ESG philosophy is based, has many meanings which explain our vision in this area in more detail. One of the meanings is the expression to endure. The Prague Airport Group wants to endure in the current world full of challenges; therefore, it not only monitors growth and profit, but also the impact of its activities on the environment, employees, and business partners. Where possible, we try to find a solution without negative influence, or which reduces or at least reasonably compensates for it.

I allow myself to say that the Prague Airport Group has its priorities set right and that these are not just words on paper, but real long-term activities, the positive impact of which we measure and evaluate, as you will see for yourselves on the following pages.

To sustain also means to preserve and assist. This is exactly what we do, we preserve the environmental protection tools and the means of promoting good relations with employees and residents of the neighbourhood, and we resist doing "green good" just for the sake of it. We do what benefits not only us, but also those affected by our business.

I hope that reading our ESG report of the Prague Airport Group for the year 2023 becomes an inspiration for you.

Ing. Jiří Pos
Chairman of the Board of Directors of Letiště Praha, a. s.



Ing. Jiří Pos
Chairman of the Board of
Directors of Letiště Praha, a. s.



Foreword by the ESG Guarantor

The topic of sustainability resonates significantly throughout the air transport sector, including airports. We are aware that despite the indisputable social benefits of air transport, it is necessary in all seriousness to deal with modern challenges and meet our responsibilities towards future generations. We present to you the ESG report of the Prague Airport Group for the year 2023, in which you will learn about our steps towards a more sustainable operation of the most important international airport in the Czech Republic.

E In 2023, in the area of Environmental protection, we continued to reduce CO2 emissions to the level of 68% compared to 2009 and defended the carbon footprint management certification in the Airport Carbon Accreditation program. We increased our green electricity consumption commitment this year from 72% to 78%, which goes hand in hand with the growing number of electric cars in our company fleet. Our commitment to achieving carbon neutrality by 2030 is also reinforced by our involvement in several international and national initiatives aimed at joint efforts in the decarbonisation of air transport.

In 2023, we launched a new BIODIVERSITY grant programme designed for supporting species diversity, landscape regeneration, and water retention in the landscape. As one of the first companies in the Czech Republic to do this, we have expanded the extensive monitoring of all environmental components in the airport area and its surroundings to include the monitoring of new pollutants. We are also active in this area through our involvement in research projects.

We have included a new route in our airport tours focused on the application of sustainability in the airport environment. We consider this form of sharing examples of good practice to be an important tool both in educating the young generation and in inspiring other companies searching for solutions on their way to sustainability. Towards carriers, we continued to run the TOP Sustainable Airline contest and use the noise charges as a motivational tool.

S From the point of view of Social responsibility, we expanded the GOOD NEIGHBOURHOOD grant programme and supported projects in nearby municipalities worth 21 million crowns, alongside the provision of comprehensive free counselling to employees. In this way, we contribute to the development of the surrounding communities and support the personal growth of our employees.

G In the area of Governance, we improved internal controlling mechanisms and strengthened the promoting of our ethical and sustainable values with our business partners by implementing the principles of responsible public procurement. The Business Partner Code of Ethics was applied to 24% of tenders in 2023, while we also focused on strengthening ethics within the company and launched new thematic e-learning and new training courses.

Thank you for your time and we believe that our report will provide inspiration and contribute to a better understanding of our pursuit of sustainability and social responsibility.

Ing. Soňa Hykyšová
ESG Guarantor and Director of Environment, Sustainability, and ESG Organisational Unit



Ing. Soňa Hykyšová

ESG Guarantor and Director of
Environment, Sustainability, and
ESG Organisational Unit

2 Prague Airport Group Introduction



The operation of the international airport is important for traffic serviceability and the development of the economy of the entire state. Our intention is to fulfil this role in a way which ensures we generate profit and provide quality services without putting financial burden on the state. We are aware that economic profit alone is no longer enough to achieve the success of a company.

We approach ESG very responsibly. We are looking for ways to constantly improve our approach; we draw inspiration both from other international airports and within our country at professional conferences and through networking. We would like to be a company which sets an example to others. We strive to actively reduce our impact on the environment, be a top employer and a good neighbour, support the airport's immediate surroundings, and adhere to high ethical business standards. The company's approach and overall corporate strategy with an emphasis on ESG are regularly revised.

Prague Airport Group Introduction

Ownership Structure

The Prague Airport Group (hereinafter also the “Group”) associates companies pursuing business in areas related to the operation of Václav Havel Airport Prague, international civil aviation airport, and the provision of relevant operational services.

The parent company of Letiště Praha, a. s., (hereinafter “Prague Airport” or “the Company”), facilitates coordination, financial and strategic management, implements synergies within the Group, and provides shared services to its subsidiaries.

Prague Airport, whose sole shareholder is the Ministry of Finance, as the central state administration body representing the Czech Republic in the exercise of ownership rights, was incorporated by registration in the Commercial Register on 6 February 2008.

The subsidiaries of Prague Airport are B. aircraft, a.s., Czech Airlines Handling, a.s., providing comprehensive ground handling of aircraft and passengers, Czech Airlines Technics, a.s., providing aircraft technical maintenance services, and Prague Airport Real Estate, s.r.o.

To ensure an effective management structure, the board of directors of Prague Airport uses a number of advisory bodies (committees), which are primarily composed of experts in the given area (for example, operational and safety committee, committee for products and services, project management committee, etc.). Regarding the issue of transparency and access to information for shareholders, Prague Airport has a Corporate Governance unit within its organizational structure, which, among other things, deals with relations with shareholders and ensures ongoing communication and information flow.

The board of directors and the supervisory board composition is entirely within the competence of the sole shareholder as exercising the powers of the company’s general meeting. Members of the company bodies are appointed by the Ministry of Finance of the Czech Republic, in accordance with Act No. 353/2019 Coll., on the selection of persons to the management and supervisory bodies of legal entities with state ownership (Nomination Act), with the exception of the supervisory board, where there are two employee representatives appointed directly by the employees.



Prague Airport

Prague Airport organises and manages operations at Václav Havel Airport Prague, international civil aviation airport, effectively plans and allocates airport infrastructure and resources within available capacity to individual air carriers and provides additional services connected with airport operations, such as handling of passengers and their baggage, and leasing airport space for commercial use. The Company also provides other services connected with airport operations, such as parking and catering - constantly expanding, developing, and modernising its services.

In its pursuit of the core business, Prague Airport works closely with the Ministry of Transport of the Czech Republic, the Civil Aviation Authority, the Air Navigation Services of the Czech Republic, air carriers, public authorities within and outside the aviation sector, and other airport users. It also works with the capital city of Prague and municipalities located in the airport vicinity. Václav Havel Airport Prague is used as their base by four carriers - Smartwings, Ryanair, Eurowings, and Czech Airlines.

Security at Václav Havel Airport Prague is ensured by Prague Airport through cooperation with other security units, for example the Police of the Czech Republic. The Company also has its own specialised firefighting unit.

Prague Airport is aware of its social responsibility resulting from the impact of its operation on the surroundings, and therefore pursues its activities with regard to the environment and the lives of residents in the vicinity of the airport.

Corporate Values

Safety

We are aware that the main prerequisite for safety in the air is safety on the ground. Our mission is to provide an above-standard level of air travel safety and keep improving it at all times. Striving to increase safety is a natural part of every employee's job.

Customer Orientation

Our customer satisfaction is the only acceptable measure of our success. We treat every customer on an individual basis with the utmost care as every person is important to us.

Competitiveness

We support creative and innovative ways of thinking and actively look for opportunities to achieve our goals. We work hard and consider high-quality work to be the norm.

Responsibility

We are a good partner, an inspiring employer, and an outstanding neighbour. We require that every one of us assume personal responsibility. We are aware that all our decisions influence both the Company future and the future of our surrounding.

Transparency

We stand behind our decisions. We pursue open communication with our customers, business partners, employees, and the general public. In all situations, we act correctly, in a trustworthy manner, and with mutual respect.

Czech Airlines Handling, a.s.

Czech Airlines Handling, a.s. (hereinafter “Czech Airlines Handling”) provides the complex service of ground handling of passengers, aircraft, cargo, and post for over 40 airlines, which include carriers that are members of the SkyTeam Alliance and Star Alliance, as well as other airlines providing regular or charter passenger transport, and / or cargo transport.

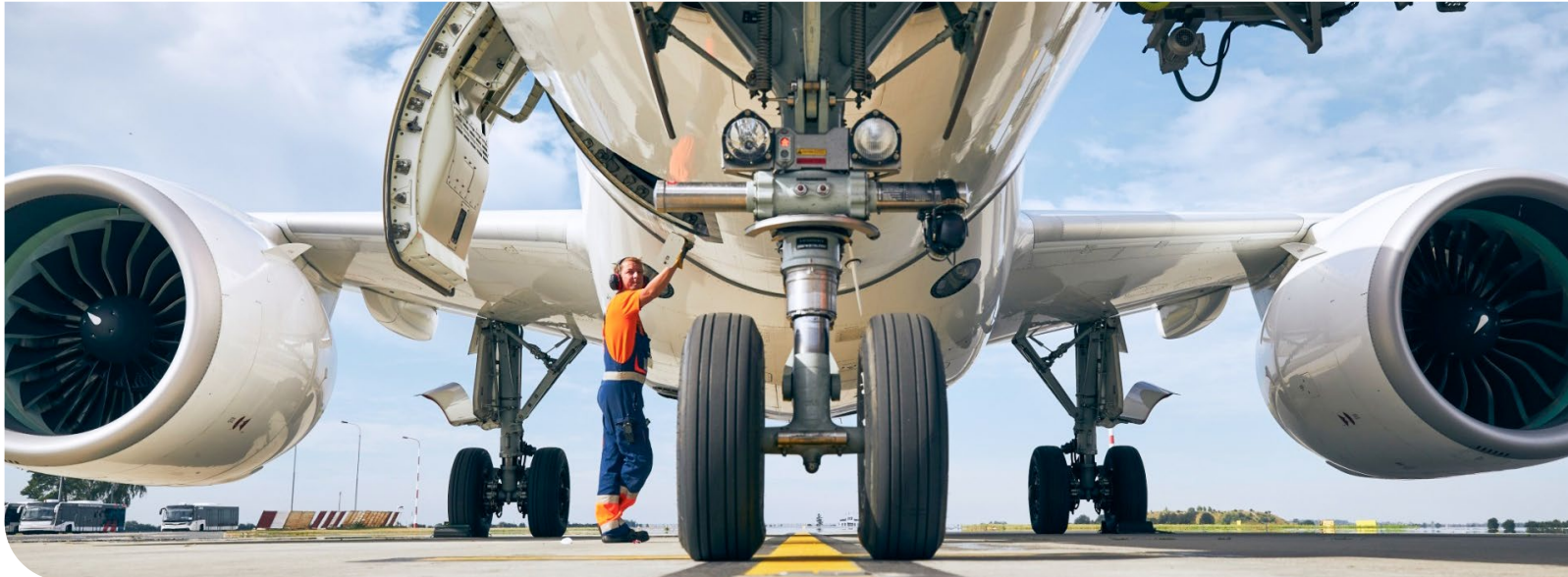
In 2023, the Company maintained high standards of services provided in the field of passenger and aircraft handling as proven both by the results of individual airline audits and by the expansion of its client portfolio, namely by China Airlines, World2Fly, and, in effect, by Korean Air, which resumed its direct service to Seoul.

The Company continued to further strengthen its position in the growing cargo handling segment in 2023, in particular in cooperation with Qatar Airways Cargo, Turkish Airlines Cargo, China Airlines, Korean Air, and other companies from its customer portfolio.

Aviation fuel sales and aircraft refuelling (into-plane service) are important areas of business of Czech Airlines Handling. In 2023, the Company continued to pursue its strategic fuel trade partnership with PKN Orlen and maintained cooperation with OMV Austria. The Smartwings Group, Ryanair, Wizz Air, the Air France/KLM Group, Qatar Airways, easyJet, LOT Polish Airlines, the IAG Group, Volotea, and others are among the key customers in this segment of services.

The Company also operates a Contact Centre which provides its services to Korean Air.

Other services provided by the Company include ticket sales, operational ticketing, the cleaning of aircraft, aircraft de-icing, and deliveries of delayed baggage to passengers of its handling service clients.



Czech Airlines Technics, a.s.

Czech Airlines Technics, a.s. (hereinafter “Czech Airlines Technics”), provides aircraft and aircraft components maintenance. Czech Airlines Technics is an independent company providing its services at an international level, taking pride in its nearly 100 years’ experience, the high-quality services, and work with an emphasis on strict compliance with safety standards, adherence to deadlines upon the provision of aircraft and aircraft components maintenance, and a flexible approach to clients.

Czech Airlines Technics focuses primarily on aircraft and aircraft equipment repair and maintenance in the following areas:

- Base Maintenance
- Line Maintenance
- Components Maintenance
- Aircraft Consumables Sales
- CAMO Support
- Landing Gear Lease and Maintenance
- Aircraft Storage
- Leasing Company Complex Support

Throughout the course of 2023, Czech Airlines Technics performed 53 **base maintenance** inspections on Boeing 737NG, Boeing 737 MAX, Airbus A320 Family, Airbus A320neo, and ATR aircraft. Hangar F operations are performed using five standard base maintenance lines, with line six reserved for minor maintenance work. In 2023, Finnair, Transavia Airlines, Austrian Airlines, Smartwings, a.s., Neos, Novair, the Ministry of Interior of the Slovak Republic, Icelandair, and others were among the main Company clients. The Company also performed overhauls for several leasing companies. Under this division, the Company offers, alongside standard maintenance job orders, various modifications and service bulletins, structural repairs, engine exchanges, and exchanges and repairs of landing gear and other aircraft components.

Czech Airlines Technics performs the largest share of its **Line Maintenance** work at Václav Havel Airport Prague, where it is the largest independent provider within the segment. Hangar S, which will be modified to an aircraft paint shop in 2024, is dedicated to Line Maintenance. In 2023, China Airlines, Korean Air, Iberia, Eurowings, Delta Air Lines, Neos, Finnair,



Turkish Airlines, EL AL, KLM Royal Dutch Airlines, Air France, Lufthansa, LOT Polish Airlines, Wizz Air, ASL Belgium, and easyJet were the Company's main Line Maintenance clients.

In 2023, the main **Components Maintenance Division** customers included Air Serbia, HiSky Europe, Job Air Technic, Trade Air, Aviarena Trading, DAT, AELS, Avion Express, České aerolinie a.s., Smartwings, a.s., LEAV Aviation, APS, ABS Jets, and others. The Company offers support and repairs in the areas of aircraft chutes and batteries, wheels and brakes, avionics parts, pressure bottles, etc. The Company continuously updates and expands its Capability List and focuses primarily on workshop repairs of A320 / A330, ATR, and B737NG components.

Czech Airlines Technics is able to respond to the demanding customer requirements connected with **sales of aircraft spare parts, consumables, and chemicals** required for aircraft repairs in a flexible manner, thanks to the established network of suppliers and direct access to manufacturers, the amount of stored inventory, and already established logistics support.

The Company also runs its E-Commerce portal, facilitating customers of this division easy access to ordering spare parts and promoting more efficient and faster order processing. Sentry aerospace, Job Air Technic, Aerostar, Global Aviation, Magnetic MRO, Planestock, Air Serbia, Albatechnics, Aeroengineers International, LOT Polish Airlines, and others are among the clients of this division.

As part of the **Continuing Airworthiness Management Organisation (CAMO) services**, Czech Airlines Technics performs activities for aircraft operators vital to ensure the airworthiness of their aircraft. These include the drafting of aircraft and aircraft equipment maintenance programmes and task cards to plan and follow-up aircraft and aircraft equipment maintenance, tracking and keeping records of aircraft modifications carried out, the monitoring of aircraft engine statuses, the drafting of guidelines, and other activities. SLF72, České aerolinie a.s., Aelis Group, Arena Aviation Capital, ASL Aviation Holding, and WWTAI and other leasing companies were the main CAMO Support customers of the Company in 2023.





In the **Landing Gear Maintenance** area, Czech Airlines Technics specialises in landing gear overhauls of Boeing 737 aircraft of the new generation and performs repairs, modifications, and surface treatment to individual components. In 2023, the Company successfully performed a number of landing gear maintenance projects, including overhauls, minor repairs, and inspections of landing gear and landing gear components, for companies such as KLM Royal Dutch Airlines, Transavia Airlines, Transavia France, Smartwings, a.s., Air Explore, TUI Fly, LOT Polish Airlines, and others. In 2023, the Company expanded this division's customer portfolio adding new clients, for example, XNorwegian, Alba Star, and the leasing company of Air Lease Corporation. The Company records an annual average capacity of 33 landing gear overhauls with a short turnaround time. In 2023, the capacity was slightly increased, mainly thanks to the ad-hoc leasing of two external landing gear sets. The Company now owns seven spare landing gear sets, which it leases to its clients to be used during the time of their landing gear set overhaul performance or swaps it for the maintenance time duration with the client's set.

Czech Airlines Technics offers its **maintenance and parking services** to its long-term customers as well as other customers comprising airlines and aircraft leasing companies. This service is primarily provided by the Company at Václav Havel Airport Prague, the seat of its headquarters and the location of its hangar technical facilities. Czech Airlines Technics also offers the service directly to aircraft manufacturers. A package deal combining aircraft parking options with the provision of first-class comprehensive maintenance represents a significant competitive advantage. Regular technical checks, including landing-gear, various modifications, spare part replacements, and other related tasks can be done during the parking period. In 2023, the aircraft storage service was provided mainly for narrow-body aircraft. For example, Finnair, a long-term customer of the Base Maintenance division, was among the customers using the service, alongside several leasing companies, namely WWTAI, and others.

Company Management and Governance

Board of Directors

As at 31 December 2023, the Group was managed by a four-member echelon, the Board of Directors; one position was vacant.

- **Chairman of the Board of Directors:** Ing. Jiří Pos
- **Vice-Chairman of the Board of Directors:** Ing. Jiří Kraus
- **Members of the Board of Directors:** Mgr. Jakub Puchalský, Ing. Pavel Východský, Ph.D.

Regarding the advisory bodies of the Board of Directors, their composition and member appointments are primarily based on the professional focus on the airport's given field of activity. Members or permanent guests on these platforms are often managers and specialists managing the given portfolio as part of their activities.

Supervisory Board

As at 31 December 2023, there were eight members of the Supervisory Board; one position was vacant.

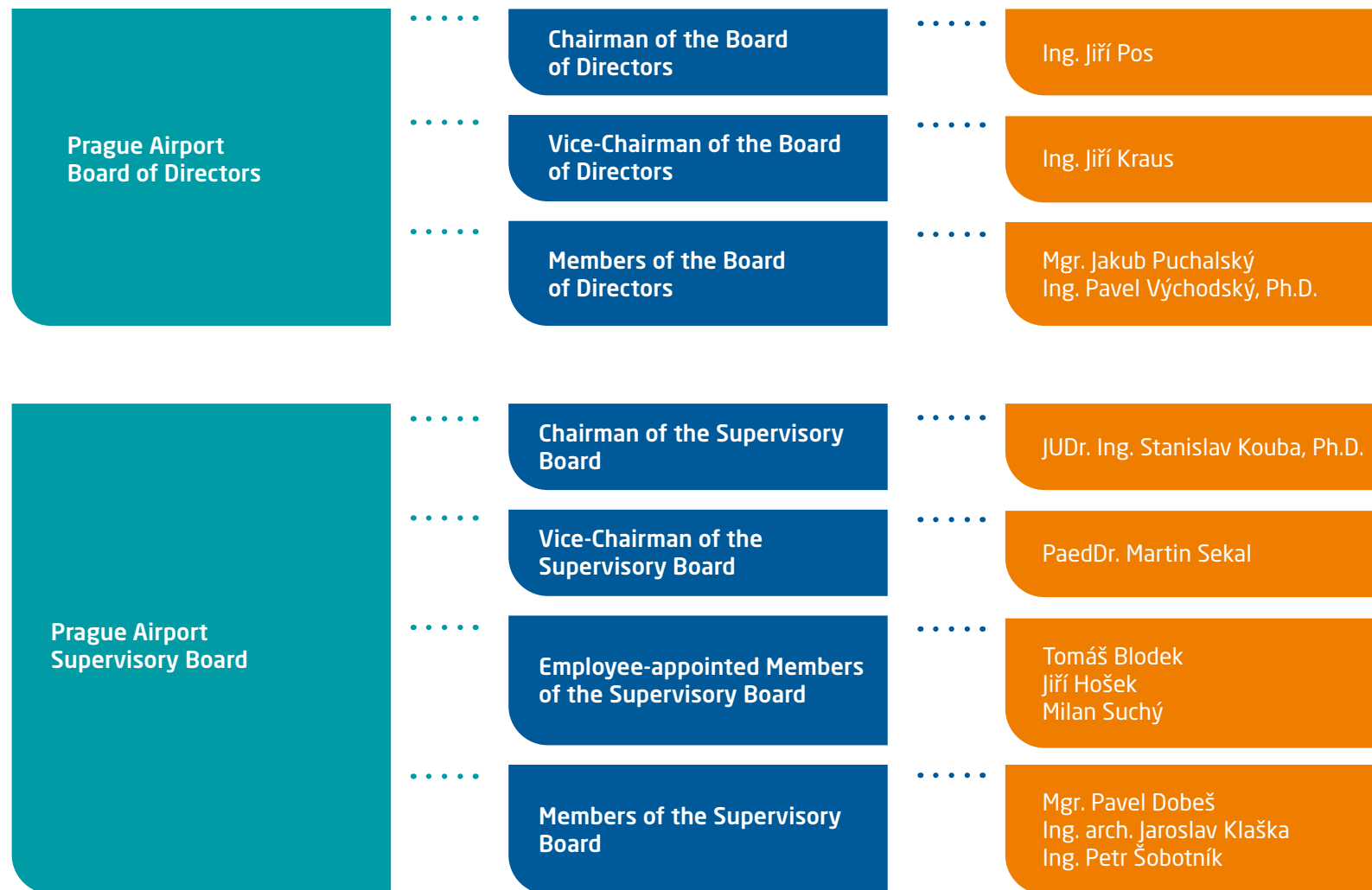
- **Chairman of the Supervisory Board:** JUDr. Ing. Stanislav Kouba, Ph.D.
- **Vice-Chairman of the Supervisory Board:** PaedDr. Martin Sekal
- **Employee-appointed Members of the Supervisory Board:** Tomáš Blodek, Jiří Hošek, Milan Suchý
- **Members of the Supervisory Board:** Mgr. Pavel Dobeš, Ing. arch. Jaroslav Kláška, Ing. Petr Šobotník

Audit Committee

As at 31 December 2023, there were three members of the Audit Committee.

- **Chairperson of the Audit Committee:** Ing. Andrea Lukášková
- **Vice-Chairman of the Audit Committee:** Ing. Petr Šobotník
- **Member of the Audit Committee:** Ing. Ivo Středa

Company Management and Governance



2023 Operational Results

2023 Operational Results

Just as 2022, the year 2023 was marked by a further recovery in demand for air transport and resumptions of operations to previously operated destinations, but also by launches of services to new destinations. Concurrently, a further thickening of traffic was experienced due to an increase in the number of frequencies of individual connections or the deployment of aircraft with a larger seat capacity.

Throughout the course of 2023, 13,828,137 passengers were handled (+29% compared to 2022) and 118,046 aircraft movements were recorded (+17% compared to 2022). Thanks to the growing demand for air transport and lower seat capacity, an average occupancy of 83.8% was reached in 2023, while there was also an increase in the average capacity (140 seats) per aircraft movement.

In 2023, 167 destinations (regular and charter) were operated from Václav Havel Airport Prague by 69 air carriers. Due to the ongoing military conflict in Ukraine, compared to the beginning of 2022, flights to three Ukrainian and two Russian destinations were not operated.

In 2023, more than 30 scheduled or charter routes were resumed or launched, including 13 brand new destinations (10 scheduled and 3 charter).



+ 29%

Handled Passengers



+ 17%

Aircraft Movements



83.8%

Average Aircraft Occupancy



140

Average Aircraft Capacity



167

Destinations



69

Air Carriers

2023 Most Interesting News






Long-haul Passenger Transport

- Resumed long-haul regular connection to Seoul (Korean Air)
- Brand new long-haul regular connection to Taipei (China Airlines)
- Launch of long-haul charter flights to Colombo (LOT Polish Airlines for ČEDOK Tour Operator), to Phu Quoc Island in Vietnam, to Santa Clara Airport in Cuba, and a new connection to Punta Cana Airport in the Dominican Republic (World2Fly for DER Touristik)


Short- and Medium-haul Routes

- New destinations: Agadir (Eurowings), Bilbao (Vueling), Dubrovnik (Croatia Airlines), East Midlands (Jet2.com, Ryanair), Gdańsk, Rimini, Seville and Skiathos (Ryanair)
- New connections: Catania, Copenhagen, Corfu, Larnaca, Lisbon, London (Gatwick), Lyon, Madrid, and more
- In 2023, there was a completely new carrier on short- and medium-haul routes, the Icelandic Icelandair carrier, with its regular connections from Iceland
- On more than 80 other routes, there was an increase in frequencies and an increase in seat capacities

TOP Destinations

| 1. London  | | 2. Paris  | | 3. Milan  | | 4. Amsterdam  | | 5. Istanbul  | |
|---|-----------|--|---------|---|---------|--|---------|---|---------|
| No. of PAX | 1,099,755 | No. of PAX | 691,644 | No. of PAX | 545,099 | No. of PAX | 537,887 | No. of PAX | 439,463 |
| 2023/2022 | +48% | 2023/2022 | +34% | 2023/2022 | +54% | 2023/2022 | +20% | 2023/2022 | +42% |
| 2023/2019 | -20% | 2023/2019 | -21% | 2023/2019 | +17% | 2023/2019 | -29% | 2023/2019 | +9% |

TOP Countries

| 1. Great Britain  | | 2. Italy  | | 3. Spain  | | 4. Turkey  | | 5. France  | |
|--|-----------|--|-----------|---|-----------|---|---------|---|---------|
| No. of PAX | 1,632,999 | No. of PAX | 1,556,284 | No. of PAX | 1,174,680 | No. of PAX | 887,149 | No. of PAX | 861,309 |
| 2023/2022 | +40% | 2023/2022 | +41% | 2023/2022 | +27% | 2023/2022 | +41% | 2023/2022 | +27% |
| 2023/2019 | +6% | 2023/2019 | +6% | 2023/2019 | -4% | 2023/2019 | +20% | 2023/2019 | -26% |

Key Facts and Figures



ACI Europe

Digital Transformation Award for a set of innovative solutions which improve check-in efficiency and operational safety



5

Fifth best airport in Europe as rated by Google users



13,828,137

Handled passengers with a year-on-year increase of 29%



8

New destinations - Agadir, Bilbao, Dubrovnik, the East Midlands, Gdańsk, Rimini, Seville, and Skiathos



118,046

Aircraft Movements



167

Destinations

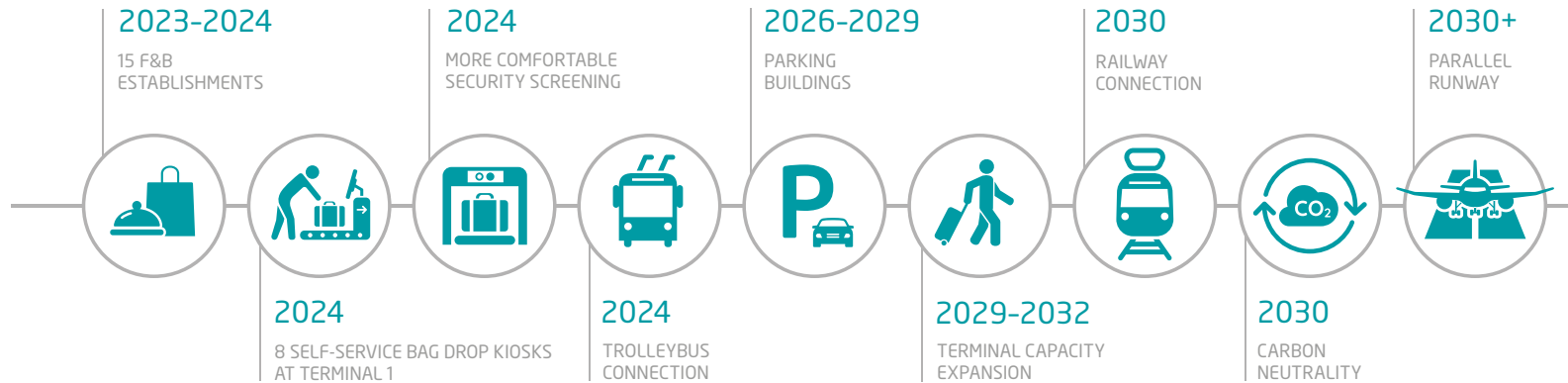
3 Prague Airport | Ready for the Future



Prague Airport | Ready for the Future

A modern society needs a modern airport; and that is exactly what Václav Havel Airport Prague is. However, we are constantly working on its innovative and comfortable operation. We have prepared a number of other development plans which will not only support the state's economy, but also provide significant benefits to every passenger.

Development Milestones



Development Milestones



Trolleybus Connection

Starting in March 2024, the journey to Václav Havel Airport Prague will become more pleasant thanks to the deployment of trolleybuses. The new 59 trolleybus line from Nádraží Veleslavín will replace the 119-bus line. The operation of the line will be ensured by large-capacity Škoda-Solaris 24m long three-cell battery trolleybuses, with the capacity of 180 passengers.

New Self-service Kiosks



The check-in process at Terminal 1 will be simplified with the new Self-Service Bag Drop available to passengers. The service allows passengers to check in their checked baggage directly at the airport without the need to wait in line at the check-in counter. Self-service baggage check-in is supported by certain airlines only. In order to use this service, the passenger needs a boarding pass, which they obtain during online check-in at home or at the Self Check-in kiosk.

More Comfortable Security Screening



The security screening process at Terminal 2 will be simplified thanks to the gradual installation of new CT X-ray machines. Passengers will be able to keep all electronics and liquids in their baggage. It will be possible to relax the rule on the transport of liquids with a volume limitation of up to 100 millilitres.

2029-2032 Terminal Capacity Expansion



The earliest development of terminal capacities will be ensured mainly by the completion of Terminal 2 and Terminal 1 construction, which will entail both innovative changes in the way of check-in and new operational solutions. In particular, the infrastructure for handling passengers and long-haul aircraft will be significantly strengthened, and new business areas will be created, which will also increase the level of services provided and passenger comfort.

2030 Railway Connection

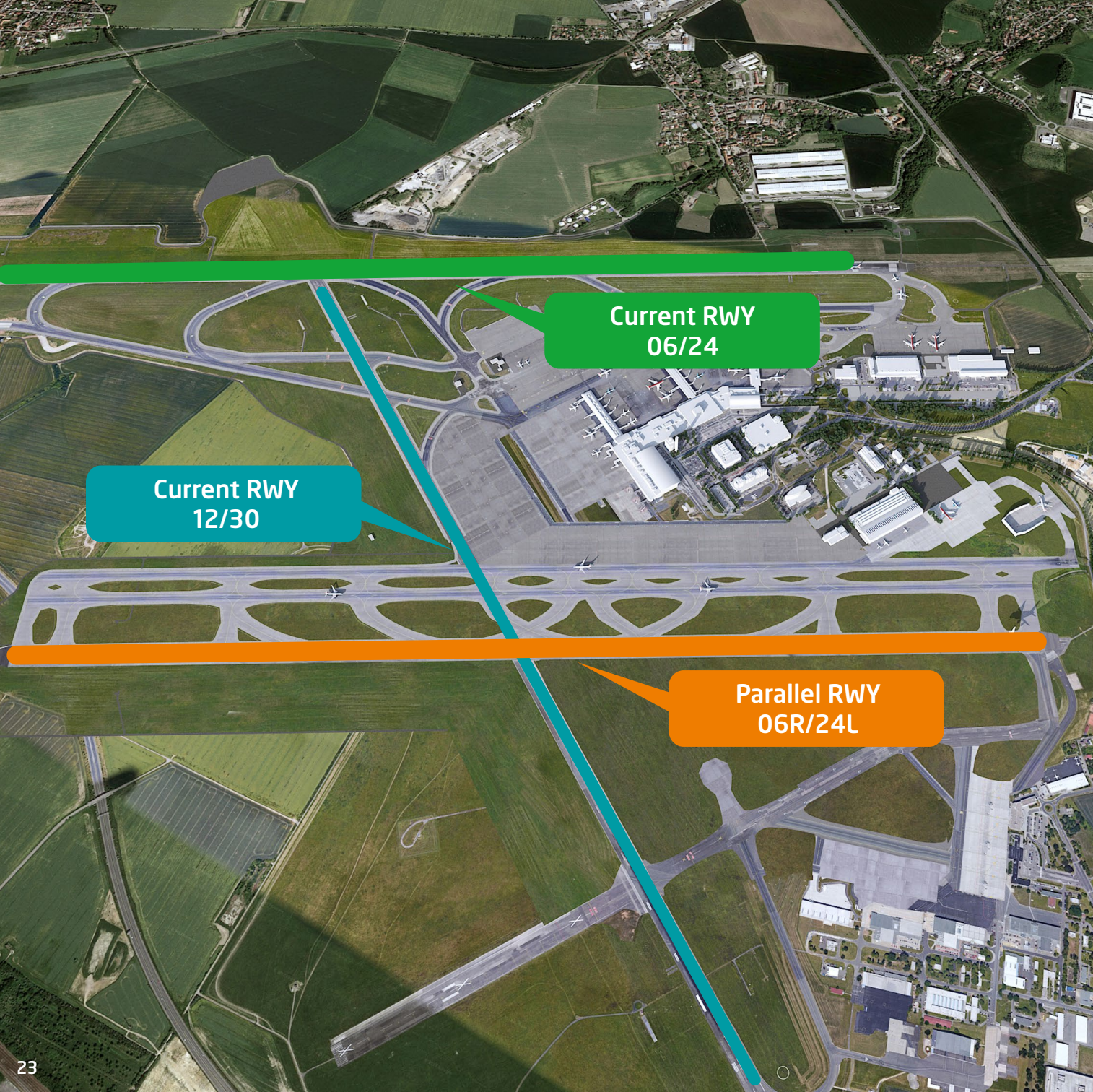


Several innovations are planned to improve passenger traffic at Václav Havel Airport Prague. The first is the connection of the airport to the railway network (Prague-Kladno). The goal is to provide a direct connection between the airport and the city centre, by which the journey to the airport should take 25 minutes. The main railway station building will have an island platform with two side tracks, from where passengers will reach the terminals via an underground connection.



Long-term Horizon

The onward-looking development stages assume capacity strengthening of the terminal complex by the development of operational demand. The follow-up construction of a new pier is planned for additional contact parking of aircraft on long- and medium-haul routes, expansion of areas for passengers on arrivals and departures, and a corresponding increase of all operating and handling capacities of the terminals.



2030+ Parallel Runway

A parallel runway system consisting of two parallel runways will increase safety, contribute to the improvement of the environment, and be operationally significantly more efficient than it is today. Another significant benefit is the night closure of the airport for traffic between midnight and 05:30 a.m. The launch of operation of the parallel runway will result in the termination of operation of the 12/30 runway, the traffic from which runs over densely populated areas of Prague and Kladno. The space of this side runway will free up a large area with extraordinary investment opportunities. The schedule of the parallel runway construction was significantly affected by the effects of the pandemic; however, intensive preparations are currently underway.

Key Facts and Figures

The development of the airport by 2030 will facilitate 200 direct connections, 37 long-haul routes, and 10,000 parking places.



200

Direct Connections



37

Long-haul Routes



10,000

Parking Places

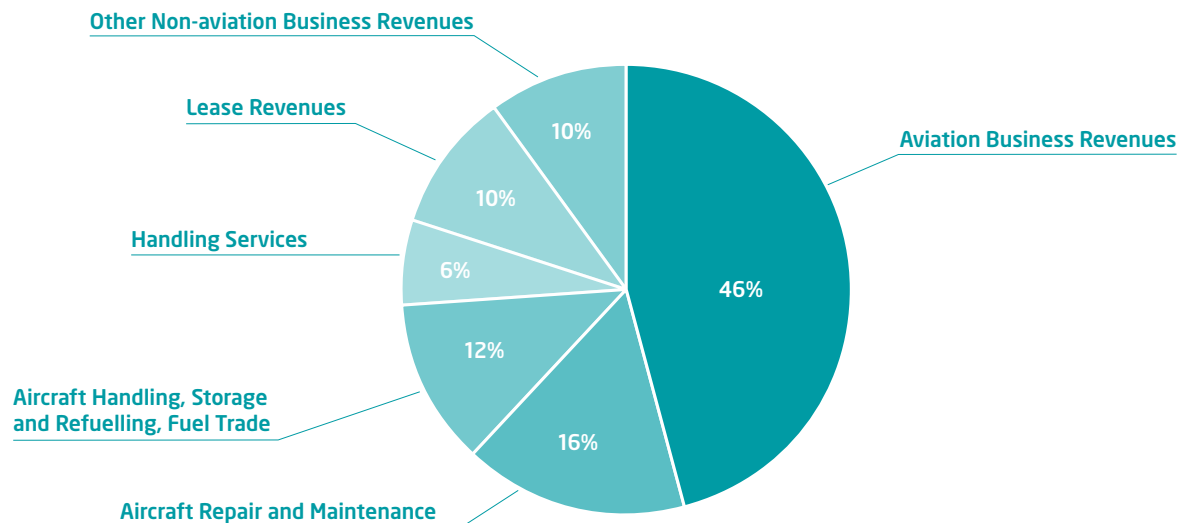
4 Financial Results



Financial Results

Prague Airport Group - Revenues per IFRS Compliant Consolidated Financial Statements

| Revenue Category | 2023 (in million CZK) | Share | 2022 (in million CZK) | Share |
|---|--------------------------|-------|--------------------------|-------|
| Aviation Business | 5,085 | 46% | 3,732 | 45% |
| Aircraft Repair and Maintenance | 1,791 | 16% | 1,419 | 17% |
| Aircraft Handling, Storage and Refuelling, Fuel Trade | 1,321 | 12% | 1,040 | 12% |
| Handling Services | 664 | 6% | 540 | 6% |
| Lease Revenues | 1,069 | 10% | 750 | 9% |
| Other Non-aviation Business Revenues | 1,102 | 10% | 862 | 10% |
| Sum Total | 11,032 | | 8,343 | |



IFRS Compliant Consolidated 2023 Operating Result: CZK3,230 Million ⁽¹⁾

In 2023, the trend of gradual renewal of demand for air passenger transport continued, especially in the outbound tourism segment of Czech clientele headed to typical holiday destinations. There was also a year-on-year increase in demand in the inbound tourism segment. The return to the level of the number of passengers handled before the Covid-19 pandemic continues to be complicated by the negative impact of the Russian invasion of Ukraine. Within the Prague Airport Group, the Czech Airlines Handling subsidiary has been affected the most by the Russian invasion of Ukraine, due to which it lost important customers. In 2023, the Czech Airlines Technics subsidiary managed to return to overall profitability after a long period thanks to its long-term work on projects aimed at improving the efficiency of key product lines.

The total operating revenues of the Prague Airport Group increased by 31% year-on-year, from 8,596 million crowns in 2022 to 11,231 million crowns in 2023. The revenues were positively influenced in particular by the year-on-year increase in the number of handled passengers of 29%, which was also reflected in non-aviation revenues, especially in segments such as turnover lease. A total of 13.8 million passengers were handled during 2023.

The total operating costs of the Prague Airport Group, excluding depreciation and exchange rate differences, increased by 24% year-on-year, from 6,432 million crowns in 2022 to 8,001 million crowns in 2023, mainly due to the increase in personnel costs resulting from the increase in air traffic and the increase in the cost of electricity and gas as a result of the energy crisis when the purchase of commodities took place in tranches in advance.

The gross operating profit of the Prague Airport Group, excluding depreciation and exchange rate differences, reached 3,230 million crowns in 2023 and increased by 49% compared to 2022.

⁽¹⁾ Consolidated operating profit adjusted for the effect of depreciation of tangible and intangible assets, and exchange rate fluctuations.

5 Responsible and Sustainable Business Conduct Strategy



Sustainability and ESG Responsibility

The ESG and sustainability strategy and agenda management falls under the responsibility of the entire Board of Directors. Jiří Kraus, Vice Chairman of the Board of Directors, is in charge of the area of sustainability, alongside the organisational unit of Environment, Sustainability, and ESG lead by its director and guarantor of the entire ESG program, Soňa Hykyšová. Board member Pavel Východský oversees the non-financial reporting agenda. Both inseparable topics are addressed simultaneously, via a dedicated working group, which is composed of guarantors responsible for the Environment, Social, and Governance parts.

E Environmental Responsibility
Overseen by the Environment, Sustainability, and ESG Organisational Unit Director

S Social Responsibility
Overseen by the HR Management and Communication Organisational Unit Director

G Governance, Ethics, and Transparent Business Conduct
Overseen by the Audit, Risk Management, and Compliance Organisational Unit Director

ESG Reporting Framework

Prague Airport has voluntarily reported non-financial data related to ESG topics since 2017, using the GRI reporting methodology in its Sustainability Reports.

In November 2022, the European Parliament approved the Directive of the European Parliament and of the Council regarding the reporting of companies on sustainability, i.e., the Corporate Sustainability Reporting Directive (CSRD), which became effective as of 5 January 2023. Compared to its previous version, the revised version greatly expands the range of obliged entities. As a result, the obligation of non-financial reporting will also fall on the Prague Airport Group effective from the year 2025.

In practice, this will mean that the Consolidated Financial Statements issued in 2026 are to include a separate appendix related to sustainability. The scope and detail of the information reported will depend on the result of the evaluation of significant (i.e., material) areas. The Directive also includes the accompanying European Sustainability Reporting Standards, which form a unified framework.

Important Sustainability Topics

Important Topics

At the end of 2022, Prague Airport outlined nine main topics in its ESG strategy with long-term and ambitious goals in all three areas. These nine topics form the core of our sustainable business conduct; however, we promote the principles of sustainability in all our activities. We will verify the correct choice of strategy using the results of a double materiality assessment in 2024, and if necessary, the strategy will be updated to include all significant areas and topics impacted by our business.



| Environmental Protection (E) | Responsible Approach to Employees and Surrounding Communities (S) | Transparent Business Conduct and Governance (G) |
|--|--|--|
| <ul style="list-style-type: none"> Carbon Neutral Airport Species-rich Airport Noise Abatement Measures Environmental Pollution Reduction Green Airport Partnership | <ul style="list-style-type: none"> Equal Treatment of Employees Sustainable Support of Surrounding Communities and Non-profit Sector | <ul style="list-style-type: none"> Promoting Ethical Business Conduct and Principles Internally Transferring Required Ethics and Sustainability to Business Partners |

Double Materiality Assessment of Sustainability Topics

A double materiality assessment is one of the new requirements which most large companies now have to perform on the basis of the aforementioned legislation on non-financial reporting. The analysis considers two points of view, namely the materiality of the company's impact on the environment, people and surrounding communities, and the financial materiality. The respective sustainability topic meets the criteria of double materiality if it is significant from the perspective of either its impact or financial significance, or if it meets both criteria simultaneously.

The goal is to identify current and potential (both negative and positive) impacts, risks, and opportunities across all our activities and business relationships in the entire value chain. Then, based on this process, to determine significant topics to be reflected in the company's sustainability strategy, forming the content of the subsequent sustainability report, which will become an integral part of the Group's Consolidated Annual Report for the first time for the financial year of 2025.

Following the release of the first drafts of recommendations on how to carry out the double materiality assessment at the end of 2023, steps could be taken to prepare this analysis on a consolidated basis. Its output is the starting point for the successful implementation of this new Directive.

Key Stakeholders

The involvement of interested parties is conceptually addressed by the company in the long term within the framework of the certified environmental management system according to ISO 14001, and measurable goals are evaluated annually. The effectiveness of dialogue with stakeholders is measured through various indicators, for example the number of complaints (especially about noise pollution), the level of customer satisfaction with services via questionnaires, etc.

To evaluate effectiveness, Prague Airport uses targeted surveys of employees, or focus group discussions to gather feedback on specific topics (catering, benefits, availability of services, remuneration, etc.).

According to the terminology of the new European legislation related to ESG, two groups of interested entities are distinguished. The first group comprises "affected" stakeholders, i.e., individuals or groups whose interests are, or could be, negatively or positively affected by the company's activities.



Key Affected Stakeholders

- Employees and Prague Airport Board of Directors
- Shareholders
- Subsidiaries
- Trade Unions Active at Prague Airport
- Important Suppliers
- Important Customers – air carriers and handling companies, passengers, tenants
- Local Communities

Towards the end of 2023, together with the evaluation of materiality, we started to prepare a plan for the involvement of selected key interested groups on which our business has the greatest impact. Working with selected groups of stakeholders, we will validate whether we have processed the analysis in accordance with their perception of the importance of individual ESG topics.

The second group of stakeholders (users of sustainability statements) are others who are addressees of general financial reports (for example, existing and potential investors, creditors), as well as credit institutions, insurance companies, and other entities. With regard to this relatively new concept of the definition of interested groups, we now identify them as follows within the Prague Airport Group:



Other Company Stakeholders

- Creditors and Investors
- Specialised Secondary Schools and Universities
- Air Navigation Services of the Czech Republic
- State Administration Bodies (Civil Aviation Authority of the Czech Republic, Ministries, Hygiene Stations, etc.)
- Non-profit Organisations
- General Public

6 Environmental Protection



Carbon Neutral Airport



Our Goals

Reaching carbon neutrality by 2030 has been a long-term Prague Airport goal, complemented by the commitment of reaching net carbon neutrality by 2050

Carbon Neutral Airport

Prague Airport has been reducing CO₂ emissions in a targeted manner since 2010, when it joined the Airport Carbon Accreditation programme. The airport's carbon footprint is thus verified annually by an independent certification company. Since 2010, Prague Airport has been successfully reducing emissions by an average of three to five thousand tons of CO₂ annually. In 2023, the total reduction amounted to 68% compared to 2009. This was due to extensive mitigation measures, such as replacing lighting with energy-saving LEDs, the attenuated night operation of air-conditioning units and lighting in terminals, replacing cooling units, boilers, and burners, using waste heat at a wastewater treatment plant, and others. Prague Airport plans to continue implementing energy-saving projects and achieve a further reduction in emissions by 2025.



Learn more at www.airportcarbonaccreditation.org

In 2021, Prague Airport also joined the Net Zero initiative of the international airport association of Airports Council International (ACI), bringing together over 200 airports, which have committed to achieve Net Carbon Neutrality by 2050 at the latest. Further commitments to achieve carbon neutrality also stem from its involvement in the Destination 2050 initiative.

A number of mitigation measures have been implemented, some of which are already finalised, while others are just at the beginning stages.

- **Gradual installation of PV on airport infrastructure objects** where possible. We plan to continue PV installations according to the recommendations of the Deloitte study. In 2023, the first PV plant at Terminal 3 launched its operation.
- Mapping the **use of hydrogen potential** at the airport by way of a study summarising the findings, which is to be released in 2024.
- Based on the drafted studies by ČEZ ESCO and PATRIC, the recommended **options for the combined production of electricity and heat** at the site of the NORTH heating plant were considered. A plan for the implementation of KGJ 2MW is to be developed further.
- **Gradual replacement of boilers in the area SOUTH** - reduction of gas consumption (implementation 2024-2026). Before the boiler replacement, a recalculation of the energy demand is always

performed with the aim of replacing the original sources with new sources with optimised performance for the current needs in the given location. Savings amounting up to 150t CO₂ are expected.

- **Purchase of electric vehicles** and creation of infrastructure for their operation. Gradual increase in the number of electric cars in the airport fleet every year. Currently, there are over 30 electric cars in our fleet.
- **Optimising the temperature in all offices and public areas** of Prague Airport. As a result, it was possible to save approximately 29% of natural gas.
- **Acceleration of the replacement of regular bulbs with LED lighting** in the Prague Airport area. As a result, we saved 350 MWh of electricity in 2023.

Carbon Footprint

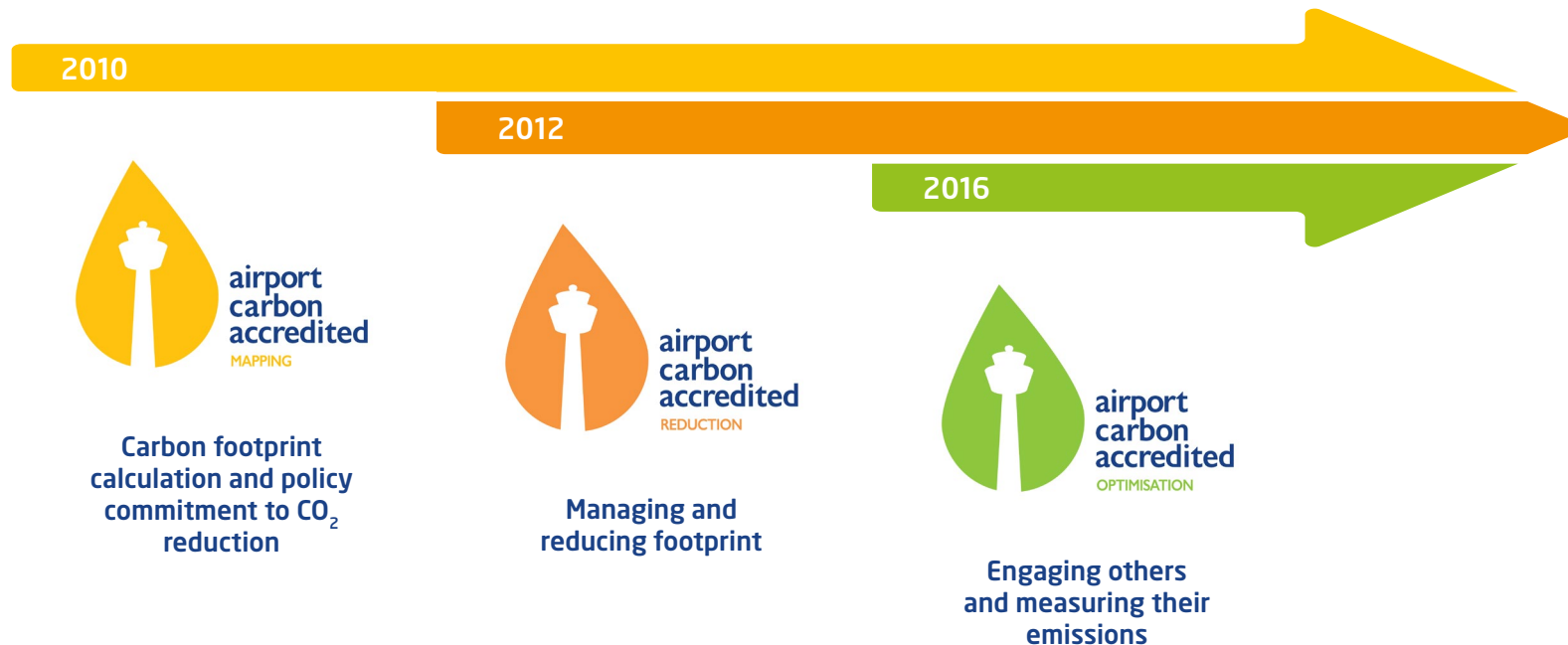
The carbon footprint, which represents the amount of released greenhouse gases converted to carbon dioxide (CO₂), is monitored by three SCOPES of Emissions:

Scope 1 covers direct emissions related to airport operations. These include, e.g., fuel and natural gas consumption, emissions generated during wastewater treatment, AC use related leaks, etc.

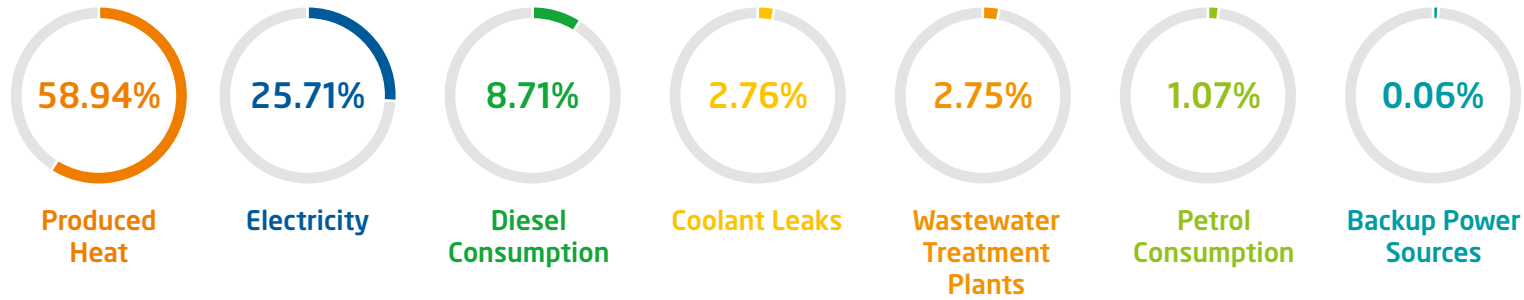
Scope 2 covers indirect emissions from the generation of purchased electricity not emitted directly at the airport but resulting from airport activities.

Scope 3 includes all other indirect emissions which occur as a result of airport operations but are neither owned nor controlled by the airport. This category includes emissions generated during the individual flight phases - approach, landing, taxiing, and take-off (the LTO cycle), emissions generated during passenger transport to / from the airport, employee business trips, the use of airport ground equipment, APU operations and others.

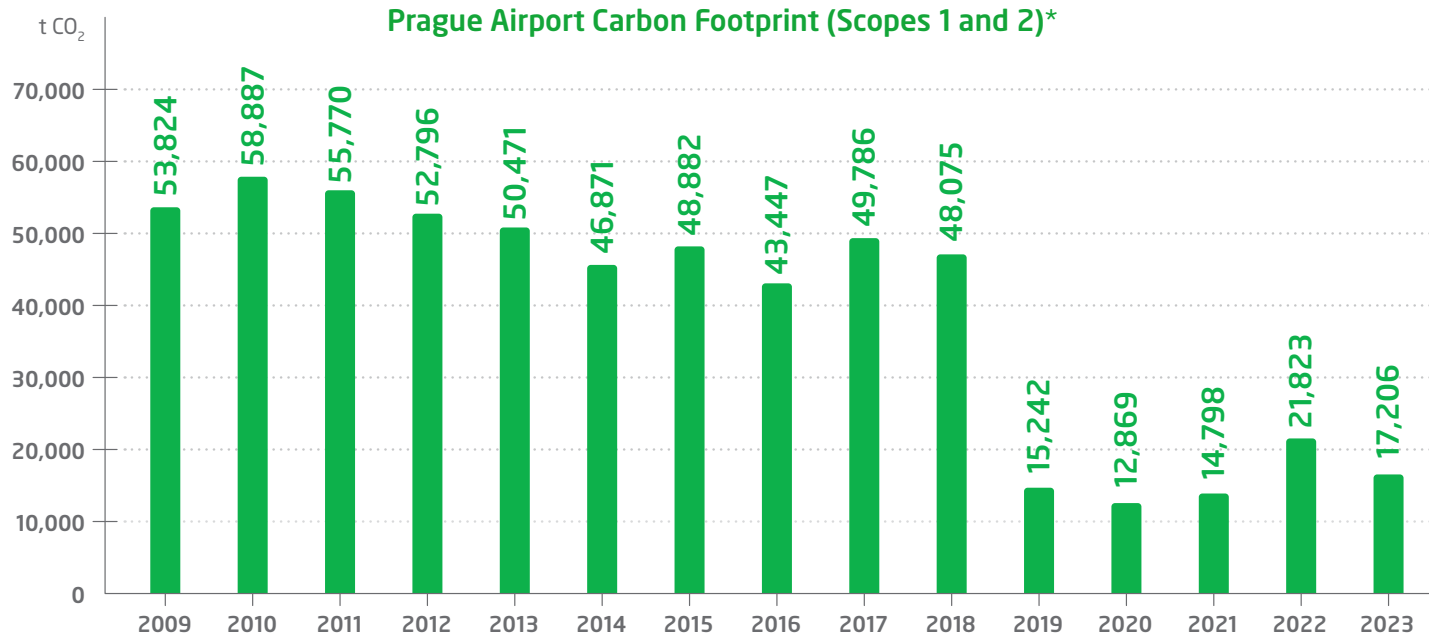
Airport Carbon Accreditation Milestones of Prague Airport



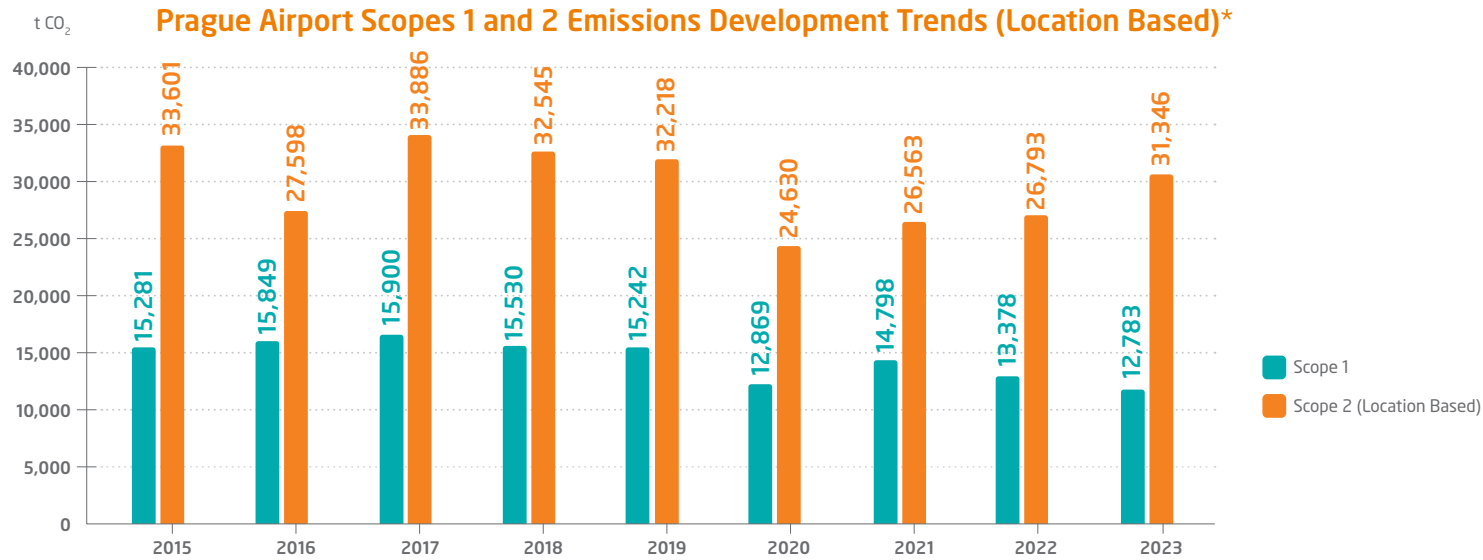
Shares of Scope 1 and 2 Sources in the Prague Airport Carbon Footprint



Prague Airport Emissions Development Trends Since the Beginning of Monitoring (Market Based)

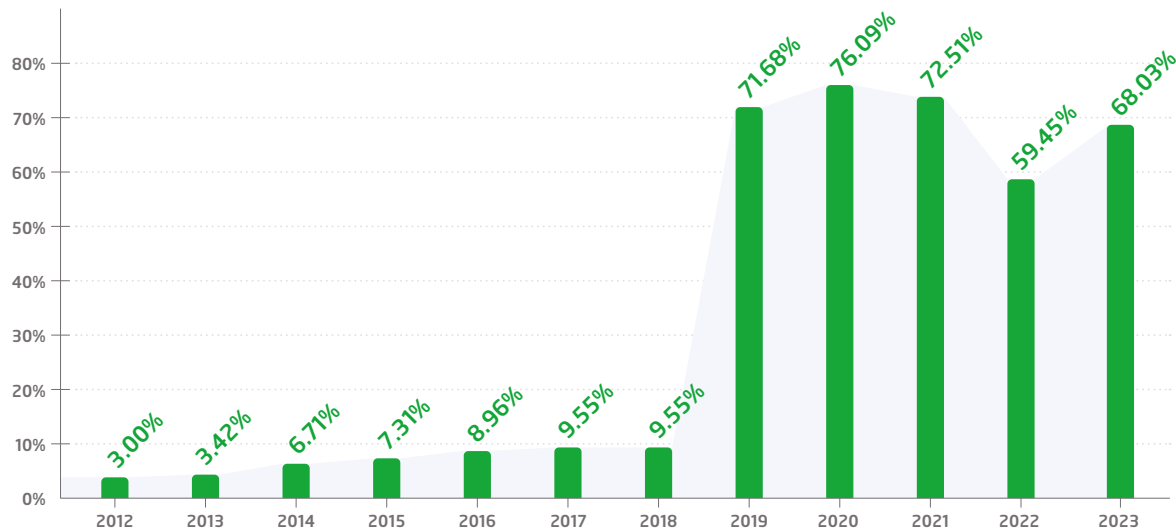


*Market Based = a market-based method of calculating Scope 2 emissions, when the origin of the electricity is documented, and the emission factor of the respected sources is applied.



* Location Based = location-based method of calculating CO₂ emissions comprising the use of the national or local energy mix of electricity production and the corresponding emission factor.

CO₂ Emissions Reduction Compared to 2009 Development Trends



Shares of Scope 3 Sources at Prague Airport



53.44%

Aircraft Emissions
- LTO Cycle



26.77%

Individual Transport
Passengers - Cars



8.49%

Electricity
- Tenants



3.26%

APU Emissions
(< 200 000 MTOW)



2.77%

Taxis



1.67%

Public Transport
PRG - City Centre



1.55%

Diesel Consumption
- Other Users



0.59%

Public Transport
PRG - City Surroundings

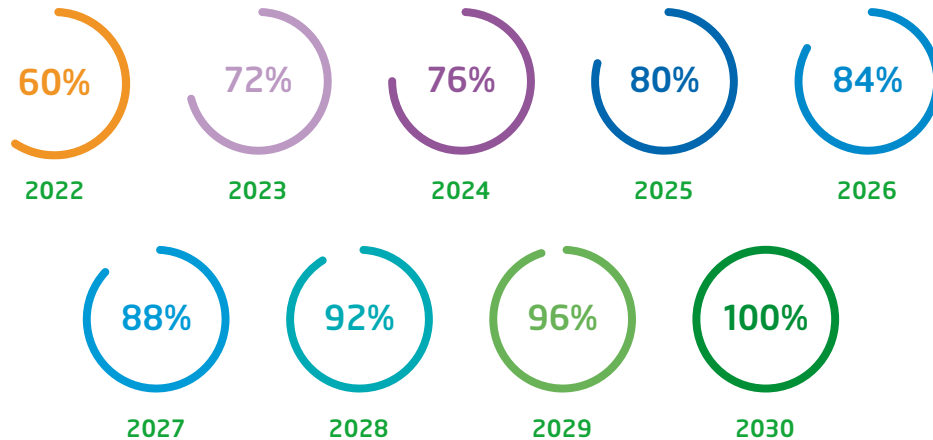
Energetics

The Energy Board, which is a working group in charge of searching for energy saving opportunities in the operation of Prague Airport, analysing and evaluating potential energy savings, and proposing realisations/implementations of energy saving measures, is an important body. It is an advisory body to the Prague Airport Board of Directors for energy-saving operational measures, products, and energy-saving investment projects.

We have been using green electricity since 2019. In 2022, we set a long-term commitment to purchase green electricity in the proportion of 60% with a gradual increase until 2030. In addition to the use of purchased green electricity, we also plan to produce our own green electricity from photovoltaic panels.

The goals for increasing the share of renewable energy consumption are also part of the long-term Concept of Environmental Protection, Sustainability, and ESG, the Energy Operation Concept, the Decarbonisation Plan and other strategic documents.

Minimal Share of Electricity from Renewable Sources Commitment until 2030



In 2023, Prague Airport put into operation the first photovoltaic power plant on the roof of Terminal 3. The energy produced is consumed within the operation of the terminal. The average annual production amounts to 117.5 MWh and will cover approximately half of the terminal consumption. We closely monitor the energy produced. Concurrently, in 2023, studies were commissioned from Deloitte to map the potential of photovoltaic power plants on the roofs of airport buildings and in other areas. These studies are followed by specific feasibility studies. The second photovoltaic power plant will be built on the roof of the P_c COMFORT parking building, and others will follow.



15 electric passenger cars and 13 plug-in hybrids were purchased for the airport fleet



Scope 1: 12,783t CO₂
Scope 2: 4,423t CO₂



2023 purchased green electricity share: 78%

Species-rich Airport

Our Goals

By 2030, implement fifty projects to support the diversity of species and habitats under the Biodiversity Programme

By 2050, increase the diversity of species and habitats under the Biodiversity Programme and pursue steps to create *a green ring* around the airport by implementing a hundred specific projects

Implement blue-green infrastructure elements pursuant to the EU taxonomy into the Prague Airport standards

Species-rich Airport

Our goal is not “just” to plant trees, we strive to maintain and strengthen the species diversity of plants and animals (of course only where the air traffic safety is not compromised). This initiative comprises mainly preventive measures (stickers minimising collisions of birds with glazed areas of buildings) and, in particular, supportive measures (creation, maintenance, and revitalisation of green elements in the urban environment, alongside strengthening and interconnecting landscape elements). We do not focus only on the fenced airport premises, but we extend our efforts to the close surroundings through the support of specific initiatives of the neighbouring municipalities and city districts within the Biodiversity programme.

Over **40 woody plant species** grow on the airport grounds, with a total number exceeding 3,000 pieces (geographically native deciduous trees dominate). We are aware of the beneficial effect of mature trees on the microclimate of habitats in the summer months, therefore, when planning and implementing construction projects, our priority is to minimise the need for felling. However, if trees must be cut down, we always determine compensatory replacement planting with appropriate follow-up care. The replacement planting spatially respects the planned construction projects; the species variety is determined with regard to habitat conditions and ongoing climate change. By mowing grass areas to an optimal height which does not pose a risk to the safe operation of the airport, we try to prevent excessive evaporation in the summer months.

Greenery care and rainwater management are closely linked, as they positively affect the airport’s environment and its microclimate. Project plans always observe the possibility of retention and use of rainwater. Emphasis is placed on natural absorption, or on collection in retention tanks, thanks to which they can be further used (e.g., for watering). If the nature of the planned construction and its surroundings so allows, we try to promote green roofs, which make efficient use of rainwater and have a positive effect on the microclimate and species diversity.



The **Concept of Environmental Protection, Sustainability, and ESG**, which defines medium- and long-term goals and steps to achieve them, is a strategic document describing the protection of biodiversity. One of the supporting projects is the Biodiversity programme (details below). Other internal documents comprise the Concept of Airport Biological Protection and the Comprehensive Greenery Overview. Currently, the Blue-Green Infrastructure Standards (divided into the Methodical and Practical parts) of the airport are being drafted, addressing, among other things, the possibilities of strengthening biodiversity.

The impact on biodiversity, the welfare of animals, and ecosystems is always considered as early as during the initial phase of any construction project with an emphasis on its minimisation. The project documentation drafting and the project implementation are subject to standards which, among other things, deal with the protection of woody plants and the environment. The scope and character of interventions in the vegetation and subsequent vegetation modifications are always evaluated, and in case of insufficiency, corrective or compensatory measures are required.

As part of the airport biological protection unit, the purpose of which is to ensure the safety of air traffic (minimising collisions with birds), we focus on **monitoring the occurrence of birds** and use a combination of methods (grass management, different types of scaring, etc.) to reduce the risk of collisions. Given that the high level of biodiversity in the immediate vicinity of the runways is not optimal from the point of view of air traffic safety, we are trying to support projects to increase it in the wider vicinity of the airport through the Biodiversity programme.

In 2023, a **Biodiversity grant programme** was launched, which was designed to support the implementation of specific projects aimed at strengthening ecological stability and increasing the variety of species and habitats around the airport, contributing to the restoration of original landscape elements, connecting old and new landscape units, improving the natural retention of water in the landscape, and increasing awareness in the environmental field. By 2030, the goal is to support fifty implemented projects with the aim of supporting the diversity of species and habitats; by 2050 to implement a total of 100 such projects.

In 2023, the Prague Airport **Comprehensive Greenery Overview** was drafted, which evaluates the current state of the environment and proposes intentions for the sustainable development of green areas with regard to the company's planned building development and other temporal and spatial specificities.



[Learn more about Biodiversity](#)



Thirteen projects to support biodiversity were funded with a total sum of 2 million crowns



Over 40 woody plant species grow on the airport grounds, with a total number exceeding 3,000 pieces

Noise Abatement Measures

Our Goals

Amendments to noise charges for stronger motivation to deploy quieter aircraft, especially at night

The Ventilation programme: the allocated funds equalled CZK150 million for funding of forced ventilation systems with heat recovery (recuperation) in flats / family houses and school facilities located within the most air traffic noise burdened area. The programme is scheduled to run until 2025 with the option of extension

Noise Abatement Measures

Air Traffic Noise

We use the most advanced air traffic and air route adherence tools for a continuous aircraft noise monitoring. Noise abatement measures implemented by Prague Airport are on par with those of large international airports.

As the operator of Václav Havel Prague Airport and the bearer of responsibility for air-traffic-related noise, we approach the issue in accordance with the ICAO (the International Civil Aviation Organization) noise strategy, based on the Balanced Approach to Aircraft Noise Management. Its principle promotes achieving maximum environmental benefits most cost-effectively.

The Balanced Approach Is Based on Four Pillars:

- Reducing Noise at Source
- Land-Use Planning and Management
- Noise Abatement Operational Measures
- Operational Restrictions

Reducing Noise at Source

A correct noise charge policy is the principal measure contributing to the reduction of noise at its source which can be implemented by an airport. For this reason, a noise charge has been implemented at Václav Havel Airport Prague in compliance with the ICAO's Policies on Charges for Airports and Air Navigation Services in 1995. The noise charge policy aims to reduce noise at the airport and its surrounding areas, not to generate profit. The purpose of the noise charge policy is to motivate air carriers to operate routes to / from Prague using quieter aircraft, primarily at night. The amount of the noise charge is calculated based on the time of day and the aircraft's noise parameters and the maximum take-off weight, i.e., the data provided in the noise certificate of each aircraft.

Alongside regular noise charges, Václav Havel Airport Prague also applies charges for failure to comply with the slot adherence policy and the night-time rules of operation.

Noise charge-generated revenues are used to cover the noise abatement measure costs, i.e., air traffic noise monitoring, noise studies, and the implementation of noise abatement insulation measures to protected buildings within the Noise Protection Zone (NPZ), primarily replacements of windows and balcony doors.

Land-Use Planning

The main purpose of land-use planning is to set rules to prevent an increase in the number of citizens affected by excess noise. In a balanced way, land-use planning should consider the development of residential areas, but also the development of the airport, including the delimitation of affected areas designed for long-term air traffic, and areas for transport infrastructure. We work closely with the relevant authorities and share information regarding our development plans.



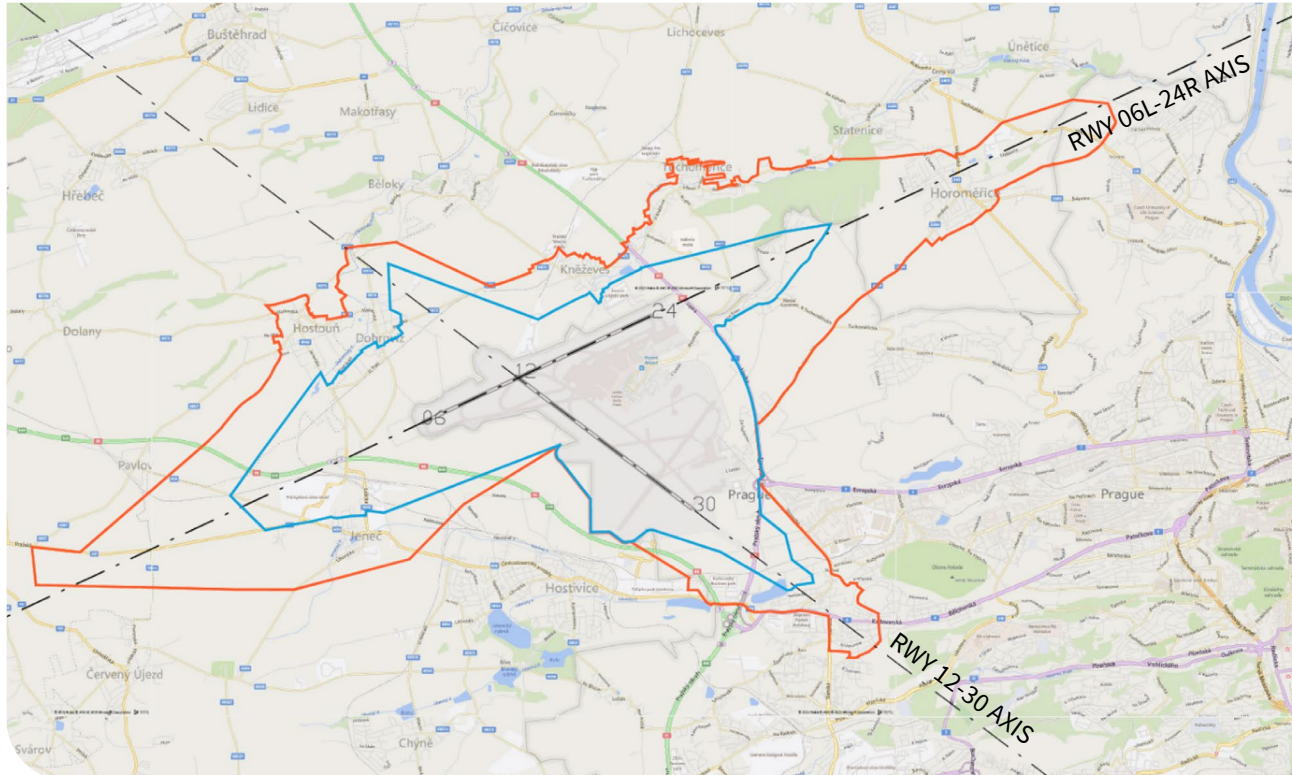
[Learn more about the Noise Issue](#)

Noise Protection Zone of LKPR (NPZ)

The NPZ is declared in the area where it is expected that the hygienic noise limit values from air traffic will be exceeded for the protected outdoor area and for the protected outdoor area of buildings. The hygienic limit of noise from air traffic for the protected indoor area of buildings in NPZ must not be exceeded. Due to the obligation not to exceed the hygienic noise limit from air traffic for the protected outdoor area and for the protected outdoor area of buildings outside the NPZ, the NPZ is a regulatory measure which determines the extent of air traffic (number of movements depending on their noise parameters) and the use of individual runway directions.

The shape and scope of the NPZ (see figure Noise Protection Zone of Prague/Ruzyně airport - Zones A + B) reflects the operation on the LKPR runway system, including its established regulation. The boundary of the NPZ is outlined along important land elements and the period developed and intended to be developed areas of the municipalities. The NPZ is defined by two zones - A and B. Within each zone, a different regime applies for original and new construction, which is specified in the relevant zoning decisions, by which the protective noise zone of the Prague/Ruzyně airport is established in the individual cadastral territories of the affected municipalities.

Noise Protection Zone of Prague/Ruzyně Airport - Zones A + B



Noise Abatement Operational Measures

Operational measures significantly impact airport operations. Upon their implementation, attention must be paid, alongside the benefits in terms of noise burden reduction, to traffic safety, and the capacity of the airport and its airspace. The main objective remains the imperative that air traffic affects as few citizens as possible and that the development of residential areas in the airport surroundings reasonably continues.

Operational measures include:

- Preferential runway use prioritising RWY 06/24 to prevent aircraft from flying over densely populated boroughs of the Capital city of Prague
- Noise abatement arrival procedures stipulating that the descent gradient for a final approach is at least 3° (5.2%) or greater with the aircraft lined up with the final approach course before descending below the cleared altitude
- Noise abatement departure procedures stipulating that an aircraft may only deviate from the runway or SID axis after having reached the required altitude
- Restrictions on the use of reverse thrust
- Engine testing rules
- Restrictions on the use of back-up power supplies

Due to weather or operational conditions, situations may occur when, for flight safety reasons, it is not possible to observe the set noise abatement operational measures. The international flight rules and regulations clearly define the conditions under which the noise abatement procedures shall not take precedence.

Operational Restrictions

Operational restrictions represent a tool which, in accordance with the applicable legislation, is used as a last resort when the expected result cannot be achieved by other, especially operational measures. Operational restrictions comprise noise abatement measures which limit the access of certain aircraft to the airport or reduce its operational capacity, and partial operational restrictions which apply, for example, to a specified time of day or particular runways.

Access to the airport is prohibited for aircraft without certification and aircraft certified according to Chapter 2 pursuant to ICAO, Annex 16/I. At night, only the types and versions of aircraft included in the list of permitted types of aircraft for night operation, which at the same time meet the criteria for inclusion in the Prague Airport noise categories 1 to 9, are allowed to operate at the airport.



A detailed description of the above operational measures and restrictions is published in the AIP CR LKPR AD 2.21 under the section of Noise Abatement Procedures.

Noise Abatement Insulation Measures

In 2019, we launched the Auxiliary Noise Abatement Measures Programme (the Ventilation programme), comprising funding of forced ventilation systems with heat recovery (recuperation) ensuring continuous exchange and heating / cooling of air without the need for direct ventilation.

The goal of the Ventilation programme is to reduce the impact of air traffic noise in indoor protected areas of buildings located within the most noise burdened areas of the Prague/Ruzyně airport NPZ. Thanks to ensuring continuous air exchange with windows closed, in addition to indoor noise reduction, the system facilitates partial heating or cooling of the air, dust, allergen, and other pollutant prevention, humidity control, and reduced growth of mould.

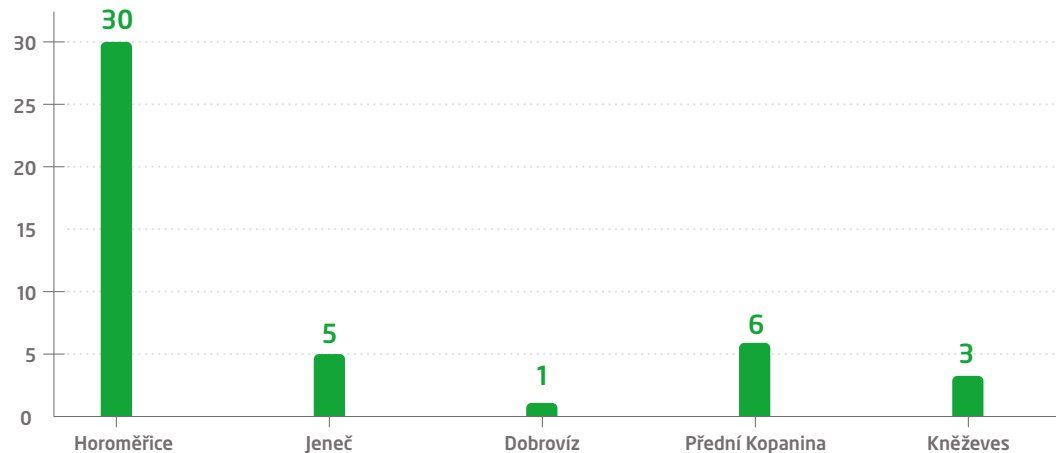
The sum total of objects and school facilities since the launch of the programme: **168 implementations**

In 2023, the territory of the programme was expanded to include the area of U Letiště street and Nové Středokluky street, which also fall into the NPZ.



Ventilation systems were installed in 5 schools and 163 flats or family houses

Number of Applicants under the Ventilation Programme by Location



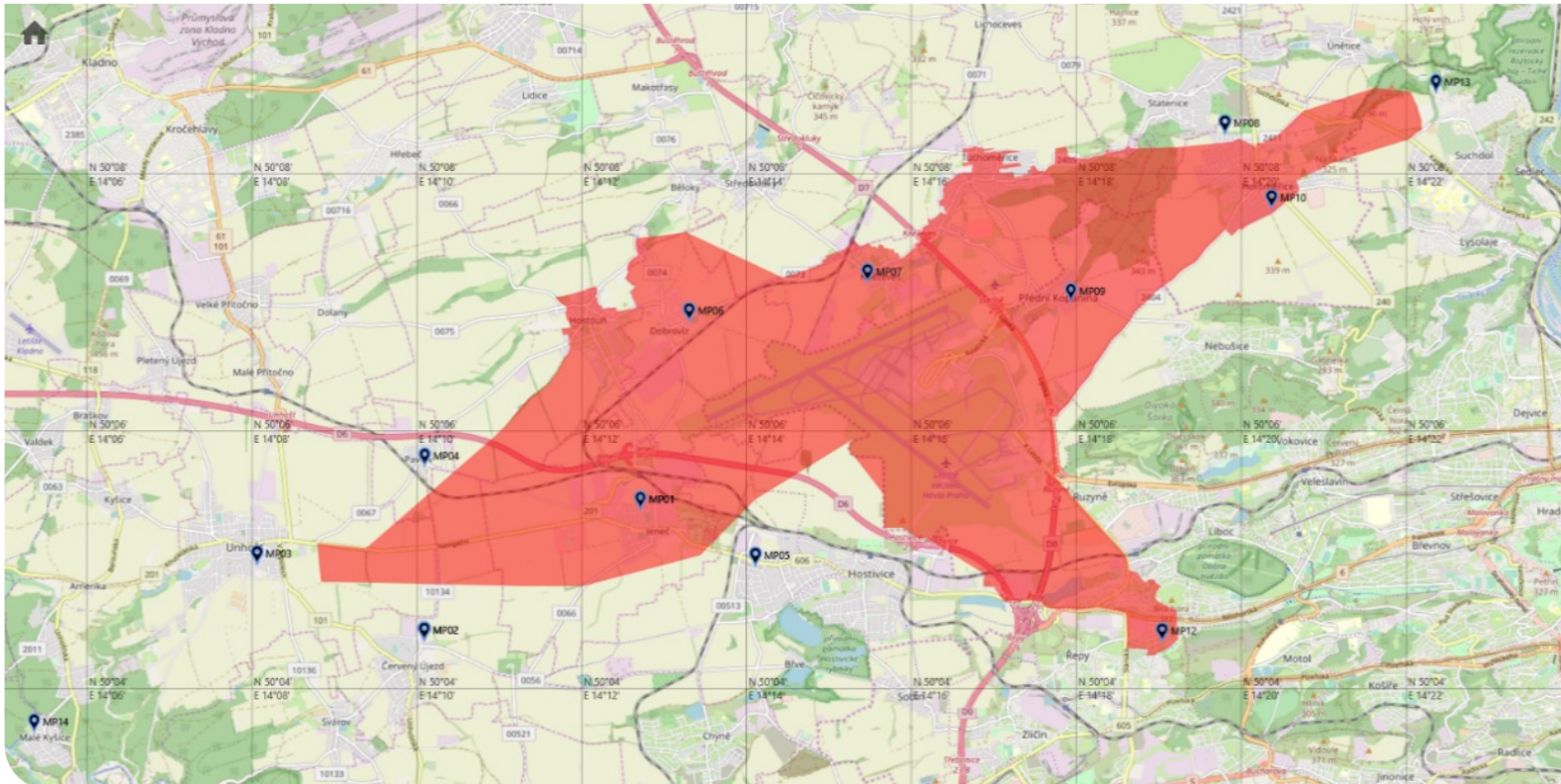
Learn more about the Ventilation programme

Noise and Flight Paths Monitoring

As part of solving the noise issue, Prague Airport secures continuous accredited measuring, the results of which are submitted to public health protection authorities. Noise values from air traffic are obtained by measurement and subsequent calculation according to the valid Methodological Guide for measuring and evaluating noise from air traffic and according to the requirements of the Czech State Norm of ISO 20906 Acoustics – Unattended Monitoring of Aircraft Sound in the Vicinity of Airports.

Continuous monitoring of air traffic noise in residential areas was performed at 14 stationary measuring stations of the Noise and Flight Path Monitoring System, which are located in the vicinity of Prague/Ruzyně airport (see figure NPZ Map + Location of Fixed Monitoring Stations).

NPZ Map + Location of Fixed Monitoring Stations



The results of continuous monitoring for the monitored period are presented in the 2023 Air Traffic Noise at LKPR Continuous Monitoring Results table, which shows that there were no records of exceeding the hygiene limit values in the protected outdoor area and the protected outdoor area of buildings.

2023 Air Traffic Noise at LKPR Continuous Monitoring Results

| Monitoring Location | | Resulting LAeq, T Levels per Typical Flight Day | |
|---------------------|---------------------|---|----------------|
| Indication | Location | LAeq, 16h DAY | LAeq, 8h NIGHT |
| RMT 1 | Jeneč | 57.0 | 52.0 |
| RMT 2 | Červený Újezd | 51.8 | 46.8 |
| RMT 3 | Unhošť | 51.8 | 46.9 |
| RMT 4 | Pavlov | 52.8 | 47.9 |
| RMT 5 | Hostivice | 44.3 | 39.2 |
| RMT 6 | Dobrovíz | 53.5 | 47.9 |
| RMT 7 | Kněževes | 55.4 | 50.2 |
| RMT 8 | Horoměřice - centre | 52.6 | 47.5 |
| RMT 9 | Přední Kopanina | 54.4 | 48.9 |
| RMT 10 | Horoměřice SE | 52.9 | 47.6 |
| RMT 11 | Roztoky | 51.2 | 46.5 |
| RMT 12 | Bílá Hora | 46.6 | 34.6 |
| RMT 13 | Suchdol | 54.5 | 49.9 |
| RMT 14 | Malé Kyšice | 50.8 | 46.6 |



Hygienic noise limits from air traffic are set in Government Regulation No. 272/2011 Coll., on the protection of health from the adverse effects of noise and vibrations. The hygienic noise limit from air traffic in the protected outdoor area of buildings and in the protected outdoor area applies to a typical flight day and is set as follows:

- LAeq, 16h = 60dB
- LAeq, 8h = 50dB

Environmental Pollution Reduction

Our Goals

Continuous restriction of mixed municipal waste landfilling

- By 2025 - 0% mixed municipal waste landfilling
- By 2028 - 0% energy-usable municipal waste landfilling

Drafting internal standards promoting the use of construction demolition waste and recyclable materials at construction sites

Ongoing implementation of measures to prevent or reduce the influx of new regulated pollutants into the environment based on extended monitoring of the impact of operations on the environment

Environmental Pollution Reduction

Waste Management and Circularity

In line with EU goals, the key waste management ambition is the quest to increase the proportion of waste suitable for use and to support methods of handling products and materials which lead to the prevention of waste, meeting the requirements of the circular economy, and increasing the amount of recyclable and reused waste.

Prague Airport monitors and records the production and methods of handling all waste generated by Prague Airport, as the originator. The Company's waste production is divided into 21 establishments. In 2023, the amount of usable waste of the Prague Airport Group amounted to 84% of the total waste production. During the years 2020 to 2023, the trend in the production of usable waste has been increasing.

Increased attention is paid to the transition to a circular economy. We strive to turn waste into raw material and promote the use of easy-to-repair products with a long service life cycle. In the past, for example, an LCA (Life Cycle Assessment) study was drafted at Prague Airport on the replacement of single-use plastics in catering.

Measures Implemented to Support Circularity in 2023:

- **REbox** - the issue of recycling and the associated minimisation of the use of single-use plastics is also a part of our long-term ESG strategy. That is why we launched the REbox project in the autumn of 2023. This is a reusable and returnable packaging which can be used by both employees and the public in the airport restaurant and canteens. One REbox replaced approximately 400 plastic food packaging boxes. In 2023, over 2,000 REboxes were distributed by the airport's restaurant facilities.
- **RE-USE** - the project of internal swap of no longer needed furniture between individual organisational units.
- **Clothes Swap** - for our employees, we organised a swap during which they could donate their unwanted clothes and choose something new for their wardrobe. Clothes that did not find a new owner was donated to the Clothing Bank, which distributed the clothes to the socially needy.
- **Send a Book to the World** - the traditional and very popular book collection event took place on two occasions in 2023. Books of various genres will make the waiting time at the airport more pleasant for passengers.



Air Quality and Its Protection in the Vicinity of Airport Operations

Reducing air pollution is part of the Environmental Protection, Sustainability, and ESG Concept. Most measures and projects go hand in hand with measures to reduce CO₂ emissions. As part of the strategy, great emphasis is placed on air quality monitoring. Since 2016, an air quality monitoring station has been located on the airfield close to handling areas by the TS12 electrical substation. Equipped with analysers, it monitors PM₁₀ and PM_{2.5} dust particles, NO (nitric oxide), O₃ (ozone), and CO (carbon monoxide). Working with the Czech Hydrometeorological Institute, the station was included in the Automated Immission Monitoring of the Czech Republic. Online data are available on the website of the Institute.

Biomonitoring

Beekeeping was launched at Václav Havel Airport Prague in November 2011, when we joined other world airports which, in line with their initiatives on reducing the negative air transport impact on the environment, monitor the air quality in the vicinity of their airports using bees. The main beekeeping goal is to monitor the level of foreign substances in the air through pollen and bee products. Pollen is one of the main analysed indicators of environmental pollution. It is submitted for analysis to the University of Chemistry and Technology, Prague, where it is checked for the content of heavy metals and organic residues (polyaromatic hydrocarbons). Bees collect pollen within a radius of three to five kilometres from their hive. Thus, the analysis of this organic compound reflects the condition of the environment in the airport surrounding area. Biomonitoring using bee products follows the fruit and agricultural crop monitoring performed for several years. Since 2019, working with Softech Ltd. company, we have been monitoring our bees using a system for electronic monitoring of bee colonies - ProBee.

Air quality development trends show a greater influence of pollution from surrounding ground traffic than from air traffic. This fact was also confirmed during the Covid-19 pandemic massive air traffic slowdown which was not significantly reflected in the results of air quality monitoring. Air pollution limits have never been exceeded at the airport. Data from the airfield monitoring station are available to the public online on the website of the Czech Hydrometeorological Institute. The operation of the airport affects the quality of the local air to a greater extent through the connecting traffic to and from the airport than through the air traffic.



Water Protection and Monitoring the Impact of Operation

Sustainable water management is one of the fundamental topics of the Company. Responsibilities of individual organisational units (OUs) are defined. The Energy Operation OU operates the water supply and sewerage network and plans the development and renewal of this infrastructure in cooperation with other OUs. The Electrical Energy and Utilities OU provides measurements in relation to water management - the amount of drinking water.

In addition to cooperation on conceptual development, the Company solves and supports the introduction of elements of blue-green infrastructure - responsible rainwater management. In 2023, the first draft of the Blue-Green Infrastructure Standards (divided into Methodical and Practical parts) was outlined, focusing on the effective rainwater management in accordance with the set priorities given by the applicable legislation and the goal of the Standards maximum use leading to the mitigation of the manifestations of climate change and drought. The meaningful implementation of green elements in the built-up area is another objective.

The source of underground water for utility purposes (irrigation, road cleaning) is a well in the area NORTH. The amount of water used is monitored.

Surface Water Monitoring

The key to protecting the quality of surface water are functional contaminated rainwater (CRTP) and sewage water (SWTP) treatment plants in adequate capacity. Prague Airport operates two wastewater treatment plants, one for the NORTH area and one for the SOUTH area. The quantity of wastewater discharged into surface waters is monitored both at the CRTP and the SWTP. The amount of rainwater is measured by limnigraphs on the main storm drains. All water discharged from the airport area (treated sewage, biologically treated rainwater, and rainwater) is measured by limnigraphs in open drains before being discharged into the recipient, i.e., the Kopaninský or Únětický stream. Treatment plants are mechanical-biological with denitrification and chemical precipitation of phosphorus. The discharged water is purified on a micro-mesh filter.

The quantity and quality of discharged water is monitored in accordance with the requirements of the water rights permits. The prerequisites of the permission to discharge wastewater from surface water are fulfilled. The amount of water, the limits of monitored parameters - pH, COD_{CR} , BOD_5 , TSS, RAS, Nc, Pc, AOX, and other parameters are monitored pursuant to the requirements given in the permit and legislation, alongside operational reasons.



Attention is paid to the pre-treatment of industrial wastewater before it is discharged into the sewage system. Project preparation for the modernisation and capacity increase of the chemical treatment plant for cleaning water from washing aircraft and aircraft parts is underway.

A study evaluating the handling of aircraft de-icing concentrates in the current and future state was drafted. The study concludes that the current practice of handling aircraft de-icing concentrates - separate accumulation and biological treatment - is correct, adding that the recycling of such contaminated waters is not suitable / economic for its difficulty neither in the present nor in the near future due to the small amount of these substances.

The airport measures the amount of potable water received from the company of Pražské vodovody a kanalizace (respectively Pražská vodohospodářská společnost, a.s.). Water consumption at the airport is significantly affected by the number of passengers. We implement cost-saving measures in order to reduce the consumption of drinking water (for example, photocell faucets). The consumption of drinking water is maintained at values which ensure a safe supply of drinking water and problem-free operation of the sewage network.

New Pollutants Monitoring

Prague Airport monitors long-term pollutants in water, air, soil, and agricultural crops. In addition to classic methods, we also use biomonitoring, through which we monitor the content of harmful substances in pollen and honey produced by airport bees. Currently, we also monitor completely new pollutants from the range of pesticides and persistent organic substances, for example, per- and polyfluoroalkyl substances (PFAS), beyond the scope of legislative requirements. We are probably one of the first domestic companies which focuses on the monitoring of these substances.



Amount of Waste Produced: 4,523t



Amount of Hazardous Waste: 264.7t



Under the product reuse regime, 71kg of textiles were submitted



100% of the mixed municipal waste produced by Prague Airport is used energetically



Drinking Water Consumption: 333,127m³



Gold Medal for Honey

Green Airport Partnership

Our Goals

By 2030, 80% of tenants and 50% of air carriers involved in joint ESG initiatives

By 2050, 100% of partners involved in joint ESG initiatives

Green Airport Partnership

Responsible Public Procurement

In line with the ESG strategy, we implemented a new responsible procurement process in the summer of 2023. Our priority is to be a trustworthy, transparent, and responsible company which pursues the principles of sustainable development in its business practice. Responsible Public Procurement (RPP) is one of the ways through which the Prague Airport Group fulfils the obligation of socially responsible and sustainable business conduct.

As part of the implementation of additional requirements under responsible public procurement, we implemented mechanisms for transferring requirements for ethics and sustainability to business partners, i.e., suppliers and tenants. Adherence to our Business Partners Code of Ethics will be a minimum requirement for all business partners of Prague Airport. With relevant business relationships, specific requirements will be further defined either for the contractual partner or for their supplies/services.

TOP Sustainable Airline Contest

Long term, Prague Airport has been motivating air carriers to operate modern aircraft and comply with the set regulations to ensure their operations are environmentally friendly. Therefore, the upgraded Top Sustainable Airline contest was launched in 2022 evaluating air carriers on three criteria, namely noise and emissions produced by aircraft used to service Václav Havel Airport Prague, and the approach, commitments, and activities pursued by air carriers in the area of sustainability. The Top Sustainable Airline contest was preceded by the Quietest Airline contest.

The goal of the contest is to motivate air carriers to deploy quieter and more sustainable aircraft on routes to Prague. The 2023 TOP Sustainable Airline contest winner became easyJet.



**Top Sustainable Airline Contest
with easyJet redefining its title**



**Launching cooperation with
RETHINK and RED Button EDU
expert platforms**

7 Responsible Approach to Employees and Surrounding Communities



Equal Treatment of Employees

Our Goals

The goal of Prague Airport is to keep the annual fluctuation rate below 12% and to reduce the share of voluntary fluctuation at the expense of involuntary

Diversity Index improvements compared to 2022 (the reference year)

Keep the number of occupational injuries below the national average

Equal Treatment of Employees

Diversity

The Company promotes a diverse, fair, and inclusive working environment. In 2023, the Company had no ongoing projects related to diversity, however, every activity involving employees is assessed through the lens of diversity (among other things, it must not be discriminatory). Regular inspections are performed and there is a process to be followed in case any violations are discovered.

We monitor diversity through specific indicators (for example, demographic distribution of employees, analysis of pay equality, etc.).

The cooperation with the Czechitas non-profit organisation reflects our strong commitments to the support of diversity and inclusion, as well as to the development of skills in the field of IT and digital literacy. This partnership highlights our commitment to technological advancement and innovation, not only within our own ranks, but also for the benefit of



the wider community. For us, cooperation with Czechitas is an important step towards social responsibility and transparent sharing of values, while we strive to strengthen the positive impact on the society through the support of the non-profit sector.

Our goal is to improve the Diversity Index compared to 2022. We want to achieve this through communication and vocational training. In 2024, the Company will focus on forming a more comprehensive diversity strategy, with its key themes being intergenerational cooperation and the support of women in leadership and specialist positions.

Fair Remuneration

Our goal is to be a premium employer in Prague and the surrounding area and to increase the share of flexible workforce. We define reference pay based on the results of pay surveys (the HAY method, Korn Ferry and Mercer data). We also provide benefits to employees under work agreements according to the degree of their involvement.

Our Company adheres to the principle of meritocratic remuneration, where remuneration is determined on the basis of role, qualification, and performance. We have a clear policy on overtime pay defined in the Collective Agreement. We regularly benchmark our benefits and compensation packages against industry standards and trends to ensure we remain competitive. Our Company conducts annual comprehensive reviews and adjustments based on inflation, cost of living, and industry pay scales.

Promoting Work-life Balance

Our Company respects the importance of work-life balance and encourages its employees to take regular breaks and all days of paid leave of absence. Our goal is to set up a healthy proportion of workers under flexible work agreements (agreements on work activities, agreements on the execution of work). The plan is primarily focused on operational positions dependent on the number of handled passengers, as we believe that by offering greater contract flexibility, we as the airport operator will gain greater flexibility of services and at the same time ensure a higher degree of work-life balance for employees under full time job agreements.

Employee Development and Vocational Training

We see vocational training of the Prague Airport Group employees primarily as an investment, even though a large part of our vocational training is a result of the mandatory compliance with legal obligations connected with the job position. We focus on a comprehensive approach to the development of our employees, which is key to increasing their knowledge and skills, improving customer service, and supporting innovation in all areas of our business. A key step to strengthen our Company's corporate culture and cooperation between teams was the introduction of 360-degree feedback and a new employee evaluation system. These initiatives enabled a better understanding of the needs and expectations of our employees and managers. The newly defined principles of fulfilling corporate values, i.e. proactivity, foresight, and adaptability, are now an integral part of our development programs and vocational training activities.

The fifteenth year of the Talent Pool program, with the aim of identifying and developing key talents in our organisation, was successfully completed. It resulted in 10 innovative projects which were approved by the Company's management and are currently being implemented into practice by the participants.

The ongoing introduction of virtual reality into our educational programs represents a fundamental step towards the modernisation and streamlining of learning processes. This technology enables the simulation of real work situations and supports hands-on learning without the risks associated with regular operation.

We verify satisfaction with vocational training activities through immediate feedback via an evaluation questionnaire and regular observations at group training sessions. The increase in demand for vocational training activities may serve as a successful metric of satisfaction. In 2023, interest in language learning increased by 25% and in professional courses and conferences by more than 75%.



Cooperation with Educational Institutions

Our cooperation strategy with educational institutions includes the offer of internships, professional experience, trainee programs, assistance with drafting bachelor's and diploma theses and, last but not least, openness to onsite visits and tours, alongside presentations by experts directly in educational institutions with the offer of part-time jobs. Human Resources Management (Education and Development Team, Recruitment Team regarding the trainee program) is responsible for the agenda. We monitor the number of mediated internships, professional experience rotations, student visits, currently drafted and completed bachelor's and diploma theses, and participants in the trainee program. We also monitor and evaluate the number of students who join our ranks as part-time workers or full-time employees. We check the satisfaction of all participants (students, providers from Prague Airport, and educational institutions) with internships, professional experience rotations, etc. Based on the received feedback, we try to adjust the process or conditions to the satisfaction of all parties.

Our goal is to secure such numbers of internship, work experience rotation, and trainee program participants to satisfy the demand of our organisational units which have been facing a long-term shortage of new applicants, especially in technical professions, to ensure future admissions. The intention is also to promote the awareness of Prague Airport as an employer of a number of professions which are not strictly related to aviation (electricians, car mechanics, sewage treatment plant workers, etc.). Specifically, the aim is to provide internship for approx. 200 students of operational professions and approx. 15 students of technical professions.



Learn more on the Career website

Collective Bargaining

Dialogue with trade unions takes place on a regular basis, namely quarterly with the Board of Directors, monthly with the Personnel Director and on an ongoing basis with the managers of individual departments, possibly in connection with support for individual employees (loans, credits, social assistance, etc.) or organisational changes within the department etc. The Company's management regularly meets with trade unions on operational and strategic topics.

The signed Collective Agreement provides trade unions with conditions beyond the scope of applicable legislation. Collective bargaining takes place even during the term of validity and effect of the Collective Agreement, if pressing issues so require. We thoroughly evaluate the cooperation with the trade unions and the working conditions created and constantly improved thanks to mutual cooperation. The Collective Agreement covers 100% of employees under employment agreements. Prague Airport has a total of four trade unions.

Health Protection and Healthy Lifestyle Promotion

Our Company currently provides a variety of wellness and health programs at discounted prices or for free, including discounted pricing with a wide range of our business partners. The provision of massages to employees by their visually impaired colleagues - masseurs with appropriate qualifications - and hairdressing services on the Company premises are other exceptional long-term provided benefits.

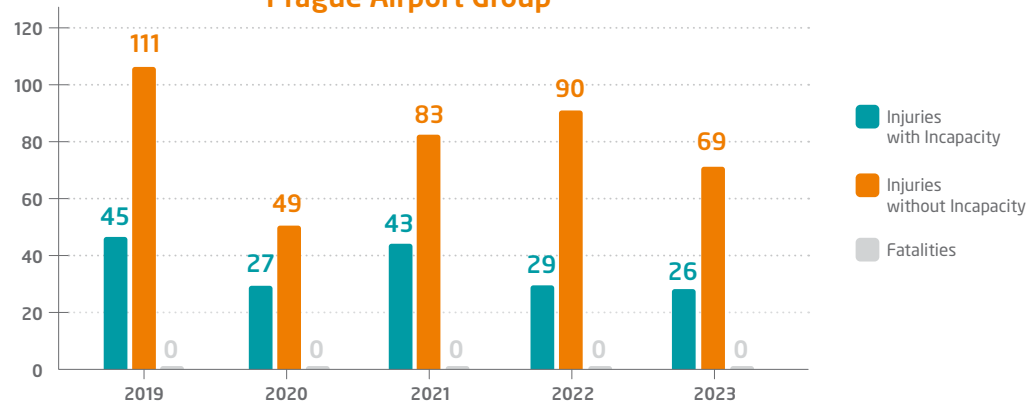
The wide range of benefits provided by the Company includes, among other things, multisport cards, sports activities at favourable prices (tennis, running, and swimming training, volleyball, etc.). At the same time, the Company is involved in sports activities, for example, Biking to Work, etc.

The Company uses external consulting services for employees in the areas of finance, relationships, and health. From regular reports, it monitors potential risk areas for which it prepares corrective measures. The Company does not forget about former employees either. It provides a regular donation to the Czech Airlines Pensioners' Club for leisure time activities of pensioners or reimburses the *Cafeteria* program perks according to the Collective Agreement.

Our Company tracks metrics such as the number of occupational accidents, near misses, and lost workdays due to injury-related incapacity. Before operation of new tools and machines is launched, the impact on employees in terms of health, safety, comfort, and induced stress is thoroughly examined.

One of the areas we focus on as part of our social responsibility towards our employees is financial health. We try to prevent them from experiencing difficult financial situations through complimentary consultations. Employees can also apply for an interest-free loan. In 2023, loans were provided to 27 employees in the total amount of CZK2,129,000.

2019 - 2023 Occupational Injuries Statistics
Prague Airport Group



Key Facts and Figures



CAFM

Implementation of a digital CAFM near-miss monitoring system for the prevention of incidents and occupational accidents



TOP

TOP Responsible Company Certificate



86.3%

Diversity Charter Index



RUNWAY

The highest award in the Canteen of the Year competition



11.5%

Fluctuation Rate



241

Employees under the Age of 25



27

Interest-free Loans Totalling CZK2,129,000



3.73%

Sickness Rate



274

Employed Students



0

Fatalities



113

Biking to Work Call Participants

Support of Surrounding Communities and Non-profit Sector

Our Goals

Annual financial support to the vicinity of the airport with regard to the development of air traffic; we plan to pay out over 300 million crowns by 2030

Increased employee volunteer activities and support of the non-profit sector

Support of Surrounding Communities and Non-profit Sector

Cooperation with the airport's immediate surroundings is based on three pillars, taking into account the core subject of our business conduct, which affects the immediate surroundings:



1. OPEN COMMUNICATION
for which we use various formats (personal meetings with municipality representatives and the public, newsletter, printed bulletin, special website, and others).



2. FINANCIAL SUPPORT
various projects in the form of transparent grant programmes. Fundraisers for non-profit organisations.



3. NON-FINANCIAL AID
we provide equipment and specialist workers for pruning of large trees, mowing the grass, landscaping, and other activities for which the airport has the appropriate equipment and knowledge. Volunteer activities.

The airport has a contact person for the surrounding municipalities appointed, whom their representatives can contact if necessary. At the same time, our top management meets with surrounding municipality representatives several times a year to discuss current issues and find suitable compromises. As part of this agenda, we have internal documents drafted which outline the cooperation.



Learn more on the
For Our Neighbours website

Financial Support

We evaluate the amount of funds invested in various projects and activities in support of community life around the airport. Funds are distributed through transparent programmes. Municipalities and districts, schools, non-profit organisations, and research organisations from the vicinity of the airport may apply for a financial contribution.

2023 Financial Support Programmes:

- **GOOD NEIGHBOUR** - annually announced grant programme aimed at supporting the development and quality of life in the surrounding communities affected by air traffic. In 2023, 90 projects were supported with the amount of 21 million crowns.
- **Open World** - Language Learning Support grant programme to support language education of children of Primary Schools. Prague Airport subsidises children's language learning trips abroad and lessons with native speakers. In 2023, 4.3 million crowns were paid to schools for these purposes.
- **Ventilation** - subsidy programme with the allocated funds of 150 million crowns, which is intended for property owners from the most noise-burdened locations. Households in the most noise-affected areas may receive a subsidy of up to 100% for the installation of forced ventilation systems with heat recovery (recuperation), which brings fresh air into living rooms without the need for direct ventilation and increases living comfort.
- **Biodiversity** - a grant programme launched in 2023 aimed at supporting species diversity, landscape regeneration, natural water retention, and educational activities. During the programme first year, 13 projects were supported with the total of 2 million crowns, comprising the planting of species rich meadows, the establishment of rain beds, measures to support invertebrates, and practical environmental education in cooperation with industry specialists.



Non-financial Aid

We try to be a **good neighbour** for our surroundings. We help the surrounding municipalities and city districts with pruning of large trees, greenery maintenance, street cleaning, and other activities for which we have the needed equipment and experts. We provide our assistance to surrounding communities free of charge. For internal purposes, we record the number of hours worked and their financial equivalent.

We offer the **option of interconnecting our services with the requirements of the surroundings**, including the involvement of our units in their cultural events (participation of firefighters, dog handlers, etc.). An important indicator for us is the satisfaction of the municipality representatives, with whom we regularly meet and discuss the effectiveness and usefulness of our aid, alongside possibilities for improvement and further cooperation.

Supporting the non-profit sector is an integral part of our social responsibility. We emphasise the involvement of our employees. We regularly organise volunteer days, during which every employee may dedicate a day of work a year to help a non-profit organisation from the airport vicinity. We organise charity markets for non-profit organisations, which during Christmas and Easter may promote their activities by selling their products directly on the airport premises. We collect clothing

and hygiene products among employees, which are then distributed to the needy and homeless through selected non-profit organisations.

We create a space for the presentation of selected non-profit organisations. We enable the placement of charity coin banks around the attractive airport premises. The proceeds from four airport coin banks are divided among eight organisations carefully selected to represent a wide range of worthy causes.

We **support charitable organisations** through public fundraisers. In 2023, employees donated CZK107,050 for the People in Need organisation to help those affected by the earthquakes in Turkey and Syria. The Company subsequently doubled the proceeds and thus a total of CZK217,050 was donated on behalf of the airport.

In cooperation with the *K srdci klíč [Key to the Heart]* non-profit organisation, we help people who have lost their homes, are living without a roof over their heads, and are using the airport as a place of refuge. Thanks to the support of this non-profit organisation, we have qualified field workers at the airport who provide advice, education, and help to homeless people, for whom they mediate contacts with social services, shelters, and other places of help, which represent more suitable alternatives to staying at the airport.

Communication with Surrounding Communities

| Method and Frequency of Communication | Target Group | Frequency in 2023 |
|--|---|---|
| Meetings of PA Management with Municipality Representatives | Municipality Representatives | 3 times a year |
| One-on-One Meetings with Municipality Representatives | Municipality Representatives | Per request |
| Participation of PA in Public Sessions | Municipality Representatives and the General Public | Per request by municipality/city district |
| Roadshows / Discussions with Residents of Surrounding Municipalities | the General Public | 4 times a year |
| Electronic Newsletters | the General Public | 11 times a year |
| Together Printed Bulletin | the General Public | Twice a year |

Key Facts and Figures



30,000,000

Grant Programme Financial Support



21,000,000

crowns were distributed to support 90 projects under the GOOD NEIGHBOUR Grant Programme



592

Hours Worked by 89 Airport Volunteers



383.5

hours worked as part of non-financial aid to surrounding municipalities



4,300,000

crowns paid to support language learning and language tips abroad for Primary School pupils



352,000

crowns paid through THE WINGS OF HELP, an internal grant programme

8 Governance, Ethics, and Transparent Business Conduct



Governance, Ethics, and Transparent Business Conduct

We believe in a modern and responsible company with clearly declared values and a deeply rooted ethical culture. We believe that in such a company, all its levels work together to achieve common goals through effective management, consistent awareness of risks and their adequate control. Such a company is a role model for both others in its field and the general public.

With this vision of ethics and responsibility in terms of business conduct, the companies of the Prague Airport Group have been building their robust management and control system for many years; a system which is to ensure fairness and ethics, as well as economy and efficiency of our activities, with adherence to the legal order, the moral principles we have set for ourselves, and our values, which are safety, customer orientation, competitiveness, responsibility, and transparency.



Governance, Ethics, and Transparent Business Conduct

Promoting Business Ethics and Conduct Internally

Our Goals

To always have clearly declared updated rules of conduct which affect the ethics and sustainability of our business

As part of the enforcement of these rules within the Company, in 2030, relevant employee target groups will be introduced to the rules in at least 95% of cases

Promoting Business Ethics and Conduct Internally

The Prague Airport Group has implemented a comprehensive Compliance Management System, which also includes Fraud Risk Management, i.e., the prevention, detection, and response to unfair practices, such as fraudulent actions, including corruption.

We have a defined Anti-corruption Policy, which clearly declares zero tolerance of corruption and unfair practices. The Anti-corruption policy is based on our Rules of Conduct and Ethical Principles (Code of Ethics) as well as detailed rules for preventing conflicts of interest and for regulating gifts and hospitality.

The set rules are the subject of related training and further education. We have implemented mandatory awareness of the affected employees of the content of governing documents in the area. All employees undergo mandatory ethical culture training. In 2023, we successfully reviewed this training in terms of content and form. In addition, selected employees (in risk positions) are now undergoing targeted training focused on specific issues. In 2023, we introduced new workplace relationship ethics training as well as training on the implementation of anti-corruption measures.

The Compliance Department also operates an ethics line through which anyone (inside and outside the Company) can safely report any suspected unethical or unfair conduct, either by name or anonymously. The ethics line meets all the requirements of the relevant legislation for the protection of whistleblowers.

Control mechanisms are, naturally, a part of the fight against unfair practices (and therefore also corruption). They are implemented either directly in the processes or run as controls and investigations by departments designated for this purpose (including Compliance). A standardised process of independent investigation by Compliance is in place for relevant initiatives, which, in case of findings, also issues recommendations for corrective measures.



Promoting Business Ethics and Sustainability among Business Partners



Our Goals

To transfer the requirements for business ethics and sustainability of business partners formally into business relationships (Business Partner Code of Ethics, contractual terms regarding sustainability)

By 2030, requirements promoted with business partners in min. 80% of relevant business relationships

Promoting Business Ethics and Sustainability among Business Partners

We believe that due to the status, size, and role of the Prague Airport Group, it is our duty to influence our surroundings in terms of ethics and sustainability, and thus also our numerous business partners and through them the market. We only want to establish cooperation with those who follow the rules.

Therefore, since the end of 2022, we have an officially published Business Partner Code of Ethics, which clearly expresses our expectations and requirements regarding the behaviour and approach of our partners, whether suppliers or customers. As part of the fulfilment of ESG goals, this Code of Ethics is now a part of every contractual relationship, and suppliers undertake to comply with it. If appropriate, beyond the scope of this Code, we may formulate our sustainability requirements in the form of specific contractual terms in some business relationships.

For more than five years, our Company has implemented the Know Your Business Partner process, in the framework of which all significant business partners undergo background checks based on information from public sources. These reviews, which verify compliance with the requirements of the Business Partner Code of Ethics, are focused on a number of risks, especially the quality of the goods and services supplied, financial credibility, trustworthiness, and reputation, as well as commitment and conflicts of interest. In the case of detected risks, we take adequate measures to treat these risks to exercise due diligence.

In the same way, we now have an audit clause in the contractual conditions, which will eventually allow us to verify our doubts about the business partner and check things more closely on the supplier's side. We are also implementing a process of evaluating suppliers and their services by internal customers who use the goods / services.



Risk Management

As part of the management system, companies of the Prague Airport Group have implemented a Risk Management System (RMS) for many years, which regularly provides information on individual risks to which the company is exposed, as well as on the level of their management. Its objective is economically and efficiently reducing the impact of risks and preventing or averting the consequences of the impact of risks, thus preventing damages incurred. The implemented RMS uses knowledge from best practice for methodical, process-based, and systemic integration of control environment activities and is an inseparable part of company management.

The subject of RMS are all company processes and activities. The RMS process comprises identifying, prioritising, and quantifying risks. Subsequently, the method of risk management is selected with regard to its costs, the overall effectiveness of management, and the risk appetite of the company. If necessary, the expected risk development is recorded (positive x negative predictions) or Key Risk Indicators are established for regular risk monitoring. Risks are regularly reviewed, including the way they are managed.

An annual report containing, in particular, the company's overall risk exposure, its year-on-year changes, and details of the method of managing individual risks is presented to the company's management and control bodies. If necessary (implementation/acceptance of a significant risk), ad hoc reporting to company authorities is introduced.

Cyber Security

The Information Security Organisational Unit operates an information security management system within the Prague Airport Group. It continuously innovates and improves it to meet the requirements of the ISO/IEC 27000 series of standards and the provisions of Act on Cyber Security No. 181/2014 Coll., as amended. The technical and organisational measures of the system are also used in the area of personal data protection.

In 2024, a new law on cyber security will come into effect in the Czech Republic, which transposes the requirements of the European NIS2 directive into domestic legislation. The Information Security OU monitors the relevant legislative process and prepares the necessary changes in the cyber security management system. The new law also includes other enterprises of the Prague Airport Group, i.e., Czech Airlines Handling and Czech Airlines Technics as liable persons. It also proceeds analogously in the case of Regulation (EU) 2022/1645, which sets requirements for the management of information security risks with a potential impact on aviation security. This regulation will enter into force in October 2025.

In December 2023, the information security management system passed a surveillance audit which confirmed compliance with the requirements of the ISO/IEC 27001 standards. The audit did not reveal any non-conformities and did not reveal any areas for improvement.

Continuous development is an integral part of the safety and security management system. The strategic outlook for the direction of information and cyber security in the medium term is elaborated by Prague Airport in the Concept of the Information Security Development document.

In 2023, the Information Security OU expanded the performance, capabilities, and support of several key security systems. It also underwent an organisational change, within the framework of which the Information Security Management team was created. The new department provides methodical support in relevant areas. The basis of proactive cyber security supervision in the environment of the Prague Airport Group is the internally

operated Cyber Security Operation Center (CSOC), with non-stop operation. The CSOC, under the governance of the Cyber Security Supervision OU, monitors and evaluates all traffic in the networks and systems of the Prague Airport Group. It also works with the ICT department to quickly respond to security events, incidents, and increasingly sophisticated threats.

During the course of 2023, the Information Security OU ran:

- Ten controls focused on compliance with information security principles
- Ten penetration tests of internal applications
- One company-wide cyber security exercise
- Implementation of an internal phishing campaign with subsequent training of errant users



We launched two new e-learning courses and two new targeted face-to-face trainings in the field of business ethics

- 537 employees completed new targeted face-to-face Ethics of Workplace Relationships training
- 21 employees of central procurement completed a new targeted face-to-face Anti-corruption Policy and Measures training



The Business Partner Code of Ethics or specific contractual terms on sustainability were applied within 24% of tenders (contracts) and 61% job orders

9 Non-Financial ESG Data



Environmental Area

E1-6 - Gross Emissions Scope 1, 2, 3 and Total Greenhouse Gas Emissions

| Prague Airport | | | | | | |
|----------------|---------------------|------------|------------|------------|---------|---------|
| | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
| Scope 1 | t CO ₂ e | 15,261 | 12,869 | 14,798 | 13,378 | 12,783 |
| Scope 2* | t CO ₂ e | 0 (32,218) | 0 (24,630) | 0 (26,563) | 8,455 | 4,423 |
| Scope 3 | t CO ₂ e | 290,431 | 88,605 | 105,060 | 190,418 | 224,919 |

* Scope 2 emissions data using the Market Based method

| Czech Airlines Handling | | | | | | |
|-------------------------|---------------------|------|------|------|------|------|
| | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
| Scope 1 | t CO ₂ e | 829 | 384 | 571 | 785 | 873 |
| Scope 2* | t CO ₂ e | 246 | 200 | 142 | 128 | 142 |

* Scope 2 emissions data using the Market Based method

| Czech Airlines Technics | | | | | |
|-------------------------|---------------------|-------|-------|-------|-------|
| | Unit | 2020 | 2021 | 2022 | 2023 |
| Scope 1 | t CO ₂ e | 1,253 | 1,645 | 1,480 | 1,471 |
| Scope 2* | t CO ₂ e | 1,777 | 1,703 | 494 | 363 |

* Scope 2 emissions data using the Market Based method

Other Significant Air Emissions

| Prague Airport | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
|------------------------------|-------------------------|-------|--------|--------|--------|-------|
| PM ₁₀ Immissions | µg/m ³ /year | 24.20 | 17.20 | 19.90 | 19.90 | 16.2 |
| PM _{2.5} Immissions | µg/m ³ /year | 15.00 | 10.30 | 12.60 | 12.30 | 10.7 |
| NO ₂ Immissions | µg/m ³ /year | 19.10 | 13.80 | 13.80 | 15.10 | 13.2 |
| NO _x Immissions | µg/m ³ /year | 27.70 | 18.10 | 18.00 | 21.00 | 17.1 |
| NO Immissions | µg/m ³ /year | 5.60 | 2.80 | 2.80 | 3.90 | 2.5 |
| CO | µg/m ³ /year | - | 300.10 | 322.20 | 253.20 | 266.4 |
| O ₃ | µg/m ³ /year | - | 51.90 | 49.90 | 50.90 | 55 |

E1-5 - Energy Consumption and Energy Mix

| Prague Airport | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|------|------------|------------|------------|------------|------------|
| Total Energy Consumption within the Organisation | Tj | 518 | 417 | 466 | 452 | 418 |
| Consumption within the Organisation - Electricity | kWh | 60,903,233 | 46,560,124 | 50,213,222 | 51,745,062 | 49,277,188 |
| Total Consumption - Heating Systems | Tj | 230 | 203 | 232 | 202 | 183 |
| Total Consumption - Cooling Systems | Tj | 69 | 47 | 54 | 64 | 58 |

E5-5 - Resource Outflows

Waste Production

| Prague Airport | | | | | | |
|---------------------------------------|------------|----------|----------|----------|----------|----------|
| | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
| Waste Generated | t | 5,238.34 | 2,822.72 | 3,171.89 | 4,091.40 | 4,523.03 |
| Hazardous Waste Generated | t | 344.45 | 263.44 | 312.74 | 188.72 | 264.66 |
| Other Waste Generated | t | 4,893.89 | 2,559.29 | 2,859.17 | 3,902.68 | 4,258.37 |
| Total Mixed Municipal Waste Generated | t | 1,442.59 | 587.47 | 636.12 | 1,235.94 | 1,471.07 |
| Waste Generated / 1.000 PAX | t/1000 PAX | 0.29 | 0.77 | 0.72 | 0.38 | 0.33 |

| Czech Airlines Handling | | | |
|---------------------------------------|------|--------|--------|
| | Unit | 2022 | 2023 |
| Waste Generated | t | 138.92 | 192.43 |
| Hazardous Waste Generated | t | 2.28 | 0.966 |
| Other Waste Generated | t | 136.64 | 191.46 |
| Total Mixed Municipal Waste Generated | t | 148.62 | 183.83 |

| Czech Airlines Technics | | | |
|---------------------------------------|------|--------|--------|
| | Unit | 2022 | 2023 |
| Waste Generated | t | 274.60 | 477.74 |
| Hazardous Waste Generated | t | 260.00 | 268.02 |
| Other Waste Generated | t | 14.60 | 209.72 |
| Total Mixed Municipal Waste Generated | t | 135.80 | 138.27 |

Waste Management

| Prague Airport | | |
|--------------------------------------|------|-------|
| Management Method | Unit | 2023 |
| Material Utilization and Recycling | % | 47.63 |
| Landfilling | % | 6.59 |
| Incineration with Energy Recovery | % | 40.16 |
| Another Method of Disposal | % | 5.49 |
| Incineration without Energy Recovery | % | 0.13 |
| Not Specified | % | - |

| Czech Airlines Handling | | |
|--------------------------------------|------|-------|
| Management Method | Unit | 2023 |
| Material Utilization and Recycling | % | 3.14 |
| Landfilling | % | 0.94 |
| Incineration with Energy Recovery | % | 95.53 |
| Another Method of Disposal | % | 0.38 |
| Incineration without Energy Recovery | % | 0.01 |
| Not Specified | % | - |

| Czech Airlines Technics | | |
|--------------------------------------|------|-------|
| Management Method | Unit | 2023 |
| Material Utilization and Recycling | % | 11.19 |
| Landfilling | % | 8.59 |
| Incineration with Energy Recovery | % | 34.90 |
| Another Method of Disposal | % | 44.48 |
| Incineration without Energy Recovery | % | 0.84 |
| Not Specified | % | - |

E3-4 - Water Consumption

| Prague Airport | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
|----------------------------|----------------|---------|---------|---------|---------|---------|
| Drinking Water Consumption | m ³ | 419,302 | 185,077 | 248,596 | 323,260 | 333,127 |

Volume of Pre-treated Water

| Prague Airport | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
|------------------------------------|----------------|---------|---------|---------|---------|---------|
| Volume of Pre-treated Rainwater | m ³ | 50,741 | 83,990 | 86,132 | 154,186 | 94,283 |
| Volume of Pre-treated Sewage Water | m ³ | 328,993 | 205,619 | 223,324 | 295,903 | 324,265 |

Air Traffic Noise

Values Recorded at Individual Stationary Monitoring Stations in 2023

| Monitoring Location | | Resulting LAeq, T Levels per Typical Flight Day | |
|-------------------------------|---------------------|---|----------------|
| Location - Stationary Station | | LAeq 16 h Day | LAeq 8 h Night |
| RMT 1 | Jeneč | 57.0 | 52.0 |
| RMT 2 | Červený Újezd | 51.8 | 46.8 |
| RMT 3 | Unhošť | 51.8 | 46.9 |
| RMT 4 | Pavlov | 52.8 | 47.9 |
| RMT 5 | Hostivice | 44.3 | 39.2 |
| RMT 6 | Dobrovíz | 53.5 | 47.9 |
| RMT 7 | Kněževes | 55.4 | 50.2 |
| RMT 8 | Horoměřice - Centre | 52.6 | 47.5 |
| RMT 9 | Přední Kopanina | 54.4 | 48.9 |
| RMT 10 | Horoměřice - SE | 52.9 | 47.6 |
| RMT 11 | Roztoky | 51.2 | 46.5 |
| RMT 12 | Bílá Hora | 46.6 | 34.6 |
| RMT 13 | Suchdol | 54.5 | 49.9 |
| RMT 14 | Malé Kyšice | 50.8 | 46.6 |

Employees

S1-6 - Company Employee Characteristics

Overall Number of Employees Per Types of Agreements (Definite / Indefinite Period of Time)

| Prague Airport | | | | | | |
|-------------------------|-------|-------|-------|-------|-------|-------|
| | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
| Female - Definite PoT | % | 7 | 3 | 4 | 6 | 1 |
| Male - Definite PoT | % | 10 | 6 | 7 | 9 | 1 |
| Female - Indefinite PoT | % | 25 | 27 | 26 | 25 | 31 |
| Male - Indefinite PoT | % | 58 | 64 | 63 | 60 | 67 |
| Employee Sum Total | Count | 2,926 | 2,380 | 2,272 | 2,465 | 2,716 |

| Czech Airlines Handling | | | |
|-------------------------|-------|-------|-------|
| | Unit | 2022 | 2023 |
| Female - Definite PoT | % | 12.60 | 12.26 |
| Male - Definite PoT | % | 14.17 | 12.64 |
| Female - Indefinite PoT | % | 32.09 | 31.80 |
| Male - Indefinite PoT | % | 41.14 | 43.30 |
| Employee Sum Total | Count | 508 | 522 |

| Czech Airlines Technics | | | |
|-------------------------|-------|------|------|
| | Unit | 2022 | 2023 |
| Female - Definite PoT | % | 2 | 2 |
| Male - Definite PoT | % | 6 | 8 |
| Female - Indefinite PoT | % | 13 | 15 |
| Male - Indefinite PoT | % | 79 | 75 |
| Employee Sum Total | Count | 612 | 613 |

Total Number of Employees Having Left the Company During the Reporting Period

| Prague Airport | | | | | | |
|------------------|-------|------|------|------|------|------|
| | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
| Sum Total | Count | 313 | 788 | 266 | 281 | 298 |
| Female | % | 55 | 36 | 58 | 53 | 42 |
| Male | % | 45 | 64 | 42 | 47 | 58 |

| Czech Airlines Handling | | | |
|-------------------------|-------|-------|-------|
| | Unit | 2022 | 2023 |
| Sum Total | Count | 146 | 141 |
| Female | % | 47.95 | 46.81 |
| Male | % | 52.05 | 53.19 |

| Czech Airlines Technics | | | |
|-------------------------|-------|------|------|
| | Unit | 2022 | 2023 |
| Sum Total | Count | 68 | 78 |
| Female | % | 23.5 | 7.7 |
| Male | % | 76.5 | 92.3 |

S1-14 - Health and Safety Indicators

Number of Work-related Injuries

| Prague Airport | | | | | | |
|-----------------------------|-------|------|------|------|------|------|
| | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
| Sum Total | Count | 89 | 38 | 59 | 54 | 54 |
| Injuries with Incapacity | Count | 27 | 14 | 18 | 15 | 14 |
| Injuries without Incapacity | Count | 62 | 24 | 41 | 39 | 40 |
| Fatalities | Count | 0 | 0 | 0 | 0 | 0 |

| Czech Airlines Handling | | | | | | |
|-----------------------------|-------|------|------|------|------|------|
| | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
| Sum Total | Count | 32 | 10 | 29 | 23 | 41 |
| Injuries with Incapacity | Count | 8 | 3 | 15 | 5 | 12 |
| Injuries without Incapacity | Count | 24 | 7 | 14 | 18 | 29 |
| Fatalities | Count | 0 | 0 | 0 | 0 | 0 |

| Czech Airlines Technics | | | | | | |
|-----------------------------|-------|------|------|------|------|------|
| | Unit | 2019 | 2020 | 2021 | 2022 | 2023 |
| Sum Total | Count | 35 | 28 | 38 | 42 | 53 |
| Injuries with Incapacity | Count | 10 | 10 | 10 | 9 | 7 |
| Injuries without Incapacity | Count | 25 | 18 | 28 | 33 | 46 |
| Fatalities | Count | 0 | 0 | 0 | 0 | 0 |

S1-13 - Training and Skills Development Indicators

Average Number of Training Hours Attended by Employees During the Reporting Period per Gender

| Prague Airport | | | | | | |
|----------------|------|------|------|------|------|-------|
| | Unit | 2019 | 2020 | 2021 | 2022 | 2023* |
| Female | h | 5.3 | 4.1 | 3.5 | 3.4 | 44.3 |
| Male | h | 5.1 | 4.5 | 3.2 | 2.9 | 50.7 |

* The significant year-on-year increase is due to the new methodology for calculating training hours implemented in 2023, calculating the data per the total number of employees.

| Czech Airlines Handling | | | |
|-------------------------|------|-------|-------|
| | Unit | 2022 | 2023 |
| Female | h | 52.03 | 53.45 |
| Male | h | 47.28 | 47.85 |

| Czech Airlines Technics | | | |
|-------------------------|------|-------|-------|
| | Unit | 2022 | 2023 |
| Female | h | 11.05 | 17.98 |
| Male | h | 42.13 | 50.77 |

S1-9 - Diversity Indicators

Percentage of Men and Women in Management Positions (B-B2)

| Prague Airport | | |
|----------------|------|------|
| | Unit | 2023 |
| Male | % | 71 |
| Female | % | 29 |

| Czech Airlines Handling | | |
|-------------------------|------|------|
| | Unit | 2023 |
| Male | % | 64.3 |
| Female | % | 35.7 |

Employment Rate by Age Groups

| Prague Airport | | |
|----------------|------|------|
| Age Group | Unit | 2023 |
| Under 30 Years | % | 15 |
| 30-50 Years | % | 53 |
| Over 50 Years | % | 32 |

| Czech Airlines Handling | | |
|-------------------------|------|-------|
| Age Group | Unit | 2023 |
| Under 30 Years | % | 28.54 |
| 30-50 Years | % | 46.74 |
| Over 50 Years | % | 24.71 |

| Czech Airlines Technics | | |
|-------------------------|------|------|
| | Unit | 2023 |
| Male | % | 87.5 |
| Female | % | 12.5 |

| Czech Airlines Technics | | |
|-------------------------|------|------|
| Age Group | Unit | 2023 |
| Under 30 Years | % | 16.7 |
| 30-50 Years | % | 55.5 |
| Over 50 Years | % | 27.8 |

10 Content Index



Content Index

Statement of use

Prague Airport reported the information cited in this ESRS content index for the period 01/2023 - 12/2023 with reference to relevant parts of the European Sustainability Reporting Standards (ESRS).

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| | IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities | p. 30 |
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| G1 Business conduct | G1-1- Corporate culture and Business conduct policies | p. 70-73 |
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