



# Sustainable Development Report Prague Airport Group

2021

# Foreword

## Ladies and Gentlemen,

In 2021, just as the previous year, our company was going through a very dramatic period. According to ACI Europe, of all European countries, air transport in the Czech Republic, alongside Finland, the United Kingdom, and Ireland, was negatively affected the most by the worldwide situation. Although the first quarter was critical in terms of the number of passengers handled, the interest in travel, predominantly among Czech Republic citizens, increased in the summer months. Despite a further operational decline towards the end of the year due to the re-escalation of the COVID-19 pandemic, Prague Airport handled nearly 4.4 million passengers in 2021. This was positively reflected in the operational management results, with the company recording slightly more positive numbers.

Even though we literally hit rock bottom in 2020-21 and focused primarily on “survival”, we did not stop running the company in accordance with the principles of sustainable development. Our approach has materialised in our ESG

strategy, stemming from nine pillars fundamental to us. In the area of environmental protection, we are concerned with reducing CO<sub>2</sub> emissions, but that is far from being the only topic. Within the social responsibility segment, we focus on supporting employees and the residents of the surrounding area. In the area of Governance, we observe all ethical rules, attempting to extend them to our business partners. You can learn more about the Prague Airport ESG strategy in this report.

The aviation industry is about responsibility, which, certainly, also applies to the area of sustainability. We are aware of that. Nowadays, it is no longer an option, but a necessity. For me personally, it is a major priority to support the search for ways to ensure the needs of today’s world with respect to the needs of future generations.

*Jiří Pos*

*Chairman of the Board of Directors*

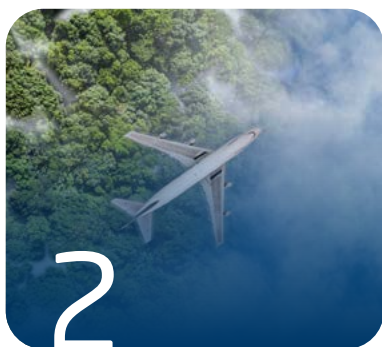


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## Prague Airport Group in Brief

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, namely IT, central procurement and sales, human resources management, accounting and legal support, financial services, PR, and marketing. Thanks to this centralisation of the administrative services, individual Group member companies are able to fully concentrate on their own main business subject. The subsidiaries of **Prague Airport** are **Czech Airlines Handling, a.s.**, providing comprehensive ground handling of aircraft and passengers, **Czech Airlines Technics, a.s.**, providing aircraft maintenance services, and **B. aircraft, a.s.**



## Prague Airport

Prague Airport organises and manages operations at Václav Havel Airport Prague, international civil aviation airport, allocates airport 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, and provides selected complementary services. In addition, Prague Airport ensures security at Václav Havel Airport Prague working with the Police of the Czech Republic. The Company provides various other services connected with airport operations, such as parking and catering – constantly expanding, developing, and modernising its services.

Prague Airport pursues its duties in full accordance with the ESG strategy, exercising due care and due diligence in respect of the economic growth of the Company, and carefully considers the social and environmental impact of its operations on the surrounding areas and the entire Czech Republic.

The Company 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, and public authorities within and outside the aviation sector. Its key partners are the Prague City Hall, the authorities of the city districts and municipalities located in the neighbourhood of Václav Havel Airport Prague.

The sole shareholder of Prague Airport is the Czech Republic represented by the Ministry of Finance of the Czech Republic. The General Meeting is the highest authority in Prague Airport. It appoints and dismisses members of the Company Board of Directors and Supervisory Board with the exception of the two members of the Supervisory Board appointed directly by the company employees. The General Meeting also appoints and dismisses members of the Audit Committee. The four-member [Board of Directors](#) is the Statutory Body of the Company, which manages its activities and acts on behalf of the entire company.



## We Are Active in Organizations:



### Airports Council International Europe (ACI Europe)

A professional association of air carriers, airport operators, aviation associations and other air transport stakeholders.



### Airport Carbon Accreditation (ACA)

A global initiative supporting the reduction of greenhouse gas emissions generated by various airport operations.



### BPS - Byznys pro společnost, z.s. (Business for Society, a registered association)

The largest platform for the pursuit of responsible business conduct in the Czech Republic, helping companies implement and develop the principles of sustainable business practices and CSR.



### Association of the Czech AeroSpace Industry (ALV)\*

An independent and open association of prime aircraft contractors and system suppliers, aircraft aggregate and component manufacturers and small aviation-industry specialised companies.



### European Union Aviation Safety Agency (EASA)

An agency of the European Union with responsibility for civil aviation safety and security, and environmental protection across the European civil aviation segment.



### International Civil Aviation Organization (ICAO)

An intergovernmental organization affiliated to the United Nations designed to facilitate the coordination of international civil aviation.

\* Czech Airlines Technics is actively involved.

## The Transport Union of the Czech Republic

An independent, voluntary, non-political, interest-related organisation associating business entities active in all basic and related branches of transport.



## Association of Critical Infrastructure of the Czech Republic (AKI)

An association established to represent primarily owners and operators of the critical infrastructure, promote their mutual interests across different fields and industry segments.



## International Air Transport Association (IATA)

A non-governmental international organization of air carriers with around 280 member companies from across the world, which provide about 83% of regular international air transport.



## Czech Association of Local Distribution System Operators

An association designed to get actively involved in the creation and commenting on energy topics related to the operation of local distribution systems.



## Czech Institute of Internal Auditors

A non-profit organization of internal auditors aimed at enforcement and support of internal audit development in the Czech Republic.



## We work closely with:

- Air Navigation Services of the Czech Republic
- The Civil Aviation Authority
- Prague City Tourism
- CzechTourism
- The Association of Tour Operators and Travel Agents of the Czech Republic





## 2021 Overview

### 03 March

- **The 2020 Airport Service Quality Award** for the highest customer satisfaction with the services provided granted by the Airports Council International (ACI) association. Prague Airport thus receives the award for the third time in a row in the category of 15 – 25 million annually handled passengers.
- According to the 2020 Report on the Airport Noise Situation, there were no violations of hygiene limits outside the Noise Protection Zone.



### 04 April

- We join the Pan-European **Destination 2050** aviation segment initiative **with the goal of reaching net carbon neutrality** of the sector by 2050.
- We expand the municipal waste sorting system at terminals and in administrative and operational buildings. In selected locations, the existing four-component system (paper, plastic, metal, and mixed waste) is expanded to include stainless steel bins for bio-waste and glass. Moreover, specific bins for discarding used respirators and other personal protective gear have been placed around the terminals for quite some time.
- **We plant 18 new woody plants of eight different geographically native species** to replace 11 dead ones posing an injury risk.

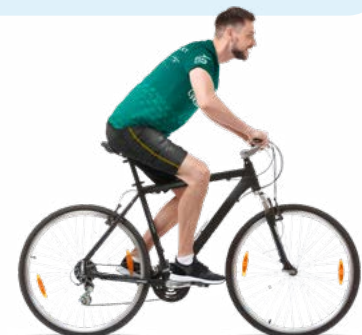
### 05 May

- **“Biking to Work”** challenge is called. Around 20 airport teams take part.
- **We defend the ISO 14001 Environmental Management System (EMS) Certificate.** The system has been implemented in the Company since 2002. Through systematic process management, it helps to fulfil environmental goals and strategies.



### 06 June

- **The month of sports** – several sports events for employees are held with the goal of promoting a healthy lifestyle, for example, a RunCzech training, a Yoga Day, an Aero Open tennis tournament, and an airport bike ride.





## 07 July

- We join the International Association of Airports' (ACI) **Net Zero** initiative. ACI associates more than 200 airports committed to achieve Net Carbon Neutrality by 2050. Since 2010, Prague Airport has declared its commitment to be carbon neutral by 2030 with the help of new technologies, more economical engines, sustainable fuels, and hydrogen or electric propulsion of aircraft.
- Prague Airport receives a loan totalling CZK seven billion which is bound to the pursuit of specific goals in the ESG field.

## 09 September

- We attend the EUROCONTROL online conference with a presentation focused on Prague Airport's specific approach to sustainability.
- The Company supports the *Better Schools* programme run under the auspice of the People in Need non-profit organization, helping children and teachers across the Czech Republic. Each employee may waive a proportion of their benefits under the *Cafeteria* programme and the Company matches the amount they donate.
- **We win the eighth gold medal for the airport blossom honey, competing in the Czech Honey contest.**  
The certificate proves compliance with the strict Czech honey norm. Airport bee colonies are kept at the airport for the purposes of biomonitoring – monitoring the impact of air traffic on the environment.
- The glass bridge to the Marriott Hotel is covered in stickers to minimise the bird collisions with this type of surface.



## 10 October

- As part of the popular company volunteer days, we go to help at the Saint Charles Borromeo Home, where they provide care for the elderly, the Aves rescue station for wild animals, and the Dědina centre for the visually impaired.



## 11 November

- **We defend the ACI Airport Health Accreditation** with the certificate validity extended by another 12 months, thus confirming that the set protective measures are of a high level, and as a result we are a safe place for both passengers and employees.
- We anchor the ESG and sustainability aspects in the company's organizational structure, establishing an ESG working group of representatives of organizational units across the airport to consolidate long-term activities and projects in the field of sustainability, a responsible environmental and social approach, and business ethics under one comprehensive ESG strategy.

## 12 December

- **Christmas workshops for employees** take place, with nearly 90 colleagues attending throughout the Advent period to make Christmas decorations for their homes based on the focus of the particular workshop.



## Economic Results

### IFRS Compliant Consolidated Prague Airport Group Financial Results for the 2021 Fiscal Year

Revenue Category	2021 (in million CZK)	Share
Aviation Business Revenues	1,798	38%
Aircraft Repair and Maintenance	1,269	27%
Aircraft Handling, Storage and Refuelling, Fuel Trade	299	6%
Handling Services	331	7%
Lease Revenues	539	11%
Other Non-aviation Business Revenues	525	11%
<b>Sum Total</b>	<b>4,760</b>	

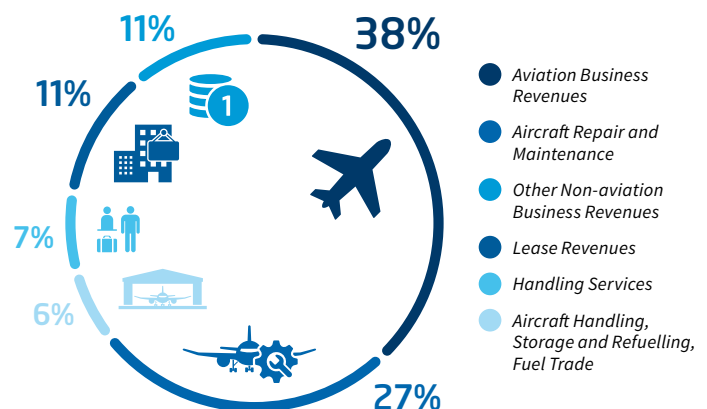
#### Consolidated 2021 Operating Result: CZK 232 million<sup>(1)</sup>

The 2021 economic results were gravely affected by the COVID-19 pandemic. In the first quarter, Prague Airport experienced a dramatic drop in the number of passengers handled. The summer season recorded a significant air traffic resumption as a result of which the year ended with 4.4 million handled passengers and an operating profit.

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



#### IFRS - Consolidated - 2021 Prague Airport Group



## 2021 Operating Results

In 2021, air transport was slowly recovering from the COVID-19 pandemic related travel restrictions impact, as evidenced, among other things, by the number of handled passengers. Compared to 2020, nearly 20% more passengers were handled, while the number of aircraft movements increased by 13%.






The year 2021 was the year many connections were resumed and the number of frequencies to already operated destinations increased. Václav Havel Airport Prague welcomed five new carriers, and had added connections to six, previously not served, destinations, including remote exotic places. The new carriers comprise Bees Airline, Blue Air, Blue Bird Airways, EgyptAir and Isrir. In addition, the German carrier Eurowings launched its Prague base operations in November 2021. The new destinations represent mainly European cities, namely Hamburg, Lviv, and Nice. The new additions among exotic destinations include Zanzibar, Maldives, and Punta Cana in the Dominican Republic.

A total of 52 carriers serviced their flights from Prague to 138 destinations on regular and ad-hoc routes in 2021.






The airport recorded a positive trend in inbound tourism in the last quarter of 2021, just before the latest COVID-19 wave outbreak. During the period, 26.9% more passengers were handled on the routes from typical inbound tourism destinations than in the previous quarter. Those include countries such as Great Britain, France, Germany, Italy, Spain, and Israel.








### 2021 Operating Results

Category	2021	% Comparison with 2020	% Comparison with 2019
 Number of PAX	4,388,826	+19.7%	-75.4%
 Number of ACFT Movements	61,194	+13%	-60.5%
 Cargo (kg)	61,401,678	+17.1%	-24.9%
 Record Day (MAX)	<b>22/08/2021</b>		<b>30,987</b>
 Record Day (MIN)	<b>09/02/2021</b>		<b>1,038</b>

## TOP Countries

Country	PAX	2021/2020	2021/2019
1.  Spain	431,366	+74.2%	-64.9%
2.  Greece	400,290	+115.8%	-45.8%
3.  Italy	388,153	+41.5%	-73.5%
4.  Egypt	311,453	+646.1%	-32.3%
5.  France	272,426	-1.7%	-76.7%

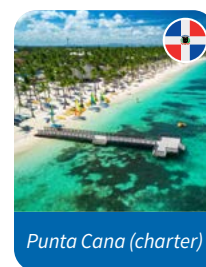
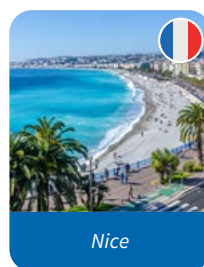
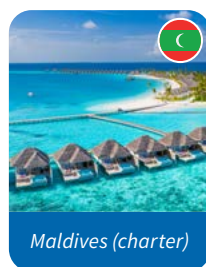
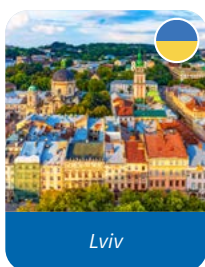
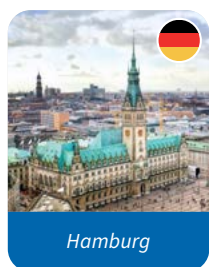
## TOP Destinations

Country	PAX	2021/2020	2021/2019
1.  Amsterdam	250,070	+16.6%	-67.1%
2.  Paris	204,471	-1.7%	-76.8%
3.  London	185,878	-40.4%	-86.5%
4.  Hurghada	163,558	+535.0%	-31.4%
5.  Frankfurt	160,327	+31.0%	-69.6%

## New Carriers (5)



## New Destinations (6)



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## Sustainability and ESG Strategy

Voluntary embodiment of the principles of corporate responsibility into the Company's daily operations and future development plans has become an integral and conscious part of our business conduct, even before the ESG strategy was discussed. European airports have long been among the leaders in the field of sustainability. The topic and the implementation of projects designed to reduce the environmental impact are already embedded and, in the future, will be even more embedded in almost all activities of the air transport sector, including the activities of Prague Airport. In our sustainability and ESG strategy, we not only focus on monitoring the impact of the airport activities on the environment and on measures helping to reduce this impact, but also on relations with internal and external subjects and the administration management system.



## Transparent Dialogue with Stakeholders and Material Topics

Prague Airport core business directly and indirectly affects countless subjects. It is the opinions and attitudes of various stakeholders regarding our activities that we regularly ascertain and consider in the next steps. A dialogue takes place with selected key partners on a regular basis, which helps us establish our co-operation more effectively and to the greater satisfaction of all parties involved.



### Internal Interest Groups

Interest Group	Important Topics and Expectations	Means of Communication	Frequency of Communication	Risks	Risk Mitigation
Employees	Health care and well being	Company Intranet, AeroMail	Non-stop		
	Future professional and personal development options	Company Intranet, AeroMail	Non-stop		Motivation of employees by way of an extensive perk system. The ambition to strengthen the position of Prague Airport as a recognised employer by the public on the labour market.
	Company strategies and organisational changes	Company Intranet, AeroMail	As needed	Loss of qualified staff – possible negative impact on airport operations	Transparent communication with employees.
	Feedback	Company Intranet, AeroMail	Continued		Involvement of employees in company operations.
	Airport News	Company Intranet	Continued		
	Industrial Relations and Remuneration	Runway News	Once a month		
Trade Unions Active at Prague Airport	Remuneration, OSH, industrial relations	Union meetings	Once a month	Employee strikes with negative impact on operations of the entire airport	Active co-operation with unions. Regular meetings and discussions regarding pressing issues.
		Union meetings with airport management	As needed		
Subsidiaries	Support and facilities of the headquarters	Personal meeting, negotiations	As needed	Close ties between subsidiaries and headquarters	Provision of know-how of the entire team of ecology specialists. Dedicated work group comprising main ESG guarantors.



## External Interest Groups

Interest Group	Important Topics and Expectations	Means of Communication	Frequency of Communication	Risks	Risk Mitigation
Surrounding Municipalities and Authorities	Two-way Co-operation and Engagement	Meetings with Municipality Representatives	As needed and as requested by Municipality Representatives	Pressure to reduce traffic at Prague Airport. Worsening of existing mutual relations.	Fulfillment of goals in the area of reducing the impact of operations on the environment and other areas of the comprehensive ESG strategy.  Compensation measures and projects to support the quality of life and the environment in neighbouring municipalities.  Regular meetings with representatives of nearby municipalities.  Helpful approach, transparent communication, and knowledge sharing.
		PA Management Meetings with Municipality Representatives	At least once a year		
		PA Management Meetings with PAR	At least twice a year		
		Discussions with Citizens	As needed		
	Impacts of airport operation on the environment in its immediate vicinity. Transport Decarbonisation	E-mails, Phone Calls, Personal Meetings	As needed		
		Airport-related Operational Information	Together Printed Bulletin		
Website	As needed				
Electronic Newsletters	Once a month				
Shareholders	A well-working and competitive company with a good reputation in the market.	General Assembly Meeting	At least once per accounting period	Limiting the shareholder's influence, divestment.	Steps leading to maintaining a stable position of the Company with a sufficient number of orders. Promoting Competitiveness
	Company Sustainable Development Transport Decarbonisation	General Assembly Meeting, Annual Report	At least once per accounting period		Promoting ESG activities across the airport (anchoring the aspect of sustainability in the Prague Airport key strategy). Dedicated Working Group of Main ESG Guarantors
Investors	Economic Results	Annual Report	Once a year	Failure to meet the established ESG parameters and a drop in the loan agreement margin. Decreased Company's Creditworthiness (rating level drop) High Reputational Risk	Promoting ESG activities across the airport (anchoring the aspect of sustainability in the Prague Airport key strategy). Dedicated Working Group of Main ESG Guarantors
	ESG and Sustainability Strategy	Sustainable Development Report	Once a year		
Passengers	Safety and Security	Website, Fliers, Social Networks (Twitter, Facebook)	As needed	Dissatisfaction with Airport Services Reputational Risk	CX (Client Experience) Project, within which development activities are aimed at increasing positive client experience.  Regular training of airport employees who come into contact with airport clientele.  Following current trends and drawing inspiration from other international airports.
		Quality and Scope of Provided Services	Website, Social Networks		
	Electronic Newsletters		Once a month		
Airlines, Travel Agencies, Other Tenants	Provision of Services at Prague Airport; Long-term, Problem-free Co-operation	Personal Meetings, Telephone Calls, E-mails	As needed	Dissatisfaction with Airport Services Reputational Risk	Dedicated Aviation Business Development Team
Entities for Which Prague Airport Provides Environmental Services	Company Environmentally Friendly Operations Adhering to Legislation Compliance Competitiveness	Personal Meetings, Telephone Calls, E-mails	As needed	Failure to Provide Agreed Services Failure to Ensure Compliance	Sharing Know-how of Dedicated Team of Professional Environmental Specialists

## » External Interest Groups

Interest Group	Important Topics and Expectations	Means of Communication	Frequency of Communication	Risks	Risk Mitigation
Media	News from the Airport	Press Releases, Direct Contacts with Journalists, Website, Social Networks	As needed	Reputational Risk and Negative Publicity	Pro-active Way of Working with Media
	Sharing Socially Responsible Activities	Website, Media Contacts, Social Networks	As needed		
		Sustainable Development Report	Once a year		
State Administration Bodies	Compliance with Regulations	Personal Meetings, Negotiations	As needed	Sanctions for non-compliance with legal regulations and the effect on existing relations with the relevant state administration bodies. Adverse impact on the overall operation and ways of working of the airport.	Environmental Management System (EMS) Implementation Continuous Monitoring of Compliance with Regulations and Standards – Internal Audits and Controls to Assess Compliance
Non-profit Organisations	Two-way Co-operation	Personal Meetings, Telephone Calls, E-mails	As needed	Reputational Risk and Negative Publicity	Incorporating Non-profit Sector Aid into ESG Strategy Main Social Responsibility Objectives
	Financial and Non-financial Support of Charity Projects	Personal Meetings, Telephone Calls, E-mails	As needed		
Interest, Citizens, and Other Associations	Active Role in Associations and Two-way Co-operation	Online Training, Conferences, Personal Meetings	As needed	Membership Benefit Limitations	Regular Participation and Involvement in Association Activities
Suppliers	Fair and Long-term Business and Supplier Relationships	Personal Meetings, Telephone Calls, E-mails, Reviews	As needed throughout the course of the relationship	Compromised Relationships with Suppliers Deliveries of Poor-quality or Wrong Goods and Services	Know Your Supplier Process (Ways of Supplier Administration and Management) Promoting Principles of Responsible Public Procurement

» Based on talks with our partners, i.e., our company stakeholders, we have established **nine (9) ESG Strategy target areas**. Given the nature of our core business activities, the most challenges arise in the **area of environmental protection (E)**. However, we are also aware of the great importance of the **social (S)** and **corporate governance (G)** areas.

	1. Carbon Neutral Airport	E
	2. Species-rich Airport	
	3. Noise Abatement Measures	
	4. Environmental Pollution Reduction - Zero Waste Airport	
	5. Green Airport Partnership	
	6. Equal Treatment and Responsible Employer	S
	7. Transparent Support of Surrounding Communities and Non-profit Sector	
	8. Promoting Business Ethics and Ethical Conduct Internally	G
	9. Promoting Ethics and Sustainability among Business Partners	

# Prague Airport Goals and Commitments

We set goals in the long-term and in such a way to ensure they are clearly measurable, sufficiently ambitious, and with a specific deadline.

## Environmental Responsibility Goals (E)



### 1. Carbon Neutral Airport

**Until 2030:** gradual reduction of CO2 emissions pursuant to the Airport Carbon Accreditation programme prerequisites.

- **2030:** carbon neutrality
- **2050:** net carbon neutrality



### 2. Species-rich Airport

- **2025:** twenty implemented projects to support biodiversity and water retention in the landscape
- **2030:** fifty implemented projects to support biodiversity and water retention in the landscape
- **By 2050,** we will increase biodiversity and create a green ring around the airport by implementing a hundred specific projects



### 3. Noise Abatement Measures

- **2025:** five hundred flats / houses equipped with ventilation (supplementary noise abatement measure); the total allocated sum: CZK 150 million



### 4. Environmental Pollution Reduction and Zero Waste Airport

- **Until 2027,** restricting mixed municipal waste landfilling
- **2050:** Zero Waste Airport
- Continued implementation of circular economy elements and increases in the proportion of recyclable materials in constructions
- Introducing blue-green infrastructure elements
- Regular monitoring of all environmental components



### 5. Green Airport Partnership

- **2030:** involvement of 80% tenants and 50% air carriers in ESG activities
- **2050:** 100% of partners involved in ESG activities
- Continued: TOP Sustainable Airline contest
- Resumption of the **Biodiversity** programme

## Social Responsibility Goals (S)



### 6. Equal Treatment and Responsible Employer

- Continue the set preventive programmes, expanding them with additional initiatives supporting well-being, prevention, compensatory exercises, healthy lifestyle, thus increasing the employee's awareness in caring for their health
- Provide employees with conceptual training focused on development in key 21<sup>st</sup> century areas
- Increase the share of hired employees from recommendations from current employees
- With the help of a comprehensive OSH system, keep the number of occupational accidents below the national average
- Support the financial stability of employees through a combination of training, counselling, and interest-free loans

### 7. Transparent Support of Surrounding Communities and Non-profit Sector

- Promoting good relationships within the neighbourhood
- Transparent financial and non-financial support of the closest surrounding areas
- Support of the non-profit sector

## Corporate Governance, Ethics and Transparent Business Conduct Goals (G)



### 8. Promoting Business Ethics and Ethical Conduct Internally

- **2022:** Update of internal management documentation (MD), launch of comprehensive re-familiarisation, introduction of a report on Ethical Culture MD awareness by individual employees. E-learning review; preparation of targeted training for risky job positions.
- **2023:** Launch of a new form of e-learning and targeted training for risky job positions.
- **2024–2030:** Regular MD awareness and training in the field of ethical culture.

### 9. Promoting Business Ethics and Sustainability among Business Partners

- **2022:** Business Partner Code of Ethics publishing, preparation of transfer mechanisms of requirements on ethics and sustainability on business partners.
- **2023–2030:** Gradual implementation of requirements in new business relationships.



ESG

## ESG Reporting and Sustainable Report

Since 2017, Prague Airport has used the GRI (Global Reporting Initiative) standards in its CSR reports. GRI is currently the world's most widely used methodology for reporting non-financial indicators.

The Sustainable Development Report is published annually since 2009. Over the years, it has been subject to various changes, the most notable being the gradual change in the range of reported information. This latest version reflects the period of the previous calendar year, i.e., from 1 January to 31 December 2021.

### Independent Third-Party Review

Despite the fact that the data hereto published have not been reviewed by an external auditor, the 2021 Prague Airport Group Sustainable Development Report contains reliable, relevant, and standardised information. In the case of the carbon footprint, monitoring of all components of the environment (including noise from air traffic, emissions in the air, pollutants in wastewater, biomonitoring, etc.), the data are verified by an independent accredited company. The environmental management system has been externally certified according to the ISO 14001 standard for many years.



2021 Non-financial GRI-referenced ESG data are available **HERE**.



Previous CSR reports are available here:  
[www.prg.aero/en/profile-and-csr-report](http://www.prg.aero/en/profile-and-csr-report)

An aerial photograph of the Prague Airport terminal and control tower. The terminal is a large, modern building with a glass facade and a curved roof. The control tower is a tall, cylindrical structure with a glass observation deck. The airport is surrounded by green fields and a clear blue sky with scattered clouds. A small airplane is visible in the sky to the left of the terminal. In the foreground, there are parking lots, roads, and some trees. A blue cloud-shaped graphic containing the text 'CO2' is positioned in the upper left quadrant of the image.

**CO<sub>2</sub>**

**Since 2010, Prague Airport has been able to reduce emissions by an average of three to five thousand tons of CO<sub>2</sub> per year. In 2021, the reduction amounted to 72.5% (i.e., 39,022 t CO<sub>2</sub>) compared to the reference year 2009.**



## Environmental Responsibility

The basic principles of our approach comprise steady investment in measures aimed at the considered and responsible conduct pursued by us and our business partners, prevention of pollution, and regular monitoring of the quality of the environment at the airport and in its vicinity. The emphasis on environmental protection has long been a matter of course for Prague Airport. Be it the climate change, air traffic noise, waste management, water use, biodiversity protection, and more.

We not only actively pursue steps to ensure reduced environmental impact of air traffic but also to set trends or at least participate in their setting within the field. We continuously seek additional ways to improve the environment as a basis for sustainable development. Prague Airport ensures compliance with all legal environmental protection obligations by companies within the Group.

Prague Airport has been certified pursuant to the Czech State Standard EN ISO 14001:2016 technical norm of Environmental Management System (EMS) since 2002. Bureau Veritas Czech Republic, Ltd., has been the certifying body of Prague Airport during the period of 2019-2022.

The System is based on the Company's commitment adopted by the management, outlining the strategic goals of the Company in the Prague Airport Policy.



## Carbon Neutral Airport



### Goals:

- **2022** - Min. 60% of green electricity, photovoltaic power plant installation at T3, purchases of electromobility
- **2025** - Min. 80% of green electricity, promoting photovoltaics and electromobility  
- Reaching Level 3+ under the Airport Carbon Accreditation programme
- **2050** - Net carbon neutrality

We have been working on reducing greenhouse gas emissions as well as energy and material demand for a long time. Greenhouse gas emissions are monitored and reported – both those generated directly by Prague Airport activities and those generated by other partners active at the airport (Scope 3 emissions). We are also trying to motivate our partners to reduce CO<sub>2</sub> emissions, e.g., by building **green** infrastructure (charging stations for electric cars), securing green electricity supply, adjusting various procedures, etc.

Prague Airport has been using green electricity since 2019, trying to set an example for its business partners.





In 2021, Prague Airport joined the International Association of Airports' (ACI) Net Zero initiative. ACI associates more than 200 airports committed to achieve Net Carbon Neutrality by 2050 at the latest.

We have also joined the Destination 2050 initiative. Its main objective is to reach net carbon neutrality in the aviation segment by the year 2050. Destination 2050 shows the possible way to reduce CO<sub>2</sub> emissions through a combination of new technologies, better operational measures, the use of sustainable aviation fuels, and economic instruments.



## Airport Carbon Accreditation

Prague Airport has been reducing CO<sub>2</sub> 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.

The main objective of the Airport Carbon Accreditation programme is to support airport operators in their efforts to reduce greenhouse gas emissions from various airport activities. The programme associates hundreds of airports around the world, which map their carbon footprint every year and implement procedures to reduce it. The carbon footprint represents the amount of released greenhouse gases converted to carbon dioxide (CO<sub>2</sub>).

Not all airports are equally active in their efforts to reduce greenhouse gas emissions. Therefore, the Airport Carbon Accreditation programme is divided into several levels:

- carbon footprint mapping
- carbon footprint reduction (reduction of emissions)
- optimisation involving third party engagement
- carbon neutrality – zero carbon footprint
- transformation
- transition – offsetting (compensating) all emissions under the airport control via internationally recognised offset projects.

In 2016, we reached the programme Level 3, involving third parties in the reduction of CO<sub>2</sub> emissions related to airport operations.



Learn more about the programme at: [www.airportcarbonaccreditation.org](http://www.airportcarbonaccreditation.org)



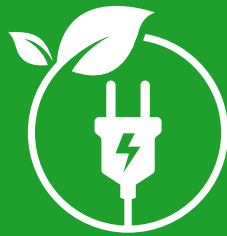
**Since 2010, Prague Airport has been able to reduce carbon dioxide emissions by an average of three to five thousand tons of CO<sub>2</sub> per year. In 2021, the reduction amounted to 72.5% compared to 2009.** This is due to implemented austerity measures, such as replacing conventional light sources with LED lights, the attenuated AC unit and light night-time use in terminal buildings, the replacement of cooling units, boilers and burners with more efficient ones, the use of waste heat at the wastewater treatment plant, and the coverage of electricity consumption with green electricity. We plan to continue promoting energy-saving projects and achieve a further reduction in emissions by 2025.



Since 2019, Prague Airport has been using green electricity through guarantees of origin for electricity produced from renewable sources, thus motivating business partners to follow its example, and providing them with the option to use green electricity.

## Green Electricity Consumption Commitment by 2030:

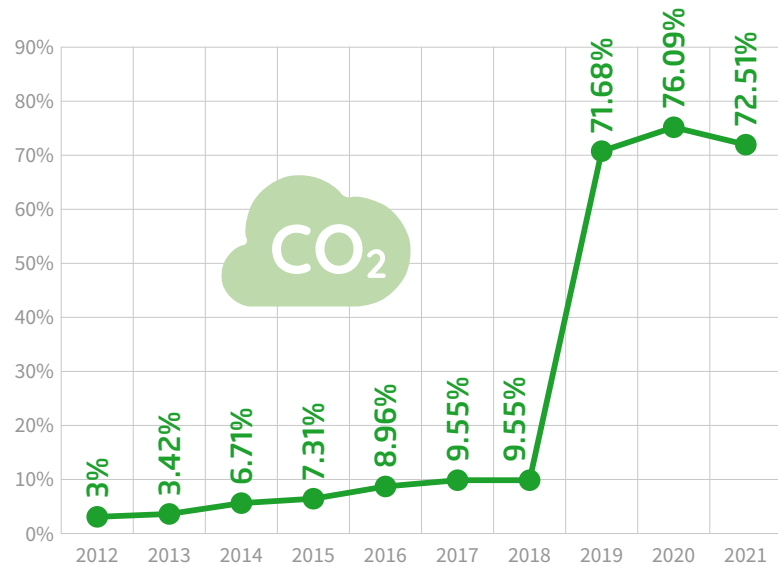
Year (mil. CZK)	Purchased Green Electricity Share
2022	Min. 60%
2023	72%
2024	76%
2025	80%
2026	84%
2027	88%
2028	92%
2029	96%
2030	100%



Alongside purchased green electricity, we count on the production of our own green electricity primarily using photovoltaics. In the second half of 2022, the first photovoltaic power plant operations are to be launched at Terminal 3. Other suitable locations will follow based on the results of finished feasibility studies.

The development of electromobility includes both purchases of electromobiles or hybrids to be used as employee benefit cars, company cars, or even special airport vehicles, and building the necessary infrastructure for charging the vehicles. The first notable delivery of company electromobiles will take place in the second half of 2022. Concurrently, we motivate by way of economic instruments, for example, taxi service operators to use electric cars.

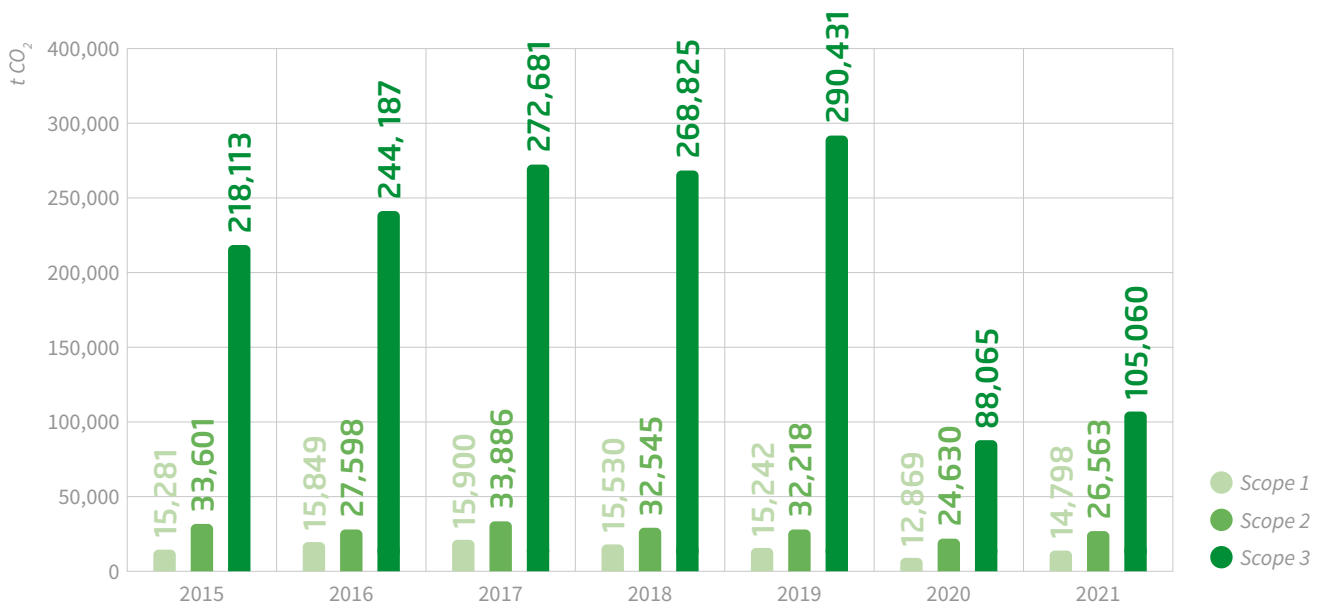
### Development Trends of CO<sub>2</sub> Emissions Reduction Compared to 2009



## Carbon Footprint 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 that 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.

## Carbon Footprint - Individual Scopes



\* Scopes 1 and 2 consist of emissions generated directly at the airport, and indirect emissions from the generation of purchased electricity emitted outside the airport but as a direct consequence of airport operations.

## Implemented Austerity Measures

Project	Emission Reduction Per Year [t CO <sub>2</sub> ]	Carbon Footprint % in Comparison with 2009	Year of Implementation
GPS Systems Installed in Vehicles	538	1.00	2010
Attenuated AC Unit Nigh Use	770	1.42	od 2009
	306	0.57	
Attenuated Light Use at Night	76	0.14	2016
Removal of Travellators	234	0.43	2011-2012
Absorption Cooling Units Exchange	1,498	2.78	2013-2014
Waste Heat Used in the Wastewater Treatment Plan	5	0.01	2014
Temperature Drop of a Hot Water Pipeline Reduction	120	0.22	2014
Obstacle Alert System Replacement	38	0.07	2014
Energy Saving Project Implementation - Lights	1,228	2.28	od 2009
Hot Water Boilers - Replacements	501	0.93	2016
Roof Covering Reconstruction	141	0.26	2015-2016
<b>Sum Total</b>	<b>5,455</b>	<b>10.11</b>	



**The year 2030 is an important climate protection milestone for Prague Airport as it wishes to achieve carbon neutrality by then.**





## Species-rich Airport

Our goal is to contribute to the increase of biodiversity on airport premises and in its broader surroundings through specific projects on our own land, and financial aid for projects in the surrounding municipalities. Long-term, we aim to create a green ring around the airport connecting the individual areas for both people and animals.

### Goals:

- **By 2025** - at least 20 implemented projects to support biodiversity and water retention in the landscape
- **By 2030** - at least 50 implemented projects to support biodiversity and water retention in the landscape
- **By 2050** - create a **green ring around the airport**



## Biodiversity

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 (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, the launch of which is scheduled at the end of 2022.

## Every Tree Counts

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. This is also evidenced by specific cases of transplanting mature trees using a special technique. However, if trees must be cut down, we always determine compensatory replacement planting with appropriate follow-up care. By mowing grass areas to an optimal height that does not pose a risk to the safe operation of the airport, we try to prevent excessive evaporation in the summer months.

## Biodiversity and Birds

The initiatives aimed at increasing biodiversity in the airport surrounding areas are faced with a major challenge in the form of risk of collisions of aircraft with wildlife. Although, it is impossible to completely prevent collisions of aircraft with birds and small animals, effective measures can be implemented to protect wildlife, while a high level of safe aircraft operation is maintained.

To this end, ornithological protection zones with a specific regime are established around airports to reduce the attractiveness of the specific environment for birds, primarily larger species which are considered to be risky from the air traffic safety point of view. Landfills, haystacks, silage pits, bodies of water, manure heaps, feeders, etc. should not be established in close proximity to airports. Certain types of operations with the possibility of the excessive occurrence of birds are subject to the consent by Prague Airport and the Civil Aviation Authority of the Czech Republic. Employees of the airport's biological protection team are active directly at Václav Havel Airport Prague and in its immediate vicinity, who, with the help of birds of prey, trained dogs, and modern technology, scare birds and small animals away and further reduce the risk of their collision with aircraft just after take-off or right before landing.

## Blue-Green Urbanism

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 building 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.

## Comprehensive Greenery Project

In 2022, the greenery project work began. This conceptual document's analytical part, taking into account the development plans of the airport, the zone planning documentation, and other strategic documents, will evaluate the current state and biological potential in airport sub-locations. The subsequent design part will then determine the optimal way of their use, taking into account the effort to strengthen biodiversity hand in hand with the principles of blue-green urbanism and goals of interconnecting the new and existing landscape structures to form a green ring around the airport.



*Greenery Planted on Airport Premises*





## Noise Abatement Measures

### Goals:

- By 2025 - five hundred jobs under the **Ventilation** programme totalling CZK 150 million
- Gradual noise burden reduction, primarily at night
- Night traffic closure upon completion of the parallel runway project



### 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:

1. Reducing Noise at Source
2. Land-Use Planning and Management
3. Noise Abatement Operational Measures
4. Operational Restrictions

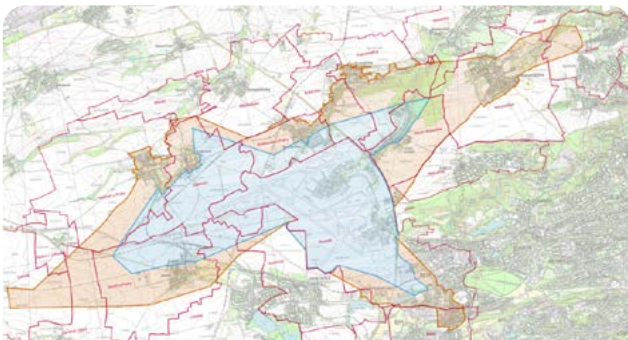
### Reducing Noise at Source

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. Prague Airport was among the first international airports to use this economic incentive tool with air carriers. The purpose of the noise charge policy is to motivate air carriers to operate routes to / from Prague using quieter aircraft. The amount of the noise charge is calculated based on 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 secondary noise abatement measures (more below). In the past, the noise charge-generated

revenues were used to fund 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. Prague Airport also answers questions from the public regarding the current and expected noise burden in individual locations.



Prague/Ruzyně Airport Noise Protection Zone

## Noise Abatement Insulation Measures

Since 1998, there has been a complete replacement of windows and balcony doors with noise-resistant models with prescribed sound insulation to comply with the set air traffic noise limit for the protected interior areas. The total costs exceeded CZK600 million. Changes covered apartment and family house dwelling areas, schools and preschools, buildings which serve healthcare and social purposes and functionally similar buildings in municipalities and boroughs within the NPZ.

In 2020, we launched the Auxiliary Noise Abatement Measures Programme (the **Ventilation** programme), the

subject of which is the installation 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. Over 100 installations have already been completed in apartments, family houses, and five schools under the programme. In 2021, CZK 20 million was allocated to fund the initiative. The total amount dedicated to the entire programme, which will run until 2025, amounts to CZK 150 million.



Under the **Ventilation** programme, launched in 2019, ventilation means were installed in 75 properties in 2021. In total, contributions equal to 13.6 million crowns were provided to applicants in 2021.



Learn more about the programme at:  
[www.prg.aero/program-ventilace](http://www.prg.aero/program-ventilace)



## Noise Abatement Operational Measures

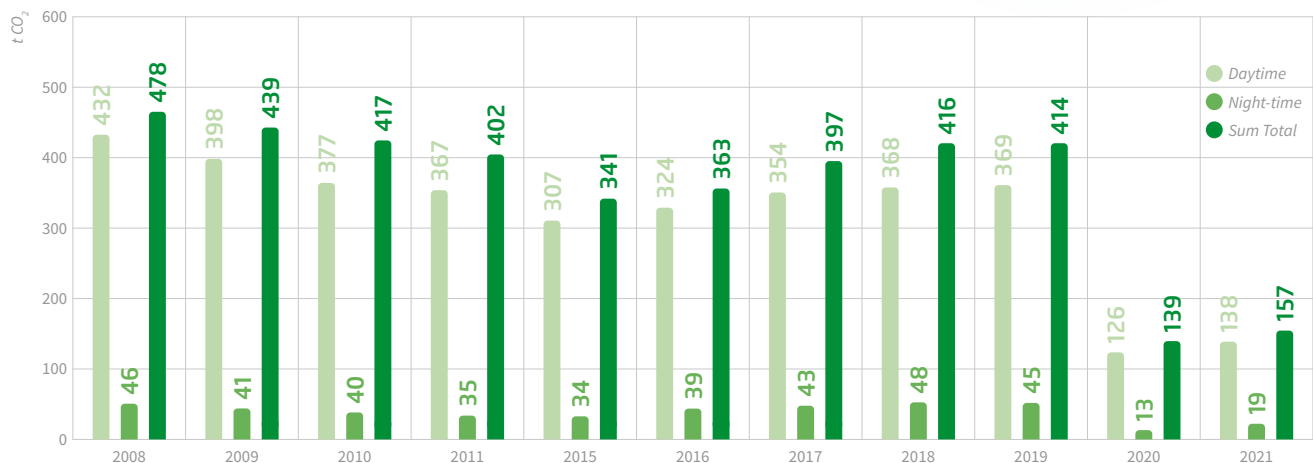
Operational measures significantly impact airport operations. Upon their implementation, attention must be paid, alongside the benefits in terms of noise burden reduction, to traffic safety, and the capacity of the airport and its airspace. The main objective remains the imperative that air traffic affects as few citizens as possible and that the development of residential areas in the airport surroundings reasonably continues. Operational measures at Václav Havel Airport Prague 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 for turbo-propeller aircraft stipulating that an aircraft may only deviate from the runway or SID axis after having reached the required altitude
- Noise abatement departure procedures for jet-engine aircraft stipulating that an aircraft may only deviate from the runway or SID axis after having reached the required altitude or distance from the airport, whichever comes first. Due to the decrease in traffic related to the global COVID-19 pandemic, it was decided in the summer of 2020 to suspend part of the noise abatement measures for RWY 24, 30 and RWY 06 when turning left with the benefit of saving fuel and thereby CO<sub>2</sub> and pollutant emissions in the air. The suspension only applies to departures during the day, the rules remained intact at night.
- Restrictions on the use of reverse thrust
- Engine testing rules
- Restrictions on the use of back-up power supplies

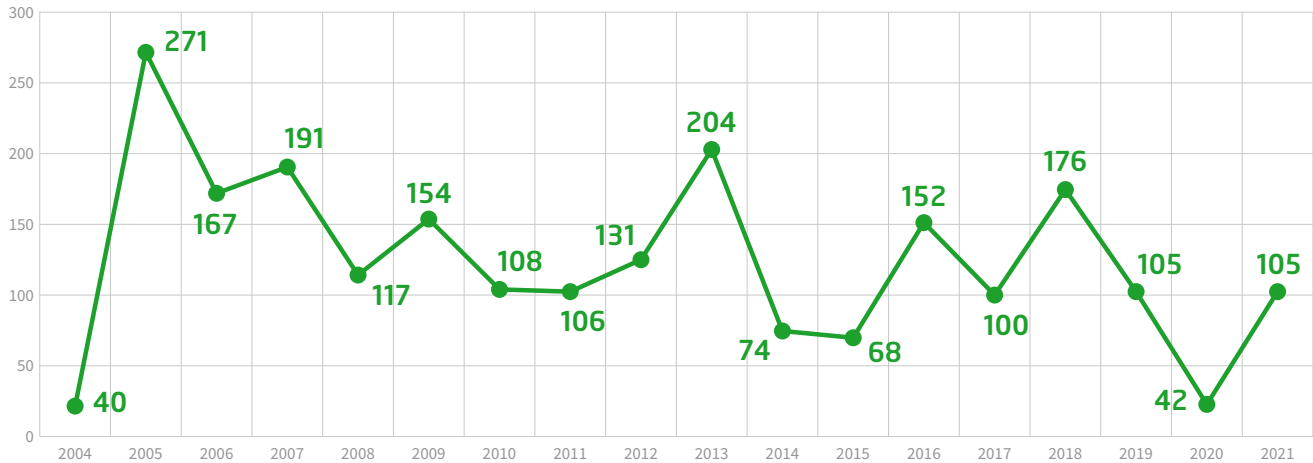
Due to extraordinary weather or operational conditions, throughout the season, situations may seldom occur when, for flight safety reasons, it is not possible to observe the set noise abatement operational measures. The international flight rules and regulations clearly define the conditions under which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



## 2021 Noise Situation

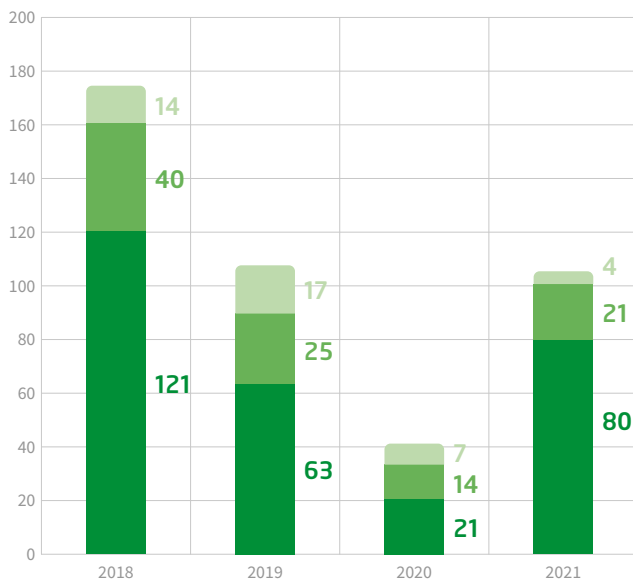


## Handling Environmental Initiatives - Number of Initiatives



In 2021, we received a total of 105 environmental initiatives, which is 63 more than in 2020. The significant increase was most certainly connected with the gradual resumption of air traffic after the demanding period when aviation was dramatically limited due to the COVID-19 prevention measures resulting in travel restrictions. Another reason was the nearly two-month closure of the main runway 06/24 in the spring months, when all traffic was redirected to the secondary runway 12/30, the axis of which runs close to the relatively densely populated parts of Prague 6, 17 and 5, and some municipalities in Kladno.

## Initiatives Per Types



- Other (other environmental areas)
- Questions by investors / constructors regarding the operations and development of LKPR in relation to the acoustic situation in the area of interest
- Complaints - NOISE



## Environmental Pollution Reduction Zero Waste Airport



### Goals:

- Continued implementation of circular economy elements and increases in the proportion of recyclable materials in constructions
- Introducing blue-green infrastructure elements – green roofs, considered water consumption
- Regular monitoring of all environmental components gradually expanded with new pollutants
- **2027** – restricting mixed municipal waste landfilling
- **2050** – **Zero Waste Airport**

## Waste Management

In the area of waste management, long-term, we strive to observe the proper waste management hierarchy with the emphasis on waste prevention. We pay close attention to a circular economy. We aim to turn waste into raw material and promote the use of easy-to-repair products with a long service life. Our 2050 long-term goal is the Zero Waste Airport concept. As a partial goal, we have set to strive as much as possible to reduce the share of landfill waste so that by 2027, i.e., ahead of the legal deadline, we do not dispose of mixed municipal waste in landfills.

The operation of airport terminals and other facilities supports municipal waste sorting per reusable types: paper, plastic, glass, metals, bio-waste, and mixed municipal waste. Areas used by passengers are also equipped with waste bins for the above types of waste. The sorted waste components are compressed to increase their bulk density and transported for further use. In the case of

mixed municipal waste, we try to ensure its reuse, mainly to produce energy in an external facility specialised in the energy utilization of waste.

As a result of the terminal building operations, other specific waste types are generated alongside the commonly sorted waste components, namely uncleared consignments of meat, milk, meat and dairy products, and plant origin as well as gels and liquids confiscated at security screening.

To ensure proper waste management inside the operational buildings of the Prague Airport Group, other kinds of waste are collected separately – even the hazardous type. Upon the collection, transport and subsequent temporary storage, we place emphasis on clear labelling and safe handling according to the specific hazardous properties of the respective waste type.

The waste from the airport premises, in particular technological waste, including the waste from contractual partners, is collected at the Sorted Waste Interdepository.

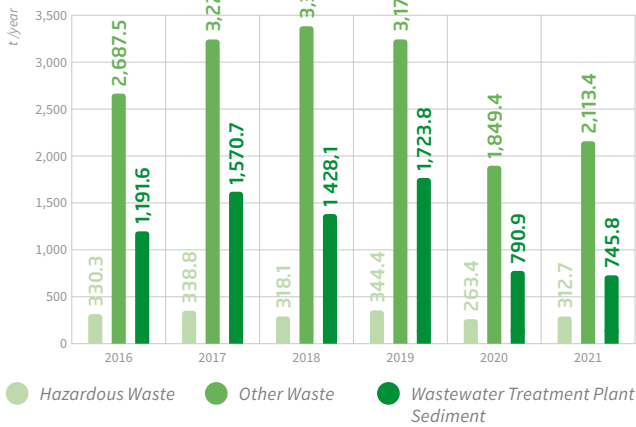
Prague Airport not only provides comprehensive waste management for its business partners and subsidiaries, comprising all activities related to waste treatment and management, but also involves its partners in the set airport objectives through proper waste management.

The waste management services involve collecting expired products (electronic devices, batteries, accumulators, lights, and tires), their storage and subsequent transfer to the Collective Systems for the respective commodity in line with the circular economy principles.



**In 2021, total waste production amounted to 3,172t, of which 1,846t (58%) was recyclable waste.**

### Waste Components



### Air Protection

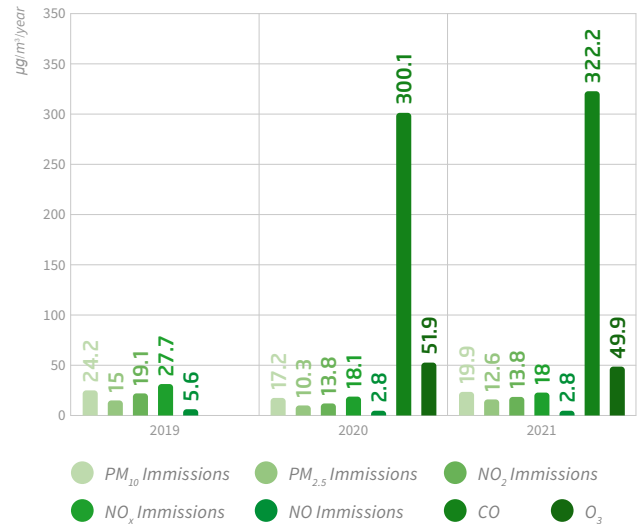
The state of the air in terms of its quality is influenced by substances from various sources of air pollution. These substances are called emissions and are measured directly at the source of pollution (e.g., a chimney), while immissions are measured in its surroundings.

#### Air Quality

Air quality on the entire area of the Czech Republic is continuously monitored as part of the Automatic Immission Monitoring (AIM) by permanent stations, the densest network of which is operated by the Czech Hydrometeorological Institute.

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 PM<sub>10</sub> and PM<sub>2.5</sub> dust particles, NO (nitric oxide), O<sub>3</sub> (ozone), and CO (carbon monoxide).

### Air Quality Monitoring Results



Working with the Czech Hydrometeorological Institute, the station was included in the Czech AIM. Online data is available on the Institute's website.

## Reducing Emissions

Prague Airport follows world trends and participates in international activities with the aim of reducing the emissions produced by own resources. Major joined programmes include:

- Airport Carbon Accreditation
- Collaborative Decision Making

The introduction of the Airport Carbon Accreditation (ACA) programme is the aviation industry's response to climate change. The goal is to reduce the production of greenhouse gases generated mainly in the process of energy and fuel consumption, transport to and from the airport, the operation of airport service vehicles, aircraft taxiing, and heating and cooling of buildings.

The **Airport – Collaborative Decision Making (A-CDM)** project, which introduces optimisation and harmonisation

in air transport, was also implemented at the airport. The improvements in the aircraft handling time coordination help reduce air traffic-generated emissions.

Prague Airport has also been involved in the EU ETS emission allowance trading system since 2006.



### What are immissions and emissions?

Pollutants that disperse freely in the air, affect its quality, and as a result also human health, are immissions. Emissions, on the other hand, represent substances leaked directly from a point source of pollution. This means that immissions are in fact emissions freely dispersed in the air.

**Immission limit** – the value of the highest permissible level of air pollution expressed in units of mass per unit of volume at normal temperature and pressure. It is defined in the Air Protection Act.



## Biomonitoring

### Biomonitoring Using Bees

Beekeeping was established at Prague Airport in November 2011, when the airport 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. Currently, the airport keeps eight bee colonies in the area South with the main goal of monitoring the level of foreign substances in the air through bee products.

### Pollen as Environmental Pollutant Indicator

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 3 to 5 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.



## Czech Honey Certificate

Collected honey is analysed annually by an accredited laboratory for water content, sucrose, and the HMF (hydroxymethylfurfural) control substance, the presence of which indicates the level of enzyme activity in the honey. Enzyme activity is one of the reasons why honey is so valued for human nutrition. These are bee products that bees added to honey during the conversion of nectar. The honey produced by Prague Airport bees has received the **Czech honey** certificate every year since 2012, which confirms that the product meets the food legislation requirements and complies with the quality standard of the Czech Beekeepers' Association. Since 2013, we have been participating in the Czech Honey contest, where honey must not only meet strict standards, but also its physicochemical properties, sensory and overall aesthetic impression, as well as the correctness of the information on the label are evaluated. Since 2014, we have been repeatedly awarded gold medals for meeting these requirements.



Prague Airport won the eighth gold medal for the airport blossom honey, competing in the Czech Honey contest, and a certificate proving compliance with the strict Czech honey norm.

## High-tech Bee Monitoring

Since 2019, working with Softech Ltd. company, we have been monitoring our bees using a system for electronic monitoring of bee colonies – ProBee – to check the weight of the hives, the temperature, and the acoustic behaviour in the bee colony.



## Water Protection and Chemical Substances

Long-term, Prague Airport has strived to ensure the prevention of the negative effect of its operations on surface and groundwater quality. Increased attention is paid to pre-treatment and wastewater treatment, chemicals and aviation fuel storage facilities, harmful substances treatment, and the protection of watercourses during torrential rains, and the issue of modern contaminants. Chemical treatment of movement surfaces (the runway system and taxiways) and aircraft de-icing procedures are also closely connected with the issue of water protection.

Prague Airport ensures the supply of drinking water for Prague/Ruzyně airport, drainage of rain, sewage, and industrial water through a compartmentalised drainage system connected to wastewater treatment plants in areas North and South of the airport and then to the recipient water bodies – the Kopaninský and Únětický streams.



### Ground Water

All activities at the airport are aimed at minimising the risk of pollutants (primarily oil) leaking into the soil and subsequently into the groundwater.

The quality of groundwater at airport premises and its surroundings is regularly monitored via a network of approximately 50 hydrogeological boreholes. Some of these were drilled in the 1960s and 1970s, some during the recent hydrogeological exploratory work. Most boreholes are part of the groundwater quality monitoring system.

A protective hydrogeological system (PHS) is installed in and around the location of the central aviation fuel warehouse in Kněževes, which ensures continuous monitoring of

groundwater for the presence of petroleum hydrocarbons in selected hydrogeological boreholes. The PHS boreholes are located and equipped in a way that, if necessary, they can serve as remediation boreholes in which any contamination may be retained and removed, while their pumping creates a protective hydrogeological depression.

In the area of Hangar F, the problem of a known environmental burden – the contamination of soil and groundwater with oil and chlorinated hydrocarbons – has long been addressed. The active phase of the remediation process has been completed, remediation limits are met, and ongoing continuous monitoring of the site is performed.

In addition to the quality, attention is paid to the amount of groundwater, both in relation to climate change (drought issues) and the increase in paved areas. The groundwater level in selected boreholes is measured regularly; in some even continuously. Where possible, the natural water cycle is promoted, without diverting rainwater from the point of impact, but letting it soak into the soil.



### Surface Water

Prague/Ruzyně airport premises are drained into the Kopaninský and Únětický streams, both very low in water contents. Therefore, high demands are put on the quality of drained water.

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 size of the retention tanks and the ways the Únětický and the Kopaninský streams are influenced by the water drained from Prague/Ruzyně airport are continuously discussed issues. Already in 2002, a study was drafted on the drainage ratios within the Prague/Ruzyně airport area, evaluating the entire airport area in a hydrotechnical manner according to the General Drainage Methodology of the capital city of Prague. This study has been regularly updated.



Kopaninský Stream Flood Protection

The airport has available mathematical models of rainwater and sewage water drainage system to assess

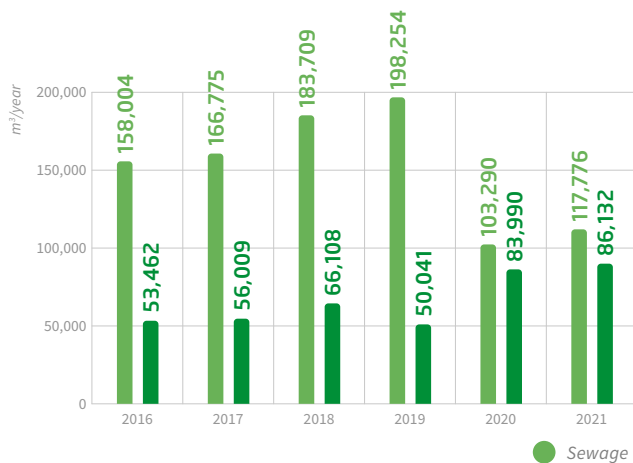
the requirements for rainwater and sewage water drainage upon any upcoming changes or further development of the airport. These models are the fundamental basis for the development and modification of sewer and water treatment plant infrastructure.

As part of modernisation and expansion, both water treatment plants were equipped with retention tanks with higher volumes and sufficient capacity was allocated for biological purification of contaminated rainwater (due to the de-icing of taxiing areas and aircraft). Both water treatment plants feature retention areas to accumulate the aircraft de-icing concentrates, supporting their separate pumping to the biological treatment lines.

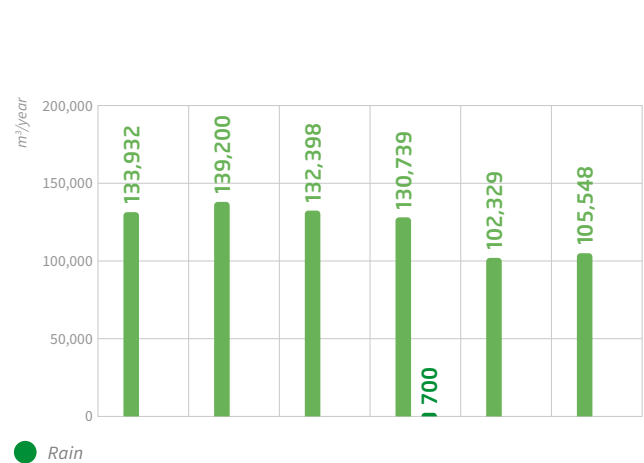
Polders (dry retention tanks), were built in the past to collect excessive water during torrential rains, to reduce the peak flow rates and to protect the villages downstream against negative impact of high flow rates. Kopaninský polder with the capacity of 68,250m<sup>3</sup> covers the SOUTH area, while the Tuchoměřický polder with the capacity of 50,000m<sup>3</sup> covers the NORTH area.

The planned Kněžves polder behind the CRTP + SWTP NORTH seen as the best way to protect downstream municipalities from torrential rain flows is also part of the prospective investments in rainwater management infrastructure.

CRTP + SWTP North



CRTP + SWTP South



## Major Accident Prevention

As an operator of an international airport, Prague Airport handles hazardous substances (e.g., aviation kerosene, diesel fuel, automotive petrol) in large quantities as part of the airport's operation. Pursuant to Act No. 224/2015 Coll., as amended (Major Accident Prevention Act), Prague Airport is obliged to draft a Safety Programme.

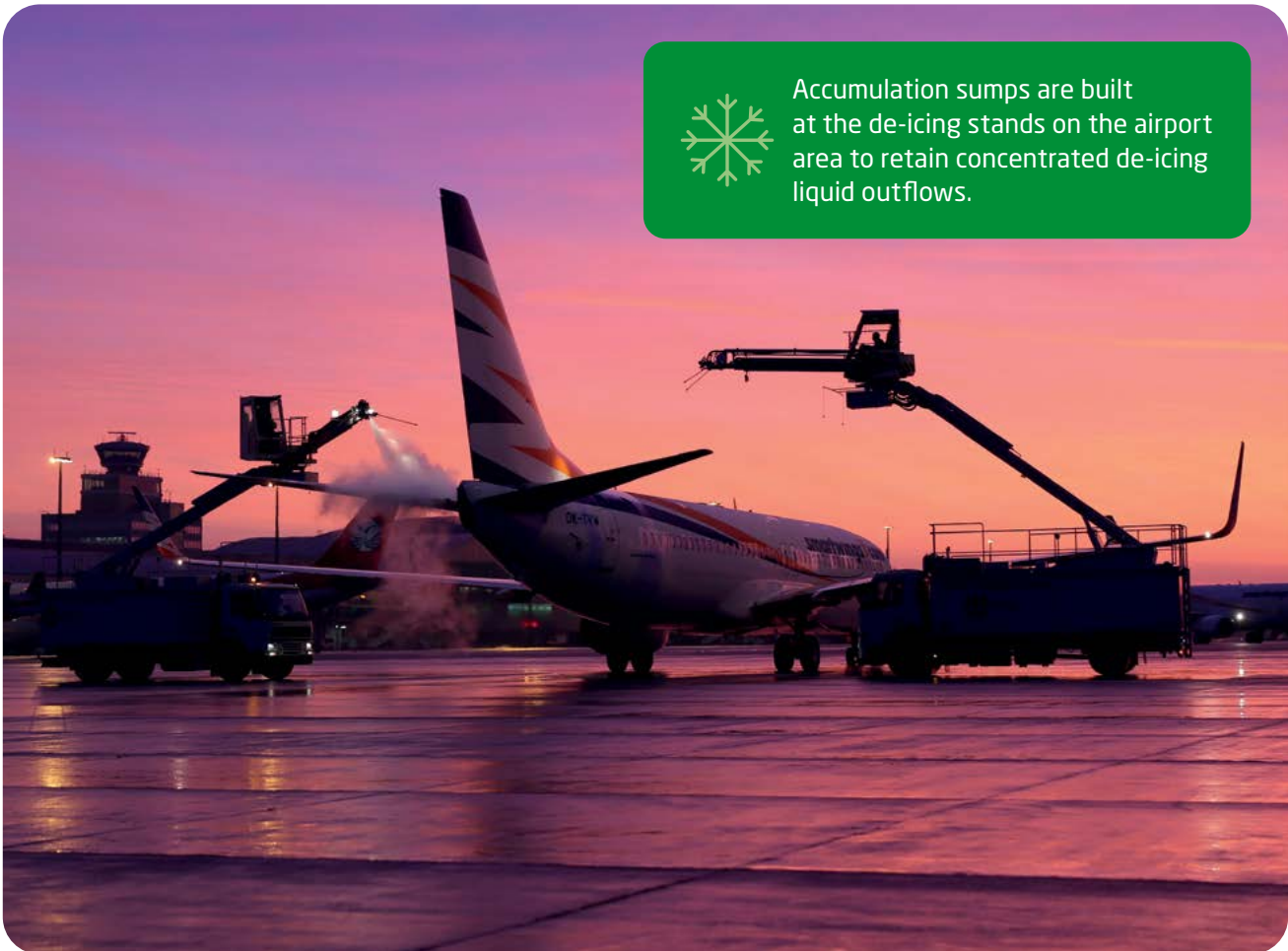
The concept of drafting a Safety Programme has two levels. In addition to its main function, i.e., the description, instructions, and procedure for the implementation and management of major accidents prevention system, it also serves as a background document that is presented by the Company management to administrative bodies, surrounding municipalities and the public describing the extent of risk arising from the airport's operations.



*Compartmentalised Sewage and Rainwater Drainage System*



Accumulation sumps are built at the de-icing stands on the airport area to retain concentrated de-icing liquid outflows.





## Green Airport Partnership

### Goals:

- **2030:** Involvement of 80% tenants and 50% air carriers in the Green PRG 2050 initiative
- **2050:** 100% of partners involved in the Green PRG 2050 initiative



## CEM (Collaborative Environmental Management)

A European project introduced by the international air traffic control organization EUROCONTROL and supported by all civil aviation organizations, primarily ACI EUROPE (Airports Council International – Europe). The CEM working group (Prague Airport, the Air Traffic Control, Czech Airlines, the Civil Aviation Authority) was established in 2010 based on the need for cooperation and coordination between key partners of Prague Airport in the field of environmental protection.

### Cooperation between individual partners brings:

- Optimization of operating procedures
- Increasing the efficiency and effectiveness of individual activities associated with aircraft handling
- Reduction of operating costs
- Effective protection of individual components of the environment
- Joint communication of environmental protection related procedures and activities

## Airport Carbon Accreditation

As part of the Airport Carbon Accreditation programme, we involve partners in activities to reduce CO<sub>2</sub> emissions.

### Examples of projects contributing to the reduction of emissions:

- **A-CDM** – Airport Collaborative Decision Making is a concept for the operation of an airport, based on a quality exchange of information and effective cooperation of all involved partners.
- **APU (Auxiliary Power Unit)** – restrictions imposed on the use of this aircraft propulsion unit, connecting it the airport power supply.
- **Green electricity** – ensuring the purchase of guarantees of origin of green electricity for some companies at the airport.
- **Living here together** – a grant programme to protect the environment and improve the living conditions of residents affected by air traffic.
- **WheelTug** – Prague Airport has become one of the partners that support the development of new technology enabling aircraft to use on-board electric motors for taxiing between terminals and runways. The airport provided the facilities and space for its testing.

## Top Sustainable Airline Contest

Following the example of other international airports, Prague Airport awards the best airlines. In addition to already established competitions, it has prepared the **"Top Sustainable Airline"** contest for 2022, which will be based on the evaluation of the following criteria: noise and emissions produced by aircraft used to service Prague Airport, and the approach, commitments, and activities pursued by airlines in the area of sustainability. The purpose of the contest is to motivate air carriers to operate routes to / from Prague using quieter and sustainable aircraft. The first prizes will be awarded in 2023.



The Top Sustainable Airline contest was preceded by the Quietest Airline contest: [www.prg.aero/nejtissi-dopravce](http://www.prg.aero/nejtissi-dopravce)



## Social Responsibility

We strive to be a Company with satisfied employees who enjoy their work from which they draw long-term fulfilment; a company that employees perceive as a responsible and stable employer that they can rely on and that offers them long-term professional development within the airport's diverse variety of jobs. We take fair working conditions, building mutual trust, finding opportunities for professional development, and combining personal and work life as a matter of course. As an important employer in the region, we also support the surrounding area, which we consider our home as well as the home of most of our employees. We finance projects to support community life, community service activities, and environmental improvements. We try to actively help and be a "good neighbour".



## Equal Treatment and Responsible Employer

The airport industry faces global issues, trends, and opportunities. The airport environment is unique in terms of the complexity of jobs. It is there where within one company a huge spectrum of different professions with different expertise and qualifications works side by side (in 2021, we recorded almost 600 different job positions). In the dynamic 2021, we had to tackle a number of challenges. One of them, which without a doubt will continue to be a challenge also in the future, was the need of recruiting new employees and maintaining the engagement of existing employees. In order for the airport to attract and retain such employees, long-term cooperation based on trust, respect, open communication, and equal opportunities is necessary. Responsibility and transparency are two of the key values of our Company. Only the corporate culture, where all these values are fulfilled, enables and supports the long-term development and growth of each individual.

In the area of remuneration and benefits, we follow the basic principles of internal fairness and external competitiveness. Equal treatment is a matter of course in this area. Adherence to these principles is regularly checked through internal and external audits and via comparing data from salary surveys.





## Employees Are the Airport's Heart

### Employee Health Care

We have been taking care of the health and physical condition of our employees for a long time. In addition to subsidising the Cafeteria benefits system, employees have available the services of internal masseurs, participate in Health Days, and specialised workshops focusing on a healthy lifestyle. The Company organises specialised events for specific sports, such as running, swimming, cycling, yoga, etc., including the services of professional trainers. We offer preschool attendance for the children of our employees. The Company canteen features a special offer comprising at least one dish with a low energy value (approx. 2,500 kJ), and a balanced protein, fat, and carbohydrate content. For a long time, we have been helping employees who find themselves in difficult life situations, namely in the form of interest-free loans for housing support or a financial gift.

### We Also Think of Former Employees

#### Cafeteria Benefit System for Pensioners and Pensioners' Club Support

We provide former employees with discounted meals in the Company canteen and, for two years post retirement, also with perks under the Cafeteria system. We support the pensioners' club and cooperate with its members on projects focused on passing on experience and preserving the Czech aviation traditions.



## Examples of 2021 Employee Activities



### Weekend Cooking with CEO

Employees picked up prepared packages with ingredients in advance and then they prepared a Saturday lunch for their families online under the guidance of LP's sous-chef.



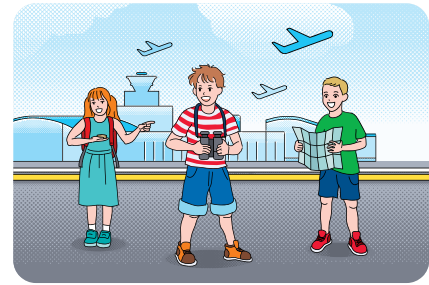
### Easter-themed Creative Workshop

Due to the ongoing pandemic, Easter decorations were made online. The participants received everything they needed in advance.



### Clean Airport Event

Voluntary help with spring cleaning of airport premises.



### In Airport Footsteps Clue Hunt

More than 230 employees and their families participated in the **In Airport Footsteps** clue hunt. Throughout the month of June, they visited eight checkpoints on airport premises. The participating children got an appealing reward and the whole family learned a lot of interesting things, not only about the history of our airport.



### Running Training

As part of June, the month of sports, running training with RunCzech trainers was organised for employees on several dates.



### Yoga Class

A morning outdoor yoga class for interested employees.



### Introduction to Drones

A practical example of drone flying procedures and training provided by colleagues from the Security Strategy and Management department.



### Runway Run

A race directly on the runway – at the time of its closure.



### June - the Month of Sports

Our employees had the opportunity to participate in a number of sports events (regular swimming lessons, a bike ride around the airport, a morning outdoor yoga class).



### Biking to Work

Also in 2021, we participated in this nationwide event. A total of 63 employees cycled to work regularly.







In 2021, 652 employees total took part in Company activities.



## Employee Benefits

The **Cafeteria** (Sodexo) Employee Benefit System; within which everyone can choose the benefit they prefer (e.g., life insurance, children's holiday contribution, subsidised sports activities, entertainment, and more).



*Pension Insurance*



*Subsidised Company Canteen and Employee Catering*



*Massages by Visually Impaired Masseurs at Subsidised Prices*



*Personal Liability Insurance*



*Multisport Card at Subsidised Price*



*Preschool Attendance for Employees' Children in Nearby Kněžves Municipality*



*Discounts by Multiple Suppliers*



*Complimentary Public Transport – Old Airport – New Airport – Divoká Šárka Stop*



*Parking*



*Interest-free loan for Housing and Social Aid*



*Anniversary Bonuses*

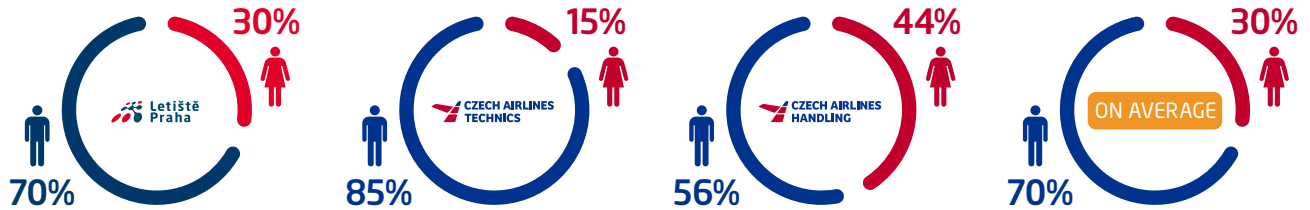


*Language Courses*

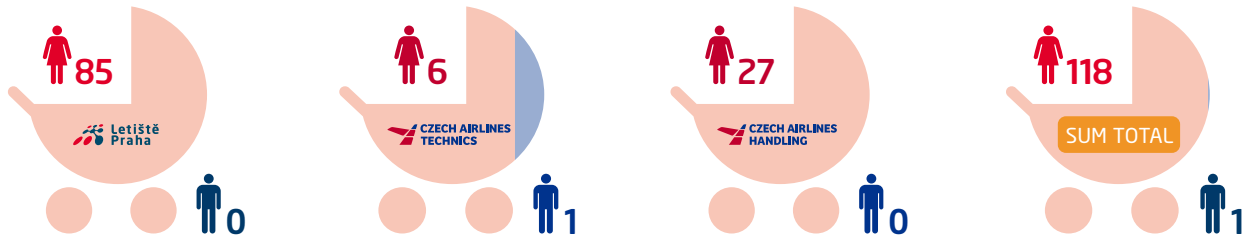
## Number of Employees

Company	PA	CSAT	CSAH	Sum Total
2021 Figures	2,272	615	452	3,339

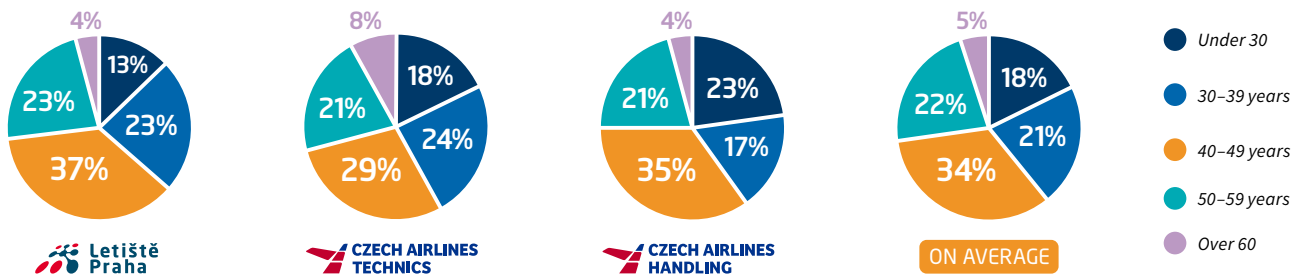
### Male / Female Ratio (in %)



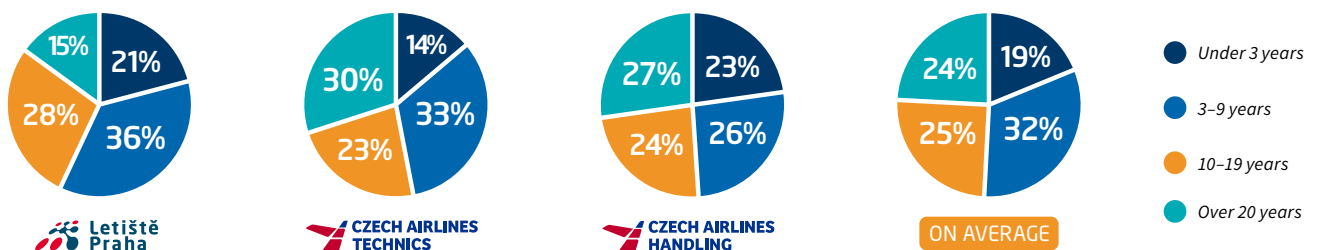
### Total Number of Employees on Parental Leave, by Gender



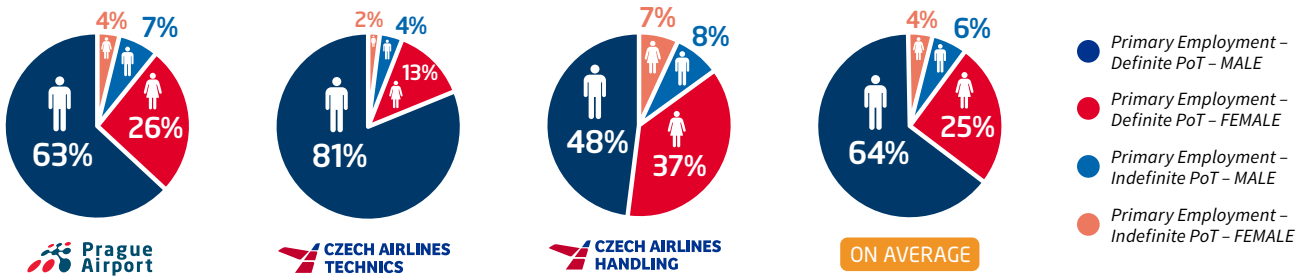
### Age Structure (in %)



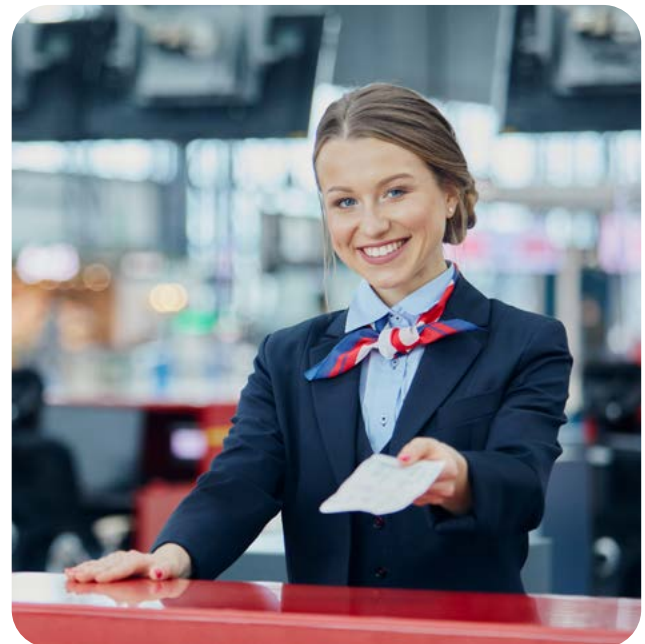
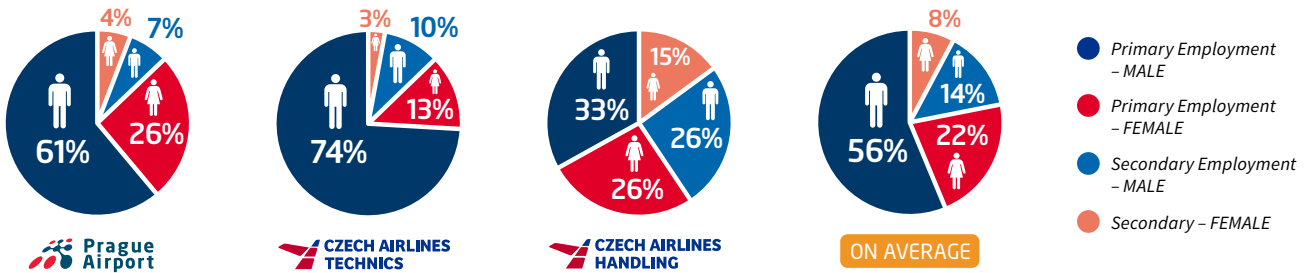
### Number of Years in Company (in %)



Employees Per Types of Agreements (Definite / Indefinite Period of Time), by Gender (in %)



Employees Per Types of Agreements (Primary / Secondary Employment), by Gender (in %)



## Employees' Further Development and Training

Long-term and sustainable job opportunities and skills development are essential for long-term socio-economic sustainability and growth. In the area of vocational training and further development, we focus primarily on strengthening expertise and building know-how in the aviation industry. We support the platform of internal tutoring, thereby increasing the active involvement of employees in the vocational training process according to the principle of self-learning organisation. We provide employees with internally and externally facilitated all-day seminars, and inspiring lectures or trainings; the content of which corresponds to the development needs of individual organisational units. Qualification courses are also an integral part of employee further development, through which we ensure the maintenance of the qualifications of individual employees in specific positions. The entire field of vocational training offers a varied scope of forms of further development, including the use of online tools and the most modern forms, such as video training, webinars, streaming, podcasts, and e-learning.

Developing the next generation of talent is our commitment to the airport's future. We focus on the implementation of specific programmes for key groups of employees, such as talented colleagues and management. These programmes are tailored to the needs of these employee groups. The programme of Inter-Company Mentoring (of which we are a part, and which provides the participants with the opportunity to share ideas, work approach, and experience, as well as draw inspiration outside the boundaries of their own Company) also promotes the idea of supporting key employees.

The level of leadership has a direct impact on employee engagement and productivity. Investing in the development of the managerial population is therefore one of our key priorities. The contemporary world brings new challenges that must be addressed. Vocational training and further development are one of the most important tools of

managerial leadership, especially if focused on generational and professional changes, the effective management of people, the use of specialised work teams and employees with key competencies. Developing a managerial population is therefore one of the prerequisites for succeeding as a company in this changing world.





## Employee Psychological Well-being - Customer Experience Project

The CX (Customer Experience) project, also referred to as “the double smile”, is focused on the psychological well-being of employees, as the employee’s smile often puts a smile on the passenger’s face. A special set of trainings teaches our employees to effectively manage stressful situations, take care of their own psychological well-being, and help passengers with disabilities in an appropriate manner. In this way, we increase both the satisfaction of the client and of our employees.

## CX Academy



## Digital Training

The need for digital skills increased significantly during the Covid-19 pandemic. As a result, a unique Digital Academy project was launched, which mapped the level of digital skills across the airport. Subsequently, in co-operation with Digiskills, a Digital Academy project was designed for all employees who use computers for their work.



## Occupational Health and Safety

In the field of civil air transport, safety always comes first. Prevention and training are key measures in this area. The number of injuries has had a decreasing tendency.



## 2021 OHS Overview

### Average Number of Injuries in Relation to Number of Employees of the Group



#### Entry Training

- 650 trained employees (newcomers)



#### Occupational Health Examinations

- 2 381 Examinations performed / Occupational fitness reports issued
- 281 Vaccinations



#### Work-related Injuries

- 43 serious work-related injuries (2 fewer than in 2019)
- 1,314 days of incapacity (over 42 months of incapacity)
- 61 injured limbs
- CZK 1,903,566 compensation paid



#### Breathalyzer Tests

- 120 performed tests



#### Automated External Defibrillators

- 10 AEDs located around the airport
- 8 trauma kits located around the airport



#### Sharp Units

- 10 sharp object boxes





## Transparent Support of Surrounding Communities We Wish to Be a Good Neighbour

Living near an international airport entails certain specificities, unfortunately not only positive ones. We are aware of this, so we are constantly looking for ways to compensate for the impact of air traffic on living conditions in the airport's immediate vicinity. After all, it is our home and that of our employees. As a responsible Company and an important employer in the region, we support projects to improve the quality of life and protect the environment.

### Financial Aid

Every year since 2007, Prague Airport used to donate part of its profits to promote the development of the surrounding area and the support of daily activities that improve the living conditions of its residents. Unfortunately, for economic reasons, we had to suspend most grant programmes during the crisis in the aviation industry caused by the spread of the Covid-19 virus. In the pre-Covid era, our financial support amounted to 42 million crowns per year. With the intention of somehow compensating the financial aid disruption to the immediate surroundings, we expanded the possibility of non-financial assistance, which was met with great enthusiasm and subsequently marked as one of the most effective forms of assistance.



### Non-financial Aid

We take the voluntary commitment to provide assistance to the close surroundings, i.e., our own home and that of our employees, seriously. We help non-profit organisations as well as municipalities and city districts with cleaning, pruning of large trees, mowing the grass, and winter maintenance; in short, with everything for which we have the needed technology, capabilities, and capacity. Representatives of the surrounding communities can ask the airport to lend them equipment and staff, or they can request the assistance of our experts on specific projects for individual locations.





In 2021, airport employees volunteered for 741 hours in the surrounding municipalities, equal to a total value of CZK 1,233,610.

i



Positive feedback regarding this co-operation, which we regularly receive, emphasises not only the financial savings for municipal budgets, but mainly the possibility of obtaining quality assistance quickly. If help is requested, we often send employees who live in the given areas. They are aware of the specific projects, and at the same time proud of the possibility to work for the benefit of their community.



*“The airport regularly helps us with landscaping, mowing the grass, cleaning roads, and even minor construction work. The possibility to arrange the help of experienced professionals, including top technology, is a significant help for our community.”*

– Michal Stark, Jeneč Mayor





## Open Communication

We consider open communication to be the basis for fostering mutual trust. We feel the need to regularly inform our neighbours of all matters of importance. For this purpose, we use various methods of sharing information:



### Electronic Newsletters

*Every month to every interested party*

Our newsletters bring up-to-date information to their readers every month. Subscriptions are available via the airport's website.



### Together Printed Bulletin

*Distributed to nearly 100,000 mailboxes*

We deliver the bulletin free of charge directly to citizens' mailboxes at least three times a year. The goal is to inform the closest neighbours of activities at Václav Havel Airport Prague, job opportunities, and scheduled events.



### Website

*Online information*

On the website, among other things, we regularly publish news regarding air traffic and the use of individual runways, alongside other important information for the surrounding area.



### Meetings with Municipality Representative and Citizens

*Personal meetings provide ample opportunities*

They also took place in 2021. The Company's management meets with representatives of the surrounding communities at least twice a year. At the same time, we offer them the opportunity to request the participation of our experts in public gatherings or other meetings with citizens. For 2022, the popular Neighbourhood Afternoon event is planned, when citizens can explore the airport equipment right on the airport grounds, learn about the work of various airport units, and ask questions about airport operations and environmental protection.



### Answering All Questions Openly

*Looking for additional ways of promoting communication*

We will answer every question from citizens and representatives. We respond to requests from journalists from small periodicals in the nearby area.





## Non-profit Sector

As part of our long-term co-operation, we help various non-profit organisations, primarily from the airport's surrounding areas.

### Company Volunteer Days

Every employee may dedicate a day of work a year to a selected non-profit organisation.





## Coin Banks and Public Collections on Airport Premises

The proceeds from four coin banks, located at the airport, are divided among eight organisations carefully selected to represent a wide range of worthy causes. To a limited extent, the airport also participates in public nationwide collections.



## People in Need

Our long-term partner in the non-profit sector is a world-renowned philanthropic organization People in Need, active both locally and internationally.



As part of the **Cafeteria** programme, employees have the opportunity to waive a proportion of their benefits in favour of the organization. The amount donated by the employee is then matched by Prague Airport.



## Helping People without Shelter

Prague Airport is open 24/7. For understandable reasons (water, heat, roof, valuable waste), the airport is often visited by homeless people and people currently in a desperate life situation. The appearance of these persons at the international airport provoked negative reactions from passengers and employees, which were often associated with health concerns. The situation was not easy, but with the belief that homeless people need help, we chose a partner to seek a solution – the **K srdci klíč** (Key to the Heart) organisation, which has been dedicated to the issue of homelessness for 18 years and runs a shelter in Prague 6.

At the airport, we have an experienced field worker who regularly walks through the airport and approaches homeless people with the intention of gaining their trust and then suggesting a possible solution to their situation, listing particular steps. These include help in dealing with the authorities, medical assistance, living in a shelter, and other counselling. Prague Airport pays all the costs associated with the field social worker's activities and provides the Key to the Heart organisation with a space at the airport where they can keep their leaflets and small packages containing hygiene and other necessities that they distribute to homeless people.





With the air traffic resumption, we plan to re-launch grant programmes to support community life in the immediate vicinity in 2022.



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## Governance, Ethics and Transparent Business Conduct

We consider accountability and transparency to be an essential part of our ethical and general corporate culture. We strictly adhere to all set processes and procedures associated with decision-making and business policy to prevent any doubts and / or mistakes by the Company and individuals. We regularly train our employees in the area of ethics and Company values, and we also extend the business ethics requirements to our business partners. It is a matter of course for us to have set up control mechanisms that would warn of possible wrongdoing in a timely manner. We follow modern trends in this area, share and exchange experience with other market participants, and try to set an example of good practice for others.



## Our Business Ethical Principles

As part of our business activities and conduct, we are aware of our obligations towards customers, business partners, employees, shareholders, and our surroundings. The Code of Conduct and Ethical Principles – our **“Code of Ethics”** – became one of the tools of strategic Company management and formation of the ethical corporate culture of the entire Group.

### Prague Airport Code of Conduct and Ethical Principles

We clearly and openly claim the adherence to the defined Company values and compliance with legally binding regulations and ethical principles, comprising in particular:

- Fair, honest, and decent behaviour
- Objectivity and impartiality in dealing with Company matters
- Adequate loyalty and protection of the Company’s interests
- Promotion of equal treatment and non-discrimination
- Emphasis on responsible decision-making

### Company Values

When the Code of Conduct and Ethical Principles (“the Code of Ethics”) document was drafted, Company values were declared within the framework of the established concept and general discussion, the observance of which has a fundamental influence on the ability to reach Company’s objectives. Our corporate values are:

- Safety
- Customer Orientation
- Competitiveness
- Responsibility
- Transparency



## Code of Ethics

In 2015, the boards of directors of the Group companies adopted a framework including, in addition to the discussion of common Company values, the area of binding rules of conduct and a set of moral principles as an important tool for Company management and shaping the corporate culture of the entire Group. Based on extensive analysis and internal communication, a binding strategic document Code of Conduct and Ethical Principles (“the Code of Ethics”) was drafted, which openly declares the Company’s obligations to customers and business partners, alongside employees and the community in which we work. The document was approved by the Company’s board of directors at the end of 2015 and is regularly updated.

In the individual chapters, we address topics that strengthen ethics, transparency, and responsibility in society, for example, the prevention of conflicts of interest, zero tolerance for corruption, fraud, and illegal acts, as well as the areas of environmental protection, safety, and the promotion of quality and correct relationships in the workplace.

The Code contains clear standards of employee behaviour in the workplace and in key areas of Company life, which we consider to be a continuous part of everyday work, credibility, and good reputation.



## Anti-Corruption Policy

The companies of the Prague Airport Group are committed to integrating the principles of social responsibility. Commitments to promote ethical principles in business both internally and externally are outlined in our strategic documents:

- **Code of Conduct and Ethical Principles**
- **Business Partner Code of Ethics**

In both of those documents, company boards declare zero tolerance for crimes, including fraud, corruption, and terrorism, committed by employees, Company representatives or business partners. We assume responsibility in terms of valid legal and binding regulations, including international standards for preventing corruption and other unfair practices. Concurrently, we undertake to create and develop conditions to support the policy comprising sufficient human and financial resources, alongside management structure and control mechanisms.

### Zero Tolerance for Corruption

- We do not tolerate crime, especially corruption and fraud.
- We encourage the reporting of such actions and guarantee confidentiality and protection to whistleblowers (Compliance Ethics Line).
- We thoroughly investigate suspicions of malpractices and respond adequately to the findings.

### Corruption Prevention

- We have rules in place to prevent conflicts of interest, including the obligation to report potential conflicts of interest. We examine conflicts of interest and other risks in the area of employee integrity.
- We train managers and employees in high-risk positions in unfair practice prevention.
- We evaluate and, where appropriate, treat risks from contractual relationships with our business partners (Know Your Customer / Supplier Process).
- We declare that as a rule, we do not request gifts from business partners and avoid accepting them.

## Policy-Related Employee Training and Further Development

We dedicate part of the initial training attended by all new employees to the field of Company culture. As part of this training, employees are introduced to the Company values and the Code of Conduct and Ethical Principles (“the Code of Ethics”). Emphasis is placed on the areas of conflict-of-interest prevention, gifts and hospitality policy, familiarization with the internal reporting system (Compliance Ethics Line), and the policy of zero tolerance for criminal behaviour (fraud, corruption, terrorism, etc.) or unethical behaviour (bullying, discrimination).

Awareness in the field of corporate culture is regularly strengthened within the framework of e-learning training, the successful completion of which is one of the qualification requirements that every employee must meet. Senior employees are also trained in the area of criminal liability of legal entities.

In the areas of preventing conflict-of-interest and crime (especially corruption and fraud), we continuously prepare bespoke training for employees in high-risk positions. In addition to the theoretical part, the training also comprises, for example, case studies with the possibility of a broad discussion of possible mitigation measures, which are both preventive and reactive in nature.





## Promoting Ethics and Sustainability among Business Partners

In terms of contractual relationships, we can appreciate that our business partners play a significant role in fulfilling our goals and commitments, including the integration of social responsibility principles. We are interested in working with business partners and organizations that, like us, perceive the need to comply with ethical principles and binding rules, and treat the environment, business sustainability, and society issues responsibly.

### Business Partner Code of Ethics

We observe who we work with, and we also expect a responsible and ethical approach from our business partners. That is why we are outlining our expectations in the form of a Code of Ethics.

### Responsible Public Procurement in Prague Airport Environment

Prague Airport is one of the top companies in the field of corporate responsibility, which further expands its activities especially in the field of employee care, environmental protection, support and cooperation with the surrounding areas, alongside ethical and transparent business conduct. Therefore, Prague Airport has adopted the PA Sustainable Development Strategy, within the framework of which it undertook to endorse the United Nations Sustainable Development Goals (SDGs), approved at the UN summit in New York on 25 September 2015, and published in the document “Transforming our World: The 2030 Agenda for Sustainable Development”.

We are committed to the following SDGs:

- 8 Decent Work and Economic Growth
- 9 Industry, Innovation and Infrastructure
- 11 Sustainable Cities and Communities
- 12 Responsible Consumption and Production
- 13 Climate Action
- 17 Partnerships for the Goals



To fulfil the SDGs, to which we are committed, alongside other things, Prague Airport focuses on responsible public procurement, in which it sees a significant opportunity to promote innovation and sustainability in the aviation industry.

PA's responsible public procurement strategy is a conceptual document that primarily includes the compliance with Prague Airport's company-wide values, particularly responsibility, transparency, and competitiveness.

PA's responsible public procurement strategy sets general and subsequently specific goals and individual steps for the implementation of responsible procurement in the Prague Airport environment, in a way as to ensure all public contracts signed by Prague Airport, provided it is possible and expedient, are concluded in a way that observes the set social responsibility goals.

When awarding public contracts, Prague Airport is committed to comply with all public procurement principles pursuant to the Public Procurement Act, as well as the following principles of responsible public procurement:

1. Communication and Openness
2. Economy and Usefulness
3. Efficiency

With regard to the amendment to the Public Procurement Act in effect as of 1 January 2021, Prague Airport has identified the following areas of opportunity to target:

4. Environmental
5. Social
6. Innovation
7. Others



Prague Airport supports the widest possible competitive environment in the markets from which it draws supplies, services, and construction work, and tries to cultivate fair rules of competition in this environment. The goal is to create market conditions that will enable Prague Airport to purchase the best possible supplies, services, and construction works. Partial opportunities comprise in particular:

- Ethical procurement
- Fair conditions in supply chains
- Supporting the participation of small and medium-size enterprises in public tenders
- Communication with suppliers

In order to pursue the above-mentioned goals and company-wide values, a “Responsible Public Procurement” project team was established in the Company, which actively works to implement aspects of responsible public procurement into the Company's procurement processes. As part of the project, a **PA Business Partner Code of Ethics** was drafted, which will be observed upon the selection of suppliers. At the same time, a catalogue of requirements for responsible public procurement from an environmental point of view was prepared and a procedure for the mandatory inclusion of environmental specialists in procurement activities was outlined. As part of the project, the process of monitoring the implementation of the requirements of responsible public procurement through reporting and control was defined, both internally in the Company, and externally, as a review process of the suppliers. Effective implementation of responsible public procurement is also supported by concluding contracts that observe this aspect. On the part of the buyers, there is an impact on the corporate culture, especially by supporting inter-department co-operation, openness and creativity in finding solutions. Motivation of the supply chain by the procurement side was done, among other things, at the “Meet the Buyer” event, where suppliers were briefed on some applied aspects of responsible public procurement.



## Risk Management

As part of the management system, companies have implemented a Risk Management System (RMS), which provides a reliable picture of risk management and an objective cross comparison of risks, while maintaining the individual requirements of specialised management systems. The goal of risk management is, in addition to the prediction, definition, and implementation of optimal protection against possible risks, their elimination, i.e., economically and efficiently reducing the impact of risks, preventing or averting the consequences of the impact of risks, thus preventing damage.

Risk management is based on constant risk identification, review of set control mechanisms and their effectiveness, feedback functionality, and regular evaluation of the risk management system. The RMS adheres to the recommendations of the International Framework for the Professional Practice of Internal Auditing, the standards of the International Association of Internal Auditing (IIA), and the Committee of Sponsoring Organizations of The Treadway Commission (COSO).



The implemented RMS fulfils the requirements on an effective risk management system, based on international Enterprise Risk Management (ERM) standards and uses knowledge from best practice for methodical, process, and system integration of control environment activities.

RMS is also a common part of strategic and business planning and is integrated into all management processes of the Company with clearly defined responsibilities. RMS assessment is regularly submitted to authorities of the respective companies.



Next, we want to focus,  
among other things,  
on drafting a Business  
Partner Code of Ethics.



## 2021 Non-financial Data According to Selected GRI Standard Indicators

Prague Airport has traditionally used the Global Reporting Initiative methodology, which is based on existing and upcoming regulations in the field of ESG and sustainability reporting, for disclosing non-financial information. The final chapter of the Sustainable Development Report contains a list of measurable indicators for the area of environmental protection and social responsibility, including a content index for the past year.



## Environmental Area

### Energy (GRI 302: Energy 2016)



#### GRI 302-1: Energy Consumption within the Organization

Energy Consumption	2019	2020	2021	Y-o-Y % Change
Total Energy Consumption within the Organization	518.25 Tj	417.62 Tj	466.77 Tj	11.8%
Consumption within the Organization - Electricity	60,903,233 kWh	46,560,124 kWh	50,213,222 kWh	8%
Total Consumption - Heating Systems	230 Tj	203 Tj	232.2 Tj	14%
Total Consumption - Cooling Systems	68.82 Tj	46.73 Tj	53.73 Tj	15%

#### GRI 302-3: Energy Intensity

Energy Consumption	2019	2020	2021	Y-o-Y % Change
Level of Energy Intensity of the Company	3.42 kWh/PAX	12.70 kWh/PAX	11.44 kWh/PAX	-10%

### Water And Effluents (GRI 303: Water and Effluents 2018)



#### GRI 303-3: Water Consumption

Water Consumption	2019	2020	2021	Y-o-Y % Change
Volume of Groundwater Withdrawn	4,529 m <sup>3</sup>	4,281 m <sup>3</sup>	3,886 m <sup>3</sup>	-9%

## GRI 303-4: Water Discharge

Waste Water	2019	2020	2021	Y-o-Y % Change
Volume of Pre-treated Rainwater	50,741 m <sup>3</sup>	83,990 m <sup>3</sup>	86,132 m <sup>3</sup>	3%
Volume of Pre-treated Sewage Water	328,993 m <sup>3</sup>	205,619 m <sup>3</sup>	223,324 m <sup>3</sup>	9%
Chemical Oxygen Consumption	16.46 t	9.81 t	10.22 t	4%

## GRI 303-5: Water Consumption

Water Consumption	2019	2020	2021	Y-o-Y % Change
Drinking Water Consumption	419,302 m <sup>3</sup>	185,077 m <sup>3</sup>	248,596 m <sup>3</sup>	34%



## Emissions and Climate Change (GRI 305: Emissions 2016)



## GRI 305-1: Direct (Scope 1) GHG Emissions

Emissions	2019	2020	2021	Y-o-Y % Change
Scope 1	15,261 t CO <sub>2</sub> e	12,869 t CO <sub>2</sub> e	14,798 t CO <sub>2</sub> e	15%

## GRI 305-2: Indirect (Scope 2) GHG Emissions

Emissions	2019	2020	2021
Scope 2	0 (32,218) t CO <sub>2</sub> e	0 (24,630) t CO <sub>2</sub> e	0 (26,563) t CO <sub>2</sub> e

Note: Effective 2019, Scope 2 Emissions are covered by green electricity.

## GRI 305-3: Other Indirect (Scope 3) GHG Emissions

Emissions	2019	2020	2021	Y-o-Y % Change
Scope 3	290,431 t CO <sub>2</sub> e	88,605 t CO <sub>2</sub> e	105,060 t CO <sub>2</sub> e	19%

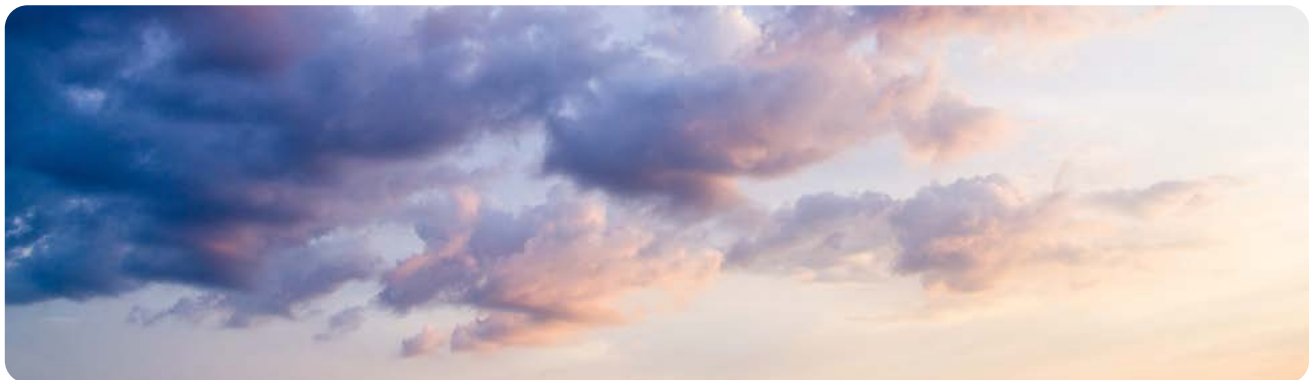
## GRI 305-4: Greenhouse Gas Emission Intensity

Emissions	2019	2020	2021	Y-o-Y % Change
Carbon Footprint per Passenger	0.856 kg CO <sub>2</sub> e/PAX	3.511 kg CO <sub>2</sub> e/PAX	3.37 kg CO <sub>2</sub> e/PAX	-4%

## GRI 305-5: Greenhouse Gas Emission Reduction

Emissions	2019	2020	2021	Y-o-Y % Change
Emission Savings (Scope 1 + 2) Compared to the 2009 Reference Year	71.68%	76.09%	72.51%	-5%

Emissions	2019	2020	2021	Y-o-Y % Change
Prague Airport Carbon Footprint (Scope 1 + 2)	15,261 t CO <sub>2</sub> e	12,869 t CO <sub>2</sub> e	14,798 t CO <sub>2</sub>	15%



## Air (GRI 305: Emissions 2016)



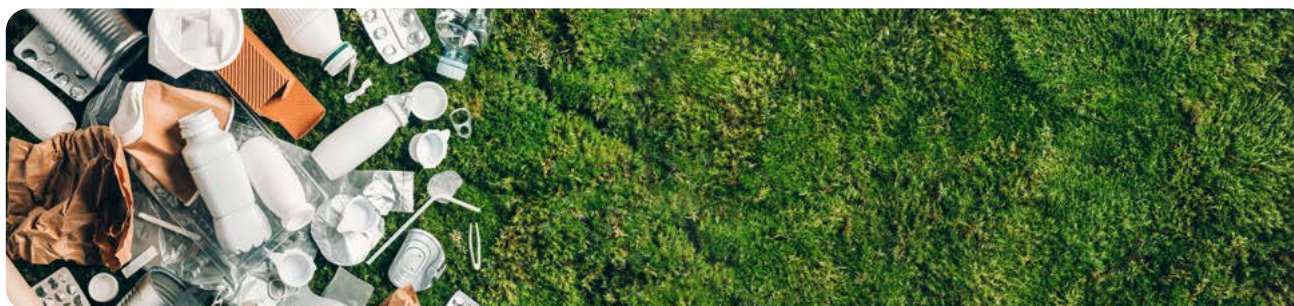
## GRI 305-6: Emission of Ozone-depleting Substances

Emissions	2019	2020	2021	Y-o-Y % Change
Emission of Ozone-depleting Substances - Refrigerant Leaks	301.753 t CO <sub>2</sub> e	315.547 t CO <sub>2</sub> e	235.4 t CO <sub>2</sub> e	-25%



GRI 305-7: Nitrogen Oxides (NO<sub>x</sub>), Sulfur Oxides (SO<sub>x</sub>) And Other Significant Air Emissions

Pollutant Type	2019	2020	2021	Y-o-Y % Change
PM <sub>10</sub> Imissions	24.20 µg/m <sup>3</sup> /rok	17.20 µg/m <sup>3</sup> /rok	19.90 µg/m <sup>3</sup> /rok	16%
PM <sub>2,5</sub> Imissions	15.00 µg/m <sup>3</sup> /rok	10.30 µg/m <sup>3</sup> /rok	12.60 µg/m <sup>3</sup> /rok	22%
NO <sub>2</sub> Imissions	19.10 µg/m <sup>3</sup> /rok	13.80 µg/m <sup>3</sup> /rok	13.80 µg/m <sup>3</sup> /rok	0%
NO <sub>x</sub> Imissions	27.70 µg/m <sup>3</sup> /rok	18.10 µg/m <sup>3</sup> /rok	18.00 µg/m <sup>3</sup> /rok	-1%
NO Imissions	5.60 µg/m <sup>3</sup> /rok	2.80 µg/m <sup>3</sup> /rok	2.80 µg/m <sup>3</sup> /rok	0%
CO	-	300.10 µg/m <sup>3</sup> /rok	322.20 µg/m <sup>3</sup> /rok	7%
O <sub>3</sub>	-	51.90 µg/m <sup>3</sup> /rok	49.90 µg/m <sup>3</sup> /rok	-4%



## Waste (GRI 306: Waste 2020)



## GRI 306-3: Waste Generated

Waste Type	2019	2020	2021	Y-o-Y % Change
Total Waste Generated	5,238.34 t	2,822.72 t	3,171.89 t	12%
Total Hazardous Waste Generated	344.45 t	263.44 t	312.74 t	19%
Total Other Waste Generated	4,893.89 t	2,559.29 t	2,859.17 t	12%
Total Mixed Municipal Waste Generated	1,442.59 t	587.47 t	636.12 t	8%
Total Product Take-back	44.01 t	28.54	30.40 t	7%
Monocell Batteries	0.30 t	0.36 t	0.38 t	6%
Fluorescent Lights	1.59 t	1.60 t	1.77 t	11%
Electrical Equipment	20.70 t	10.82 t	14.04 t	30%
Tires	16.88 t	11.80 t	11.62 t	-2%
Pb AKU	4.54 t	3.96 t	2.59 t	-35%
Waste Generated / 1000 Passengers	0.29 t/1000 PAX	0.77 t/1000 PAX	0.72 t/1000 PAX	-6%

## GRI 306-4: Waste Diverted from Disposal

Waste Type	2019	2020	2021	Y-o-Y % Change
Total Waste Reused or Offered for Reuse (Useable Waste)	2,745.93 t	1,256.52 t	1,846.13 t	47%



## Environmental Compliance (GRI 307: Environmental Compliance 2016)



## 307-1: Environmental Compliance

Compliance	2019	2020	2021
ISO 14001 - Number of Significant Differences	0	0	0
Total Monetary Value of Significant Fines	0 CZK	0 CZK	0 CZK
Total Number of Non-Monetary Sanctions	0	0	0
Cases under Dispute Resolution Mechanisms	0 CZK	0 CZK	0 CZK

## Air Traffic Noise (G4 Sector Disclosures: Aiport Operators)



### Average Number of Aircraft Movements

Time Frame	2019	2020	2021	Y-o-Y % Change
Average Number of Aircraft Movements per Day (16 hours)	414	139	138	-1%
Average Number of Aircraft Movements per Night (8 hours)	45	13	19	46%

### Values Recorded at Individual Stationary Monitoring Stations in 2021

Location - Stationary Station	LA <sub>eq</sub> DAY	LA <sub>eq</sub> NIGHT
RMT 1 - Jeneč	55	49.4
RMT 2 - Červený Újezd	49.2	43.6
RMT 3 - Unhošť	48.5	42.9
RMT 4 - Pavlov	50.6	44.8
RMT 5 - Hostovice	43.1	37.7
RMT 6 - Dobrovíz	52	46.8
RMT 7 - Kněževs	53.9	48.2
RMT 8 - Horoměřice střed	48.9	42.9
RMT 9 - Přední Kopanina	49.6	43.1
RMT 10 - Horoměřice JV	48.7	42.6
RMT 11 - Roztoky	47.9	42.1
RMT 12 - Bílá Hora	48.7	43.7
RMT 13 - Suchdol	51.8	46.2
RMT 14 - Malé Kyšice	48.2	42.9



### Aircraft Shares per Individual Noise Categories

Noise Category (EPNdB Cumulative Margin from Limit Values)	2019			2020			2020 - 2019 Y-o-Y Comparison			2021			2021-2020 Y-o-Y Comparison		
	DAY	NIGHT	SUM TOTAL	DAY	NIGHT	SUM TOTAL	DAY	NIGHT	SUM TOTAL	DAY	NIGHT	SUM TOTAL	DAY	NIGHT	SUM TOTAL
HK 1 (≥30)	3.53%	2.15%	3.38%	7.24%	4.12%	6.94%	3.71%	1.97%	3.56%	8.74%	2.83%	7.98%	1.50%	-1.29%	1.04%
HK 2 (27.5-29.9)	1.90%	0.56%	1.75%	3.36%	1.73%	3.20%	1.46%	1.17%	1.45%	5.60%	1.51%	5.07%	2.24%	-0.22%	1.87%
HK 3 (25-27.4)	11.26%	4.46%	10.50%	9.77%	3.89%	9.21%	-1.49%	-0.57%	-1.29%	6.00%	3.69%	5.69%	-3.77%	-0.20%	-3.52%
HK 4 (22.5-24.9)	3.05%	2.12%	2.94%	4.80%	2.63%	4.59%	1.75%	0.51%	1.65%	7.65%	20.00%	9.10%	2.85%	17.37%	4.51%
HK 5 (20-22.4)	5.36%	4.20%	5.23%	5.18%	3.80%	5.05%	-0.18%	-0.40%	-0.18%	5.45%	1.82%	4.99%	0.27%	-1.98%	-0.06%
HK 6 (17.5-19.9)	9.72%	7.00%	9.42%	8.40%	5.92%	8.16%	-1.32%	-1.08%	-1.26%	6.03%	1.88%	5.50%	-2.37%	-4.04%	-2.66%
HK 7 (15-17.4)	20.84%	13.65%	20.04%	20.78%	16.98%	20.42%	-0.06%	3.33%	0.38%	20.62%	15.32%	19.87%	-0.16%	-1.66%	-0.55%
HK 8 (12.5-14.9)	36.93%	57.49%	39.21%	30.17%	52.50%	32.30%	-6.76%	-4.99%	-6.91%	31.69%	49.77%	33.69%	1.52%	-2.73%	1.39%
HK 9 (10-12.4)	5.91%	8.13%	6.15%	6.25%	7.54%	6.37%	0.34%	-0.59%	0.22%	4.72%	6.50%	4.91%	-1.53%	-1.04%	-1.46%
HK 10 (7.5-9.9)	1.04%	0.07%	0.93%	1.51%	0.23%	1.39%	0.47%	0.16%	0.46%	1.37%	0.30%	1.24%	-0.14%	0.07%	-0.15%
HK 11 (5-7.4)	0.34%	0.15%	0.32%	1.25%	0.51%	1.18%	0.91%	0.36%	0.86%	1.47%	0.90%	1.39%	0.22%	0.39%	0.21%
HK 12 (2.5-4.9)	0.00%	0.00%	0.00%	0.77%	0.09%	0.70%	0.77%	0.09%	0.70%	0.40%	0.03%	0.36%	-0.37%	-0.06%	-0.34%
HK 13 (0-2.4)	0.02%	0.00%	0.02%	0.30%	0.00%	0.28%	0.28%	0.00%	0.26%	0.22%	0.02%	0.20%	-0.08%	0.02%	-0.08%
HK 14 (<0)	0.08%	0.01%	0.08%	0.22%	0.06%	0.21%	0.14%	0.05%	0.13%	0.02%	0.00%	0.01%	-0.20%	-0.06%	-0.20%

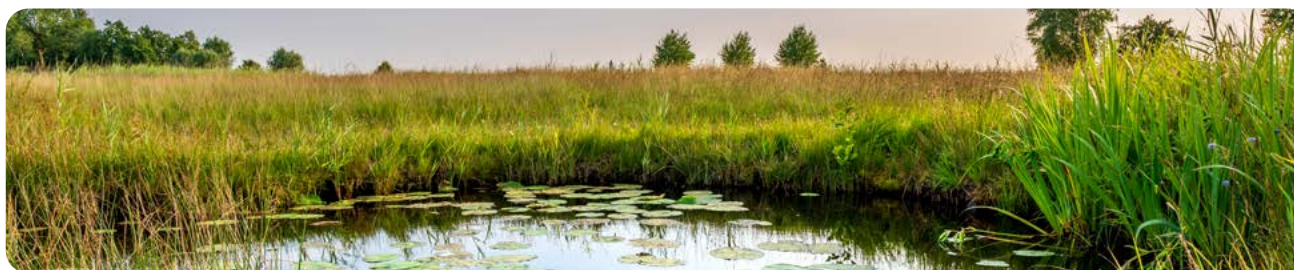
## Area Affected by Excessive Air Traffic Noise

Area	2019	2020	2021	Y-o-Y % Change
Area Affected by Excessive Air Traffic Noise (DAY)	17.11 km <sup>2</sup>	4.17 km <sup>2</sup>	6.43 km <sup>2</sup>	54%
Area Affected by Excessive Air Traffic Noise (NIGHT)	50.29 km <sup>2</sup>	8.09 km <sup>2</sup>	18.53 km <sup>2</sup>	129%
Area Affected by Excessive Air Traffic Noise (24h)	50.30 km <sup>2</sup>	8.11 km <sup>2</sup>	18.64 km <sup>2</sup>	130%

## A07: Number of People Potentially Affected by Air Traffic Noise

Number of People	2019	2020	2021
Number of People Potentially Affected by Air Traffic Noise (DAY) - 60dB	1,416	0	13
Number of People Potentially Affected by Air Traffic Noise (NIGHT) - 50dB	8,876	27	1,658

Note: The significant year-on-year increase was due to improved travel conditions after a challenging 2020, when aviation experienced major recession caused by the Covid-19 pandemic.



## Biodiversity (GRI 304: Biodiversity 2016)



GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Biodiversity	Site of Biodiversity Significance	2021 Actuality	Comment
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	Cretaceous sediments have been mined here since the 12 <sup>th</sup> century. The quarry part is of no botanical significance. Thanks to the subsoil with a high calcium content, an enclave of rocky fescue steppe and fragments of flowery steppe extend into the peripheral part. Among the vertebrates, common lizard and common redstart were observed there.
Location - Proximity to Protected Site or Site of Biodiversity Significance		<b>Marlstone Quarry by Přední Kopanina (370m East)</b>	
Size		8.59 km <sup>2</sup>	
Biodiversity Significance		Terrestrial Ecosystem	
Biodiversity Significance - Legislative Status		Natural Monument	

Biodiversity	Site of Biodiversity Significance	2021 Actuality	Comment
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	The abandoned Kněživka quarry is formed by a lydite ridge. Preserved Upper Cretaceous deposits with a rich microfauna are protected. On the edges of the quarry, Jovibarba globifera ("beard of Jupiter"), Achillea millefolium (yarrow), or Veronica prostrata (rock speedwell) grow. Among the conservation-important vertebrates, Lanius collurio (red-backed shrike), Jynx torquilla (Eurasian wr yneck), and the common lizard were observed there.
Location - Proximity to Protected Site or Site of Biodiversity Significance		Kněživka (1,033 m North)	
Size		8.59 km <sup>2</sup>	
Biodiversity Significance		Terrestrial Ecosystem	
Biodiversity Significance - Legislative Status		Natural Monument	

Biodiversity	Site of Biodiversity Significance	2021 Actuality	Comment
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	It is located on the rocky lydite slopes of the Šárceký stream. On the southern slopes, there are remnants of heat-loving vegetation (Aurinia saxatilis, Festuca pallens), while cold-loving vegetation (Polypodium vulgare, Dryopteris carthusiana) is found on the northern slopes. Pruno padi-Fraxinetum excelsioris (the alder-ash forests) are developed in the valley of the stream. The steppe ecosystems of the top parts are represented by Stipa joannis and Koeleria macrantha. Ground beetle species, such as Ophonus latiocollis, Acupalpus interstitiali, bees Rophites trispinosus and Andrena rugulosa, live on the rocky steppe, and Eresus kollari Rossi spider was also observed. Four species of bats were also found, and other vertebrates include the northern wheatear, the nightingale, and the wood badger.
Location - Proximity to Protected Site or Site of Biodiversity Significance		Divoká Šárka (1,678 m East)	
Size		8.59 km <sup>2</sup>	
Biodiversity Significance		Terrestrial and Aquatic Ecosystem	
Biodiversity Significance - Legislative Status		Natural Reserve	

Biodiversity	Site of Biodiversity Significance	2021 Actuality	Comment
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	The park stretches along the Šárceký stream, the Lysolajské valley, including the Housle gorge, and the afforested slopes of the Hlásek wood. It thus includes a wide range of diverse habitats, from floodplain forests to mixed forests, old fruit orchards, and rocky steppes. As a whole, it forms the best-preserved natural area within Prague, with a fragmented character of the territory as well as original agricultural architecture. Protected species inhabit small protected areas that are part of the park.
Location - Proximity to Protected Site or Site of Biodiversity Significance		Šárka - Lysolaje (283 m East)	
Size		8.59 km <sup>2</sup>	
Biodiversity Significance		Terrestrial and Aquatic Ecosystem	
Biodiversity Significance - Legislative Status		Natural Reserve	

Biodiversity	Site of Biodiversity Significance	2021 Actuality	Comment
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	The territory includes the Zákolanský and Dobrovízský streams and the Okořský pond. The subject of protection is a biotope with a population of endangered stone crayfish and critically endangered river crayfish. Ash-alder floodplain woods, oak-hornbeams woods, and calcareous Molinia-covered or extensively mowed meadows are also valuable. Among the other important species, there is the gudgeon, the Amur bit terling, the river kingfisher, and the muskrat ( <i>Ondatra zibethicus</i> ).
Location - Proximity to Protected Site or Site of Biodiversity Significance		<b>Zákolany Stream (1,164 m North-West)</b>	
Size		8.59 km <sup>2</sup>	
Biodiversity Significance		Aquatic and Terrestrial Ecosystem	
Biodiversity Significance - Legislative Status		Natural Monument, Site of European Importance	

Biodiversity	Site of Biodiversity Significance	2021 Actuality	Comment
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	The area around today's Hvězda summer house was already inhabited during the Hallstatt period. The subjects of protection comprise forest stands of a natural character (oak, beech, hornbeam, maple, ash, pine, larch), the location is also important from an ornithological point of view (the chiffchaff / <i>Phylloscopus collybita</i> /, the spotted flycatcher / <i>Muscicapa striata</i> /, the European green woodpecker / <i>Picus viridis</i> /, and the long-eared owl / <i>Asio otus</i> /). The occurrence of <i>Calosoma inquisitor</i> , <i>Plagionotus arcuatus</i> , <i>Carabus cancellatus</i> , and <i>Vertigo angustior</i> is also valuable.
Location - Proximity to Protected Site or Site of Biodiversity Significance		<b>Hvězda Game Enclosure (1,985 m South-East)</b>	
Size		8.59 km <sup>2</sup>	
Biodiversity Significance		Terrestrial Ecosystem	
Biodiversity Significance - Legislative Status		Site of European Importance, Natural Monument	

Biodiversity	Site of Biodiversity Significance	2021 Actuality	Comment
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	The territory includes the Hostvice pond system with valuable wetland and forest biotopes and the protected species of plants thereto native ( <i>Carex cespitosa</i> , <i>Bistorta major</i> , <i>Caltha palustris</i> , <i>Berula erecta</i> ), invertebrates ( <i>Odacantha melanura</i> , <i>Libellula quadrimaculata</i> , <i>Apatura iris</i> , <i>Polygona c-album</i> ), and vertebrates ( <i>Pelophylax esculentus</i> , <i>Bufo viridis</i> , <i>Natrix natrix</i> , <i>Rallus aquaticus</i> , the river kingfisher, the European hamster, the least weasel / <i>Mustela nivalis</i> /).
Location - Proximity to Protected Site or Site of Biodiversity Significance		<b>Hostvice Ponds (1,575 m South)</b>	
Size		8.59 km <sup>2</sup>	
Biodiversity Significance		Aquatic and Terrestrial Ecosystem	
Biodiversity Significance - Legislative Status		Natural Monument	



## Social Area

### GRI 102-8: Information on Employees and Other Workers



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

Employees	2019	2020	2021	Y-o-Y % Change
Female - Definite PoT	7%	3%	4%	33%
Male - Definite PoT	10%	6%	7%	17%
Female - Indefinite PoT	25%	27%	26%	-4%
Male - Indefinite PoT	58%	64%	63%	-2%
<b>Sum Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>

Overall Number of Employees Per Types of Agreements (Full / Part Time) and Gender

Employees	2019	2020	2021	Y-o-Y % Change
Female FT	31%	29%	28%	-3%
Male FT	68%	69%	70%	1%
Female PT	1%	1%	2%	100%
Male PT	0%	1%	0%	-100%
<b>Sum Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>

Employees Per Secondary Employment Types of Agreements and Gender

Employees	2019	2020	2021	Y-o-Y % Change
<b>Sum Total</b>	<b>374</b>	<b>281</b>	<b>332</b>	<b>18%</b>
Female - Secondary	43%	42%	45%	7%
Male - Secondary	57%	58%	55%	-5%

## GRI 401-1: Employee Recruitment and Turnover



### Total Number of Employees Hired During the Reporting Period per Gender

Employees	2019	2020	2021	Y-o-Y % Change
Sum Total	577	173	239	38%
Female	42%	31%	34%	10%
Male	58%	69%	66%	-4%

### Total Number of Employees Hired During the Reporting Period per Age Groups

Employees	2019	2020	2021	Y-o-Y % Change
Sum Total	577	173	239	38%
Under 30 years	41%	38%	37%	-3%
30-39 years	23%	24%	20%	-17%
40-49 years	25%	27%	28%	4%
50-59 years	10%	9%	12%	33%
Over 60 years	1%	2%	3%	50%

### Total Number of Employees Having Left the Company During the Reporting Period per Gender

Employees	2019	2020	2021	Y-o-Y % Change
Sum Total	312	788	266	-66%
Female	45%	36%	42%	17%
Male	55%	64%	58%	-9%

### Total Number of Employees Having Left the Company During the Reporting Period per Age Groups

Age Groups	2019	2020	2021	Y-o-Y % Change
Sum Total	312	788	266	-66%
Under 30 years	34%	25%	21%	-16%
30-39 years	25%	19%	29%	53%
40-49 years	19%	26%	29%	12%
50-59 years	13%	17%	14%	-18%
Over 60 years	9%	13%	7%	-46%



## GRI 401-3: Parental Leave



### Total Number of Employees on Parental Leave

Employees	2019	2020	2021	Y-o-Y % Change
Sum Total	43	32	85	166%
Female	98%	100%	100%	0%
Male	2%	0%	0%	0%

### Total Number of Employees Having Returned to the Company post Parental Leave Termination

Employees	2019	2020	2021	Y-o-Y % Change
Sum Total	9	6	12	100%
Female	89%	83%	100%	20%
Male	11%	17%	0%	-100%



## GRI 403-9: Work-related Injuries



### Total Number of Work-related Injuries During the Reporting Period

Typ úrazu	2019	2020	2021	Y-o-Y % Change
Sum Total	156	76	126	66%
Injuries with Incapacity	45	27	43	59%
Injuries without Incapacity	111	49	83	69%
Fatalities	0	0	0	0%

## GRI 404-1: Average Hours of Training per Year per Employee



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

Employees	2019	2020	2021	Y-o-Y % Change
Female	5.3 h	4.1 h	3.5 h	-15%
Male	5.1 h	4.5 h	3.2 h	-29%

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

Kategorie zaměstnance	2019	2020	2021	Y-o-Y % Change
Administration	5 h	4.5 h	3 h	-33%
Safety and Security	6.2 h	4.8 h	4.1 h	-15%
Operational (technical + worker)	3.5 h	3.4 h	2.2 h	-35%
Management	6.1 h	5.7 h	3.7 h	-35%



# GRI Content Index 2021

## General Disclosures (GRI 102 General Disclosures 2016)



### Organizational Profile

Note: VZ 2021 = Prague Airport Group Consolidated Annual Report 2021

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
-	102-1	Name of the organization	VZ 2021, p. 2
-	102-2	Activities, brands, products, and services	VZ 2021, pp. 3-5
-	102-3	Location of headquarters	VZ 2021, p. 4 (Addendum I.)
-	102-4	Location of operations	VZ 2021, p. 4 (Addendum I.)
-	102-5	Ownership and legal form	Prague Airport Group in Brief, p. 5
-	102-6	Markets served	The Company has neither a branch nor another part of its business enterprise abroad.
-	102-7	Scale of the organization	VZ 2021, p. 25, 40, 47 (i.e., p. 5, 20, 27 of Addendum I.)
S	102-8	Information on employees and other workers	2021 Non-financial Data Pursuant to Selected GRI Standards, p. 81
-	102-12	External initiatives	Prague Airport Group in Brief, pp. 9-11
-	102-13	Membership of associations	Prague Airport Group in Brief, pp. 7-8

### Strategy

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
-	102-14	Statement from senior decision-maker	Foreword, p. 3
G	102-16	Values, principles, standards, and norms of behaviour	Prague Airport Business Conduct Ethics, pp. 62-67
G	102-17	Mechanisms for advice and concerns about ethics	Prague Airport Business Conduct Ethics, p. 64
-	102-18	Governance structure	VZ 2021, pp. 6-7

## Governance

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
G	102-25	Conflicts of interests	Prague Airport Business Conduct Ethics, pp. 71-72

## Stakeholder Engagement

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
S	102-40	List of stakeholder groups	Strategie udržitelnosti a ESG, p. 17-19
S	102-41	Collective bargaining agreements	VZ 2021, p. 8
S	102-42	Identifying and selecting stakeholders	Sustainability and ESG Strategy, pp. 17-19
S	102-43	Approach to stakeholder engagement	Sustainability and ESG Strategy, pp. 17-19
S	102-44	Key topics and concerns raised	Sustainability and ESG Strategy, pp. 17-19

## Reporting Practice

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
G	102-45	Entities included in the consolidated financial statements	VZ 2021, p. 25 (p. 5 of Addendum I)
G	102-47	List of material topics	Sustainability and ESG Strategy, p. 19
G	102-48	Restatements of information	There have been no changes to the information published thus far.
G	102-49	Changes in reporting	In 2021, a more comprehensive ESG strategy was adopted, which was also reflected in the update of the Company's website ( <a href="https://www.prg.aero/en/sustainability-and-esg">https://www.prg.aero/en/sustainability-and-esg</a> ) and the concept of the Sustainable Development Report.
G	102-50	Reporting period	The report is issued once a year, while mapping the reporting period of the previous calendar year, i.e. 1/1/2021-31/12/2021.
G	102-51	Date of most recent report	The previous version of this Report was published in October 2021. All versions of this document can be found at <a href="https://www.prg.aero/en/profile-and-csr-report">https://www.prg.aero/en/profile-and-csr-report</a> .
G	102-52	Reporting cycle	The Report is drafted once a year since 2009 in different forms.
G	102-53	Contact point for questions regarding the report	We cordially welcome any feedback on our sustainability and ESG strategy. You can share your suggestions via e-mails forwarded to <a href="mailto:csr@prg.aero">csr@prg.aero</a> .
G	102-54	Claims of reporting in accordance with the GRI Standards	The CSR Report refers to selected relevant indicators (or their parts) of the international reporting methodology of the Global Reporting Initiative (i.e., is GRI-referenced).
G	102-55	GRI content index	2021 Non-financial Data Pursuant to Selected GRI Standards, p. 83
G	102-56	External assurance	ESG Reporting and Sustainable Report, p. 22

## Economic Standards (GRI 200: Economic)



### Economic Performance (GRI 201: Economic Performance 2016)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
G	201-1	Direct economic value generated and distributed	<b>Economic Results</b> , p. 13 VZ 2021, p. 20, (i.e., p. 1 of Addendum I)
G	201-3	Defined benefit plan obligations and other retirement plans	VZ 2021, pp. 49-50 (i.e., pp. 29-30 of Addendum I)
G	201-4	Financial assistance received from government	VZ 2021, p. 47 (i.e., p. 27 of Addendum I)

## Environmental Disclosures (GRI 300: Environmental)



### Energy (GRI 302: Energy 2016)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
E	302-1	Energy consumption within the organization	<b>2021 Non-financial Data Pursuant to Selected GRI Standards</b> , p. 71
E	302-3	Energy intensity	<b>2021 Non-financial Data Pursuant to Selected GRI Standards</b> , p. 71
E	302-4	Reduction of energy consumption	<b>Carbon Neutral Airport</b> , pp. 25-27

### Water and Effluents (GRI 303: Water and effluents 2018)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
E	303-1	Interactions with water as a shared resource	<b>Environmental Pollution Reduction - Zero Waste Airport</b> , pp. 41-43
E	303-3	Water withdrawal	<b>2021 Non-financial Data Pursuant to Selected GRI Standards</b> , p. 71
E	303-4	Water discharge	<b>2021 Non-financial Data Pursuant to Selected GRI Standards</b> , p. 72
E	303-5	Water consumption	<b>2021 Non-financial Data Pursuant to Selected GRI Standards</b> , p. 72

### Biodiversity (GRI 304: Biodiversity 2016)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
E	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<b>2021 Non-financial Data Pursuant to Selected GRI Standards</b> , pp. 77-78
E	304-2	Significant impacts of activities, products and services on biodiversity	<b>Species-rich Airport</b> , pp. 30-31

## Emissions (GRI: 305 Emissions 2016)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
E	305-1	Direct (Scope 1) GHG emissions	Carbon Neutral Airport, pp. 25-29 2021 Non-financial Data Pursuant to Selected GRI Standards, p. 72
E	305-2	Energy indirect (Scope 2) GHG emissions	Carbon Neutral Airport, pp. 25-29 2021 Non-financial Data Pursuant to Selected GRI Standards, p. 72
E	305-3	Other indirect (Scope 3) GHG emissions	Carbon Neutral Airport, pp. 25-29 2021 Non-financial Data Pursuant to Selected GRI Standards, p. 73
E	305-4	GHG emissions intensity	2021 Non-financial Data Pursuant to Selected GRI Standards, p. 73
E	305-5	Reduction of GHG emissions	Carbon Neutral Airport, pp. 26-27 2021 Non-financial Data Pursuant to Selected GRI Standards, p. 73
E	305-6	Emissions of ozone-depleting substances (ODS)	2021 Non-financial Data Pursuant to Selected GRI Standards, p. 73
E	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Pollution Reduction – Zero Waste Airport, p. 38 2021 Non-financial Data Pursuant to Selected GRI Standards, p. 73

## Effluents and Waste (GRI 306: Waste 2020)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
E	306-2	Waste by type and disposal method	Environmental Pollution Reduction – Zero Waste Airport, pp. 36-38
E	306-3	Waste generated	2021 Non-financial Data Pursuant to Selected GRI Standards, p. 74
E	306-4	Waste diverted from disposal	2021 Non-financial Data Pursuant to Selected GRI Standards, p. 74

## Environmental Compliance (GRI 307: Environmental compliance 2016)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
E/G	307-1	Non-compliance with environmental laws and regulations	Environmental Responsibility, p. 25 2021 Non-financial Data Pursuant to Selected GRI Standards, p. 75  During the reporting period, the Company did not commit any violations of environmental legislation, nor did it receive any fines or sanctions therein.

## Important Social Areas (GRI 400: Social)



### Employment (GRI 401: Employment 2016)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
S	401-1	New employee hires and employee turnover	<b>Employees Are the Airport's Heart</b> , pp. 48, 50-52 <b>2021 Non-financial Data Pursuant to Selected GRI Standards</b> , p. 82
S	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<b>Employees Are the Airport's Heart</b> , p. 50 More information on benefits can be found on the Prague Airport career website <a href="http://www.prg.aero/en/careers">www.prg.aero/en/careers</a> .
S	401-3	Parental leave	<b>Employees Are the Airport's Heart</b> , p. 51 <b>2021 Non-financial Data Pursuant to Selected GRI Standards</b> , p. 81

### Occupational Health and Safety (GRI 403: Occupational health and safety 2018)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
S	403-1	Occupational health and safety management system	<b>Employee's Further Development and Training</b> , pp. 54-55
S	403-2	Hazard identification, risk assessment, and incident investigation	<b>Employee's Further Development and Training</b> , pp. 54-55  Identifying, evaluating risks, and taking measures before they take effect is a basic obligation imposed on employers by the valid legal regulations in the field of health and safety. The employer keeps documentation on the identification and assessment of risks and on the measures taken. Only a professionally qualified person in risk prevention can be entrusted with the identification and assessment of risks. Risk assessment is an ongoing process that requires regular updating depending on changes in all facts that affect safety and health protection.  In the event of an occupational accident, the employee (or witness to the event) is obliged to immediately initiate first aid, call for medical or other professional help. The employee is also obliged to report an occupational accident to the employee's superior immediately. As soon as a senior employee or an employee who is authorised by a senior employee becomes aware of a work-related accident, they are obliged, in addition to filling out an electronic record of the accident, to take an alcohol test. The occupational accident is immediately reported to the safety technician, who, depending on the nature and severity of the accident, may participate in clarifying the causes and circumstances of the accident.
S	403-3	Occupational health services	<b>Employees Are the Airport's Heart</b> , pp. 48-50 <b>Employee's Further Development and Training</b> , pp. 54-55
S	403-5	Worker training on occupational health and safety	<b>Employee's Further Development and Training</b> , p. 55  Every new employee entering the employment relationship must complete the initial OSH training. Upon arrival at the workplace, a practical briefing on health and safety follows. Rank-and-file employees must be trained on health and safety on a periodic basis once every two years, or according to the risk assessment. The employee completes extraordinary OSH training upon re-entering the workplace; after an occupational accident; when changing the type of work; when changing the post; when ordered by the inspectorate or work hygiene, etc.
S	403-6	Promotion of worker health	<b>Employees Are the Airport's Heart</b> , pp. 54-56 <b>Employee's Further Development and Training</b> , pp. 59-61





S	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employees Are the Airport's Heart, pp. 48-50
S	403-8	Workers covered by an occupational health and safety management system	The occupational health and safety system applies to all workers at Prague Airport.
S	403-9	Work-related injuries	2021 Non-financial Data Pursuant to Selected GRI Standards, p. 81  In 2021, there were no accidents at work resulting in the death of an employee. Among the most common types of occupational injuries were: falling, tripping, slipping while walking and straining while handling loads.

### Training and Education (GRI 404: Training and education 2016)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
S	404-1	Average hours of training per year per employee	2021 Non-financial Data Pursuant to Selected GRI Standards, p. 82
S	404-2	Programs for upgrading employee skills and transition assistance programs	Employee's Further Development and Training, pp. 53-54

### Child Labour (GRI 408: Child labor 2016)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
G	408-1	Operations and suppliers at significant risk for incidents of child labour	The Prague Airport Group does not cooperate with any business partners, nor does it operate in any areas where there is a risk of using child labour.

### Forced or Compulsory Labour (GRI 409: Forced or compulsory labor 2016)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
G	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	The Prague Airport Group does not have any operations, nor does it cooperate with any business partners with whom there would be a risk of using forced or compulsory labour.

### Local Communities (GRI 413: Local communities 2016)

ESG Area	Indicator	Indicator Specification	2021 Sustainable Development Report Chapter   Comment (Unless stated otherwise.)
S	413-1	Operations with local community engagement, impact assessments, and development programmes	Transparent Support of Surrounding Communities, pp. 56-57





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