



PRAGUE AIRPORT GROUP 2025 ESG REPORT

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LOOKING BACK AT 2025

FOREWORD BY THE CEO

Dear Readers,

It is six o'clock in the morning. The terminals at Prague Airport are gradually filling up. The first wave of departures, brief meetings over coffee, families with large suitcases heading off on holiday, crews ready to start their shifts. At any given moment, thousands of stories intersect here – and within a few dozen minutes, the people behind them take off across Europe and beyond. I truly love this atmosphere, and even though I have worked at the airport my whole life, it still feels unique to me.

In 2025, we helped write almost 17.8 million such stories – that is how many passengers chose us as the starting point, final destination, or transfer point for their journey. Throughout the year, Prague was connected to 194 destinations and 84 airlines operated at our airport. Behind these numbers are daily operational performance and long-term efforts to ensure the airport runs reliably and predictably.

Our responsibility is not only to manage peak traffic periods, but also to create the conditions that will make future generations of passengers want to start or end their journeys at Václav Havel Airport Prague. The year 2025 was one of systematic action – we continued preparing strategic infrastructure projects designed to enable further capacity growth, increased operational efficiency, and expanded our route network.

European aviation is changing, and the pressure to improve sustainability and operational efficiency is increasing. In this environment, it is crucial to have a clear vision of the role Prague Airport should play – and to be prepared to actively fulfil that role. Every decision we make today will shape the future of our operations and the competitiveness of the Czech Republic. The year 2025 confirmed that Václav Havel Airport Prague is not just a place of departures and arrivals. It is a place where stories come together and where the future of our aviation sector is taking shape.

Ing. Jiří Pos

Chairman of the Board of Directors, Letiště Praha, a. s.



FOREWORD BY THE ESG GUARANTOR

In terms of sustainability at Prague Airport, 2025 was a year of continuity and preparedness. Although the European Omnibus package postponed the obligation to report under the CSRD, we have made progress in harmonising rules, data collection, and governance to ensure we are ready in time for auditable reporting, while maintaining the continuity of our voluntary Sustainability Report.

We revised our ESG strategy in line with the outcomes of the double materiality assessment, confirming our long-term focus on areas of impact and potential risk. Responsibility for sustainability remains at the highest level of management; step by step, we are integrating the strategy into investment and operational planning - from preparing for the EU taxonomy to automating the collection and consolidation of ESG data.

In the area of decarbonisation, we build on our long-standing participation in the internationally recognised Airport Carbon Accreditation (ACA) programme, continue to reduce CO₂e emissions, and increase the use of electricity from renewable sources. During refurbishments, we focus on energy efficiency and effective smart management of operations and energy (e.g. the newly refurbished Panorama Airport Building on the roof of Terminal 1). We continue working on the design of the Terminal 2 expansion, with the ambition of obtaining LEED certification for sustainable buildings.

We are increasing the share of energy from renewable sources and electrifying ground operations in phases, in line with technical and economic feasibility. At the same time, we are improving data quality and internal control procedures for transparent disclosure.

We remain a responsible neighbour. We continue programmes to reduce the impact of operations on all aspects of the environment and surrounding communities, develop the Ventilation Programme, and use pricing tools such as noise charges and the newly introduced emissions charge.

Our ambition is a predictable and data-driven approach. We believe that measurable steps like these bring real progress - for passengers and partners, for the communities around the airport, and for the future of air travel.

Ing. Soňa Hykyšová, MBA

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





COMPANY PROFILE

PRAGUE AIRPORT GROUP INTRODUCTION

OWNERSHIP STRUCTURE

Letiště Praha, a. s. (Prague Airport) was established on 6 February 2008 by entry in the Commercial Register of the Municipal Court in Prague, Section B, File 14003. The sole shareholder of the Company is the Ministry of Finance, as the central body of state administration representing the Czech Republic in the exercise of ownership rights.

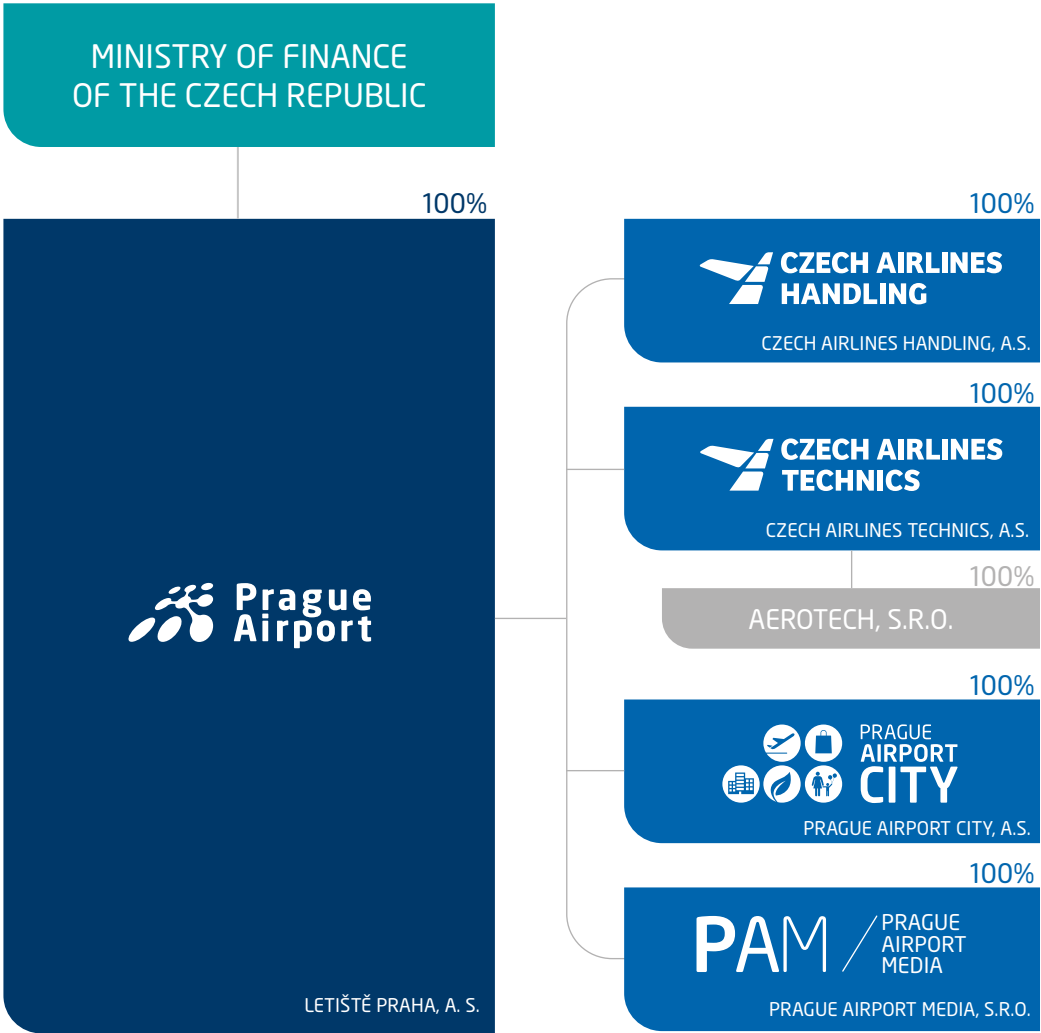
The Prague Airport Group (hereinafter also referred to as the "Group") brings together companies operating in areas related to the operation of the international civil Václav Havel Airport Prague and the provision of related ground services.

The parent company, Letiště Praha, a. s., coordinates the Group, ensures financial and strategic management, promotes synergies within the Group, and provides shared services to its subsidiaries.

The Company is the sole shareholder of Czech Airlines Handling, a.s., Czech Airlines Technics, a.s., and Prague Airport City, a.s., and the sole partner of Prague Airport Media, s.r.o. Czech Airlines Technics, a.s., is the sole partner of AEROTECH, s.r.o.

To ensure an effective management structure, the Board of Directors of Letiště Praha, a. s., uses a number of advisory bodies (committees), which are primarily composed of experts in the relevant field (for example, the operations and safety committee, the product and services committee, the project management committee, etc.). Regarding transparency and shareholder access to information, Letiště Praha, a. s., has a Corporate Governance unit within its organisational structure that, among other things, deals with shareholder relations and ensures ongoing communication and information flow.

The composition of the Board of Directors and the Supervisory Board falls entirely within the competence of the sole shareholder when exercising the powers of the Company's General Meeting. Members of the Company's bodies are appointed by the Ministry of Finance of the Czech Republic, pursuant to Act No. 353/2019 Coll., on the Selection of Persons to the Management and Supervisory Bodies of Legal Entities with State Property Participation (the Nomination Act). The Supervisory Board has three employee representatives who are elected directly by employees.



LETIŠTĚ PRAHA, A. S.

The main mission of Letiště Praha, a. s. (hereinafter also referred to as “Prague Airport”) is to efficiently and safely operate the international civil Václav Havel Airport Prague, to facilitate its growth, to contribute to the permanent continued development of civil air transport in the Czech Republic, to maintain its accessibility to the general public, and to enable passengers to travel in a modern, fast, and comfortable manner.

Prague Airport organises operations at the international civil Václav Havel Airport Prague, efficiently plans and allocates airport infrastructure and resources to individual airlines within available capacity, provides services related to airport operations, and leases airport premises for commercial use. The Company also provides other services, such as parking and catering. It continually expands, develops, and modernises its services.

In its activities, Prague Airport works closely with the Ministry of Transport of the Czech Republic, the Civil Aviation Authority, the Air Navigation Services of the Czech Republic, air carriers, public

administration authorities within and outside the aviation sector, and other airport users. It also works with the capital city of Prague and municipalities located in its vicinity. Three scheduled carriers use Václav Havel Airport Prague as their base – Smartwings, Ryanair, and Eurowings. Since the 2025 summer season, Hellojets has also joined them as a charter carrier.

Security at Václav Havel Airport Prague is provided by Prague Airport in cooperation with other security services, such as the Police of the Czech Republic. The Company also has its own specialised fire-fighting unit. A permanent 24/7 medical service is provided by a contracted partner.

Prague Airport is aware of its social responsibility arising from the impact of its operations on the surrounding area and therefore carries out its activities with regard to the environment and the lives of residents in the airport’s vicinity.

CORPORATE VALUES

Safety

We recognise that the main prerequisite for safety in the air is safety on the ground. Our mission is to ensure an outstanding level of safety in air travel and to improve it continually. Enhancing safety is a natural part of every employee’s job.

Customer Focus

Customer satisfaction is the only acceptable measure of success for us. We treat our customers individually and with the utmost care, because each and every one of them matters to us.

Competitiveness

We encourage creative and innovative thinking and actively seek new opportunities to achieve our goals. We are fully committed to our work, and delivering high-quality work comes as standard.

Responsibility

We are a good partner, an inspiring employer, and an exemplary neighbour. We expect personal responsibility from each individual. We are aware that all of our decisions have an impact not only on the future of the Company, but also on our surroundings.

Transparency

We stand by all our decisions. We communicate openly with customers, business partners, employees, and the general public. In all situations, we act fairly, with integrity, and with mutual respect.

CZECH AIRLINES HANDLING, A.S.

Czech Airlines Handling, a.s. (hereinafter also referred to as “Czech Airlines Handling”) is a major provider of handling services at Václav Havel Airport Prague. The company’s main mission is to provide comprehensive and high-quality passenger and aircraft handling services with an emphasis on meeting the individual needs of airline customers while maintaining the highest level of operational and safety standards.

Czech Airlines Handling provides comprehensive ground handling services for passengers, aircraft, cargo, and mail for more than 50 airlines, including carriers that are members of SkyTeam and Star Alliance, as well as a number of other airlines providing scheduled or charter passenger services or dedicated cargo transport.

In 2025, the company maintained a high standard of services overall, as demonstrated by the awards received for quality services from Korean Air, Turkish Airlines Cargo, and Qatar Airways Cargo, and the ongoing expansion of its customer portfolio. In passenger transport, Asiana Airlines, HelloJets, and AJet became new customers in 2025. With the resumption of flights to Prague, cooperation with SkyUp Airlines and Air Arabia was re-established. The company also provided handling services for the Czech Armed Forces fleet during the summer closure of its home airport in Prague-Kbely.

The company managed to maintain its position in the cargo flight handling segment in 2025. In this segment, cooperation continued with Qatar Airways Cargo and Turkish Airlines Cargo. Central Airlines, Supernova, and Geo Sky were newly added to this customer base.

A significant area of the company’s activities is the sale of aviation fuel and aircraft refuelling (into-plane service). In 2025, Czech Airlines Handling also continued its cooperation with PKN Orlen and OMV in fuel trading. The Smartwings Group, Wizz Air, the Air France/KLM Group, Qatar Airways, easyJet, LOT Polish Airlines, the IAG Group, Turkish Airlines, Volotea, and others are among the key customers for these services.

In mid-2025, the company closed the Contact Centre, which had provided services to Korean Air. The reason for the closure was the customer’s decision to move the service to Asia in order to reduce costs.

The company also provides ticket sales and operational ticketing services, performs aircraft cleaning and aircraft de-icing, and arranges for delayed baggage to be delivered to passengers on behalf of its customers.



CZECH AIRLINES TECHNICS, A.S.

Czech Airlines Technics, a.s. (hereinafter referred to as "Czech Airlines Technics") specialises in the maintenance of aircraft and aircraft components.

As an independent company with a tradition spanning more than a century, it provides international-standard services, with an emphasis on high quality, strict compliance with safety standards, meeting deadlines, and maximum flexibility towards customers. The company offers comprehensive services to a wide range of customers, including major airlines, leasing companies, and the Ministry of the Interior of the Slovak Republic.

Thanks to its own resources, it is able to provide most services internally, contributing to the highest possible quality and safety and the shortest possible turnaround times. The team focuses on base and line maintenance, aircraft landing gear maintenance, and aircraft component maintenance. The company has a new paint shop for narrow-body aircraft in Hangar S, as well as a flexible on-wing team, ready to address technical problems at foreign stations and airports. Other services include sales of aviation consumables and short- and long-term aircraft storage.

Its strategic location in the heart of Europe provides customers with easy accessibility without the additional costs of long ferry flights, which is a significant competitive advantage.

The company has no branch or other part of its business establishment abroad.

The company did not acquire its own shares.

CZECH AIRLINES TECHNICS FOCUS

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

- base maintenance,
- line maintenance,
- component maintenance,
- sale of aviation materials,
- operator support (CAMO support),
- landing gear lease and maintenance,
- aircraft painting (a new service starting in late 2024),
- aircraft storage,
- complete support for leasing companies.

In 2025, the company continued to fulfil several long-term contracts for both the main and secondary maintenance seasons. It continues to maintain and gradually develop mutual cooperation with its existing long-standing clients. In the case of new clients, the potential for long-term cooperation is based on an individual approach, the quality of the work performed, and consistently meeting the required deadlines.

In 2025, the company completed 80 **base maintenance** projects of varying scope on 63 customer aircraft, including 48 comprehensive major overhauls.

Hangar F is configured for five standard base maintenance lines, with line six reserved for minor maintenance work. Major customers in 2025 included Finnair, Transavia Airlines, Austrian Airlines, Neos, the Ministry of the Interior of the Slovak Republic, and others. The company also carried out inspections, modifications, and other work for customers from among leasing companies, such as BBAM, Macquarie Aircraft Leasing Services (Ireland) Limited, Air Explore, and Dubai Aerospace Enterprise.

Within this division, alongside standard maintenance tasks, the company offers a range of modifications and service bulletins, structural repairs, engine replacements, landing gear replacements, and replacement of other aircraft components.

The company performs the largest share of its **line maintenance** work at Václav Havel Airport Prague, where it is the largest independent provider in the segment. Its key customers in 2025 were Smartwings, Eurowings, Korean Air, Air France Industries, Turkish Airlines, KLM Royal Dutch Airlines, Delta Air Lines, Hello Jets, Asiana Airlines, Wizz Air, Neos, EL AL, China Airlines, Hainan Airlines Holding Company, easyJet, Air Cairo Airlines, LOT Polish Airlines, ASL Belgium, Iberia, Finnair, and others.

In 2025, key customers in **component maintenance** included Air Serbia, HiSky Europe, JobAir Technic, Trade Air, Aviarena Trading, AELS, Avion Express, Czech Airlines, Smartwings, LEAV Aviation, Transavia Airlines, Hello Jets, ABS Jets, and others. The company offers support and repair services for aircraft evacuation slides, batteries, wheels and brakes, avionics parts, pressure cylinders, etc. It continuously updates and expands its “Capability List” and focuses primarily on workshop repairs of A320/A330 and B737NG components. A total of 3,500 components were successfully repaired in 2025.

The company is able to respond flexibly to demanding customer requirements for the **sale of spare parts**, consumables, and chemical products required for aircraft repairs, thanks to its established supplier network, direct access to manufacturers, stock levels, and comprehensive logistical support. The company operates



an e-commerce portal that makes it easier for customers of this division to order consumables and enables more efficient and faster order processing. Customers of this division include Sentry Aerospace, Job Air Technic, Aerostar, Global Aviation, Magnetic MRO, Planestock, Air Serbia, Albatechnics, Aeroengineers International, LOT Polish Airlines, and others. Czech Airlines Technics handles 65% of its sales through the e-commerce portal. In 2025, the company processed more than 15,000 orders and sold 950,000 individual parts.

As part of its **Operator Support service**, the company handles all the activities required to maintain airworthiness for aircraft operators and owners. This primarily involves drawing up maintenance rules and data for planning and tracking aircraft and component maintenance, monitoring and processing documentation for aircraft modifications, monitoring engine parameters, preparing manuals, and other activities. The company holds authorisation to conduct airworthiness reviews of aircraft and their records, and to issue recommendations to the competent aviation authorities for the issuance of EASA Airworthiness Review Certificates (ARCs). A key customer in operator support in 2025 was Smartwings, for which long-term support under contract was provided for the operation of a fleet of four A220 aircraft in close cooperation with line maintenance.

With regard to **landing gear maintenance**, the company focuses primarily on landing gear overhauls for Boeing 737NG aircraft and also performs repairs, modifications, and surface treatment of individual components. In 2025, the company successfully completed a number of landing gear maintenance projects, including overhauls, partial repairs, and inspections of landing gear and landing gear components, for companies such as KLM Royal Dutch Airlines, Transavia Airlines, Transavia France, Smartwings, a.s., Jet Aviation, Air Explore, TUI fly, Go2Sky, Jettime, KlasJet, and others.

The company has an average annual capacity for 35 overhauls of complete landing gear sets with a short turnaround time. The company owns five spare landing gear sets, which it leases to customers for the time required to overhaul the customer's landing gear. If its own spare sets are fully utilised, the company promptly arranges landing gear sets from third parties or carries out exchanges using the customer's landing gear.

The company offers **aircraft maintenance and storage** to its long-term customers as well as other airline customers and customers from among leasing companies. The company provides this service primarily at Václav Havel Airport Prague, which serves as its headquarters and the technical base for its hangars.



The company also offers the service directly to aircraft manufacturers. Combining aircraft storage with first-class maintenance gives the company a significant competitive advantage. Regular technical checks, including landing gear inspections, various modifications, spare part replacements, and other related tasks, can be performed on the aircraft during the storage period. In 2025, aircraft storage itself mainly involved narrow-body aircraft. The customer base consisted predominantly of various leasing companies.

In 2025, the company put its **new paint shop** (Hangar S) into regular operation and completed the painting of 10 aircraft there. The hangar has expanded aircraft painting capacity and can paint helicopters and narrow-body aircraft up to the size of the Airbus A321. During 2025, the company updated internal documentation, verified technical procedures, transitioned from a temporary clearance to full operation, and stabilised processes for meeting deadlines and ensuring quality. For larger projects, Hangar S is capable of operating on a continuous basis. The company is currently planning to strengthen its core team (painters and paint preparers), gradually replace external capacity with in-house staff, and increase project profitability.

PRAGUE AIRPORT'S
NEW PAINT SHOP



PRAGUE AIRPORT CITY, A.S.

In 2025, the business activities of Prague Airport City, a.s., consisted of providing intra-group loans and activities related to the preparation and development of the Prague Airport City project, particularly in strategic planning and property-law preparation.

PRAGUE AIRPORT MEDIA, S.R.O.

The activities of Prague Airport Media, s.r.o., in 2025 focused on the management of the company's assets.



CORPORATE GOVERNANCE

BASIC INFORMATION

Business name: Letiště Praha, a. s.
Registered in the Commercial Register kept by the Municipal Court in Prague, Section B, File 14003
Company ID No.: 28244532
TIN: CZ699003361
Date of incorporation: 6 February 2008
Registered office: K letišti 1019/6, 161 00 Prague 6

SHAREHOLDER

The sole shareholder of the Company is the Ministry of Finance, Company ID No.: 000 06 947, as the central body of state administration representing the Czech Republic in the exercise of ownership rights.

ADMINISTRATIVE BODIES

The General Meeting is the supreme body of the Company. It elects and removes members of the Board of Directors and the Supervisory Board, with the exception of three Supervisory Board members who are elected by the Company's employees. The General Meeting also elects and removes members of the Audit Committee.

The Board of Directors is the Company's statutory body, which manages Company affairs and acts on its behalf. According to the Articles of Association, the Board of Directors has five members.

The Supervisory Board is the Company's controlling body. It oversees the performance of the Board of Directors' powers and the implementation of the Company's business activities. In accordance with the Articles of Association, the Supervisory Board consists of nine members.

The Audit Committee is an independent body of the Company established in accordance with the Act on Auditors and the Company's Articles of Association. The Audit Committee has three members.

CONTACT

Letiště Praha, a. s.
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161 00 Prague 6

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BOARD OF DIRECTORS OF THE COMPANY

As at 31 December 2025, the Company was governed by a five-member Board of Directors.

Chairman of the Board of Directors: Ing. Jiří Pos

Vice-Chairman of the Board of Directors: Ing. Jiří Kraus

Members of the Board of Directors: Ing. Martin Kučera, MBA; Mgr. Jaroslav Petržela, LL.M.; Ing. Marek Mastník, MBA

Personnel changes to the Board of Directors in 2025

Ing. Pavel Východský, Ph.D. – membership ceased on 30 April 2025

Mgr. Jakub Puchalský – membership ceased on 1 July 2025

Mgr. Jaroslav Petržela, LL.M. – membership commenced on 2 July 2025

Ing. Marek Mastník, MBA – membership commenced on 18 August 2025

SUPERVISORY BOARD OF THE COMPANY

As at 31 December 2025, the Supervisory Board had nine members.

Chairman of the Supervisory Board: JUDr. Ing. Stanislav Kouba, Ph.D.

Vice-Chairman of the Supervisory Board: PaedDr. Martin Sekal

Member of the Supervisory Board: Mgr. Pavel Dobeš; Ing. arch. Jaroslav Kláška; Mgr. Petr Kubíček; Ing. Petr Šobotník

Members of the Supervisory Board elected by employees: Tomáš Blodek; Jiří Hošek; Milan Suchý

There were no personnel changes to the Supervisory Board in 2025.

AUDIT COMMITTEE

Chairwoman of the Audit Committee: Ing. Andrea Lukášíková

Vice-Chairman of the Audit Committee: Ing. Petr Šobotník

Member of the Audit Committee: Ing. Ivo Středa

There were no personnel changes to the Audit Committee in 2025.



COMPANY ACTIVITIES IN 2025

In 2025, almost 17.8 million passengers were handled at Václav Havel Airport Prague, which represents a year-on-year increase of 8.5%. In 2025, Prague Airport handled 9% more passengers than in the record year of 2019, excluding passengers on routes to Ukraine, Belarus, and Russia that were operated at the time. Prague Airport thus successfully completed the transformation associated with the gradual reduction and termination of operations of the formerly dominant based carrier, Czech Airlines.

Passengers were able to use direct flights to 194 destinations, operated by 84 air carriers. In cooperation with them, services to 19 new destinations were launched, and frequencies and capacity were increased on more than 70 routes. New additions last year included long-haul connections to Abu Dhabi and Toronto, as well as routes connecting Prague with Yerevan, Marrakesh, and Cork. Sixteen new airlines also launched operations at Václav Havel Airport Prague, including Air Canada, Etihad Airways, Asiana Airlines, Air Arabia, Condor, and Ajet.

Over the course of 2025, the share of foreign passengers grew further (+1.5 percentage points), reaching approximately 58.5%.

In the aviation business segment, Prague Airport won the prestigious Routes World Award 2025 for the second time in a row in the category of airports handling 10 to 20 million passengers a year; the award was presented at the annual Routes World international conference. The award reflects the airport's results in air service development, marketing support, and overall cooperation between the airport and air carriers.

The air cargo segment recorded positive development, with 96,481 tonnes of cargo handled in 2025, constituting an increase of 48% compared with 2024. In this segment, the largest increase was recorded in freight carried on cargo flights, at 83%. The launch of regular cargo flights from China made the largest contribution to this growth, driven by increased demand in e-commerce. In the Road Feeder Services (RFS) segment, there was a year-on-year increase of 16%, although due to the growth in air cargo, the share of RFS in total cargo volume decreased from 30% to 26% in 2025.

KEY HIGHLIGHTS OF 2025

In 2025, almost 17.8 million passengers were handled at Václav Havel Airport Prague. Passengers were able to use direct flights to 194 destinations, operated by 84 air carriers. In cooperation with them, services to 19 new destinations were launched, and frequencies and capacity were increased on more than 70 routes.



17,750,528

handled passengers



84

air carriers



194

destinations

KEY HIGHLIGHTS OF 2025

New Destinations

- Newly opened destinations: Beirut, Cork, Iași, Yerevan, Marrakesh, Podgorica, Sanya, Skopje, Sharjah, Trieste, Toronto, Toulouse, Vilnius, Zagreb
- Charter flights: Comiso, Kalamata, Malé, Liège
- Cargo: Chengdu

New Carriers

- New airlines: Air Arabia, Air Canada, Air Dolomiti, Ajet, Animawings, Asiana Airlines, Condor, Etihad Airways, SkyUp Airways, TUS Airways
- Charter airlines: Electra Airways, Fly Lili, Freebird Airlines, Hellojets, Mavi Gök Airlines
- Cargo: Central Airlines

TOP Countries

				
1. Great Britain	2. Italy	3. Spain	4. Turkey	5. France
No. of PAX	No. of PAX	No. of PAX	No. of PAX	No. of PAX
2,236,496	1,858,827	1,758,636	1,055,759	1,037,002
2024/2025	2024/2025	2024/2025	2024/2025	2024/2025
+6%	-2%	+9%	+11%	+6%

TOP Destinations

				
1. London	2. Paris	3. Amsterdam	4. Istanbul	5. Frankfurt
No. of PAX	No. of PAX	No. of PAX	No. of PAX	No. of PAX
1,339,871	730,303	657,157	587,547	536,289
2024/2025	2024/2025	2024/2025	2024/2025	2024/2025
-3%	+1%	+1%	+23%	+22%



**YOUR BETTER AIRPORT
STARTS HERE: SUSTAINABLE
MODERNISATION FOR THE NEXT
GENERATION OF TRAVEL**

PRAGUE AIRPORT

SUSTAINABLE MODERNISATION

Václav Havel Airport Prague has entered a decade of major modernisation. This is intended to ensure its long-term sustainability, greater passenger comfort, and consideration for the surrounding area. The modernisation is taking place in line with the principles of responsible development and responds to the fact that the existing airport infrastructure has already reached the limits of its capacity. The goal is not to increase the number of flights, but to ensure safer and smoother operations, lower emissions, and a reduced impact on the surrounding environment. Key elements include the construction of a railway station and a rail connection to the centre of the capital, the transformation of the terminals, and major changes to the runway system.

Thanks to the rail connection, smoother passenger processing and more modern operational solutions, the airport will become a more accessible and efficient transport hub. The parallel runway layout will allow the airport to discontinue the use of the existing crosswind runway that passes over densely populated areas, enable quiet night-time hours between midnight and 5:30 a.m., and significantly reduce noise exposure for more than 200,000 nearby residents. The modernised terminals will offer faster and more convenient passenger processing, new services, and an environment that meets the latest European standards.

The entire project is financed from the airport's own resources and commercial financing, and will benefit not only passengers, but also the regions and the Czech economy. The airport will thus remain a stable gateway to the world, boost the capital city's competitiveness, and at the same time reduce its environmental impact – from lower emissions and noise levels to planning that prioritises long-term sustainability. The modernisation of Prague Airport is an investment that makes sense for everyone.

KEY STAGES OF MODERNISATION



STAGE 1
2023-2030

Construction of a railway station and other transport infrastructure



STAGE 2
2029-2033

Terminal modernisation and expansion of services



STAGE 3
2030 and beyond

Steps towards quieter and more considerate operations

THREE KEY STAGES OF MODERNISATION

STAGE 1 / 2026-2030

BETTER ACCESSIBILITY FOR ALL CONSTRUCTION OF A RAILWAY STATION AND OTHER TRANSPORT INFRASTRUCTURE

We are collaborating on the construction of a railway station connected to Terminal 2 and building an underpass to Terminal 1. We are improving access routes and expanding parking capacity, including a new public transport terminal. The airport is becoming more accessible to everyone, regardless of where they are travelling from or how they travel.

STAGE 2 / 2029-2033

GREATER COMFORT AND FASTER PASSENGER PROCESSING TERMINAL MODERNISATION AND EXPANSION OF SERVICES

We are redeveloping Terminal 2 and adding new services, ranging from lounges to restaurants. At Terminal 1, we are building a central security checkpoint to speed up passenger processing. The airport will no longer be merely a place of departure or arrival; it will become an integral part of the travel experience - pleasant, seamless, and modern from start to finish.

NEW LOOK FOR
TERMINAL 2



STAGE 3 / 2030 AND BEYOND

RUNWAY SYSTEM MODERNISATION STEPS TOWARDS QUIETER AND MORE CONSIDERATE OPERATIONS

We are changing the runway system layout to a parallel configuration, which will allow us to discontinue the use of the existing crosswind runway that passes over densely populated areas and restrict night-time operations. This will significantly reduce noise exposure for more than 200,000 nearby residents and improve the smoothness and safety of air traffic.

NEW PARALLEL RUNWAY







FINANCIAL RESULTS

FINANCIAL RESULTS

The year 2025 was marked by the continued growth of air traffic at Václav Havel Airport Prague. The achieved volume of handled passengers approached the level of the record year 2019, while the development of air connections continued to be affected by external factors, particularly the unstable geopolitical situation in the world, delayed deliveries of new aircraft, and technical problems with some of them. These circumstances had a direct undeniable impact on the airport's operational performance.

In 2025, in line with the development of air traffic, some agreements reverted to the original contractual conditions valid before 2020, including the reinstatement of guaranteed rent. The reconstruction of the Mastercard airport lounge was also completed in 2025, resulting in an increase in its capacity as well as revenues from the services provided.

Prague Airport's excellent economic results and financial stability were recognised by Moody's Investors Service rating agency. In 2025, the Company maintained its Aa3 rating with a stable outlook. A major achievement was the improvement of the main component of the credit rating, the BCA (Baseline Credit Assessment), from a1 to aa3. This rating, which is among the highest among rated airports, strengthens the Company's resilience even in the event of a change in the rating of the Czech Republic as the owner.

The year 2025 was also a period of strong investment activity exceeding CZK 3 billion. The construction of the collector was launched as the first implemented project under the Airport 2030+ investment programme. During the summer season, the first phase of the modernisation of the main runway and adjacent taxiway system was completed, with a total value exceeding CZK 700 million. Another significant step was the installation of new CT X-ray machines at security checkpoints in Terminal 2, representing an investment of CZK 140 million. Project preparation for further investment activities planned for 2026 and beyond continued, particularly within the Airport 2030+ programme.

Regarding its subsidiaries Czech Airlines Handling and Czech Airlines Technics, emphasis was placed on strengthening their competitiveness, managing the peak operating season, and improving their economic

performance. In 2025, both companies significantly improved their financial results. In relation to Czech Airlines Handling, the process of searching for a strategic partner continued.

MORE DETAILED OVERVIEW OF THE PRAGUE AIRPORT GROUP'S FINANCIAL PERFORMANCE IN 2025

The gross operating profit of the Prague Airport Group, excluding depreciation and exchange rate differences, reached CZK 5,217 million in 2025, representing a year-on-year increase of 16%.

The total operating revenues of the Prague Airport Group increased year-on-year by 14%, from CZK 13,732 million in 2024 to CZK 15,667 million in 2025. The revenues of the parent company, Letiště Praha, a. s., were positively influenced mainly by an 8.5% increase in the number of handled passengers, which was also reflected in non-aviation revenues, particularly in turnover rent, parking services, and airport restaurant and lounge services.

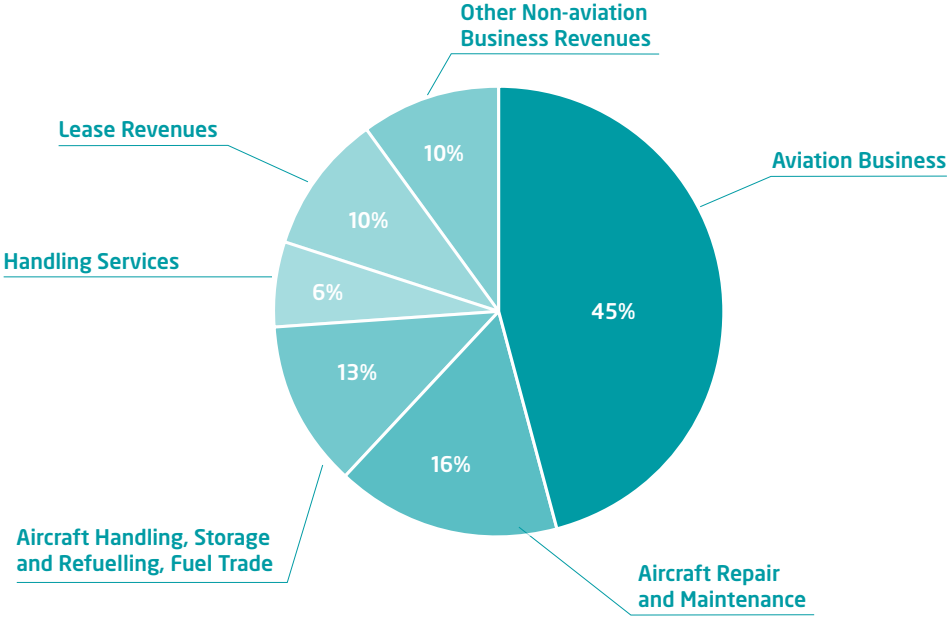
The total operating costs of the Prague Airport Group, excluding depreciation and exchange rate differences, increased year-on-year by 13%, from CZK 9,238 million in 2024 to CZK 10,450 million in 2025, mainly due to an increase in labour costs and external services of the parent company related to the growth in air traffic.

The financial situation of the Prague Airport Group remained stable throughout the year, and the Group was able to meet its obligations properly and on time.

PRAGUE AIRPORT GROUP

REVENUES PER IFRS COMPLIANT CONSOLIDATED FINANCIAL STATEMENTS

Revenue Category	2025 (million CZK)	Share	2024 (million CZK)	Share
Aviation Business	6,886	45%	6,241	46%
Aircraft Repair and Maintenance	2,505	16%	2,098	15%
Aircraft Handling, Storage and Refuelling, Fuel Trade	2,065	13%	1,809	13%
Handling Services	914	6%	740	6%
Lease Revenues	1,618	10%	1,374	10%
Other Non-aviation Business Revenues	1,482	10%	1,353	10%
Sum Total	15,470		13,615	





RESPONSIBLE AND SUSTAINABLE BUSINESS STRATEGY

RESPONSIBILITY FOR SUSTAINABILITY AND ESG

The management of the ESG and sustainability strategy and agenda falls under the responsibility of the entire Board of Directors, with the Vice-Chairman of the Board of Directors, Jiří Kraus, responsible for sustainability. The Environment, Sustainability, and ESG organisational unit, headed by its Director and guarantor of ESG coordination, falls directly under his remit. Both of these inseparable topics are addressed simultaneously within the ESG team and through a dedicated working group comprising guarantors responsible for the Environment, Social, and Governance sections.

E ENVIRONMENTAL RESPONSIBILITY

Overseen by Director of the Environment, Sustainability, and ESG Organisational Unit.

S SOCIAL RESPONSIBILITY

Overseen by Directors of the Human Resources Management Organisational Unit and Communication and Marketing Organisational Unit.

G GOVERNANCE, ETHICS, AND BUSINESS TRANSPARENCY

Overseen by Director of the Audit, Risk Management, and Compliance Organisational Unit.

ESG ACHIEVEMENTS IN 2025

Prague Airport's active and responsible approach to environmental protection, as well as to the Social and Governance areas, was recognised in two independent ESG ratings in 2025.

In the ESG Excellence Expert rating organised by the Prague University of Economics and Business, Prague Airport ranked among the TOP 10 most responsible companies.

The second award, TOP Responsible Large Company 2025 Advanced, was granted to Prague Airport by the Byznys pro společnost (Business for Society) alliance.



ESG REPORTING FRAMEWORK

In 2025, further steps were taken to implement ESG reporting under the CSRD, reflecting the proposed legislative changes under the Omnibus package. Under these changes, Prague Airport's reporting obligation was deferred by 2 years, i.e. to 2027. One of the key steps in 2025 was the review of the 2024 Sustainability Report (an unpublished non-financial report prepared in accordance with ESRS) in preparation for mandatory assurance. In 2025, Prague Airport's ESG strategy was revised and the targets for the individual E, S, and G areas were redefined. Prague Airport is also actively preparing for the statutory reporting obligation under the EU Taxonomy, which will apply to the Company from 2027.

MATERIAL SUSTAINABILITY TOPICS

In its 2025 ESG Strategy, Prague Airport identified eight main areas with long-term and ambitious goals. These eight topics form the core of our sustainable business; however, we keep sustainability principles in mind across all our activities. The ESG strategy was updated based on a double materiality assessment to reflect all material areas and topics on which Prague Airport has an impact.

DOUBLE MATERIALITY ASSESSMENT OF SUSTAINABILITY TOPICS

Double Materiality Assessment

A double materiality assessment is a systematic process that takes into account two key perspectives:

- Impact materiality, i.e. the impact of the Company's activities on the environment, employees, and other groups.
- Financial materiality, i.e. how sustainability aspects may affect the Company's economic situation.

A sustainability topic is considered material if it meets the criteria for impact materiality, financial materiality, or both perspectives.



ENVIRONMENTAL PROTECTION (ENVIRONMENT)

Climate resilience and carbon neutrality
Species-rich airport surroundings
Noise regulation
Minimising environmental pollution



RESPONSIBILITY TO EMPLOYEES AND THE SURROUNDING COMMUNITIES (SOCIAL)

Equal treatment and responsible employer
Transparent support for surrounding communities and the non-profit sector



GOVERNANCE, ETHICS, AND BUSINESS TRANSPARENCY (GOVERNANCE)

Promoting business ethics and sustainability within the Company
Promoting business ethics and sustainability among business partners

The aim of the assessment is to identify actual and potential (positive and negative) impacts, risks, and opportunities across all activities and within the Company's value chain. The result is the identification of material topics that will serve as input for developing the sustainability strategy and form the basis for future mandatory reporting in accordance with European requirements. This reporting will become part of the Group's Consolidated Annual Report from 2028 (for the 2027 financial year).

The outcomes of the double materiality assessment were taken into account in the revision of the ESG strategy in 2025.

KEY STAKEHOLDERS

Stakeholder engagement has long been addressed systematically within the Company as part of its certified environmental management system under ISO 14001, with measurable goals evaluated annually. The effectiveness of stakeholder dialogue is measured using various indicators, such as the number of complaints (especially regarding noise exposure), customer satisfaction with services measured by surveys, etc.

Under the terminology of the new European ESG legislation, two groups of stakeholders are distinguished. The first group comprises affected stakeholders, i.e. individuals or groups whose interests are, or could be, negatively or positively affected by the Company's activities. The second group of stakeholders comprises users of sustainability statements, i.e. other parties who are addressees of general-purpose financial reports (for example, existing and potential investors and creditors), as well as credit institutions, insurance companies, and other entities.

KEY STAKEHOLDERS

Given this relatively new approach to defining stakeholder groups, we currently identify them within Prague Airport as follows:



External Stakeholders

- Passengers
- Airlines, travel agencies, and tenants
- Subsidiaries
- Shareholders
- Companies for which Prague Airport provides environmental services
- Suppliers of goods and services
- Prague City Hall, the Civil Aviation Authority, Air Navigation Services of the Czech Republic, and other authorities
- ACI, ICAO, and other organisations of which Prague Airport is a member
- The general public and surrounding communities, including municipalities and city districts



Internal Stakeholders

- Employees
- Trade unions



ENVIRONMENTAL PROTECTION

CLIMATE RESILIENCE AND CARBON NEUTRALITY

.....✈ Our Goals

By 2030:

- 100% green electricity
- 60% electric / hybrid vehicles
- T2 - LEED certification
- Achieving carbon neutrality

By 2050:

- Achieving net-zero carbon neutrality

CLIMATE RESILIENCE AND CARBON NEUTRALITY

Prague Airport has been systematically reducing CO₂e emissions since 2010, when it joined the Airport Carbon Accreditation programme. The airport's carbon footprint is therefore verified annually by an independent certification company. Since 2010, emissions have been reduced by an average of three to five thousand tonnes of CO₂e annually; in 2025, this represented a **69% reduction** compared with 2009 levels. This is due to energy-saving measures, such as replacing lighting with energy-efficient LEDs, reducing the night-time operation of air-conditioning units and lighting in terminals, replacing cooling units, boilers, and burners, utilising waste heat at the wastewater treatment plant, and more. Prague Airport plans to continue implementing these energy-saving projects and achieve further emission reductions.

In 2021, Prague Airport also joined the Net Zero initiative organised by Airports Council International (ACI). This initiative brings together more than 200 airports that plan to achieve net-zero carbon neutrality by 2050 at the latest. Further commitments to achieve carbon neutrality also stem from our involvement in the Destination 2050 initiative.



More at
www.airportcarbonaccreditation.org

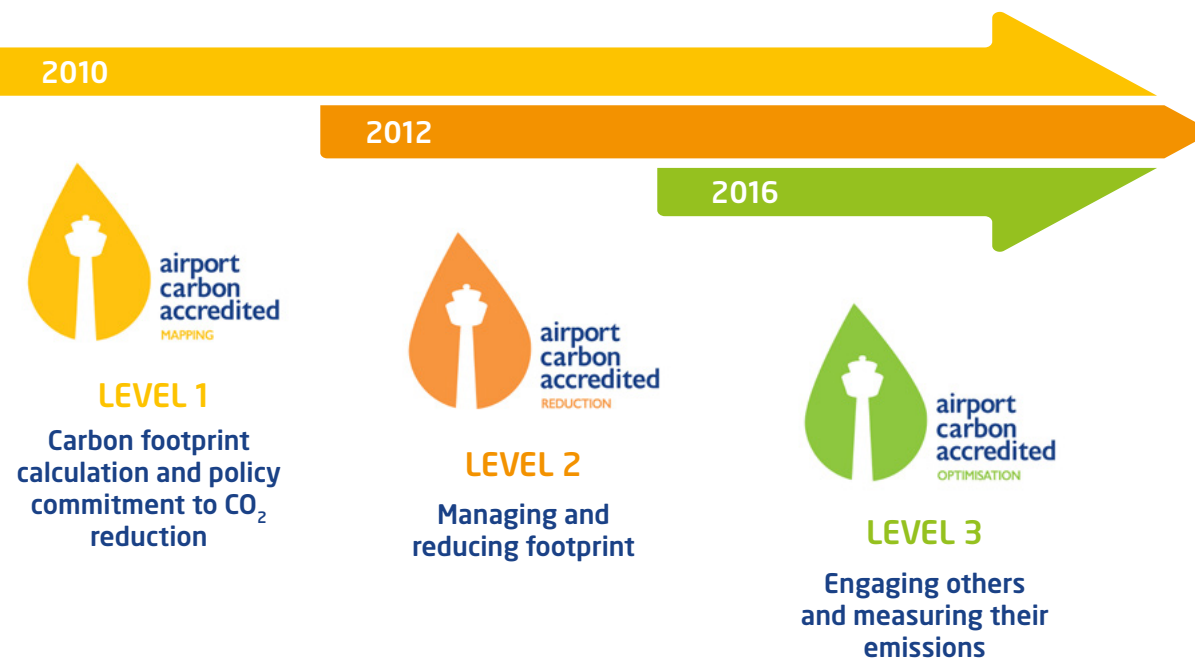


A wide range of energy-saving measures have been implemented, some of which have already been completed, while others are ongoing or in preparation:

- **Gradual installation of photovoltaic (PV) power plants on airport infrastructure facilities** where possible. Thanks to the cooperation of numerous organisational units, the current conditions were assessed and suitable locations were identified. The first PV plant was commissioned in 2023 at Terminal 3. At the end of 2025, the installation of a PV plant with a capacity of 1.3 MWp was completed at Parking C.
- In 2024, a feasibility study was prepared for the **use of hydrogen technologies** at Prague Airport for ground mobility, aviation fuel, the energy sector, and other potential purposes.
- In cooperation with an external consultant, an analysis of the heat supply options for the SEVER (NORTH) area was conducted, **including the possibility of using cogeneration**.
- **Gradual replacement of boilers in the JIH (SOUTH) area** - reducing gas consumption (implementation 2024-2026). Before the boilers are replaced, energy performance is always recalculated with the aim of replacing the original sources with new ones whose output is optimised for current local needs. Savings of up to 150 t CO₂e are expected.
- **Purchase of electric vehicles** and development of the infrastructure for their operation. Gradual annual increase in the number of electric vehicles in the airport fleet. In 2025, a further 35 electric vehicles were delivered.
- **Accelerated replacement of LED lighting** across the Prague Airport area. In 2025, projects with annual savings of up to 1.4 MWh were implemented.



PRAGUE AIRPORT MILESTONES IN THE AIRPORT CARBON ACCREDITATION PROGRAMME



CARBON FOOTPRINT

The carbon footprint, which represents the amount of emitted greenhouse gases converted to carbon dioxide (CO₂e), is monitored across three areas - the so-called Scope categories:

SCOPE 1 comprises direct emissions related to airport operations. These include, for example, fuel and natural gas consumption, emissions generated during wastewater treatment, and leaks from the use of air conditioning.

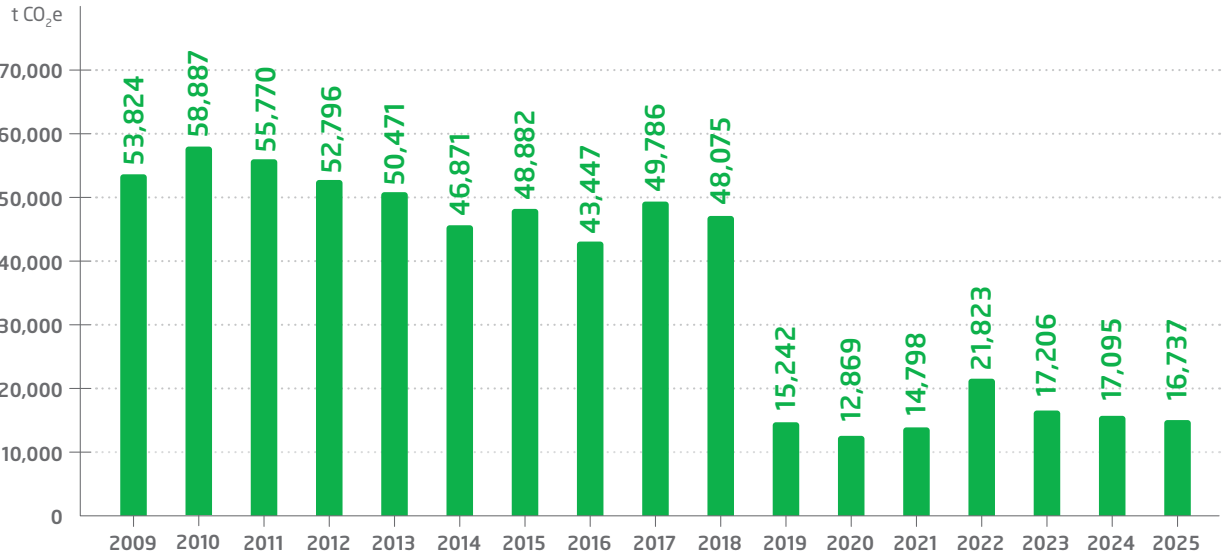
SCOPE 2 covers indirect emissions from purchased electricity that are not generated directly at the airport, but result from airport activities.

SCOPE 3 represents other indirect emissions. These are emissions that occur as a result of airport operations but are neither owned nor controlled by the airport. From 2025, this category includes emissions generated during the entire flight, as well as emissions from passenger transport to the airport, employee business travel, the use of airport ground support equipment, the operation of APUs (auxiliary power units), and other emissions in accordance with GHG Protocol requirements and ACA conditions.

*Until 2025, Scope 3 included emissions from the LTO cycle (the take-off, taxiing, and landing cycle at an airport up to an altitude of 915 m). Based on changes to the ACA programme conditions, emissions from the entire flight have been included since 2025.

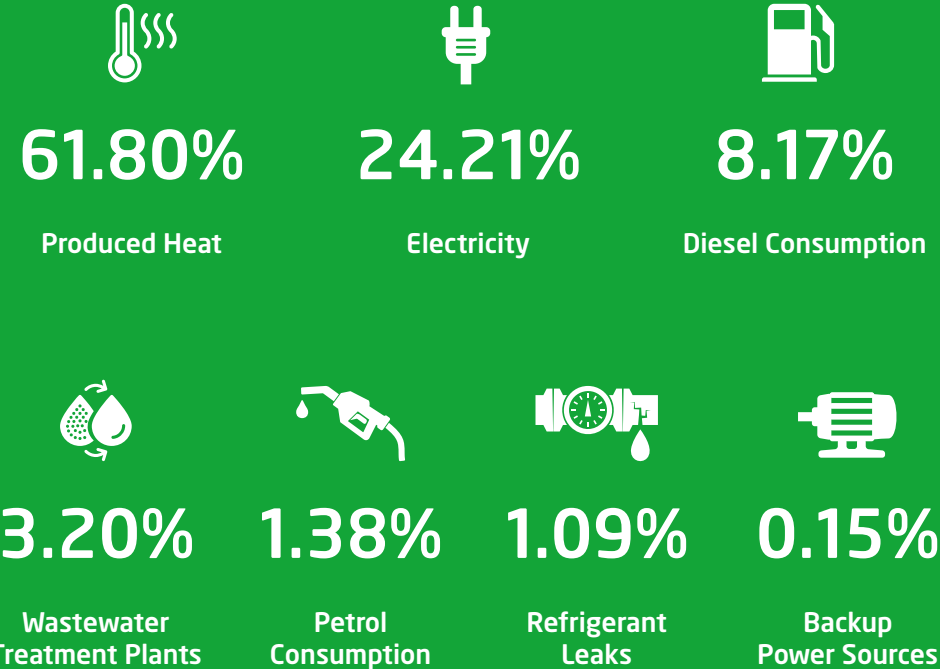
PRAGUE AIRPORT'S TOTAL EMISSIONS
SINCE THE START OF MONITORING (MARKET-BASED*)

PRAGUE AIRPORT CARBON FOOTPRINT (SCOPE 1 & 2)

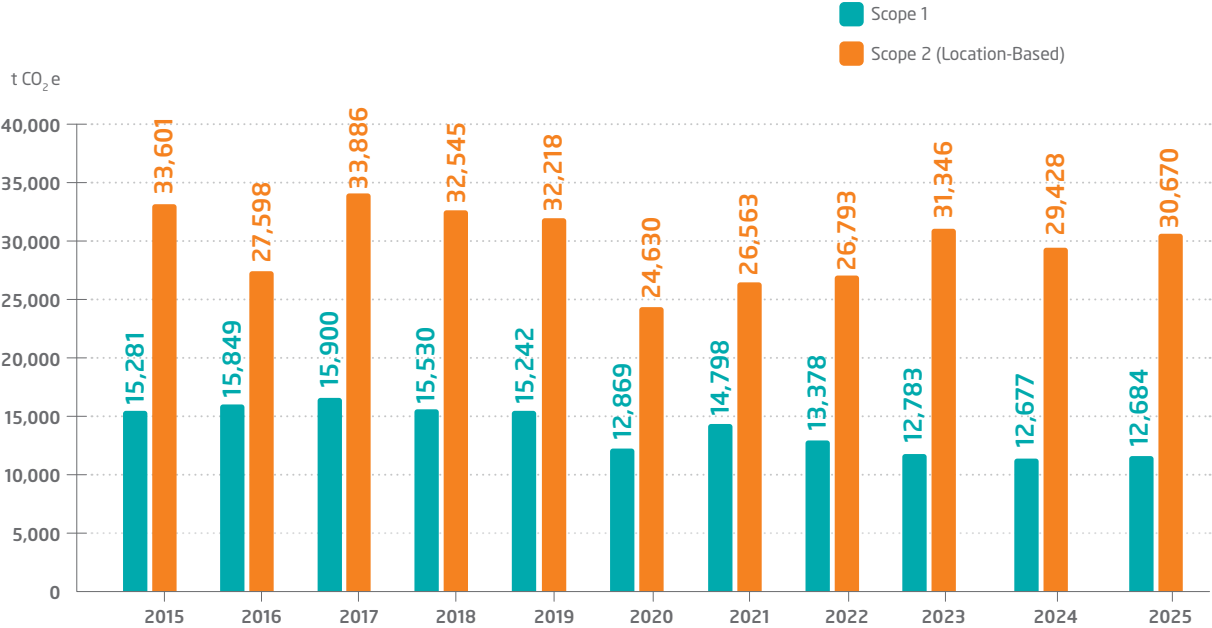


* Market-Based = a market-based method of calculating Scope 2 emissions, where the origin of the electricity is documented and the emission factor of these sources is applied.

SHARE OF INDIVIDUAL SCOPE 1 AND SCOPE 2
SOURCES AT PRAGUE AIRPORT

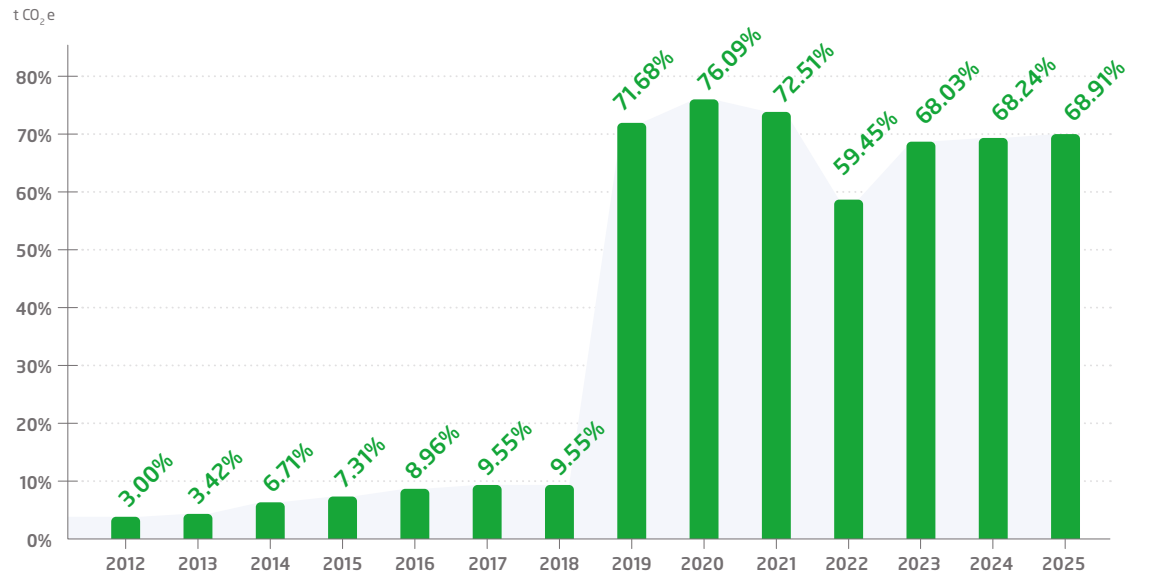


PRAGUE AIRPORT'S EMISSIONS FOR SCOPE 1 AND SCOPE 2 (LOCATION-BASED*)



* Location-Based = location-based method of calculating CO₂e emissions. This means using the national or local energy mix of electricity generation and the corresponding emission factor.

CO₂e EMISSIONS REDUCTION COMPARED TO 2009



SHARE OF INDIVIDUAL SCOPE 3 SOURCES AT PRAGUE AIRPORT



91.79%

Aircraft Emissions
- Entire Flight*



5.31%

Individual Passenger
Transport - Cars



1.11%

Electricity
- Tenants



0.55%

Taxis



0.33%

APU Emissions
(< 200,000 MTOW)



0.33%

Public Transport
PRG - City Centre



0.15%

Diesel Consumption
- Other Users



0.12%

Mixed
Municipal Waste



0.12%

Public Transport
PRG - Surrounding Area



0.07%

Petrol Consumption
- Other Users



0.06%

Engine Maintenance
(Single-Aisle Aircraft)



0.04%

APU Emissions
(> 200,000 MTOW)



0.01%

Shuttle Service
- parking

* Under ACA conditions, emissions from the entire flight are newly reported from 2025 instead of only the LTO cycle

ENERGY SECTOR

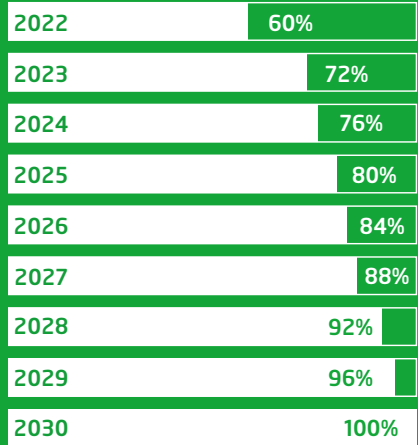
An important advisory body to the Prague Airport Board of Directors is the Energy Board, which is responsible for identifying energy-saving opportunities in Prague Airport's operations, analysing and evaluating potential energy savings, and proposing, developing and implementing energy-saving measures.

In 2022, we set a long-term commitment to achieve a 60% share of electricity from renewable sources, with a gradual increase up to 2030. This commitment is being met through our own electricity generation from photovoltaic panels and by purchasing guarantees of origin for electricity generated from renewable sources, which we have been using since 2019.

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

In 2023, Prague Airport commissioned a PV plant on the roof of Terminal 3, and in 2025, a PV plant was added at Parking C. The energy generated at T3 is consumed as part of the terminal's operations. Average annual generation of 117.5 MWh will cover approximately half of the terminal's consumption. Naturally, we monitor the electricity generated. Thanks to cooperation across a number of organisational units, the current conditions were reviewed, suitable locations were identified, and the achievable output for the construction of PV plants was determined.

MINIMUM SHARE OF ELECTRICITY FROM RENEWABLE SOURCES BY 2030



KEY FACTS AND FIGURES



In 2025, additional electric and plug-in hybrid vehicles were purchased. In total, Prague Airport's fleet includes 123 electric or plug-in hybrid vehicles.



Scope 1: 12,702 t CO₂e
Scope 2: 4,053 t CO₂e



Share of purchased green electricity in 2025: 80%

SPECIES-RICH AIRPORT SURROUNDINGS

.....✈️ Our Goals

By 2030:

- 50 projects enhancing biodiversity
- Management of replacement habitats
- Operational monitoring of watercourses
- Development of biodiversity protection policies and action plans

By 2050:

- 100 projects enhancing biodiversity

SPECIES-RICH AIRPORT SURROUNDINGS

Our goal is not “just” to plant trees; we strive to maintain and enhance the species diversity of both plants and animals (naturally, only where air traffic safety is not compromised). This effort takes the form of preventive measures (applying anti-collision decals to prevent bird strikes on buildings) and, in particular, support measures (creating, maintaining, and revitalising green elements in the urban environment, and strengthening and interconnecting landscape elements). We do not restrict our focus solely to the fenced airport grounds; we also support specific initiatives of neighbouring municipalities and city districts in the surrounding area through the Biodiversity programme.

More than **40 species of woody plants** grow on the airport grounds, with a total exceeding **3,000 individual specimens** (with geographically native deciduous trees predominating). We recognise the beneficial effect of mature trees on the microclimate of habitats during the summer months. Therefore, when planning and implementing construction projects, our priority is to minimise the need for tree removal wherever possible. However, where felling is unavoidable, it is always compensated by replacement planting including appropriate follow-up care. The replacement planting respects the spatial requirements of planned construction projects, and species selection is determined with regard to habitat conditions and ongoing climate change. By mowing grassed areas to an optimal height that does not pose a risk to the safe airport operation, we seek to minimise excessive evaporation during the summer months.

Greenery maintenance and rainwater management are closely interlinked, as they have a positive effect on the airport’s environment and microclimate. Project designs are developed with due consideration for the retention and use of rainwater. Emphasis is placed on natural infiltration or, where appropriate, its collection in retention systems, allowing for further use (e.g. irrigation). Wherever permitted by the nature of the planned construction and its surroundings, we seek to implement green roofs, which make effective use of rainwater and have a positive impact on the microclimate and biodiversity.

The strategic document outlining biodiversity protection is the **Concept of Environmental Protection, Sustainability, and ESG**, which defines medium- and long-term goals and concrete steps to achieve them. One of the core projects is the Biodiversity programme (see below). Other internal documents include the Concept of Biological Protection of the Airport and the Greenery Master Plan. In 2025, the Blue-Green Infrastructure Standards serving as a reference for designers were completed.



Impacts on biodiversity, animal welfare, and ecosystems are always considered at the initial stage of any construction project, with an emphasis on minimising them. The drafting of project documentation and the implementation itself are subject to standards that, among other things, address the protection of woody plants and the natural environment. The scope and quality of interventions in vegetation and subsequent landscaping are always evaluated, and where insufficient, remedial or compensatory measures are required.

As part of the airport's biological protection activities, the purpose of which is to ensure the safety of air traffic (minimising bird strikes), we focus on **monitoring the occurrence of birds** and use a combination of various methods to reduce the risk of strikes (grass management, scaring methods and techniques, etc.). A high level of biodiversity in the immediate vicinity of the runway system is not favourable from an air traffic safety perspective. We therefore seek to support projects aimed at enhancing biodiversity in the wider area surrounding the airport through the Biodiversity programme.

In 2025, the third call for the **Biodiversity** grant programme was announced. Its aim is to support the implementation of specific projects aimed at enhancing ecological stability and increasing the diversity of species and habitats around the airport, contributing to the restoration of native landscape elements, connecting old and new landscape units, improving natural water retention in the landscape, and raising environmental awareness. By 2030, the aim is to support fifty completed projects promoting the diversity of species and habitats, and by 2050, to complete a total of 100 such projects.

The **Prague Airport Greenery Master Plan** is a tool for the sustainable development of greenery, taking into account the Company's planned construction development and other temporal and spatial environmental conditions.

BIODIVERSITY



More about
the *Biodiversity* programme



KEY FACTS AND FIGURES



A total of 11 biodiversity
enhancement projects received
financial support amounting to
CZK 2,970,639.



Over 40 species of woody
plants grow on the airport
grounds, with a total exceeding
3,000 individual specimens.

NOISE REGULATION



.....✈ Our Goals

By 2030:

- Completion of the Ventilation Programme (CZK 150 million allocated)
- 35% of aircraft in the quietest categories (1-4) during the night-time period
- Development of active dialogue and partnerships with communities to support long-term improvements in quality of life around the airport

2030+:

- Partial closure of night-time operations following the commissioning of the parallel runway (pRWY)
- Expansion of noise monitoring following the commissioning of the pRWY

AIR TRAFFIC NOISE

We use the most advanced tools for the continuous monitoring of air traffic noise and flight paths. Noise abatement measures implemented by Prague Airport are on par with those of major international airports.

As the operator of Václav Havel Airport Prague and the party responsible for air-traffic-related noise, we address this issue in accordance with the International Civil Aviation Organisation (ICAO) noise strategy, which is based on the Balanced Approach to aircraft noise management. This approach aims to maximise environmental benefits while ensuring cost-effective solutions.

The balanced approach is based on four pillars:

- Reducing noise at source
- Land-use planning and management
- Noise abatement operational measures
- Operational restrictions

REDUCING NOISE AT SOURCE

The primary measure an airport can implement to reduce noise at source is the appropriate setting of its charging policy. For this reason, a noise charge was introduced at Prague Airport as early as 1995 in accordance with ICAO's Policies on Charges for Airports and Air Navigation Services. The purpose of the noise charging policy is to reduce noise at and around the airport, rather than to generate profit. The objective of the charging policy is to incentivise air carriers to deploy quieter aircraft on routes to and from Prague, particularly during the night-time period. The level of the noise charge depends on the time of day, the aircraft's noise parameters and its maximum take-off weight, i.e. the data contained in every aircraft's noise certificate.

In addition to the standard noise charge, Václav Havel Airport Prague also applies charges for non-compliance with slot coordination and for breaches of night-time operational rules.

Revenues from noise charges are used to cover the costs associated with addressing noise impacts, including air traffic noise monitoring, noise studies and the implementation of noise insulation measures for protected buildings in the most affected areas surrounding the airport.

PILLARS OF THE BALANCED APPROACH



reducing noise
at source



land-use planning
and management



noise abatement
operational measures



operational
restrictions



Learn more about the [Noise Issue](#)

LAND-USE PLANNING

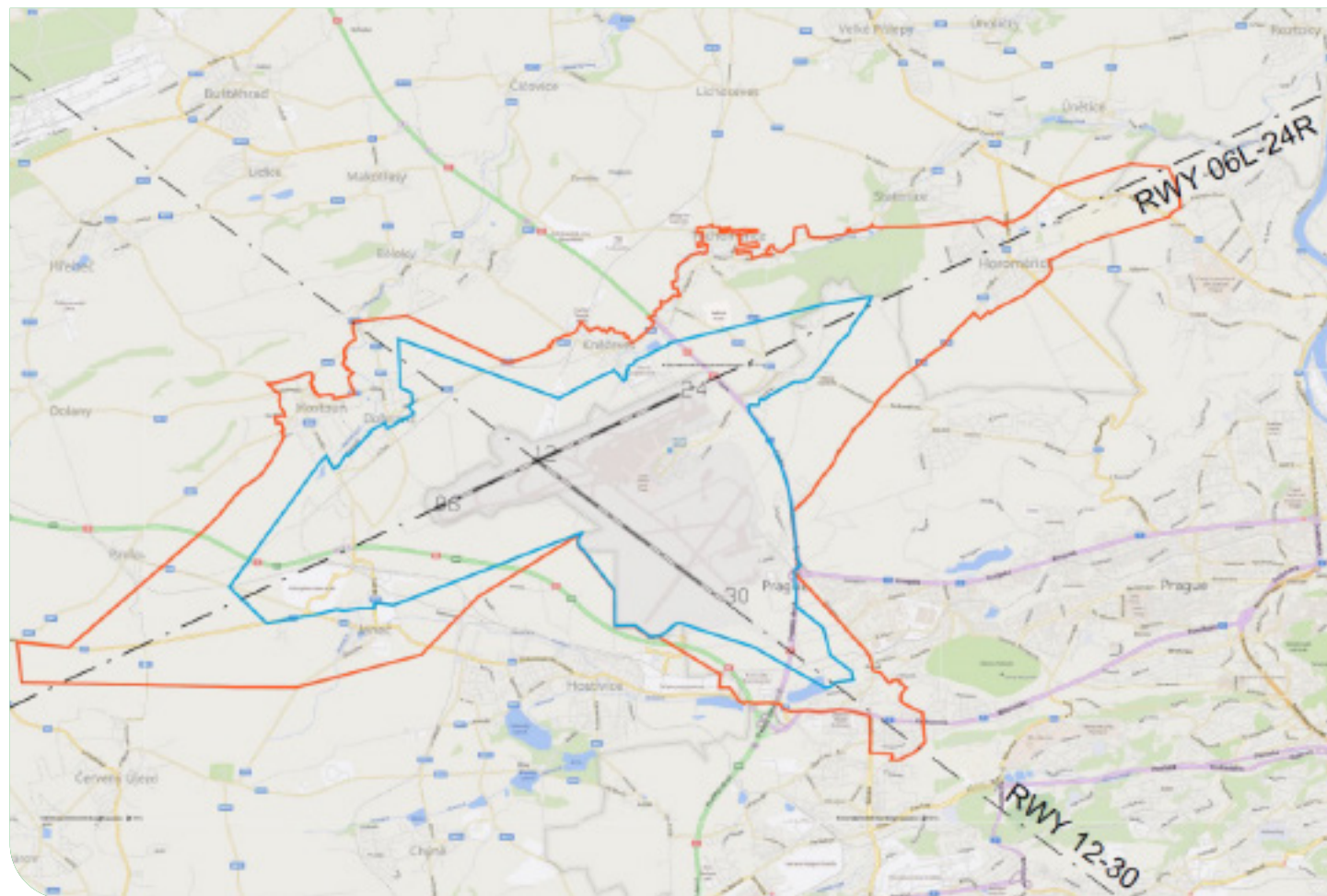
The main purpose of land-use planning is to establish rules to prevent an increase in the number of residents exposed to noise above permitted limits. Land-use planning should take a balanced approach to the development of residential areas as well as airport modernisation, including defining the areas affected by long-term air traffic operations and areas intended for transport infrastructure. We work closely with the relevant authorities and share information regarding our development plans.

PRAGUE/RUZYŇ AIRPORT NOISE PROTECTION ZONE (NPZ)

The NPZ is designated in areas where air traffic noise levels are expected to exceed statutory health-based noise limits for protected outdoor areas, including outdoor areas of buildings. The statutory health-based limit for noise generated by air traffic for protected indoor areas of buildings within the NPZ must not be exceeded. The NPZ is a regulatory measure that determines the scope of air traffic (i. e. the number of movements depending on their noise parameters) and the use of individual runway directions.

The shape and extent of the NPZ (see the figure Prague/Ruzyně Airport Noise Protection Zone - Zones A + B) reflect operations on the runway system, including the applicable regulatory framework. The boundary of the NPZ follows major territorial features and historical built-up areas of municipalities. The NPZ is divided into two zones, A and B. Different regimes apply to existing and new development in each zone, as specified in the relevant planning decisions establishing the Prague/Ruzyně Airport Noise Protection Zone across the cadastral territories of the affected municipalities.

PRAGUE/RUZYŇ AIRPORT NOISE PROTECTION ZONE - ZONES A AND B



NOISE ABATEMENT OPERATIONAL MEASURES

Operational procedures have a significant impact on airport operations. When defining these procedures, it is necessary to consider not only the noise abatement benefits achieved, but also their impact on operational safety and the capacity of the airport and its airspace. The primary objective is to ensure that air traffic affects as few residents as possible while allowing for the continued and balanced development of surrounding residential areas.

Such operational procedures include:

- Traffic distribution across the runway system; RWY 06/24 is prioritised to minimise overflight of densely populated areas of the capital city of Prague
- Noise abatement arrival procedures, where the descent gradient on final approach must not be less than 3° (5.2%), and aircraft must be established on the final approach path before descending below the cleared altitude
- Noise abatement departure procedures, where an aircraft may only deviate from the runway or SID axis after reaching the required distance from the airport or climbing to a specified altitude
- Restriction on the use of reverse thrust
- Rules for conducting engine test runs
- Rules for the use of back-up power sources

Due to meteorological or technical conditions, situations may arise where compliance with established noise abatement operational procedures is not possible in order to ensure flight safety. International regulations clearly define the conditions under which noise abatement procedures shall not take precedence.

OPERATIONAL RESTRICTIONS

Operating restrictions are a tool that, in accordance with applicable legislation, is applied as a last resort when the desired results cannot be achieved through other measures, particularly operational procedures. Operating restrictions refer to noise abatement measures that limit access of certain aircraft to the airport, reduce its operational capacity, or introduce partial restrictions applicable, for example, during specified periods of the day or to selected runways.

Uncertified aircraft and aircraft certified under Chapter 2 of ICAO Annex 16/I are prohibited from accessing the airport. During the night-time period, only those aircraft types and versions included on the list of aircraft permitted for night operation, and meeting the criteria for inclusion in Prague Airport noise categories 1 to 9, are allowed to operate at the airport.



A detailed description of the above operational measures and operating restrictions is provided in the document [LKPR AD 2.21 Noise Abatement Procedures](#).

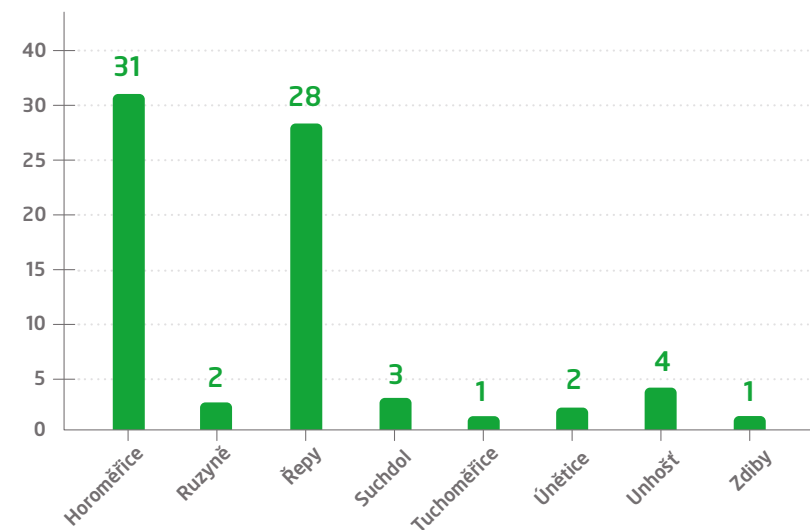
NOISE INSULATION MEASURES

In 2019, we launched a programme of additional noise insulation measures (hereinafter referred to as the "Ventilation Programme"). The programme provides financial support for the installation of mechanical ventilation systems with heat recovery, ensuring continuous air exchange and heating or cooling of indoor air without the need for direct ventilation.

The objective of the Ventilation Programme is to mitigate the impact of air traffic noise in protected indoor areas of buildings located in the most noise-exposed parts of the Prague/Ruzyně Airport Noise Protection Zone. Through continuous, controlled air exchange with closed windows, the ventilation systems not only reduce indoor noise exposure but also partially heat or cool the air, prevent dust, allergens, and other pollutants from entering indoor spaces, regulate humidity, and reduce occurrence of mould.

In 2025, the programme continues with the announcement of another call.

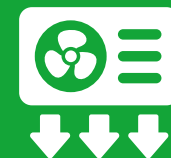
APPLICATIONS BY MUNICIPALITY (2025)



VENTILATION PROGRAMME



More information about
[Ventilation Programme](#)



KEY FACTS AND FIGURES



Measures installed in 60 family
houses/apartments.



The disbursed amount:
CZK 12.6 million.



The total number of buildings
and schools since the launch of
the programme:
306 installations (5 schools and
301 flats or family houses) with
a total value of CZK 76 million.

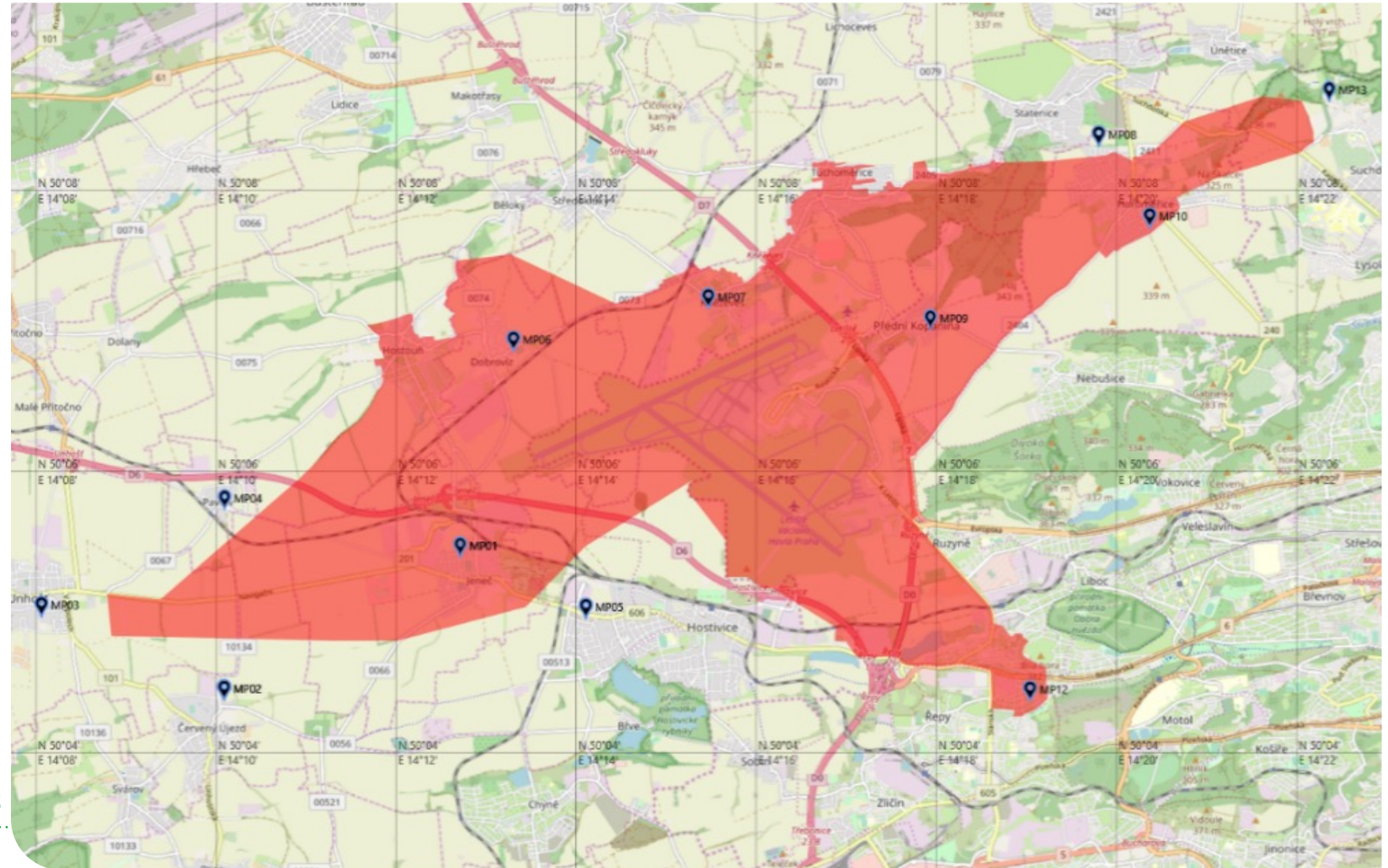
NOISE AND FLIGHT PATH MONITORING

As part of addressing noise impacts, Prague Airport conducts continuous accredited measurements, the results of which are submitted to public health protection authorities. Air traffic noise values are obtained through measurement and subsequent calculation in accordance with the applicable Methodological Guideline for Air Traffic Noise Measurement and Evaluation and the requirements of ČSN ISO 20906 Acoustics: Unattended Monitoring of Aircraft Sound in the Vicinity of Airports.

Continuous monitoring of air traffic noise in populated areas is carried out at 14 fixed stations of the Noise and Track Monitoring System located in the vicinity of Prague/Ruzyně Airport (see the figure NPZ Map + Location of Fixed Monitoring Stations).

In 2025, monitoring was expanded to include mobile measurements in locations along the axis of RWY 12/30 (see tables with measurement results). This was due to the diversion of air traffic from the main RWY 06/24 to secondary RWY 12/30 for a period of 4.5 months. During this period, necessary construction and technological work was carried out around the main runway to ensure compliance with the applicable regulations and to enhance operational safety and reliability.

**NPZ MAP + LOCATION
OF FIXED MONITORING STATIONS**



The results of continuous and mobile measurements for the monitored period are presented in the tables Results of Air Traffic Noise Measurements at Individual Measuring Stations in 2025. The results indicate that no demonstrable exceedance of statutory health-based noise limits occurred in protected outdoor areas, including the outdoor areas of buildings, outside the noise protection zone. In accordance with Section 20 of Government Regulation No. 272/2011 Coll., on the Protection of Health from the Adverse Effects of Noise and Vibration, the resulting sound pressure level is considered compliant if the resulting equivalent sound pressure level, after deduction of measurement uncertainty, is equal to or lower than the statutory limit.

RESULTS OF AIR TRAFFIC NOISE MEASUREMENTS AT INDIVIDUAL MEASURING STATIONS IN 2025 - CONTINUOUS MONITORING

Location - stationary station		Position of the measurement site relative to the NPZ*	LAeq, 16 h DAY	LAeq, 8 h NIGHT
RMT 1	Jeneč	inside	55.6	49.1
RMT 2	Červený Újezd	outside	50.0	43.9
RMT 3	Unhošť	outside	50.9	45.1
RMT 4	Pavlov	outside	51.6	45.6
RMT 5	Hostivice	outside	42.9	35.6
RMT 6	Dobrovíz	inside	58.4	52.5
RMT 7	Kněževes	inside	55.1	49.9
RMT 8	Horoměřice střed	outside	51.5	45.7
RMT 9	Přední Kopanina	inside	53.0	46.1
RMT 10	Horoměřice JV	inside	49.6	43.5
RMT 11	Roztoky	outside	50.4	44.9
RMT 12	Bílá Hora	inside	58.8	53.5
RMT 13	Suchdol	outside	53.5	48.3
RMT 14	Malé Kyšice	outside	50.9	45.6

* The total expanded measurement uncertainty is +/- 2.5 dB

HEALTH-BASED NOISE LIMITS

Within the Noise protection Zone (NPZ), statutory health-based noise limits may be exceeded in outdoor areas.

Statutory health-based limits for air traffic noise are set out in Government Regulation No. 272/2011 Coll., on the Protection of Health from the Adverse Effects of Noise and Vibration. The statutory health-based limit for air traffic noise in protected outdoor areas, including the outdoor areas of buildings, applies to a characteristic day of air traffic and is defined as follows:



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

RESULTS OF AIR TRAFFIC NOISE MEASUREMENTS AT INDIVIDUAL MEASURING STATIONS IN 2025 - MOBILE MONITORING

Location - mobile station	Position of the measurement site relative to the NPZ*	LAeq, 16 h DAY	LAeq, 8 h NIGHT
Jinonice	outside	54.6	48.9
Hodkovičky	outside	48.9	42.9
Kladno	outside	49.0	42.7
Lidice	outside	52.8	47.2
Řepy	outside	56.0	50.4

* The total expanded measurement uncertainty is +/- 2.5 dB.

Location - mobile station	Position of the measurement site relative to the NPZ*	LAeq, 16 h DAY	LAeq, 8 h NIGHT
Buštěhrad	outside	50.4	44.2
Běloky	outside	51.6	45.3
K Fialce, Praha 13 (Na Vidouli)	outside	49.5	43.8

* The total expanded measurement uncertainty is +/- 3 dB



ENVIRONMENTAL POLLUTION REDUCTION

.....✈️ Our Goals

By 2030:

- Fire-fighting training area with closed-loop water management
- Second air quality monitoring station, or alternatively mobile air quality monitoring at selected locations until the commissioning of the pRWY
- De-icing stand with collection of de-icing concentrates

WASTE MANAGEMENT AND CIRCULARITY

In line with EU objectives, the key ambition in waste management is to increase the share of waste suitable for recovery and to promote approaches to handling products and materials that prevent waste generation, support circular economy principles, and increase the amount of recyclable and reused waste. Prague Airport monitors and records both the volume of waste generated and the methods of waste management for all waste arising from its activities as the waste producer. The Company's waste generation is divided into 21 operational units. In 2025, waste suitable for recovery accounted for 74% of the total waste generated by the Prague Airport Group.

Attention is also given to the transition to a circular economy. We aim to treat waste as a resource and promote the use of easily repairable products with a long service life. In the past, for example, Life Cycle Assessment (LCA) study was prepared at Prague Airport to assess the replacement of single-use plastics in catering.

To support the implementation of circularity principles, the following measures and projects have been carried out:

- **REbox** - recycling and the related minimisation of single-use plastics form part of our long-term ESG strategy. The REbox project, launched in autumn 2023, provides reusable and returnable containers for use by both employees and the public in airport restaurant and canteens.
- Internal furniture reuse initiative - redistribution of redundant furniture among organisational units.
- **Clothing Swap** - employees were able to donate unwanted clothing and select new items; clothes not taken were donated to a Clothing Bank for distribution to people in need.



AIR PROTECTION AND AIR QUALITY AROUND AIRPORT OPERATIONS

Reducing air pollution forms part of the Environmental Protection, Sustainability, and ESG Concept. Most measures and projects are closely linked to efforts to reduce CO₂e emissions. A strong emphasis is therefore placed on air quality monitoring. An air quality monitoring station has been in operation on the airport apron since 2016. It continuously assesses air quality and is located near the aprons, close to the TS12 transformer station. The station is equipped with analysers measuring particulate matter PM₁₀ and PM_{2.5}, NO (nitric oxide), O₃ (ozone), and CO (carbon monoxide). In cooperation with the Czech Hydrometeorological Institute (CHMI), the station has also been included in the Czech Republic's Automated Immission Monitoring System. Real-time data from the monitoring station are publicly available on the CHMI website.

Biomonitoring

Beekeeping has been carried out at Václav Havel Airport Prague since 2011, when we joined other airports worldwide that use bees to monitor air quality in their surroundings as part of efforts to reduce the environmental impacts of air transport. The primary objective of beekeeping is to monitor the level of contaminants in the air through pollen and bee products. Pollen, in particular, is analysed as an indicator of environmental pollution. It is submitted for analysis to the University of Chemistry and Technology, Prague, where its content of heavy metals and organic compounds (polycyclic aromatic hydrocarbons) is assessed. As bees collect pollen within a radius of approximately three to five kilometres from their hives, the analysis reflects the condition of the environment in the wider airport area. Biomonitoring using bee products builds on and extends the long-term monitoring of fruit and agricultural crops.

Trends in air quality indicate a greater influence of pollution from surrounding ground transport than from air traffic. This was also confirmed during the COVID-19 pandemic, when the marked reduction in air traffic did not lead to a significant change in air quality monitoring results. Air pollution limits have not been exceeded within the airport area to date. Data from the monitoring station are publicly available online on the CHMI website.



WATER PROTECTION AND OPERATIONAL IMPACT MONITORING

Sustainable water management is one of the Company's key priorities. Responsibilities of individual organisational units are clearly defined within the organisation. The Energy Operation unit operates the water supply and sewerage network and, in cooperation with other units, plans the development and renewal of this infrastructure. The Electrical Power and Energy unit is responsible for measurements related to water management, including drinking water consumption.

In addition to its involvement in strategic development, the Company supports the implementation of blue-green elements, focusing on responsible rainwater management. In 2025, updated blue-green infrastructure standards were prepared, incorporating a practical section and fundamental principles of water reuse. The Standards focus on efficient rainwater management in line with priorities established by applicable legislation, with the aim of maximising its use and contributing to the mitigation of climate change and drought impacts. They also address the meaningful integration of green infrastructure elements within built-up areas.

Water Consumption

The Company does not operate its own drinking water source. Drinking water is supplied by Pražské vodovody a kanalizace (or Pražská vodohospodářská společnost, a.s.), and the volume of water supplied is measured. As the operator of a public water supply system, we also monitor the volume of drinking water delivered to individual customers. Water consumption at the airport is significantly influenced by the number of passengers. The Company implements water-saving measures to reduce drinking water consumption (e.g. sensor taps). Drinking water is maintained at levels that ensure a safe supply and reliable operation of the sewage network.

A borehole located in the NORTH area serves as a source of water for utility purposes (e.g. irrigation and road cleaning). The volume of consumed water abstracted is measured.

Surface Water Monitoring

The key elements of surface water protection are wastewater and contaminated rainwater treatment plants with sufficient capacity and reliable operation. Prague Airport operates two wastewater treatment plants, one serving the NORTH area and the other the SOUTH area. The volume of

wastewater discharged into surface waters is measured at both wastewater treatment plants and contaminated rainwater treatment facilities. Rainwater volumes are measured using limnigraphs located in the main stormwater collectors. All water discharged from the airport area - including treated sewage water, biologically treated rainwater and untreated rainwater - is monitored using limnigraphs in open channels before being discharged into the receiving watercourse, namely the Kopaninský and Únětický streams. The treatment plants are mechanical-biological systems with denitrification and chemical phosphorus removal. The discharged water undergoes further treatment using a micro-screen filter.

The quantity and quality of discharged water are monitored in accordance with the relevant water authority permit, whose conditions are consistently met. The volume of water discharged and the limits of monitored parameters (pH, COD_{Cr}, BOD₅, suspended solids, dissolved substances, total nitrogen, total phosphorus, AOX) as well as other parameters are monitored in accordance with the requirements set out in the permit, applicable legislation, and operational needs.

The quality of water in receiving watercourses is monitored regularly in accordance with the monitoring programme. Every three years, monitoring is supplemented by analyses of biota and sediments. In 2025, the hydromorphological assessment of watercourses was updated and biodiversity trends were evaluated based on previous monitoring data.

Attention is also paid to the pre-treatment of industrial wastewater prior to being discharged into the sewage system. Preparatory work is currently underway on the modernisation and capacity increase of the chemical treatment plant for wastewater from aircraft and aircraft component washing.

Groundwater Monitoring

Groundwater quality represents a long-term indicator of the impact of airport operations on the environment. Over 50 monitoring boreholes located within the airport area and its immediate surroundings are included in regular monitoring. At these sites, groundwater levels are measured, and samples are collected for laboratory analysis. The analyses focus primarily on concentrations of petroleum substances in groundwater. In selected hydrogeological boreholes, concentrations

of chlorinated hydrocarbons and other substances historically associated with airport operations are also monitored. Monitoring and data evaluation are carried out by a specialised hydrogeological company.

In 2025, continuous groundwater level monitoring was installed in selected boreholes. The data provide detailed information on groundwater reserves and their changes, taking into account not only precipitation patterns but also ongoing construction activities within the airport area.

In the vicinity of the Central Aviation Fuel Storage Facility near the municipality of Kněževes, selected hydrogeological boreholes have been equipped with a modern automated monitoring system. This system continuously monitors groundwater levels and detects potential occurrences of petroleum substances on the water surface, with responsible airport staff notified immediately.

Monitoring of New Pollutants

Prague Airport has long focused on monitoring pollutants in water, air, soil, and agricultural crops. In addition to conventional methods, we also use so-called biomonitoring, through which we assess the presence of harmful substances in pollen and honey produced by airport bees. Currently, beyond legislative requirements, we also monitor emerging pollutants, including pesticides and persistent organic substances, such as per- and polyfluoroalkyl substances (PFAS). We are probably one of the first companies in the Czech Republic to focus on the monitoring of these substances and to actively support research in this area.



Total waste generated:
5,968.3 t



Hazardous waste generated:
328.7 t



Drinking water consumption:
392,693 m³



Gold Medal for Honey

KEY FACTS AND FIGURES



100% of mixed municipal waste generated by Prague Airport is transferred, directly or indirectly, to an external company for energy recovery

OTHER ACTIVITIES AND INITIATIVES IN THE FIELD OF SUSTAINABLE DEVELOPMENT



RESPONSIBLE PUBLIC PROCUREMENT

In line with our ESG strategy, we implemented a new responsible public procurement process in 2023. Our priority is to be a trustworthy, transparent, and responsible company that applies the principles of sustainable development in its business activities. Responsible Public Procurement (RPP) is one of the key tools for fulfilling the Prague Airport Group's commitment to socially responsible and sustainable business.

As part of the continued implementation of responsible public procurement requirements, we have introduced mechanisms to transfer ethical and sustainability requirements to our business partners – suppliers, and, from 2024, also to revenue contracts. Compliance with our Business Partner Code of Ethics represents a minimum requirement for virtually all Prague Airport business partners. For relevant business relationships, additional specific requirements are defined either for the contractual partner or for the goods and services provided.

TOP SUSTAINABLE AIRLINE COMPETITION

Prague Airport has long aimed to encourage air carriers to deploy modern aircraft and comply with applicable regulations in order to ensure environmentally responsible operations. In addition to noise charges, one of the key tools is the Top Sustainable Airline competition, which evaluates airlines based on three criteria: noise, emissions from aircraft operated at Václav Havel Airport Prague, and the airlines' approach, commitments and activities in the field of sustainability.

The objective of the award is to motivate airlines to deploy quieter and more sustainable aircraft on routes to Prague. The winner of the 2025 Top Sustainable Airline competition was easyJet.

KEY FACTS AND FIGURES

- **Tours for schools** and the general public focused on the application of sustainability principles at the airport
- **Top Sustainable Airline** competition - winner: **easyJet**

Participation in Professional Platforms

- ACI Europe - Environmental Strategy Committee
- Czech Business Council for Sustainable Development
- Confederation of Industry and Transport of the Czech Republic
- RETHINK



RESPONSIBILITY TO EMPLOYEES AND SURROUNDING COMMUNITIES

EQUAL TREATMENT AND RESPONSIBLE EMPLOYER

.....✈ Our Goals

By 2030:

- Staff turnover at 12%
- Sickness rate below 5%
- Overtime to account for no more than 3.5% of total hours worked at Prague Airport, assuming a sickness rate of up to 4% and the passenger plan is met

DIVERSITY

The Company promotes a diverse, fair, and inclusive working environment. All activities involving employees are assessed from a diversity perspective, including a requirement that they must not be discriminatory. Regular audits are conducted, and a process is in place to implement corrective measures if any violations are identified.

We monitor diversity through specific indicators (e.g. demographic structure of employees, equal pay analysis).

In 2025, the Company continued its successful cooperation with the non-profit organisation Czechitas, which began in July 2023. We supported projects such as the Data Academy and the Digital Academy with a focus on cybersecurity. Experts from Prague Airport actively participated in mentoring, study visits and lectures for female students. This cooperation enables Prague Airport to support the development of IT skills and digitalisation within the Company.

In 2025, we launched a pilot Programme for Parents designed to support colleagues during maternity and parental leave. The programme allows them to stay connected with developments within the Company, continue their professional development and education, and facilitates their smooth return to work.

In November 2025, we introduced a new service to support employees facing challenging life situations. The programme provides free, voluntary and fully confidential psychological support, offering employees a safe space to share their concerns, receive professional assistance and improve their well-being.

FAIR REMUNERATION

Our ambition is to be a leading employer in Prague and the surrounding area and to increase workforce flexibility. Reference salary levels are defined based on the results of salary surveys (HAY methodology, Korn Ferry and Mercer data). In addition, the Company conducts internal benchmarking of salaries for comparable positions. We also provide benefits to employees working under flexible contractual arrangements, depending on their level of engagement.



Our Company adheres to the principle of merit-based remuneration, where compensation is determined based on role, qualifications and performance. A clear policy on overtime compensation is defined in the Collective Agreement. We regularly benchmark our benefits and remuneration packages against industry standards and trends to ensure continued competitiveness. For key and hard-to-fill positions, we aim to attract talent by offering compensation that may exceed market standards. Collective bargaining takes place annually, during which salary increases are negotiated based on inflation, the Company's financial performance, the cost of living and labour market conditions.

PROMOTING WORK-LIFE BALANCE

The Company recognises the importance of maintaining a healthy work-life balance and supports employees in taking regular breaks and fully utilising their annual leave entitlement. The number of overtime hours per FTE has been decreasing year on year. Our objective is to maintain an appropriate share of employees using flexible forms of employment (particularly agreements outside standard full-time contracts). This approach is primarily applied to operational roles dependent on the number of passengers handled. Experience in recent years has shown that greater contractual flexibility not only increases service flexibility but also contributes to an improved work-life balance for employees in standard employment.

EMPLOYEE DEVELOPMENT AND TRAINING

We view training at the Prague Airport Group as an investment in people and in the quality of services. In addition to mandatory training required by legislation and the requirements of individual positions, we also develop specialist and soft skills that contribute to improving customer service and fostering innovation across the Company. We therefore continuously monitor the quality and impact of training through systematic evaluation.

We assess the effectiveness of and satisfaction with training activities through immediate feedback collected via evaluation questionnaires and regular observations of group training sessions. An increase in demand for training activities is considered a useful satisfaction indicator. In 2025, a total of 3,452 in-person training sessions were held, representing a 12.2% increase compared to

2024. Employees also successfully completed more than 20,000 e-learning courses, an increase of 5.2% year on year. The growing interest in training also strengthens our commitment to focusing on the targeted development of key talents and future leaders.

In addition to mandatory and specialist training, we focus on management development, personal growth and topics related to corporate culture.

In 2024-2025, the 16th edition of the Talent Pool programme took place, aimed at strengthening the skills of selected employees and encouraging their active personal development with an impact on corporate culture. Each participant developed an individual innovation project, which was subsequently presented to the Company's management. The programme's impact is also reflected in the fact that 64% of participants change their position within the Company within five years of completion. Over 16 editions, 242 participants have completed the programme. Ninety-seven projects have been presented, 39 of which have already been implemented, with others still in development.

On 17 October 2025, the first joint meeting of participants from all 16 programme editions took place at the airport, attended by more than 80 graduates. The event included an inspiring lecture followed by a series of activities and workshops connecting participants across cohorts. The aim of the meeting was to promote experience sharing, mutual inspiration, cooperation and the generation of new ideas for further development.

We have been running the Management Academy programme since 2023 with the aim of developing management skills and standardising the core competencies of managers across the Company. It is held twice a year and combines practical topics with experience sharing among managers. Since its launch, 83 managers have completed the programme. In 2025, it was held twice, with the November session marking its seventh edition.

As part of the CX programme, we develop leaders and team members with the aim of strengthening their engagement, resilience, and skills required for smooth operations and high-quality passenger service. Managers focus on effective ways of working and on providing feedback to improve service quality. We also pay special attention to our approach to passengers with disabilities, which is why we provide targeted training for security screening staff and the assistance service.

We have been systematically developing the Digital Ambassadors programme for more than three years. The programme currently involves 35 ambassadors across organisational units.

We regularly organise inspirational meetings for the community, encourage the sharing of know-how, and provide targeted digital upskilling. The programme also includes regular mapping of digital skills within assigned organisational units, which allows us to better target development activities.

In 2026, we are focusing on greater efficiency and synergy, and we are integrating digital and innovation streams into a single Inspiration HUB team, which supports collaboration, innovation and the long-term sustainable development of digital competencies.

We also support employees who are temporarily unable to work.

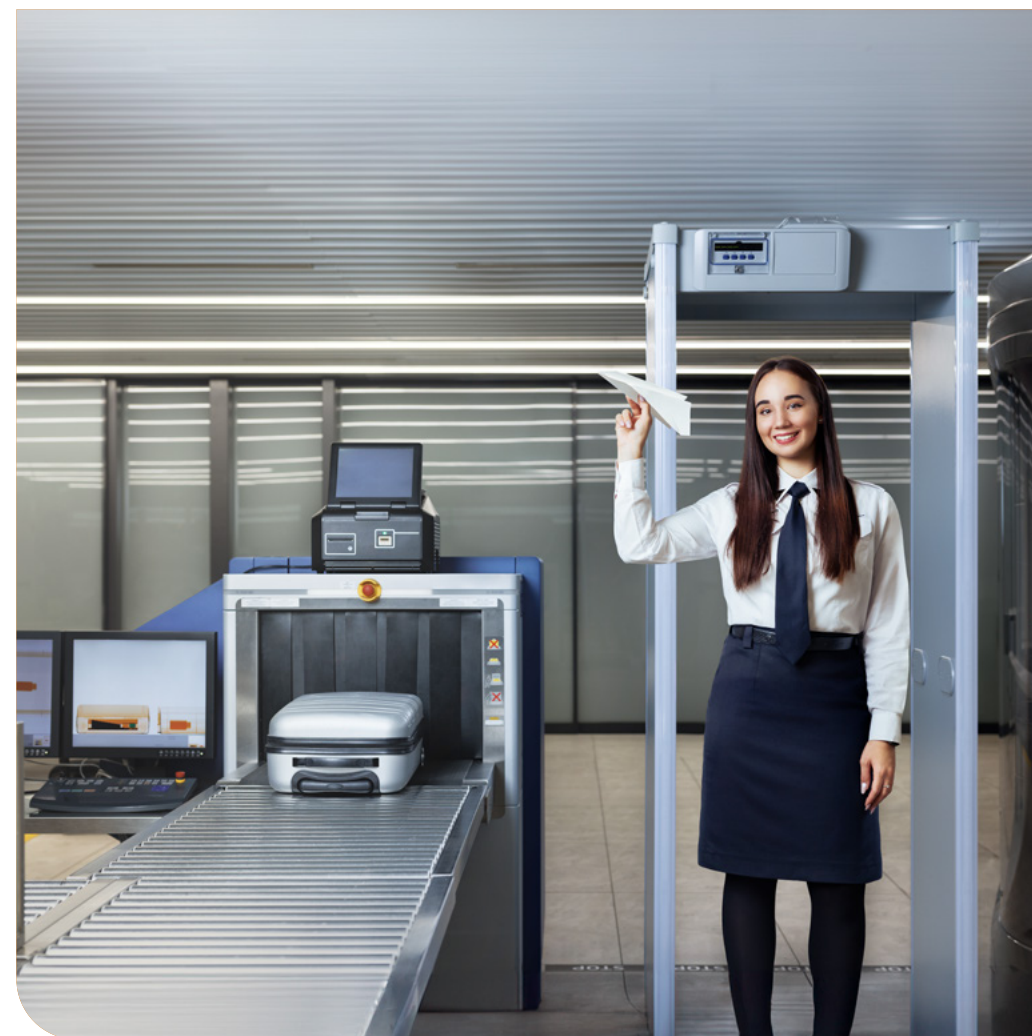
COOPERATION WITH EDUCATIONAL INSTITUTIONS

Our strategy for cooperation with educational institutions includes offering work placements, internships, trainee programmes and support with bachelor's and diploma theses. It also involves hosting visits, study tours and expert presentations delivered directly at educational institutions along with opportunities for part-time work. This agenda is managed by the Human Resources Management (Learning and Development Team with the Recruitment Team responsible for the trainee programme). We monitor the number of work placements, internships, student visits, bachelor's and diploma theses in preparation or completed, as well as the number of participants in the trainee programme. In 2025, six study tours were organised in cooperation with schools, and we collaborated on 23 final theses. We now also monitor and analyse the number of students who have joined us for part-time work or full-time employment. We verify satisfaction with work placements, internships, etc. among all parties involved (students, Prague Airport staff providing the placements, and educational institutions). Based on this feedback, we seek to adjust the process or conditions to ensure everyone is satisfied.

Our goal is to secure enough students for work placements, internships, and the trainee programme to meet the needs of organisational units that have long faced a shortage of new employees, particularly in



For more information visit the [careers website](#)



technical roles, and thereby ensure a future workforce. The aim is also to further raise awareness of Prague Airport as an employer offering a wide range of professions, including those not directly related to aviation (e.g. electricians, automotive mechanics, wastewater treatment plant operators). Specifically, the target is to provide work placements for approximately 250 students in operational or technical professions.

COLLECTIVE BARGAINING

Prague Airport has four trade unions. Dialogue with trade unions takes place on a regular basis: quarterly with the Board of Directors, monthly with the Director of Human Resources Management, and continuously with the managers of individual organisational units, including in connection with support for individual employees (e.g. loans, social assistance) or organisational changes within departments. The Company's management meets regularly with trade unions to discuss both operational and strategic topics. A new collective agreement covering 2026 and the following two years was concluded before the end of 2025. It provides employees with conditions beyond the scope of applicable legislation while also supporting the achievement of the Company's strategic objectives. Collective bargaining may also be reopened during the term of the Collective Agreement if required. We thoroughly evaluate our collaboration with trade unions and the working conditions created and constantly improved through mutual cooperation. The Collective Agreement applies to 100% of all employees under employment contracts.

HEALTH PROTECTION AND HEALTHY LIFESTYLE

Our Company currently offers a wide range of wellness and health programmes, either free of charge or at discounted prices, including discounts offered by numerous business partners. A long-standing and highly popular benefit is the provision of massages for employees by visually impaired employees with the appropriate qualifications, as well as on-site hairdressing services.

The Company offers employee benefits through the Cafeteria system, allowing employees to choose benefits according to their individual needs (e.g. health, travel, MultiSport card, culture).

The Company also actively participates in sports initiatives, such as the 'Do práce na kole' (Biking to Work) programme.



The Company does not forget its former employees either. It provides a regular donation to the Czech Airlines Pensioners' Club to support leisure activities for pensioners, actively participates in some of its activities, and provides Cafeteria programme contributions in accordance with the Collective Agreement.

Since 2024, we have been a signatory to the Charter Against Domestic Violence, thereby helping to break the taboo surrounding this issue and expressing zero tolerance towards domestic violence. We will continue to contribute to creating a safe working environment and to cooperate with relevant non-profit organisations providing support to victims.

One of the areas we focus on as part of our social responsibility towards our employees is financial well-being. We strive first and foremost to prevent financial difficulties through free consultations. However, employees may also apply for an interest-free loan. In 2025, 67 employees had an interest-free employee loan, with the total amount borrowed exceeding CZK 3.5 million.

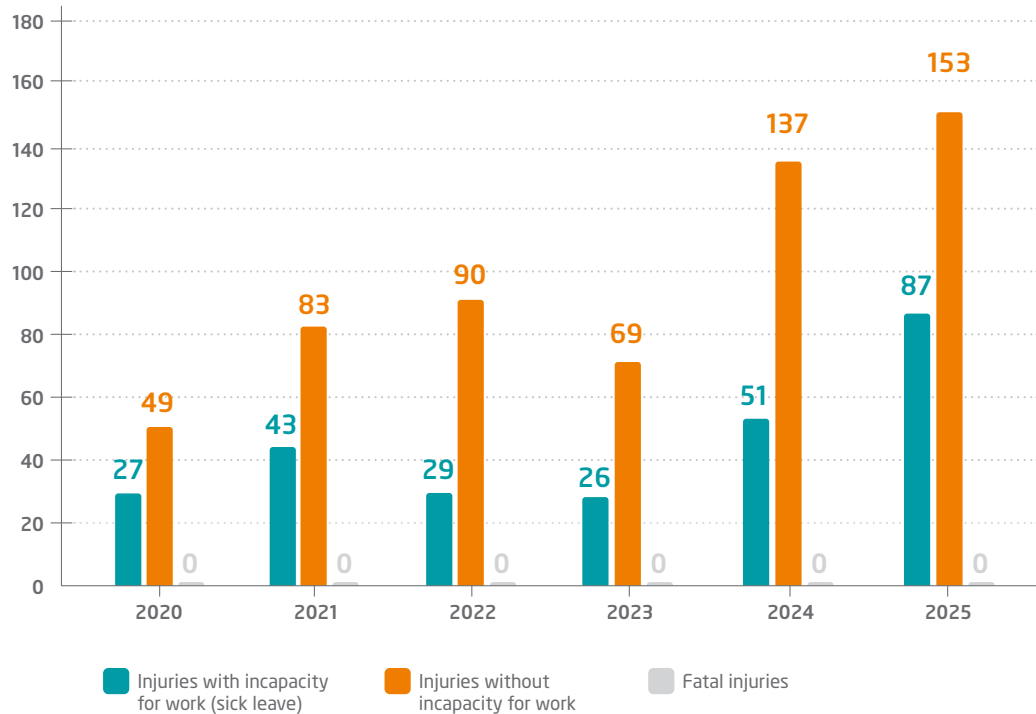
In addition, CZK 120,000 was allocated to social assistance in 2025, supporting eight people.

We also run the ON THE WINGS OF HELP programme, which provides support to employees and their family members facing difficult life situations. Contributions are primarily intended to cover costs associated with medical treatment, rehabilitation, therapeutic stays, or the purchase of necessary equipment. In 2025, assistance worth a total of nearly CZK 145,000 was provided under this programme.

The Company places a strong emphasis on the continuous improvement of occupational health and safety standards. The main goal is to minimise work-related injuries and reduce the likelihood of incidents and accidents. Key risk prevention tools include systematic monitoring of statistics on workplace injuries, near-misses and sickness absence related to occupational injuries, as well as detailed analysis of their causes and the implementation of effective corrective measures.

Our Company holds the Company for Health certificate. Employee well-being across various areas represents a key priority. We recognise that this approach helps increase employee satisfaction and contributes to the Company's prosperity. We consider health to be the most valuable asset requiring systematic care. Prague Airport therefore offers a wide range of valuable health-related benefits and programmes including support for physical activity, healthy nutrition, preventive programmes and first-aid training. In 2025, employees were for the first time given the opportunity to donate blood at a mobile transfusion unit directly at the workplace, which was very positively received.

OCCUPATIONAL INJURY STATISTICS 2020-2025 PRAGUE AIRPORT GROUP



KEY FACTS AND FIGURES



9.3%

Staff turnover: 9.3% in 2025, an improvement compared to 9.9% in 2024



3.8%

Sickness rate: 3.8%, a slight increase compared to 3.47% in 2024



TOP 10

Prague Airport ranked among the TOP 10 most responsible companies in the ESG Excellence Expert rating and also received the TOP Responsible Large Company 2025 Advanced award



355

Average number of employees under 25 increased from 282 in 2024 to 355 in 2025



254

In 2025, a total of 254 students completed a work placement at Prague Airport, and we cooperated with 23 schools; and through presentations explaining the Company's operations and its organisational units, we reached nearly 600 students



CZK 144,000

Financial support of CZK 144,000 was provided to employees under the ON THE WINGS OF HELP programme

TRANSPARENT SUPPORT FOR SURROUNDING COMMUNITIES AND THE NON-PROFIT SECTOR

.....✈ Our Goals

- Building good neighbourly relations based on open communication and mutual dialogue
- Improving the living conditions of residents around the airport (with at least CZK 25 million allocated annually)
- Supporting the non-profit sector

SUPPORT FOR THE AIRPORT'S IMMEDIATE NEIGHBOURHOOD

In building good relationships with our neighbours, we emphasise open communication and actively participate in improving the living conditions of residents, who are often also part of our workforce.

This cooperation is based on three main pillars:



OPEN AND TRANSPARENT COMMUNICATION



FINANCIAL SUPPORT IN THE FORM OF TRANSPARENT GRANT PROGRAMMES



NON-FINANCIAL COOPERATION

WE REGULARLY COMMUNICATE WITH OUR IMMEDIATE NEIGHBOURHOOD USING VARIOUS COMMUNICATION CHANNELS

Meetings between Prague Airport management and municipal representatives	At least three times a year
Prague Airport participation in council meetings	Upon request
Meeting with residents (participation in public events)	5 different locations
Electronic newsletter for immediate surroundings	Monthly
Printed periodical 'Za horizont' (Beyond the Horizon)	3 times a year
Special 'Pro naše sousedy' (For Our Neighbours) website	Online

@ E-mail address for the neighbourhood: sousedede@prg.aero

 For more information, visit the [For Our Neighbours](#) website

OPEN AND TRANSPARENT COMMUNICATION

We prepare a regular e-newsletter for the surrounding communities, publish the printed 'Za horizont' (Beyond the Horizon) periodical, maintain a dedicated 'Pro naše sousedy' (For Our Neighbours) webpage with information tailored specifically to the surrounding area, and hold regular meetings with representatives of municipalities and city districts. Upon request, airport experts attend public council meetings of surrounding municipalities. In 2025, Prague Airport operated an information stand at five public events in the surrounding area, where citizens had the opportunity to obtain information about the airport's operations and its future plans and to ask any questions.



PRAGUE AIRPORT STAND AT
A COMMUNITY EVENT IN HOSTIVICE



NON-FINANCIAL ASSISTANCE TO THE
PRAGUE ŘEPY MUNICIPAL DISTRICT

Prague Airport announces **three grant programmes** for surrounding municipalities every year.

BIODIVERSITY

The **Biodiversity grant programme**, aimed at supporting species diversity, landscape regeneration, natural water retention and educational activities, supported 11 projects in 2025.



ESTABLISHMENT OF
A WILDFLOWER MEADOW AT
THE CZECH UNIVERSITY OF LIFE
SCIENCES PRAGUE

VENTILATION

The **Ventilation Programme**, which forms part of noise mitigation measures, provided funding for the installation of ventilation systems in 60 family houses/apartments in 2025 (more on page 47)



GOOD NEIGHBOURHOOD

As part of the **GOOD NEIGHBOUR** programme, Prague Airport supports projects in the fields of culture, education, sport and community life. In 2025, a total of 87 projects were supported, with funding amounting to CZK 15 million. Projects are selected by a committee that also includes a representative of surrounding municipalities, with the aim of supporting a wide range of interests and needs. The list of supported projects is transparently published on the airport's website under the *For Our Neighbours* section.



AUTISM-FRIENDLY SUPPORT
FOR FAMILIES

RECONSTRUCTION OF THE
SOKOL SPORTS COMPLEX
IN ŮNĚTICE



PLANTING A NEW AVENUE
IN KNĚŽEVES



SUPPORT FOR LANGUAGE EDUCATION

We also regularly support language education for children from local elementary schools. In 2025, we provided a total of CZK 6,300,000 for children's language trips abroad and lessons with native speakers.

The financial subsidy is distributed to schools through our partners' language programmes:

- Prague 6 City Municipality, Open World programme
- Prague 17 – Řepy Municipality, We in the World - the World with Us programme
- Prague Airport Region – an association of surrounding municipalities and city districts affected by Prague Airport operations

NON-FINANCIAL COOPERATION

We also provide non-financial support to surrounding municipalities and city districts. If they ask us for help, we are happy to do what we can. This includes activities such as grass mowing, tree pruning and other maintenance of public spaces using professional equipment. This cooperation represents significant assistance for nearby municipalities. It is free of charge, flexible, and focused on high-quality professional work. In 2025, a total of 250 hours were provided as part of support for surrounding areas.

Every year, we seek to introduce new activities. In 2025, we therefore launched the **GREEN EXCURSIONS** project, intended for fourth-grade elementary school pupils. The programme focuses on sustainability and education while also giving children a glimpse into the inner workings of an international airport. The project has been very well received.

KEY FACTS AND FIGURES



15,000,000

crowns allocated to support
community life through GOOD
NEIGHBOUR grant programme



3,000,000

crowns allocated to
biodiversity development



6,300,000

crowns allocated to
language study trips abroad
for primary school pupils



250

hours of volunteer work
in support of surrounding
municipalities

COOPERATION WITH THE NON-PROFIT SECTOR

Prague Airport recognises its responsibility to support those in need and non-profit organisations. Although the main part of our support is directed to the immediate vicinity of the airport, we also consider it important to contribute to the activities of other organisations helping people in difficult life situations. In 2025, we therefore implemented a number of projects focused on charitable activities and support for the non-profit sector:

- We organised **15 volunteering days** at various non-profit organisations.
- Employees can **donate blood** twice a year directly at the workplace.
- We hold **regular charity markets** for the public and employees to support sheltered workshops.
- The airport regularly participates in **Giving Tuesday** and motivates employees to engage in individual volunteering.
- Twice a year, we host a **clothing swap** for the public and employees; we donate the remaining clothes to organisations that distribute them to those in need.
- **Charity collection boxes** on the airport premises support the activities of various organisations helping a wide range of people in need.
- We donate redundant IT equipment to the organisation '**Člověk v tísní**' (**People in Need**), which uses it for children from socially disadvantaged families.
- We hosted a **charity concert** at the airport.
- We provided **financial support**, for example, to 'Ball on Wheels', the organisation 'K srdci klíč (pomoc lidem bez domova)' (Key to the Heart (helping the homeless)), the Dědina Centre for the Blind, the Home of St. Charles Borromeo, para swimmers, and other organisations, with total support exceeding CZK 2 million.



**VOLUNTEER DAY AT
ST. CHARLES BORROMEO
HOME.**



GOVERNANCE, ETHICS, AND BUSINESS TRANSPARENCY

GOVERNANCE, ETHICS, AND BUSINESS TRANSPARENCY

We believe in a modern and responsible company with clearly defined values and a deeply rooted ethical culture. We believe that in such a company, all levels work together to achieve common goals through effective management, consistent risk awareness, and appropriate risk controls. Such a company serves as a role model for others in its sector and for the general public.

In line with this vision of ethical conduct and corporate responsibility, the companies of the Prague Airport Group have been developing a robust management and control system for many years, designed to ensure not only compliance and ethical standards but also the cost-effectiveness and efficiency of our operations. All of this is done with respect for the legal system, the moral principles we have adopted, and the values we uphold: safety, customer focus, competitiveness, responsibility, and transparency.



For more information, visit: [Governance, Ethics, and Business Transparency](#)



PROMOTING BUSINESS ETHICS AND SUSTAINABILITY WITHIN THE COMPANY

.....✈ Our Goals

By 2030:

- 90% of employees trained in ethical culture

PROMOTING BUSINESS ETHICS AND SUSTAINABILITY WITHIN THE COMPANY

The Prague Airport Group has implemented a comprehensive Compliance Management System, which includes the Regulatory Compliance pillar and Fraud Risk Management—that is, the prevention, detection, and response to misconduct, including fraud and corruption.

We have adopted an *Anti-corruption Policy* that clearly states our zero-tolerance toward corruption and other unethical practices. Our Anti-corruption Policy is based on our *Rules of Conduct and Ethical Principles* (Code of Ethics), as well as on detailed guidelines for preventing conflicts of interest and for giving and accepting gifts and hospitality.

These rules and their specific application are covered by related training and awareness programmes. We have established procedures for mandatory familiarisation of designated employees with the content of policy documents. All employees undergo mandatory training in ethical conduct. In addition, employees in high-risk positions undergo targeted training focused on workplace ethics as well as anti-corruption policies and measures.

However, we do not rely solely on prevention in the form of defining rules and training. In 2025, we implemented a background check (pre-employment screening) process designed to verify and, where applicable, manage risks associated with engaging individuals in risk-exposed positions.

The Compliance Department also manages and operates an *Ethics Line*, through which anyone (both inside and outside the Company) can safely report any suspected unethical or unfair conduct, including anonymously. The ethics lines of all companies within the Prague Airport Group comply with all applicable whistleblower protection laws.

The fight against misconduct (and thus corruption) also includes control mechanisms built directly into operational processes, as well as audits and investigations conducted by dedicated departments. The Compliance Department addresses relevant reports through an established standardised independent investigation process and, if findings are identified, issues recommendations for corrective action.



PROMOTING BUSINESS ETHICS AND SUSTAINABILITY AMONG BUSINESS PARTNERS

.....✈ Our Goals

By 2030:

- Extension of ethical requirements to business partners in at least 80% of relevant business relationships

PROMOTING BUSINESS ETHICS AND SUSTAINABILITY AMONG BUSINESS PARTNERS

We firmly believe that, given the position, size, and role of the Prague Airport Group, it is our duty to influence our surroundings—and thus our numerous business partners and the broader market—from the perspective of ethics and sustainability. We seek to collaborate only with those who adhere to these principles and comply with them.

That is why we have officially published the *Business Partner Code of Ethics*, which clearly sets out our expectations and requirements regarding the conduct and approach of our partners, both suppliers and customers. As part of the fulfilment of our ESG goals, this Code of Ethics is intended to form an integral part of every relevant contractual relationship, with business partners expected to commit to its observance. Where appropriate, beyond the scope of this Code, we may also formulate our sustainability requirements in the form of specific contractual terms in certain business relationships.

Prague Airport has had a 'Know Your Business Partner' process in place for a number of years, under which all major business partners undergo background checks based on publicly available information. These checks verify compliance with the requirements of the Business Partner Code of Ethics and identify other risks that cooperation with the particular entity might entail. If risks are identified, we take appropriate measures to mitigate them in accordance with our duty of care. In recent years, we have also placed increased emphasis on screening business partners with regard to international sanctions.

At the same time, our contractual terms include an audit clause that allows us, if necessary, to further verify any concerns regarding a business partner's compliance. We are also currently implementing a supplier evaluation process carried out by internal customers using the goods or services provided by these suppliers.



RISK MANAGEMENT

As part of their management system, the Prague Airport Group companies have implemented a risk management system (RMS), which regularly provides information on the individual risks to which the companies are exposed and on how these risks are managed. The aim of the RMS is to reduce, prevent, or mitigate the impacts of risks in a cost-effective and efficient manner, thereby preventing losses. The established RMS builds on best-practice to ensure the methodological, process, and system-level integration of control environment activities.

All corporate processes and activities are subject to the RMS. The RMS process consists of identifying, prioritising, and quantifying risks. An approach to managing each risk is then selected with regard to its costs, overall effectiveness, and the company's defined risk tolerance. Risks, including how they are managed, are also regularly reviewed.

An annual report is submitted to the company's management and supervisory bodies, containing, in particular, the overall risk exposure, year-on-year changes, and details regarding the management of individual risks.

CYBERSECURITY

The Information Security Unit operates an information security management system across the Prague Airport Group. The system is continuously updated and improved to ensure compliance with the provisions of the Cybersecurity Act No. 264/2025 Coll. and Commission Delegated Regulation (EU) 2022/1645 of 14 July 2022. The system's technical and organisational measures are also applied in the area of personal data protection.

In November 2025, a new Cybersecurity Act entered into force in the Czech Republic, transposing the requirements of the European NIS2 Directive into national legislation. The Information Security Unit initiated the implementation of the necessary changes to the management system. The new Act has also extended the scope of obligated entities to include additional Prague Airport Group companies, namely Czech Airlines Handling, a.s., and Czech Airlines Technics, a.s. A similar approach is being followed in relation to Regulation (EU) 2022/1645, which sets out requirements for managing information security risks with a potential impact on aviation safety. This regulation entered into force in October 2025.



A key pillar of proactive cybersecurity oversight across the Prague Airport Group is the internally operated Cyber Security Operations Centre (CSOC). This centre ensures 24/7 operation and continuously monitors and evaluates security events across both information technology (IT) and operational technology (OT) environments.

The Company uses advanced technological tools to detect and prevent cyber threats, in particular Endpoint Detection and Response (EDR) systems, Advanced Threat Protection (ATP) solutions, and vulnerability management tools. These technologies are further complemented by regular resilience testing and systematic employee training in secure behaviour.

In 2025, a key project was initiated to strengthen the security of selected operational technology (OT) systems that form an integral part of the airport's critical operational infrastructure. The initial phase focused on the detailed mapping and documentation of these technologies, followed by a comprehensive risk analysis. This enabled the identification of priority areas requiring enhanced protection and the definition of further steps towards the modernisation and systematic management of security measures.

In 2025, the Information Security Unit conducted six audits focused on compliance with information security principles, six penetration tests of Prague Airport Group applications, two internal cybersecurity exercises, and two internal phishing campaigns followed by targeted training for users who did not respond appropriately.

KEY FACTS AND FIGURES

We have successfully implemented business ethics training.



More than **95%** of employees have completed comprehensive training on ethical culture.



Employees in risk-exposed positions are gradually undergoing targeted training relevant to their roles (in 2025, another **44** employees completed training on anti-corruption policies and measures).



We are gradually extending our business ethics and sustainability requirements to our business partners. In 2025, we met the target set for the year, namely the application of these requirements in at least **30%** of relevant business relationships.





NON-FINANCIAL ESG DATA

ENVIRONMENT

Gross Scope 1, 2, and 3 Emissions and Total Greenhouse Gas Emissions

Letiště Praha, a. s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Scope 1	t CO ₂ e	15,261	12,869	14,798	13,378	12,783	12,677	12,702
Scope 2*	t CO ₂ e	0 (32,218)	0 (24,630)	0 (26,563)	8,455	4,423	4,418	4,053
Scope 3	t CO ₂ e	290,431	88,605	105,060	190,418	224,919	264,426	1,363,842

* Scope 2 emissions data (using the market-based method)

Czech Airlines Handling, a.s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Scope 1	t CO ₂ e	829	384	571	785	875	1,033	1,267
Scope 2*	t CO ₂ e	246	200	142	128	92	89	93

* Scope 2 emissions data (using the market-based method)

Czech Airlines Technics, a.s.

	Unit	2020	2021	2022	2023	2024	2025
Scope 1	t CO ₂ e	1,253	1,645	1,480	1,471	1,364	1,714
Scope 2*	t CO ₂ e	1,777	1,703	494	363	300	366

* Scope 2 emissions data (using the market-based method)

Other Significant Air Emissions

Letiště Praha, a. s.

	Unit	2019	2020	2021	2022	2023	2024	2025
PM ₁₀ concentration	µg/m ³ /year	24.2	17.2	19.9	19.9	16.2	20.3	28.0
PM _{2.5} concentration	µg/m ³ /year	15.0	10.3	12.6	12.3	10.7	11.6	13.5
NO ₂ concentration	µg/m ³ /year	19.1	13.8	13.8	15.1	13.2	15.0	8.4
NO _x concentration	µg/m ³ /year	27.7	18.1	18.0	21.0	17.1	20.6	11.3
NO concentration	µg/m ³ /year	5.6	2.8	2.8	3.9	2.5	3.6	3.0
CO	µg/m ³ /year	-	300.1	322.2	253.2	266.4	306.8	336.0
O ₃	µg/m ³ /year	-	51.9	49.9	50.9	55.0	53.4	25.7

Energy Consumption and Energy Mix

Letiště Praha, a. s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Total energy consumption within the organisation	TJ	518	417	466	452	418	436	452
Consumption within the organisation - electricity	kWh	60,903,233	46,560,124	50,213,222	51,745,062	49,277,188	49,753,263	*59,664,541
Total Consumption - heat	TJ	230	203	232	202	183	189	186
Total Consumption - cooling	TJ	69	47	54	64	58	68	52

* Updated method of calculating electricity distribution

Resource Outflows

Waste Production

Letiště Praha. a. s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Total waste produced	t	5,238.34	2,822.72	3,171.89	4,091.40	4,523.03	5,158.84	5,968.27
Hazardous waste produced	t	344.45	263.44	312.74	188.72	264.66	402.24	328.70
Other waste produced	t	4,893.89	2,559.29	2,859.17	3,902.68	4,258.37	4,756.60	5,639.57
Total mixed municipal waste produced	t	1,442.59	587.47	636.12	1,235.94	1,471.07	1,576.85	1,662.78
Waste produced / 1,000 passengers	t/1,000 PAX	0.29	0.77	0.72	0.38	0.33	0.32	0.34

Czech Airlines Handling. a.s.

	Unit	2022	2023	2024	2025
Total waste produced	t	138.92	192.43	253.36	320.18
Total hazardous waste produced	t	2.28	0.97	0.98	2.13
Total other waste produced	t	136.64	191.46	252.38	318.05
Total mixed municipal waste produced	t	148.62	183.83	245.68	306.66

Czech Airlines Technics. a.s.

	Unit	2022	2023	2024	2025
Total waste produced	t	274.60	477.74	586.87	916.07
Total hazardous waste produced	t	260.00	268.02	351.39	693.54
Total other waste produced	t	14.60	209.72	235.49	222.53
Total mixed municipal waste produced	t	135.80	138.27	148.05	146.24

Other Waste Management

Letiště Praha. a. s.

	Unit	2023	2024	2025
Material utilisation and recycling	%	47.63	46.65	51.38
Landfilling	%	6.59	8.04	9.04
Incineration with energy recovery	%	40.16	37.88	34.34
Another method of disposal	%	5.49	7.29	5.06
Incineration without energy recovery	%	0.13	0.13	0.17
Not specified	%	-	-	-

Czech Airlines Handling. a.s.

	Unit	2023	2024	2025
Material utilisation and recycling	%	3.14	1.70	3.01
Landfilling	%	0.94	1.18	94.90
Incineration with energy recovery	%	95.53	97.10	1.91
Another method of disposal	%	0.38	-	0.16
Incineration without energy recovery	%	0.01	0.02	0.01
Not specified	%	-	-	-

Czech Airlines Technics. a.s.

	Unit	2023	2024	2025
Material utilisation and recycling	%	11.19	11.40	6.05
Landfilling	%	8.59	9.46	7.84
Incineration with energy recovery	%	34.90	29.82	18.71
Another method of disposal	%	44.48	48.81	67.40
Incineration without energy recovery	%	0.84	0.51	-
Not specified	%	-	-	-

Water Consumption

Letiště Praha, a. s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Drinking water consumption	m ³	419,302	185,077	248,596	323,260	333,127	392,987	392,693

Volume of Pre-treated Water

Letiště Praha, a. s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Volume of pre-treated rainwater	m ³	50,741	83,990	86,132	154,186	94,283	76,962	79,459
Volume of pre-treated sewage water	m ³	328,993	205,619	223,324	295,903	324,265	379,873	304,742

Noise

Results of Air Traffic Noise Measurements at Individual Measuring Stations in 2025 - Continuous Monitoring

Location - stationary station		Position of the measurement site relative to the NPZ*	LAeq, 16 h DAY	LAeq, 8 h NIGHT
RMT 1	Jeneč	inside	55.6	49.1
RMT 2	Červený Újezd	outside	50.0	43.9
RMT 3	Unhošť	outside	50.9	45.1
RMT 4	Pavlov	outside	51.6	45.6
RMT 5	Hostivice	outside	42.9	35.6
RMT 6	Dobrovíz	inside	58.4	52.5
RMT 7	Kněževes	inside	55.1	49.9
RMT 8	Horoměřice střed	outside	51.5	45.7
RMT 9	Přední Kopanina	inside	53.0	46.1
RMT 10	Horoměřice JV	inside	49.6	43.5
RMT 11	Roztoky	outside	50.4	44.9
RMT 12	Bílá Hora	inside	58.8	53.5
RMT 13	Suchdol	outside	53.5	48.3
RMT 14	Malé Kyšice	outside	50.9	45.6

* The total expanded measurement uncertainty is +/- 2.5 dB

EMPLOYEES

Total number of employees by employee contract type

Letiště Praha, a. s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Women - fixed-term	%	7	3	4	6	1	2	5
Men - fixed-term	%	10	6	7	9	1	1	7
Women - permanent	%	25	27	26	25	31	31	28
Men - permanent	%	58	64	63	60	67	66	60
Total number of employees	Number	2,926	2,380	2,272	2,465	2,716	2,926	3,143

Czech Airlines Handling, a.s.

	Unit	2022	2023	2024	2025
Women - fixed-term	%	13	12	11	11
Men - fixed-term	%	14	13	17	18
Women - permanent	%	32	32	31	26
Men - permanent	%	41	43	41	45
Total number of employees	Number	508	522	546	535

Czech Airlines Technics, a.s.

	Unit	2022	2023	2024	2025
Women - fixed-term	%	2	2	1	3
Men - fixed-term	%	6	8	14	10
Women - permanent	%	13	15	14	13
Men - permanent	%	79	75	71	73
Total number of employees	Number	612	613	665	709

Number of employees who left the Company during the reporting period

Letiště Praha, a. s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Total	Number	313	788	266	281	298	282	287
Women	%	55	36	58	53	42	46	43
Men	%	45	64	42	47	58	54	57

Czech Airlines Handling, a.s.

	Unit	2022	2023	2024	2025
Total	Number	146	141	180	208
Women	%	48	47	38	43
Men	%	52	53	62	57

Czech Airlines Technics, a.s.

	Unit	2022	2023	2024	2025
Total	Number	68	78	47	45
Women	%	24	8	21	20
Men	%	76	92	79	80

Number of work-related injuries

Letiště Praha, a. s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Total	Number	89	38	59	54	54	78	89
Injuries with incapacity for work	Number	27	14	18	15	14	19	31
Injuries without incapacity for work	Number	62	24	41	39	40	59	58
Fatal injuries	Number	0	0	0	0	0	0	0

Czech Airlines Handling, a.s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Total	Number	32	10	29	23	41	58	67
Injuries with incapacity for work	Number	8	3	15	5	12	21	47
Injuries without incapacity for work	Number	24	7	14	18	29	37	20
Fatal injuries	Number	0	0	0	0	0	0	0

Czech Airlines Technics, a.s.

	Unit	2019	2020	2021	2022	2023	2024	2025
Total	Number	35	28	38	42	53	52	84
Injuries with incapacity for work	Number	10	10	10	9	7	11	9
Injuries without incapacity for work	Number	25	18	28	33	46	41	75
Fatal injuries	Number	0	0	0	0	0	0	0

Average number of training hours completed by employees during the reporting period by gender

Letiště Praha. a. s.

	Unit	2019	2020	2021	2022	2023*	2024	2025
Women	h	5.30	4.10	3.50	3.40	44.30	47.30	45.70
Men	h	5.10	4.50	3.20	2.90	50.70	51.50	54.50

* The significant year-on-year increase is due to the new methodology for calculating training hours, which we have used since 2023. Data are calculated based on the total number of employees.

Czech Airlines Handling. a.s.

	Unit	2022	2023	2024	2025
Women	h	52.03	53.45	29.40	151.00
Men	h	47.28	47.85	29.98	88.72

* The significant increase in 2025 is due to the new methodology for calculating training hours. Data for the year are calculated based on the total number of CSAH employees.

Czech Airlines Technics. a.s.

	Unit	2022	2023	2024	2025
Women	h	11.05	17.98	63.60	17.08
Men	h	42.13	50.77	70.90	61.93

* Results for 2024 differ due to a different data collection methodology, in particular the different inclusion of e-learning and type training.

Percentage of men and women in management positions (B-B2)

Letiště Praha. a. s.

	Unit	2023	2024	2025
Women	%	29.0	28.0	26.0
Men	%	71.0	72.0	74.0

Czech Airlines Handling. a.s.

	Unit	2023	2024	2025
Women	%	35.7	42.0	36.0
Men	%	64.3	58.0	64.0

Czech Airlines Technics. a.s.

	Unit	2023	2024	2025
Women	%	12.5	11.0	11.0
Men	%	87.5	89.0	89.0

Breakdown of the entire employee population by age group

Letiště Praha. a. s.

Age group	Unit	2023	2024	2025
Under 30 years	%	15.0	18.0	20.0
30-50 years	%	53.0	49.0	44.0
Over 50 years	%	32.0	33.0	36.0

Czech Airlines Handling. a.s.

Age group	Unit	2023	2024	2025
Under 30 years	%	28.5	32.0	38.0
30-50 years	%	46.7	40.0	38.0
Over 50 years	%	24.7	28.0	24.0

Czech Airlines Technics. a.s.

Age group	Unit	2023	2024	2025
Under 30 years	%	16.7	20.0	21.0
30-50 years	%	55.5	49.0	51.0
Over 50 years	%	27.8	31.0	28.0



