



# ESG REPORT OF THE PRAGUE AIRPORT GROUP FOR THE YEAR 2024

FAIRPRG AERO

 Prague  
Airport

# CONTENTS

## 2024 OVERVIEW

Foreword by the Chairman of the Board of Directors.....4  
Foreword by the ESG Guarantor.....5

## COMPANY PROFILE

Prague Airport Group Introduction.....7  
Company Management and Governance.....14  
2024 Operational Results.....16  
Awards Received by Prague Airport in 2024.....18

## PRAGUE AIRPORT: READY FOR THE FUTURE

Prague Airport: Ready for the Future.....20

## FINANCIAL RESULTS

Financial Results.....25

## RESPONSIBLE AND SUSTAINABLE BUSINESS CONDUCT STRATEGY

Sustainability and ESG Responsibility.....28  
ESG Reporting Framework.....29

## ENVIRONMENTAL PROTECTION

Carbon Neutral Airport.....32  
Species-rich Airport.....40  
Noise Abatement Measures.....43  
Environmental Pollution Reduction.....50  
Green Airport Partnership.....55

## RESPONSIBLE APPROACH TO EMPLOYEES AND SURROUNDING COMMUNITIES

Equal Treatment of Employees.....58  
Support of Surrounding Communities and Non-profit Sector.....64

## GOVERNANCE, ETHICS, AND TRANSPARENT BUSINESS CONDUCT

Governance, Ethics, and Transparent Business Conduct.....73  
Promoting Business Ethic and Conduct Internally.....74  
Transferring the Required Ethics and Sustainability to Business Partners.....76

## NON-FINANCIAL ESG DATA

Environmental Area.....81  
Employees.....87



## 2024 OVERVIEW

# FOREWORD BY THE CHAIRMAN OF THE BOARD OF DIRECTORS

Dear Readers,

It is my pleasure to welcome you to the pages dedicated to the Prague Airport Group ESG Report for 2024 the year which was for us at the Prague Airport Group a period of further challenges, but also an opportunity to deepen our commitments to sustainability and responsible business conduct. For us, the topic of sustainability is more than just a part of everyday business - it is a philosophy which we incorporate into all aspects of our operations. In 2024, the Prague Airport Group continued to advance its mission not only to achieve growth and innovation, but also to actively contribute to environmental protection and ensure benefits for all our stakeholders, including our employees, business partners, and surrounding communities.

In 2024, we began the modernisation of Václav Havel Airport Prague, which will continue for several more years. This investment in infrastructure is essential not only to ensure increased comfort for our passengers, but also to achieve higher standards in the area of sustainability. Modernisation includes the implementation of green technologies and more efficient energy systems, alongside capacity expansion to meet growing demand while minimising our environmental footprint. This initiative is in line with our long-term goal of being one of the leaders in sustainability in air transport.

Despite all the challenges, our actions remain focused on finding a balance between economic development and a responsible approach to society and nature. This report is an example of our activities and results of which we can be proud and at the same time it is a call for further improvements.

I wish you an inspiring read and look forward to advancing our efforts together for a sustainable future with responsibility and courage.

**Ing. Jiří Pos**

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





## FOREWORD BY THE ESG GUARANTOR

The 2024 Sustainability Report documents our efforts to integrate environmental, social, and ethical principles into all aspects of our operations. Sustainability is a challenge for the entire 21st century. In relation to the aviation sector, together with the key mission of ensuring the long-term transport serviceability of the Czech Republic and operational safety, it is one of the main priorities.

The decarbonization of air transport is a crucial topic for the entire sector and the airport plays a key role in this area, especially from the perspective of securing the necessary infrastructure ready for alternative fuels, such as charging points and infrastructure for the use of sustainable aviation fuels (SAF).

For our company of Prague Airport, 2024 was not only another year of progress in the area of sustainability, but also in preparation for fulfilling new legislative obligations, in particular the requirements for nonfinancial ESG reporting and the requirements arising from the EU taxonomy. Through a dual materiality analysis, we confirmed that the areas we have been focusing on for a long time are truly material.

We continue to improve performance and implement new projects and measures in the areas of reducing CO<sub>2</sub> emissions, supporting biodiversity, noise abatement measures, employee care, support and dialogue with surrounding communities, and transparent cooperation with our business partners.

We are proud that our activities and results in the area of sustainability were recognised in two independent ESG ratings in 2024, when Prague Airport was ranked in the TOP 10 large responsible companies.

By fulfilling our ESG goals, we strive not only to meet our commitments within the aviation industry, but also to be a responsible neighbour.

**Ing. Soňa Hykyšová**

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





## COMPANY PROFILE

# PRAGUE AIRPORT GROUP INTRODUCTION

## OWNERSHIP STRUCTURE

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

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

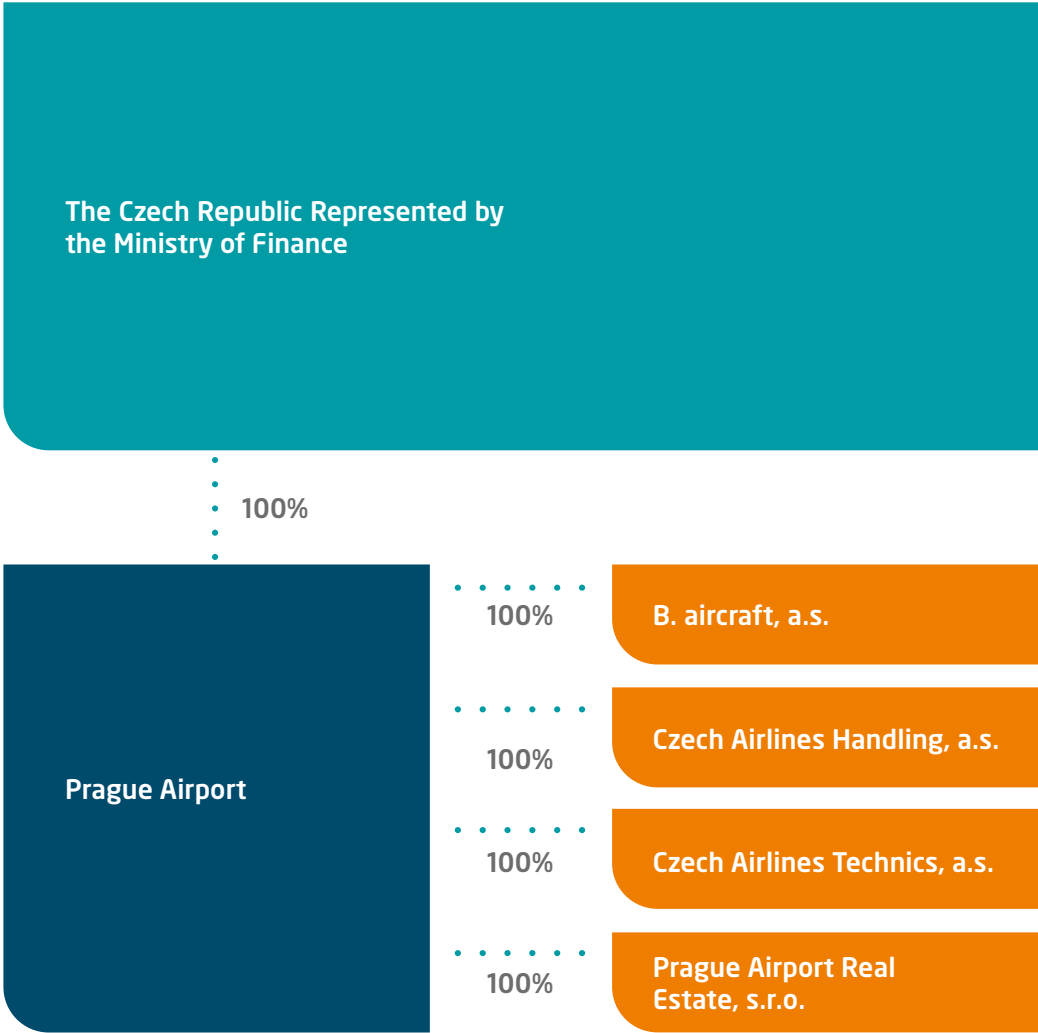
Prague Airport, whose sole shareholder is the Ministry of Finance, as the central state administration body representing the Czech Republic in the exercise of ownership rights, was incorporated by registration in the Commercial Register on 6 February 2008.

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

To ensure an effective management structure, the board of directors of Prague Airport uses a

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

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



# PRAGUE AIRPORT

The main mission of Prague Airport is to efficiently and safely operate the international civil aviation airport of Václav Havel Airport Prague, to facilitate its growth, to contribute to the permanent development of civil air transport in the Czech Republic, to maintain its accessibility for the general public, and to enable passengers to travel in a modern, fast, and comfortable way.

Prague Airport organises and manages operations at Václav Havel Airport Prague, international civil aviation airport, effectively plans and allocates airport infrastructure and resources within available capacity to individual air carriers and provides additional services connected with airport operations, and leasing airport space for commercial use. The Company also provides other services, such as parking and catering – constantly expanding, developing, and modernising 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 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. Václav Havel Airport Prague is used as their base by three carriers – Smartwings, Ryanair, and Eurowings.

Security at Václav Havel Airport Prague is ensured by Prague Airport through cooperation with other security units, for example the Police of the Czech Republic. The Company also has its own specialised firefighting unit. A 24-hour medical service is provided by a contractual partner.

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

## Corporate Values

### Safety

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

### Customer Orientation

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

### Competitiveness

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

### Responsibility

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

### Transparency

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



## CZECH AIRLINES HANDLING, A.S.

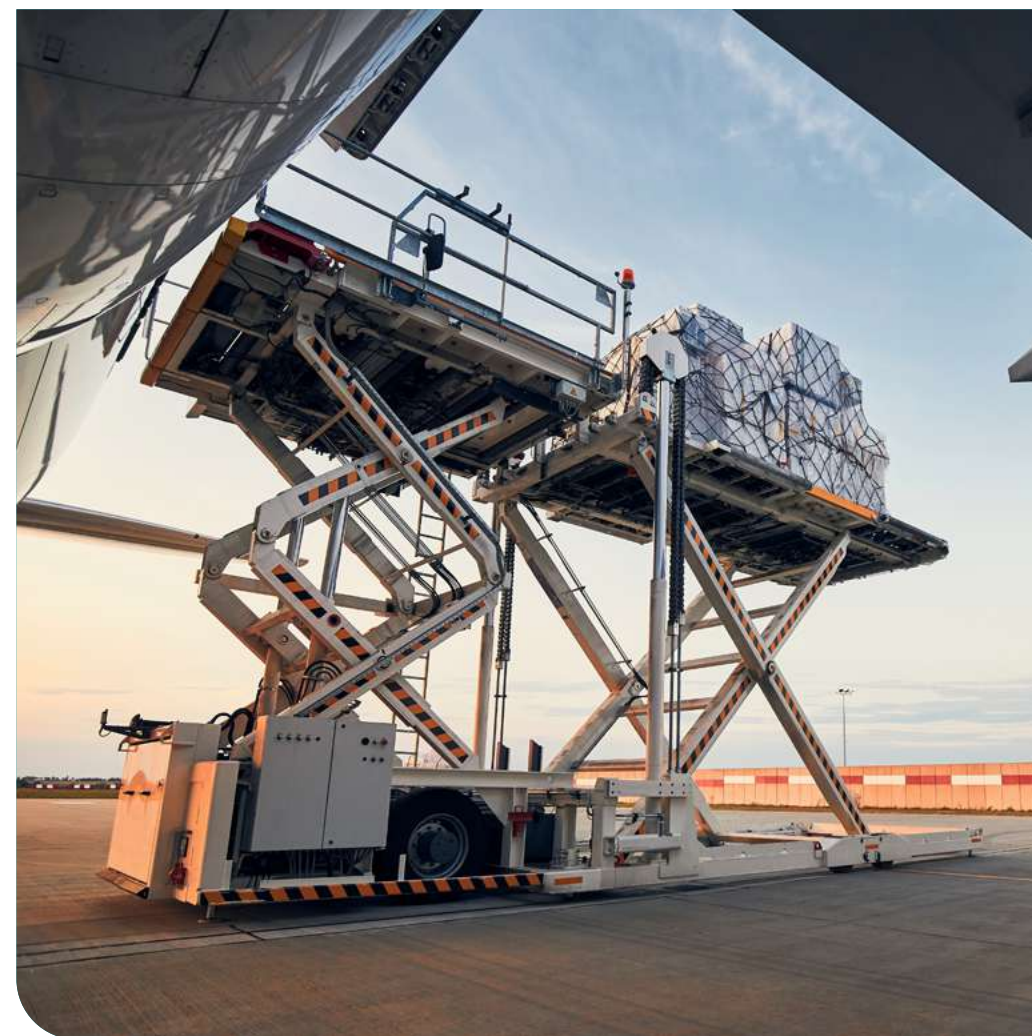
Czech Airlines Handling, a.s. (hereinafter "Czech Airlines Handling") provides the complex service of ground handling of passengers, aircraft, cargo, and post for over 50 airlines, which include carriers that are members of the SkyTeam Alliance and Star Alliance, as well as other airlines providing regular or charter passenger transport, and / or cargo transport.

During the 2024 summer season, Czech Airlines Handling faced high air traffic irregularities with a temporary impact on the quality of some services, especially in the baggage handling section. Despite this, the Company maintained a high standard of services provided in 2024, which is confirmed by the awards received for service excellence from Korean Air, Turkish Airlines Cargo, and Qatar Airways Cargo, as well as the expansion of the portfolio with new customers, such as Skyline Express, Fly One, Eznis Airways, and Hainan Airlines, which resumed regular flights to Beijing after four years. The Company also provided handling services for the Czech Army squadron during the summer closure of its base airport in Prague-Kbely.

The Company continued to further strengthen its position in the cargo handling segment in 2024, in particular in cooperation with Qatar Airways Cargo and Turkish Airlines Cargo.

Aviation fuel sales and aircraft refuelling (into-plane service) are important areas of business of Czech Airlines Handling. The Smartwings Group, Wizz Air, the Air France/KLM Group, Qatar Airways, easyJet, LOT Polish Airlines, the IAG Group, Turkish Airlines, and others are among the key customers in this segment of services.

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



# CZECH AIRLINES TECHNICS, A.S.

Czech Airlines Technics, a.s. (hereinafter "Czech Airlines Technics"), specialises in aircraft and aircraft components maintenance.

As an independent company, taking pride in its over 100 years' experience, it provides its services at an international level, emphasising high-quality, strict compliance with safety standards, adherence to deadlines, and an utmost flexible approach to clients.

The Company offers comprehensive services to a wide range of customers, including major airlines, leasing companies, the Ministry of Defence of the Czech Republic, and the Ministry of the Interior of the Slovak Republic.

Throughout the course of 2024, Czech Airlines Technics **Base Maintenance** division performed 84 projects of various scope on a total of 51 customer aircraft. Of these, 36 were full-scale overhauls and approximately half were tasks of major maintenance scope, requiring one to two months. Hangar F operations are performed using five standard base maintenance lines, with line six reserved for minor maintenance work. In 2024, Finnair, Transavia Airlines, Transavia France, Austrian Airlines, Neos, the Ministry of the Interior of the Slovak Republic, and others were among the main Company clients. The Company also continued to develop cooperation with leasing companies, which it launched in 2021, namely BBAM, the Aviation Capital Group, Air Lease Corporation, and Macquarie. Under this division, Czech Airlines Technics offers, alongside standard maintenance job orders, various modifications and service bulletins, structural repairs, engine exchanges, and exchanges and repairs of landing gear and other aircraft components.

Czech Airlines Technics performs the largest share of its **Line Maintenance** work at Václav Havel Airport Prague, where it is the largest independent provider within the segment. In 2024, China Airlines, Korean Air, Iberia, Eurowings, Delta Air Lines, Neos, Finnair, Turkish Airlines, EL AL, KLM Royal Dutch Airlines, Air France, Lufthansa, LOT Polish Airlines, Wizz Air, ASL Belgium, Blue Bird Airways, SmartLynx, Smartwings, a.s., and easyJet were the Company's main Line Maintenance clients.

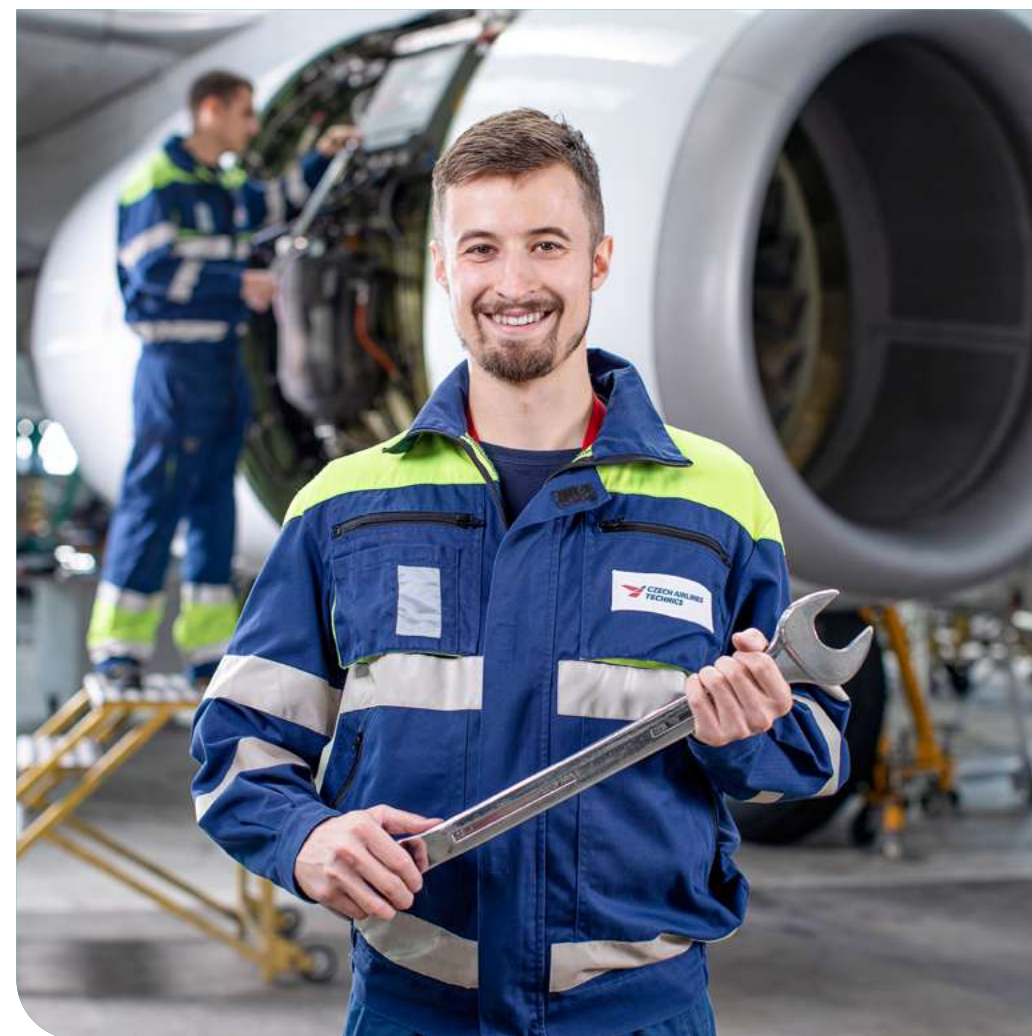
CZECH AIRLINES TECHNICS FOCUSES PRIMARILY ON AIRCRAFT AND AIRCRAFT EQUIPMENT REPAIR AND MAINTENANCE IN THE FOLLOWING AREAS:

- Line Maintenance
- Components Maintenance
- Aircraft Consumables Sales
- CAMO Support
- Landing Gear Lease and Maintenance
- Aircraft Painting (a new product from the end of 2024)
- Aircraft Storage
- Leasing Company Complex Support

In 2024, the main **Components Maintenance** division customers included Air Serbia, HiSky Europe, JobAir Technic, Trade Air, Aviarena Trading, AELS, Avion Express, České aerolinie a.s., Smartwings, a.s., LEAV Aviation, APS, ABS Jets, and others. The Company offers support and repairs in the areas of aircraft chutes and batteries, wheels and brakes, avionics parts, pressure bottles, etc. The Company continuously updates and expands its Capability List and focuses primarily on workshop repairs of A320/A330, and B737NG components.

Czech Airlines Technics is able to respond to the demanding customer requirements connected with **sales of aircraft components, consumables, and chemicals** required for aircraft repair in a flexible manner, thanks to the established network of suppliers and direct access to manufacturers, the amount of stored inventory, and comprehensive logistics support. Czech Airlines Technics also runs its E-Commerce portal, allowing customers of this division easy access while ordering spare parts and promoting more efficient and faster order processing. Sentry aerospace, Job Air Technic, Aerostar, Global Aviation, Magnetic MRO, Planestock, Air Serbia, Albatechnics, Aeroengineers International, LOT Polish Airlines, and others are among the clients of this division.

As part of the **Continuing Airworthiness Management Organisation (CAMO) services**, Czech Airlines Technics performs activities for aircraft operators vital to ensure the airworthiness of their aircraft. These primarily include the drafting of maintenance programmes and task cards to plan and follow-up aircraft and aircraft equipment maintenance, keeping and processing records of aircraft modifications performed, the monitoring of aircraft engine statuses, the drafting of guidelines, and other activities. The Company obtained authorisation for a group of its employees to perform airworthiness inspections of aircraft and their records and issue recommendations for the issuance of airworthiness certificates (ARCs) from EASA. České aerolinie, a.s. and Smartwings, a.s., for which preparations were underway in 2024 for long-term, contract-based support provision for the emerging fleet of A220 aircraft, were the main CAMO Support customers of the Company in 2024.





In the **Landing Gear Maintenance** area, Czech Airlines Technics specialises in landing gear overhauls of Boeing 737NG aircraft and performs repairs, modifications, and surface treatment to individual components. In 2024, the Company successfully performed a number of landing gear maintenance projects, including overhauls, minor repairs, and inspections of landing gear and landing gear components, for companies such as KLM Royal Dutch Airlines, Transavia Airlines, Transavia France, Smartwings, a.s., Jet Aviation, Air Explore, TUI Fly, LOT Polish Airlines, Tarom, and others. In 2024, Czech Airlines Technics expanded this division's customer portfolio adding new clients, for example, Windrose, Bluebird Airways, AMAC Aerospace, Yurico Int., and KP Aviation. In 2024, the Company also invested in spare parts, namely cylinders, which are a highly sought-after product on the market. It rents cylinders to customers for the time it performs repairs of their damaged aircraft components. Czech Airlines Technics has an annual average capacity to perform 32 overhauls of complete landing gear sets under a short turnaround time. In 2024, the capacity was slightly increased, mainly due to the operational provision of three external landing gear sets. The Company owns six spare landing gear sets, which it leases to its customers to be used during the time of their landing gear set overhaul performance or swaps it for the maintenance time duration with the client's set.

In April 2024, Czech Airline Technics began the conversion of Hangar S into a **paint shop for narrow-body aircraft** up to the size of the A321 and B737-900. The conversion consisted of fitting the hall with brand-new air-conditioning technology, which enables sufficient air circulation, heating, and air cleaning. The hall was also equipped with a compressed air distribution system and a special container for storing chemicals. As part of the conversion, administrative premises and facilities for workers were built inside the hangar. The construction was completed and the space handed over in November 2024. Since then, preparations have begun for equipping the space with technology and its testing, including the pilot run of the facilities, before the paint shop is to be approved for regular operation. The planned capacity of the paint shop is around 30 projects per year.

Czech Airlines Technics offers **aircraft maintenance and parking services** to its long-term customers as well as other customers comprising airlines and aircraft leasing companies. This service is primarily provided by the Company at Václav Havel Airport Prague, the seat of its headquarters and the location of its hangar technical facilities. Czech Airlines Technics also offers the service directly to aircraft manufacturers. A package deal combining aircraft parking options with the provision of first-class comprehensive maintenance represents a significant competitive advantage. Regular technical checks, including landing-gear, various modifications, spare part replacements, and other related tasks can be done during the parking period. In 2024, the aircraft storage service was provided mainly for narrow-body aircraft with several leasing companies being among the customers using the service.





## B. AIRCRAFT, A.S.

In 2024, the business activities of B. aircraft, a.s. comprised intra-group loans provision.

## PRAGUE AIRPORT REAL ESTATE, S.R.O.

Prague Airport Real Estate, s.r.o., a subsidiary of Prague Airport, owns land in the vicinity of the airport.



# COMPANY MANAGEMENT AND GOVERNANCE

## GENERAL DATA

Corporate Name: Letiště Praha, a. s.  
Registered in the Commercial Register administered by the Municipal Court in Prague, Section B, Entry 14003  
Company Reg. No: 28244532  
Company Tax No.: CZ699003361  
Date of Incorporation: 6 February 2008  
Registered Office: K letišti 1019/6, 161 00 Praha 6, the Czech Republic

## SHAREHOLDER

The Ministry of Finance, Company Reg. No.: 000 06 947, as a central government body which represents the Czech Republic in exercising its ownership rights, is the sole shareholder of the Company.

## ADMINISTRATIVE BODIES

The General Meeting is the supreme body in the Company. It appoints and dismisses members of the Board of Directors and the Supervisory Board with the exception of three Supervisory Board members elected by employees of the Company. The General Meeting also appoints and dismisses members of the Audit Committee.

The Board of Directors is the statutory body of the Company. It manages the Company affairs and acts on behalf of the Company. Pursuant to the Articles of Association, there are five members of the Board of Directors.

The Supervisory Board is the controlling body of the Company. It supervises the scope of performance of the Board of Directors and the Company's business activities. Pursuant to the Articles of Association, there are nine members of the Supervisory Board.

The Audit Committee is an independent body of the Company established pursuant to the Act on Auditors and the Articles of Association of the Company. There are three members of the Audit Committee.

## CONTACT

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## BOARD OF DIRECTORS OF THE COMPANY

As at 31 December 2024, the Company was managed by the Board of Directors which had five members.

**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. Jakub Puchalský, Ing. Pavel Východský, Ph.D.

### Personnel changes to the Board of Directors in 2024

Ing. Martin Kučera, MBA – membership commenced on 1 January 2024

### Supervisory Board of the Company

As at 31 December 2024, there were nine members of the Supervisory Board.

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

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

**Members 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

### Personnel changes to the Supervisory Board in 2024

Mgr. Petr Kubíček – appointed member by the sole shareholder as of 15 January 2024

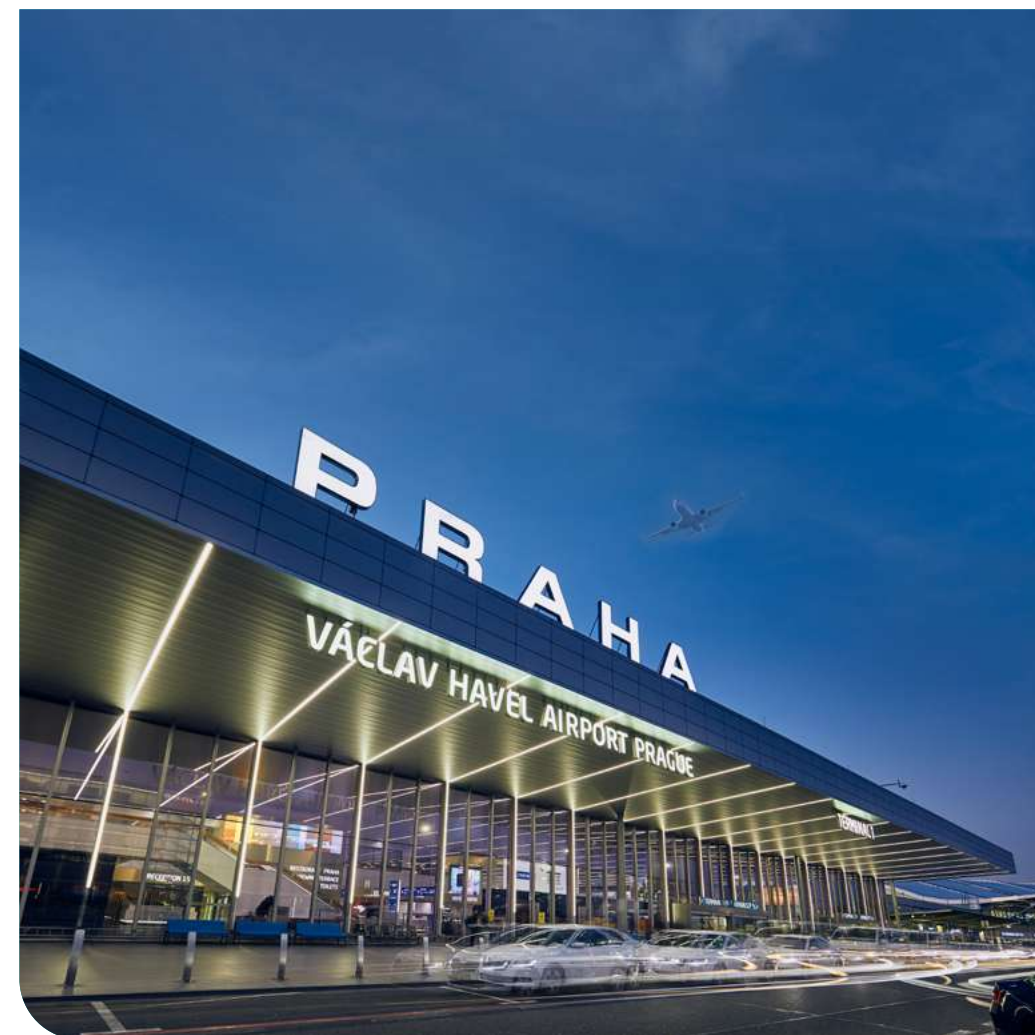
### Audit Committee

**Chairperson of the Audit Committee:** Ing. Andrea Lukášíková

**Vice-Chairperson 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 2024.



# 2024 OPERATIONAL RESULTS

In 2024, a total of 16.4 million passengers were handled at Václav Havel Prague Airport, which represents an 18% year-on-year increase, with the absence of passengers from Ukraine, the Russian Federation, and Belarus, who accounted for a significant share in the volume of handled passengers before the global Covid-19 pandemic. Excluding traffic on routes to Ukraine, the Russian Federation, and Belarus, an increase of 0.8% compared to 2019 was achieved on all other routes combined in 2024. Prague Airport thus successfully completed the transformation associated with the gradual reduction and termination of operations of the previously dominant based carrier of Czech Airlines.

Passengers could use direct flights to 181 destinations, operated by 76 air carriers. In cooperation with them, 41 new routes were launched and the number of frequencies and capacities increased on 66 routes. New 2024 destinations included, for example, long-haul connections to Beijing and Astana, alongside routes connecting Prague with Tallinn, Cairo, and Florence. As many as 12 new airlines launched operation to / from Václav Havel Airport Prague, namely Hainan Airlines, SCAT Airlines, Egypt Air Sky, Express, and Qanot Sharq Airlines. In December 2024, the large-capacity Airbus A380 aircraft was re-deployed on the Dubai-Prague route, which significantly increased the seat capacity on the flights operated between Prague and Dubai.

During 2024, the number of foreign passengers continued to grow, accounting for an approximate 58% share. The positive trend in the outgoing tourism segment also prevailed and the number of Czech passengers also continued to grow, accounting for a 42% share.

In the field of aviation business, Prague Airport received the prestigious Routes World Award 2024 in the category of airports handling 10 to 20 million passengers a year as part of the annual international Routes World conference. The award reflects the airport's results in the development of air connections, marketing support, and overall cooperation with airlines.

Despite the stagnation in the number of cargo flights in 2024, there was also a positive development in the air cargo transport segment with 66,363 tons of cargo handled in 2024, which represents an increase of more than 50% compared to 2023. This segment recorded the largest increase in cargo transport on passenger flights (i.e., belly cargo), namely by 57%. On the other hand, there was an almost a fifth decrease in cargo transport in the Road Feeder Services segment, which reduced the burden on the airport's surroundings and the motorway system.

## SELECTED 2024 FACTORS

In 2024, a total of 16.4 million passengers were handled at Václav Havel Prague Airport, 41 new routes were launched, and the number of frequencies of another 66 existing ones was increased. Passengers could use direct flights to 181 destinations, operated by 76 air carriers.





2024 MOST INTERESTING NEWS






Long-haul Passenger Transport

- Resumed Prague-Beijing connection (Hainan Airlines)
- Resumed Prague-Astana connection (SCAT Airlines)
- Launch of charter flights to Puerto Vallarta and Holguín (World2Fly for DER Touristik)
- Launch of charter flights to Abu Dhabi and Bahrain (Smartwings)






Short- and medium-haul Routes - New Destinations

- Selected new destinations: Belfast (easyJet), Brindisi (Smartwings), Florence (Volotea), Cairo (EgyptAir), La Palma (Smartwings), Liverpool (easyJet), Ponta Delgada (Smartwings), Tallinn (Eurowings), and more
- Over 40 new routes; the number of frequencies and capacities increased on more than 60 routes

TOP Countries

				
1. Great Britain	2. Italy	3. Spain	4. France	5. Turkey
No. of PAX	No. of PAX	No. of PAX	No. of PAX	No. of PAX
2,107,931	1,896,121	1,618,351	975,064	954,312
2023/2024	2023/2024	2023/2024	2023/2024	2023/2024
+29%	+22%	+38%	+13%	+8%

TOP Destinations

				
1. London	2. Paris	3. Amsterdam	4. Milan	5. Rome
No. of PAX	No. of PAX	No. of PAX	No. of PAX	No. of PAX
1,385,866	719,419	651,465	605,690	535,577
2023/2024	2023/2024	2023/2024	2023/2024	2023/2024
+26%	+4%	+21%	+11%	+37%

# Awards Received by Prague Airport in 2024

- **1<sup>st</sup> place** at the **Routes World Awards 2024** in the category of airports handling 10 to 20 million passengers a year
- **1<sup>st</sup> place** for the map of direct air connections in the 2024 season, **Map Challenge**, Tourism Category
- **2<sup>nd</sup> place** at **Airport Service Quality Awards 2024**
- **2<sup>nd</sup> place** in the category of **Career Pages of the Year**, HR Recruitment Academy Awards
- **3<sup>rd</sup> place** in the category of **Career Video of the Year**, HR Recruitment Academy Awards
- **3<sup>rd</sup> place** in the **TOP Employers** study, according to the ratings of secondary and university students
- **4<sup>th</sup> place** among airports in Europe in the **rating of Google users**
- **Special Achievement Award 2024** for contribution in the field of geographic information systems (GIS)
- **The Company for Health certificate**
- **Prague Airport** among the **TOP 10 most responsible companies** according to independent ESG ratings



**1<sup>st</sup> Place**

Routes  
World Award



**1<sup>st</sup> Place**

Map Challenge



**2<sup>nd</sup> Place**

Airport Service  
Quality Award



**2<sup>nd</sup> Place**

TOP Employer  
According to Student  
Ratings



**4<sup>th</sup> Place**

In Europe  
In Google Rating



**GIS**

Special Achievement  
Awards



## PRAGUE AIRPORT: READY FOR THE FUTURE

# PRAGUE AIRPORT: READY FOR THE FUTURE

A modern society needs a modern airport; and that is exactly what Václav Havel Airport Prague is. However, we are constantly working on its modernisation and efficient and safe operation. We have prepared a number of development plans which will not only provide passengers with increased comfort and an attractive range of destinations serviced at convenient times, but also be economically and socially beneficial for Prague, the Central Bohemian Region, and the entire Czech Republic.

Expanding the capacity of terminals and handling areas, more comfortable security screening, more parking places, new transport infrastructure, modification of the runway system, and train connections in 2030 - this is all part of the extensive modernisation which will change the face of Václav Havel Airport Prague. These projects aim not only to improve passenger comfort and safety in the coming decade, but also to fulfil the principles of sustainability, including environmental protection and noise reduction.


## MORE COMFORTABLE SECURITY SCREENING

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

## NEW SELF-SERVICE KIOSKS

In addition to the existing passenger self-check-in kiosks and automated passport control for EU travellers, we are simplifying the baggage check-in process at Terminal 1 by expanding the Self-Service Bag Drop service for passengers. The service allows passengers to individually check in their checked baggage directly at the airport. Self-service baggage check-in is available on flights of certain airlines. To use this service, passengers need a boarding pass, which they obtain during online check-in from home or at the Self Check-in kiosk.

### PRAGUE AIRPORT MODERNISATION MILESTONES

 <b>2023-2024</b> Service Range Expansion	 <b>2024</b> High-capacity Trolleybus Connection	 <b>2025</b> Check-in Process Acceleration
 <b>2025+</b> Airport City Concept Development	 <b>2028-2029</b> Tailored Parking	 <b>2029-2033</b> Terminal Capacity Expansion
 <b>2030</b> Railway Connection	 <b>2030</b> Carbon Neutrality	 <b>2030+</b> Runway System Modernisation



## MORE PARKING PLACES

Although we support environmentally friendly modes of transport, such as trolleybus line 59, we are aware that some passengers and employees working at the airport prefer to travel by car for various reasons.

Therefore, we are planning to expand parking capacities, including the construction of new parking buildings and the placement of charging stations for electric cars.

## 2029-2033 TERMINAL CAPACITY EXPANSION

The earliest development of terminal capacities will be ensured mainly by the Terminal 2 expansion and Terminal 1 extension. Both constructions will entail innovative changes in the way of check-in and new operational solutions.

In its modernisation, Prague Airport places emphasis on increasing the capacity of the passenger and aircraft handling infrastructure, supporting operations through modern technologies, and creating new retail areas and opportunities, which will also increase the level of services provided and comfort for passengers and partners. The currently prepared development of terminal capacity includes not only the modernisation and extension of terminal buildings (Terminals 1 and 2), but also the construction of a comfortable and safe connection between the future railway station and the buildings of both terminals. In addition, the technical infrastructure will be strengthened and supplemented, and the airport's transport skeleton will be completed, with an emphasis on increasing safety and comfort for passengers and the public in the northern area of the airport.



Terminal 2 expansion - new Pier D and the central terminal building after the expansion



Terminal 1 extension - central security screening area

## 2030 RAILWAY CONNECTION

One of the most important external projects for Prague Airport is the connection to the railway network, which should be completed by 2030. The section connecting the airport with the rest of the network is part of the modernisation of the Prague-Kladno line. The new underground railway station will be located near Terminal 2 and will also be connected by an underpass to Terminal 1. The railway connection project will not only improve the accessibility of the airport for Prague residents and visitors to the capital but also increase the accessibility of the airport to residents of more distant areas of the Czech Republic. The new railway connection will therefore become a key part of an ecological and efficient solution for transport to and from the airport.

## LONG-TERM HORIZON

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

## 2030+ PARALLEL RUNWAY

After 2030, we plan to continue developing the airport infrastructure by fundamentally modernising the runway system. The existing crossing of two runways will be replaced with the parallel arrangement of two runways, which will increase the efficiency of air traffic and enhance operational safety by eliminating the crossing of two runways; the launch of the new parallel runway operation will result in the cancellation of the existing transverse runway 12/30, which currently directs air traffic over densely populated areas of Prague and Kladno.

According to the binding EIA opinion, the expansion of the runway system will allow Prague Airport to stop night operations between midnight and half past five in the morning, which will bring significant relief to residents in the area. The parallel runway will be closed throughout the night, i.e., between ten in the evening and six in the morning, with rare exceptions.





#### KEY FACTS AND FIGURES

By 2030, the airport modernisation will facilitate the expansion of direct air connections to over 200 destinations, up to 37 long-haul routes, and 10,000 parking places.



**200**

Destinations



**37**

Long-haul Routes



**10,000**

Parking Places



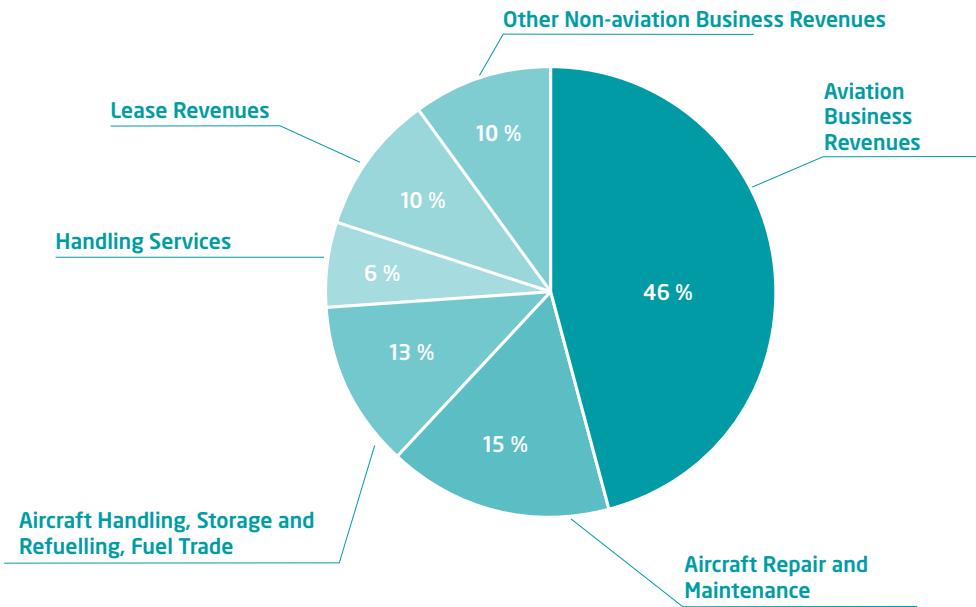
## FINANCIAL RESULTS



# FINANCIAL RESULTS

## Prague Airport Group - Revenues per IFRS Compliant Consolidated Financial Statements

Revenue Category	2024 (million CZK)	Share	2023 (million CZK)	Share
Aviation Business	6,241	4%	5,085	46%
Aircraft Repair and Maintenance	2,098	15%	1,791	16%
Aircraft Handling, Storage and Refuelling, Fuel Trade	1,809	13%	1,321	12%
Handling Services	740	6%	664	6%
Lease Revenues	1,374	10%	1,069	10%
Other Non-aviation Business Revenues	1,353	10%	1,102	10%
Sum Total	13,615		11,032	



The year 2024 was marked by the continued resumption of air traffic at Václav Havel Airport Prague - at a faster pace than originally expected. The planned number of handled passengers (15.5 million) was exceeded by 0.8 million, thanks to the ongoing trend of outgoing tourism segment growth, an increase in the share of arrivals of foreign visitors, and the growth of operation of low-cost carriers, such as Ryanair and easyJet. Despite the gradual improvements, traffic at Václav Havel Airport Prague was still below the 2019's level. The slower return to traffic volumes recorded in 2019 compared to other European airports was influenced by several factors, namely the negative impact of certain market closures (Russia, Ukraine), a lower number of passengers in the categories of business trips and flights to visit relatives and friends, the absence of domestic flights, and the decline in Czech Airlines operations.

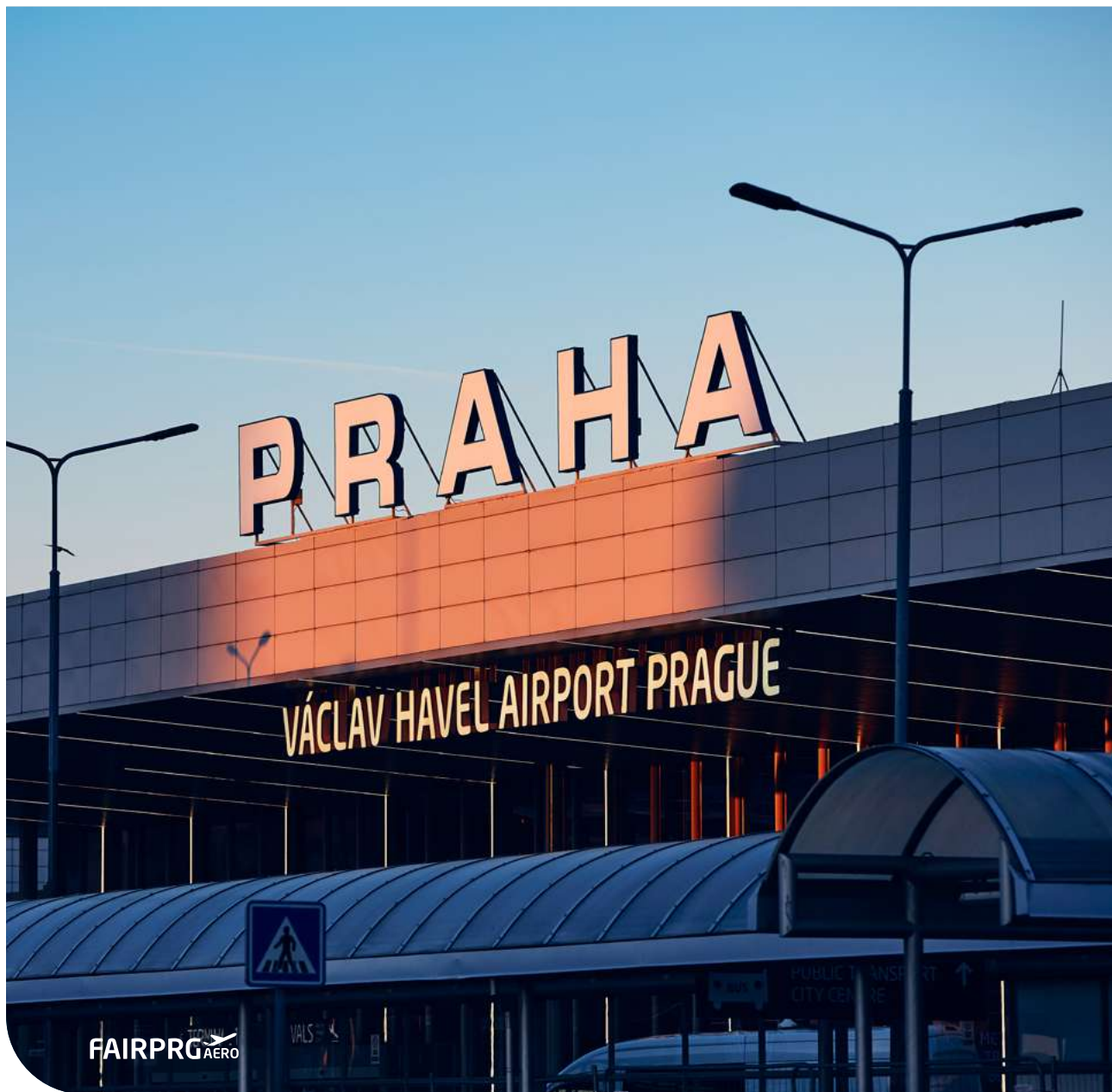
The total operating revenues of the Prague Airport Group increased year-on-year by 22% from CZK11,231 million in 2023 to CZK13,732 million in 2024. The revenues of the parent company, Prague Airport, were positively affected mainly by the year-on-year increase in the number of handled passengers by 18%, which was also reflected in non-aviation business revenues, especially in segments such as 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 15% from CZK8,001 million in 2023 to CZK9,238 million in 2024, mainly due to an increase in labour costs, utilities, and external services of the parent company related to the increase in air traffic.

The gross operating profit of the Prague Airport Group excluding depreciation and exchange rate differences reached CZK4,493 million in 2024; an increase of 39% compared to 2023.

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





## RESPONSIBLE AND SUSTAINABLE BUSINESS CONDUCT STRATEGY

# SUSTAINABILITY AND ESG RESPONSIBILITY

The ESG and sustainability strategy and agenda management falls under the responsibility of the entire Board of Directors, with the Vice Chairman of the Board of Directors, Jiří Kraus, in charge of the area of sustainability, alongside the organisational unit of Environment, Sustainability, and ESG lead by its director and guarantor of ESG coordination. Both inseparable topics are addressed simultaneously, within the ESG team and via a dedicated working group, which is composed of guarantors responsible for the Environment, Social, and Governance parts.

**E ENVIRONMENTAL RESPONSIBILITY**  
Overseen by the Environment, Sustainability, and ESG Organisational Unit Director

**S SOCIAL RESPONSIBILITY**  
Overseen by Directors of the HR Management Organisational Unit and the Communications and Marketing Organisational Unit

**G GOVERNANCE, ETHICS, AND TRANSPARENT BUSINESS CONDUCT**  
Overseen by the Audit, Risk Management, and Compliance Organisational Unit Director

## 2024 ESG ACHIEVEMENTS

In 2024, Prague Airport was ranked among the TOP 10 large responsible companies in two independent ESG ratings. The first award was granted to the Company by the Faculty of Business Administration of the University of Economics in Prague; the second prize was won by Prague Airport within the ESG Ranking by the Association for Social Responsibility, in which the Company was also listed among the TOP 10 large companies which have successfully implemented sustainable principles in their operations. Prague Airport also had the opportunity to present examples of good practice, among which it presented its approach to supporting biodiversity.





# ESG REPORTING FRAMEWORK

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

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

## IMPORTANT SUSTAINABILITY TOPICS

In 2022, Prague Airport has outlined nine main topics in its ESG strategy with long-term and ambitious goals. These nine topics form the core of our sustainable business conduct; however, we promote the principles of sustainability in all our activities. We have verified the correctness of the strategy setting via a double materiality assessment, and based on its results, the strategy will be updated to reflect all significant areas and topics impacted by the Company.

## DOUBLE MATERIALITY ASSESSMENT OF SUSTAINABILITY TOPICS

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



### ENVIRONMENTAL RESPONSIBILITY (ENVIRONMENT)

- Carbon Neutral Airport
- Species-rich Airport
- Noise Abatement Measures
- Environmental Pollution Reduction
- Green Airport Partnership



### SOCIAL RESPONSIBILITY (SOCIAL)

- Equal Treatment of Employees
- Support of Surrounding Communities and Non-profit Sector



### GOVERNANCE, ETHICS, AND TRANSPARENT BUSINESS CONDUCT (GOVERNANCE)

- Promoting Business Ethic and Conduct Internally
- Transferring the Required Ethics and Sustainability to Business Partners

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

A double materiality assessment was conducted in 2024, the outputs of which will be considered when revising the Company's ESG strategy in 2025.

## KEY STAKEHOLDERS

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

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

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

In 2024, the Company decided to engage a group of stakeholders, namely its own employees, through a questionnaire survey, to verify employees' views on key areas of sustainability. In the future, the Company will also involve other stakeholders.

## KEY STAKEHOLDERS

With regard to this relatively new concept of the definition of interested groups, we now identify them as follows within the Prague Airport Group:



### Key Affected Stakeholders

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



### Other Company Stakeholders

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



# ENVIRONMENTAL PROTECTION

# CARBON NEUTRAL AIRPORT

## .....✈ Our Goals

Reaching carbon neutrality **by 2030** has been a long-term Prague Airport goal, complemented by reaching net carbon neutrality **by 2050**.



## CARBON NEUTRAL AIRPORT

Prague Airport has been reducing CO<sub>2</sub> emissions in a targeted manner since 2010, when it joined the Airport Carbon Accreditation programme. The airport's carbon footprint is thus verified annually by an independent certification company. Since 2010, Prague Airport has been successfully reducing emissions by an average of three to five thousand tons of CO<sub>2</sub> annually. In 2024, the total **reduction** amounted to **68%** compared to 2009. This was due to extensive mitigation measures, such as replacing lighting with energy-saving LEDs, the attenuated night operation of air-conditioning units and lighting in terminals, replacing cooling units, boilers, and burners, using waste heat at a wastewater treatment plant, and others. Prague Airport plans to continue implementing energy-saving projects and achieve a further reduction in emissions.

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



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

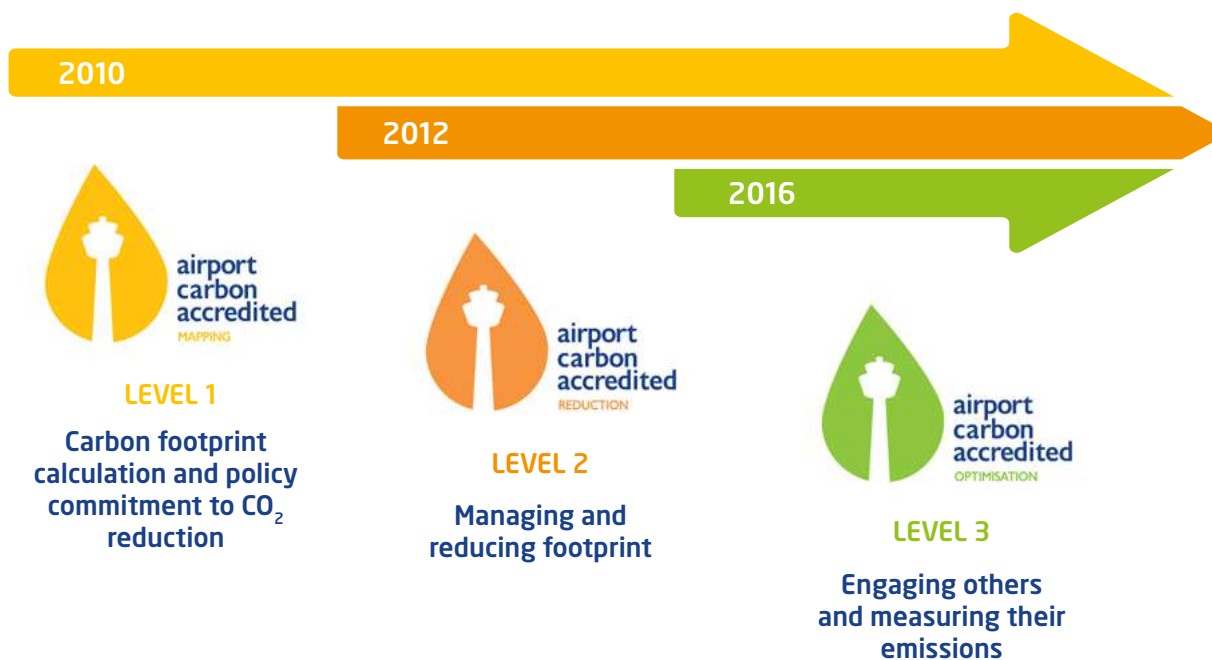


A number of mitigation measures have been implemented, some of which are already finalised, while others are just at the preparatory stages:

- **Gradual installation of PV on airport infrastructure objects** where possible. Thanks to the cooperation of a number of organisational units, the current status was reviewed, and suitable locations were selected. In 2023, the first PV plant at Terminal 3 launched its operation.
- In 2024, a **feasibility study** was drafted **on the use of hydrogen technologies** at Prague Airport for the purposes of ground mobility, aviation fuel, energy, and other potential purposes.
- Working with an external consultant, an analysis of the **possibilities of supplying heat** to the area NORTH, including **the cogeneration option**, was conducted.
- **Gradual replacement of boilers in the area SOUTH** - reduction of gas consumption (implementation 2024-2026). Before the boiler replacement, a recalculation of the energy demand is always performed with the aim of replacing the original sources with new sources with optimised performance for the current needs in the given location. Savings amounting up to 150t CO<sub>2</sub> are expected.
- **Purchase of electric vehicles** and creation of infrastructure for their operation. Gradual increase in the number of electric cars in the airport fleet every year. Currently, there are over 60 electric cars in our fleet.
- **Optimising the temperature in all offices and public areas** of Prague Airport. As a result, it was possible to save approximately 29% of natural gas.
- **Acceleration of the replacement of regular bulbs with LED lighting** in the Prague Airport area. In 2024, projects were implemented which save up to 250 MWh a year.



## AIRPORT CARBON ACCREDITATION MILESTONES OF PRAGUE AIRPORT



### Carbon Footprint

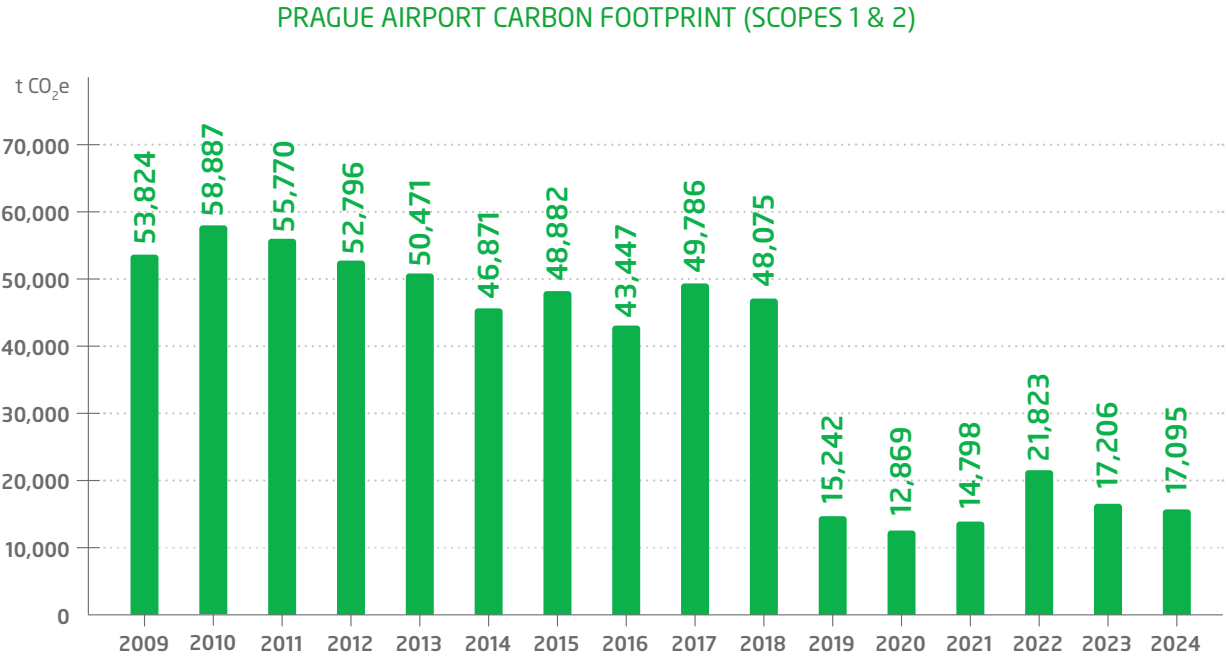
The carbon footprint, which represents the amount of released greenhouse gases converted to carbon dioxide (CO<sub>2</sub>), is monitored by three scopes of emissions:

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

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

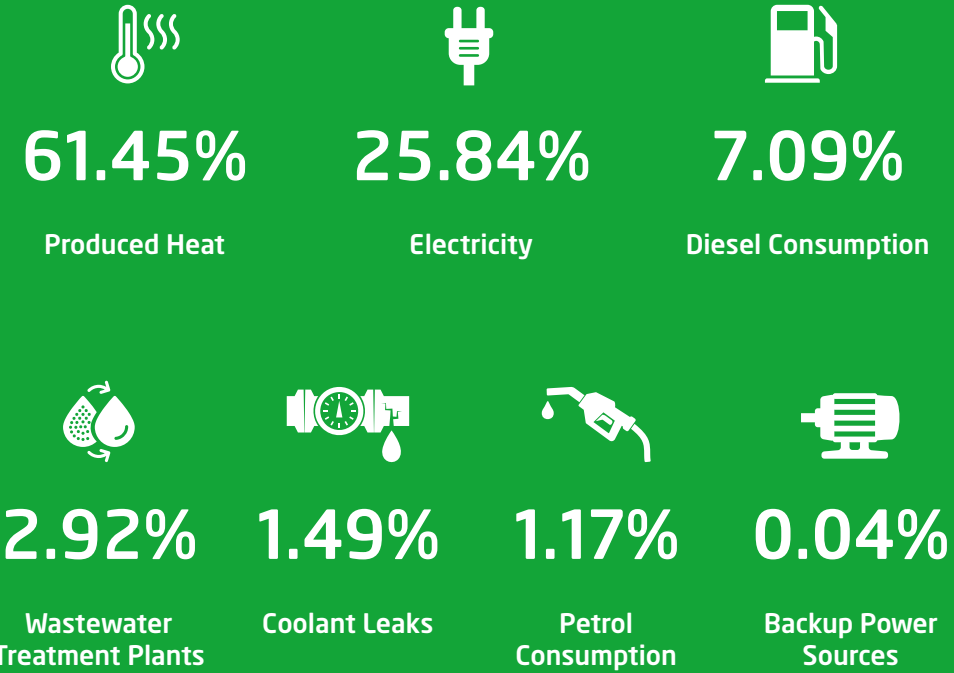
**Scope 3** includes all other indirect emissions which occur as a result of airport operations but are neither owned nor controlled by the airport. This category includes emissions generated during the individual flight phases - approach, landing, taxiing, and take-off (the LTO cycle), emissions generated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

PRAGUE AIRPORT EMISSIONS DEVELOPMENT TRENDS  
SINCE THE BEGINNING OF MONITORING (MARKET BASED\*)



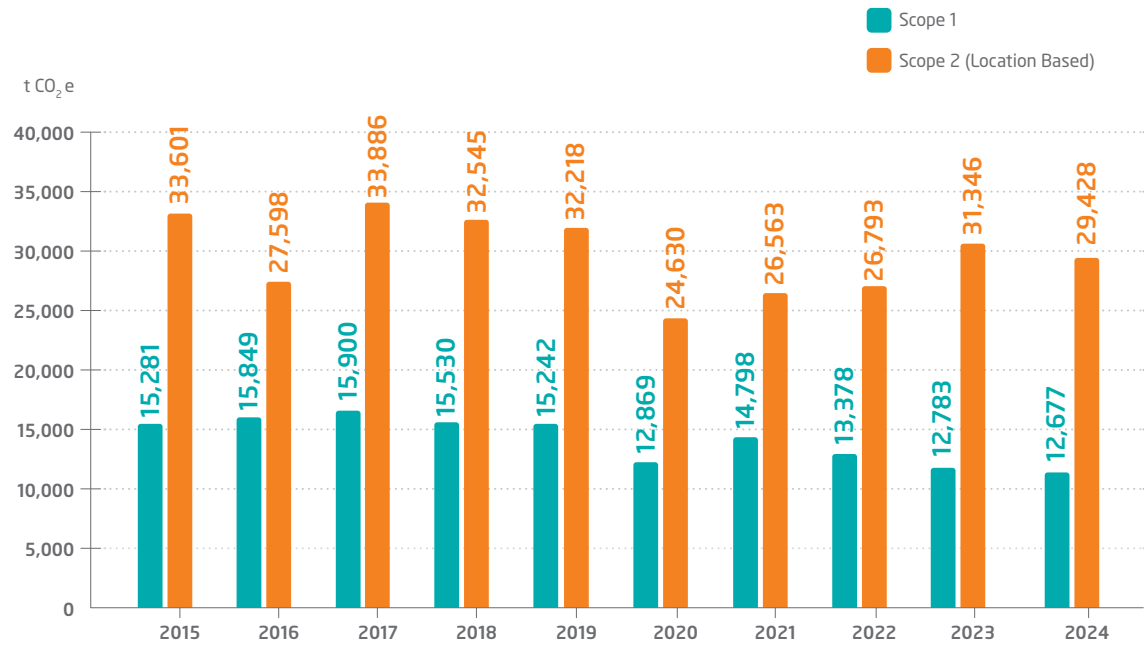
\* Market Based = a market-based method of calculating Scope 2 emissions, when the origin of the electricity is documented, and the emission factor of the respected sources is applied.

SHARES OF SCOPE 1 & 2 SOURCES AT PRAGUE AIRPORT



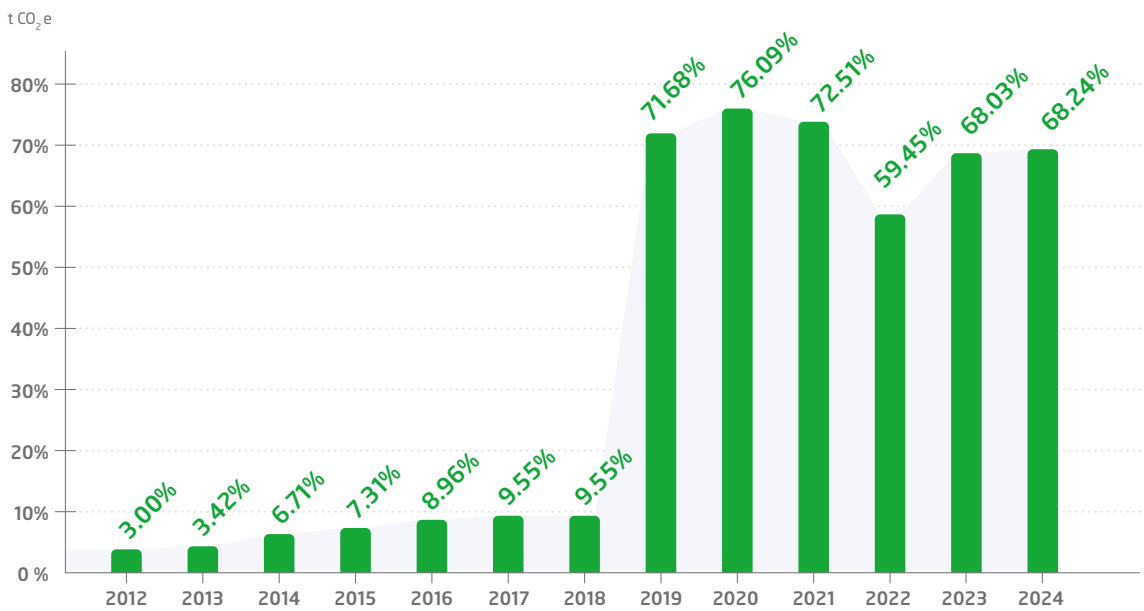


PRAGUE AIRPORT SCOPES 1 & 2 EMISSIONS  
DEVELOPMENT TRENDS (LOCATION BASED\*)



\* Location Based = location-based method of calculating CO<sub>2</sub> emissions comprising the use of the national or local energy mix of electricity production and the corresponding emission factor.

CO<sub>2</sub> EMISSIONS REDUCTION  
COMPARED TO 2009 DEVELOPMENT TRENDS



## SHARES OF SCOPE 3 SOURCES AT PRAGUE AIRPORT



**59.74%**

Aircraft Emissions  
- LTO Cycle



**25.24%**

Individual Transport -  
Passengers - Cars



**6.25%**

Electricity - Tenants



**2.61%**

Taxis



**1.60%**

APU Emissions  
(< 200,000 MTOW)



**1.57%**

Public Transport -  
PRG - City Centre



**1.03%**

Diesel  
Consumption -  
Other Users



**0.58%**

Mixed Municipal  
Waste



**0.56%**

Public Transport -  
PRG - City  
Surroundings



**0.29%**

Engine Maintenance  
(Single-aisle Aircraft)



**0.29%**

Petrol Consumption  
- Other Users



**0.18%**

APU Emissions  
(> 200,000 MTOW)



**0.01%**

Shuttle Service -  
Parking

ENERGETICS

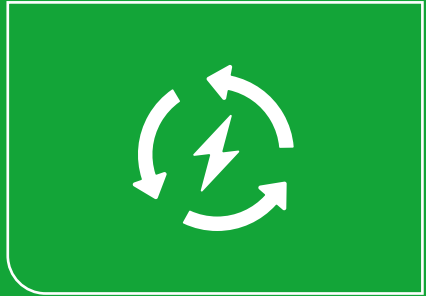
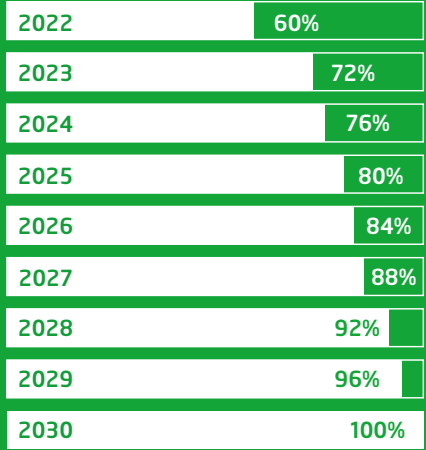
The Energy Board, which is a working group in charge of searching for energy saving opportunities in the operation of Prague Airport, analysing and evaluating potential energy savings, and proposing realisations and implementations of energy saving measures, is an important body. It is an advisory body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

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

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

In 2023, Prague Airport launched operation of the first photovoltaic power plant on the roof of Terminal 3. The energy produced is consumed within the operation of the terminal. The average annual production amounts to 117.5 MWh and covers approximately half of the terminal consumption. We closely monitor the energy produced. The second photovoltaic power plant is being built on the roof of the P<sub>c</sub> COMFORT parking building, and others will follow. Thanks to the cooperation of a number of organisational units, the current status was reviewed, suitable locations were selected, and the achievable performance of the PV power plant construction was determined.

MINIMAL SHARE OF ELECTRICITY FROM RENEWABLE SOURCES COMMITMENT UNTIL 2030



KEY FACTS AND FIGURES



In 2024, additional electric and plug-in hybrid vehicles were purchased for the airport fleet, driving the total number of electric or plug-in hybrid vehicles to 87.



Scope 1: 12,677 t of CO<sub>2</sub>  
Scope 2: 4,418 t of CO<sub>2</sub>



2024 purchased green electricity share: 76%

# SPECIES-RICH AIRPORT



## .....✈️ Our Goals

**By 2025** support twenty projects to enhance biodiversity.

**By 2030** support fifty projects to enhance the diversity of species and habitats under the Biodiversity Programme.

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



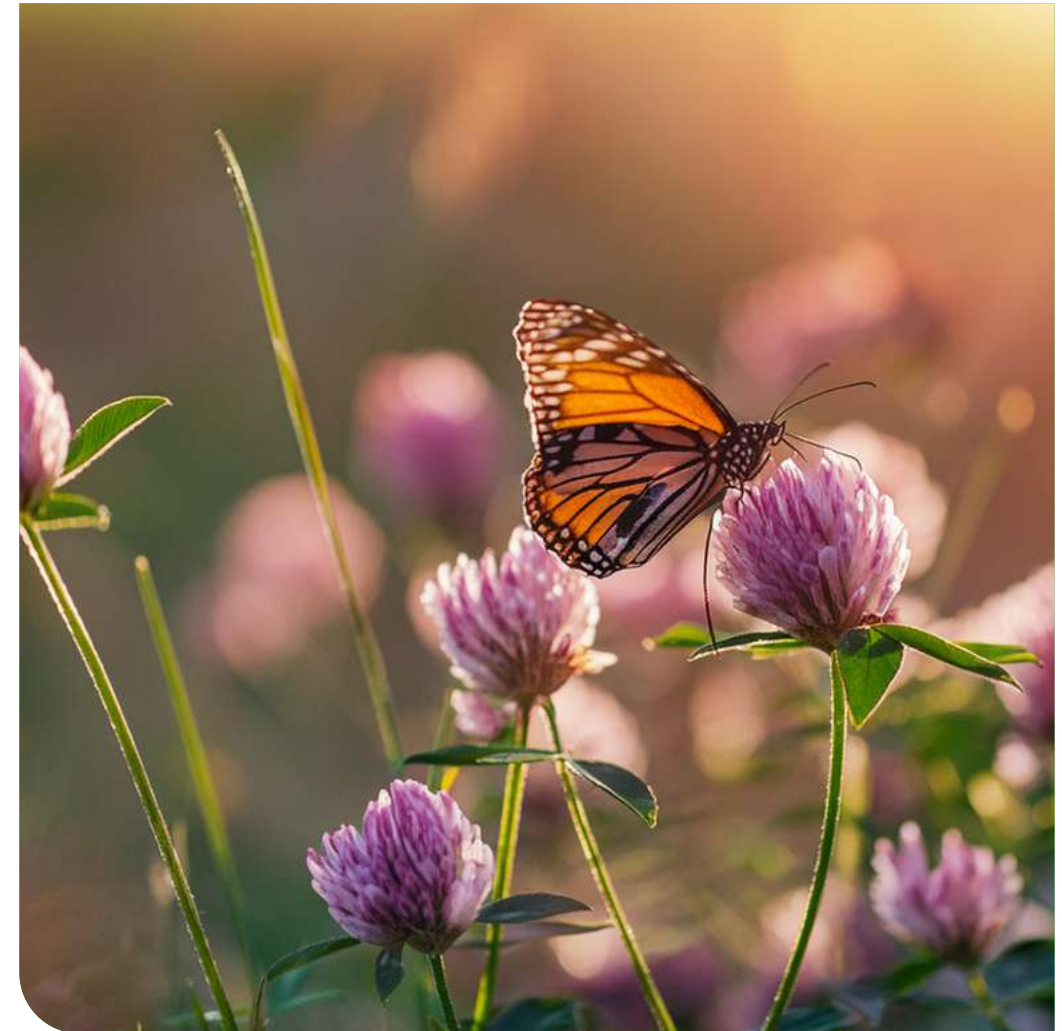
## SPECIES-RICH AIRPORT

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

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

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

**The Concept of Environmental Protection, Sustainability, and ESG**, which defines medium- and long-term goals and steps to achieve them, is a strategic document describing the protection of biodiversity. One of the supporting projects is the *Biodiversity* programme (details below). Other internal documents comprise the Concept of Airport Biological Protection and the Comprehensive Greenery Overview. The Blue-Green Infrastructure Standards of the airport methodical part was finalised in 2024. Currently, the practical part is being drafted, addressing, among other things, biodiversity.



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

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

In 2024, a **Biodiversity** grant programme second call was launched, which was designed to support the implementation of specific projects aimed at strengthening ecological stability and increasing the variety of species and habitats around the airport, contributing to the restoration of original landscape elements, connecting old and new landscape units, improving the natural retention of water in the landscape, and increasing awareness in the environmental field. By 2030, the goal is to support fifty implemented projects with the aim of supporting the diversity of species and habitats and by 2050 to implement a total of 100 such projects.

The finalised **Prague Airport Comprehensive Greenery Overview** is a tool for the sustainable development of green areas with regard to the Company's planned construction development and other temporal and spatial environmental specificities.

## BIODIVERSITY



Learn more about ***Biodiversity*** programme



## KEY FACTS AND FIGURES



Eighteen projects to support biodiversity were funded with a total sum of 3 million crowns.



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

# NOISE ABATEMENT MEASURES

## .....✈ Our Goals

The ***Ventilation*** programme: the allocated funds equalled CZK150 million for funding of forced ventilation systems with heat recovery (recuperation) in flats / family houses and school facilities located within the most air traffic noise burdened area. The programme is scheduled to run until 2030 with the option of extension.

## AIR TRAFFIC NOISE

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

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

### The balanced approach is based on four pillars:

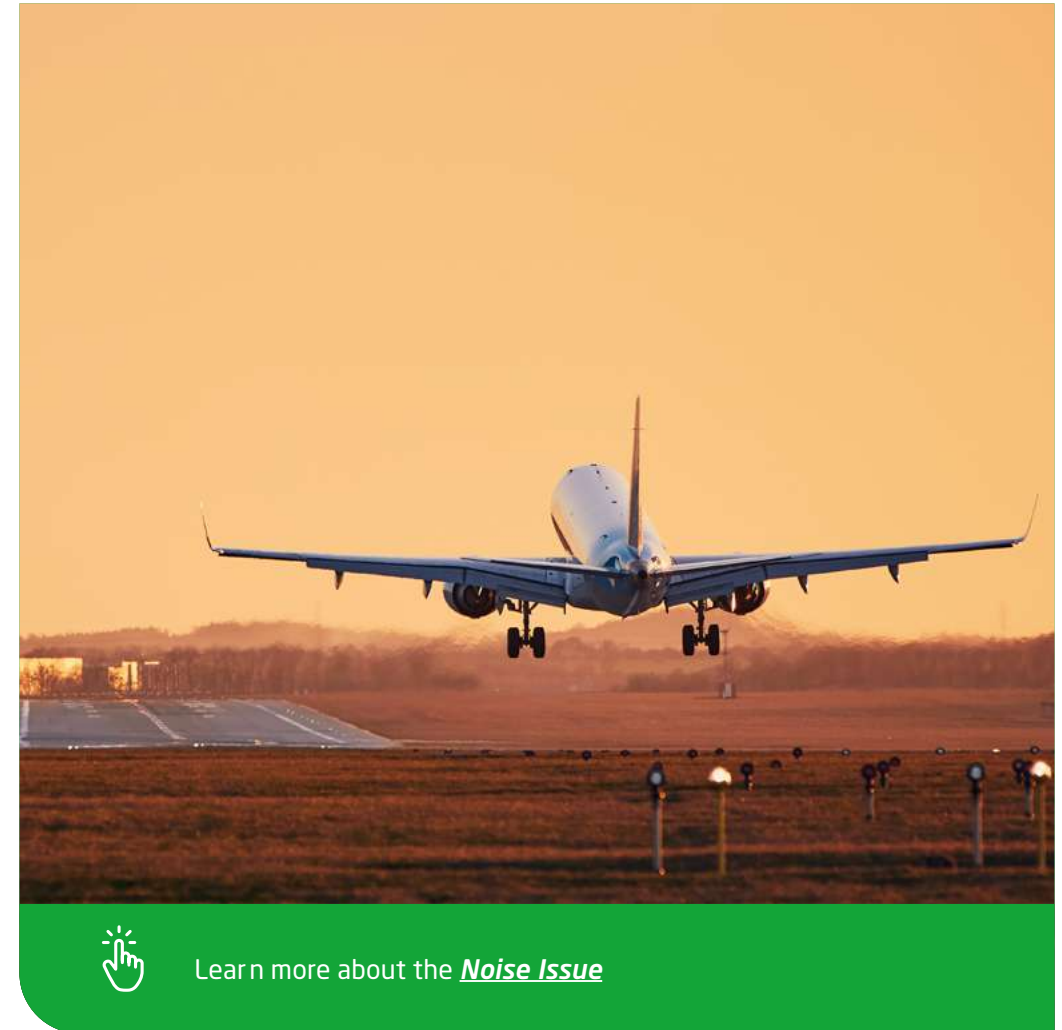
- Reducing noise at source
- Land-use planning and management
- Noise abatement operational measures
- Operational restrictions

## REDUCING NOISE AT SOURCE

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

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

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





## LAND-USE PLANNING

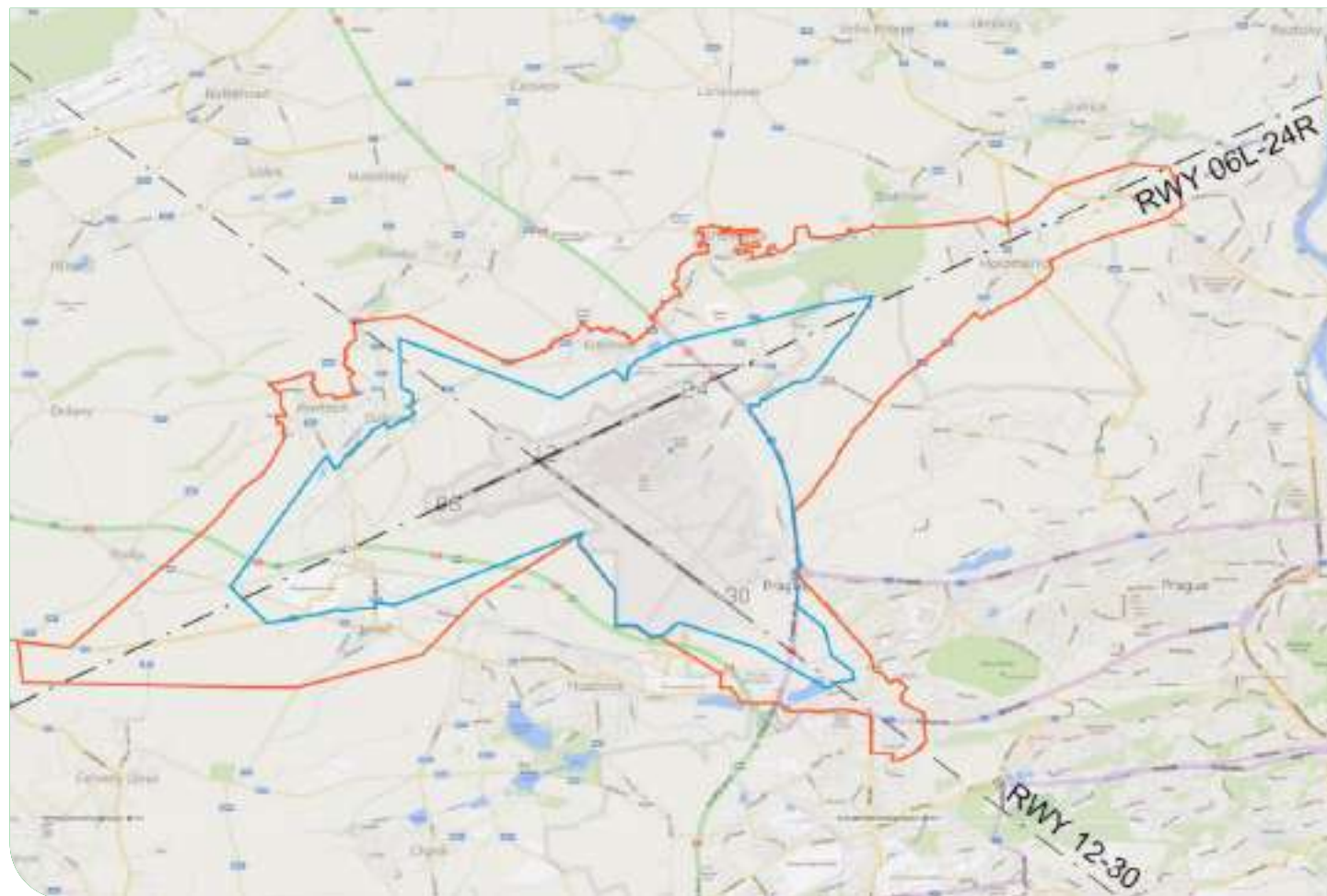
The main purpose of land-use planning is to set rules to prevent an increase in the number of citizens affected by excess noise. In a balanced way, land-use planning should consider the development of residential areas, but also the development of the airport, including the delimitation of affected areas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

## NOISE PROTECTION ZONE OF LKPR (NPZ)

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

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

## NOISE PROTECTION ZONE OF PRAGUE/RUZYŇĚ AIRPORT - ZONES A + B



## NOISE ABATEMENT OPERATIONAL MEASURES

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

### Operational measures include:

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

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

## OPERATIONAL RESTRICTIONS

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

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



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

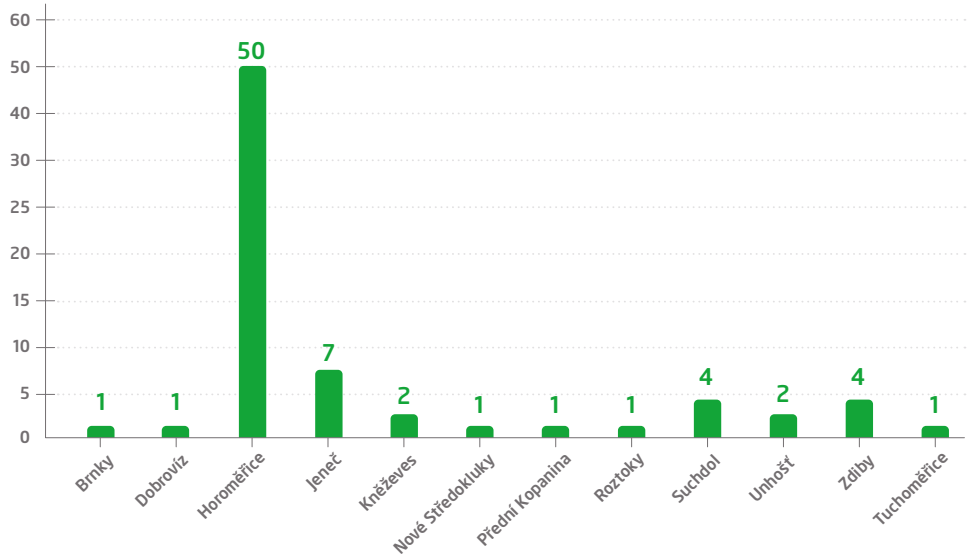
NOISE ABATEMENT INSULATION MEASURES

In 2019, we launched the auxiliary noise abatement measures programme (the Ventilation programme), comprising funding of forced ventilation systems with heat recovery (recuperation) ensuring continuous exchange and heating / cooling of air without the need for direct ventilation.

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

In 2024, the territory of the programme was expanded to include the area of Řepy and Ruzyně municipalities, which also fall into the NPZ. These changes will be reflected in the programme’s call for proposals in 2025.

NUMBER OF APPLICATIONS BY LOCATION IN 2024



VENTILATION PROGRAMME



Learn more about the **Ventilation** programme



KEY FACTS AND FIGURES



Ventilation systems were installed in 75 flats / family houses.



The funds provided equalled 16.8 million crowns.



The sum total of objects and school facilities since the launch of the programme: 246 implementations (5 schools, 241 flats / family houses) worth CZK63.3 million.



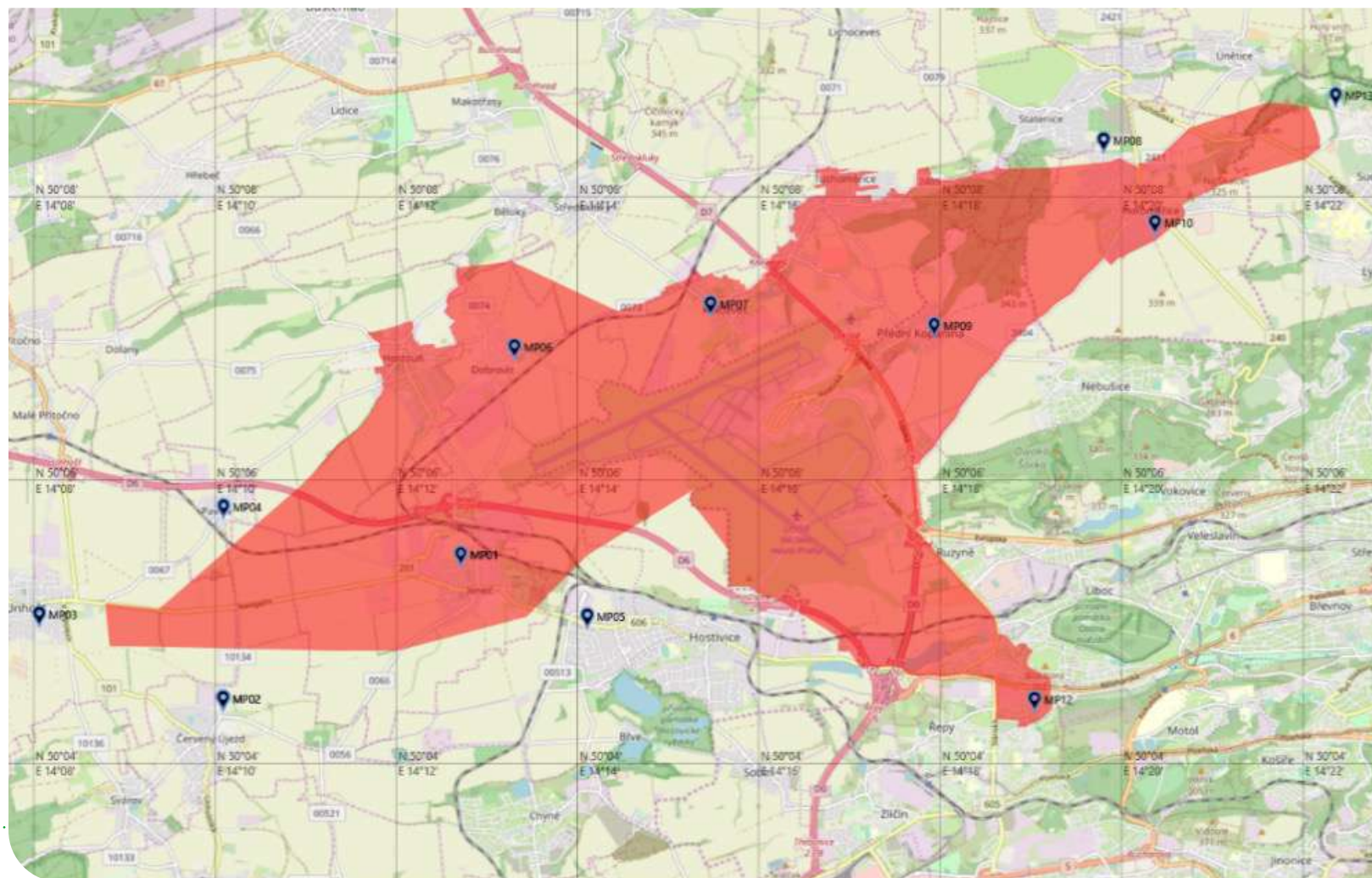
## NOISE AND FLIGHT PATHS MONITORING

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

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

The results of continuous monitoring for the monitored period are presented in the 2024 Air Traffic Noise at LKPR Continuous Monitoring Results table, which shows that there were no records of exceeding the hygiene limit values in the protected outdoor area and the protected outdoor area of buildings.

**NPZ Map + Location of  
Fixed Monitoring Stations**





2024 AIR TRAFFIC NOISE AT LKPR CONTINUOUS MONITORING RESULTS

Location - Fixed Stations		LAeq, 16h DAY	LAeq, 8h NIGHT
RMT 1	Jeneč	56.9	52.1
RMT 2	Červený Újezd	51.3	46.6
RMT 3	Unhošť	52.4	47.5
RMT 4	Pavlov	53.2	48.2
RMT 5	Hostivice	44.5	39.4
RMT 6	Dobrovíz	53.8	48.0
RMT 7	Kněževes	55.6	50.7
RMT 8	Horoměřice střed	52.5	47.8
RMT 9	Přední Kopanina	54.2	49.1
RMT 10	Horoměřice JV	52.2	47.2
RMT 11	Roztoky	51.6	47.1
RMT 12	Bílá Hora	48.1	36.3
RMT 13	Suchdol	54.7	50.4
RMT 14	Malé Kyšice	52.5	47.7

HYGIENIC LIMITS

Hygienic noise limits from air traffic are set in Government Regulation No. 72/2011 Coll., on the protection of health from the adverse effects of noise and vibrations. The hygienic noise limit from air traffic in the protected outdoor area of buildings and in the protected outdoor area applies to a typical flight day and is set as follows:



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

# ENVIRONMENTAL POLLUTION REDUCTION

## .....✈ Our Goals

**Continuous restriction of mixed municipal waste landfilling:**

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

## WASTE MANAGEMENT AND CIRCULARITY

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

Prague Airport monitors and records the production and methods of handling all waste generated by Prague Airport, as the originator. The Company's waste production is divided into 21 establishments. In **2024**, the amount of usable waste of the Prague Airport Group amounted to **81%** of the total waste production.

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

### Measures and projects implemented to support circularity in 2024:

- **REbox** – the issue of recycling and the associated minimisation of the use of single-use plastics is also a part of our long-term ESG strategy. That is why we launched the REbox project in the autumn of 2023. This is a reusable and returnable packaging which can be used by both employees and the public in the airport restaurant and canteens. One REbox replaced approximately 400 plastic food packaging boxes. In 2024, a total of 29,888 portions of food in REboxes were distributed by the airport's restaurant facilities, which represents an average of 2,491 portions in REboxes per month.
- The project of internal **swap** of no longer needed **furniture** between individual organisational units.
- **Clothes Swap** – for our employees, we organised a spring and autumn swaps during which they could donate their unwanted clothes and choose something new for their wardrobe. Clothes that did not find a new owner was donated to the Clothing Bank, which distributed the clothes to the socially needy.
- Working with REMOBIL, we organised a **collection of old mobile telephones** and submitted 206 electronic devices for further material use.



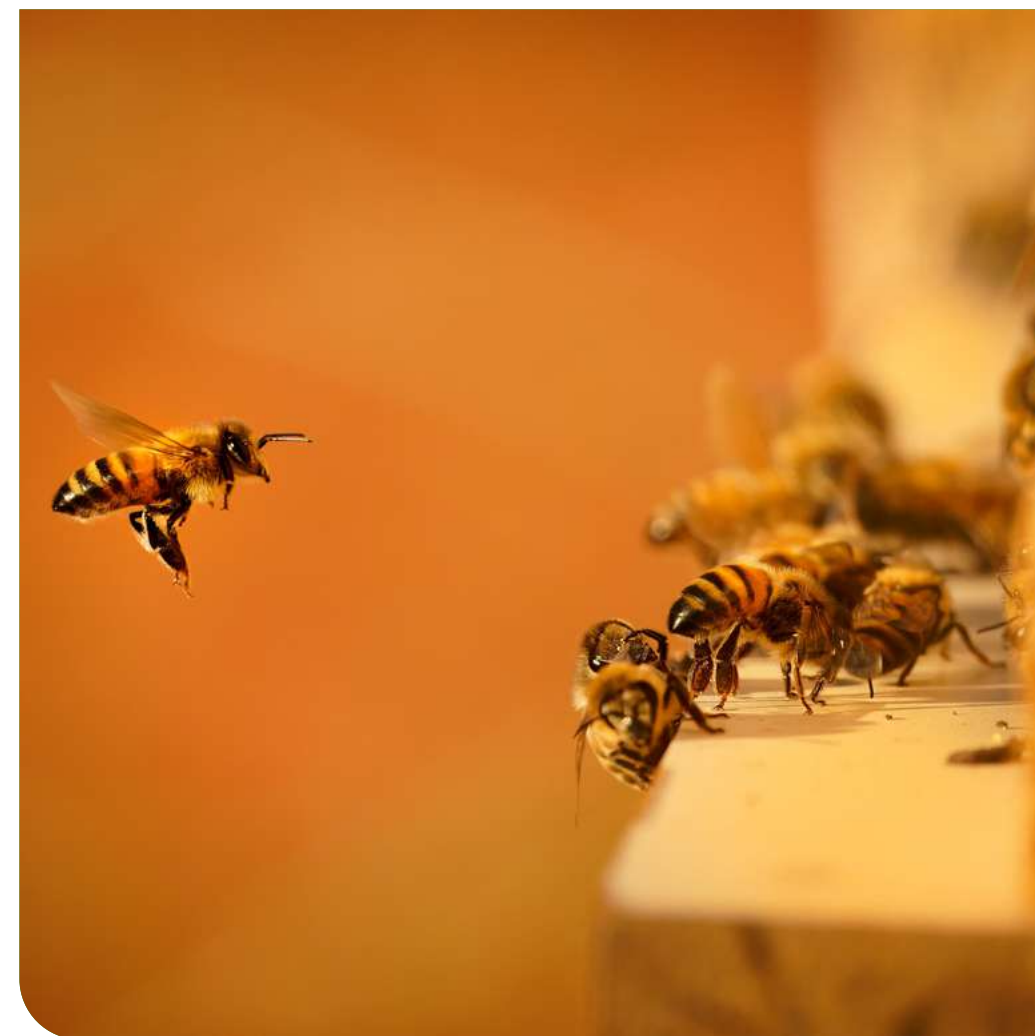
## AIR QUALITY AND ITS PROTECTION IN THE VICINITY OF AIRPORT OPERATIONS

Reducing air pollution is part of the Environmental Protection, Sustainability, and ESG Concept. Most measures and projects go hand in hand with measures to reduce CO<sub>2</sub> emissions. As part of the strategy, great emphasis is placed on air quality monitoring. Since 2016, an air quality monitoring station continuously evaluating air quality has been located on the airfield close to handling areas by the TS12 electrical substation. Equipped with analysers, it monitors PM<sub>10</sub> and PM<sub>2.5</sub> dust particles, NO (nitric oxide), O<sub>3</sub> (ozone), and CO (carbon monoxide). Working with the Czech Hydrometeorological Institute, the station was included in the Automated Immission Monitoring of the Czech Republic. Online data are available on the website of the Institute.

### Biomonitoring

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

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





## WATER PROTECTION AND MONITORING THE IMPACT OF OPERATION

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

In addition to cooperation on conceptual development, the Company solves and supports the introduction of elements of blue-green infrastructure – responsible rainwater management. In 2024, the Blue-Green Infrastructure Standards methodical part was outlined with the practical part currently underway. The Standards focus on the effective rainwater management in line with the set priorities given by the applicable legislation and the goal of the maximum use leading to the mitigation of the manifestations of climate change and drought. The meaningful implementation of green elements in the built-up area is another objective.

### Water Consumption

The Company does not operate its own drinking water source. Potable water is received from the company of Pražské vodovody a kanalizace (respectively Pražská vodohospodářská společnost, a.s.). The amount of potable water received is metered. As the operator of a public water supply system, we also measure the amount of drinking water supplied to individual customers. Water consumption at the airport is significantly affected by the number of passengers. Our Company implements cost-saving measures in order to reduce the consumption of drinking water (for example, photocell faucets). The consumption of drinking water is maintained at values which ensure a safe supply of drinking water and problem-free operation of the sewerage network.

A borehole in the area NORTH is the source of water for utility purposes (irrigation, road cleaning). The amount of water withdrawn is metered.

### Surface Water Monitoring

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

The quantity and quality of discharged water is metered in accordance with the requirements of the water rights permits. The prerequisites of the permission to discharge wastewater to surface water are fulfilled. The amount of water, the limits of monitored parameters – pH, COD<sub>CR</sub>, BOD<sub>5</sub>, TSS, RAS, Nc, Pc, AOX, and other parameters are monitored pursuant to the requirements given in the permit and legislation, alongside operational reasons.

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

A study evaluating the handling of aircraft de-icing concentrates concludes that the current practice of separate accumulation and biological treatment is correct from both an environmental and economic perspective, considering the prospective conditions and small quantities of these substances.

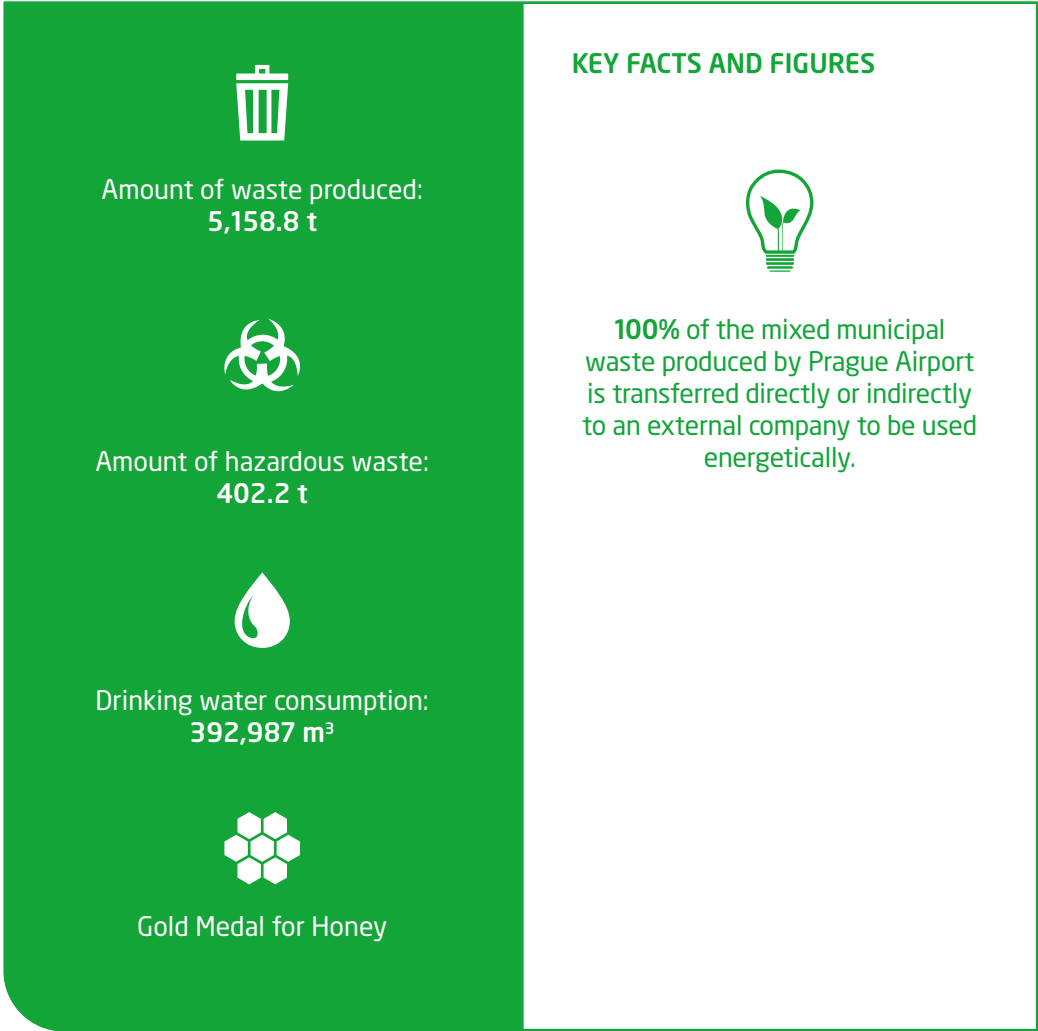
Ground Water Monitoring

The quality of groundwater in the area is a long-term indicator of the impact of airport operations on the environment. Over 50 hydrogeological boreholes in the airport area and its immediate vicinity are used for our regular monitoring comprising the groundwater level measurements and samples collection for laboratory analysis. Concentrations of petroleum substances in groundwater are mainly monitored. In selected hydrogeological boreholes, the concentrations of chlorinated hydrocarbons and other substances historically associated with airport operations are also monitored. Monitoring and processing of the results is provided by a professional hydrogeological company.

In the vicinity of the Central Aviation Fuel Storage Facility near the village of Kněževes, we have equipped some hydrogeological boreholes with a modern automated system. It monitors the groundwater levels and any occurrence of oil substances on the borehole water surface, of which the responsible airport employees are immediately informed

New Pollutants Monitoring

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



# GREEN AIRPORT PARTNERSHIP

## .....✈️ Our Goals

**By 2030** - 80% of tenants and 50% of airlines involved in joint ESG initiatives

**By 2050** - 100% of partners involved in joint ESG initiatives (Green PRG)

VÁCLAV HAVEL AIRPORT PRAGUE

## RESPONSIBLE PUBLIC PROCUREMENT

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

As part of the implementation of additional requirements under responsible public procurement, we implemented mechanisms for transferring requirements for ethics and sustainability to business partners, i.e., suppliers, and, in 2024, to revenue contracts. Adherence to our Business Partners Code of Ethics is a minimum general requirement for all business partners of Prague Airport. With relevant business relationships, specific additional requirements are defined either for the contractual partner or for their supplies / services.

## TOP SUSTAINABLE AIRLINE CONTEST

Long term, Prague Airport strives to motivate air carriers to operate modern aircraft and comply with the set regulations to ensure their operations are environmentally friendly. One of its tools, alongside the charge policy, has been the Top Sustainable Airline contest evaluating air carriers on three criteria, namely noise and emissions produced by aircraft used to service Václav Havel Airport Prague, and the approach, commitments, and activities pursued by air carriers in the area of sustainability.

The goal of the contest is to motivate air carriers to deploy quieter and more sustainable aircraft on routes to Prague. The 2024 Top Sustainable Airline contest winner became Wizz Air.

## KEY FACTS AND FIGURES

- **Including revenue contracts** in the Responsible Public Procurement project
- **Organising tours** focused on the application of sustainability at the airport for schools and the general public
- **Top Sustainable Airline** Contest with Wizz Air winning the title
- Launching **cooperation** with expert platforms of:
  - **RETHINK** ((an initiative of the Czech Business Council for Sustainable Development, an open platform of companies operating in the Czech Republic which have decided to actively support long-term climate neutrality and sustainable development)
  - **RED Button EDU** - participation in the Sustainability Community
  - **Participation in the Czech Business Council's Sustainable Development Working Groups**





## RESPONSIBLE APPROACH TO EMPLOYEES AND SURROUNDING COMMUNITIES

# EQUAL TREATMENT OF EMPLOYEES

## .....✈️ Our Goals

To keep the annual fluctuation rate below 12% and to reduce the share of voluntary fluctuation at the expense of involuntary.

To maintain sickness below 5%.

Diversity Index improvements compared to 2022 (the reference year)

Increasing number of employees under 25 years of age

## DIVERSITY

The Company promotes a diverse, fair, and inclusive working environment. Every activity involving employees is assessed through the lens of diversity (among other things, it must not be discriminatory). Regular inspections are performed and there is a process to be followed in case any violations are discovered.

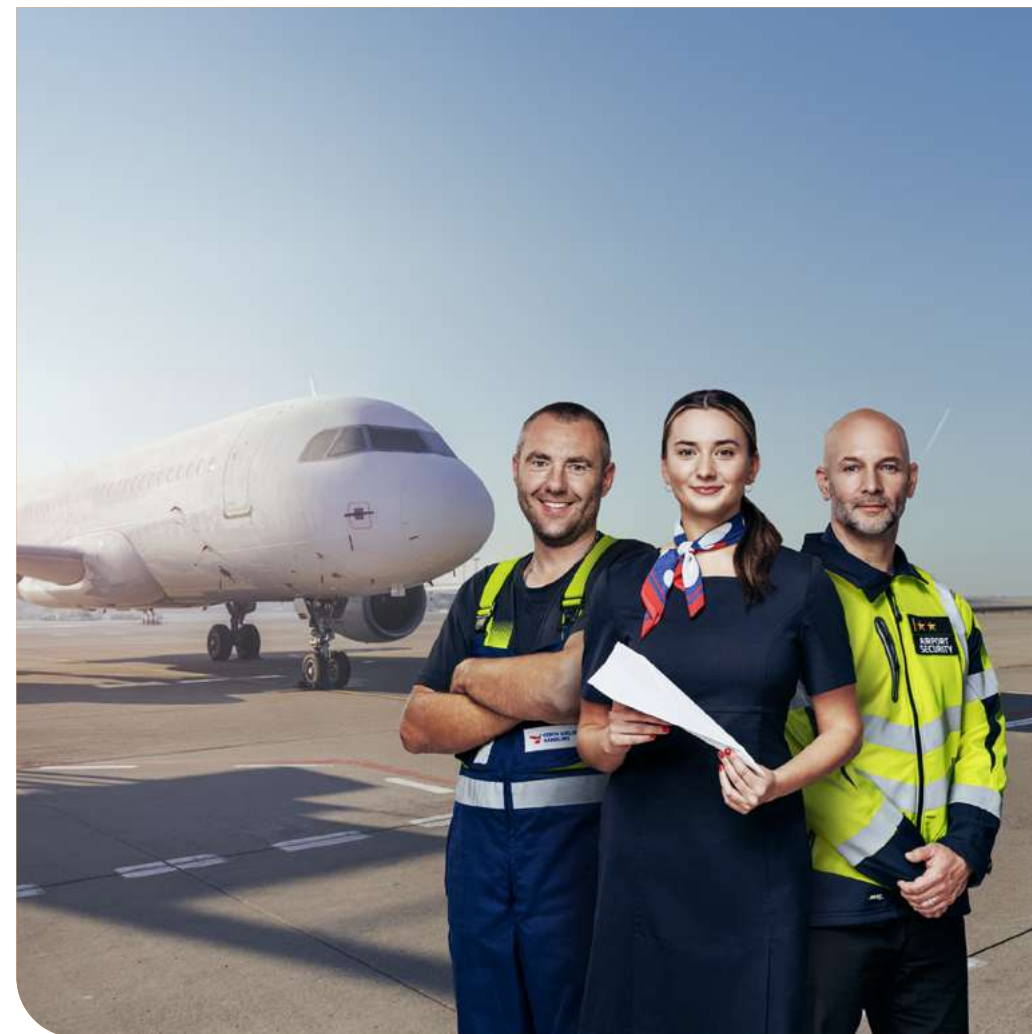
We monitor diversity through specific indicators (for example, demographic distribution of employees, equal remuneration analysis, etc.).

The cooperation with the Czechitas non-profit organisation reflects our strong commitments to the support of diversity and inclusion, as well as to the development of skills in the field of IT and digital literacy. This partnership highlights our commitment to technological advancement and innovation, not only within our own ranks, but also for the benefit of the wider community. For us, cooperation with Czechitas is an important step towards social responsibility and transparent sharing of values, while we strive to strengthen the positive impact on the Company through the support of the non-profit sector.

## FAIR REMUNERATION

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

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





## PROMOTING WORK-LIFE BALANCE

With regard to work-life balance, our Company respects the importance of work-life balance and encourages our employees to take regular breaks and use all paid leave of absence allowance. Our goal is to maintain a healthy proportion of workers under flexible work agreements (agreements on work activities, agreements on the execution of work). The plan is focused primarily on operational positions dependent on the number of passengers handled, as the recent years' practice confirms that by offering greater contract flexibility, we as the airport operator will not only gain greater flexibility of services, but also ensure a higher level of work-life balance for employees under full time job agreements.

## EMPLOYEE DEVELOPMENT AND VOCATIONAL TRAINING

We see vocational training of the Prague Airport Group employees primarily as an investment, even though a large part of our vocational training is a result of the mandatory compliance with legal obligations connected with the job position. We focus on a comprehensive approach to the development of our employees, which is key to increasing their knowledge and skills, improving customer service, and supporting innovation in all areas of our business.

As part of further development, in addition to mandatory and professional training, we focus on other areas such as management education, personal growth, and topics related to corporate culture. In 2024 the 16th year of the Talent Pool programme, with the aim of developing the skills of selected employees and motivating them to further advance the corporate culture, was successfully completed. As part of the Talent Pool programme, each participant develops their own innovative project, which is then presented to the Company's management. Some of these projects have already been implemented and are successfully run in the Company. The benefit of the Talent Pool programme is evidenced by the fact that 64% of participants achieve a change of job position within the Company within five years of completing the programme. Over the 16 years, 242 participants have completed the programme.

We verify satisfaction with vocational training activities through immediate feedback via an evaluation questionnaire and regular observations at group training sessions. The increase in demand for vocational training activities may serve as a successful satisfaction metric. For example, 3,077 in-person training sessions were held in 2024, which is 25% more than in 2023. Employees also completed more than 16,000 e-learning courses, which is 16% more than in 2023.

## COOPERATION WITH EDUCATIONAL INSTITUTIONS

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

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



Learn more at <https://pracenaletisti.jobs.cz/>



## COLLECTIVE BARGAINING

There is a total of four trade unions established at Prague Airport. Dialogue with trade unions takes place on a regular basis, namely quarterly with the Board of Directors, monthly with the Human Resources Management Director and on an ongoing basis with the managers of individual organisational units, possibly in connection with support for individual employees (loans, credits, social assistance, etc.) or organisational changes within the department etc. The Company's management regularly meets with trade unions on operational and strategic topics.

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

## HEALTH PROTECTION AND HEALTHY LIFESTYLE PROMOTION

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

The wide range of benefits provided by the Company includes, among other things, Multisport cards. At the same time, the Company is involved in sports activities, for example, Biking to Work, etc.

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

In 2024, we signed the Charter of Commitment against Domestic Violence, thereby contributing to removing the taboo around this topic and expressing zero tolerance for domestic violence. We will continue to strive and contribute to creating a safe working environment and cooperate with relevant non-profit organisations which aid victims.



One of the areas we focus on as part of our social responsibility towards our employees is financial health. We primarily try to prevent them from experiencing difficult financial situations through free consultations. Employees can also apply for an interest-free loan. In 2024, loans were being drawn by 67 employees in the total amount exceeding CZK3.5 million.

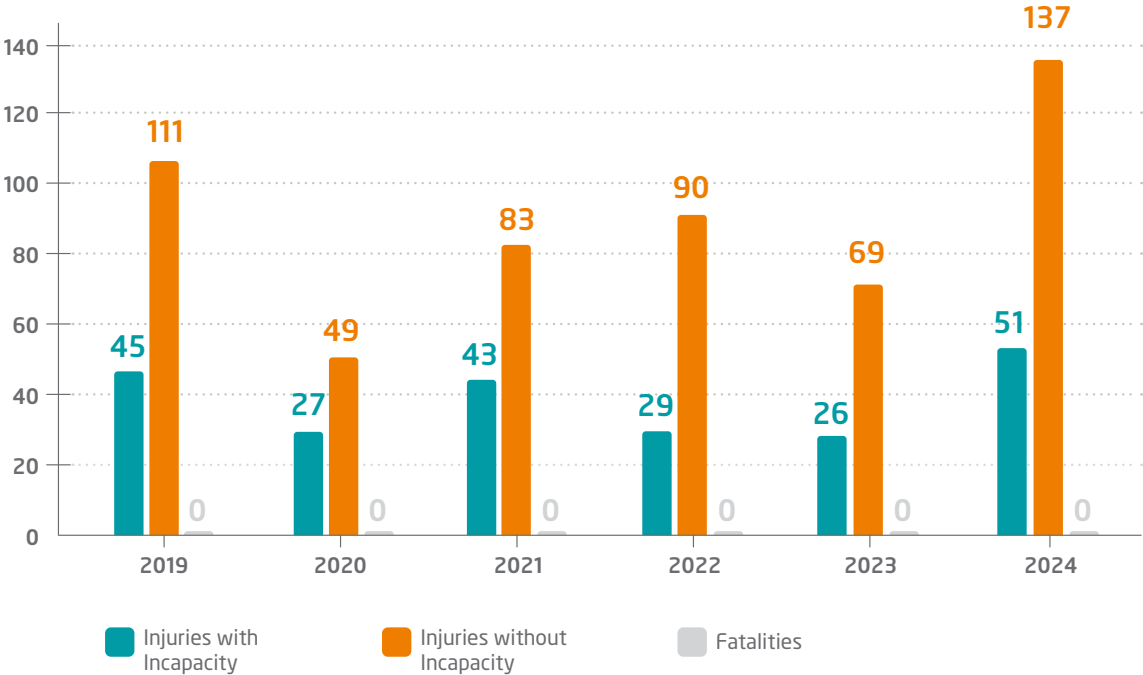
In 2024, we spent CZK120,000 on **social assistance**, which we provided to 8 people.

As part of the **On the Wings of Help** programme, which is aimed at helping employees who find themselves or whose family members find themselves in a difficult life situation and need financial support, contributions continued to be distributed for the purchase of medical equipment and social assistance in emergency situations. In 2024, assistance worth a total of CZK374,800 was provided under this programme.

The Company strives to increase the level of occupational health and safety. The goal is to reduce the accident rate and the risk of accidents and emergencies. The key tools in risk prevention are monitoring the number of occupational accidents, near misses, and lost workdays due to injury-related incapacity, alongside thorough investigation of the causes and implementation of efficient corrective measures.

In 2024, our Company was awarded the **Company for Health** certificate. Employee care in various areas is a priority for us as an employer. We are aware that this way we can contribute to higher employee satisfaction and subsequently to better prosperity for the Company. Health is the most valuable asset which needs to be nurtured. For this reason, Prague Airport has long offered a wide range of significant health benefits and programmes. In addition, we also support sports activities, healthy diet, preventive programmes, and first aid training. For example, in 2024, for the first time, we enabled blood donation in a mobile transfusion station directly at the workplace, which was very positively received by employees.

### 2019-2024 OCCUPATIONAL INJURIES STATISTICS PRAGUE AIRPORT GROUP



## KEY FACTS AND FIGURES



**9.9%**

Fluctuation rate of 9.9% in 2024 is an improvement when compared to 11.5% in 2023.



**3.47%**

Sickness rate of 3.47% in 2024 is a slight improvement compared to 3.73% in 2023.



**80%**

Our Diversity Charter Index equalled 80%.



**TOP**

Prague Airport received the TOP Responsible Company and the Company for Health certificates.



**282**

The average number of employees under the age of 25 increased from 206 in 2023 to 282 in 2024.



**261**

In 2024, we registered a total of 261 students and collaborated with 20 schools; we addressed almost 600 students with presentations explaining the way of working of our Company or its organisational units.



**CZK374,800**

Under the On the Wings of Help programme, we provided financial contributions worth CZK374,800.

# SUPPORT OF SURROUNDING COMMUNITIES AND NON-PROFIT SECTOR

## .....✈️ Our Goals

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

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



Cooperation with the airport’s close surroundings, factoring in the core subject of our business which affects the immediate vicinity, is based on three pillars:

**OPEN COMMUNICATION**

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

**FINANCIAL SUPPORT**

of various projects in the form of transparent grant programmes; fundraisers for non-profit organisations.

**NON-FINANCIAL AID**

under which we provide equipment and specialist workers for pruning of large trees, mowing the grass, landscaping, and other activities for which the airport has the appropriate equipment and knowledge; volunteer activities.

**COMMUNICATION WITH SURROUNDING COMMUNITIES**

We regularly exchange information with our immediate surroundings using various methods of communication.

Meetings of PA Management with Municipality Representatives	3 times a year
Participation of PA in Meetings with Municipality Representatives	Per request
Gatherings with Citizens (Neighbourhood Afternoons)	Once a year
Electronic Newsletter for Immediate Surroundings	Monthly
Together Printed Bulletin	3 times a year
For Our Neighbours Website	Online

@ E-mail address for our surroundings of [sousede@prg.aero](mailto:sousede@prg.aero)

 Learn more at the [For Our Neighbours](#)

The operation of the international airport includes a wide range of activities with an impact on various interest groups and areas; one of them being the immediate surroundings. As part of building good neighbourly relations, Prague Airport promotes open communication and tries to actively contribute to improving the conditions of life of local residents, who are often airport employees.

For the immediate surroundings, Prague Airport issues a regular electronic newsletter, publishes a printed bulletin called *Together [Spolu]*, administers a special website with information focused directly on the surrounding area, and organises regular meetings with representatives of municipalities and city districts. A representative of Prague Airport also participates in meetings of the councils of surrounding municipalities. In 2024, Prague Airport also prepared an entertainment and information event, Neighbourhood Afternoon, directly at the airport premises, which was attended by approximately 15 hundred citizens. As part of this event, visitors could check airport equipment and learn about the activities of individual departments operating at the airport.



NEIGHBOURHOOD AFTERNOON AND INTRODUCTION OF EQUIPMENT  
USED AT PRAGUE AIRPORT



PRAGUE AIRPORT ROAD SHOW



Prague Airport annually announces three grant programmes for surrounding municipalities.

### BIODIVERSITY

The **Biodiversity** programme is aimed at supporting species diversity, landscape regeneration, natural water retention, and educational activities. In 2024, 18 projects were supported.



RAISED FLOWER BED AT  
ROZTOKY U PRAHY PRIMARY SCHOOL

ENVIRONMENTAL CLASS AT  
STŘEDOKLUKY PRIMARY SCHOOL

### VENTILATION

The **Ventilation** programme, which is part of noise abatement measures, funded the installation of ventilation systems in 75 family houses / flats in 2024 (more on page 47).





## GOOD NEIGHBOUR

As part of the **Good Neighbour** programme, Prague Airport supported surrounding municipalities with the amount of 24 million crowns in 2024. The program aims to support projects and activities in the areas of culture, education, sports, and environmental development. A jury of experts selected 93 projects which received financial support from Prague Airport. These projects include, for example, the modernisation of the kindergarten kitchen in Červený Újezd, the construction of an outdoor gym in Jeneč, the purchase of a wheelchair for the Tatran Střešovice club's para floorball team, and many more. The full list is published on the airport website under the ***For Our Neighbours*** section.



RUN WITH US  
RACE SERIES

REVITALISATION OF THE POD  
LUKY POND IN HOROMĚŘICE



NEW ARTIFICIAL TURF FOR THE  
PŘEDNÍ KOPANINA FOOTBALL  
CLUB





Support for **language education for children** from nearby primary schools is also significant. In 2024, we contributed a total of five million crowns to language learning trips abroad. The financial subsidy is distributed to schools through the language programmes of our partners:

- Prague 6 Municipality, *Open World* programme
- Prague 17 - Řepy Municipality, *We in the World - the World at Our Home* programme
- *Prague Airport Region* - an association of surrounding municipalities and city districts affected by the operation of Prague Airport

We also provided **non-financial assistance** to surrounding municipalities and city districts, for example by cleaning roads, pruning large trees, mowing grass, and other activities to improve the municipalities and their public spaces.



WE REGULARLY HELP  
JESTŘÁBNÍK,  
THE ASSOCIATION FOR THE  
PROTECTION OF LANDSCAPE  
AND NATURE

AUTUMN WORKS AT THE  
ST. CHARLES BORROMEO  
HOME



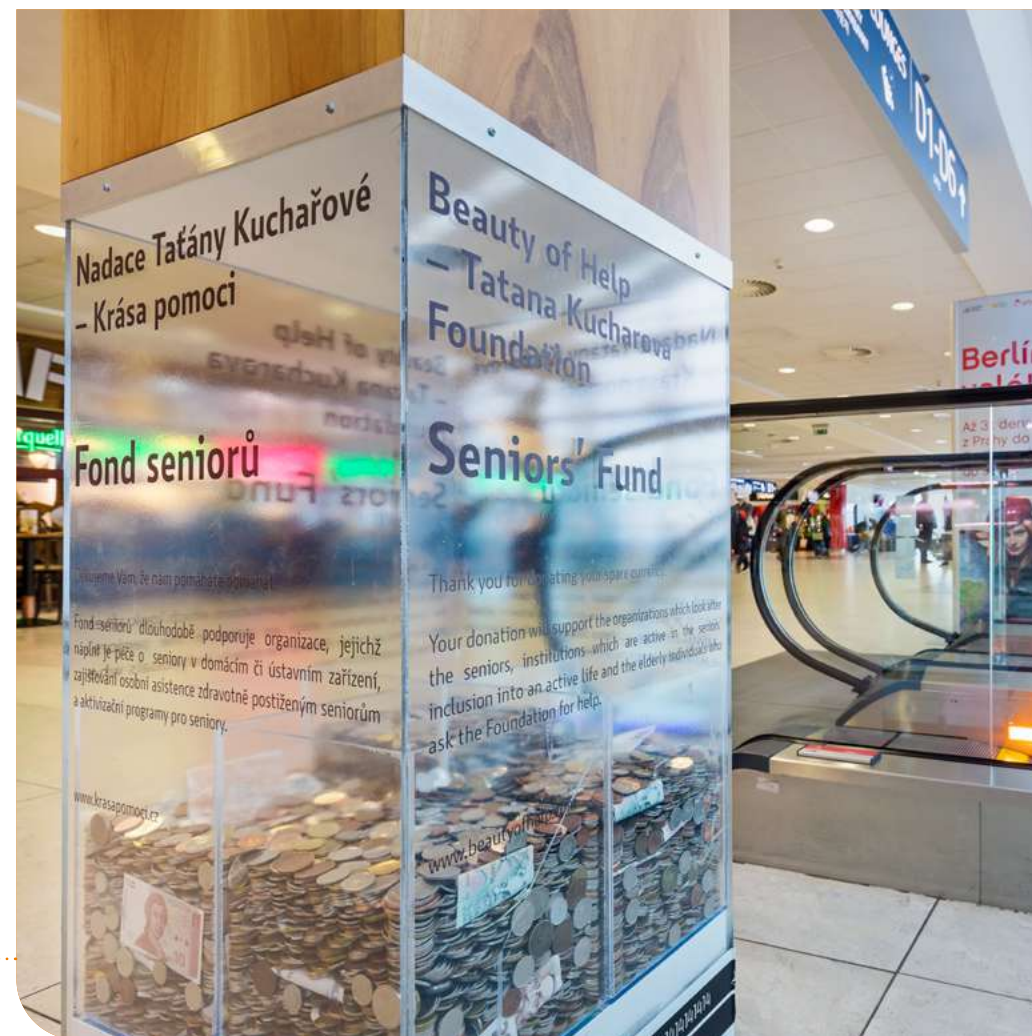


Prague Airport has also been helping the **non-profit sector** for a long time, implementing a number of projects in this area during 2024. For example, thanks to cooperation with the *K srdci klíč* [Key to the Heart] organisation, qualified field workers are active at the airport, offering specific assistance and advice to homeless people. Clothing swaps took place directly at the airport and donated clothing was handed over to the Clothing Bank for those in need. We organised charity markets to support sheltered workshops and continued the On the Wings of Help grant programme for employees in difficult life situations. Prague Airport employees, including top management, also participated in the Giving Tuesday event, when they spent time with clients of non-profit organisations, most often seniors. A total of 117 of our employees participated in 16 volunteer days, which is 32% more than in 2023.



**PRAGUE AIRPORT'S  
CONTRIBUTION TO THE  
FOOD BANK FOR THE  
SOCIALY DISADVANTAGED**

**THERE ARE SEVERAL COIN BANKS IN  
THE AIRPORT AREA HELPING THOSE  
IN NEED**



## KEY FACTS AND FIGURES



**24,000,000**

crowns to support community life under the GOOD NEIGHBOUR Grant Programme



**3,000,000**

crowns to support the development of environmental biodiversity



**5,000,000**

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



**> 1,000,000**

crowns paid to support various socially beneficial and charitable events



**16**

corporate volunteer days, in which 117 employees participated - 32% more than in 2023



**51**

employees donated a total of 22 litres of blood directly at the airport



**630,000**

crowns donated by the employees and Prague Airport to the People in Need non-profit organisation to be used for the benefit of people affected by the devastating flood



**40**

donated computers help children from socially disadvantaged families with their studies



## GOVERNANCE, ETHICS, AND TRANSPARENT BUSINESS CONDUCT



## GOVERNANCE, ETHICS, AND TRANSPARENT BUSINESS CONDUCT

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

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



Learn more at [Governance, Ethics, and Transparent Business Conduct](#)



# PROMOTING BUSINESS ETHIC AND CONDUCT INTERNALLY

## .....✈ Our Goals

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

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

## PROMOTING BUSINESS ETHIC AND CONDUCT INTERNALLY

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

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

The set rules are the subject of related training and further education. We have implemented mandatory awareness of the affected employees of the content of governing documents. All employees undergo mandatory ethical culture training. In addition, selected employees (in risk positions) are undergoing targeted training focused on specific issues, namely workplace relationship ethics and anti-corruption policies and measures.

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

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





# TRANSFERRING THE REQUIRED ETHICS AND SUSTAINABILITY TO BUSINESS PARTNERS

## .....✈ **Our Goals**

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

By 2030, we want to efficiently transfer the requirements in minimum 80% of relevant business relationships.



## TRANSFERRING THE REQUIRED ETHICS AND SUSTAINABILITY TO BUSINESS PARTNERS

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

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

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

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



## RISK MANAGEMENT

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

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

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

## CYBER SECURITY

The Information Security Organisational Unit operates an information security management system within the Prague Airport Group. It continuously innovates and improves it to comply with the provisions of Act on Cyber Security No. 181/2014 Coll., as amended, and Commission Delegated Regulation (EU) 2022/1645 of 14 July 2022. The technical and organisational measures of the system are also used in the area of personal data protection.

In 2025, a new law on cyber security will come into effect in the Czech Republic, which transposes the requirements of the European NIS2 directive into domestic legislation. The Information Security OU monitors the relevant legislative process and prepares the necessary changes in the cyber security management system. The new law also includes other enterprises of the Prague Airport Group, i.e., Czech Airlines Handling



and Czech Airlines Technics as liable persons. It also proceeds analogically in the case of Regulation (EU) 2022/1645, which sets requirements for the management of information security risks with a potential impact on aviation security. This regulation will enter into force in October 2025.

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

In 2024, the Information Security OU replaced the original antivirus solution on endpoint devices and servers with the new Endpoint Detection and Response technology. Furthermore, the Prague Airport security documentation was fundamentally modified and updated to ensure compliance with the existing and, in particular, the new Cybersecurity Act.

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

During 2024, the Information Security OU conducted three inspections focused on compliance with information security principles, eight penetration tests of Prague Airport Group applications, three internal cybersecurity exercises, and also implemented two internal phishing campaigns with subsequent training of erring users.

## KEY FACTS AND FIGURES

We have successfully implemented training in the field of business ethics..



More than **99%** of employees completed comprehensive ethical culture training.



Employees in high-risk positions are gradually undergoing relevant targeted training. In 2024, **151** key employees completed training on anti-corruption measures.



We are gradually implementing the transfer of requirements for ethics and sustainability of business conduct to business partners. In 2024, we exceeded the target set for this year, namely the application of the conditions in at least **20%** of relevant business relationships.





## NON-FINANCIAL ESG DATA



ENVIRONMENTAL AREA

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

Prague Airport

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

\* Scope 2 emissions data using the Market Based method

Czech Airlines Handling

	Unit	2019	2020	2021	2022	2023	2024
Scope 1	t CO <sub>2</sub> e	829	384	571	785	875	1,033
Scope 2*	t CO <sub>2</sub> e	246	200	142	128	92	91

\* Scope 2 emissions data using the Market Based method

Czech Airlines Technics

	Unit	2020	2021	2022	2023	2024
Scope 1	t CO <sub>2</sub> e	1,253	1,645	1,480	1,471	1,364
Scope 2*	t CO <sub>2</sub> e	1,777	1,703	494	363	300

\* Scope 2 emissions data using the Market Based method

## Other Significant Air Emissions

### Prague Airport

	Unit	2019	2020	2021	2022	2023	2024
PM <sub>10</sub> Immissions	µg/m <sup>3</sup> /year	24.20	17.20	19.90	19.90	16.20	20.30
PM <sub>2.5</sub> Immissions	µg/m <sup>3</sup> /year	15.00	10.30	12.60	12.30	10.70	11.60
NO <sub>2</sub> Immissions	µg/m <sup>3</sup> /year	19.10	13.80	13.80	15.10	13.20	15
NO <sub>x</sub> Immissions	µg/m <sup>3</sup> /year	27.70	18.10	18.00	21.00	17.10	20.60
NO Immissions	µg/m <sup>3</sup> /year	5.60	2.80	2.80	3.90	2.50	3.60
CO	µg/m <sup>3</sup> /year	-	300.10	322.20	253.20	266.40	306.80
O <sub>3</sub>	µg/m <sup>3</sup> /year	-	51.90	49.90	50.90	55	53.40

## Energy Consumption and Energy Mix

### Prague Airport

	Unit	2019	2020	2021	2022	2023	2024
Total Energy Consumption within the Organisation	TJ	518	417	466	452	418	436
Consumption within the Organisation - Electricity	kWh	60,903,233	46,560,124	50,213,222	51 745 062	49,277,188	49,753,263
Total Consumption - Heating Systems	TJ	230	203	232	202	183	189
Total Consumption - Cooling Systems	TJ	69	47	54	64	58	68

## Resource Outflows

### Waste Production

#### Prague Airport

	Unit	2019	2020	2021	2022	2023	2024
Waste Generated	t	5,238.34	2,822.72	3,171.89	4,091.40	4,523.03	5,158.84
Hazardous Waste Generated	t	344.45	263.44	312.74	188.72	264.66	402.24
Other Waste Generated	t	4,893.89	2,559.29	2,859.17	3,902.68	4 258.37	4,756.60
Total Mixed Municipal Waste Generated	t	1,442.59	587.47	636.12	1,235.94	1 471.07	1,576.85
Waste Generated / 1,000 PAX	t/1000 PAX	0.29	0.77	0.72	0.38	0.33	0.32

#### Czech Airlines Handling

	Unit	2022	2023	2024
Waste Generated	t	138.92	192.43	253.36
Hazardous Waste Generated	t	2.28	0.97	0.98
Other Waste Generated	t	136.64	191.46	252.38
Total Mixed Municipal Waste Generated	t	148.62	183.83	245.68

#### Czech Airlines Technics

	Unit	2022	2023	2024
Waste Generated	t	274.60	477.74	586.87
Hazardous Waste Generated	t	260.00	268.02	351.39
Other Waste Generated	t	14.60	209.72	235.49
Total Mixed Municipal Waste Generated	t	135.80	138.27	148.05

Waste Management

Prague Airport

	Unit	2023	2024
Material Utilization and Recycling	%	47.63	46.65
Landfilling	%	6.59	8.04
Incineration with Energy Recovery	%	40.16	37.88
Another Method of Disposal	%	5.49	7.29
Incineration without Energy Recovery	%	0.13	0.13
Not Specified	%	-	-

Czech Airlines Handling

	Unit	2023	2024
Material Utilization and Recycling	%	3.14	1.70
Landfilling	%	0.94	1.18
Incineration with Energy Recovery	%	95.53	97.10
Another Method of Disposal	%	0.38	-
Incineration without Energy Recovery	%	0.01	0.02
Not Specified	%	-	-

Czech Airlines Technics.

	Unit	2023	2024
Material Utilization and Recycling	%	11.19	11.40
Landfilling	%	8.59	9.46
Incineration with Energy Recovery	%	34.90	29.82
Another Method of Disposal	%	44.48	48.81
Incineration without Energy Recovery	%	0.84	0.51
Not Specified	%	-	-



Water Consumption

Prague Airport

	Unit	2019	2020	2021	2022	2023	2024
Drinking Water Consumption	m <sup>3</sup>	419,302	185,077	248,596	323,260	333,127	392,987

Volume of Pre-treated Water

Prague Airport

	Unit	2019	2020	2021	2022	2023	2024
Volume of Pre-treated Rainwater	m <sup>3</sup>	50,741	83,990	86,132	154,186	94,283	76,962
Volume of Pre-treated Sewage Water	m <sup>3</sup>	328,993	205,619	223,324	295,903	324,265	379,873

## NOISE - ENTITY SPECIFIC TOPIC

Air Traffic Noise Values Recorded at Individual Stationary Monitoring Stations

Location - Stationary Station		LAeq 16h Day	LAeq 8h Night
RMT 1	Jeneč	56.9	52.1
RMT 2	Červený Újezd	51.3	46.6
RMT 3	Unhošť	52.4	47.5
RMT 4	Pavlov	53.2	48.2
RMT 5	Hostivice	44.5	39.4
RMT 6	Dobrovíz	53.8	48.0
RMT 7	Kněževes	55.6	50.7
RMT 8	Horoměřice střed	52.5	47.8
RMT 9	Přední Kopanina	54.2	49.1
RMT 10	Horoměřice JV	52.2	47.2
RMT 11	Roztoky	51.6	47.1
RMT 12	Bílá Hora	48.1	36.3
RMT 13	Suchdol	54.7	50.4
RMT 14	Malé Kyšice	52.5	47.7

EMPLOYEES

Company Employee Characteristics

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

Prague Airport

	Unit	2019	2020	2021	2022	2023	2024
Female - Definite PoT	%	7	3	4	6	1	2
Male - Definite PoT	%	10	6	7	9	1	1
Female - Indefinite PoT	%	25	27	26	25	31	31
Male - Indefinite PoT	%	58	64	63	60	67	66
Employee Sum Total	Count	2,926	2,380	2,272	2,465	2,716	2,926

Czech Airlines Handling

	Unit	2022	2023	2024
Female - Definite PoT	%	12.60	12.26	11
Male - Definite PoT	%	14.17	12.64	17
Female - Indefinite PoT	%	32.09	31.80	31
Male - Indefinite PoT	%	41.14	43.30	41
Employee Sum Total	Count	508	522	546

Czech Airlines Technics

	Unit	2022	2023	2024
Female - Definite PoT	%	2	2	1
Male - Definite PoT	%	6	8	14
Female - Indefinite PoT	%	13	15	14
Male - Indefinite PoT	%	79	75	71
Employee Sum Total	Count	612	613	665

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

Prague Airport

	Unit	2019	2020	2021	2022	2023	2024
Sum Total	Count	313	788	266	281	298	282
Female	%	55	36	58	53	42	46
Male	%	45	64	42	47	58	54

Czech Airlines Handling

	Unit	2022	2023	2024
Sum Total	Count	146	141	180
Female	%	47.95	46.81	38
Male	%	52.05	53.19	62

Czech Airlines Technics

	Unit	2022	2023	2024
Sum Total	Count	68	78	47
Female	%	23.5	7.7	21
Male	%	76.5	92.3	79



## Health and Safety Indicators

### Number of Work-related Injuries

#### Prague Airport

	Jednotka	2019	2020	2021	2022	2023	2024
Sum Total	Count	89	38	59	54	54	78
Injuries with Incapacity	Count	27	14	18	15	14	19
Injuries without Incapacity	Count	62	24	41	39	40	59
Fatalities	Count	0	0	0	0	0	0

#### Czech Airlines Handling

	Jednotka	2019	2020	2021	2022	2023	2024
Sum Total	Count	32	10	29	23	41	58
Injuries with Incapacity	Count	8	3	15	5	12	21
Injuries without Incapacity	Count	24	7	14	18	29	37
Fatalities	Count	0	0	0	0	0	0

#### Czech Airlines Technics

	Jednotka	2019	2020	2021	2022	2023	2024
Sum Total	Count	35	28	38	42	53	52
Injuries with Incapacity	Count	10	10	10	9	7	11
Injuries without Incapacity	Count	25	18	28	33	46	41
Fatalities	Count	0	0	0	0	0	0

Training and Skills Development Indicators

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

Prague Airport

	Unit	2019	2020	2021	2022	2023*	2024
Female	h	5.3	4.1	3.5	3.4	44.3	47.3
Male	h	5.1	4.5	3.2	2.9	50.7	51.5

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

Czech Airlines Handling

	Unit	2022	2023	2024
Female	h	52.03	53.45	29.40
Male	h	47.28	47.85	29.98

Czech Airlines Technics

	Unit	2022	2023	2024
Female	h	11.05	17.98	63.60
Male	h	42.13	50.77	70.90

Diversity Indicators

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

Prague Airport

	Unit	2023	2024
Female	%	29	28
Male	%	71	72

Czech Airlines Handling

	Unit	2023	2024
Female	%	35.7	42
Male	%	64.3	58

Czech Airlines Technics

	Unit	2023	2024
Female	%	12.5	11
Male	%	87.5	89

Employment Rate by Age Groups

Prague Airport

Age Group	Unit	2023	2024
Under 30 Years	%	15	18
30-50 Years	%	53	49
Over 50 Years	%	32	33

Czech Airlines Handling

Age Group	Unit	2023	2024
Under 30 Years	%	28.54	32
30-50 Years	%	46.74	40
Over 50 Years	%	24.71	28

Czech Airlines Technics

Age Group	Unit	2023	2024
Under 30 Years	%	16.7	20
30-50 Years	%	55.5	49
Over 50 Years	%	27.8	31





