



# ESG Strategy and Sustainable Development Report Prague Airport Group 2022

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# Foreword

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Chairman of the Board of Directors Foreword





*Jiří Pos*  
Chairman of the Board of Directors

## Foreword

Welcome to the 2022 Prague Airport Group Sustainable Development Report and ESG Strategy site.

The 2022 results of Letiště Praha, a. s., say a lot about the development of our company. We have considerably exceeded the forecast number of handled passengers, which we conservatively drafted based on the then current experience with the course of the pandemic at the end of 2021. It was the residents of the Czech Republic who, after the pandemic, felt the desire to travel abroad again and recharge batteries in destinations nearer or further away, and who contributed the most to the improved final results. The situation in Ukraine, the slowdown in the operations of České aerolinie a.s., and the missing long-haul routes had a negative effect. In terms of the return to the performance of 2019, we reached a 60% mark, which was a slower growth than the average of European airports. Regardless of this fact, we intensively focused on the issue of sustainability, and the field of ESG did not skip our interest either.



**Emissions:** We have reduced CO<sub>2</sub> emissions by more than half since 2009 and once again defended our carbon footprint management certification in the Airport Carbon Accreditation program. In 2022, Prague Airport strengthened its commitment to achieve net carbon neutrality by 2050 at the latest by signing the Toulouse Declaration. As part of the noise abatement measures, we announced another round of the Ventilation Programme and prepared a new Top Sustainable Airline contest.



**Surroundings:** Equally important to us is the question of how we approach the residents of the surrounding municipalities and city districts of Prague and our own employees within the framework of our business and development. We have always promoted the idea that we are happy to share success. This is one of the reasons why we re-introduced the GOOD NEIGHBOURHOOD grant programme with a budget of 18 million crowns for 2022 and the promise of an increase in the volume of funds in relation to the increase in the number of passengers. The support of employees was manifested not only by an increase in salaries, but also, for example, by the introduction of the ELA programme, i.e., by providing free counselling in a number of areas.



**Generalisations:** Across generations, we have been dealing with the area of Governance to ensure our company is managed efficiently, while internal control mechanisms are optimally set and work proactively and not only when something happens. Last year, we worked intensively on promoting our ethical and sustainable values with business partners.

Thank you for your attention and I hope that thanks to the following chapters you will learn about a number of inspiring activities.

# Prague Airport Group in Brief and 2022 Overview

Prague Airport Group in Brief | Group Details

Membership in Organizations and Associations

2022 Main Events

Economic Results

Operating Results

# Prague Airport Group in Brief

## Group Details

The parent company of Letiště Praha, a. s., (hereinafter “Prague Airport” or “the Company”), facilitates coordination, financial and strategic management, implements synergies within the Group, and provides shared services to its subsidiaries, namely IT, central procurement and sales, human resources management, accounting and legal support, financial services, PR, and marketing. Thanks to this centralisation of the administrative services, individual Group member companies are able to fully concentrate on their own main business subject. The subsidiaries of Prague Airport are B. aircraft, a.s., Czech Airlines Handling, a.s., providing comprehensive ground handling of aircraft and passengers, and Czech Airlines Technics, a.s., providing aircraft technical maintenance services.



## Prague Airport

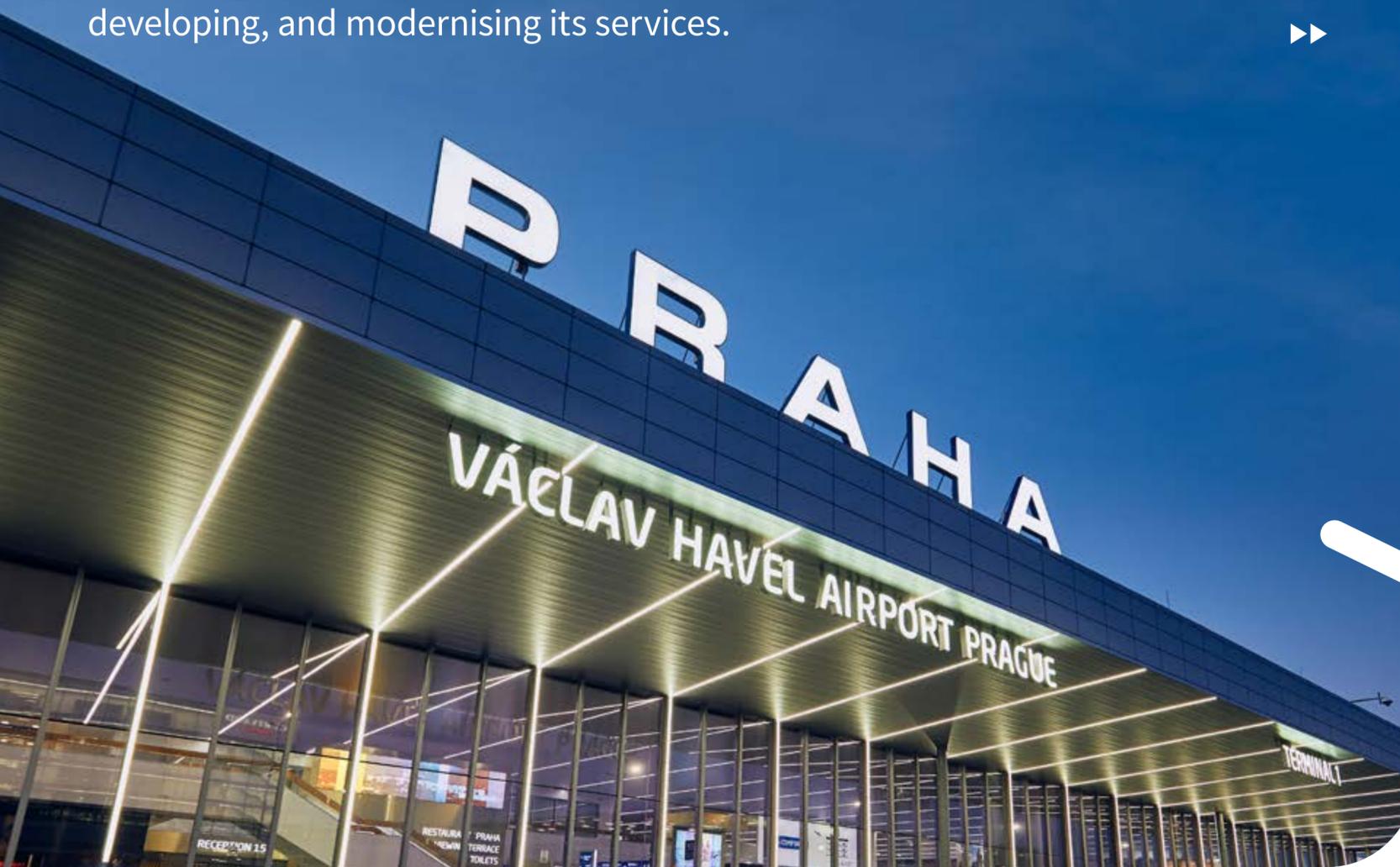
Prague Airport organises and manages operations at Václav Havel Airport Prague, international civil aviation airport, allocates airport capacity to individual air carriers, and provides additional services connected with airport operations, such as handling of passengers and their baggage, and leasing airport space for commercial use, and provides selected complementary services. In addition, Prague Airport ensures security at Václav Havel Airport Prague working with the Police of the Czech Republic. The Company provides various other services connected with airport operations, such as parking and catering – constantly expanding, developing, and modernising its services.



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

The Company works closely with the Ministry of Transport of the Czech Republic, the Civil Aviation Authority, the Air Navigation Services of the Czech Republic, air carriers, and public authorities within and outside the aviation sector. Its key partners are the Prague City Hall, the authorities of the city districts and municipalities located in the neighbourhood of Václav Havel Airport Prague.

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

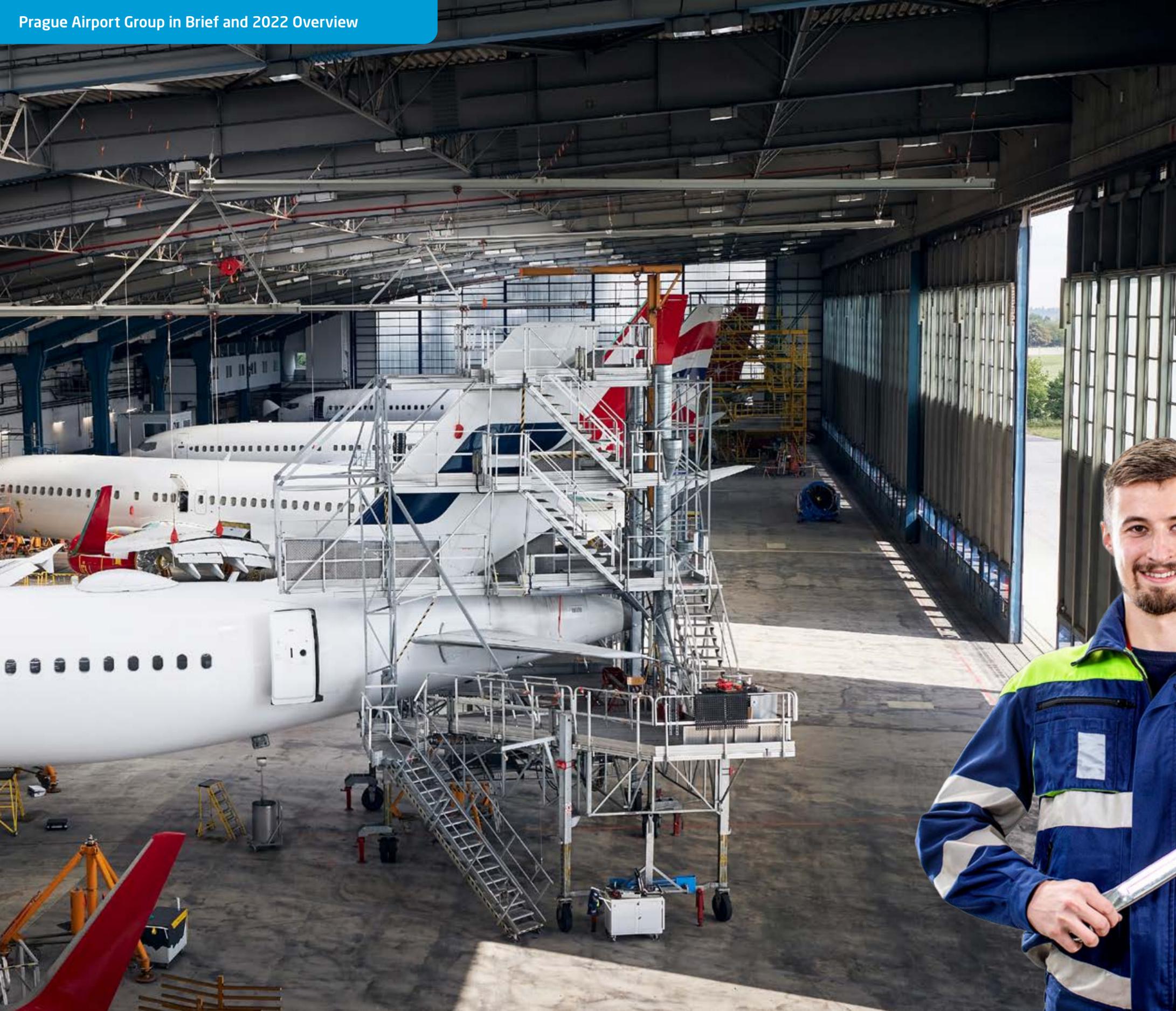




## Czech Airlines Handling, a.s.

Czech Airlines Handling, a.s. (hereinafter “Czech Airlines Handling”), provides the complex service of ground handling of passengers, aircraft, cargo, and post at Václav Havel Airport Prague for over forty airlines. These include carriers that are members of the SkyTeam Alliance and Star Alliance, as well as other airlines providing regular or charter passenger transport or specialising in cargo transport.





## Czech Airlines Technics, a.s.

Czech Airlines Technics, a.s., (hereinafter “Czech Airlines Technics”) has been providing aircraft and aircraft equipment repair and maintenance within Prague Airport premises for over 90 years. Thanks to this long-standing tradition, Czech Airlines Technics provides its customers with high-quality services performed by experienced specialists with an emphasis on strict compliance with safety standards, adherence to deadlines, and a flexible approach to clients.



# Memberships in Organizations and Associations



## Airports Council International (ACI Europe)

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



## European Union Aviation Safety Agency (EASA)

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



## International Air Transport Association (IATA)

A non-governmental international organization of air carriers with around 280 member companies from across the world.



## Airport Carbon Accreditation (ACA)

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



## International Civil Aviation Organization (ICAO)

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



## Czech Association of Local Distribution System Operators

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



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

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



## The Transport Union of the Czech Republic

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



## Czech Institute of Internal Auditors

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



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

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

\* *Czech Airlines Technics is actively involved.*



Asociace kritické infrastruktury České republiky

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

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



## We work closely with

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

# 2022 Main Events

01–06

## 01 January



Prague Airport strengthens its commitment to achieve **net carbon neutrality** by 2050 at the latest by signing the Toulouse Declaration. For the first time, this document unites European airports, European governments, the European Commission, the entire industry, unions, and other key stakeholders in their quest to decarbonise aviation over the next 30 years.

## 02 February



In 2022, Prague Airport **reduces CO<sub>2</sub> emissions by 57% compared to 2009** and defends, once again, the carbon footprint certification under the Airport Carbon Accreditation (ACA) programme.



## 03 March



Václav Havel Airport Prague receives passenger recognition in the form of the 2021 **Airport Service Quality Award**, granted annually for the provably highest customer satisfaction with the services provided by the Airports Council International (ACI) association. Václav Havel Airport Prague wins the award for the fourth time in a row in the category of 15 - 25 million annually handled passengers.



Prague Airport enhances **noise abatement measures** in its surrounding municipalities by launching the third call under the Ventilation Programme designed for residents of the most noise burdened areas in the airport vicinity.



## 04 April



Prague Airport makes not only travellers' dreams come true for **85 years**. An interactive exhibition, special airport tours, and podcasts with period witnesses commemorate its rich history, which includes hundreds of thousands of landings, tens of millions of handled passengers, and historical twists and turns.

## 05 May



Following the example of other international airports, Prague Airport decides to recognise the **best airlines of the past year**. In the contest first year, air carriers were evaluated in two categories. The title of the Fastest Growing Airline at Václav Havel Airport Prague was awarded to the domestic airline of Smartwings. The Best Performing Airline in terms of traffic at Prague/Ruzyně airport became Belgian Brussels Airlines.



## 06 June



Under the close supervision of the auditor of the Bureau Veritas certification company, Prague Airport **successfully passes the EMS supervisory audit**.



# 2022 Main Events

07–10

07 July



Prague Airport **expands its services** with the increase in the number of passengers during the holiday season. The airport handles almost 45 thousand passengers a day, who can now enjoy the culinary arts of the Vietnamese restaurant at Terminal 2, and longer restaurant opening hours, or use the airport baggage wrapping service. The number of airlines that support baggage self-check-in on flights within the Schengen area, i.e., departing from Terminal 2, has also increased. The offered services are appreciated by passengers, as Václav Havel Airport Prague ranked among The Best TOP 10 Airports, According to Google.



08 August



With the resumption of flights, Prague Airport resumes its direct **financial support for municipalities in the immediate vicinity**. In the summer of 2022, its transparent Good Neighbour grant programme is re-launched, through which Prague Airport is ready to distribute 18 million crowns for public benefit projects. Municipalities and districts of the capital city of Prague affected by the operation of Václav Havel Airport Prague may receive financial contributions under this programme, just as public benefit organisations active on their territory.



09 September



Pursuing its sustainable development strategy, Prague Airport has long been striving to reduce its carbon footprint, by **using electric cars** alongside other things. As many as fifteen electromobiles are added to the airport fleet this September. In the coming years, electric cars are to continue to expand the fleet. Of this year's fifteen vehicles, five are intended for carsharing, the rest will be used in various airport operational departments. Another Nissan electric car has been used in the baggage sorting area.



10 October



Prague Airport remains **highly stable financially**. The Moody's Investors Service renowned rating agency has confirmed its creditworthiness rating of Aa3 with a negative outlook. Considering the rating of the Czech Republic, this is the highest rating the airport could have achieved. The reason for re-awarding Prague Airport this high rating, which it has defended despite the impact of the pandemic and the energy crisis, is primarily the Company's strong financial profile.



# 2022 Main Events

11-12

## 11 November



Prague Airport receives the ninth **gold medal** in a row for the airport blossom honey, competing in the 2022 Czech Honey contest run by the Czech Beekeepers Association. Prague Airport has been submitting its honey samples to the competition since 2013.



**Future is Local** is the name of a new shop at Václav Havel Airport Prague, which promotes almost thirty Czech and Slovak brands. All offered local goods are produced from quality materials, in a sustainable manner, and with respect to the environment. The concept and design of the shop, located directly in the Terminal 2 building, also reflects the same philosophy.



The **2022 TOP Sustainable Airline** contest evaluation takes place in November, won by easyJet.



## 12 December



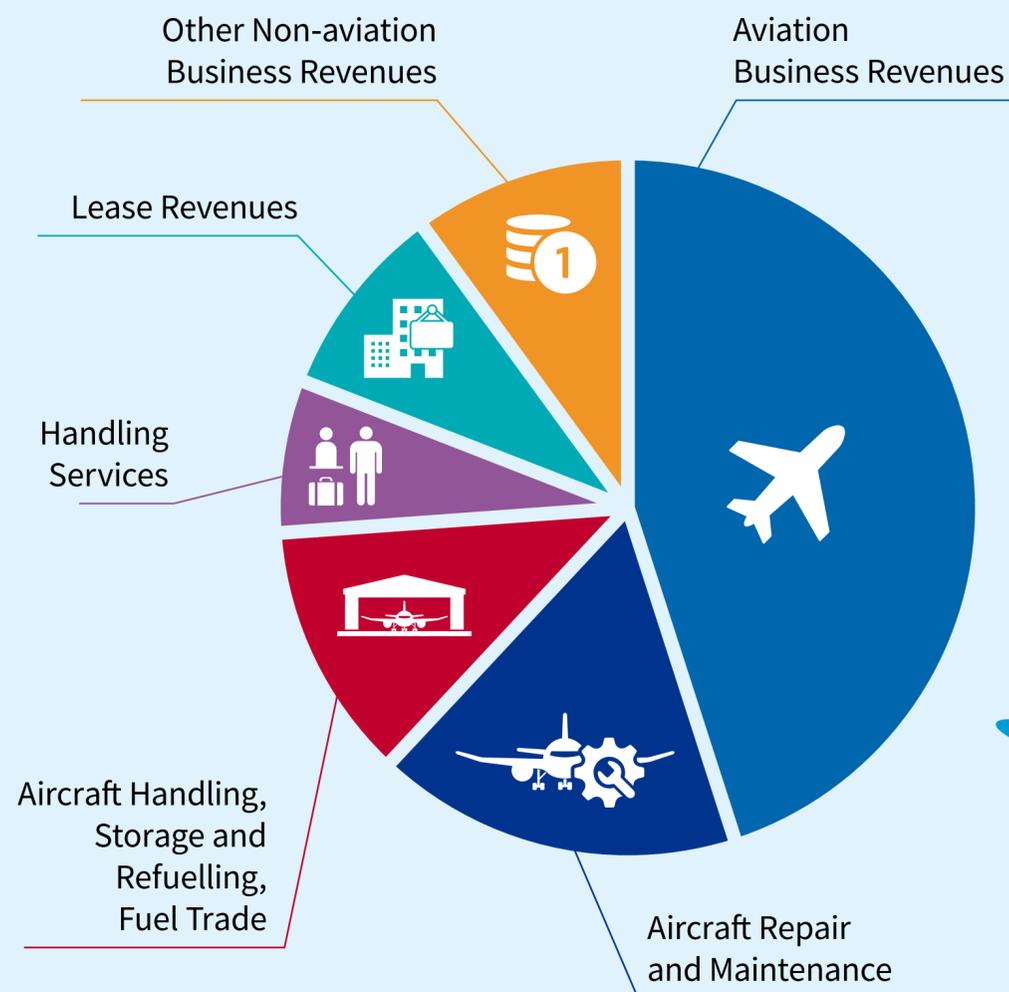
Prague Airport continues to provide a safe experience for all travellers as confirmed by the **ACI Airport Health Accreditation Certificate**, re-assigned to Prague Airport for the high level of adopted goals and implemented measures in the area of health, which ensure increased safety of passengers flying through Prague. The Certificate appreciates the fact that the set standards meet the requirements of international organisations in the aviation industry.



# Economic Results



## IFRS Compliant Consolidated Prague Airport Group Financial Statements



### Revenue Category

2022 (in million CZK)

Share

Aviation Business Revenues

3,732

45%

Aircraft Repair and Maintenance

1,419

17%

Aircraft Handling, Storage and Refuelling, Fuel Trade

1,040

12%

Handling Services

540

6%

Lease Revenues

750

9%

Other Non-aviation Business Revenues

862

10%

**SUM TOTAL**

**8,343**

### IFRS Compliant Consolidated 2022 Operating Result: CZK2,164 Million<sup>(1)</sup>

At the beginning of 2022, the Prague Airport Group was affected by the ongoing Covid-19 pandemic and effective February 2022, by the Russian aggression in Ukraine. The second quarter of 2022 was positively affected by the gradual relaxation of travel restrictions after the Covid-19 pandemic, mainly in Europe and selected countries of the world, excluding Asia. Thanks to this, direct flights to many destinations were resumed and re-launched, and air traffic continued to grow gradually compared to 2021. The total year-on-year increase in the number of passengers reached 145%, mainly thanks to outbound tourism. The number of handled passengers exceeded initial estimates and thus accelerated the return of the Prague Airport Group to profitability. The consolidated operating profit adjusted for the effect of depreciation and exchange rate fluctuations reached 2,164 million crowns in 2022 and thus increased by 833% compared to 2021, as the positive effect of the rapid relaxation of the Covid-19 pandemic mitigation measures outweighed the negative effects of the Russian invasion of Ukraine.

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

# ✈️ Operating Results

During 2022, most travel restrictions related to the Covid-19 pandemic were relaxed. Air transport thus experienced increased passenger interest, with the number rising by 145% year-on-year to more than 10.7 million passengers handled, while the number of aircraft departures and arrivals increased by 64% compared to 2021.

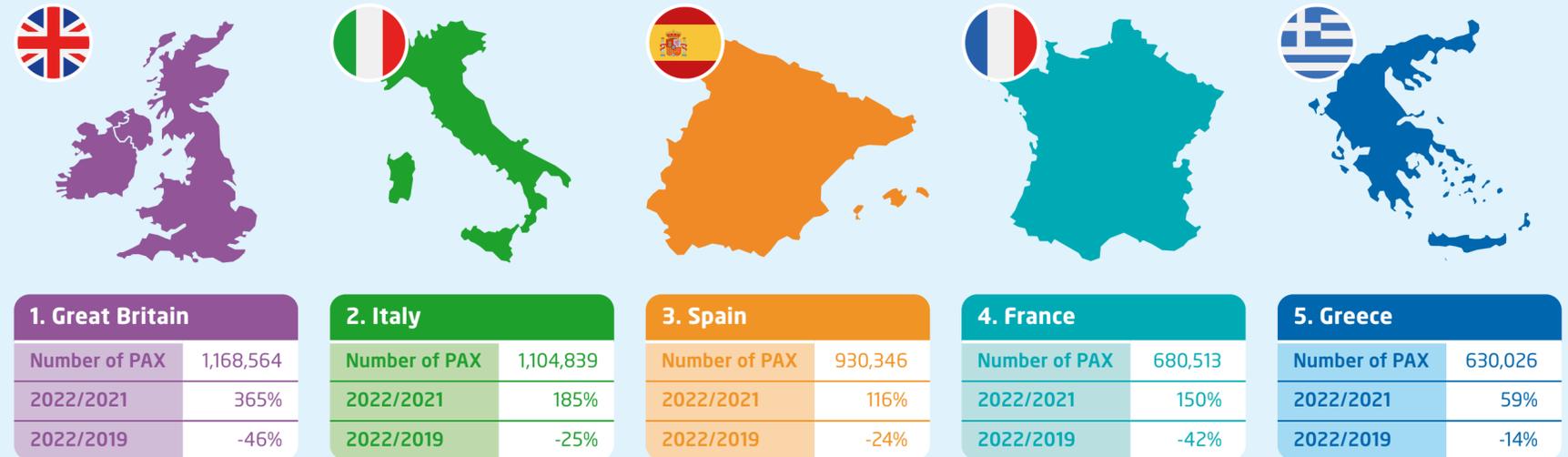
In 2022, the resumption and development of new air connections continued alongside increases in the number of flights to already served destinations. Six new air carriers launched their operations at Václav Havel Airport Prague, and another five resumed flights after the disruption caused by the Covid-19 pandemic. New airlines in Prague included Air Montenegro, Flynas, Flyr, Jazeera Airways, Play, and Salam Air. Compared to 2021, regular connections to 16 new destinations were launched from Václav Havel Airport Prague, five of which were offered for the first time in the airport's modern history, namely the routes to the popular tourist destinations of Almeria, Muscat, Palermo, Salalah, and Tivat. In addition, the exotic destinations of Nosy Be in Madagascar and Krabi in Thailand were served by direct charter flights in the winter season. Thanks to these new additions, alongside other factors, the number of passengers to holiday destinations reached the 2019 pre-pandemic level. A total of 71 carriers operated direct flights to 163 destinations at Václav Havel Airport Prague.

Inbound tourism was affected by the suspension of flights to destinations in Russia and Ukraine, as well as the postponed relaxation of the pandemic mitigation measures in the region of Asia. Despite these factors, there was significant growth in the largest inbound tourism source markets. Great Britain, Italy, Spain, France, and Greece became the five top-ranking countries in terms of the number of passengers transported. A rapid increase in demand for air transport was also experienced in the USA, where the seasonal Delta Air Lines New York service was resumed.

## 2022 Operating Results

Category	2022	2021 Relation in %	2020 Relation in %
Number of PAX	10,734,880	145%	193%
Number of ACFT Movements	100,629	64%	86%
Cargo (kg)	47,773,655	-22%	-9%
Record Day (MAX)	51,073	65%	115%

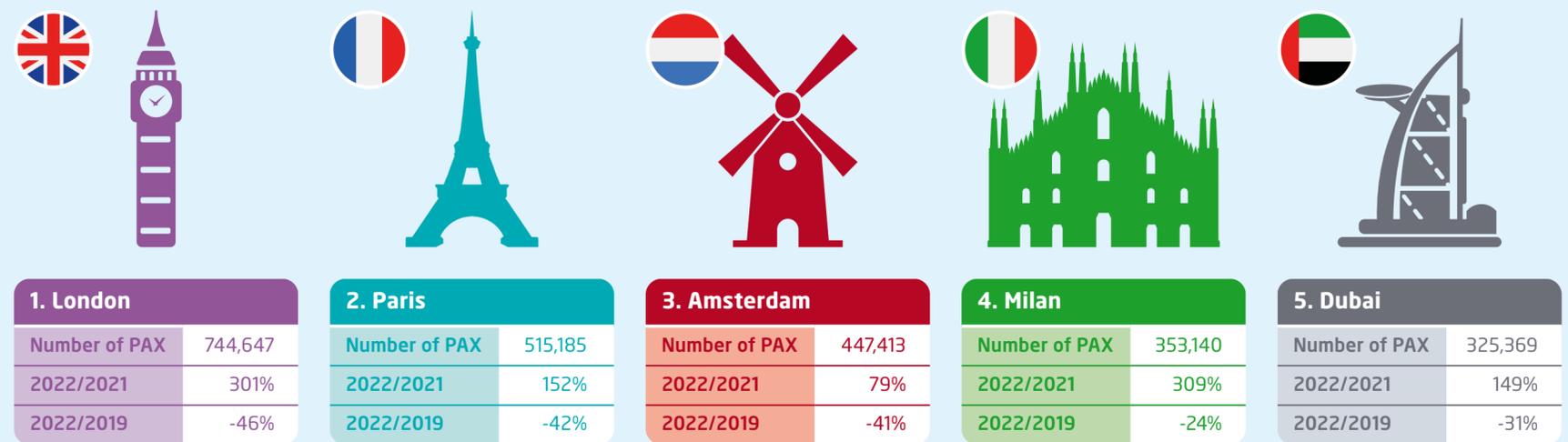
## TOP Countries



## New Carriers



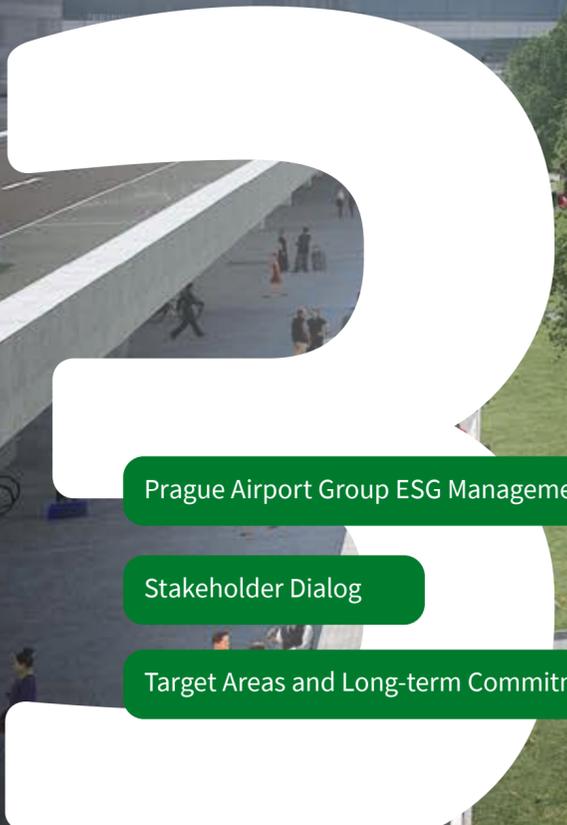
## TOP Destinations



### New Destinations



# ESG and Sustainable Development Strategies



Prague Airport Group ESG Management

Stakeholder Dialog

Target Areas and Long-term Commitments

# Prague Airport Group ESG Management

The ESG and sustainability agenda forms integral part of the responsibilities of the entire Board of Directors. Jiří Kraus, Vice Chairman of the Board of Directors, is in charge of the area of environment, sustainability, and ESG strategy. Under his direct supervision is the organisational unit of Environment, Sustainability, and ESG lead by its director and guarantor of the entire ESG program. Board member Pavel Východský oversees the non-financial reporting agenda. Both inseparable topics are addressed simultaneously, via a dedicated working group, which is composed of guarantors responsible for the Environment, Social, and Governance parts.



## E: Environmental Protection

**Soňa Hykyšová**

**Environment, Sustainability, and ESG** Organisational Unit Director



## S: Employee Care

**Dana Lörincová**

**HR Management** Organisational Unit Director

## S: Non-profit Sector and Cooperation with Surrounding Communities

**Eva Krejčí**

**Communication** Organisational Unit Director



## G: Transparent Business Conduct and Governance

**Filip Zelingr**

**Audit, Risk Management, and Compliance** Organisational Unit Director

## Prague Airport ESG Agenda Management



The strategy consists of nine areas, which are further elaborated into intermediate goals and activities, and reflected in the Concepts of the respective organisational units across the airport. The long-term goals of the sustainability strategy are also reflected in the Company top management and responsible employees motivational system. Strategic projects and tools are approved by the Project and Investments Committee. In 2022, for example, these included the Responsible Public Procurement Project, which is a tool for promoting ESG strategies among business partners. The Energy Board is responsible for authorising investment and operational measures and projects with an impact on energy savings and the introduction of renewable sources. ESG is also reflected in the agenda of other organisational units, primarily investments, development plans, IT, finance, marketing, customer experience and others.

# Stakeholder Dialog

Prague Airport operations directly and indirectly affect countless subjects. It is the opinions and attitudes of various stakeholders regarding our activities that we regularly ascertain and consider in the next steps. A dialogue takes place with selected key partners on a regular basis with the communication channel selected per the respective group.



## Internal Stakeholders

-  Employees
-  Prague Airport Board of Directors
-  Shareholders
-  Subsidiaries
-  Trade Unions Active at Prague Airport

## External Stakeholders

-  Airlines
-  Tenants
-  Passengers
-  Handling Agents
-  Travel Agencies
-  Surrounding Municipalities and City Districts
-  Associations and Interest Groups
-  Specialised Secondary Schools and Universities
-  Suppliers
-  Air Navigation Services of the Czech Republic
-  Civil Aviation Authority of the Czech Republic
-  State Administration Bodies
-  Professional Organisations and Initiatives
-  General Public

# Target Areas and Long-term Commitments

In its ESG strategy, Prague Airport has outlined nine main areas combined with long-term and ambitious goals for the three segments. These nine areas of focus form the core of our sustainable business; however, we pursue the principles of sustainability in all our activities.



	<p><b>Carbon Neutral Airport</b></p> <p><b>2030:</b> Carbon neutrality  <b>2050:</b> Net carbon neutrality</p>
	<p><b>Species-rich Airport</b></p> <p><b>2030:</b> <b>Fifty implemented projects</b> to support biodiversity  <b>2050:</b> A green ring around the airport – <b>100 projects</b></p>
	<p><b>Noise Abatement Measures</b></p> <p><b>2025:</b> <b>Five hundred flats / houses</b> equipped with ventilation (CZK150 million)</p>
	<p><b>Environmental Pollution Reduction</b></p> <p><b>2025:</b> <b>0%</b> mixed municipal waste landfilling  <b>2028:</b> <b>0%</b> energy-usable municipal waste landfilling</p>
	<p><b>Green Airport Partnership</b></p> <p><b>2030:</b> Involvement of <b>80%</b> tenants and <b>50%</b> air carriers in Green PRG 2050 initiative  <b>2050:</b> <b>100%</b> of partners involved in Green PRG 2050</p>

	<p><b>Equal Treatment of Employees</b></p> <p><b>2030:</b> Fluctuation at <b>12%</b>, sickness below <b>5%</b>  Diversity Charter Index of <b>60%</b>  A growing number of employees under <b>25 years of age</b></p>
	<p><b>Sustainable Support of Surrounding Communities and Non-profit Sector</b></p> <p><b>2030:</b> Annual financial support to the vicinity of the airport with regard to the development of air traffic; we plan to pay out over <b>300 million crowns</b> by 2030  Increased employee volunteer activities and support of the non-profit sector</p>
	<p><b>Promoting Ethical Business Conduct and Principles Internally</b></p> <p><b>2030:</b> Relevant target groups of employees are trained on the topics of ethical culture in <b>95%</b> of cases.</p>
	<p><b>Promoting Business Ethics and Sustainability among Business Partners</b></p> <p><b>2030:</b> Ethics requirements promoted with business partners in min. <b>80%</b> of business relationships</p>

# Environmental Protection

## Environmental Responsibility

Carbon Neutral Airport

Species-rich Airport

Noise Abatement Measures

Environmental Pollution Reduction

Green Airport Partnership



# Key Environmental Protection Steps

Pursuing the electromobility development strategy, **15 Dacia Spring electric cars** have been purchased for the airport fleet.



Purchased **Green Electricity Share of 60%**.

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 2022, the total reduction amounted to **59.45%** compared to 2009.



During the 2022 **Ventilation Programme** third round, **33 units** were installed (of which two installations were performed in school facilities). The total 2022 donated funds equalled **17.8 million crowns**.

Promoting the development of circular economy elements, we have launched an internal **RE-USE Centre** project, within which individual organisational units are able to exchange office furniture they no longer need.



We installed **photovoltaic panels** on the Terminal 3 building.



Sending through **53%** of mixed municipal waste to a waste-to-energy facility.

In 2022, we drafted a **Biodiversity Grant Programme** focused on landscape regeneration, strengthening species diversity, natural water retention in the landscape, and educational activities.



In our quest to motivate airlines to deploy quieter and more sustainable aircraft on their routes to Prague, we designed a new concept of the **TOP Sustainable Airline** contest in 2022, factoring in the commitments and activities of airlines in the field of sustainability and ESG.



# Environmental Protection | Environmental Responsibility

We actively promote environmental protection. Be it the climate change, air traffic noise, waste management, water use, biodiversity protection, and more. The basic principles of our approach comprise steady investment in measures aimed at the considered and responsible conduct pursued by us and our business partners, prevention of pollution, and regular monitoring of the quality of the environment at the airport and in its vicinity.



We continuously seek additional ways to improve the environment as a basis for sustainable development. Prague Airport ensures compliance with all legal environmental protection obligations by companies within the Group.

Prague Airport has been certified pursuant to the Czech State Standard EN ISO 14001:2016 technical norm of **Environmental Management System (EMS)** since 2002.

The System is based on the Company's commitment adopted by the management. Our long-term environmental protection goals and strategies are a part of the integrated Prague Airport Policy, factoring in the commitments under all Company Management Systems. Bureau Veritas Czech Republic, Ltd., was, once again, the certifying body of Prague Airport.



Shaping a World of Trust





# Carbon Neutral Airport

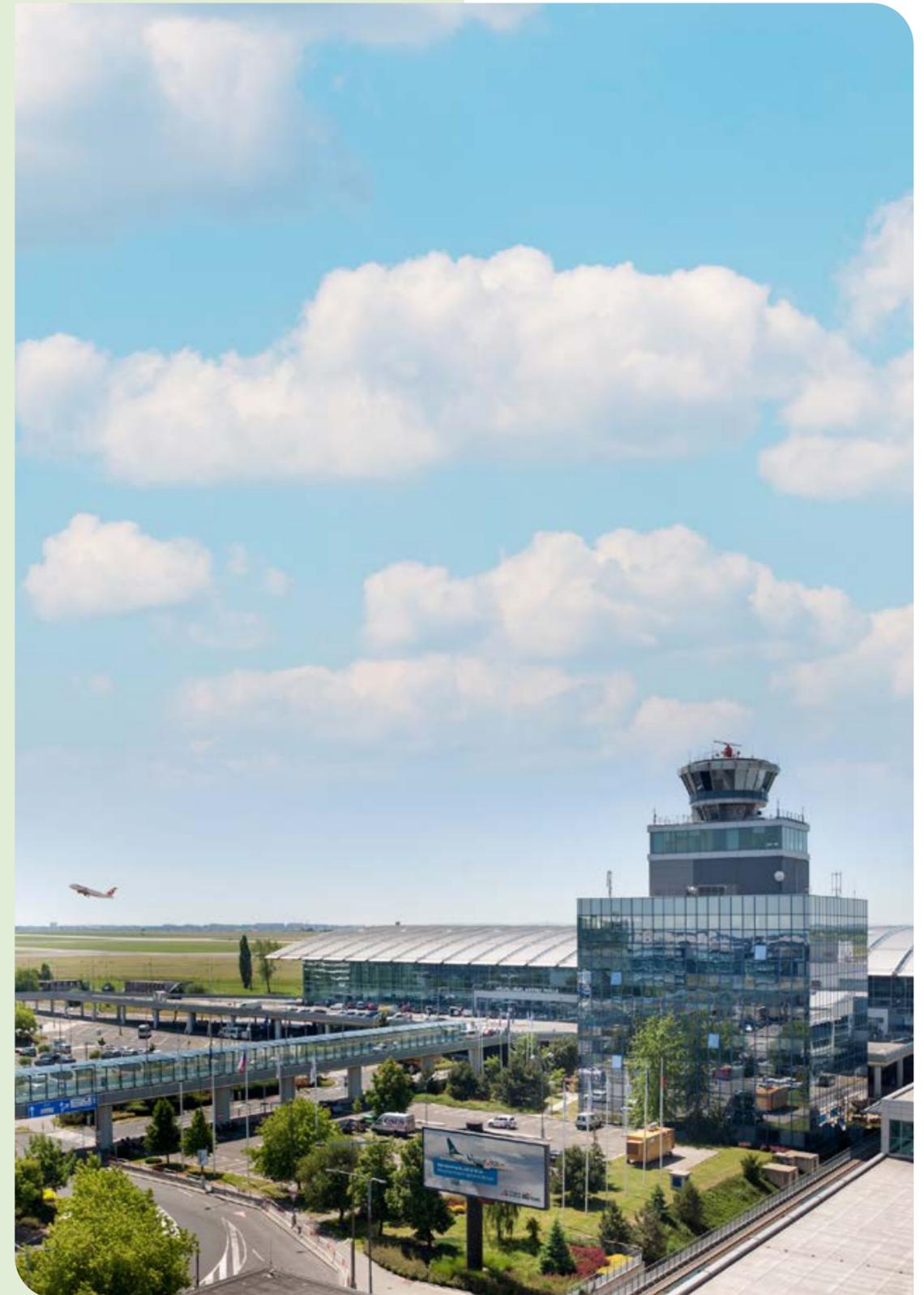
Air transport is an integral part of global trade and mobility. Like other industries, it must adapt and accept major challenges, especially in relation to climate change. The contribution of air transport to global CO<sub>2</sub> emissions is about 3% (0.4% in the Czech Republic). However, it is one of the few sectors in which emissions are continuously increasing and, if the status quo is maintained, would reach double digits in 2050. The goal of all aviation sector stakeholders, from manufacturers of aircraft and aircraft components, air carriers, airports, and handling companies to providers of air traffic management services, is to achieve net carbon neutrality in air transport by 2050. The most important international initiative aimed at the decarbonisation of air transport is Destination 2050 involving carriers, aircraft manufacturers, airports, and other stakeholders. Its aim is to create a low-carbon and sustainable air transport sector, suggesting ways of achieving this goal through new technologies (electric or hydrogen-powered aircraft, innovations in aircraft structures, etc.), operational measures in the airspace and on apron areas, the use of sustainable aviation fuels (SAF), and economic instruments (EU ETS, Corsia).

Prague Airport has committed to the continuous reduction of CO<sub>2</sub> emissions and an active role in the global effort for a sustainable future of the aviation industry. Therefore, one of the main pillars of the ESG strategy is the carbon-neutral airport chapter. In addition to the Destination 2050 initiative, Prague Airport has also joined the Net Zero initiative, bringing together over 200 airports, which have committed to achieve Net Carbon Neutrality by 2050 at the latest, with the proviso that the commitments must be documented by concrete steps leading to their achievement (Net Zero Roadmaps). Prague Airport is also a signatory of the Toulouse Declaration, which mainly aims at political support for decarbonisation at the level of the member states.



## GOALS

- **By 2030** – Carbon Neutrality
- **By 2050** – Net Carbon Neutrality



We have been working on reducing greenhouse gas emissions as well as energy and material demand for a long time. Greenhouse gas emissions are monitored and reported – both those generated directly by Prague Airport activities (Scope 1 and 2) and those generated by other partners active at the airport (Scope 3 emissions). We are also trying to motivate our partners to reduce CO<sub>2</sub> emissions, e.g., by building green infrastructure (charging stations for electric cars), securing green electricity supply, adjusting various operational procedures, active involvement in research, etc. Prague Airport has been using green electricity since 2019, trying to set an example for its business partners.



- 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 2022, the total reduction amounted to 59.45% compared to 2009.

### Examples of Initiatives and Measures Implemented in 2022



**Electromobility**  
15 electromobiles purchased



**Photovoltaics**  
Photovoltaic panels installed on Terminal 3



**Green Electricity**  
Purchased green electricity share of 60%



**Energy Saving Lighting**  
The next stage of replacing the existing lights with new energy-saving LED lighting



**Energy Savings**  
Employee competition seeking ideas for energy-saving measures



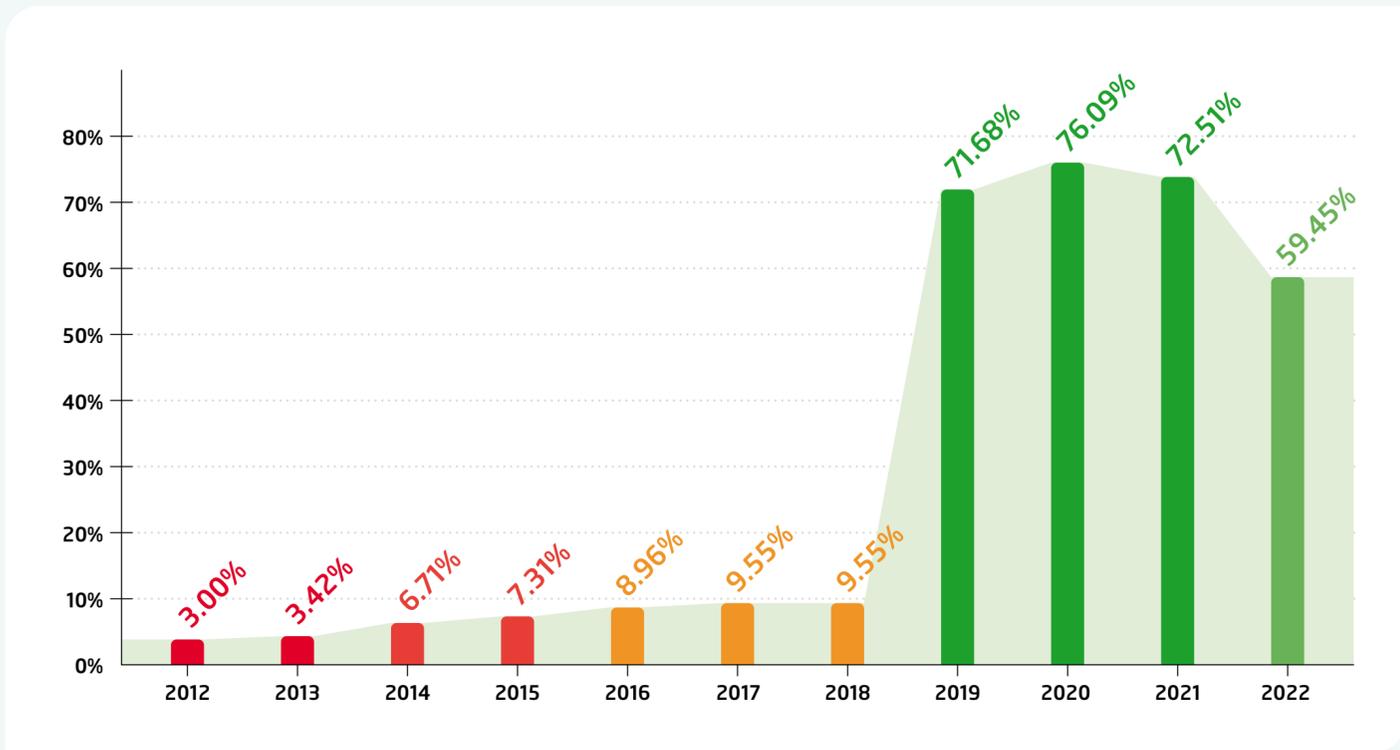
**Charging Stations**  
Preparatory steps leading to implementation of EV charging infrastructure



**Future Outlook**  
Drafting a study examining the potential of using photovoltaics on the roofs of airport buildings



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

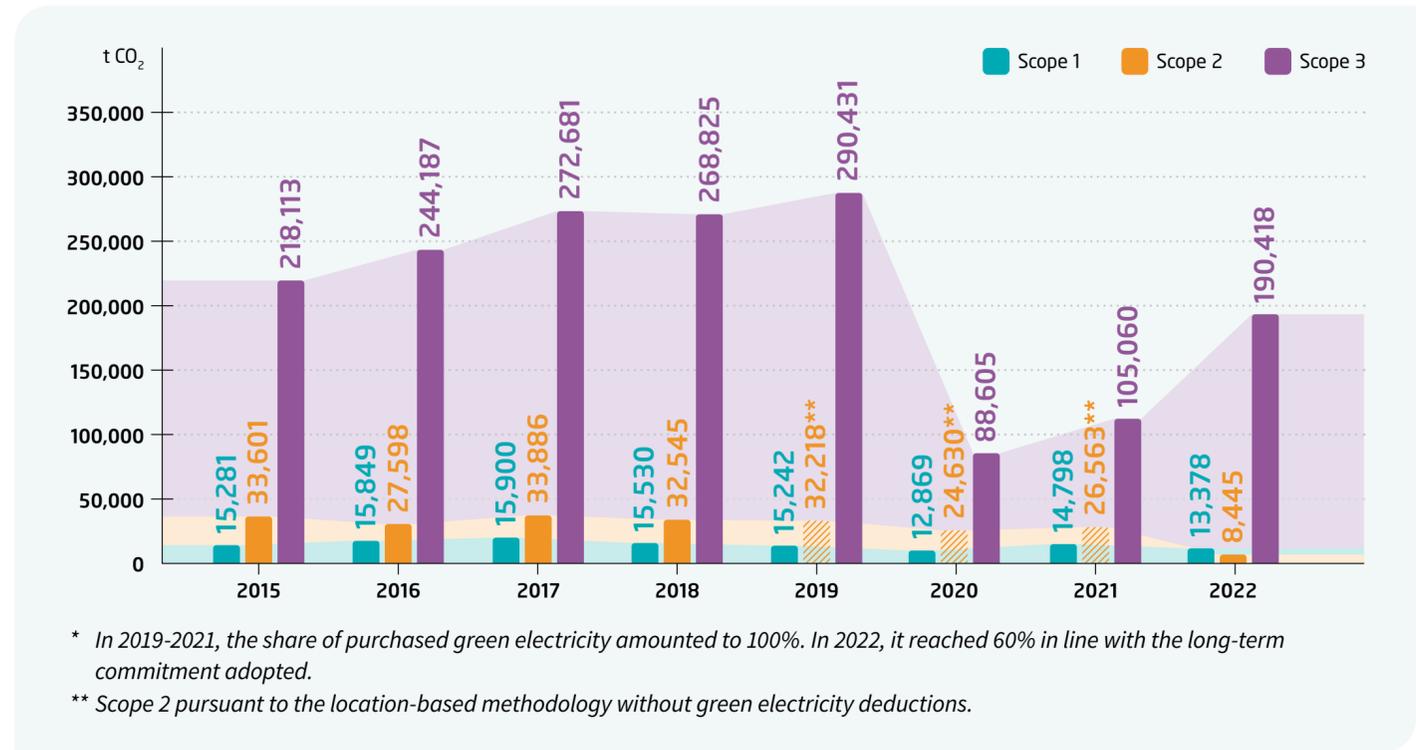


The emissions savings divergence compared to the reference year 2009 was caused by several major factors in 2022 (if compared with 2020 and 2021), namely by the recovery after the Covid-19 pandemic, the significant decrease in the number of passengers, and the energy crisis associated with the situation in Ukraine. Those were and still are the main facts which the airport operator must factor in and take into account. Considering the situation on the market and with regard to development trends in the field of technologies and their availability, it was

necessary to conceptually and strategically review our measures aimed at the fulfilment of the long-term climate goal to which we are committed.

The goal of achieving carbon neutrality by 2030 has remained in place. However, we have re-evaluated the steps leading to its achievement, with prioritising operational (the attenuated AC unit use and car sharing) and investment (photovoltaics, electromobility, boiler replacements, LED lighting, etc.) measures rather than investments in green electricity purchases.

### Prague Airport Carbon Footprint - Individual Scopes\*

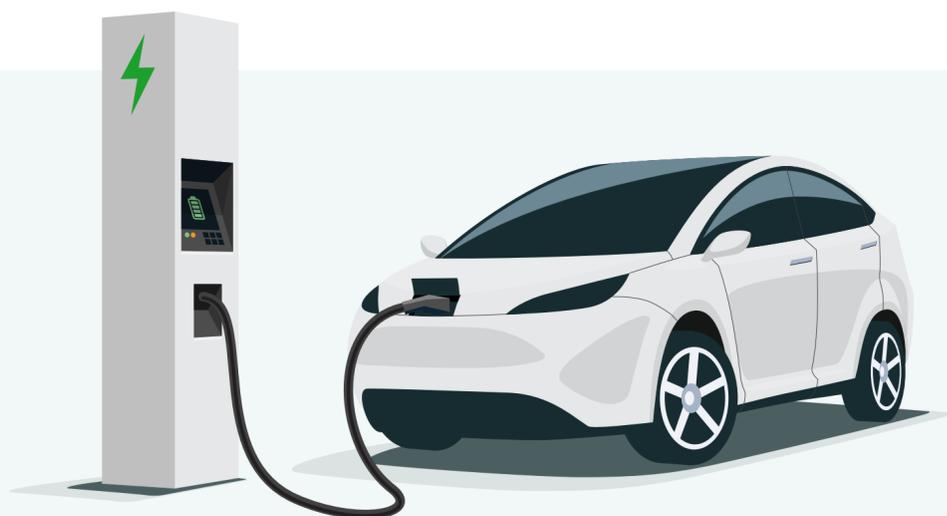
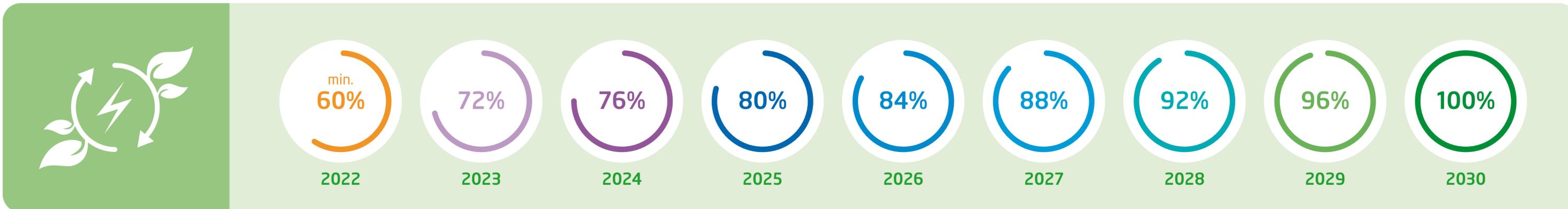


\* In 2019-2021, the share of purchased green electricity amounted to 100%. In 2022, it reached 60% in line with the long-term commitment adopted.  
 \*\* Scope 2 pursuant to the location-based methodology without green electricity deductions.

In the years 2019-2021, we purchased 100% green electricity on a one-time basis. Thus, the savings were more tangible. In 2022, we adopted 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 first photovoltaic power plant was put into operation at the airport Terminal 3 in 2022. Concurrently, studies

were commissioned to map the potential of photovoltaic power plants on the roofs of airport buildings and aprons. Feasibility studies are also scheduled. The second photovoltaic power plant will be built on the roof of the PC COMFORT parking building with others to follow.

## Green Electricity Consumption Commitment by 2030



### Electromobility Development

The development of electromobility includes both purchases of electromobiles to be used as employee benefit cars, company cars, or even special airport vehicles, and building the necessary infrastructure for charging the vehicles. The first notable delivery of company electromobiles took place in 2022. Concurrently, we motivate, for example, taxi service operators to use electric cars through our responsible public procurement.

### 2023 Plans



Reconstruction of heat sources in the area SOUTH



The next phase of replacing light sources with LEDs



Development of photovoltaics on the PC COMFORT building



Installation of thermofils on terminals



A study mapping the potential of hydrogen use at the airport



Use of a carsharing App for employees



Purchase of additional electric and hybrid vehicles

# Airport Carbon Accreditation (ACA)

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 main objective of the programme is to support airport operators in their efforts to reduce greenhouse gas emissions from various airport activities. The airport's carbon footprint is thus verified annually by an independent certification company in line with the GHG protocol requirements and the ACA programme prerequisites. ▶▶



The carbon footprint represents the amount of released greenhouse gases converted to carbon dioxide (CO<sub>2</sub>) and is monitored by three SCOPES of Emissions:

- **SCOPE 1**

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

- **SCOPE 2**

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

- **SCOPE 3**

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

In 2016, we reached the ACA programme Level 3, involving third parties in the reduction of Scope 3 CO<sub>2</sub> emissions.





# Species-rich Airport

Our goal is to contribute to the increase of biodiversity on airport premises and in its broader surrounding through specific projects on our own land, and financial aid for projects in the neighbouring municipalities. Long-term, we aim to create a green ring around the airport connecting the existing and new landscape elements, enabling their use for both people and animals.



## GOALS

- By 2030 – 50 implemented projects to support the diversity of species and habitats under the Biodiversity Programme
- By 2050 – increase the diversity of species and habitats under the Biodiversity Programme and pursue steps to create a green ring around the airport by implementing a hundred specific projects
- Implement blue-green infrastructure elements pursuant to the EU taxonomy into the construction standards in the Prague Airport area

## Examples of Initiatives and Measures Implemented in 2022



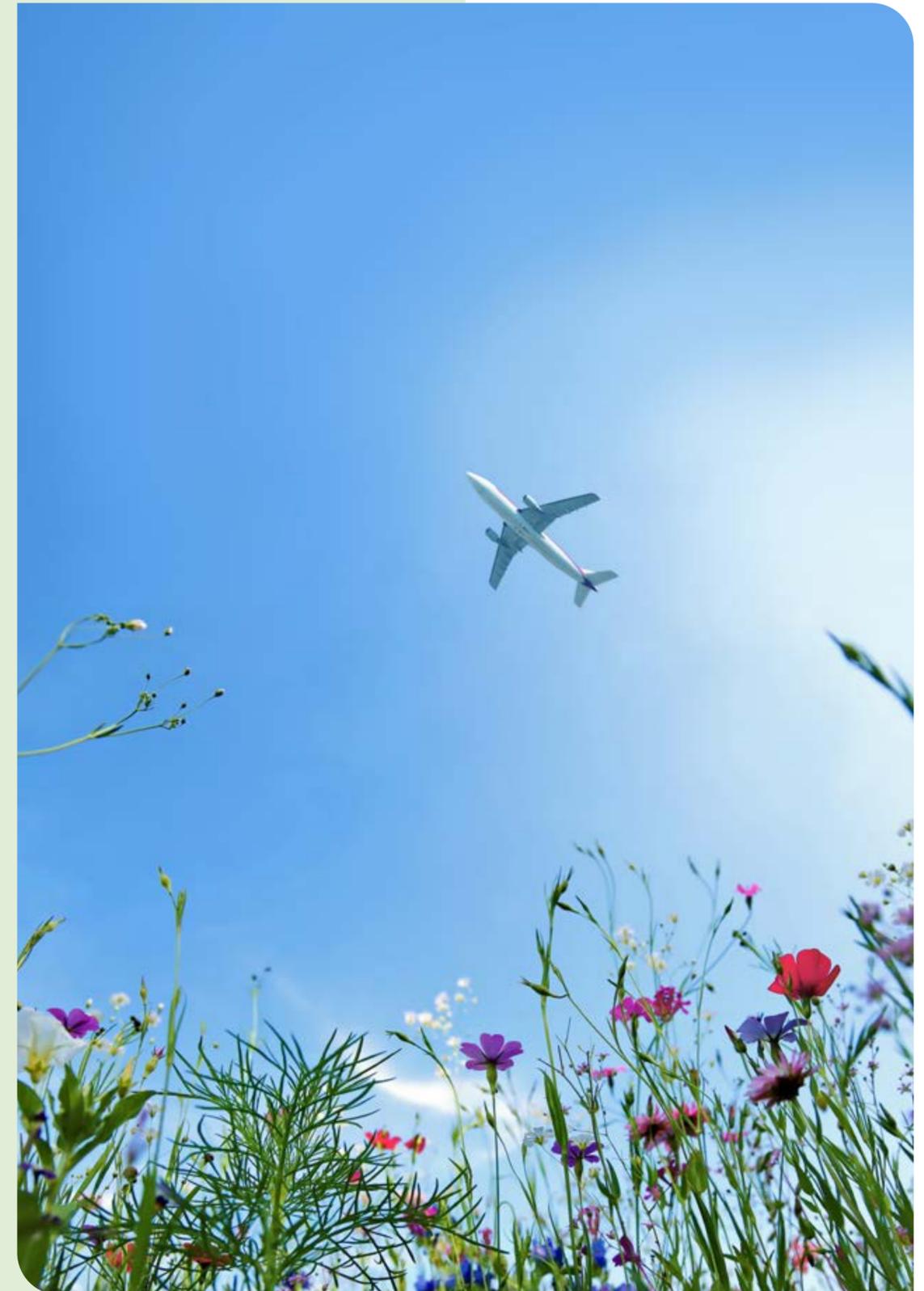
Biodiversity Programme Drafting



Stickering Selected Glazed Areas to Minimise Bird Collisions



Drafting Prague Airport Comprehensive Greenery Overview





## Biodiversity

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

The aim of the Biodiversity grant programme is to support the implementation of specific projects aimed at strengthening ecological stability and increasing the variety of species and habitats around the airport, to contribute to the restoration of original landscape elements, to connect old and new landscape units, to strengthen natural water retention in the landscape, but also to increase awareness in environmental areas. In 2022, the conditions of the programme were finalised with regard to the requirements of protective ornithological zones. The first call will be published in March 2023.



## Biodiversity and Birds

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

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



## Blue-Green Urbanism

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



*Flood Protection Infrastructure*



Planting of Green Areas on Airport Premises

### Comprehensive Greenery Overview

In 2022, the Comprehensive Greenery Overview was drafted. This conceptual document’s analytical part, taking into account the development plans of the airport, the zone planning documentation, and other strategic documents, evaluates the current state and biological potential in airport sub-locations. The subsequent design part determines the optimal way of their use, taking into account the effort to strengthen biodiversity hand in hand with the principles of blue-green urbanism and goals of interconnecting the new and existing landscape structures to form a green ring around the airport. In 2023, the Greenery Overview will be expanded with an Impact Study evaluating the degree of risk of the measures proposed in the document on the air traffic safety and flow.

### 2023 Plans



In the 1<sup>st</sup> quarter of 2023, the launch of the Biodiversity grant programme with an annual funds amounting to 2 million crowns



Through Corporate Standards, focus on better ways of implementing blue-green infrastructure elements in the airport’s internal documents to ensure more space for natural and close-to-natural absorption of rainwater (thus increasing the variety of species and habitats)



Throughout 2023, the finalisation of the Greenery Overview, including the Impact Study focused on air traffic safety and the selection of sites for implementation in 2024



For selected grassy areas, revise the frequency of their mowing and the height of the mowed vegetation with the aim of reducing evaporation, improving soil conditions, and increasing the variety of species and habitats





# Noise Abatement Measures



## GOALS

- By 2025 – equip 500 objects (flats or family houses) with secondary noise abatement features (ventilation) using funds totalling 150 million crowns
- Increasing the professional level of Self-noise Monitoring by establishing an accredited noise laboratory

## Examples of Initiatives and Measures Implemented in 2022



During the 2022 Ventilation programme third round, **33 units** were installed (of which two installations were performed in school facilities)



The total 2022 donated funds equalled **17.8 million crowns**



# Air Traffic Noise

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

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



## The Balanced Approach Is Based on Four Pillars



Reducing Noise at Source



Land-Use Planning and Management



Noise Abatement Operational Measures



Operational Restrictions

## Reducing Noise at Source

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

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

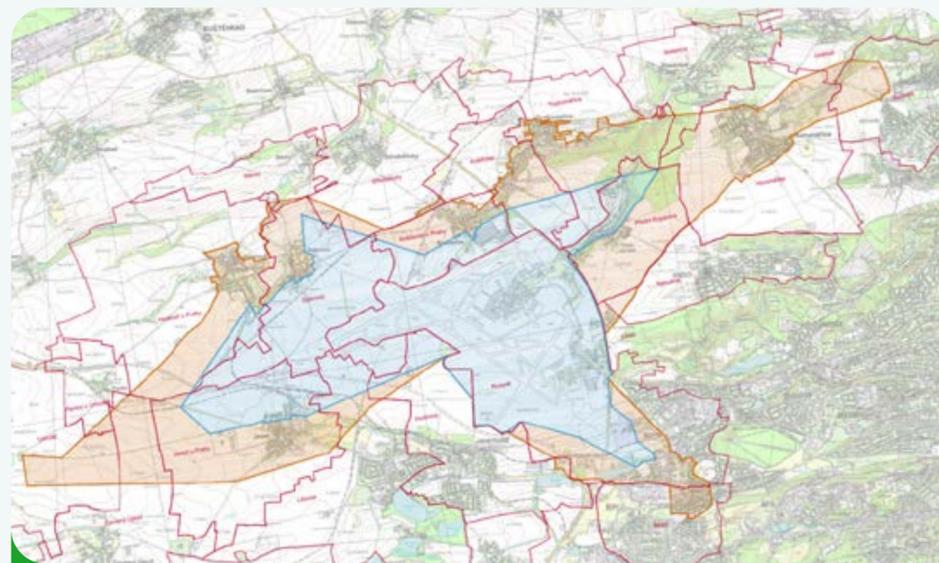
Noise charge-generated revenues are used to cover the noise abatement measure costs, i.e., air traffic noise monitoring, noise studies, and the implementation of noise abatement insulation measures to protected buildings within the Noise Protection Zone (NPZ), primarily replacements of windows and balcony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





## Land-Use Planning

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



Prague/Ruzyně Airport Noise Protection Zone

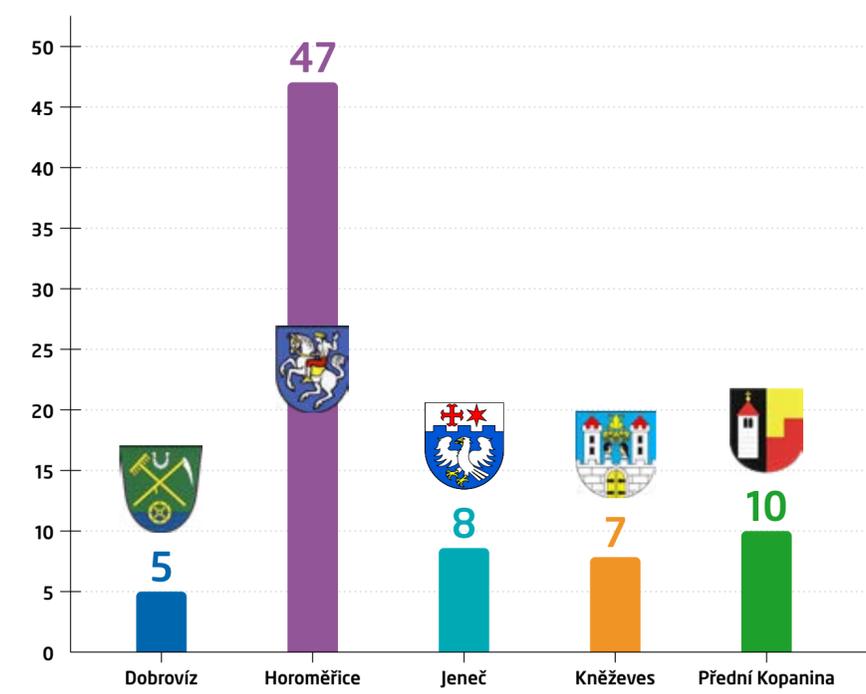


## Noise Abatement Insulation Measures

In 2020, 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.



### 2022 Ventilation Graph per Municipalities





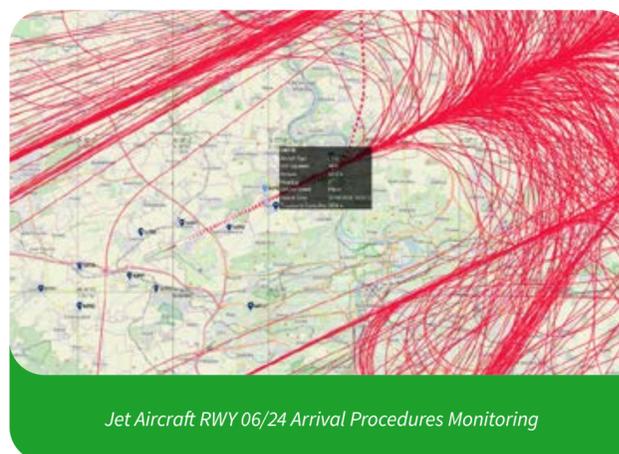
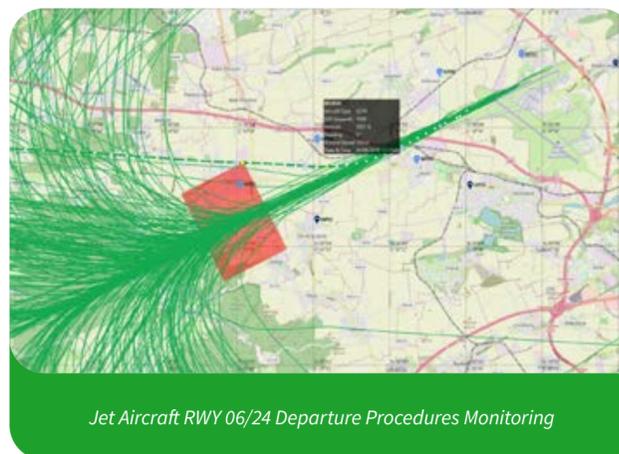
## Noise Abatement Operational Measures

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

### Operational measures include:

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

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



## Operational Restrictions

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

### 2023 Plans



Proposal and review of a noise charge adjustments with a greater emphasis on improving the composition of aircraft at night; expected effect as of the 2024 summer season



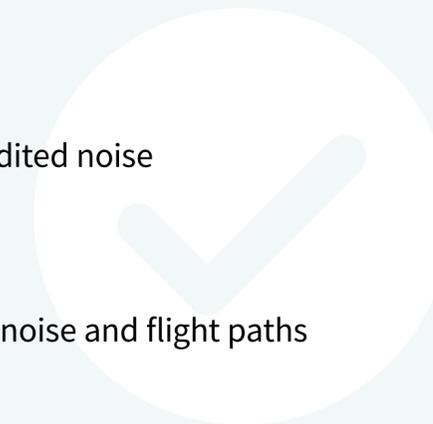
Additional waves of the Ventilation programme



Establishment of an accredited noise laboratory



Continuous monitoring of noise and flight paths in the vicinity of LKPR





# Environmental Pollution Reduction



## GOALS

- Continuous restriction of mixed municipal waste landfilling
  - By 2025 – 0% mixed municipal waste landfilling
  - By 2028 – 0% energy-usable municipal waste landfilling
- Drafting internal standards promoting the use of construction demolition waste and recyclable materials at construction sites
- Ongoing implementation of measures to prevent or reduce the entry of new regulated pollutants into the environment based on extended monitoring of the impact of operations on the environment

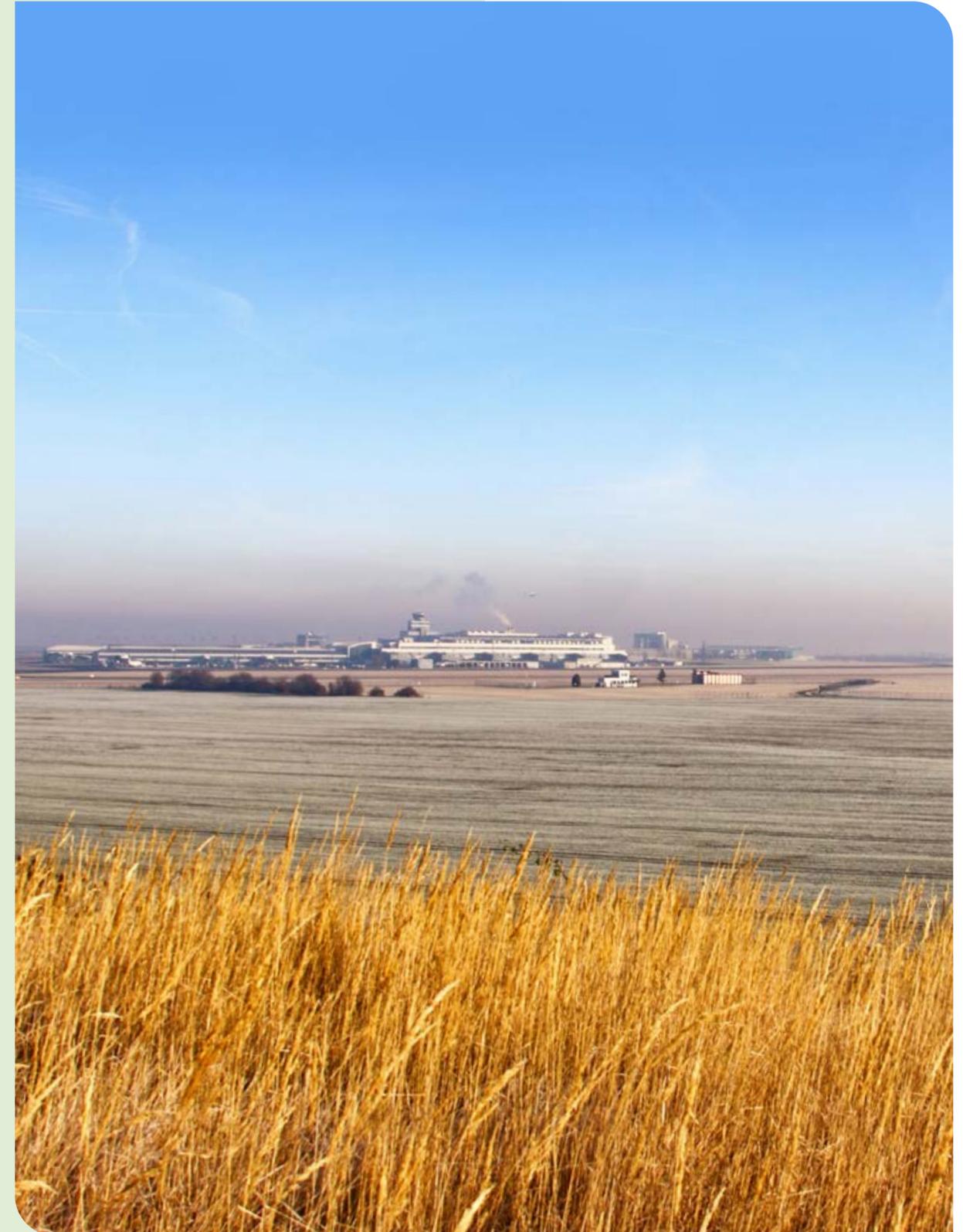
## Examples of Initiatives and Measures Implemented in 2022

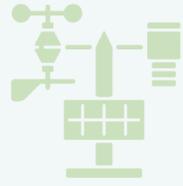


In 2022, calculated per the entire Group, **43% more waste** was handed over for further use compared to the previous year



Airport blossom honey received the ninth **gold medal** in a row, competing in the Czech Honey contest





## Monitoring the Impact of Operation

In accordance with legal requirements, Prague Airport monitors the impact of Václav Havel Airport Prague operations on individual environmental components to prevent pollution and reduce the effect of its activities on the quality of water, air, soil, and agricultural crops.

In addition to the classic methods of monitoring pollutants, we also use biomonitoring, through which we monitor the content of pollutants in pollen and honey produced by airport bees.



*Air Quality Monitoring Station at Václav Havel Airport Prague*



## Biomonitoring Using Bees

We established beekeeping at the airport 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. Currently, we keep three bee colonies in the area South with the main goal of monitoring the level of foreign substances in the air through bee products.

Pollen is one of the main analysed indicators of environmental pollution. Bees collect pollen within a radius of three to five kilometres from their hive. Thus, its analysis reflects the condition of the environment in the airport surrounding area.

The honey produced by Václav Havel Airport Prague bees has received the Czech honey certificate every year since 2012, which confirms that the product meets the food legislation requirements and complies with the quality standard of the Czech Beekeepers' Association. Since 2013, we have been participating in the Czech Honey contest, where honey must not only meet strict standards, but also its physicochemical properties, sensory and overall aesthetic impression, as well as the correctness of the information on the label are evaluated. Since 2014, we have been repeatedly awarded gold medals for meeting these requirements.





## Air Protection

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



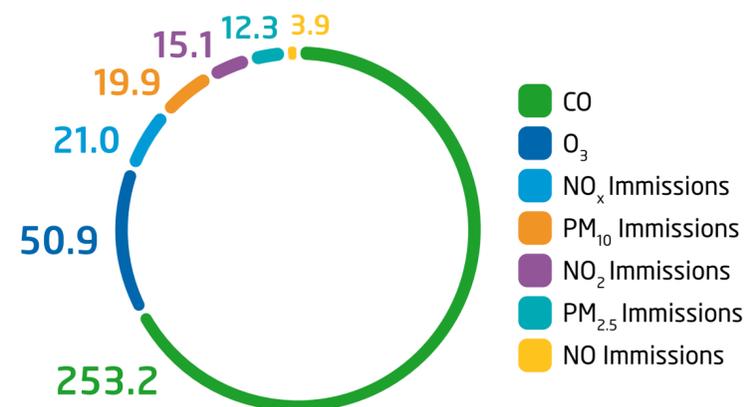
## Air Quality

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

Since 2016, an air quality monitoring station has been located on the airfield close to handling areas by the TS12 electrical substation. Equipped with analysers, it monitors PM<sub>10</sub> and PM<sub>2.5</sub> dust particles, NO (nitric oxide), O<sub>3</sub> (ozone), and CO (carbon monoxide).

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

2022 Average Daily Emissions (average µg/m<sup>3</sup>/year)



## Reducing Emissions

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

- Airport Carbon Accreditation
- Collaborative Decision Making

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

The Airport – Collaborative Decision Making (A-CDM) project, which introduces optimisation and harmonisation in air transport, was also implemented at the airport. The improvements in the aircraft handling time coordination help reduce air traffic-generated emissions.

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

# Waste Management

In the area of waste management, long-term, Prague Airport strives to observe the proper waste management hierarchy with the emphasis on waste prevention. We pay close attention to a circular economy. We aim to turn waste into raw material and promote the use of easy-to-repair products with a long service life. As a partial goal, we have set to strive as much as possible to reduce the share of landfill waste so that ahead of the legal deadline, we minimise the amount of mixed municipal waste in landfills.



The operation of airport terminals and other facilities supports municipal waste sorting per reusable types: **paper, plastic, glass, metals, bio-waste, and mixed municipal waste.**

To ensure proper waste management within the Prague Airport Group, other kinds of waste are collected separately – even the hazardous type. Upon the collection, storage, and transport, emphasis is placed on clear labelling and safe handling according to the specific hazardous properties of the respective waste type.

Prague Airport not only provides comprehensive waste management for its business partners and subsidiaries, comprising all activities related

to waste treatment and management, but also involves its partners in the set airport objectives through proper waste management.

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

## Examples of Initiatives and Measures Implemented in 2022



Finalisation of the project of all compulsorily sorted components of municipal waste within the Prague Airport Group – administrative buildings and operations of Prague Airport, terminals, and outdoor areas, including the collection of new sorted components for the subsidiaries of Czech Airlines Handling and Czech Airlines Technics



Of mixed municipal waste generated, 53% was sent to a waste-to-energy facility



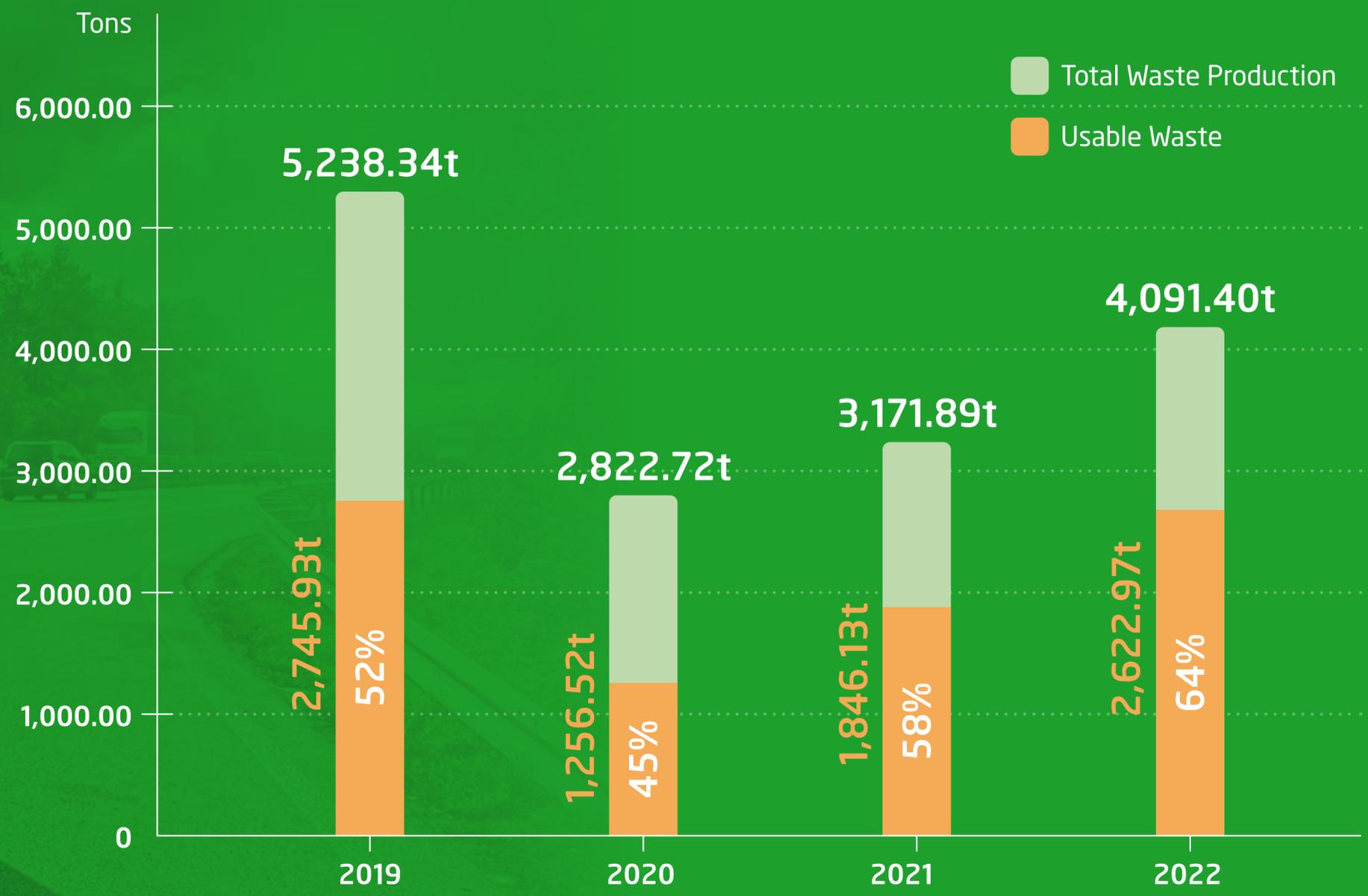
Successful completion of the sediment sanitation technology validation at the WWTP North and the WWTP South



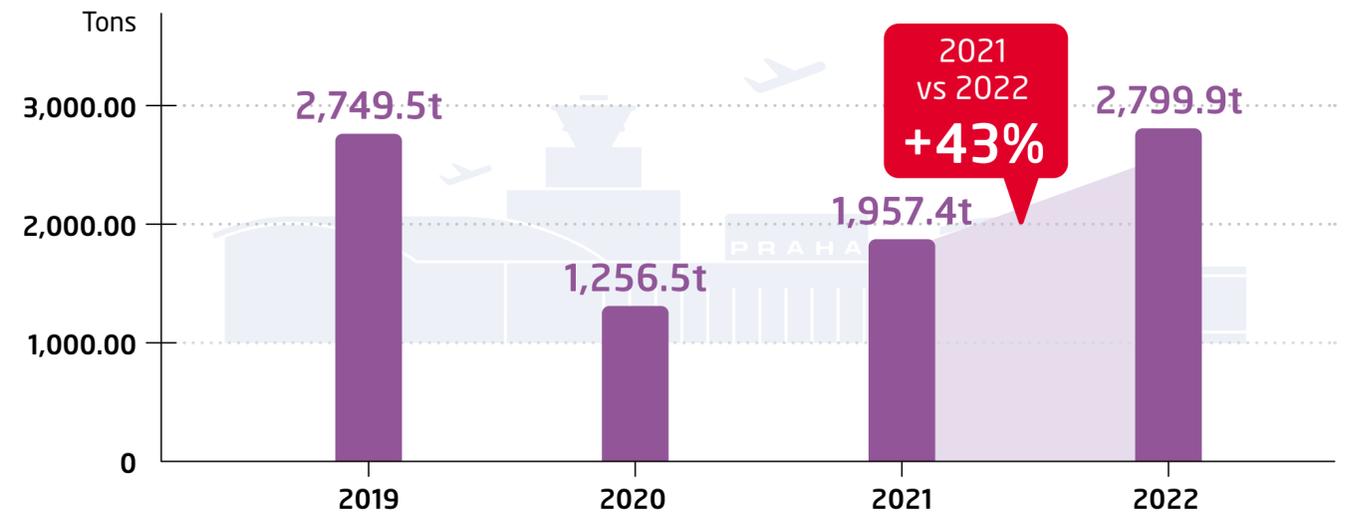
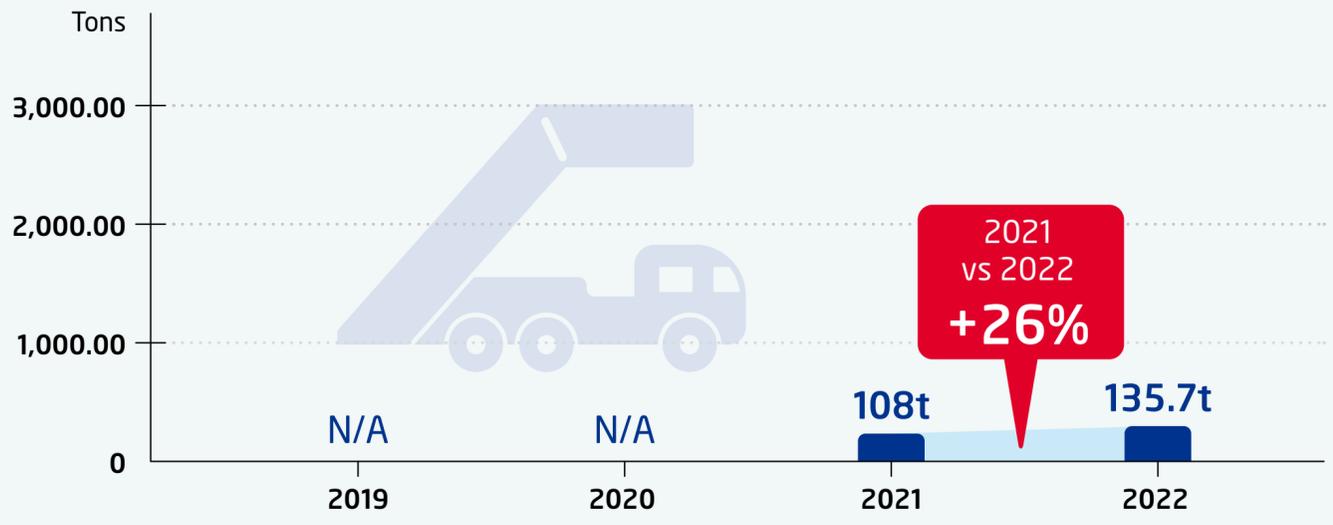
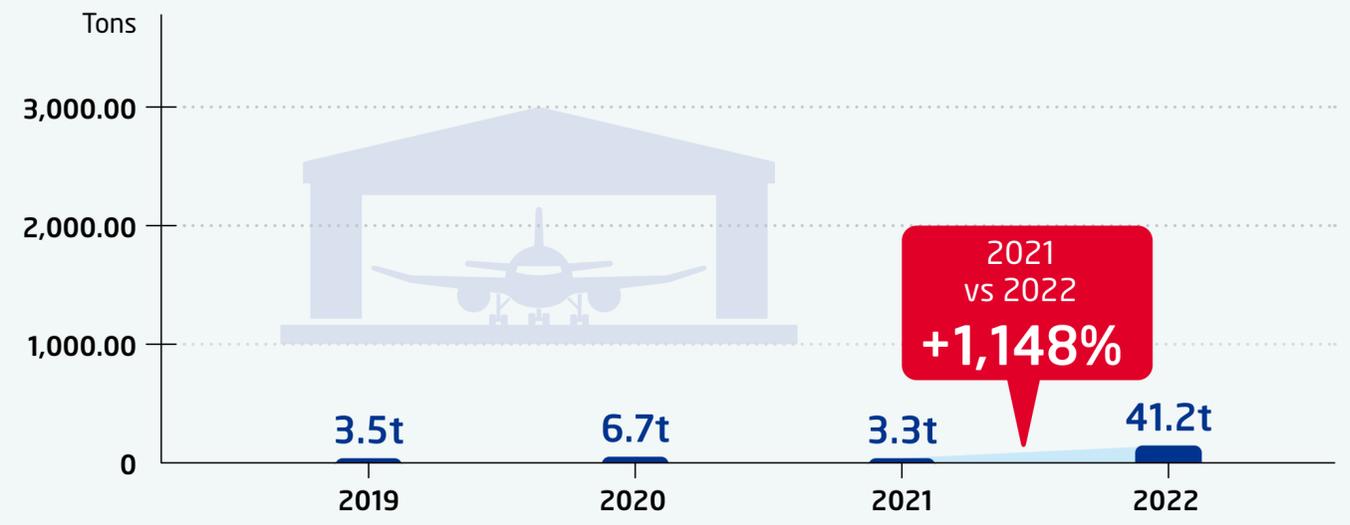
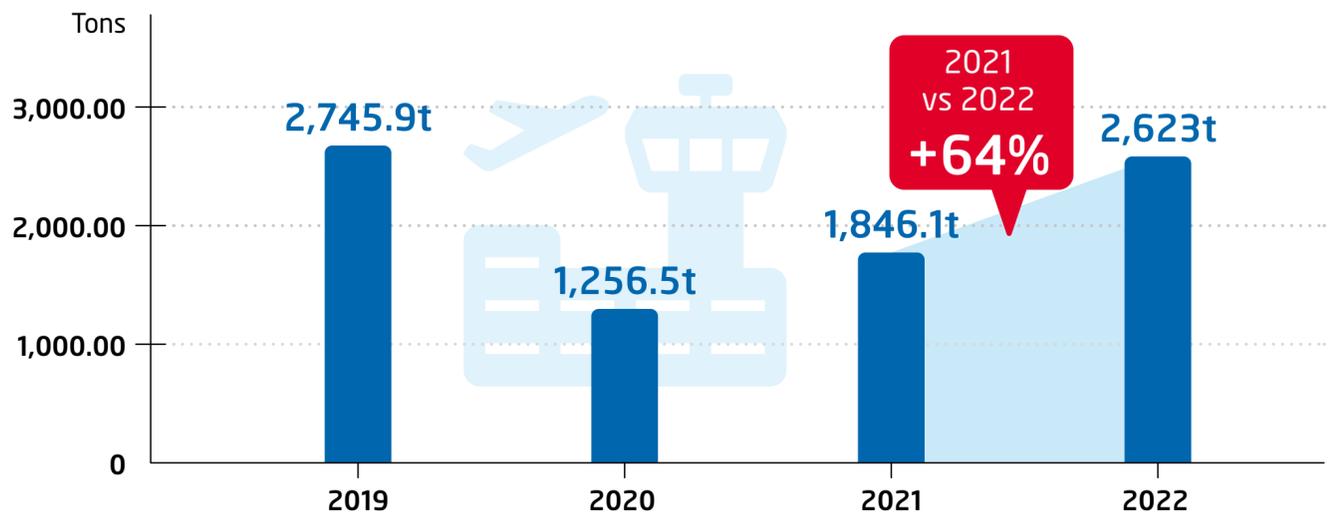
Working with Ecobat s.r.o., the method of storage of used batteries and accumulators before their transport for further use was finetuned



### Usable Waste Share in Total Prague Airport Waste Production



# Amount of Waste Used or Submitted for Further Use (Usable Waste)





## RE-USE Centre Project Launch

The RE-USE Centre is an internal project under which employees are able to exchange unused furniture between individual organisational units. In its next phase, they will be able to buy it at favourable prices for personal use. This is a project in which we want to sustainably dispose of unused equipment in accordance with the principles of the circular economy, because what does not fit somewhere can still be meaningfully used elsewhere.

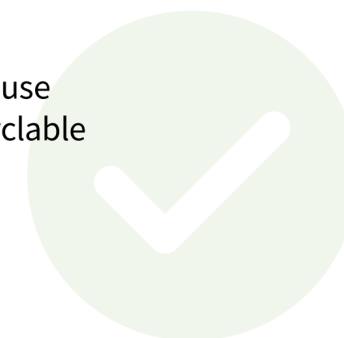
### 2023 Plans



Preparatory steps for the waste management system in the new paint shop at hangar S



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



# Water Management

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



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

## Examples of Initiatives and Measures Implemented in 2022

-  Ongoing regular monitoring of the impact of operation – in the case of surface water, expanded to include monitoring of sediments and biota (done in regular, approx. 3-year-long cycles)
-  Completion of the installation of limnigraphs (measuring the amount of rainfall) in the area South and the Kopaninský polder
-  Mapping the flow of information about the chemical substances used and processing a new Safety Data Sheets database
-  Drafting a study regarding the training facility of the Fire and Rescue Brigade – responsible handling of firefighting foams during training
-  Optimising the rainwater drainage from the area South – the option of using a system of local decentralised underground pipe retention systems is being assessed

## 2023 Plans

-  Continue to monitor the quality and quantity of underground, surface, and waste water, looking for ways to increase the ability of the landscape to retain water and resist drought, alongside promoting the implementation of elements of natural water drainage
-  Continuous updating of the system monitoring the impact of airport operations on the environment – extending the monitoring to new regulated pollutants, processing potential risk analyses
-  Ongoing implementation of measures to prevent or reduce the entry of new regulated pollutants into the environment
-  Continue with the preparatory phases of projects affecting water management and introducing elements of responsible water management (chemical treatment plant for aircraft washing water and hangar F operations, training ground for firefighters, Kněževés polder)





# Green Airport Partnership

## GOALS



- By 2030 – Involvement of 80% tenants and 50% air carriers in joint ESG initiatives
- By 2050 – 100% of partners involved in joint ESG initiatives

## Examples of Initiatives and Measures Implemented in 2022



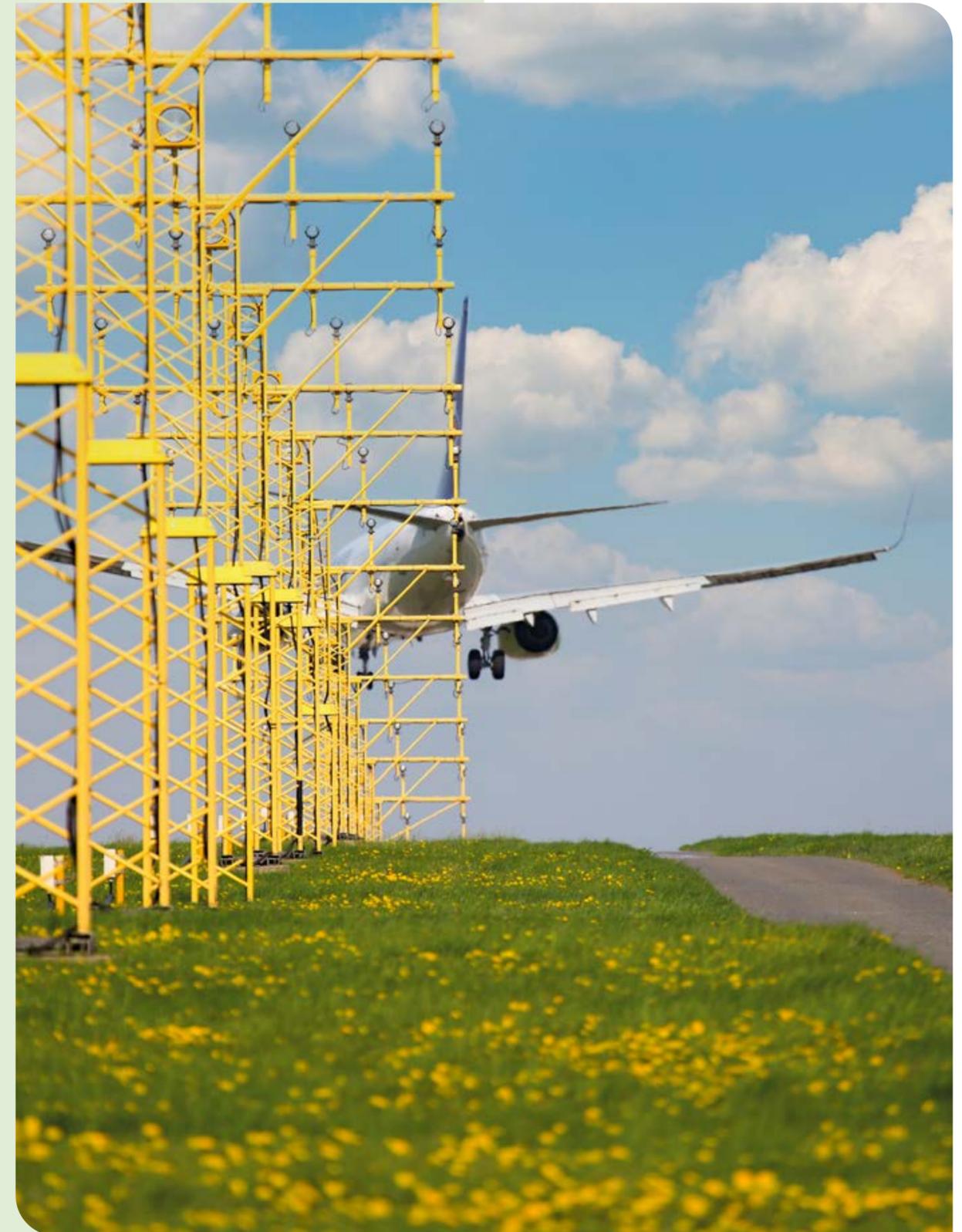
Launch of the first phase of the project involving tenants in the sustainability programme



A questionnaire survey aimed at assessing the interest in fulfilling the initiatives in the field of sustainability, namely environmental, social, and governance, and mapping the current activities implemented by our tenants in the field of sustainability, including the search for specific activities and projects through which we could interconnect our know-how



We are planning to declare the pursuit of sustainable development in a Memorandum of Cooperation endorsed by entities already actively committed to the principles of sustainability. In the future, in addition to joint projects, we are planning to organize an ESG conference, which should prompt the motivation for the involvement of other partners, but above all be a source of inspiration through examples on the way to sustainable solutions.

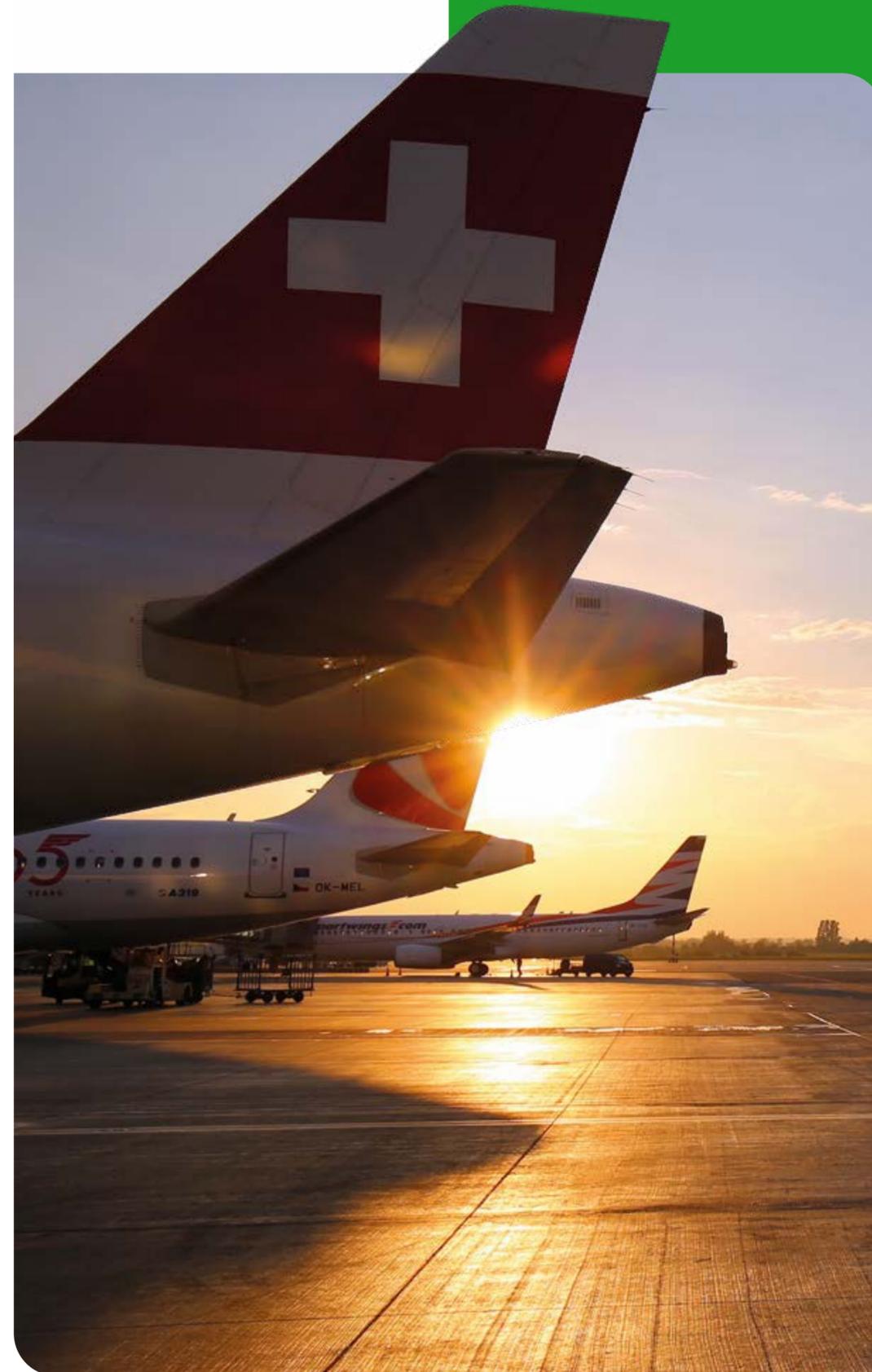




## Airport Carbon Accreditation

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

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



## Top Sustainable Airline Contest

We wish to award the best airlines also in terms of sustainability. Therefore, we launched the “Top Sustainable Airline” contest in 2022, which follows the Quietest Airline contest held in the past. Air carriers are evaluated based on three criteria: noise and emissions produced by aircraft used to service Václav Havel Airport Prague, and the approach, commitments, and activities pursued by airlines in the area of sustainability. Alongside the impact of operations of the particular carrier on the environment and the airport surrounding areas, the contest also evaluates the carrier’s overall approach to sustainability. The purpose is to motivate air carriers to operate routes to / from Prague using quieter and sustainable aircraft. The 2022 TOP Sustainable Airline became easyJet.

# Responsible Approach to Employees and Surrounding Communities

## Social Responsibility

Equal Treatment of Employees

Employees Are the Airport's Heart

Sustainable Support of Surrounding Communities and Non-profit Sector

# Key Social Responsibility Events

Through the **GOOD NEIGHBOUR** grant programme, we supported public benefit projects in the surrounding municipalities affected by the airport operation with the total of **18 million crowns**.



We distributed **a total of 18 million crowns**



In the summer of 2022, the outsourced **ELA** premium consulting service was implemented, which represents above-standard employee care. We have obtained the **Humane Employer** certification.

In 2022, we organised **8 volunteer days**, during which we worked a total of **560 hours**.



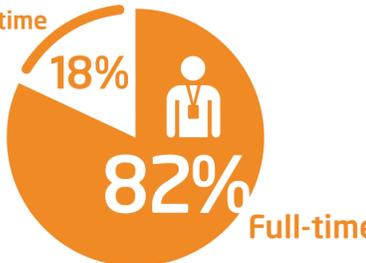
**8 Volunteer Days**  
**560 Hours Worked**



**279 Students** | **25 Final Thesis**

As part of our cooperation with schools and development of young talents, we worked with a total of **279 students** and collaborated on **25 final thesis** in 2022.

The full-time / part-time worker ratio was **82% / 18%** in 2022.



**18%** Part-time  
**82%** Full-time



**-6%** of Work-related Injuries | **0 Fatalities**

The number of occupational injuries decreased by **6%** year-on-year. Fatalities have remained at **0**.

In 2022, interest-free loans were provided to **22 employees** in the total amount of **1.7 million crowns**.



Employee Loans **Totalling CZK1.7 Million**



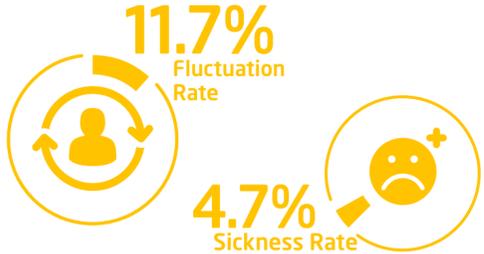
**1,9 Million Crowns** for Language Learning

In 2022, Prague Airport provided a budget of **CZK1.9 million** for language courses.

The employees of the entire Group donated a total of **CZK867,573** via the employee fundraiser to **help Ukraine affected by the war**. After Prague Airport doubled the amount, the People in Need humanitarian organisation, which is our long-term partner in the non-profit sector, received **CZK1,735,146** from us.



**CZK1,735,146** to help Ukraine



**11.7%** Fluctuation Rate  
**4.7%** Sickness Rate

The 2022 fluctuation rate equalled **11.7%**, the sickness rate **4.7%**.

# Responsible Approach to Employees and Surrounding Communities | Social Responsibility

We strive to be a company with satisfied employees who enjoy their work from which they draw long-term fulfilment; a company which is perceived by its employees as a responsible and stable employer they can rely on for offering them long-term professional development within the airport's diverse jobs. As an important employer in the region, we also support the surrounding area, which we consider our home as well as the home of most of our employees. We finance projects to support community life, community service activities, and environmental improvements. We try to actively help and be a "good neighbour".





# Equal Treatment of Employees



- GOALS**
- By 2030 – 60% Index Diversity
  - By 2030 – Maintaining a healthy fluctuation rate of 12% and sickness rate below 5%
  - Growing number of employees under 25 years of age

The airport industry faces global issues, trends, and opportunities. There is a constant need to solve a number of challenges, for the implementation and fulfilment of which it is necessary to have not only top technologies, but also, and in some cases especially, qualified and committed personnel.

In order for Prague Airport to attract and retain such employees, long-term cooperation based on trust, respect, open communication, and equal opportunities is necessary. Responsibility and transparency are two

of the key values of our Company. Only such corporate culture, where all these values are fulfilled, enables and supports the long-term development and growth of each individual.

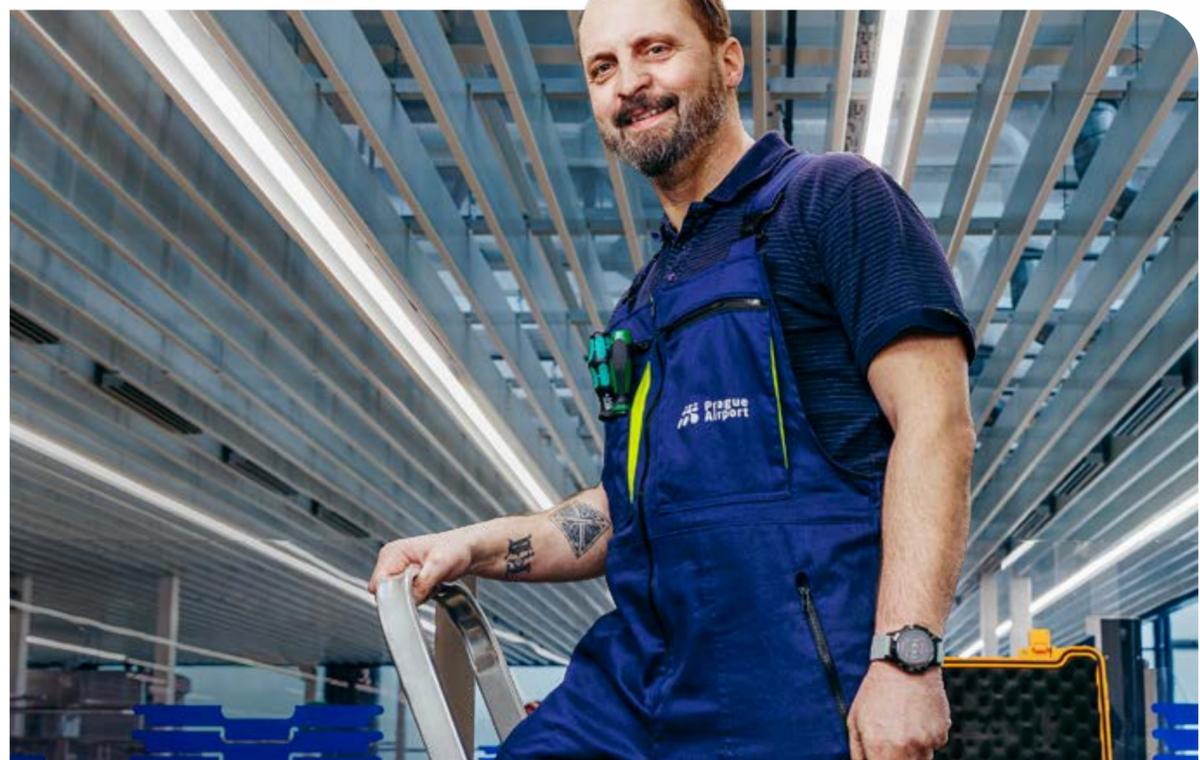
In the area of remuneration and benefits, we follow the basic principles of internal fairness and external competitiveness. Equal treatment is a matter of course in this area. Adherence to these principles is regularly checked through internal and external audits and via comparing data from salary surveys.





The airport environment is unique in terms of the complexity of jobs, where a huge spectrum of professions with different expertise and qualifications work side by side within one company. In 2022, the share of workers on agreements on work carried out outside the employment relationship (agreement on work activities, agreement on the execution of work) increased, as well as the share of employees under the regime of reduced working hours. These workers are more flexible, and their hiring reduces the pressure caused by the non-uniformity and operational changes in the working hours of regular employees. Starting at the beginning of 2023, the absolute majority of new jobs agreements will be concluded for an indefinite period of time with the exceptions of seasonal work, or justified operational reasons (for example, substitutes for maternity/parental leave).

In the future, the trend of offering flexible working hours and work agreements will continue. Prague Airport has the ambition to provide the best offer on the market for these workers (for example, including benefits, extraordinary annual bonuses) and thus acquire long-term loyal and reliable team members.



### Recruitment Day

In November 2022, we organised a recruitment day directly at Václav Havel Airport Prague, during which we presented Prague Airport as a stable employer in a unique environment with a wide range of employee benefits. For the first time, there was an opportunity to look behind the scenes at the airport and learn about the available job offer. We have over 500 types of positions, ranging from administrative and managerial, to security, firefighters, cleaning staff, chefs, and countless others. Job seekers not only got more information, but also had the opportunity to meet our employees and get a better idea of our company culture and atmosphere.

 It took an average of 38.3 days to successfully complete the hiring process of a new employee in 2022.



# Employees Are the Airport's Heart

Employees are the cornerstone of a strong corporate culture. One of the biggest advantages is a highly skilled workforce, which we support by developing our talented staff and collaborating and sharing knowledge between the companies in our Group. At all times, we create a healthy, safe, and motivating environment and emphasise uniqueness of each individual to promote a fair environment where all employees feel good irrespective of gender, age, race, or disability.





## Employee Health Care

Prague Airport has been taking care of the health and physical condition of its employees for a long time. In addition to subsidising the Cafeteria benefits system, employees have the services of internal masseurs available, have the opportunity to participate in Health Days, and specialised workshops focusing on a healthy lifestyle, vaccinations, and way of preventing thrombosis. The Company organizes specialised events per specific sports, such as **running, swimming, cycling, yoga, the option of booking sessions at airport tennis courts, the Cafeteria Multisport card etc.**, including the services of professional trainers. The Company canteens feature a special offer comprising at least one dish with a low energy value (approx. 2,500 kJ), and a balanced protein, fat and carbohydrate content.

For long, we have been helping employees who find themselves in a difficult life situation, namely in the form of **interest-free loans or a financial gift**. Effective the summer of 2022, to prevent risks and protect the health of employees, including the prevention of stress, we launched an outsourced **ELA** premium consulting service of a personal advisor, available to all employees and their family members who find themselves in a complicated life situation. With this above-standard care for employees, we have obtained the **Humane Employer** certification.



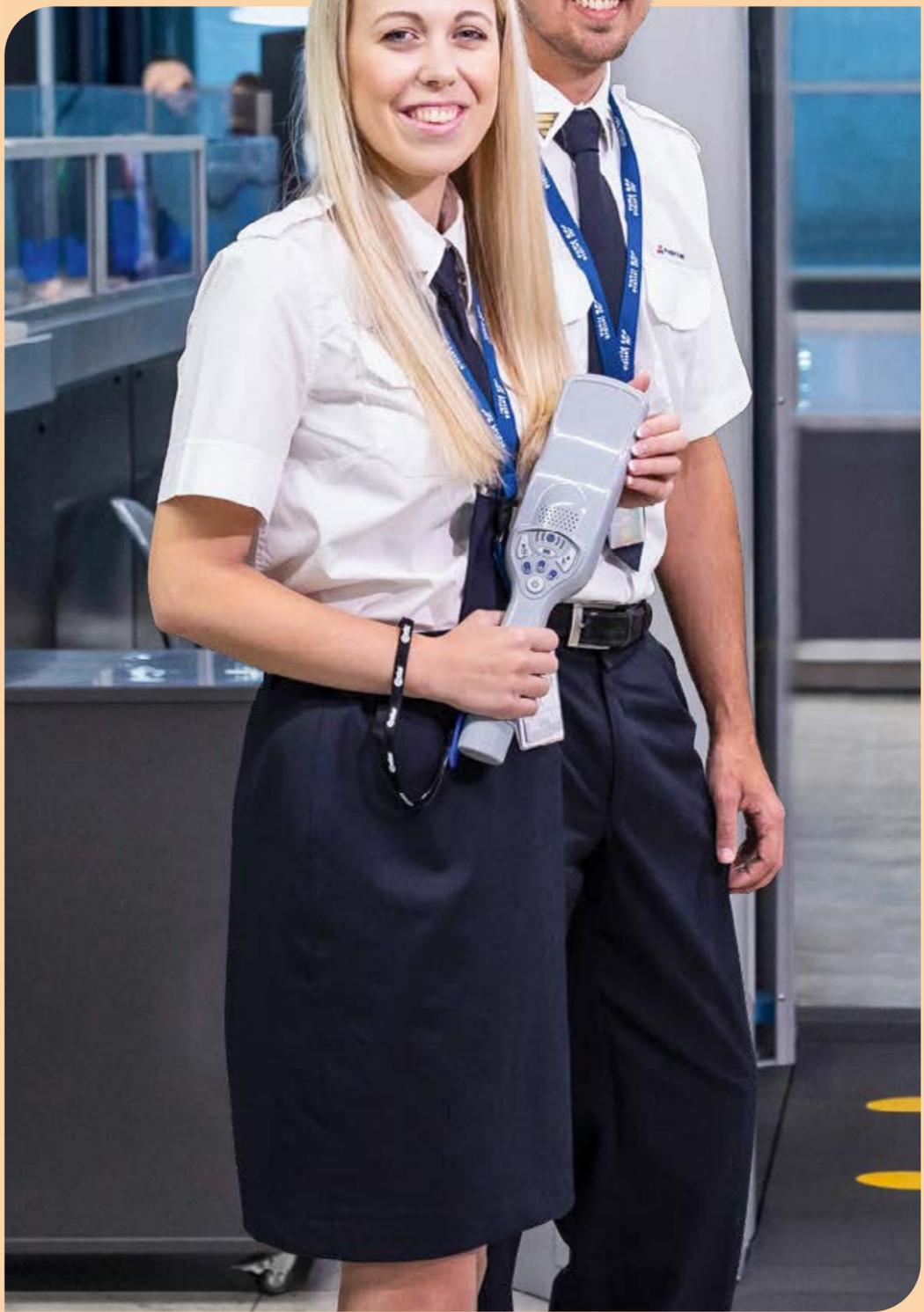
*Runway Run – a race directly on the runway*



*Biking to Work*



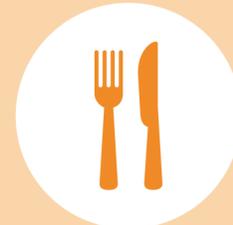
*Airport Yoga Classes*



# Employee Benefit Review



Five Weeks of Paid Leave of Absence



Subsidised Employee Catering



Pension Saving Contributions



Cafeteria



Massages



Airport Parking



Premium Complex Care



Employee Flight Tickets

Airport Career Opportunities



## Further Development and Training

Employee further education is an integral part of the company's overall development. We rely on established principles such as the use of our own know-how through internal tutoring and targeted support of key personnel. The Talent Pool programme, which includes a year-long set of training sessions focused primarily on the development of soft skills, has a 15-year tradition at Prague Airport. We also continue introducing new products. In 2022, as part of increasing digital skills, we provided our employees with a year-round Digiskills digital academy programme. In a pilot run, we also confirmed the interest in self-education through the use of the Seduo platform, which our employees now have at their disposal to use for acquiring knowledge both at work and in their free time.



## Cooperation with Schools

Prague Airport has established long-term cooperation with schools and students in the form of mandatory and optional internships as well as consultations regarding topics and practical parts of their final theses under a trainee programme.



In 2022, we had registered a total of **279 students** in our programme and we advised on **25** final theses as part of our cooperation with the Secondary Vocational School of Civil Aviation.



## Equal Opportunities and Diversity

Equal opportunities comprise at Prague Airport for example the following aspects:

- Team Diversity Support
- Flexible conditions for employees on maternity or parental leave, including employees returning after parental leave
- Care of employees after their retirement – maintaining contacts with employees even after their retirement, offering them the possibility to enter the Pensioners' Club
- Employees with disabilities – in addition to adequate working conditions, which we consider a matter of course, employees with disabilities also enjoy a financial contribution for medical devices or services via the Cafeteria programme



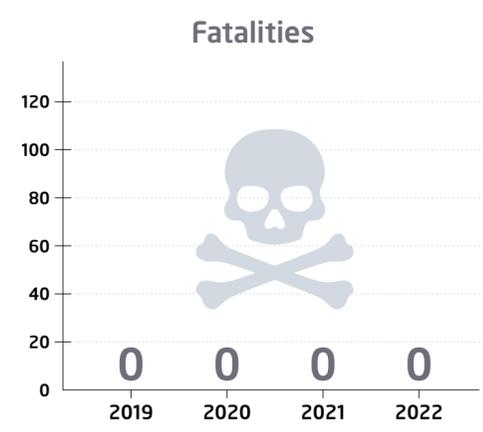
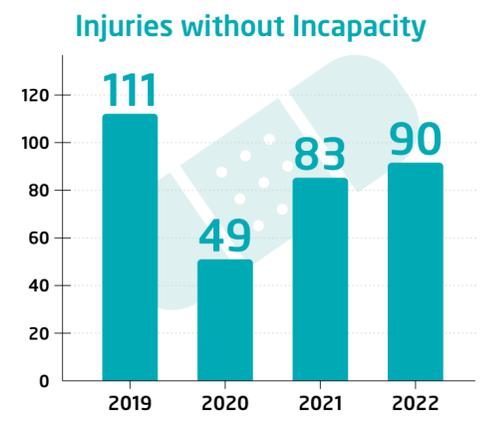
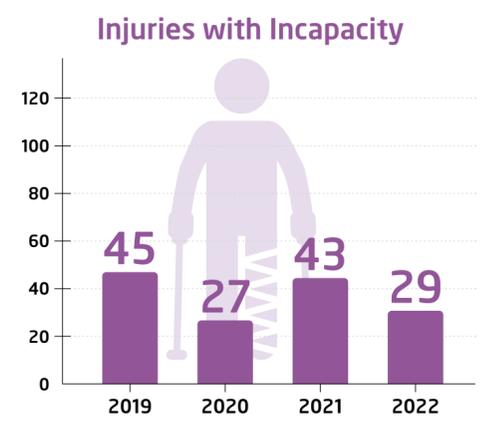


### Occupational Health and Safety and Promotion of Employee’s Healthy Lifestyle

In the field of civil air transport, safety and its assurance always come first. We strive to ensure a healthy working environment and safe behaviour of employees at all company levels. Prevention and training are key measures in this area.

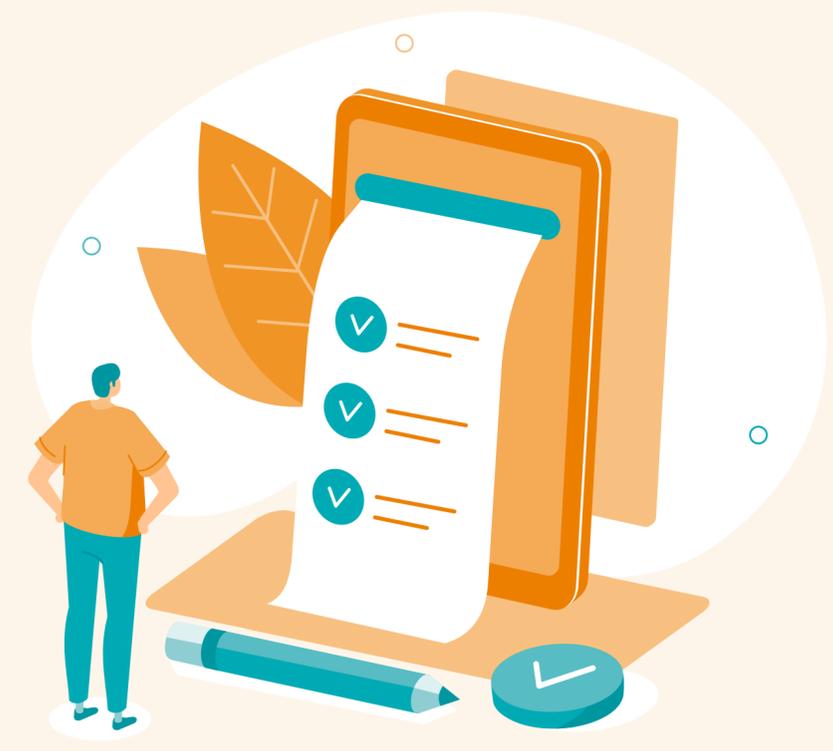


### 2019-2022 Work-related Injuries (per Prague Airport Group)



### Financial Health

One of the areas we focus on as part of our social responsibility towards our employees is financial health. We try to prevent them from experiencing difficult financial situations through complimentary consultations. Employees can also apply for an interest-free loan. In 2022, loans were provided to **22 employees** (three loans were defined as social) in the total amount of **CZK1,686,400**.





# Sustainable Support of Surrounding Communities and Non-profit Sector

## GOALS

- Annual financial aid for airport's immediate surroundings factoring in the air traffic development tendencies; by 2030, we plan to distribute over 300 million crowns in this area
- Promoting employee volunteerism and support of the non-profit sector

Living near an international airport entails certain specificities, unfortunately not only the positive ones. We are aware of this, so we are constantly looking for ways to compensate for the impact of air traffic on living conditions in the airport immediate vicinity. After all, it is our home and that of our employees. As a responsible Company and an important employer in the region, we support projects to improve the quality of life and the environment. As part of building good neighbourly relations, we promote open communication, mutual respect, and a willingness to help. We want to be a good neighbour.





## Open Communication

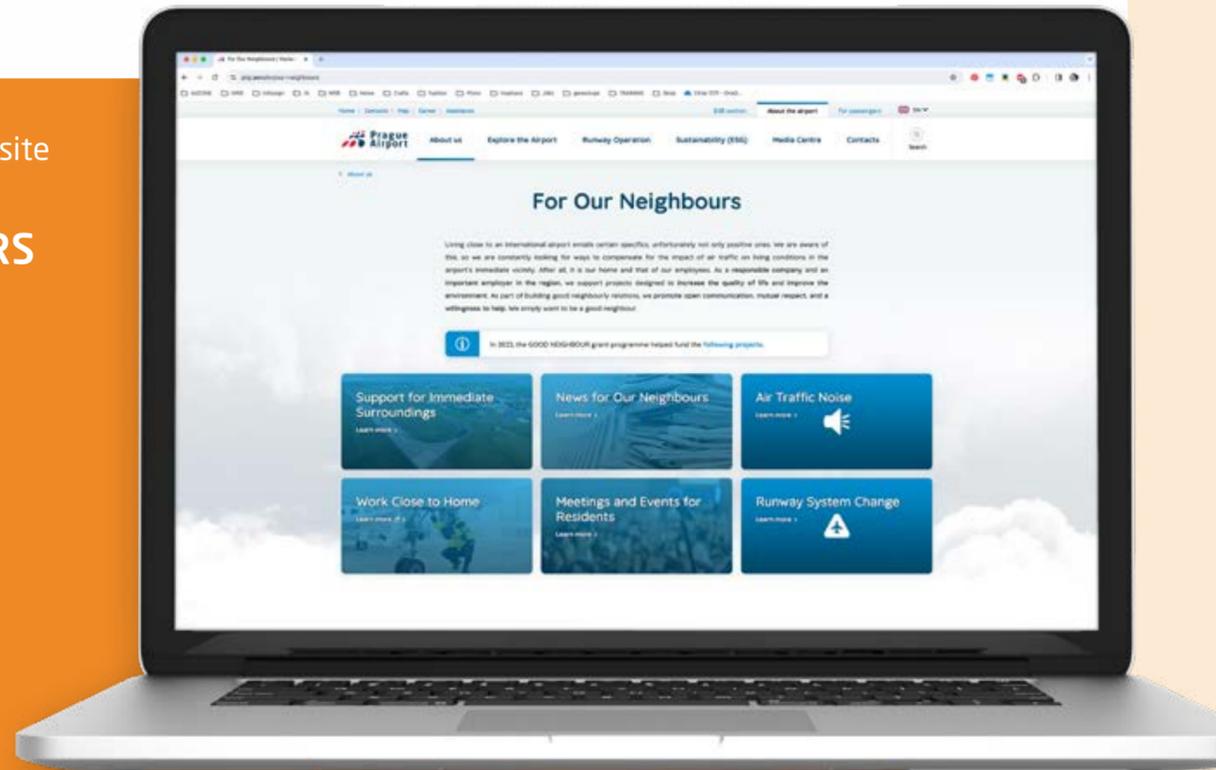
Communication is important in any relationship. We try to share specific information regarding areas of importance to our neighbours in different ways, always looking for new formats. Last year, we launched a specialised website focused on issues concerning our immediate surroundings.



Specialised Website  
**FOR OUR  
NEIGHBOURS**



VISIT WEBSITE 



## NEIGHBOURHOOD MEETINGS

We organised a Neighbourhood Afternoon for residents of the immediate vicinity with interesting programme for both the young and adult visitors, during which the participants had the opportunity to ask anything of interest in the field of environmental protection, noise issues, and airport operations. An information booth with experts in individual fields was on the spot throughout the event.



*The original runway 22 and its surroundings were transformed into an amusement park full of attractions and competitions to the delight of children.*



*Visitors had the opportunity to check airport and firefighting equipment in detail and explore several aircraft including cockpits.*



*An information booth with experts on the environment, noise monitoring, and airport development, including the construction of a parallel runway, was available for those interested.*



*The much-enjoyed performance of popular airport units of dog handlers and falconers. Despite the bad weather, approximately 1,600 residents attended the event.*

## Other Formats of Communication Continue to Be Used



### Monthly Electronic Newsletters

Up-to-date information focused on the airport's immediate surroundings delivered directly to inboxes of residents. Subscriptions are available via the airport's website.



### Together Printed Bulletin

We deliver the bulletin free of charge directly to residents' mailboxes. The goal is to inform the closest neighbours of activities at Václav Havel Airport Prague, development plans, and scheduled events.



### Meetings with Municipality Representatives

The Company's management meets with representatives of the surrounding communities at least twice a year. At the same time, we offer them the opportunity to request the participation of our experts in public gatherings or other meetings with residents.



### Social Networks

Have become increasingly popular as the fastest way of sharing information.



*We have established a special e-mail address for our neighbours for submitting questions regarding the airport.*

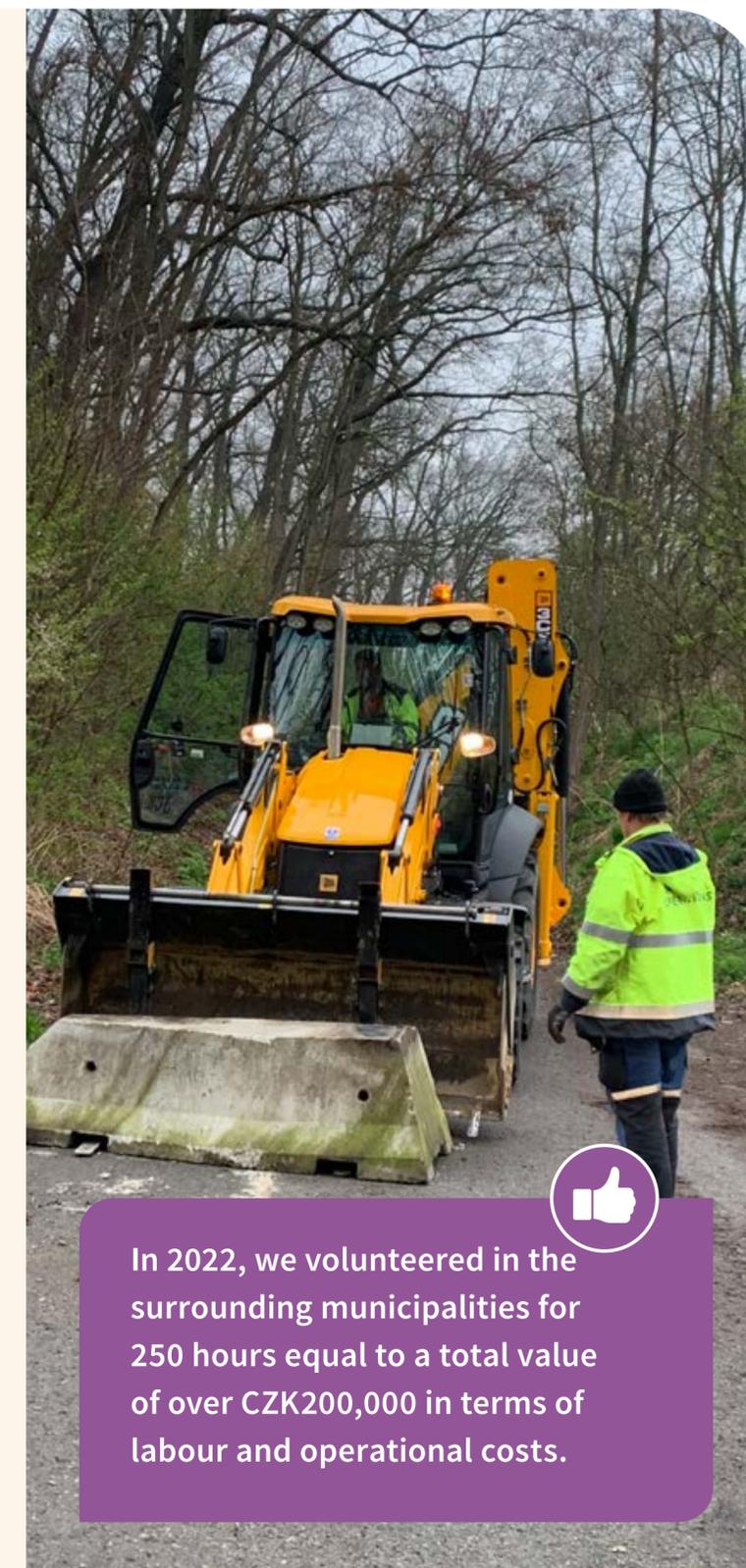
[sousede@prg.aero](mailto:sousede@prg.aero)



### Non-financial Aid

We also help our surroundings by providing specific assistance, which can be requested by the representatives of the neighbouring municipalities. Our activities comprise cleaning of the streets, pruning of large trees, mowing the grass, and winter maintenance, in short, with everything for which we have the needed technology, capabilities, and capacity.

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



In 2022, we volunteered in the surrounding municipalities for 250 hours equal to a total value of over CZK200,000 in terms of labour and operational costs.



## Financial Aid

Prague Airport donates part of its profits to promote the development of the surrounding area and the support of daily activities that improve the living conditions of its residents.



We supported the activities of the Para plavání Praha swimming club for people with disabilities.



We helped children from Sbíhavá pre-school set up a comfortable reading corner.



The association of Kopaninský spolek used the funds provided by the airport to organise a running series across the neighbouring municipalities called Run with Us.



A Ball on Wheels for disabled people was another event organised with the help of airport funds.

- In 2022, Prague Airport invested more than 20 million crowns in the immediate vicinity
- We plan to increase the financial support depending on the Company's operating results



Dear Airport,

Thank you. We look forward to inviting you to some from our events, exhibitions, performances, concerts, which we will be able to organise thanks to your support.

With warm regards,

MgA. Jana Vöröšová  
President of the Tušení  
Tuchoměřice Association



We also regularly support the activities of the St. Charles Borromeo Home for elderly and ill seniors.



## GOOD NEIGHBOUR GRANT PROGRAMME

For the sake of transparency, financial support is provided through a grant programme. Municipalities and districts of the capital city of Prague affected by the operation of Václav Havel Airport Prague may receive financial contributions under this programme, just as public benefit organisations active on their territory.

**In 2022, we supported almost 70 diverse projects with 18 million crowns.**



The list of all projects supported under the GOOD NEIGHBOUR grant programme can be found on our website.



*Horoměřice Pensioners' Club received funding for projects promoting active ageing and a healthy lifestyle.*

*We wish to thank the airport for supporting such unique social event as the Ball on Wheels, which connects people confined to wheelchairs with the public. It is a unique opportunity for the active involvement of people with disabilities in ordinary social life through an event where they do not feel excluded but are in the centre of events.*

*Thank you,*

*Ing. Jitka Vaculíková  
Ball on Wheels Production Manager*

*It is also thanks to your support that we can provide quality services to our seniors. Thank you,*

*Mgr. Jiří Přeučil  
Director  
Horizont – the Centre of Services for Seniors  
Prague / Suchdol District*



*The football players of Sokol Červený Újezd have repaired dressing rooms.*



*Sokol Horoměřice modernised a playground used by children and adults alike.*



*The municipality of Kněževes reconstructed a children's and a football fields with the funding provided under the airport grant programme.*



### LANGUAGE LEARNING SUPPORT AT PRIMARY SCHOOLS

In line with the well-known slogan of “practice makes perfect”, Prague Airport finances the teaching of foreign languages by native speakers, which takes place as part of the regular school curriculum. At the same time, we subsidise children’s language learning trips abroad.

In 2022, Prague Airport provided a budget of CZK1.9 million for language courses.



The financial aid is distributed to schools in the vicinity of the airport through the language programmes of our partners of City District of Prague 6 and the Association of Municipalities and Prague Airport Boroughs Surrounding the Airport, i.e., PAR – Prague Airport Region.



England

France

Italy

# Non-profit Sector

As part of our long-term co-operation, we help various charity organizations. In addition to the financial aid we provide under the **GOOD NEIGHBOUR** grant programme, we always seek additional opportunities for our involvement.



## Company Volunteer Days

Every employee may dedicate a day of work a year to a selected non-profit organization. From the received feedback, we know that these activities help not only the non-profit organizations, but also our employees. .



*AVES Wildlife Rescue Station*



*Kladno Orphanage*



*St. Charles Borromeo Home*



*Jestřábník Society for the Protection of Nature*



*Ronald McDonald House Charities*



## Aid to War-torn Ukraine

The employees of the entire Group donated a total of CZK867,573 via the employee fundraiser to help Ukraine affected by the war. We also provided accommodation to several Ukrainian families.



We sent CZK1,735,146 for humanitarian aid to People in Need.



Our experienced forklift driver helped with the loading of humanitarian aid for several days.



We sent a bus to the Polish border to transport refugees.



We donated ballistic bulletproof vests of the highest quality with a total value of over CZK80,000 to People in Need workers who helped directly in Ukraine.

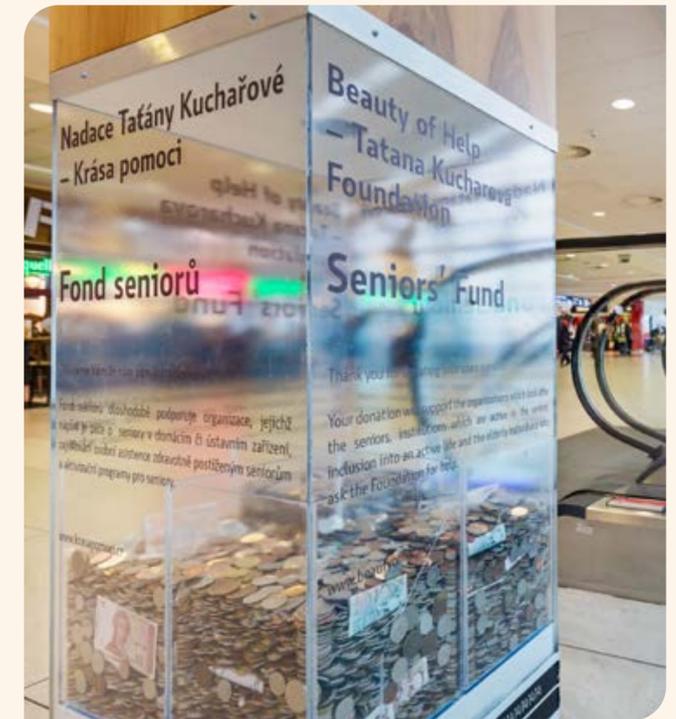


## Coin Banks on Airport Premises

The proceeds from four coin banks, located at the airport, are divided among eight organisations carefully selected to represent a wide range of worthy causes.

### We helped collect money for these organizations:

- The Beauty of Help Foundation
- Czech Society of AIDS Aid, interest association
- Union of paraplegics – the Paraple Centre
- Our Child Foundation
- Kladno Orphanage
- Club of Friends of Orphanage Children, civic association
- Endangered Children Fund – Klokánek in Hostivice
- People in Need





### We Donate to the Needy

Some airport computers are no longer suitable for professional use but may still serve someone else well. Through People in Need, we decided to donate such computers to children from socially disadvantaged families. In this way, we help those who could not afford to buy a new computer gain access to learning. At the same time, reusing unnecessary things is the most suitable way of reducing the amount of waste, which is of great importance for the environment.



We handed over almost 60 discarded but still fully functional computers to People in Need.



We donated discarded computers to People in Need for children from socially disadvantaged families.



We donated a car with cheerful stickers to the Unhošť orphanage. The van replaced a very old car that had reached its lifespan's end.



### Helping People without Shelter

The airport in Prague is often visited by homeless people and people currently in a desperate life situation. The appearance of these persons at the international airport provokes negative reactions from passengers and employees. With the belief that homeless people need help, we chose a partner to seek a solution – the K srdci klíč (Key to the Heart) organization, which has been dedicated to the issue of homelessness for 18 years and runs a shelter in Prague 6.

For the third year, we have an experienced field worker at the airport who regularly walks through the airport and approaches homeless people with the intention of suggesting a possible solution to their situation. These include help in dealing with the authorities, medical assistance, living in a shelter, and other counselling. Prague Airport covers all the costs associated with the field social worker's activities.

# Transparent Business Conduct and Company Management Governance

Corporate Values

Promoting Ethical Business Conduct and Principles Internally

Promoting Ethics and Sustainability among Business Partners

Risk Management

# Key Business Conduct Events



We have published the **Prague Airport Group's Anti-Corruption Policy**, which is our next clear declaration and commitment to responsible and fair business conduct – this time in the form of zero tolerance of corruption and similar practices, alongside active prevention of such phenomena.



 We are **ACI Airport Health Accreditation** Certified

Safety is one of the main pillars and core values of the Prague Airport Group, as evidenced by the **ACI Airport Health Accreditation** certificate, which Prague Airport defended once again for the high level of adopted goals and measures in the field of health protection. These adopted measures ensure greater safety of passengers flying via Prague.



We have finalised and published the carefully drafted **Business Partners Code of Ethics**, through which we are transferring our business conduct ethical and sustainability principles on our business partners.



Moody's Investors Service Awarded Us **Credit Rating**  **Aa3** with a Negative Outlook

Prague Airport remains highly stable financially. **Moody's Investors Service**, a renowned rating agency, confirmed Prague Airport's credit **rating of Aa3** with a **negative outlook**.



# Transparent Business Conduct and Company Management | Governance

We consider accountability and transparency to be an essential part of our business conduct. Therefore, these values form key pillars of our ethical and general corporate culture. Since 2016, we have been implementing a comprehensive Compliance Management System throughout the entire Prague Airport Group. Among other things, we thus ensure the correctness of all processes and procedures connected with decision- and business policy-making, to prevent any doubts and potential errors of our companies and individuals.





# 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.

[Corporate Values Online](#)





# Promoting Ethical Business Conduct and Principles Internally

Since 2016, [the Code of Conduct and Ethical Principles](#) – our Code of Ethics – has been the main tool for strategic management and shaping the ethical corporate culture of the entire Prague Airport Group. It openly declares the obligations of our companies to customers, business partners, alongside employees and the community in which we work. The Code addresses topics which strengthen ethics, transparency, and responsibility within the Company, for example, the prevention of conflicts of interest, zero tolerance of corruption, fraud, and illegal acts, but also the areas of environmental protection, safety, and the promotion of quality and correct relationships in the workplace. However, our business conduct ethics is also shaped by other specific rules and processes.

To keep fulfilling our long-term goal of continuous, systematic, and effective **Promoting Ethical Business Conduct and Principles Internally**, in 2022:



We drafted and published the Prague Airport Group's Anti-Corruption Policy, which is our next clear declaration and commitment to responsible and fair business conduct – this time in the form of zero tolerance of corruption and similar practices, alongside active prevention of such phenomena. The policy was published as a governing document of the employer and as such is binding for all employees.



We reviewed and updated the content, scope, and focus of our ethical business conduct training sessions and drafted a new training concept. In the future, our trainings are to be more hands on and targeted at specific risks connected with the individual roles and activities of particular jobs.



## 2023 Plans



Updating already existing governing documents in the field of business conduct ethics and subsequent systematic monitoring of the level of familiarization of employees with their content.



Implementation of finalised general and targeted employee training sessions in the field of business conduct ethics and compliance risks.



## Promoting Ethics and Sustainability among Business Partners

Given its position, role, and importance, Prague Airport is aware of its obligations and responsibilities and at the same time wishes to have a positive impact on the market, promoting the principles of ethical business conduct and sustainability among its business partners. Therefore, we are interested in working with business partners and organizations that, like us, perceive the need to comply with ethical principles and binding rules, and treat the environment, business sustainability, and society issues responsibly.

To keep fulfilling our long-term goal of **Promoting Ethics and Sustainability among Business Partners**, in 2022:



We have finalised and published the carefully drafted [Business Partners Code of Ethics](#), in which we clearly declare our expectations regarding the business conduct of our suppliers and customers in all key areas of social responsibility.



As part of the implementation of additional requirements under responsible public procurement, we proposed mechanisms for transferring requirements for ethics and sustainability to business partners. Adherence to our Business Partners Code of Ethics will be a minimum requirement for all business partners of Prague Airport. With relevant business relationships, specific requirements will be further defined either for the contractual partner or for their supplies/services. Mechanisms for monitoring the fulfilment of these requirements were also outlined (the already implemented Know Your Business Partner process, the currently implemented supplier evaluation process, the upcoming evaluation of the fulfilment of specific conditions by a particular contracting party and the audit clause in contracts).



### 2023 Plans



In 2023 and in the following years, these principles will be gradually implemented in all relevant business relationships and our market penetration rate will be systematically monitored.



## Risk Management

As part of the management system, companies of the Prague Airport Group have implemented a Risk Management System (RMS) for many years. Its objective is economically and efficiently reducing the impact of risks and preventing or averting the consequences of the impact of risks.

Risk management is based on constant risk identification, review of set control mechanisms and their effectiveness, feedback functionality, and regular evaluation of the risk management system. The implemented RMS fulfils the requirements on an effective risk management system and uses knowledge from best practice for methodical, process, and system integration of control environment activities. RMS is also a common part of strategic and business planning and is integrated into all management processes of the Company.



# 2022 Non-financial ESG Data



Environmental Sector

Social Sector

2022 GRI Content Index

Traffic Growth	Unit Price	Revenue	Sales Volume	Rev. Increase	HETT201	SUB 801	SUB 009
0.29%	2,178	890	1,000,000.00	9%	1,23E+00	12	45%
45%	1,000.00	854	44,545.00	34%	5.6E+01	342	67%
9%	5,540.00	454	44,545.00	9%	4.5E+01	3,434	55%
120%	34,344.00	454	4,324.00	34%	1.2E+01	249	67%
24%	43,232.00	34	65,464.00	4%	4.2E+02	30,332	55%
87%	657,468.00	878	43,444.00	3%	1.2E+01	12	67%
9.81%	2,178	890	44,545.00	9%	4.2E+02	342	45%
42%	1,000.00	854	1,000,000.00	34%	1,23E+00	12	67%

# 2022 Non-financial Data According to Selected GRI Standard Indicators



Prague Airport has traditionally used the Global Reporting Initiative methodology, which forms the basis for the new European regulations in the field of ESG and sustainability reporting, for disclosing non-financial information. The final chapter of the Prague Airport Group 2022 ESG Strategy and Sustainable Development Report contains a list of measurable indicators for the area of environmental protection and social responsibility, including a 2022 GRI content index.

The data presented in the tables are divided per individual companies of the Prague Airport Group, or only represent the parent company of Prague Airport.





## Environmental Area



### ⚡ Energy (GRI 302: Energy 2016)

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

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Total Energy Consumption within the Organization</b>	Tj	518.25	417.62	466.77	<b>672</b>	44.0%
<b>Consumption within the Organization - Electricity</b>	kWh	60,903,233	46,560,124	50,213,222	<b>51,745,062</b>	3.1%
<b>Total Consumption - Heating Systems</b>	Tj	230	203	232	<b>225</b>	-3.1%
<b>Total Consumption - Cooling Systems</b>	Tj	69	47	54	<b>121</b>	125.2%

Data regarding the electricity consumption are reported per the parent company of Prague Airport.

#### GRI 302-3: Energy Intensity

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Level of Energy Intensity of the Company</b>	kWh/PAX	3.42	12.70	11.44	<b>4.80</b>	-58%

Data regarding the energy intensity are reported per the parent company of Prague Airport.

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

#### GRI 303-3: Water Consumption

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Volume of Groundwater Withdrawn</b>	m <sup>3</sup>	4,529	4,281	3,886	<b>5,351</b>	38%

Data regarding the volume of groundwater withdrawal are reported in sum total per the entire Prague Airport Group.

#### GRI 303-4: Water Discharge

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Volume of Pre-treated Rainwater</b>	m <sup>3</sup>	50,741	83,990	86,132	<b>154,186</b>	79%
<b>Volume of Pre-treated Sewage Water</b>	m <sup>3</sup>	328,993	205,619	223,324	<b>295,903</b>	32%
<b>Chemical Oxygen Consumption</b>	t	16.46	9.81	10.22	<b>18.00</b>	76%

Data regarding waste water are reported in sum total per the entire Prague Airport Group.

#### GRI 303-5: Water Consumption

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Drinking Water Consumption</b>	m <sup>3</sup>	419,302	185,077	248,596	<b>323,260</b>	30%

Data regarding the volume of drinking water consumed are reported in sum total per the entire Prague Airport Group, including the infrastructure necessary for the airport operation.

## CO<sub>2</sub> Emissions and Climate Change (GRI 305: Emissions 2016)

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

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Scope 1</b>	t CO <sub>2</sub> e	15,261	12,869	14,798	<b>13,378</b>	-10%

Data regarding the Scope 1 emissions are reported per the parent company of Prague Airport.

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

Category	Unit	2019	2020	2021	2022
<b>Scope 2</b>	t CO <sub>2</sub> e	0 (32,218)	0 (24,630)	0 (26,563)	<b>8,445</b>

Scope 2 emissions data (using the location-based method) are reported for the parent company of Prague Airport. The increase was caused by the change in the purchase of green electricity, as explained in more detail on page 28 of this Report.

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

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Scope 3</b>	t CO <sub>2</sub> e	290,431	88,605	105,060	<b>190,418</b>	81%

The value of Scope 3 emissions is currently monitored only for the parent company of Prague Airport.

### GRI 305-4: Greenhouse Gas Emission Intensity

Category	Unit	2019	2020	2021	2022
<b>Carbon Footprint per Passenger</b>	kg CO <sub>2</sub> e/PAX	0.86	3.51	3.37	<b>2.18</b>

The value of the conversion intensity of greenhouse gas emissions is reported for the parent company of Prague Airport.

### GRI 305-5: Greenhouse Gas Emission Reduction

Emission Savings (Scope 1 + 2) of the Prague Airport Parent Company Compared to the 2009 Reference Year

Category	Unit	2019	2020	2021	2022
<b>Emission Savings</b>	%	71.68	76.09	72.51	<b>59.45*</b>

With the use of green electricity.

### Prague Airport Group Carbon Footprint (Scope 1 + 2)

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Prague Airport</b>	t CO <sub>2</sub> e	15,261	12,869	14,798	<b>21,823</b>	47%
<b>Czech Airlines Handling</b>	t CO <sub>2</sub> e	N/A	N/A	N/A	<b>939</b>	N/A
<b>Czech Airlines Technics</b>	t CO <sub>2</sub> e	N/A	N/A	N/A	<b>3,210</b>	N/A
<b>Sum Total</b>	t CO <sub>2</sub> e	N/A	N/A	N/A	<b>27,583</b>	N/A

For the first time, carbon footprint data for the year 2022 is reported separately for individual companies of the Prague Airport Group. It will be possible to demonstrate the year-on-year change for all subjects effective the next reporting period.

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

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Emission of Ozone-depleting Substances (Refrigerant Leaks)</b>	t CO <sub>2</sub> e	301.75	316	235	<b>267</b>	13.4%

Data are reported per the entire Prague Airport Group.

## Air (GRI 305: Emissions 2016)

### GRI 305-7: Nitrogen Oxides (NOx), Sulphur Oxides (SOx) And Other Significant Air Emissions

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
PM <sub>10</sub> Immissions	µg/m <sup>3</sup> /year	24.20	17.20	19.90	<b>19.90</b>	0%
PM <sub>2.5</sub> Immissions	µg/m <sup>3</sup> /year	15.00	10.30	12.60	<b>12.30</b>	-5%
NO <sub>2</sub> Immissions	µg/m <sup>3</sup> /year	19.10	13.80	13.80	<b>15.10</b>	9%
NO <sub>x</sub> Immissions	µg/m <sup>3</sup> /year	27.70	18.10	18.00	<b>21.00</b>	17%
NO Immissions	µg/m <sup>3</sup> /year	5.60	2.80	2.80	<b>3.90</b>	43%
CO	µg/m <sup>3</sup> /year	-	300.10	322.20	<b>253.20</b>	-21%
O <sub>3</sub>	µg/m <sup>3</sup> /year	-	51.90	49.90	<b>50.90</b>	2%

Data are reported per the entire Prague Airport Group.



## Waste (GRI 306: Waste 2020)

### GRI 306-3: Waste Generated

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
Waste Generated	t	5,238.34	2,822.72	3,171.89	<b>4,091.40</b>	29%
Hazardous Waste Generated	t	344.45	263.44	312.74	<b>188.72</b>	-40%
Other Waste Generated	t	4,893.89	2,559.29	2,859.17	<b>3,902.68</b>	36%
Total Mixed Municipal Waste Generated	t	1,442.59	587.47	636.12	<b>1,235.94</b>	94%
Waste Generated / 1,000 Passengers	t/1,000 PAX	0.29	0.77	0.72	<b>0.38</b>	-48%

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
Total Product Take-back	t	44.01	28.54	30.40	<b>38.87</b>	28%

Czech Airlines Handling	Unit	2019	2020	2021	2022
Waste Generated	t	x	x	x	<b>138.92</b>
Hazardous Waste Generated	t	x	x	x	<b>2.28</b>
Other Waste Generated	t	x	x	x	<b>136.64</b>

Indicators regarding the subsidiary of Czech Airlines Handling, a.s. waste are reported for the first time in 2022. It will be possible to demonstrate the year-on-year change for all subjects effective the next reporting period.

Czech Airlines Handling	Unit	2019	2020	2021	2022
Total Product Take-back	t	N/A	N/A	N/A	<b>1.76</b>

Indicators regarding the subsidiary of Czech Airlines Handling, a.s. product take-back are reported for the first time in 2022. It will be possible to demonstrate the year-on-year change for all subjects effective the next reporting period.





Czech Airlines Technics	Unit	2019	2020	2021	2022
<b>Waste Generated</b>	t	N/A	N/A	N/A	<b>274.60</b>
<b>Hazardous Waste Generated</b>	t	N/A	N/A	N/A	<b>260.00</b>
<b>Other Waste Generated</b>	t	N/A	N/A	N/A	<b>14.60</b>
Total Mixed Municipal Waste Generated	t	N/A	N/A	N/A	<b>135.80</b>
Packaging Production (market launched packaging)	t/1,000 PAX	N/A	N/A	N/A	<b>69.5</b>

Indicators regarding the subsidiary of Czech Airlines Technics, a.s. waste are reported for the first time in 2022. It will be possible to demonstrate the year-on-year change for all subjects effective the next reporting period.

Czech Airlines Technics	Unit	2019	2020	2021	2022
<b>Total Product Take-back</b>	t	N/A	N/A	N/A	<b>6.3</b>

Indicators regarding the subsidiary of Czech Airlines Technics, a.s. product take-back are reported for the first time in 2022. It will be possible to demonstrate the year-on-year change for all subjects effective the next reporting period.

## GRI 306-4: Waste Diverted from Disposal

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Prague Airport</b>	t	2 745.93	1 256.52	1 846.13	<b>2 622.97</b>	42%
<b>Czech Airlines Handling</b>	t	N/A	N/A	N/A	<b>135.70</b>	N/A
<b>Czech Airlines Technics</b>	t	N/A	N/A	N/A	<b>41.20</b>	N/A
<b>Prague Airport Group Sum Total</b>	t	N/A	N/A	N/A	<b>2,799.87</b>	N/A

For the first time in 2022, indicators regarding useable waste are reported separately for individual companies of the Prague Airport Group. It will be possible to demonstrate the year-on-year change for all subjects effective the next reporting period.

## 2-27 Compliance

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>ISO 14001 - Number of Significant Differences</b>	Number	0	0	0	<b>0</b>	0%
<b>Total Monetary Value of Significant Fines</b>	CZK	0	0	0	<b>0</b>	-5%
<b>Total Number of Non-Monetary Sanctions</b>	Number	0	0	0	<b>0</b>	9%

In previous years, these data were part of the GRI 307: Environmental Compliance 2016 Standard.

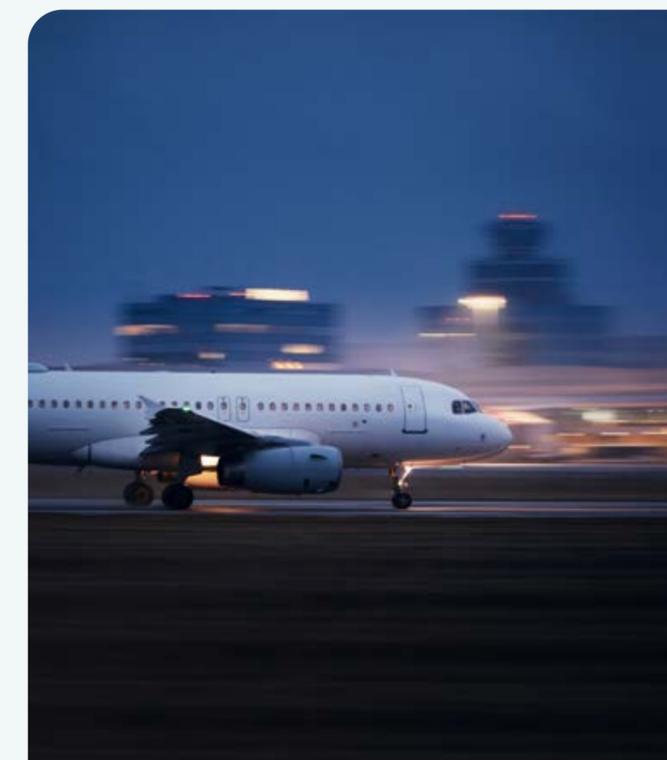
## Air Traffic Noise (G4 Sector Disclosures: Airport Operators)

### Average Number of Aircraft Movements

Category	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Average Number of Aircraft Movements per Day (16 hours)</b>	Number	414	139	138	<b>224</b>	62%
<b>Average Number of Aircraft Movements per Night (8 hours)</b>	Number	45	13	19	<b>35</b>	83%

### Values Recorded at Individual Stationary Monitoring Stations in 2022

Location - Stationary Station	Laeq. 16 h DAY	Laeq. 8 h NIGHT
<b>RMT 1 - Jeneč</b>	54.8	50.1
<b>RMT 2 - Červený Újezd</b>	49.8	45.0
<b>RMT 3 - Unhošť</b>	49.6	44.9
<b>RMT 4 - Pavlov</b>	50.2	45.7
<b>RMT 5 - Hostivice</b>	42.4	37.5
<b>RMT 6 - Dobrovíz</b>	55.2	50.3
<b>RMT 7 - Kněžves</b>	53.7	48.8
<b>RMT 8 - Horoměřice střed</b>	49.9	45.4
<b>RMT 9 - Přední Kopanina</b>	51.5	46.7
<b>RMT 10 - Horoměřice JV</b>	50.0	45.5
<b>RMT 11 - Roztoky</b>	48.8	44.5
<b>RMT 12 - Bílá Hora</b>	54.6	49.8
<b>RMT 13 - Suchdol</b>	52.4	48.3
<b>RMT 14 - Malé Kyšice</b>	49.4	44.8



## Aircraft Shares per Individual Noise Categories

Noise Category (EPNdB Cumulative Margin from Limit Values)	2021			2022			2022-2021 Y-o-Y Comparison		
	DAY	NIGHT	SUM TOTAL	DAY	NIGHT	SUM TOTAL	DAY	NIGHT	SUM TOTAL
Noise Category 1 (≥30)	8.74%	2.83%	7.98%	6.93%	2.34%	6.33%	-1.26%	-0.31%	-1.19%
Noise Category 2 (27.5–29.9)	5.60%	1.51%	5.07%	4.76%	2.83%	4.51%	-0.49%	1.42%	-0.27%
Noise Category 3 (25–27.4)	6.00%	3.69%	5.69%	6.87%	2.34%	6.28%	1.24%	-1.12%	0.91%
Noise Category 4 (22.5–24.9)	7.65%	20.00%	9.10%	6.80%	15.14%	7.89%	-0.38%	-3.61%	-0.69%
Noise Category 5 (20–22.4)	5.45%	1.82%	4.99%	5.59%	3.84%	5.36%	0.48%	2.13%	0.66%
Noise Category 6 (17.5–19.9)	6.03%	1.88%	5.50%	8.64%	4.61%	8.11%	2.99%	2.85%	2.93%
Noise Category 7 (15–17.4)	20.62%	15.32%	19.87%	18.70%	16.67%	18.45%	-0.64%	2.40%	-0.29%
Noise Category 8 (12.5–14.9)	31.69%	49.77%	33.69%	30.30%	41.27%	31.73%	0.59%	-5.40%	-0.03%
Noise Category 9 (10–12.4)	4.72%	6.50%	4.91%	5.34%	9.62%	5.90%	0.91%	3.53%	1.27%
Noise Category 10 (7.5–9.9)	1.37%	0.30%	1.24%	1.21%	0.31%	1.09%	-0.08%	0.03%	-0.08%
Noise Category 11 (5–7.4)	1.47%	0.90%	1.39%	0.78%	0.28%	0.71%	-0.60%	-0.57%	-0.60%
Noise Category 12 (2.5–4.9)	0.40%	0.03%	0.36%	0.17%	0.01%	0.15%	-0.21%	-0.02%	-0.19%
Noise Category 13 (0–2.4)	0.22%	0.02%	0.20%	0.52%	0.01%	0.46%	0.31%	0.00%	0.27%
Noise Category 14 (<0)	0.02%	0.00%	0.01%	0.10%	0.00%	0.09%	0.08%	0.00%	0.08%

## Area Affected by Excessive Noise

Category	Unit	2019	2020	2021	2022
Area Affected by Excessive Air Traffic Noise (DAY)	Km <sup>2</sup>	17.11	4.17	6.43	9.95
Area Affected by Excessive Air Traffic Noise (NIGHT)	Km <sup>2</sup>	50.29	8.09	18.53	26.16
Area Affected by Excessive Air Traffic Noise (24h)	Km <sup>2</sup>	50.30	8.11	18.64	19.36

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

Category	Unit	2019	2020	2021	2022
Number of People Potentially Affected by Air Traffic Noise (DAY) – 60dB	Number of People	1,416	0	13	17
Number of People Potentially Affected by Air Traffic Noise (NIGHT) – 50dB	Number of People	8,876	27	1,658	3,191

The significant year-on-year increase was due to improved travel conditions after a challenging 2020-2021 period, when aviation experienced major recession caused by the Covid-19 pandemic.



## Biodiversity (GRI 304: Biodiversity 2016)

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

Biodiversity	Site of Biodiversity Significance	2022 Status	Note
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	Cretaceous sediments have been mined here since the 12th century. The quarry part is of no botanical significance. Thanks to the subsoil with a high calcium content, an enclave of rocky fescue steppe and fragments of flowery steppe extend into the peripheral part. Among the vertebrates, common lizard and common redstart were observed there.
Location - Proximity to Protected Site or Site of High Biodiversity		<b>Marlstone Quarry by Přední Kopanina (370m East)</b>	
Size		8.59 Km <sup>2</sup>	
Biodiversity Significance		Terrestrial Ecosystem	
Biodiversity Significance - Legislative Status		Natural Monument	

Biodiversity	Site of Biodiversity Significance	2022 Status	Note
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	The abandoned Kněživka quarry is formed by a lydite ridge. Preserved Upper Cretaceous deposits with a rich microfauna are protected. On the edges of the quarry, Jovibarba globifera („beard of Jupiter“), Achillea millefolium (yarrow), or Veronica prostrata (rock speedwell) grow. Among the conservation-important vertebrates, Lanius collurio (red-backed shrike), Jynx torquilla (Eurasian wryneckand), and the common lizard were observed there.
Location - Proximity to Protected Site or Site of High Biodiversity		<b>Kněživka (1,033m North)</b>	
Size		8.59 Km <sup>2</sup>	
Biodiversity Significance		Terrestrial Ecosystem	
Biodiversity Significance - Legislative Status		Natural Monument	

Biodiversity	Site of Biodiversity Significance	2022 Status	Note
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	It is located on the rocky lydite slopes of the Šárecký stream. On the southern slopes, there are remnants of heat-loving vegetation (Aurinia saxatilis, Festuca pallens), while cold-loving vegetation (Polypodium vulgare, Dryopteris carthusiana) is found on the northern slopes. Pruno padi-Fraxinetum excelsioris (the alder-ash forests) are developed in the valley of the stream. The steppe ecosystems of the top parts are represented by Stipa joannis and Koeleria macrantha. Ground beetle species, such as Ophonus latiocollis, Acupalpus interstitiali, bees Rophites trispinosus and Andrena rugulosa, live on the rocky steppe, and Eresus kollari Rossi spider was also observed. Four species of bats were also found, and other vertebrates include the northern wheatear, the nightingale, and the wood badger.
Location - Proximity to Protected Site or Site of High Biodiversity		<b>Divoká Šárka (1,678m East)</b>	
Size		8.59 Km <sup>2</sup>	
Biodiversity Significance		Terrestrial and Aquatic Ecosystem	
Biodiversity Significance - Legislative Status		Natural Reserve	

Biodiversity	Site of Biodiversity Significance	2022 Status	Note
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	The park stretches along the Šárecký stream, the Lysolajské valley, including the Housle gorge, and the afforested slopes of the Hlásek wood. It thus includes a wide range of diverse habitats, from floodplain forests to mixed forests, old fruit orchards, and rocky steppes. As a whole, it forms the best-preserved natural area within Prague, with a fragmented character of the territory as well as original agricultural architecture. Protected species inhabit small protected areas that are part of the park.
Location - Proximity to Protected Site or Site of High Biodiversity		<b>Šárka - Lysolaje (283m East)</b>	
Size		8.59 Km <sup>2</sup>	
Biodiversity Significance		Terrestrial and Aquatic Ecosystem	
Biodiversity Significance - Legislative Status		Natural Park	

Biodiversity	Site of Biodiversity Significance	2022 Status	Note
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	The territory includes the Zákolanský and Dobrovízský streams and the Okošský pond. The subject of protection is a biotope with a population of endangered stone crayfish and critically endangered river crayfish. Ash-alder floodplain woods, oak-hornbeams woods, and calcareous Molinia-covered or extensively mowed meadows are also valuable. Among the other important species, there is the the gudgeon, the Amur bitterling, the river kingfisher, and the muskrat ( <i>Ondatra zibethicus</i> ).
Location - Proximity to Protected Site or Site of High Biodiversity		<b>Zákolany Stream (1,164m North-West)</b>	
Size		8.59 Km <sup>2</sup>	
Biodiversity Significance		Aquatic and Terrestrial Ecosystem	
Biodiversity Significance - Legislative Status		Natural Monument, Site of European Importance	

Biodiversity	Site of Biodiversity Significance	2022 Status	Note
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	The area around today's Hvězda summer house was already inhabited during the Hallstatt period. The subjects of protection comprise forest stands of a natural character (oak, beech, hornbeam, maple, ash, pine, larch), the location is also important from an ornithological point of view (the chiffchaff / <i>Phylloscopus collybita</i> /, the spotted flycatcher / <i>Muscicapa striata</i> /, the European green woodpecker / <i>Picus viridis</i> /, and the long-eared owl / <i>Asio otus</i> /). The occurrence of <i>Calosoma inquisitor</i> , <i>Plagionotus arcuatus</i> , <i>Carabus cancellatus</i> , and <i>Vertigo angustior</i> is also valuable.
Location - Proximity to Protected Site or Site of High Biodiversity		<b>Hvězda Game Enclosure (1,985m South-East)</b>	
Size		8.59 Km <sup>2</sup>	
Biodiversity Significance		Terrestrial Ecosystem	
Biodiversity Significance - Legislative Status		Site of European Importance, Natural Monument	

Biodiversity	Site of Biodiversity Significance	2022 Status	Note
Location Name	Prague Airport	50°6'3" N, 14°15'36" E	The territory includes the Hostivice pond system with valuable wetland and forest biotopes and the protected species of plants thereto native ( <i>Carex cespitosa</i> , <i>Bistorta major</i> , <i>Caltha palustris</i> , <i>Berula erecta</i> ), invertebrates ( <i>Odacantha melanura</i> , <i>Libellula quadrimaculata</i> , <i>Apatura iris</i> , <i>Polygonia c-album</i> ), and vertebrates ( <i>Pelophylax esculentus</i> , <i>Bufo viridis</i> , <i>Natrix natrix</i> , <i>Rallus aquaticus</i> , the river kingfisher, the European hamster, the least weasel / <i>Mustela nivalis</i> /).
Location - Proximity to Protected Site or Site of High Biodiversity		<b>Hostivice Ponds (1,575m South)</b>	
Size		8.59 Km <sup>2</sup>	
Biodiversity Significance		Aquatic and Terrestrial Ecosystem	
Biodiversity Significance - Legislative Status		Natural Monument	



# Social Area



## GRI 2-7: Employees

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

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
Female - Definite PoT	%	7%	3%	4%	<b>5%</b>	19%
Male - Definite PoT	%	10%	6%	7%	<b>8%</b>	7%
Female - Indefinite PoT	%	25%	27%	26%	<b>26%</b>	-2%
Male - Indefinite PoT	%	58%	64%	63%	<b>62%</b>	-1%
<b>Sum Total</b>	%	100%	100%	100%	<b>100%</b>	0%
<b>Average No. of Employees</b>	Count	2,926	2,380	2,272	<b>2,389</b>	5%

Czech Airlines Handling	Unit	2022
Female - Definite PoT	%	<b>7%</b>
Male - Definite PoT	%	<b>6%</b>
Female - Indefinite PoT	%	<b>37%</b>
Male - Indefinite PoT	%	<b>50%</b>
<b>Sum Total</b>	%	<b>100%</b>
<b>Average No. of Employees</b>	Count	<b>500</b>

Czech Airlines Technics	Unit	2022
Female - Definite PoT	%	<b>2%</b>
Male - Definite PoT	%	<b>6%</b>
Female - Indefinite PoT	%	<b>13%</b>
Male - Indefinite PoT	%	<b>79%</b>
<b>Sum Total</b>	%	<b>100%</b>
<b>Average No. of Employees</b>	Count	<b>612</b>

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

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
Female FT	%	31%	29%	28%	<b>28%</b>	1%
Male FT	%	68%	69%	70%	<b>69%</b>	-1%
Female PT	%	1%	1%	2%	<b>2%</b>	0%
Male PT	%	0%	1%	0%	<b>1%</b>	0%
<b>Sum Total</b>	%	100%	100%	100%	<b>100%</b>	0%

Czech Airlines Handling	Unit	2022
Female FT	%	<b>38%</b>
Male FT	%	<b>55%</b>
Female PT	%	<b>5%</b>
Male PT	%	<b>2%</b>
<b>Sum Total</b>	%	<b>100%</b>

Czech Airlines Technics	Unit	2022
Female FT	%	<b>15%</b>
Male FT	%	<b>84%</b>
Female PT	%	<b>1%</b>
Male PT	%	<b>0%</b>
<b>Sum Total</b>	%	<b>100%</b>

### Employees Per Secondary Employment Types of Agreements and Gender

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Sum Total</b>	Count	374	281	332	<b>567</b>	71%
Female - Secondary	%	43%	42%	45%	<b>47.5%</b>	6%
Male - Secondary	%	57%	58%	55%	<b>52.5%</b>	-5%

Czech Airlines Handling	Unit	2022
<b>Sum Total</b>	Count	<b>425</b>
Female - Secondary	%	<b>38.1%</b>
Male - Secondary	%	<b>61.9%</b>

Czech Airlines Technics	Unit	2022
<b>Sum Total</b>	Count	<b>248</b>
Female - Secondary	%	<b>12.9%</b>
Male - Secondary	%	<b>87.1%</b>

## GRI 401-1: Employee Recruitment and Turnover

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

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Sum Total</b>	Count	577	173	239	<b>120</b>	-50%
Female	%	42%	31%	34%	<b>43%</b>	26%
Male	%	58%	69%	66%	<b>57%</b>	-13%

Czech Airlines Handling	Unit	2022
<b>Sum Total</b>	Count	<b>199</b>
Female	%	<b>50%</b>
Male	%	<b>50%</b>

Czech Airlines Technics	Unit	2022
<b>Sum Total</b>	Count	<b>67</b>
Female	%	<b>25%</b>
Male	%	<b>75%</b>

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

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Sum Total</b>	Count	577	173	239	<b>120</b>	-50%
Under 30 years	%	41%	38%	37%	<b>39%</b>	5%
30-39 years	%	23%	24%	20%	<b>20%</b>	-1%
40-49 years	%	25%	27%	28%	<b>23%</b>	-18%
50-59 years	%	10%	9%	12%	<b>15%</b>	24%
Over 60 years	%	1%	2%	3%	<b>4%</b>	25%

Czech Airlines Handling	Unit	2022
<b>Sum Total</b>	Count	<b>199</b>
Under 30 years	%	<b>59%</b>
30-39 years	%	<b>17%</b>
40-49 years	%	<b>14%</b>
50-59 years	%	<b>7%</b>
Over 60 years	%	<b>3%</b>

Czech Airlines Technics	Unit	2022
<b>Sum Total</b>	Count	<b>67</b>
Under 30 years	%	<b>48%</b>
30-39 years	%	<b>18%</b>
40-49 years	%	<b>21%</b>
50-59 years	%	<b>12%</b>
Over 60 years	%	<b>1%</b>

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

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Sum Total</b>	Count	312	788	266	<b>71</b>	-73%
Female	%	45%	36%	42%	<b>46.5%</b>	11%
Male	%	55%	64%	58%	<b>53.5%</b>	-8%

Czech Airlines Handling	Unit	2022
<b>Sum Total</b>	Count	<b>146</b>
Female	%	<b>48%</b>
Male	%	<b>52%</b>

Czech Airlines Technics	Unit	2022
<b>Sum Total</b>	Count	<b>67</b>
Female	%	<b>25%</b>
Male	%	<b>75%</b>

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

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Sum Total</b>	Count	312	788	266	<b>71</b>	-73%
Under 30 years	%	34%	25%	21%	<b>27%</b>	27%
30-39 years	%	25%	19%	29%	<b>28%</b>	-3%
40-49 years	%	19%	26%	29%	<b>25%</b>	-14%
50-59 years	%	13%	17%	14%	<b>14%</b>	-4%
Over 60 years	%	9%	13%	7%	<b>7%</b>	-7%

Czech Airlines Handling	Unit	2022
<b>Sum Total</b>	Count	<b>146</b>
Under 30 years	%	<b>53%</b>
30-39 years	%	<b>20%</b>
40-49 years	%	<b>18%</b>
50-59 years	%	<b>5%</b>
Over 60 years	%	<b>4%</b>

Czech Airlines Technics	Unit	2022
<b>Sum Total</b>	Count	<b>67</b>
Under 30 years	%	<b>48%</b>
30-39 years	%	<b>18%</b>
40-49 years	%	<b>21%</b>
50-59 years	%	<b>12%</b>
Over 60 years	%	<b>1%</b>

## GRI 401-3: Parental Leave

### Total Number of Employees on Parental Leave

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Sum Total</b>	Count	43	32	85	<b>80</b>	-6%
Female	%	98%	100%	100%	<b>99.50%</b>	0%
Male	%	2%	0%	0%	<b>0.50%</b>	0%

Czech Airlines Handling	Unit	2022
<b>Sum Total</b>	Count	<b>24</b>
Female	%	<b>100%</b>
Male	%	<b>0%</b>

Czech Airlines Technics	Unit	2022
<b>Sum Total</b>	Count	<b>10</b>
Female	%	<b>80%</b>
Male	%	<b>20%</b>

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

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Sum Total</b>	Count	9	6	12	<b>4</b>	-71%
Female	%	89%	83%	100%	<b>100%</b>	0%
Male	%	11%	17%	0%	<b>0%</b>	0%

Czech Airlines Handling	Unit	2022
<b>Sum Total</b>	Count	<b>20</b>
Female	%	<b>100%</b>
Male	%	<b>0%</b>

Czech Airlines Technics	Unit	2022
<b>Sum Total</b>	Count	<b>4</b>
Female	%	<b>100%</b>
Male	%	<b>0%</b>

## GRI 403-9: Work-related Injuries

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

Prague Airport Group	Unit	2019	2020	2021	2022	Y-o-Y % Change
<b>Sum Total</b>	Count	156	76	126	<b>119</b>	-6%
Injuries with Incapacity	Count	45	27	43	<b>29</b>	-33%
Injuries without Incapacity	Count	111	49	83	<b>90</b>	8%
Fatalities	Count	0	0	0	<b>0</b>	0%

*Sum totals are reported because until 2022, the area of health and safety of all subjects within the Prague Airport Group was managed by one responsible person.*



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

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

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
Female	h	5.3	4.1	3.5	<b>3.4</b>	-3%
Male	h	5.1	4.5	3.2	<b>2.9</b>	-9%

Czech Airlines Handling	Unit	2022
Female	h	<b>52.03</b>
Male	h	<b>47.28</b>

Czech Airlines Technics	Unit	2022
Female	h	<b>11.05</b>
Male	h	<b>42.13</b>

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

Prague Airport	Unit	2019	2020	2021	2022	Y-o-Y % Change
Administration	h	5	4.5	3	<b>2.8</b>	-8%
Safety and Security	h	6.2	4.8	4.1	<b>4</b>	-2%
Operational (technical + workmen)	h	3.5	3.4	2.2	<b>2</b>	-11%
Management	h	6.1	5.7	3.7	<b>3.5</b>	-6%

Czech Airlines Handling	Unit	2022
Administration	h	<b>11.58</b>
Safety and Security	h	<b>0</b>
Operational (technical + workmen)	h	<b>53.22</b>
Management	h	<b>8.25</b>

Czech Airlines Technics	Unit	2022
Administration	h	<b>17.98</b>
Operational (technical + workmen)	h	<b>43.79</b>
Management	h	<b>23.48</b>





# 2022 GRI content index

## General Disclosure

In this Content Index, the Prague Airport Group reports information regarding the previous calendar year period (1 January 2022 - 31 December 2022), in which it refers to selected indicators (or parts thereof) of the GRI standards (the ,with reference to' variant).

## GRI 1 Use

GRI 1: Foundation 2021

ZOUR = Report on Sustainable Development and ESG Strategy of the Prague Airport Group for the year 2022; VZ = Consolidated Annual Report of the Letiště Praha, a. s., company for the year 2022

GRI STANDARD	INDICATOR	REFERENCE   COMMENT	
GRI 2: General Disclosures 2021	<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>		
	2-1	<b>Organizational Details</b>	ZOUR pp. 5-9; VZ pp. 3-9
	2-2	<b>Entities Included in the Organization's Sustainability Reporting</b>	ZOUR pp. 5-9
	2-3	<b>Reporting Period, Frequency, and Contact Point</b>	The Report maps the reporting period of the previous calendar year, i.e., 1/1/2022 – 31/12/2022. The Report is drafted once a year since 2009 in different forms. We truly welcome any feedback on our sustainability and ESG strategy. You can submit your initiatives via e-mails sent to <a href="mailto:csr@prg.aero">csr@prg.aero</a> .
	2-4	<b>Restatements of Information</b>	There was no restatement of previous year information.
	2-5	<b>External Assurance</b>	The 2022 Prague Airport Group Sustainable Development and ESG Strategy Report was not externally audited.
	<b>ACTIVITIES AND WORKERS</b>		
	2-6	<b>Activities, Value Chain, and Additional Business Relationships</b>	ZOUR pp. 6-9; VZ pp. 4-6
	2-7	<b>Employees</b>	ZOUR pp. 48-57, 83; VZ pp. 8-9
	2-8	<b>Workers Who Are Not Employees</b>	ZOUR pp. 56, 83
	<b>GOVERNANCE</b>		
	2-9	<b>Governance Structure and Composition</b>	VZ pp. 7-8
	2-10	<b>Nomination and Selection of the Highest Governance Body</b>	The nomination of the members of the Board of Directors is the responsibility of the selection committee of the Ministry of Finance, which evaluates individual applicants on the basis of the conditions for the performance of the role set out in Section 11 of Act No. 353/2019 Coll., on the selection of persons to the management and supervisory bodies of legal entities with state ownership (the Nomination Act).
	2-11	<b>Chair of the Highest Governance Body</b>	ZOUR pp. 19-20; VZ pp. 7
	2-12	<b>Role of the Highest Governance Body in Overseeing the Management of Impacts</b>	ZOUR pp. 19-20
2-13	<b>Delegation of Responsibility for Managing Impacts</b>	ZOUR pp. 19-20	
2-14	<b>Role of the Highest Governance Body in Sustainability Reporting</b>	ZOUR pp. 19-20	
2-15	<b>Conflict of Interest</b>	ZOUR pp. 71	

GRI STANDARD	INDICATOR	REFERENCE   COMMENT	
GRI 2: General Disclosures 2021	STRATEGY, POLICIES, AND PRACTICES		
	2-22	Statement of Sustainable Development Strategy	ZOUR pp. 4
	2-28	Membership Associations	ZOUR pp. 10
	STAKEHOLDER ENGAGEMENT		
	2-29	Approach to Stakeholder Engagement	ZOUR pp. 21
GRI 3: Material Topics 2021	2-30	Collective Bargaining Agreements	VZ pp. 8
	3-2	List of Material Topics	ZOUR pp. 20, 22
GRI 201: Economic Performance 2016	3-3	Management of Material Topics	ZOUR pp. 20
	201-1	Direct Economic Value Generated and Distributed	ZOUR pp. 14; VZ pp. 11, 19
GRI 205: Anti-corruption Policy 2016	201-4	Financial Assistance received from Government	VZ pp. 29
	205-1	Operations Assessed for Risks Related to Corruption	All operations of the Group are continuously analysed in terms of corruption risks.
GRI 302: Energy 2016	205-2	Communication and Training about Anti-corruption Policies and Procedures	ZOUR pp. 71
	302-1	Energy Consumption within the Organization	ZOUR pp. 28–29, 76
	302-3	Energy Intensity	ZOUR pp. 76
GRI 303: Water and Effluents 2018	302-4	Reduction of Energy Consumption	ZOUR pp. 28–29
	303-1	Interactions with Water as a Shared Resource	ZOUR pp. 45
	303-3	Water Withdrawal	ZOUR pp. 76
	303-4	Water Discharge	ZOUR pp. 76
GRI 304: Biodiversity 2016	303-5	Water Consumption	ZOUR pp. 76
	304-1	Operational Sites Owned, Leased, Managed in, or adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	ZOUR pp. 81–82
GRI 305: Emissions 2016	304-2	Significant Impacts of Activities on Biodiversity	ZOUR pp. 31–33
	305-1	Direct (Scope 1) GHG Emissions	ZOUR pp. 28, 77
	305-2	Energy Indirect (Scope 2) GHG Emissions	ZOUR pp. 28, 77
	305-3	Other Indirect (Scope 3) GHG Emissions	ZOUR pp. 28, 77
	305-4	GHG Emissions Intensity	ZOUR pp. 28, 77
	305-5	Reduction of GHG Emissions	ZOUR pp. 28–29, 40, 77
	305-6	Emissions of Ozone-depleting Substances (ODS)	ZOUR pp. 77
GRI 306: Waste 2020	305-7	Nitrogen Oxides (NOx), Sulphur Oxides (SOx), and Other Significant Air Emissions	ZOUR pp. 40, 78
	306-2	Management of Significant Waste-related Impacts	ZOUR pp. 41–44
	306-3	Waste Generated	ZOUR pp. 42, 78–79
	306-4	Waste Diverted from Disposal	ZOUR pp. 43, 79

GRI STANDARD	INDICATOR	REFERENCE   COMMENT	
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	ZOUR pp. 51–52, 84	
	401-2 Benefits Provided to Full-time Employees	ZOUR pp. 55 More information on benefits can be found on the Prague Airport's career website: <a href="http://www.prg.aero/en/careers">www.prg.aero/en/careers</a> .	
	401-3 Parental Leave	ZOUR pp. 52, 56, 85	
GRI 403: Occupational Health and Safety 2018	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	Identifying and evaluating risks, and implementing measures before they take effect is a basic obligation imposed on employers by the valid legal regulations in the field of occupational health and safety. The employer keeps documentation on the identification and assessment of risks and on the mitigation measures implemented. Only a professionally qualified person in risk prevention can be entrusted with the identification and assessment of risks. Risk assessment is an ongoing process which requires regular updating factoring in changes to all facts which affect the area of occupational health and safety protection. In the event of an occupational accident, the employee (or witness to the event) is obliged to immediately initiate first aid and call for medical or other professional assistance. The employee is also obliged to report the work accident to the supervisor without unnecessary delay. As soon as a supervisor or an employee who is authorised by the supervisor becomes aware of a work-related accident, they are obliged, in addition to filling out an electronic record of the accident, to arrange for an alcohol test to be administered. The occupational accident is immediately reported to the safety officer, who, depending on the nature and severity of the accident, may participate in the investigation of the causes and circumstances of the accident.	
	403-3 Occupational Health Services	ZOUR pp. 54, 57	
	403-5 Worker Training on Occupational Health and Safety	Every new employee entering in the employment relationship must complete the initial OSH training. Upon arrival at the workplace, a practical briefing on health and safety follows. Rank-and-file employees must be trained on health and safety on a periodic basis once every two years, or according to the risk assessment conclusions. The employee completes extraordinary OSH training upon re-entering the workplace; after an occupational accident; when changing the type of work; when switching the position or role; when ordered by the inspectorate or the state health department, etc.	
	403-6 Promotion of Worker Health	ZOUR pp. 54, 57	
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts	ZOUR pp. 54, 57	
	403-8 Workers Covered by an Occupational Health and Safety Management System	The safety and health protection system at work applies to all employees of the Prague Airport Group.	
	403-9 Work-related Injuries	ZOUR pp. 57, 85; VZ pp. 8	
	GRI 404: Training and Education 2016	404-1 Average Hours of Training per Year per Employee	ZOUR pp. 86
		404-2 Programmes for Upgrading Employee Skills and Transition Assistance Programmes	ZOUR pp. 56
GRI 408: Child Labour 2016	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labour	The Prague Airport Group does not cooperate with business partners, nor does it operate in areas where there would be a risk of child labour incidents.	
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labour	The Prague Airport Group does not cooperate with business partners, nor does it operate in areas where there would be a risk of forced or compulsory labour incidents.	
GRI 413: Local Communities 2016	413-1 Operations with Local Community Engagement, Impact, Assessments, and Development Programmes	ZOUR pp. 58–66	

