

Non-Financial Statement 2024

State Joint Stock Company
Riga International Airport

RIX

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01

Information about the Company and the Non-Financial Statement

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The registered office of SJSC STARPTAUTISKĀ LIDOSTA RĪGA is Riga Airport 10/1, Mārupe Municipality, LV-1053, Latvia.

SJSC RIGA INTERNATIONAL AIRPORT carries out its economic activity in the Republic of Latvia.

Reporting period
Financial year reporting period
Reporting frequency
Publication date
Publication date of the previous report
Comparative period
Standards used
Scope of the report
Content of the report

Corrections to the information provided in previous reports

Limited assurance report

Selection of the limited assurance engagement provider
Relationship of the limited assurance provider to the company
Report format

Contact details

Responsibility for preparing and approving the report

01.01.2024–31.12.2024
01.01.2024–31.12.2024
According to the Global Reporting Initiative (GRI) Standard, reporting frequency is once a year.
3 July 2024
2024 (where binding, an additional period up to the last five years)
The 2024 Non-Financial Statement has been prepared in accordance with the GRI Standard.
The Non-Financial Statement contains information about SJSC RIGA INTERNATIONAL AIRPORT
The Non-Financial Statement discloses information about SJSC RIGA INTERNATIONAL AIRPORT and the topics and disclosures relevant to its sustainability. The Non-Financial Statement covers the most relevant and material topics. In accordance with the GRI Standards, the report identifies 49 thematic disclosures covering 20 material topics, supplemented by six sector-specific disclosures from the Airport Operators Sector Standard and three additional disclosures. The GRI disclosure table indicates the page on which the information corresponding to each disclosure can be found.
The disclosure related to indicator AO9 on approved aircraft bird strikes per 10 000 flights in 2023 has been clarified, identifying an error in the calculation. This error did not affect the overall bird strike rate.
A limited assurance report on the 2024 Non-Financial Statement has been provided by SIA Ernst & Young Baltic and is available on page 209.
The limited assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 “Assurance Engagements Other than Audits or Reviews of Historical Financial Information”.
See the explanation of Corporate Governance Principle No 6.
During the reporting period, SIA “Ernst & Young Baltic” provided audit services for the 2024 Annual Report of SJSC “RIGA INTERNATIONAL AIRPORT”.
The Non-Financial Statement is available electronically on the Riga Airport website www.riga-airport.com (in Latvian ¹ and English ²).
Email address for suggestions and questions about the Non-Financial Statement: quality@riga-airport.com .
The Non-Financial Statement is the responsibility of the Board of SJSC RIGA INTERNATIONAL AIRPORT, which certifies that the information contained in the Statement is true and gives a true and fair view of the Company’s activities in the year 2024.
Before its publication, the Non-Financial Statement is approved and signed by the Board of SJSC RIGA INTERNATIONAL AIRPORT, approved by its Supervisory Board and the shareholder. The Non-Financial Statement was approved by the Board on 11 April 2025.

1 Available in Latvian at <https://www.riga-airport.com/lv/ilgtspejas-parskati>

2 Available in English at <https://www.riga-airport.com/en/sustainability-report>

Foreword

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In 2024, Riga Airport continued to work actively to implement its Sustainability Strategy, achieving significant results in this area and also setting new targets. The Airport’s performance in the field of sustainability is confirmed by the annual Sustainability Index assessment, where in 2024 we were awarded the highest – Diamond category, as one of only seven companies in Latvia to achieve this distinction repeatedly.

Detailed information about the company’s performance can be found in this report, but the key strategic steps in 2024 include the updated NetZero roadmap, where Riga Airport has significantly shortened the timeline and undertakes a commitment to achieve climate neutrality by 2035. We are also pleased that the Airport’s performance in reducing CO2 emissions has enabled it to achieve Level 3 in the international Airport Carbon Accreditation (ACA) programme.

To achieve Level 3 of the ACA program, Riga Airport has reduced its direct emissions by installing solar panel parks, electrifying its fleet, and improving the company’s energy efficiency. The Airport has also started measuring and estimating the climate impact of its stakeholders, calculating the carbon footprint of Scope 3 emissions. The stakeholder engagement in climate change mitigation is an essential step towards achieving Level 3 certification. For this reason, the airport developed its first Stakeholder Engagement Plan in 2024, outlining various engagement activities.

In 2024, in consultation with partners and community, we developed a new Noise Reduction Action Plan to reduce aircraft noise in Mārupe and Olaine Municipalities, Riga and Jūrmala. The plan was developed in collaboration with the municipalities, public authorities, airlines, and SJSC Latvijas Gaisa Satiksme (LGS), incorporating suggestions received from the community during the presentations of the strategic noise map.

In 2024, we also started working on the Airport’s new long-term development plan and its strategic environmental impact assessment. The updated development plan will include guidelines and recommendations for the development of Riga Airport over the next 40 years, forecasting changes in traffic volumes and the appropriate development of the airport area and infrastructure up to 2050 and beyond. Riga Airport will remain Latvia’s gateway to the world, and our new long-term development plan will strengthen our strategic vision of becoming the hub for Northern European traffic, further enhancing Latvia’s competitiveness in the region. We will develop the plan in line with the guidelines outlined in the International Civil Aviation Organization (ICAO) Airport Planning Manual, assessing the main political, economic, social, technological, environmental and other factors affecting the economic performance and competitiveness of the airport. It will also take into account forecasts of international aviation organisations and companies, airlines’ operational plans and Riga Airport’s planned passenger and cargo traffic forecasts. An integral part of Riga

Airport’s long-term development plan will be the enhancement of operations and infrastructure needed to meet the European Green Deal, climate neutrality, and sustainability goals.

Among the key sustainability projects implemented in 2024 are the second solar panel project on the airport’s waste hangar roof and the roof of the Technical Services building. Designing of a solar panel park on the northern part of the aerodrome has been started. In 2024, nine new electric buses were received from the manufacturer and put into operation, replacing outdated diesel-powered buses. A specialized electric ambulift was also purchased for transporting passengers with reduced mobility at the airport. Additionally, the necessary electric charging infrastructure was established both at the airport and in public areas. Moreover, the reconstruction of the Airport’s electricity supply system was completed in 2024, leading to a significant improvement in both energy efficiency and the security of the Airport’s electricity supply.

Riga Airport also contributes to the development of new technologies and innovations - as one of the partners of the INTERREG Baltic Sea Region project “BSR HyAirport” we have researched the requirements of the Latvian and international legal framework for the use of hydrogen at airports. This is the first review of the Latvian and international legal framework, which focuses on the requirements on hydrogen in European Union (EU) legislation, strategic documents, Latvian national

legislation, national planning documents and various standards.

In 2024, the Airport continued working on the passenger terminal expansion or Phase 6 of the Airport Development Project: the first stage of the construction procurement was completed. The terminal expansion project has been granted a provisional BREEAM “Excellent” certification, confirming that the terminal will adhere to the highest sustainability standards once constructed according to the design.

This year, we continued to drive the digitalization process within the company, with one of the key projects being the newly developed HR portal. This portal has streamlined and improved the efficiency of handling everyday tasks for employees, such as receiving benefits and other tangible rewards, applying for leave, etc. Cybersecurity issues are a major focus in aviation, as in other areas of life. Significant resources are allocated to ensuring that air traffic, flight control and ground operations remain safe.

In 2024, Riga Airport handled 7.12 million passengers that is 7% more than last year but 9% less than in 2019. The number of direct passengers exceeded pre-pandemic levels by 3%, reaching 5.57 million passengers. The extensive route network from Riga - more than 100 destinations in the summer season - contributed not only to the increase in direct passengers, but also to the growth in the number of transfer and transit passengers. In 2024, 1.55 million passengers, or 22% of the total, used Riga Airport as a connecting point for onward flights – a 9%

increase compared to 2023, but still more than a third lower than in 2019.

The war in Ukraine resulted in a 2% year-on-year decline in air cargo traffic last year. However, the final months of the year showed signs of recovery, driven by the launch of new cargo routes by Lufthansa Cargo and Uzbekistan’s Fly Khiva, as well as an increase in military cargo.

Anticipating future needs in civil-military cooperation and continuing to develop the cargo segment as one of the company’s strategic objectives, RIX Riga Airport, with EU co-funding, will undertake an ambitious reconstruction project in the coming years. This project will involve the complete rebuilding of the existing apron No. 4, aiming to provide dual-use TEN-T infrastructure for both civil and military purposes. The contract signed with the European Climate, Infrastructure, and Environment Executive Agency (CINEA) for the financing of the project “Reconstruction of Apron 4 of SJSC Riga International Airport to provide dual-use TEN-T infrastructure for civil and military purposes” covers the reconstruction of the hard pavement of Apron No. 4 over an area of 80 000 square meters. This project will create ten different configurations for Class A - E aircraft parking areas, taxiways, and service lanes. This will enable Riga Airport to increase the number of aircraft parking bays for future development, further expand the cargo handling area and at the same time contribute to military mobility, which is

particularly important in the current geopolitical environment. Overall, the European aviation industry can be considered to have recovered from the Covid-19 pandemic, although business volumes have not yet fully returned to pre-pandemic levels. Riga Airport has also successfully completed its participation in the State aid instrument granted to the company to cover the losses caused by the Covid-19 crisis, overcome the economic crisis and stabilise the sector. The relevant Cabinet Decision was adopted in August 2024³, with 31 December 2023 as the date of completion of the State aid instrument.

The war in Ukraine, the military conflicts in the Middle East, and the related sanctions and airspace closures continue to significantly impact service volumes, particularly air freight and transit passenger numbers. Passenger flows are highest to warmer destinations, with increased demand for short- to medium-haul flights, including more frequent short-haul holiday trips. Passengers appreciate the diverse range of routes from Riga, including an increase in available seats of around 10% in 2024 compared to 2023. The balanced destination map, which reduces seasonal differences between winter and summer routes, is a strategy that helps Riga Airport to reduce the typical drop in passenger numbers in winter. In addition, airlines have increased the number of available seats in 2024 and optimized

flight schedules, resulting in higher seat occupancy, particularly for holiday travel.

Efforts to reduce harmful emissions remain the key focus for the sector. The whole aviation industry continues to work on this challenge, seeking common solutions and new innovations.

Geopolitical and economic factors, high inflation, declining purchasing power and other related processes will be the biggest challenges for the year ahead.

In 2024, Riga Airport celebrated its 50th anniversary with a diverse and extensive programme of events. The company began the year by launching its new brand, establishing a modern and contemporary visual and content identity to support its business objectives. Throughout the year, various events were held to engage both employees and the wider public, culminating in the second half of the year with a special Riga Airport 50th Anniversary Gala Reception as part of the Riga Aviation Forum. More than 13 000 people will also cherish fond memories of the exhibition showcasing Riga Airport’s impressive aerodrome equipment on the AB Dam, located in the heart of the capital. This event took place in August as part of Riga’s birthday celebrations.

Our partner, the Latvian Aviation Association, made a significant contribution to the airport’s anniversary by publishing the first scientific study on the history of Riga Airport—the book Riga Air-

port in Different Eras. In collaboration with Latvijas Pasts and the renowned Latvian artist Ritums Ivanovs, a stamp commemorating the 50th anniversary of Riga Airport was also released.

In 2025, we will continue to advance our ongoing and planned sustainability and innovation projects. Our focus will remain on implementing our customer service strategy and enhancing the customer overall experience at the airport, with the goal of achieving the next level of ACI customer service accreditation. A key challenge will be to thoroughly prepare for the new European Union sustainability reporting requirements, which the airport begun addressing already in 2024. The aim is to prepare the sustainability report next year in accordance with the Sustainability Disclosure Law and the European framework.

To expand our offerings to passengers, we will continue our collaboration with the existing carriers and seek new partnerships, ensuring that the next summer season brings exciting new destinations to our passengers. Riga will maintain its position as the airport offering the widest route network in the Baltics, with the largest number of unique destinations. We forecast handling 7.4 million passengers in 2025.

Laila Odiņa
Chairperson of the Board of SJSC Riga International Airport

3 Cabinet decision available at https://tapportals.mk.gov.lv/legal_acts/c570d921-4007-4b75-b24c-975e6311dae3#

Awards and recognitions in 2024



Diamond category in the Sustainability Index rating⁴



Family Friendly Workplace status (Society Integration Foundation)⁷



Acknowledgements at the Autism Good Practice Conference



Ranked third among Eastern European airports by the aviation industry rating agency “Skytrax”⁵



Level 3 of the international Airport Carbon Accreditation (ACA) programme⁸



Annual Award for the Healthy Employee Nutrition Project from the Latvian Association for People Management



Gold Status in the Diversity Assessment (Society Integration Foundations)⁶



Mārupe Entrepreneurs Annual Reward for contribution to education in the municipality⁹



Level 2 in the International Customer Experience Accreditation Programme¹⁰

4 Source: Korporatīvās ilgtspējas un atbildības institūts, 2025. Ilgtspējas indekss <https://www.incsr.eu/novertejumi/ilgtspejas-indekss/>
5 Source: Skytrax, World Airport Awards, 2024. Top 10 Airports by World Region 2024 <https://www.worldairportawards.com/top-10-airports-by-world-region-2024/>
6 Source: Dažādībā ir spēks zelta statusa ieguvēji 2024 <https://www.dazadiba.lv/resources/dazadiba-ir-speks-zelta-statusa-ieguveji-2024/>
7 Source: Līdz 10.02.2025. statusu “Ģimenei draudzīga darbavieta” ieguvušie darba devēji <https://vietagimenei.lv/gimenei-draudziga-darbavieta/programmas-dalibnieki/>
8 Source: Airport Carbon Accreditation, Accredited Airports across the world [skatīts 10.02.2025] Accredited Airports - Airport Carbon Accreditation
9 Source: Mārupes novads, 2024. Svinīgā ceremonijā godināti un sveikti izcilākie Mārupes novada uzņēmēji | Mārupe <https://www.marupe.lv/lv/uznemejdarbiba/zinas/sviniga-ceremonija-godinati-un-sveikti-izcilakie-marupes-novada-uznemeji>
10 Source: ACI World, 2024. Airport Customer Experience Accreditation | <https://aci.aero/programs-and-services/asq/airport-customer-experience-accreditation/>

About Riga Airport

2-1, 2-6

Riga Airport plays a strategic role in the development of the Latvian economy. As the largest international airport in Latvia and the leading air traffic infrastructure company in the Baltics, it provides essential infrastructure for the regular transport of passengers, cargo, and mail. Additionally, the airport plays a crucial role in supporting military operations and flights of national importance within Latvia. In the Baltic countries, Riga Airport handled 41% of all passengers in 2024 (compared to 42% in 2023), 39% of flights (40% in 2023), and 37% of total cargo (40% in 2023).

Riga Airport is part of the TEN-T network, which enhances accessibility and mobility across the EU. In 2024, Riga Airport offered scheduled and charter connections to 46 countries. The airport categorizes its customers into two main groups: corporate customers, which include airlines, business partners and service providers, and the other group of end customers, consisting of passengers, and those seeing them off or welcoming them.

The core of Riga Airport's economic activity is providing the infrastructure and maintenance necessary for passenger, cargo,

and aircraft handling, complemented by related services. To fulfil its core business—providing aviation and non-aviation services to air carriers and passengers—Riga Airport must comply with general aviation and regulatory requirements while continuously expanding its service offerings and striving to meet customer needs as effectively as possible.

The range and quality of services available at airports are among the most important competitive factors. Owing to the infrastructure and services provided by Riga Airport, customers and business partners have access to passenger and cargo transportation, rental of premises and areas, as well as various other services, including parking facilities, retail shops, cafés, VIP lounges, etc.

Riga Airport is a state joint-stock company of the Republic of Latvia, with the Ministry of Transport of the Republic of Latvia as the holder of its state shares.

Information about the value chain is presented schematically in the section «Value Chain».

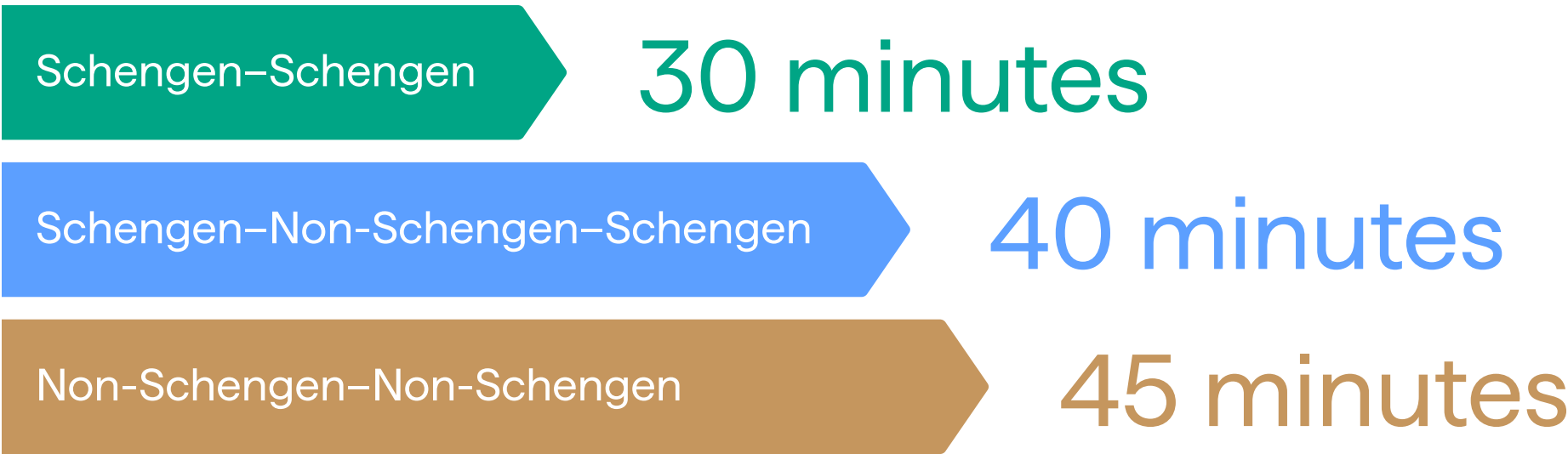


Airport in facts and figures (2024)

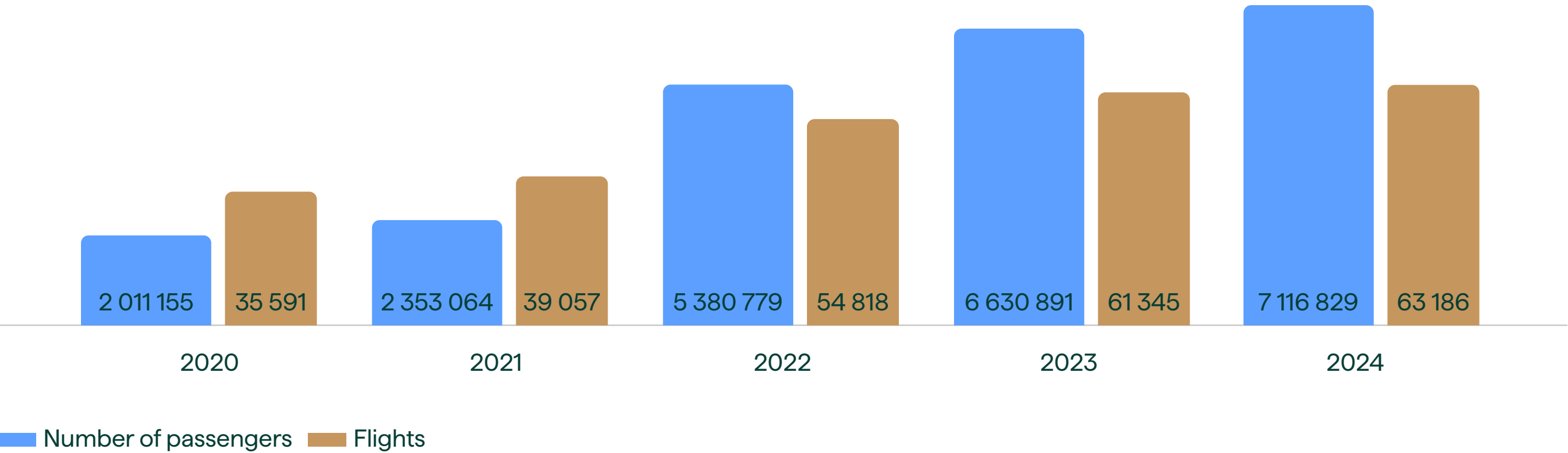


¹¹ Depending on the number of passengers during peak hours, a lower service level results in longer waiting times in line.

Minimum connecting time
between flights



Number of passengers and flights served:



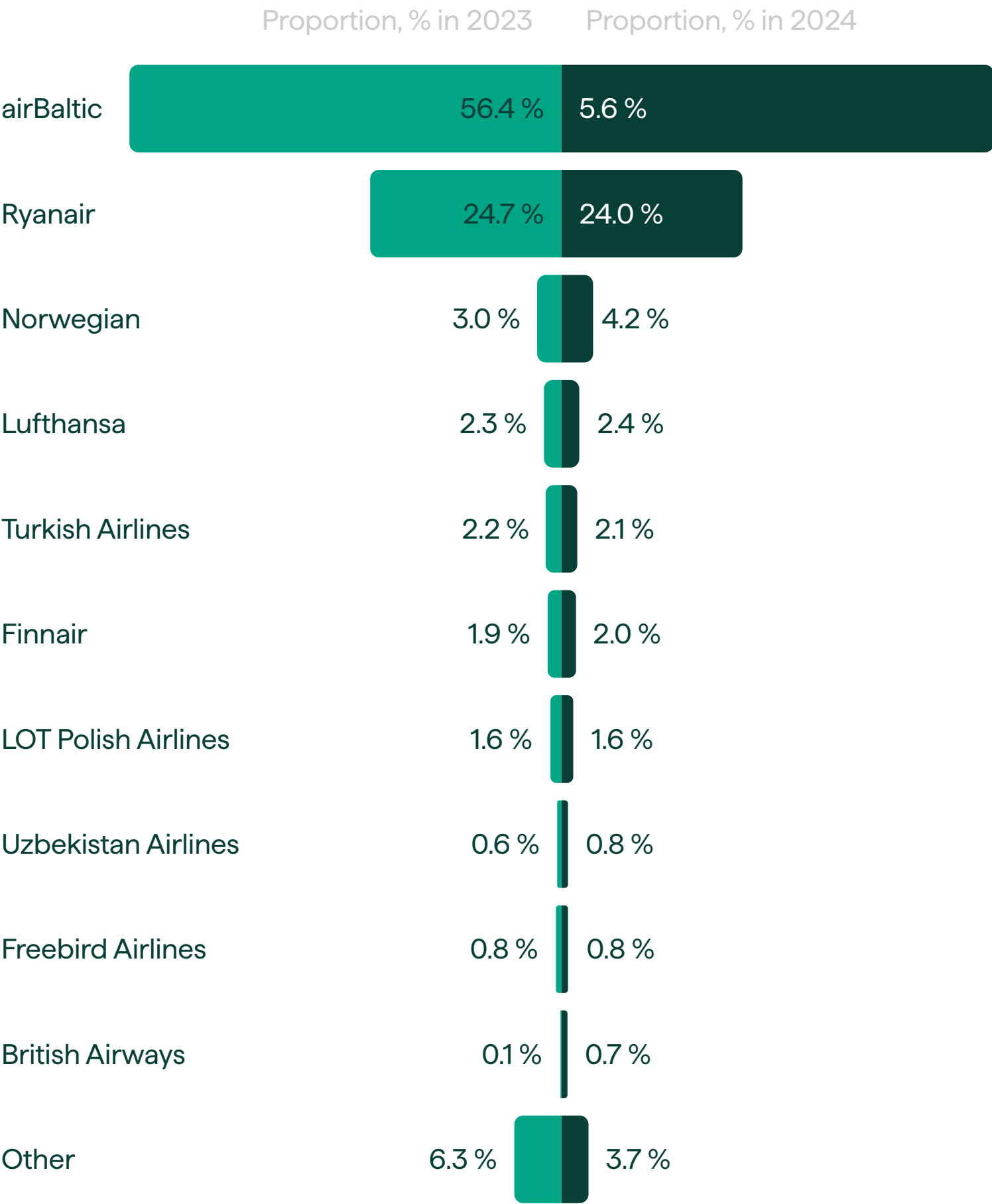
Key financial indicators

EUR	2020	2021	2022	2023	2024
Net turnover	29 797 924	31 768 910	57 924 484	72 500 788	77 628 572
EBITDA	-3 634 159	-3 126 152	11 364 971	13 760 118	11 165 131
Profit or loss	-15 846 347	-9 423 404	286 498	1 612 140	3 441 352

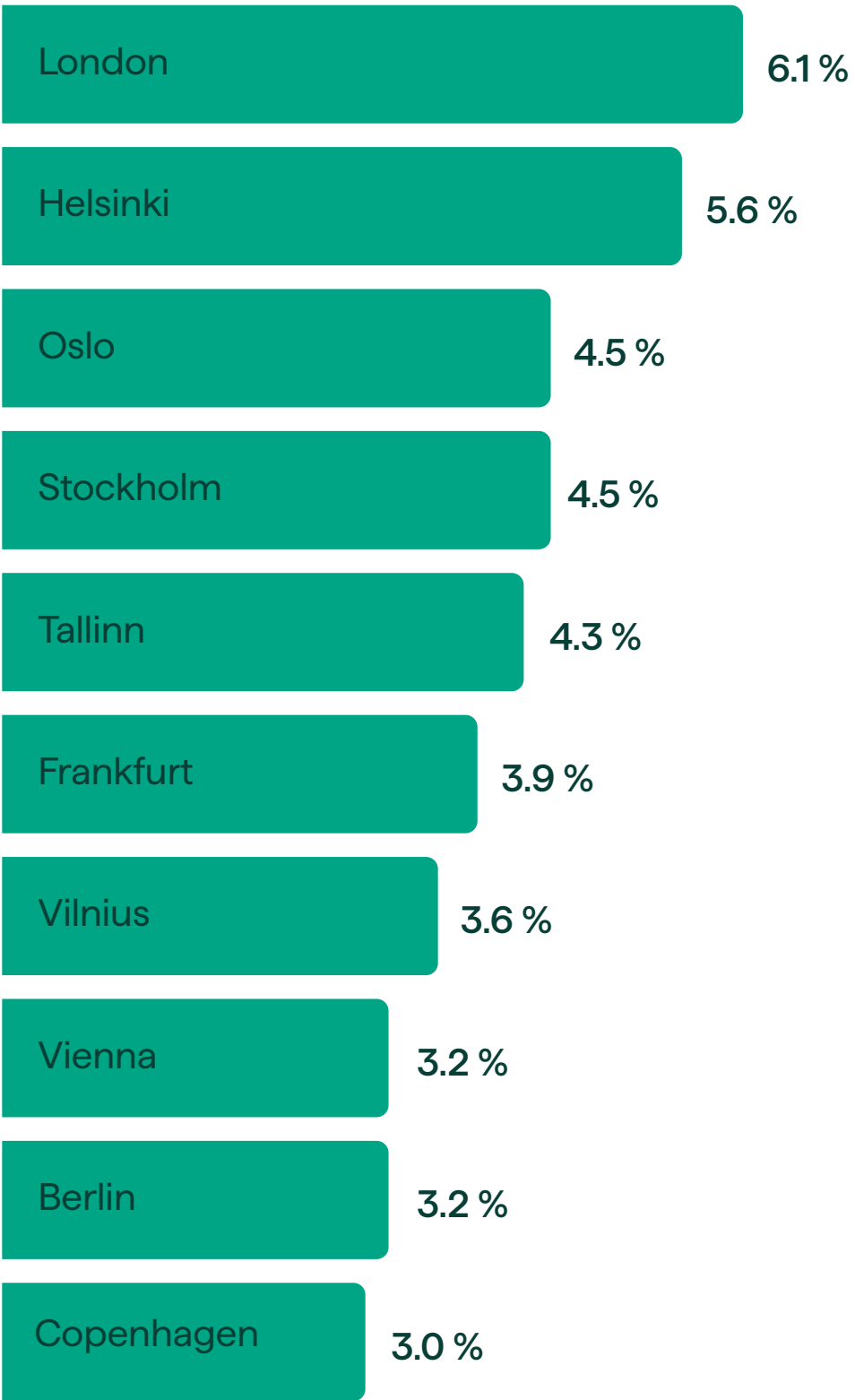
More information on the financial results can be found in the Riga Airport 2024 Financial Report, available on the company's website¹².

12 The annual reports are available in Latvian at www.riga-airport.com/lv/gada-parskati and in English at www.riga-airport.com/en/annual-report

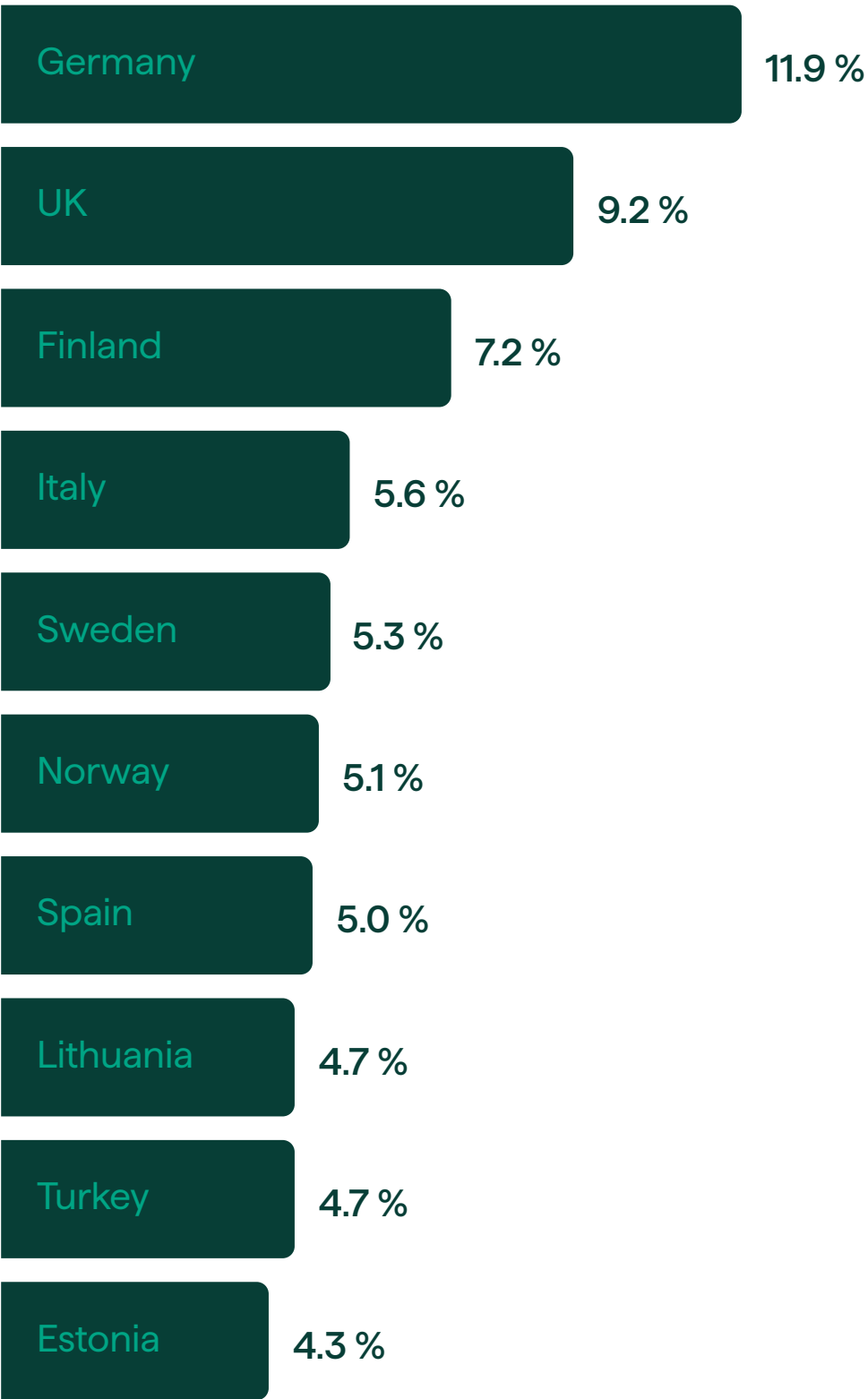
Major carriers by the number of passengers carried in 2024:



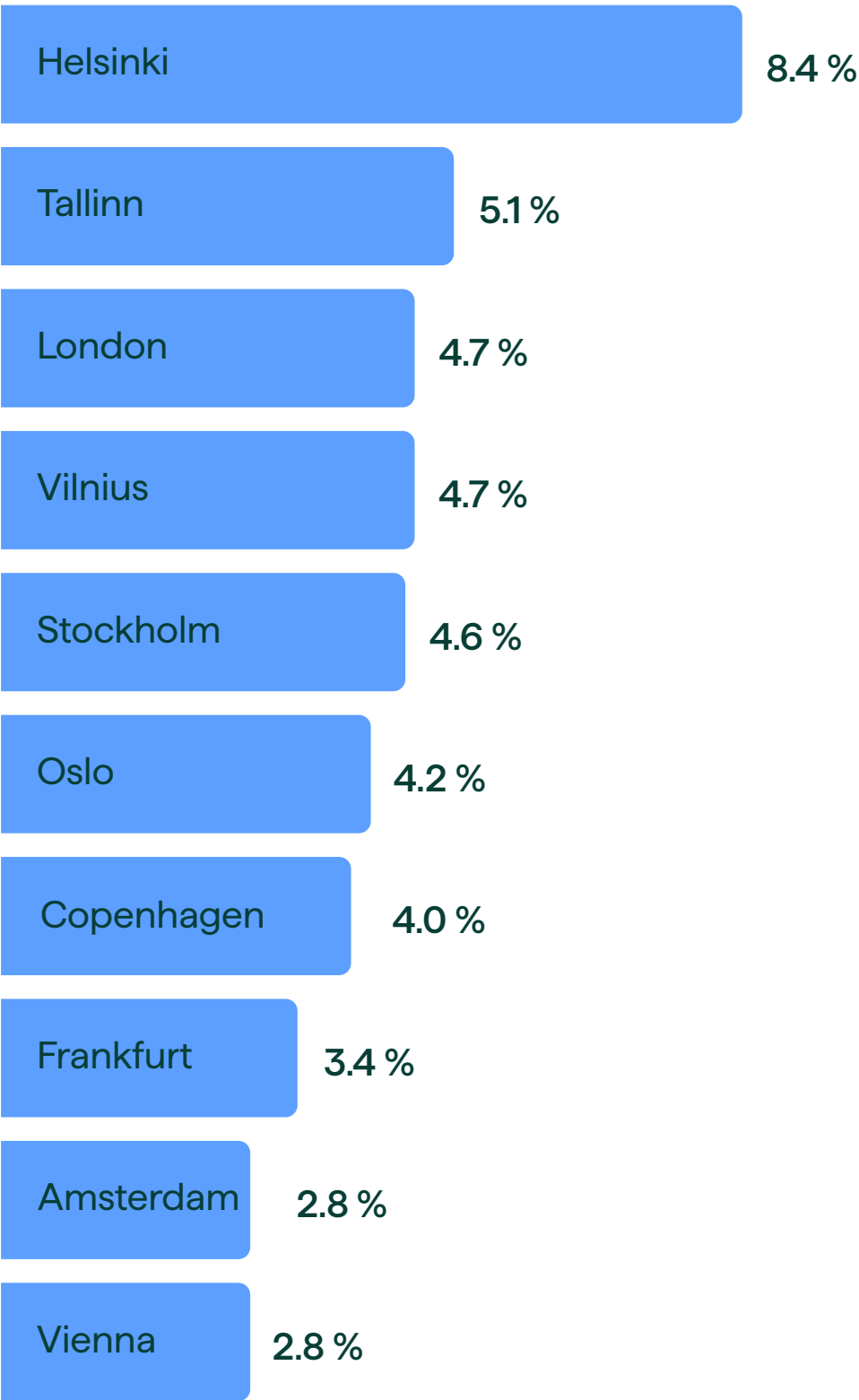
TOP 10 destinations by the number of passengers carried:



TOP 10 countries by the number of passengers carried:



TOP 10 destinations by the number of flights:



Business volume

Mission, vision and values

Mission

Riga Airport is an international traffic hub that facilitates Latvia’s economic growth of the economy of Latvia by providing convenient and safe connectivity for passengers and business, creating jobs and opportunities for business development.

Vision

An emerging hub of Northern Europe that promotes the competitiveness of Latvia in the region.

Values

The operation of Riga Airport is based on five values

Growth

We develop by fostering the growth of the individual, the team and the company. The key to success in this dynamic industry lies in the passion for learning, perfecting knowledge and skills, implementing innovations and lean processes.

Responsibility

The foundation of our sustainable operations is a responsible approach — analysing and assessing the impact of business decisions on the environment, society, local community and the national economy.

Safety and security

The safety and security of employees, passengers, airport guests and business partners are the pillars of our decisions, processes and actions.

Openness

We provide connectivity and open the gate to new destinations to people and businesses. A diversity of beliefs, ethnicities and religions meet at the airport, and we are open to a respectful and professional cooperation.

Efficiency

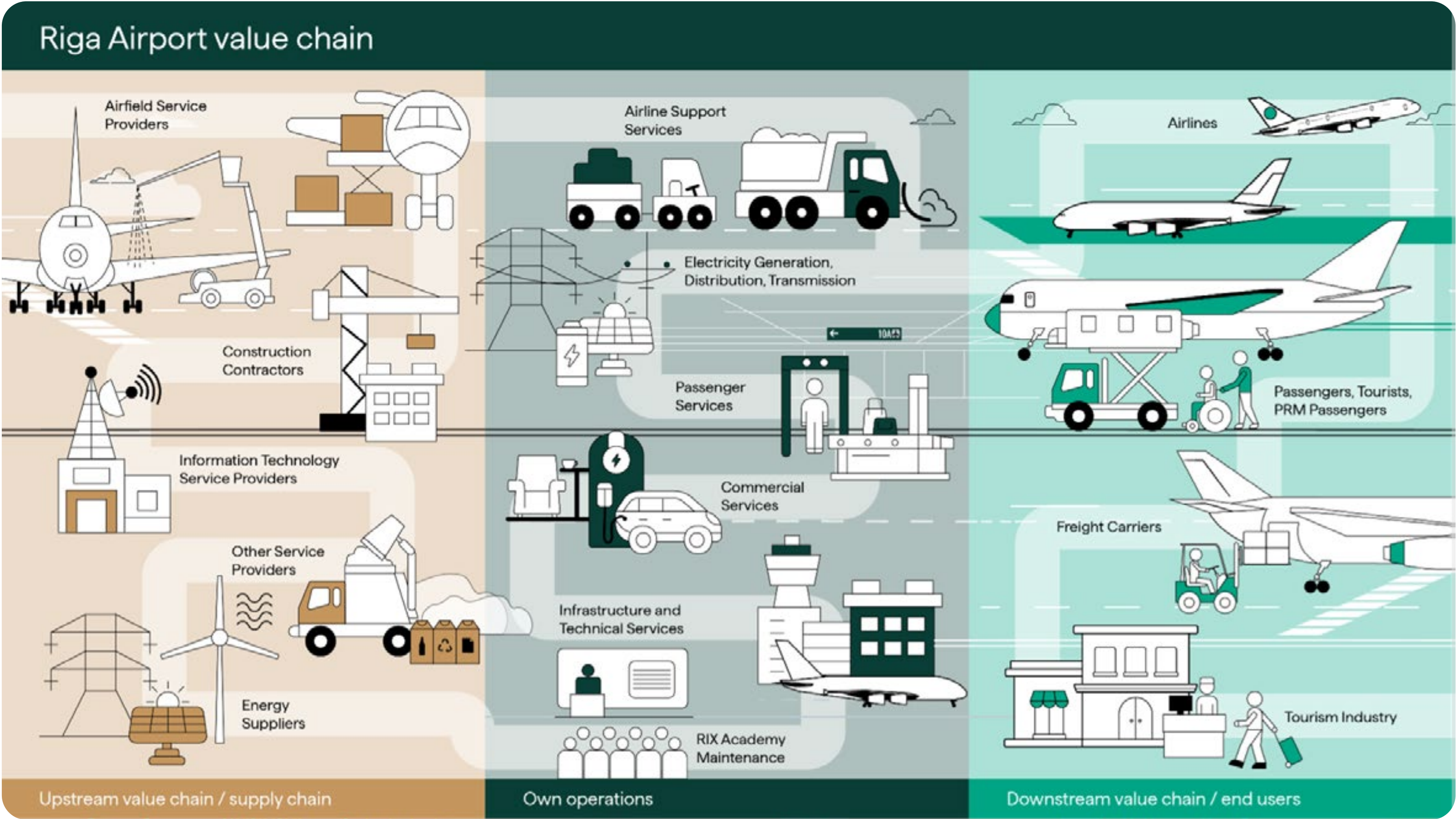
Our operations are based on clear, simple, accessible and efficiently organized processes aimed at creating a positive customer experience.

Value chain

2-6

Value chain stage	Key actors
Upstream value chain	Suppliers and service providers. An overview of suppliers in 2024 is available in the section "Procurement and Supply Chain Management".
Own operations	The airport's main business areas and service categories.
Downstream value chain	Airport end-users and service recipients, as well as industries and segments utilizing the airport services.

In 2024, compared to 2023, there were no significant changes in the upstream or downstream value chain stages, including business relationships. However, in terms of own operations, power generation was introduced in 2024.



Performance results

AO1, AO2, AO3

In 2024, Riga Airport handled 7.12 million passengers, the majority—99.96%—being international passengers, while 0.04% was domestic passengers. Additionally, six scheduled domestic flights to Liepaja were operated in 2024.

Total number of arriving and departing passengers (millions) in 2024

Passengers	Domestic	International	Total
Arriving passengers	0.002	3.552	3.554
Departing passengers	0.001	3.562	3.563
Total	0.003	7.114	7.117

In 2024, direct passengers accounted for 5.57 million, or 78% of the total, while transfer passengers totalled 1.55 million, representing just over one in five (22%).

In 2024, Riga Airport handled a total of 63186 flights.

Overview of passenger, cargo, state and general aviation flights.

	Number of flights during the nighttime		Number of flights during the daytime		Total number of flights	
	23.00-06.59		07.00-22.59		00.00-23.59	
	International	Domestic	International	Domestic	International	Domestic
Commercial passenger flights	9 707	15	47 876	16	57 583	31
Commercial cargo flights	127	0	1 599	1	1 726	1
State aviation flights	30	12	355	530	385	542
General aviation flights	365	12	2 196	345	2 561	357

In 2024, Riga Airport handled 18 794 tonnes of cargo.

Total volume of arriving and departing cargo (t)

Cargos	Carried on specialised cargo flights	Carried on passenger flights	Total
Arriving cargo	4 451	4 191	8 643
Departing cargo	4 080	6 071	10 151
Kravas kopā	8 531	1 262	18 794

External factors and trends affecting the company

As air traffic gradually recovered following the Covid-19 pandemic, the rapidly deteriorating geopolitical situation in the region introduced a range of additional challenges for the aviation industry.

While geopolitical tensions have affected aviation since 2021—following the incident in Belarusian airspace that jeopardized the safety of a civilian aircraft—the situation escalated after Russia's full-scale invasion of Ukraine on 24 February 2022.

Geopolitical developments in the region continue to directly affect the recovery of traffic at Riga Airport, making an impact in 2024, too. International sanctions have led to the suspension of direct flights to Russia and Belarus, as well as significant restrictions on the use of their airspace for overflights.

Meanwhile, the use of Ukrainian airspace and the resumption of direct flights to destinations in Ukraine remain impossible due to ongoing hostilities. Airspace restrictions and the additional costs associated with overflights also challenge carriers in maintaining profitable services to key growth markets in Central Asia, the Caucasus, and the Middle East.

Since the start of these geopolitical events when air traffic was still significantly impacted by the Covid-19 restrictions, assessing

their effect on Riga Airport requires analysing the changes in traffic volumes relative to 2019. Before the pandemic, Riga Airport operated scheduled flights to 11 destinations in Ukraine, Russia, and Belarus, which have not been reinstated due to geopolitical factors. It should also be noted that in 2019, direct flights between Riga Airport and these countries accounted for a significant share of passenger traffic—approximately 16% of the airport's total passenger numbers.

The development of traffic at Riga Airport in 2023 and 2024 was further complicated by additional negative shifts in the geopolitical situation, particularly due to new developments in the Middle East. This included a significant deterioration in security following the terrorist groups attacking on Israeli territory on 7 October 2023. Due to the security situation, direct flights to Israel were suspended in 2023 and it was possible to resume them on a limited basis in the summer of 2024. The escalating conflicts in the Middle East are also dampening demand for other winter holiday destinations in the region, including the Middle East and North Africa. It is expected that the situation in the Middle East will stabilize in 2025, and plans to resume scheduled flights to Israel are made.

The changes in the geopolitical situation have had the greatest impact on transfer passenger traffic at Riga Airport, which has historically been oriented towards East-West passenger flows. According to Riga Airport's assessment, in 2019, nearly 1 million transfer passengers—representing 41% of the total number of transfer passengers using Riga Airport as a connecting hub—travelled to/from destinations in Ukraine, Russia or Belarus on at least one of their flights. In the current geopolitical situation, it is not possible to restore these passenger flows, and it is likely to consider that these transfer flows have been lost.

Although the route network at Riga Airport in 2024 gradually shifted from East-West to North-South transfer flows, developing new connections from the Baltics and Northern Europe to destinations in the Balkans, Caucasus, and Middle East, there is a limited potential to fully compensate for the lost transfer traffic in a stable geopolitical environment. In 2024, Riga Airport handled 1.55 million transfer passengers—still more than a third (35%) less than in 2019.

The volume of air cargo handled at Riga Airport has also been negatively affected by geopolitical developments, which have led

to significant changes in cargo logistics and supply chains. The decline in cargo traffic is directly linked to the impact of international sanctions, which led to the suspension of charter cargo flight programmes to and from China. These flights were primarily operated using Russian airspace and aircraft registered in the Russian Federation. Due to the geopolitical situation, a significant share of freight—such as e-commerce cargo from China—now reaches the Baltics by road from Central Europe. The current geopolitical situation significantly limits the potential to re-establish profitable e-commerce cargo flows through Riga Airport. Similarly, the global economic slowdown, rising energy prices, and supply chain disruptions have contributed to a decline in air freight volumes worldwide between 2022 and 2024. The lost cargo volumes have been partially offset by increased military activity in the region and the addition of new scheduled cargo carriers. However, cargo volumes continued to decline in 2024, with Riga Airport handling 2% less air cargo than in 2023.

The geopolitical situation has shifted demand to alternative destinations and other air hubs, making it difficult to accurately assess its impact on direct passenger traffic. With the gradual restoration of country and destination connectivity following the Covid-19 pandemic, transport growth in 2022 and 2023 was

driven by a strong demand, including pent-up demand, particularly for leisure travel that had been restricted during the pandemic due to epidemiological constraints. The strong demand has led to an increase in passenger numbers, largely compensating for the decline in demand from lost markets. In 2024, Riga Airport handled 5.57 million direct passengers, marking the highest number of direct passengers ever and a 3% increase compared to 2019.

However, in 2024, there was a weakening of demand, as reflected in the carriers' performance, which showed a decrease in fares. This decline was closely linked to recent economic developments, particularly in the context of the ongoing geopolitical situation.

The geopolitical situation within the EU, including Latvia, led to a sharp rise in energy prices in 2022, significantly contributing to the surge in inflation rates. In 2022, the Baltic countries experienced some of the highest inflation rates among EU Member States: Latvia at 17.2%, Lithuania at 18.9%, and Estonia at 19.4%, compared to the EU average of 9.2%. High inflation persisted in 2023, with annual rates of 9.1% in Latvia and Estonia, and 8.7% in Lithuania, while the EU average was 6.4 %¹³. The

European Central Bank interest rates were increased several times between 2022 and 2023 to constrain inflation.

High energy prices, soaring general price levels, and elevated credit interest rates are constraining the consumption and purchasing power of businesses and households. These factors force them to reassess spending, implement austerity measures, and reduce disposable income and savings capacity. Consequently, there is a negative impact on travel behaviour and demand for air travel. Economic growth data indicates a stagnating economy: Latvia's GDP grew by 1.8% in 2024 and 1.7% in 2023. However, GDP growth is projected to be particularly weak in 2024, at only 0.1% compared to 2023¹⁴.

In 2024, inflation was expected to return to the European Central Bank's target of approximately 2%. The inflation easing, the ECB began gradually reduce interest rates in 2024; however, they remained relatively high, continuing to constrain borrowers' purchasing power and consumption¹⁵. The Bank of Latvia forecasted the annual inflation in Latvia to fall to 1.3% in 2024.

While Latvia's economy is projected to experience modest growth in 2025, with the Bank of Latvia forecasting a GDP increase of 2.1% and annual inflation remaining near the

13 Source: Eurostat, 2025, HICP - annual data (average index and rate of change) https://ec.europa.eu/eurostat/databrowser/view/prc_hicp_aind/default/table?lang=en&category=prc.prc_hicp
14 Source: Eurostat, 2025. Gross domestic product (GDP) and main components (output, expenditure and income) https://ec.europa.eu/eurostat/databrowser/view/nama_10_gdp/default/table?lang=en&category=na10.nama10.nama_10_ma
15 Source: European Central Bank, 2025. Key ECB interest rates [accessed 10.02.2025]

European Central Bank's target of approximately 2%¹⁶, geopolitical tensions are likely to introduce significant political uncertainty. These tensions encompass potential shifts in U.S. foreign and trade policies under the new administration that may impact the Latvian economy. High uncertainty and a challenging global macroeconomic environment are expected to lead to increased consumer caution. This, in turn, is likely to impact air travel demand and affect the costs associated with providing transportation services, including fares.

Geopolitical tensions have disrupted and slowed the movement of goods along international logistics and trade routes, already complicated by the COVID-19 pandemic. Fluctuations in fuel prices, along with rising operating expenses driven by inflation and increased labour costs, exert pressure on flight costs, thereby affecting the profitability of air carriers. Additionally, constraints in airspace have led to significant increases in flight durations to certain destinations—such as those from Europe to Asia—resulting in higher operational costs for airlines.

As demand recovers from the COVID-19 pandemic, air carriers encounter significant capacity shortages. Increased aircraft certification requirements and supply chain disruptions cause

delays in the delivery of new aircraft. Several aircraft models, including Airbus A320 and A220, face unexpected operating restrictions on their latest-generation engines. Additionally, the rising costs of short-term ACMI leasing services strain airline budgets further. The industry also faces a shortage of skilled labour, affecting carriers' ability to operate scheduled flights and compelling them to reassess future development prospects. Additionally, air traffic control organizations are forced to restrict airspace usage due to staffing shortages, leading to flight delays and cancellations.

These factors have intensified competition among airports to attract air carrier capacity, while air carriers focus their development on highly profitable, low-risk markets. As there is lower purchasing power, increased price sensitivity, a limited number of population in the Baltic region compared to Western European countries, and its geographical location away from major European markets, air transport development has been slow.

The geopolitical situation has also introduced additional security challenges, including an increase in the frequency and scale of cyber-attacks, as well as heightened risks to strategic infrastructure.

European airports handled 1.8% more passengers in 2024 compared to 2019¹⁷ (growth forecasts ranging from 1.4% to 3.2%).

In 2024, the number of passengers in the Riga Airport catchment area (the region from which direct passengers originate) was 3% higher than in 2019. This aligns with the ACI forecast and slightly surpasses the overall recovery rate of European airports. However, total passenger traffic was 9% lower than in 2019, mainly due to a decline in the transfer market.

Excluding the 6.8 million transfer passengers lost in 2024 due to geopolitical factors, the number of passengers increased by 5% compared to 2019.

According to ACI forecasts¹⁸, European airports are projected to experience a 3.9% to 12.4% increase in passenger traffic in 2025 compared to 2019.

Similarly, developments affecting the aviation industry are linked to the European Green Deal, which requires the industry to move towards climate neutrality in order to reach zero emissions in 2050. The European Green Deal includes a goal to reduce greenhouse gas emissions from the transport sector (including

16 Source: Bank of Latvia, 2024. Macroeconomic Forecasts | December 2024 <https://www.bank.lv/aktualitates-banklv/zinas-un-raksti/jaunumi/17110-makroekonomiskas-prognozes-2024-gada-decembris>
17 Source: Airports Council International data
18 Source: Airports Council International Europe, 2024. European Airport Traffic Forecast Scenarios: May 2024 update <https://www.aci-europe.org/economic-forecasts.html>

aviation) by 90% by 2050 compared to the 1990 levels¹⁹. Achieving these ambitious targets necessitates a comprehensive transformation of the aviation sector, including substantial investments in technology and innovation. This encompasses developing infrastructure for alternative fuels, ensuring the availability and adoption of sustainable aviation fuels (SAF), and investing in specialized equipment powered by alternative energy sources. Preparing the EU economy for climate neutrality is the most impactful element for both the aviation sector and the economies of Member States as a whole.²⁰



19 Source: European Commission website: https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal/transport-and-green-deal_en
20 Source: Cabinet of Ministers, 2025. Draft Conceptual Report “Strategic Long-Term Priorities for the Latvian Aviation Sector until 2050” [accessed 03.02.2025.] https://tapportals.mk.gov.lv/legal_acts/43d07ab0-1014-4795-bffb-909b0101de8b#

Cooperation with stakeholders

2-29

As a sustainable and socially responsible company, Riga Airport aims to identify its true impact and effectively manage its role in society. As a significant contributor to Latvian economy and its future development, Riga Airport engages a diverse range of stakeholders, and collaboration with them is integral to its responsible business practices.

Airport stakeholders have been identified, assessed, and grouped in accordance with GRI guidelines and the AA1000 Stakeholder Engagement Standard.

Riga Airport evaluates the social, governance, environmental, and economic impacts of its operations and engages stakeholders in solving vital issues at various levels, including:

- Surveys: Conducted to identify current issues and evaluate services
- Feedback: Gathering information from customers
- Dialogue: Engaging in individual or collective consultations
- Consultation: Seeking or sharing views with stakeholders
- Involvement (Partnership): Collaborating in joint decision-making and cooperation



In 2022, Riga Airport identified stakeholder groups by involving department Heads and senior specialists in the identification process, which not only helped to define stakeholder groups but also to determine the most important organisations and individuals for each group. The analysis evaluated the extent to which each stakeholder group can influence Riga Airport's economic, environmental, and social performance, as well as the stakeholders' interest in the Airport's achievements in these areas. In April 2022, the company's stakeholders were invited to participate in an online survey to assess sustainability aspects relevant to Riga Airport. In May 2022, during a stakeholder workshop organized by Riga Airport, representatives of key stakeholders shared their perspectives on past collaboration, offered proposals, and expressed expectations regarding issues vital to the company's sustainability.

Significance of Riga Airport stakeholders based on the materiality matrix of economic, environmental, and social aspects

Significance based on the matrix:



1 (A) - high
2 (B, C) - medium
3 (D) - low

	Economy	Environment	Social issues
Shareholder			
Aviation and transport industry organizations			
Airlines			
Banks, financiers			
Employees			
Educational and scientific institutions, innovation centers			
Customers,			
Media			
Municipality			
Suppliers			
Policy makers			
Professional associations			
State supervisory and control institutions			
Environmental organizations			
Other non-governmental organizations			
Representatives of the local community			

Communication with stakeholder groups as needed, but at least once a year.

Overview of communication with stakeholders

Stakeholders	Level, format and frequency of cooperation	Purpose of cooperation
Shareholder	Partnership: - Shareholder’s meetings (as necessary) - Letter of Expectation - Implementation of the Strategy Action Plan (semi-annually)	Define the company's strategic direction and objectives, approve targets, and monitor progress
Aviation and transport sector organisations, professional associations	Conversations and consultations: - Participation in organizational committees (semi-annually) - Membership surveys (as necessary)	Represent the company's interests concerning current developments in the aviation industry, including the formulation of policy documents and legislation affecting the sector
Airport users (airlines, customers, tenants)	Conversations, engagement, surveys, consultations: - Airport Users Committee (semi-annually) - Surveys (annually) - Training (annually) - Workshops (annually)	Agree on strategic and operational issues to enhance employee safety and workplace culture
Representatives of local government and local community	Surveys, feedback, conversations (from 2025): - Passenger survey (quarterly) - Feedback (regularly) - Focus group interviews (quarterly) (from 2025)	Enhance customer service and satisfaction.
Banks, financiers	Consultations and discussions (as necessary)	Raise funds for the company's investment projects
Employees	Discussions, engagement, surveys, consultations: - Meetings between management and union/safety representatives (quarterly) - Employee engagement survey (biennially) and other employee surveys (annually) - Professional development discussions (biennially)	Enforcing collective labour agreements, continually improving the working environment, enhancing occupational health and safety systems, and fostering the skill development, motivation, and loyalty of the staff.
Non-governmental organisations (environmental and other)	Consultation, discussions, involvement: - Consultations on service accessibility and environmental issues (annually) - Cooperation projects/partnerships (annually)	Improving service accessibility, reducing environmental and climate impacts, and addressing human rights issues

Overview of communication with stakeholders (continued)

Stakeholders	Level, format and frequency of cooperation	Purpose of cooperation
Educational institutions	Partnership: • Consultation and partnership (as necessary) • Participation in Career Day events (annually) • Provision of traineeships (annually)	Izpētes un attīstības projektu virzība, jauno darbinieku piesaiste un atbalsts izglītībai
Media	Engagement: • Press releases and discussions (regularly)	Availability of information on the company operations and management, emergency communication
Local government and local community representatives	Consultation, discussions, engagement, survey, feedback: • Meetings and consultations (semi-annually) • Joint projects to support the local community (annually) • Survey (biennially) • Feedback on environmental noise (as necessary)	Managing environmental noise and enhancing the quality of life for local community
Suppliers	Surveys and discussions: • Supplier survey (annually) • Training (as necessary) • Workshop on supplier requirements (annually)	Ensure compliance with the Code of Business Conduct and promote responsible business practices.
Policy makers	Consultation and engagement (as necessary)	Aviation policy development
Supervisory and regulatory authorities	Consultation and engagement (as necessary)	Ensure compliance with legal requirements and promote fair competition

Key sustainability and responsibility topics

3-1, 3-2, 3-3

Riga Airport's Non-Financial Statement is based on economic, environmental, social, and governance aspects material to the company and its stakeholders, as determined in line with the GRI Guidelines and the materiality assessment methodology developed by external consultants. The stages of materiality determination are:

Stage 1: Exploring the context and identifying potentially relevant sustainability aspects

The materiality study commenced by identifying Riga Airport's value chain, business model, and services to determine the company's potential material impacts and sustainability topics.

The initial analysis was based on a study of the following sources:

- industry credit risk assessments and analyses of environmental, social, and governance (ESG) factors conducted by credit rating agencies and institutional banks;

- industry-specific research on sustainability accounting and airport operator standards;
- information published by sector companies in strategic planning documents and reports;
- strategic sustainability planning guidelines of the sector, along with Riga Airport's strategic planning documents and reports.

The initial list of potentially material aspects encompassed impacts and topics pertinent to the airport's operations that are of interest to both Riga Airport and its stakeholders.

In parallel, the Heads of various functions and departments at Riga Airport participated in stakeholder identification, offering their insights on the most relevant stakeholders. In total, over 250 organizations and individuals whose perspectives are vital to the Airport were identified. Based on the mapping results, a significant number of stakeholders were subsequently engaged in the materiality assessment process during 2022 and 2024, sharing their perspectives on the Airport's impacts and pertinent sustainability topics.

Stage 2: Assessing the materiality of impacts

The initial analysis identified both the impacts on the Airport operations and the value chain. Riga Airport initially evaluated whether the identified impacts were actual or potential, negative or positive, reversible or irreversible, and foreseen or unforeseen. It also identified the source of each impact and its connection to potential human rights risks, considering the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Conventions.

To gather stakeholders' perspectives, a survey was conducted in April 2022, engaging 57 stakeholders across all identified groups (see the section "Cooperation with Stakeholders"). In the online survey, stakeholders rated the materiality of each sustainability aspect on a scale from 1 to 4. In May 2022, a face-to-face workshop was organized for priority stakeholders, attended by approximately 40 representatives from various categories, including shareholders, airlines, professional associations, national supervisory and regulatory authorities,

environmental organizations, policy makers, aviation and transport entities, local community members, and employees. In various working groups participants were invited to evaluate past collaboration and offer ideas and suggestions for both strategic directions on key sustainability aspects and specific initiatives.

In preparing the 2024 report, the previously identified impacts and their assessments were reviewed to ensure the continued relevance of the material topics established in 2022.

Actual positive impacts were assessed for their relevance to scale and scope. For both positive and negative impacts, the likelihood of occurrence was also evaluated.

During 2024, several focus group discussions and workshops were organised with various stakeholder groups, namely, employee representatives, airlines, customers and tenants, non-governmental organizations (NGOs) focusing on persons with reduced mobility (PRM) issues, and local community representatives. These sessions aimed to discuss Riga Airport's initiatives to reduce its climate impact, gather stakeholders' perspectives on how the Airport operations affect community quality of life, and evaluate the accessibility of services at Riga Airport.

Stage 3: Validation of material sustainability topics

In 2022, the Board of Riga Airport assessed and approved the sustainability materiality topics matrix, designating as material 20 topics across sectors A, B, and C (ranging from significant to very significant).

After reviewing the assessments in 2024, all identified impacts and their evaluations were consolidated into 20 topics. When multiple impacts were associated with a single topic, the highest scores were used to consolidate them into the topics. Consequently, all topics and their associated impacts were categorised as informative, important, significant, or very significant.

The reassessed results showed that, although there was a marginal change in the ratings of the material aspects, the topics identified in 2022 remained still relevant and were categorised under the impact assessment categories “Significant” and “Very significant”.

The revised results were reviewed and discussed by the Sustainability Committee, chaired by Chairperson of the Board of Riga Airport. It was decided to establish a threshold for material sustainability topics, which were those falling under the impact categories “Significant” and “Very significant”.

Relevant GRI disclosures were defined for the material sustainability topics. Additionally, due to the specific nature of its impacts and practices in the aviation industry, the Airport established self-defined indicators to provide more detailed insights into these material topics.



Material sustainability impacts and topics

Topic	Airport impact	Impact on human rights	Primary source of impact	Actual/potential	Positive/negative	
Environmental aspects						
Climate change adaptation (green transition)	The Airport activities can contribute to climate change impacts, such as increasing GHG emissions, which may harm local ecosystems and drive long-term environmental changes.		Own operations, value chain	Potential	Negative	
Impact on climate and energy efficiency	The Airport operations contribute to CO2 emissions, which directly impact the climate. These emissions can be significantly amplified by those within the supply chain.		Own operations, value chain	Potential	Negative	
	The Airport depends on fossil fuels for power generation and transportation, which result in high CO2 emissions and negatively impact both the climate and air quality.		Own operations, value chain	Actual	Negative	
Noise and air pollution	Aviation generates noise pollution and emissions of harmful pollutants, which can negatively impact both people and environment.		X	Value chain	Potential	Negative
Water management (water use, wastewater)	Groundwater use and the presence of chemicals in wastewater can negatively impact environment.			Own operations	Potential	Negative
Biological diversity protection	Strikes with birds and animals, along with bird deterrent measures, can impact species population sizes.			Value chain	Potential	Negative
	The aviation sector contributes to climate change, which negatively impacts biodiversity. Additionally, the airport area creates a unique microclimate that can increase the vulnerability of vegetation and wildlife to climate change			Value chain	Potential	Negative
	Airport construction can reduce soil fertility, increase flood risks, and decrease biodiversity by covering land with impermeable pavements.			Own operations	Potential	Negative
Access to green mobility	The Airport can promote sustainable transport by providing access to electric vehicle charging stations, bicycle parking, and shared transport options, all of which reduce carbon emissions and contribute to environmental protection and compliance with EU legislation.			Own operations, value chain	Potential	Positive
Tenant and passenger engagement in sustainability issues	Engaging tenants and passengers can help reduce waste and promote sustainable consumption.			Own operations, value chain	Potential	Positive
Social aspects						
Fair treatment of employees (i.e., labour relations, engagement, remuneration)	Employees' interests may be negatively impacted if their compensation does not align with current labour market trends.		X	Own operations	Potential	Negative
	By offering stable, long-term employment, the Airport can enhance its employees' job security and overall sense of stability.			Own operations	Potential	Positive

Topic	Airport impact	Impact on human rights	Primary source of impact	Actual/potential	Positive/negative
Employee safety, health and well-being	High-risk activities, along with the cumulative effects of work-related stress, can negatively impact the safety, health, and well-being of employees.	X	Own operations	Potential	Negative
Employee competence development (education, skills)	The airport can positively impact employees by offering not only mandatory training but also development-focused opportunities.		Own operations	Potential	Positive
Contribution to the development of the future workforce	Cooperation with educational institutions and traineeship programs helps prepare future employees.		Own operations	Potential	Positive
Passenger and customer safety	Airport services, particularly at the aerodrome, pose risks to the health and safety of passengers.	X	Own operations, value chain	Potential	Negative
Accessibility for all (including persons with reduced mobility)	Despite the measures taken, there is a risk that not all passengers will have equal and adequate access to the Airport and its services.	X	Own operations	Potential	Negative
Privacy, data protection, cybersecurity	In the event of a data breach, passengers' privacy could be adversely affected.	X	Own operations	Potential	Negative
Governance aspects					
Ethical and transparent governance, anti-corruption	The company's corporate culture, policies, and principles ensure legal compliance while promoting the interests of stakeholders.		Own operations	Potential	Positive
Transparent communication and active stakeholder engagement	Negative impact is possible due to providing incomplete information on the Airport and airline services, as well as goods available at the Airport.		Own operations, value chain	Potential	Negative
Sustainable procurement practices and supplier evaluation based on environmental and social criteria	Selecting sustainable suppliers helps reduce the potential negative impact on environment and people	X	Own operations, value chain	Potential	Positive
Economic aspects					
Economic impact	The Airport operations contribute to economic development and international connectivity		Own operations, value chain	Potential	Positive
Involvement in the local community, engagement with municipalities, employee volunteering	Noise levels from aircraft take-offs and landings can disrupt the health and wellness of local residents.	X	Value chain	Potential	Negative
	Supporting various initiatives, including employee volunteering, can positively impact the quality of life in the local community		Own operations	Potential	Positive
Support for sustainability awareness and promotion	Through its example and actions, the Airport can contribute to raising public awareness of sustainable lifestyle		Own operations	Potential	Positive

Strategy and investments

Strategy

In accordance with the Law, on 28 April 2021, the Cabinet of Ministers approved the overall strategic objective of Riga Airport: "To provide the regional traffic centre with appropriate modern air transportation infrastructure and services, offering convenient and safe connectivity for passengers and businesses, as well as promoting sustainable development and competitiveness".

This objective has been set considering the goals outlined for the aviation sector and Riga Airport in national planning documents, which state that within the framework of the Sustainable Development Strategy of Latvia until 2030²¹ the development of internationally significant road, rail, port and airport infrastructures play a crucial role in improving Latvia’s external accessibility. Air transport remains the primary mode for ensuring rapid international passenger connectivity.

The objectives for Riga Airport are set out in the Medium-Term Operational Strategy 2021-2027. At the Supervisory Board

meeting on 12 February 2024, the 2024 Action Plan for the implementation of the strategy was approved. The plan was developed based on the Ministry of Transport internal regulations “Procedure for the Management of State-Owned Capital Shares”, dated 27 September 2021, and the Rules of Procedure of the Supervisory Board.

Taking into account the geopolitical situation and recent developments in the air transport market, Riga Airport initiated the update of its Strategy in 2024. On 27 May 2024, a shareholder’s Letter of Expectation was received for the medium-term operational strategy for the period 2024–2030. In the reporting year, Riga Airport's strategic objectives were updated and their performance indicators defined, with the involvement of the Airport’s Supervisory Board, Board and department Heads. Sections of the Strategy have been developed, including forecasts for aviation service volumes, infrastructure capacity, tariff policy and others. Forecasts, objectives, and performance indicators were presented to the Board, the Supervisory

Board, and the State Chancellery. The updated Strategy is scheduled for approval in 2025.

Strategic objectives and initiatives

In line with the Strategy, the company is working to develop Riga Airport into a profitable and competitive air traffic hub in the Baltic region and Northern Europe, characterised by dynamic growth. This includes expanding the flight network both westward and eastward, promoting an increase in transit passenger flows, and enhancing cargo handling capacity. A summary of the activities related to the implementation of the Strategy in 2024 is provided below.

21 Source: Saeima, 2010. Latvia’s Sustainable Development Strategy until 2030 <https://www.mk.gov.lv/lv/latvijas-ilgtspejigas-attistibas-strategija>

Strategic objectives

1. To develop connectivity and increase the turnover of passengers and cargo, while maintaining the leading position in the Baltics, to become the traffic hub of Northern Europe

- The development of the Riga Airport Development plan until 2050 has begun. The plan is expected to be completed by the first half of 2025, when it, along with the strategic environmental impact assessment, will be submitted for public consultation.
- The participation in the state aid instrument for covering losses caused by the crisis caused by Covid-19, overcoming the economic crisis and stabilising the sector has been terminated.
- Riga Airport has been assigned an investment-grade credit rating.

2. To develop a safe and sustainable airport infrastructure that meets future demands

- Working continued on raising funds for the “Terminal Expansion Phase 6” project and related activities. In 2024, procurement for construction works and construction supervision was announced, and designing of the multi-storey parking facility project was started. For more information about the terminal expansion project, please refer to the section “Passenger terminal expansion”.

- Riga Airport continued to develop an electricity supply infrastructure that meets modern requirements, including implementing activities under the CINEA CEF co-financed project — installing electric vehicle charging stations and constructing a solar panel park. For more information, see the section “eAir”.
- Riga Airport participated in the research and development projects INDIGO and BSR HyAirport. For more information, see the section “Investment and development projects.
- A grant agreement was signed with CINEA for co-financing the Apron 4 reconstruction project at Riga Airport to ensure civil/military usability, and designing of the reconstruction project started. For more information, see the section “Riga Airport Apron 4 reconstruction”.
- The Net Zero 2035 roadmap and the Action Plan for noise reduction were approved.
- Designing of the construction project for the solar panel park in the northern part of the airport was started.
- The fleet replacement with alternative fuel vehicles continued – nine electric buses were put into operation, two passenger cars were delivered, the delivery of two aircraft pushback tractors is expected in February 2025, one ambulance lift was delivered, and a contract was signed for the purchase of one minibus.

- A study on the implementation of a 5G private network at the airport was conducted in 2024, with testing of the project planned for 2025.

3. To improve passenger and partner experience with the help of innovation, automation and leaner processes

- The ACI Airport Customer Experience Level 2 accreditation achieved.
- To improve passenger comfort, several boarding sectors were rebuilt in 2024 (with the construction completion scheduled for 2025), restroom renovations were carried out, and a lift was replaced in one terminal sector. New furniture was installed in passenger waiting areas to create relaxation zones, and pre-paid taxi voucher sales were introduced at the Riga Airport Visitor Centre.
- The procurement of an unmanned aerial vehicle (UAV) system (including remote identification equipment for UAVs) and pilot training were implemented, with the delivery of the system and procedure development planned to be continued in 2025. For more details, see the section "Measures for protection against unauthorized drones".
- The digitalization of processes at Riga Airport continues consistently. For more details, see the section "Investments in innovation and research”.

4. To create new opportunities for business partners and travellers through the development of the Airport City and a wide range of services
- In 2024, the tender for the development of the Riga Airport Business Park "RIX Airport City" ended without results. In 2025, a new tender will be launched to attract partners and develop the project.
 - Possible business models for managing commercial areas after the expiration of the current lease agreement with SIA TAV Latvia (in December 2026) were evaluated. A tender will be organised in 2025 to sign a new agreement for the management of commercial areas after the expiry of the lease with SIA TAV Latvia.
 - The range of commercial services offered at the terminal is continuously expanding. In 2024, several new commercial areas were opened, including a capsule hotel concept in the airport terminal, a self-service flower vending machine, a local coffee brand "Andrito" café, an online store for pre-ordering goods before the flight at the duty-free shops, as well as the installation of self-service kiosks in the duty-free shops. RIX Club cards can be purchased through the Riga Airport website's online store,²² and a "Meet&Greet" service was introduced.

22 E-store available in Latvian at www.riga-airport.com/lv/rix-e-veikals and in English at www.riga-airport.com/en/rix-e-shop

5. To foster the growth of the aviation industry by attracting and retaining top-level professionals with career opportunities and a success-oriented environment
- In 2024, active recruitment continued through participation in various career days and employee recruitment events. For more details, see the section "Career events and traineeship opportunities."
 - An employee engagement survey and professional development discussions were conducted. For more details, see the sections "Employee surveys and research" and "Professional development discussions".
 - The training process was enhanced, including the integration of innovations and technologies into the learning process, as well as improving employees' understanding and awareness of sustainability, environmental and energy management issues. For more details, see the section "Employee skills and development".



Investments and development projects

203-1

A key factor in ensuring the own operations of Riga Airport is the accessibility of infrastructure and its capacity to meet the volume of passengers, flights, and cargo. Therefore, the Airport's priority is to ensure appropriate quality of the existing infrastructure to maintain business continuity, as well as to implement development projects to increase Riga Airport's capacity, without which it would not be possible to accommodate the projected passenger growth.

The Airport makes investments in the development of passenger and aircraft services, the aerodrome, airport territory, electricity supply, security, and IT infrastructure, as well as in the replacement of road transport, machinery, and equipment and other projects, including responding to emergency situations.

The medium-term investment projects include the following priorities: the 6th phase of the passenger terminal expansion, the reconstruction of Apron 4, and several projects funded by

EU funds/programmes that are described later in this section.

In terms of impacts on the local community, the positive aspects include the development of a vibrant business environment, increased economic activity, improved road infrastructure, enhanced connectivity, and greater employment opportunities. On the other hand, the negative aspects include noise and its distribution, air pollutant emissions, changes in air quality, as well as impacts on surrounding biodiversity, specially protected nature areas, the landscape, cultural and historical environments, and recreational resources.²³

In 2024, a total investment of EUR 16 225 thousand was made.

Overview of the Airport investment categories

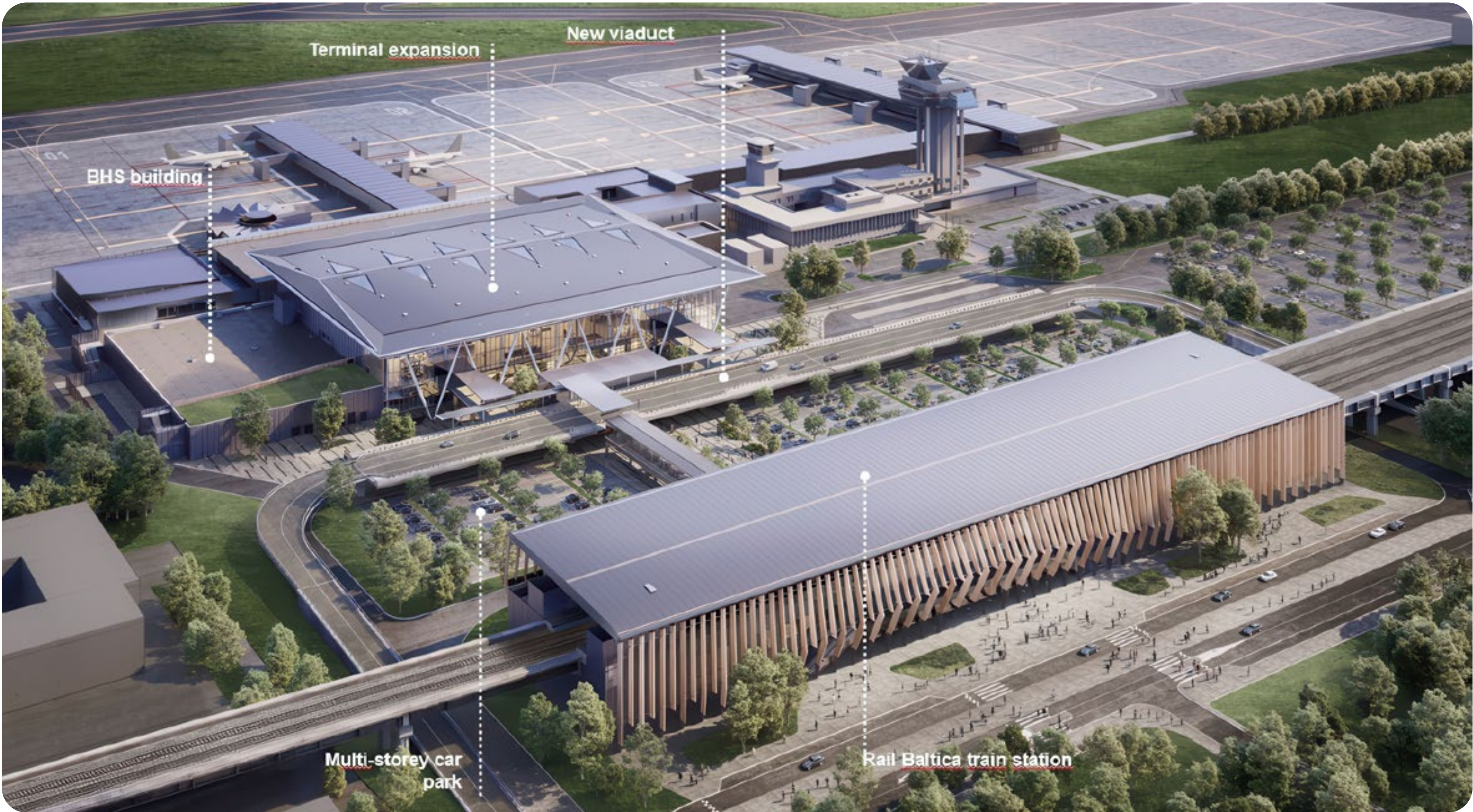
Investment project categories	Realisation in the reporting period (thousand EUR)
Airport territory infrastructure	3 303
Passenger and aircraft handling infrastructure	1 330
Emergency, security and IT infrastructure	963
Development of electricity supply infrastructure	3 917
Aerodrome infrastructure	571
Replacement of vehicles, machinery and apron equipment	5 555
Other projects	586
Total	16 225

23 Source: State Environmental Bureau. Available at: <https://www.vpvb.gov.lv/lv/ietekmes-uz-vidi-novertejumu-projekti/starptautiskas-lidostas-riga-infrastrukturas-attistibas-projekti-lidz-2020gadam>

Passenger terminal expansion

Riga Airport has launched an ambitious development project to expand its passenger terminal, increasing capacity up to 12 million passengers per year. The expanded terminal will be integrated with the Rail Baltica railway station, creating a unified passenger service complex.

The project includes expanding the public area of the passenger terminal to the east of the existing complex, as well as redeveloping the current terminal premises to ensure seamless integration and operation between the existing terminal and the new expansion. The implementation of the project “Riga International Airport Terminal Expansion Stage 6” (hereinafter referred to as the Stage 6 project) is planned to be carried out in ten construction phases. This phased approach aims to ensure an efficient construction process while maintaining the operation of the existing terminal and access infrastructure at Riga Airport.



The Stage 6 project includes the construction of the following infrastructure, along with the necessary equipment and facilities:

- expansion of the public area of the airport’s passenger terminal, including the check-in zone, security screening, baggage claim and arrivals hall;
- expansion of the terminal to house baggage handling system infrastructure;
- reconfiguration of the existing terminal building into three distinct sectors;
- development of road and parking infrastructure, featuring a new departures-level flyover and a multi-storey car park;
- an underground tunnel facilitating luggage delivery to connect with the Rail Baltica station building.

Main design solutions

The passenger terminal expansion is planned as a four-storey building on the eastern side of the existing terminal, significantly expanding the public area of the terminal.

Configuration of the new building:

Level 1: Arrivals area, including the necessary facilities and the baggage handling system room;

Level 2: Baggage handling system room and auxiliary areas;

Level 3: Passenger departure area and associated areas;

Level 4: Technical rooms – the extension.

In 2023, the construction design for the Phase 6 project was finalized, and a construction design in its minimum scope for the multi-storey car park was created. In 2024 and 2025, the detailed design for the multi-storey car park is being developed. Additionally, in 2024, the process of selecting qualified tenderers for the civil works and construction supervision services began and continued into 2025.

Contracts for civil works and construction supervision services are expected to be finalized by mid-2025, with the project scheduled for completion in 2029.

Riga Airport plans to implement the BREEAM sustainable building system in the designing and construction for Stage 6 of terminal expansion, aiming for the "Excellent" rating. The total project cost will be determined through the tendering process, which is expected to conclude in the first half of 2025.



eAir

The project " Establishment of Electricity Supply and Charging Infrastructure in the Baltic States’ Airports in North Sea-Baltic CNC/TEN-T Corridor for the Transition to Environmentally Friendly Operations"" (eAir) at Riga Airport includes the following:

- modernisation of the electricity network and reconstruction of substations – to replace three 10 kV substations by a single new substation connected to the 20 kV grid, significantly reducing electricity losses in both distribution and transformation processes. The construction works have been completed, and the facility was commissioned in June 2024;
- development of charging infrastructure at key transport locations. The construction works have been completed, and the systems are currently undergoing regulation and commissioning, with full implementation planned for Q1 2025;
- construction of a solar park with an estimated annual production capacity of 245 833 kWh. The construction works were completed in Q3 2024.

The eAir project is co-financed by CINEA, with Riga Airport receiving EUR 1.79 million in funding. According to the

agreement signed with CINEA, the project is scheduled for completion in November 2025. More information about the project is available on the website.²⁴.

Reconstruction of Apron 4 at Riga Airport

The project “Reconstruction of Apron 4 at Riga International Airport to Provide Dual-Use TEN-T Infrastructure for Civil and Military Purposes” includes:

- reconstruction of the hard pavement of Apron 4, covering an area of more than 80 000 m², including the construction of 10 aircraft parking bays in various configurations (ICAO Class A - E), each equipped with built-in electricity supply points;
- provision of lighting for Apron 4 and electricity supply for the aircraft parking areas, along with the construction of a substation featuring two independent inputs;

- construction of a storage area for aircraft handling equipment;
- construction of an aerodrome lighting system;
- construction of lighted aerodrome signs in compliance with EU Regulation 139/2014;
- retrofitting of lighting masts and floodlights to achieve brightness levels compliant with EU Regulation 139/2014;
- connection of the rainwater drainage system to the existing network.

The project is co-financed by CINEA; a Grant Agreement was signed with it on 14 June 2024 for the implementation of the project, with a total budget of up to EUR 39.4 million and a 50% co-financing contribution from CINEA. The development of the construction project began in August 2024, its implementation scheduled to be completed by August 2025. The construction works are expected to finish by December 2027, the deadline set by CINEA for the project completion. For more information, visit the Riga Airport website²⁵.

24 Description of the eAir project is available in Latvian at www.riga-airport.com/lv/eair-0 and in English at www.riga-airport.com/en/eair
25 Information about the Riga Airport Apron 4 reconstruction project is available in Latvian only www.riga-airport.com/lv/rigas-lidostas-4-perona-parbuve

Investment in innovation and research

In 2024, Riga Airport carried out the following IT infrastructure innovation projects:

- introduced a system to monitor baggage delivery times;
- introduced a free space monitoring system in car park P3;
- launched the pilot project for the AI assistant on the website;
- introduced an artificial intelligence solution for transcribing remote meeting minutes;
- conducted market research for 5G network deploying at Riga Airport; in February 2025, a pilot project took place;
- conducted market research for the recording of aircraft handling activities using computer vision; a pilot project planned for April 2025.

In total, an investment of EUR 48 530 was made in these projects in 2024.

In 2024, Riga Airport continued to operate in the following research projects:

- “Integration and Digital Demonstration of Low-emission Aircraft Technologies and Airport Operations” (INDIGO). The total grant amount for the duration of the research project (2023-2026) is EUR 57 962. The project is funded by the EU's Horizon Europe programme. For more information on the INDIGO project's objectives, Riga Airport's tasks, and cooperation partners, see the Riga Airport website²⁶.
- "BSR Hydrogen Air Transport – Preparation of Baltic Sea Region Airports for Green Hydrogen" (BSR HyAirport). Research on the infrastructure needed at airports in the Baltic Sea region for the use of green hydrogen in aircraft and airport equipment. The total cost of Riga Airport's part of the project (2023-2026) is EUR 41 8988, with EUR 83 797 co-financed by Riga Airport. The project is funded by the EU Interreg programme. For more information on the project activities, see the Riga Airport website²⁷.

In the first half of the 2023-2024 academic year, Riga Airport served as an industry partner for academia, participating in the

Erasmus Mundus Master's degree programme “Service Design Strategies and Innovation.” During the project, international students assumed the roles of service design specialists, working on real-world tasks at Riga Airport. This allowed students to apply their academic knowledge, utilizing design thinking principles and service design methods to address challenges and foster innovation in airport services.



Interreg
Baltic Sea Region



Co-funded by
the European Union



SMART GREEN MOBILITY

BSR HyAirport

²⁶ Information about the INDIGO project is available in Latvian at www.riga-airport.com/lv/indigo and in English at www.riga-airport.com/en/indigo
²⁷ Information about the BSR HyAirport project is available in Latvian at www.riga-airport.com/lv/bsr-hyairport and in English at www.riga-airport.com/en/bsr-hyairport

02 Corporate governance



Governance structure

Functions and responsibilities of the Board and Supervisory Board

Riga Airport's governance model is based on corporate governance best practices. Strategic and operational managements are separated to ensure effective leadership, informed decision-making, and the achievement of objectives. Strategic management is exercised by the Board, which is jointly and severally liable under the Commercial Law, while operational management is exercised by the department directors, who are individually accountable. The main task of the Board is to ensure that the company operates in line with the objectives set out in the Strategy. Departments are structured according to the core business areas and the supporting functions required.

The internal regulations of the Ministry of Transport²⁸ define the supervision of state-owned enterprises. According to these regulations, the affairs of capital companies are managed and overseen by the Board. The Supervisory Board monitors the company and oversees the activities of the Board between shareholders’ meetings.

The principles and procedures of corporate governance are defined in Riga Airport's Corporate Governance Policy, which is approved by the Supervisory Board. The corporate governance principles are available on the Riga Airport website²⁹.

In accordance with the Law and the Articles of Association of Riga Airport, in effect since 14 June 2021, the members of the Board and the Supervisory Board are appointed for a five-year term. Each member of the Board has the right to represent Riga Airport. In accordance with the Board's authorisation, the Chairperson of the Board, together with the responsible Board Member, or, in the absence of either, another Board Member, is authorised to represent Riga Airport. This includes the right to enter into any type of transactions and to perform actions related to business activities, including signing correspondence, claims, and similar documents. In 2024, the Board of Riga Airport consisted of three members: Chairperson and two Board Members.

The Chairperson of the Board (also the Aerodrome Accountable Manager) is responsible for the activities of the Aerodrome Management and Safety Department, the Security Department, the Legal Department, the Human Resources Department, the Communication Unit, the Quality and Sustainability Department,

the Standing Procurement Committee, the Assistant to the Chairpeerson of the Board, and the Risk Manager.

The members of the Board are responsible for the operations of the Aviation Services and Business Development Department, the Marketing Unit, the Finance Department, the Ground Handling Department, the Information Technology Department, the Commercial Department, the Infrastructure Maintenance and Development Department, and the Cyber Security Unit. The Internal Audit Unit reports administratively to the Board and functionally to the Supervisory Board.

Shareholder

Riga Airport is a state joint-stock company of the Republic of Latvia, with the Ministry of Transport holding its state shares. At the shareholders' meeting, the interests of the shareholder are represented by the State Secretary of the Ministry of Transport or another official authorised by the Secretary. Shareholders' meetings are convened in accordance with legal requirements and within the specified time limits. The main responsibilities of the shareholders' meeting are:

- to approve the annual report and decide on the use of the company's profits;

28 Internal Regulations No. 01-02/31 of the Ministry of Transport of 27 September 2021 “Procedure for the Management of State-Owned Capital Shares” (Section 7)
29 Principles available in Latvian at <https://www.riga-airport.com/lv/politikas> and in English <https://www.riga-airport.com/en/policies>

- to elect and recall the members of the Supervisory Board and the auditor, and decide on their remuneration;
- to approve and amend the company's Articles of Association, and decide on the company's reorganization;
- to decide on the reduction or increase of the share capital;
- to make decisions on other matters as outlined in the Law.

In 2024, six shareholders’ meetings were held.

Supervisory Board

The principles for organizing the activities of the Riga Airport Supervisory Board and its cooperation with the company's shareholders are outlined in the [Rules of Procedure of the Supervisory Board](#). The Supervisory Board's responsibility is to continuously monitor the management of Riga Airport in accordance with the Law, the Commercial Law, other relevant regulations, the Articles of Association of Riga Airport, the resolutions of the meetings of shareholders and the operational strategy of Riga Airport. Additionally, the Supervisory Board is responsible for approving the medium-term operational strategy and monitoring its implementation by reviewing and approving a semi-annual report on the progress of the action plan for the strategy.

The Supervisory Board monitors the functioning of the internal control and risk management systems, reviewing their adequacy and effectiveness. It also approves key policies that define the principles of Riga Airport operations in areas such as risk management, conflict of interest prevention, anti-corruption, corporate governance, sustainable development and other relevant issues.

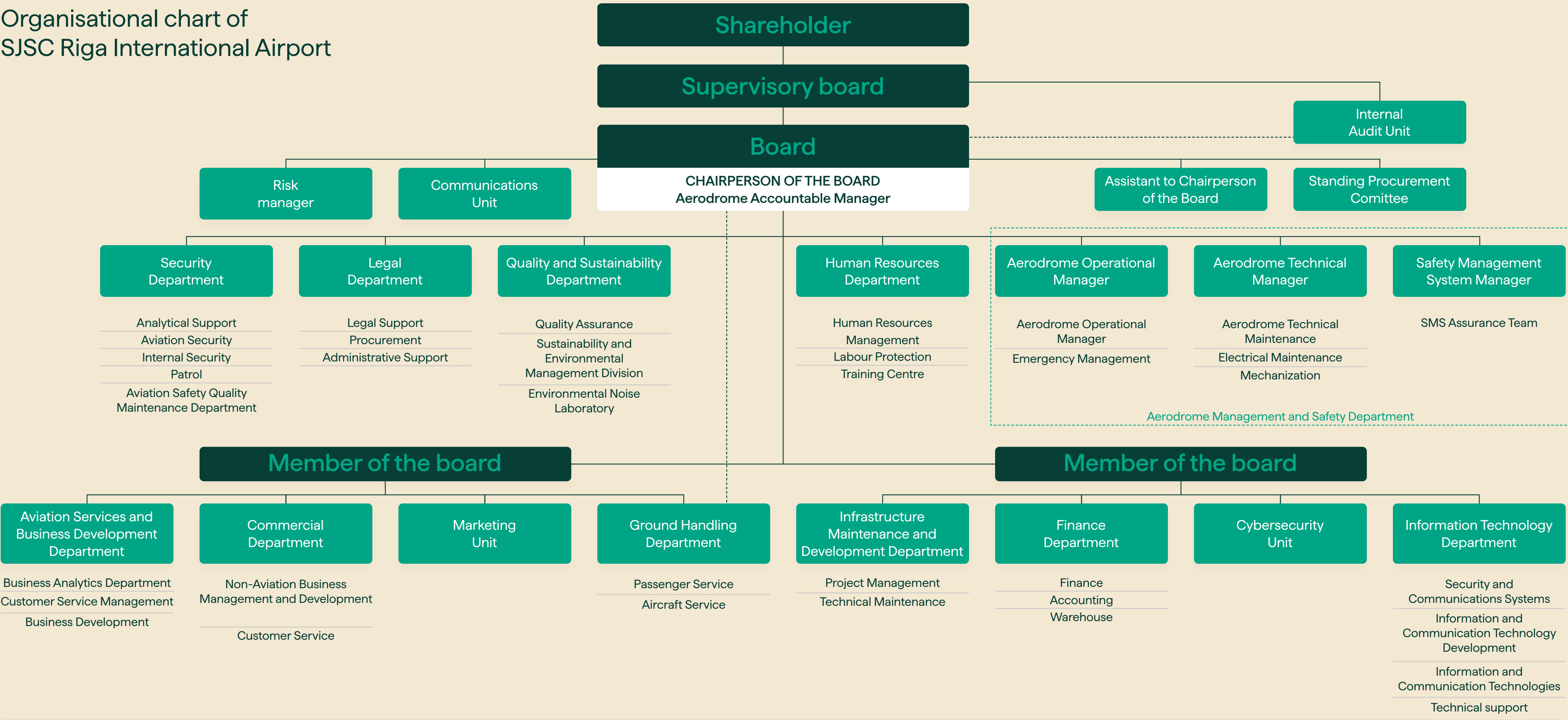
In accordance with its Rules of Procedure, the Supervisory Board meets as necessary, but at least quarterly. In total, 23 meetings of the Supervisory Board of Riga Airport were held in 2024, during which 112 agenda items were considered, and decisions were adopted.

The main responsibilities of the Supervisory Board are:

- to elect and recall the members of the Board, monitor its performance, and determine the remuneration of its members;
- to address issues related to the incompatibility of offices of Board Members and situations involving conflicts of interest;
- to ensure that the company's business is conducted in compliance with applicable legal requirements, the Articles of Association, the shareholder resolutions, and the company's Strategy;

- to approve the Strategy and monitor its implementation by approving the annual action plans for their execution;
- to approve the company's planned financial indicators and the annual budget and monitor it;
- to review the company's annual report, the report and the proposals of the Board for the profit distribution, prepare the Supervisory Board's report on these, and submit it to the shareholders' meeting;
- to approve the company's key policies that define the operating principles related to risk management, conflict of interest prevention, anti-corruption, corporate governance and other matters;
- to monitor the functioning of internal control and risk management systems, and assess their adequacy and effectiveness;
- to review reports from the internal audit function on the results of audits or reviews, and, if necessary, commission additional unscheduled audits or reviews;
- to conduct the Supervisory Board's annual self-assessment.

Organisational chart of
SJSC Riga International Airport



Board

The activities of the Board are governed by its [Rules of Procedure](#). The Board decides on all matters concerning the operations of Riga Airport, except those that in accordance with applicable legislation and the Articles of Association of Riga Airport fall within the competence of the shareholder, the shareholders’ meeting and/or the Supervisory Board.

The main responsibilities of the Board are:

- to organise and oversee the company’s operations in compliance with applicable laws and regulations;
- to review and approve transactions, to ensure that the company’s business operations and accounting are conducted in compliance with applicable legislation;
- to approve the annual budget and investment plan;
- to approve the company’s organisational structure, staffing levels, regulations on remuneration and material incentives, internal work regulations and other internal regulations governing its operations, except those issued by the Chairperson of the Board or by a single Board member in accordance with the Board’s Rules of Procedure;
- to approve the prices (tariffs) of the services provided by the company, to the extent that they fall within the company’s competence and are not regulated by another public

authority according to applicable external regulations;

- to monitor compliance with the obligations of both the employer and employee representatives under the Collective Labour Agreement, as well as with the laws and regulations governing labour relations;
- to submit a written report on its activities at the end of the current year to the Supervisory Board and the General Meeting of Shareholders, covering the results of Riga Airport operations, economic situation, profitability, turnover, any circumstances that may affect the Airport’s economic situation, the company’s planned business policy for the next reporting period, and any other information that may impact the operation of Riga Airport and the interests of the State;
- in accordance with the Risk Management Policy, to ensure the establishing of maintenance, monitoring, and improvement of the key elements and processes of the risk management system at Riga Airport, including the regular reassessment of the most significant risks. A description of the management of impacts, risks, and opportunities is available under the sections “Risk Management Committee” and “Management’s role in overseeing impact management”.

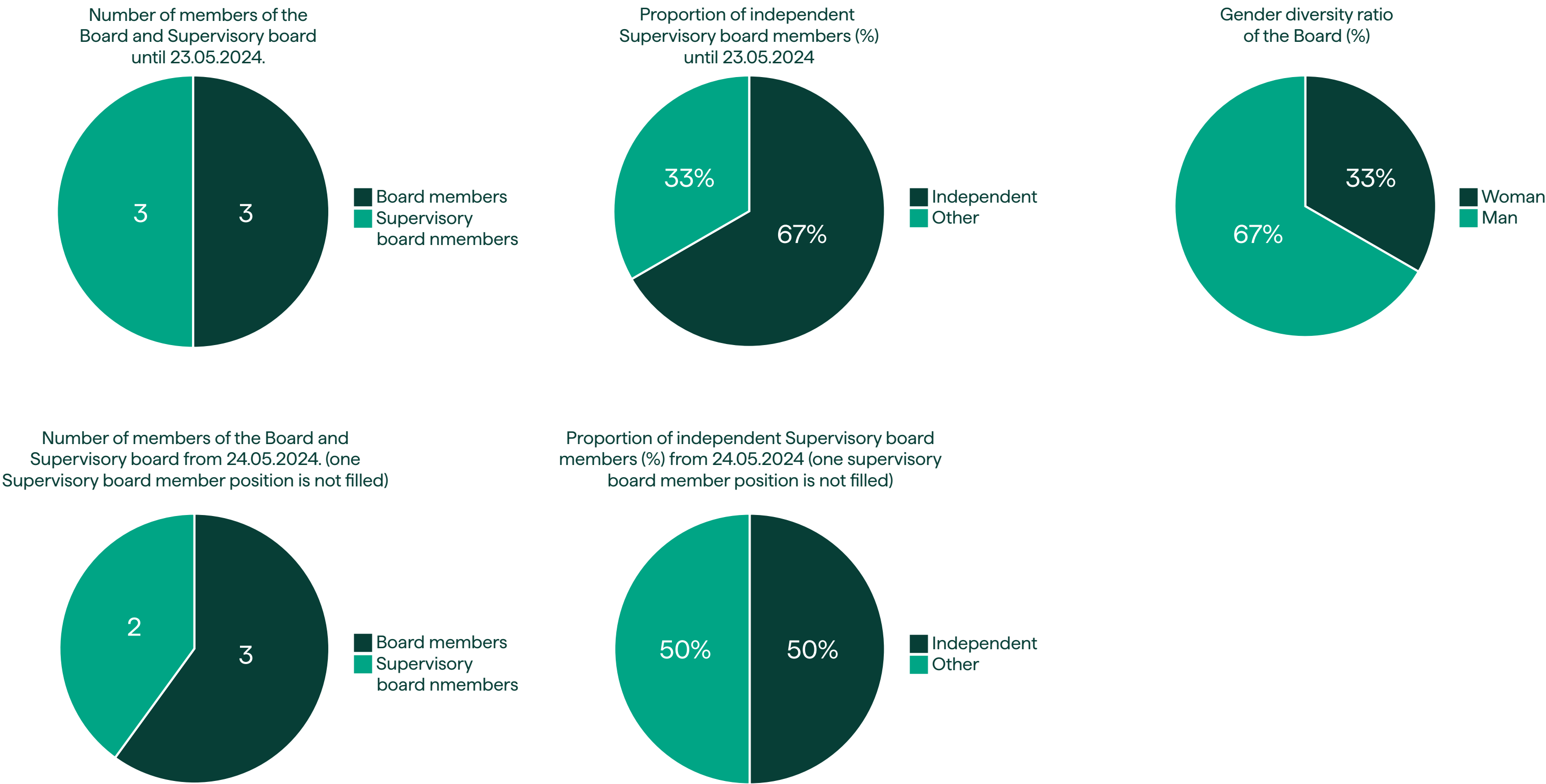
Board meetings are held twice a week, unless otherwise agreed. In total, 91 Board meetings were held in 2024.

The composition of the Board and the Supervisory Board is

provided below. Riga Airport has no legal basis to collect or process information, and it does not do it, on underrepresented social groups or the representation of stakeholders in the composition of the Board and the Supervisory Board.



Composition of the Board and the Supervisory Board



Committees for economic, environmental, and social matters

2-9

Committees established by the Board and the Supervisory Board

The decisions of the Board and the Supervisory Board of Riga Airport established two committees, which also operated in 2024: the Monitoring Committee for the Stage 6 of Passenger Terminal Expansion Project of SJSC Riga International Airport and the Monitoring Committee for the Business Park Development Project of SJSC Riga International Airport.

Information about these committees is published on the Riga Airport website³⁰.

Terminal Development Monitoring Committee

The Committee was established to ensure the successful implementation of Phase 6 of the expansion project in accordance with the objectives of Riga Airport and to facilitate

communication between the parties involved in the decision-making process. The main functions of the Committee are:

- to monitor and evaluate the progress of the project, assess the results achieved and/or assist in achieving them;
- to set and approve the project priorities;
- to identify risks;
- to monitor the quality of the project.

In 2024, the Committee met five times, and the key issues discussed were:

- preparation of procurement documentation and the procurement process;
- collaboration with financial institutions to secure funding;
- formation of the project team and organizational matters;
- review of the project's technical solutions, identification of

optimisation possibilities and updating of the construction cost estimates;

- management of the identified risks.

The Committee Chairman: Chairman of the Supervisory Board

Committee members: the Board of Riga Airport and a member of the Supervisory Board

In 2024, the Committee consisted of two women and three men. There is no fixed term of office for the committee members.

Monitoring Committee for the Business Park Development Project

To ensure the implementation of the Business Park Development Project in line with the objectives of Riga Airport and to facilitate the exchange of information between the

30 Committee information is available in Latvian at <https://www.riga-airport.com/lv/korporativa-parvaldiba> and in English at <https://www.riga-airport.com/en/corporate-governance>

parties involved in the decision-making process, the Committee has the following key functions:

- to monitor and evaluate the progress of the project, assess the results achieved and/or assist in achieving them;
- to set and approve the project priorities;
- to identify and monitor risks.

In 2024, the Committee met once to discuss the tenderer's offer submitted in the Competitive Dialogue.

The Committee Chairman: Chairman of the Supervisory Board

Committee members: the Board of Riga Airport and a member of the Supervisory Board as well as representatives of the Commercial Department

In 2024, the Committee consisted of three women and three men. There is no fixed term of office for the committee members.

Other committees and working groups

At Riga Airport, two committees, two working groups and one commission are responsible for overseeing issues related to decision-making on economic, governance, environmental, and social matters.

Sustainability Committee

The objective of the Sustainability Committee is to implement Riga Airport's sustainability initiatives in accordance with the Sustainability Strategy, the CSR guidelines, and the Sustainable Development Policy, as well as to coordinate sustainability-related matters at the Airport to ensure the company's long-term viability, considering Riga Airport's environmental, social, and economic impact. The composition of the Committee is defined in the Sustainability Committee's regulations, taking into account the areas of responsibility outlined in the Sustainable Development Policy.

Sub-groups of the Sustainability Committee may be established for each section of the Sustainability Strategy, expanding the involvement of experts to manage specific aspects.

The Committee meets quarterly. In 2024, the Sustainability Committee met six times, and the key issues discussed included:

- development of materiality assessment, including impact risk and opportunity evaluation;
- activities to be implemented as part of the Sustainability Strategy in 2024;
- analysis of the Sustainability Index and other performance assessments;

- action policies concerning the management of sustainability issues.

Chair of the Committee: Chairperson of the Board.

Committee members: Heads of Departments or senior employees responsible for specific aspects of sustainability. As a stakeholder, a representative of the Airport Workers' Union of the Republic of Latvia in the person of its chairman participates in the Committee, representing the interests of the employees.

In 2024, the Sustainability Committee consisted of 13 women and three men. There is no fixed term of office for the committee members.

Risk Management Committee

The Risk Management Committee has been established to oversee the risk management system at Riga Airport. The composition of the Committee is determined by an internal order. In 2024, the Committee met four times. The key topics discussed included:

- the review of the Riga Airport Risk Management Report;
- the review of risk mitigation plans;
- the review of the semi-annual progress report on the implementation of risk control (mitigation) measures.

The Chair of this Committee is the Chairperson of the Board, and the Deputy Chair is a Board member. The Committee members are Heads of departments.

In 2024, the Risk Management Committee consisted of six women and four men. There is no fixed term of office for the committee members.

The responsibilities and duties of the Riga Airport Risk Management Committee, the Board and the Supervisory Board in risk management, including sustainability risks, are defined in the Risk Management Policy and the Order “On the Establishment and Work Organisation of the Riga Airport Risk Management Committee.” In addition, the competence of the Supervisory Board in risk management is stipulated in the Rules of Procedure of the Supervisory Board.

Energy Management System Working Group

The objective of the Energy Management System Working Group is to implement processes at Riga Airport necessary for the maintenance and improvement of the energy management system, as well as for planning, promotion and monitoring of energy efficiency improvement measures and carbon dioxide emission reduction initiatives. The composition of the Working Group is determined by an order.

The working group meets at least once per quarter. In 2024, eight meetings of the Energy Management System Working Group were held. The main issues discussed included:

- development of the NetZero 2035 roadmap;
- evaluation of technical solutions for a full transition to renewable energy sources;
- assessment of quarterly and annual energy consumption and identification of further actions to improve energy efficiency;
- definition of energy reduction measures for a three-year period;
- review of the energy management risk register.

The leader of the working group is a member of the Board, and the deputy is the Energy Management System Manager.

Composition of the working group: Heads of structural units responsible for the use of energy resources and environmental protection at the Airport. As necessary, the working group may invite other Riga Airport employees to participate in the execution, organisation, and oversight of tasks.

In 2024, the Energy Management System Working Group consisted of two women and five men. There is no fixed term of office for the Working Group members.

Environmental Noise Management Working Group

The objective of the Environmental Noise Management Working Group is to develop and evaluate proposals for reducing the impact of aircraft noise and improving noise management at Riga Airport, monitor the implementation of the Noise Reduction Action Plan, and perform other tasks related to minimizing the aircraft noise impact on population due to the use of Riga Airport.

The Environmental Noise Management Working Group was established in accordance with the opinion of the State Environmental Bureau of 30 October 2015 on the environmental impact assessment of the airport infrastructure development project until 2020, and the obligation set forth in Riga City Council decision No 3403, paragraph 20.2, dated 26 January 2016, to create a standing working group for the development, planning, and implementation of noise reduction measures at the Airport and conditions for the development of the areas surrounding the Airport. The composition of the working group is determined by the Rules of Procedure of the Environmental Noise Management Working Group.

The working group meets at least twice a year. In 2024, three working group meetings were held. The most significant issues discussed were related to:

- the development and approval of the Riga Airport Noise Reduction Action Plan for 2024-2028;
- the progress of the implementation of the current Riga Airport Noise Reduction Action Plan;
- the complaints received regarding noise.

Leader of the working group: Environmental noise management specialist at Riga Airport.

Composition of the working group (representatives of stakeholders): LGS, airBaltic, CAA, the Ministry of Transport, the SES Lielrīga Regional Environmental Board, Health Inspectorate, Riga City Council, Mārupe Municipality and Jūrmala City Council.

In 2024, the Environmental Noise Management Working Group consisted of five women and seven men. There is no fixed term of office for the Working Group members.

The working group has an Aviation Sub-Group, which assesses specific issues related to aircraft flight paths and procedures and meets at least quarterly.

Standing Commission on Alleged Violations

The responsibility of the Standing Commission on Alleged Violations is to review the received information regarding potential violations related to:

- possible breaches of the professional ethical principles set out in the Code of Business Ethics, including corrupt and fraudulent activities;
- potential violations outlined in the whistle blowing procedure;
- possible violations of employee rights and interests protection as defined in the rules of procedure and other regulatory documents, and to provide an opinion to the Chairperson of the Riga Airport Board for decision-making.

The Commission meets upon receipt of a relevant report or as necessary to review the established reporting system. In 2024, the Commission met once and reviewed the reporting tools regarding the provision of anonymous reporting.

The composition of the Commission is defined by an order.

Chair of the Commission: Head of the Internal Audit Unit.

Members of the Commission: Heads of departments and specialists whose positions require the necessary competence and knowledge in matters related to personnel, legal issues, and the implementation and supervision of the internal control system.

In 2024, the Standing Commission on Alleged Violations consisted of three women and two men. There is no fixed term of office for the Commission members.



CV, competence and performance of the members of the Supervisory Board and the Board

2-9, 2-11, 2-17, 2-18

Based on the external regulations binding on Riga Airport, the Supervisory Board conducts an annual assessment of the individual and collective competence, knowledge and experience of the members of both the Board and the Supervisory Board³¹. The assessment did not reveal any changes in the composition of the Board and the Supervisory Board.

The Supervisory Board has set both overall annual targets and individual targets for each Board member. They are based on the company's annual budget and strategic financial and non-financial objectives and are set by a decision of the Supervisory Board, taking into account the responsibilities and competences of each member of the Board. At the end of the assessment period, the members of the Board conduct a self-assessment as to their achievement of the set objectives, targets, and defined competences. Once a year, the self-assessment is submitted to the Supervisory Board to be considered at a meeting after the approval of the annual report, and the Supervisory Board provides its evaluation. In 2024, the Supervisory Board reviewed,

provided its assessment, and approved the Supervisory Board's evaluation of the self-assessments of the members of the Board regarding the objectives achieved in 2023. The Supervisory Board will provide its evaluation of the Board's self-assessment concerning the objectives achieved in 2024 after the approval of the 2024 annual report.

To assess its effectiveness, the Supervisory Board in 2024 conducted a self-assessment for the year 2023, concluding that its supervisory function is effective. The current composition of the Supervisory Board and the competencies of its members are adequate to organise its work efficiently and promote good governance practices. The information on the Supervisory Board's self-assessment and its main conclusions are presented to the shareholders' meeting for consideration.

In accordance with its Rules of Procedure and the process established by the Ministry of Transport, on a semi-annual basis the Supervisory Board reviews the results of the action plan for implementing the Strategy, including actions to achieve the

sustainability targets outlined in the Strategy. Annually, in compliance with applicable laws and regulations, the State Chancellery and the Ministry of Transport evaluate the company's performance, encompassing both financial and non-financial objectives outlined in the Strategy. Following this assessment, the company receives a formal evaluation.

In the performance evaluations of the Board Members, key performance indicators are set related to Riga Airport's impact on climate change and energy, accessibility of services, corporate culture, and workforce. These indicators account for 15–26 % of the evaluation, depending on the specific area of responsibility of each Board Member.

Performance evaluations may be taken into account when deciding on reviewing monthly remuneration and the granting of bonuses to the members of the Board.

The expertise of the Board and the Supervisory Board concerning sustainability is detailed in the tables below.

31 Section 9, "Evaluation of the Individual Performance of the Members of the Board and the Supervisory Board," of the Ministry of Transport's Internal Regulation No. 01-02/31, dated 27 September 2021, "Procedures for the Management of State Equity Shares," stipulates that the performance evaluations of the members of the Board and the self-assessment of the Supervisory Board should be conducted in accordance with Guidelines No. 1.2-23/3/2 and No. 1.2-23/3/1, both dated 17 August 2020, titled "Guidelines for the Performance Evaluation of the Members of the Board and Supervisory Board" and "Guidelines for the Annual Self-Evaluation of the Work of the Supervisory Board," respectively. These guidelines were issued by the Cross-Sectoral Centre Department.

Supervisory Board

Juris Kanelis Chairman of the Supervisory Board In office since 17 May 2016 (reappointed on 17 May 2021) Term of office: five years	Elīna Salava Member of the Supervisory Board In office since 7 July 2021 Term of office: five years	Eduards Toms Member of the Supervisory Board In office until 23 May 2024
Juris Kanelis has over 20 years of experience in senior positions within the transport and aviation sectors. He has served as a member of the Board at SJSC Riga International Airport, SJSC Latvijas Gaisa Satiksme and Ventspils Freeport. Besides, he has held the positions of Chairman of the Board at LLC ANS and SJSC Valsts informācijas tīkla aģentūra and Deputy Chairman of the Supervisory Board at SJSC Rīgas Jūras Līnija. Juris Kanelis serves as the Rector and a Board Member of the Transport and Telecommunication Institute. The Chairman of the Supervisory Board does not hold any other position at Riga Airport.	Elīna Salava has extensive experience in corporate governance, finance, and management processes across both public and private sectors. Since 2017, she has served as Financial Advisor and Head of Sustainability at the Development Finance Institution ALTUM. Besides, she is the founder and Chairperson of the Board at RECOLO, a biotechnology start-up.	Eduards Toms has extensive experience in financial management within the aviation industry and the private sector. He has served as Chief Financial Officer and Senior Vice President of Finance and Control at airline airBaltic.
Education		
● Ph.D. in Political Science (Ph.D.sc.pol.), ● Graduated from the Faculty of Economics, University of Latvia, specialising in industrial planning. ● Juris Kanelis has completed several international aviation training programs. ● A comprehensive CV of Juris Kanelis is available on the Riga International Airport's official website³².	● Elīna Salava holds a Bachelor's degree in Business Administration from the University of Latvia. She is a Fellow of the Association of Chartered Certified Accountants (ACCA) and a certified GRI Sustainability Reporting expert. ● A comprehensive CV of Elīna Salava is available on the Riga International Airport's official website³³.	● University of Latvia, Bachelor's and Master's degrees in Economics, ● Riga School of Economics EMBA degree.
Competences		
● industry expertise, ● business and team management, ● stakeholder management.	● risk management, ● internal control system, ● strategy development and implementation, ● corporate governance.	● finances and audit, ● industry expertise; ● stakeholder management.
Key responsibility areas for sustainabilitys		
	The Supervisory Board's representation on the Riga Airport Sustainability Committee	The Supervisory Board's representation on the Riga Airport Sustainability Committee

32 CV is available in Latvian at <https://www.riga-airport.com/lv/korporativa-parvaldiba> and in English at <https://www.riga-airport.com/en/corporate-governance>
33 CV is available in Latvian at <https://www.riga-airport.com/lv/korporativa-parvaldiba> and in English at <https://www.riga-airport.com/en/corporate-governance>

Board

Laila Odiņa Chairperson of the Board In office since 16 April 2021 Laila Odiņa served as a member of the Supervisory Board of Riga Airport, a member of the Board of the Transport and Communication Institute, Chief Operating Officer of UTAir Airlines JSC, Chief Executive Officer of Azerbaijan Airlines JSC, and Chief Operating Officer of JSC Air Baltic Corporation.	Normunds Feierbergs Member of the Board In office since 10 November 2016 (reappointed on 10 November 2021) Normunds Feierbergs served as Head of the Information Technology Department at JSC Latvijas Krājbanka, Vice President and Head of the General Banking Department and First Vice President at JSC UniCredit Bank. He has also held other senior positions in various capital companies.	Artūrs Savelļevs Member of the Board In office since 12 September 2017 (reappointed on 12 September 2022) Artūrs Savelļevs is a visiting lecturer at Cranfield University and the Transport and Telecommunication Institute in Riga. He previously served as Chairman of the Commercial Forum of Airports Council International Europe, Director of the Commercial and Marketing Departments at Riga Airport, and Director of the Professional Master's Programme in Aviation Management at the Transport and Telecommunication Institute.
Education - City University London, Pg Air Transport Management - RISEBA University of Applied Sciences, Business Administration	- University of Latvia, Master's degree in Business Administration - University of Latvia, Bachelor's degree in Computer Science	- Cranfield University - MSc in Airport Planning and Management - University of Latvia, Master's degree in Economics (International Economics) - Riga International School of Economics and Business Administration, Professional Bachelor's degree in Business Administration
Key responsibility areas for sustainability Key areas include the Sustainability Strategy, Sustainability Committee governance, the integration of sustainability into the overall Strategy, climate change mitigation, and governance.	Key areas include the energy management, cyber security, data privacy, digitalization, sustainable infrastructure development.	Key areas include stakeholder engagement, consumer protection and end-user experience.
Company representation in industry and business organisations - Airports Council International Europe (ACI Europe) - Latvian Aviation Association - Business Sustainability Council	Latvian Hydrogen Alliance	- Airports Council International Europe - Mārupe Business Advisory Council - Logistics Council under the Ministry of Transport of Latvia

Sustainability Training

Regular training is provided for the Board and the Supervisory Board, in line with the annual training plans for each board.

Supervisory Board

Taking on the duties, members of the Supervisory Board are required to undergo the following training:

- Induction training (from 2025), which provides comprehensive information about the company, including its operating principles, corporate culture, Code of Business Ethics, general financial and legal position, and key environmental, social, and governance (ESG) sustainability at Riga Airport, as well as how to manage their impacts.
- Sector-specific training.

The Supervisory Board is provided with the opportunity to familiarize themselves with all of the Airport's binding documents upon request.

Board

Sustainability training for the members of the Riga Airport Board in 2024

Laila Odiņa, Chairperson of the Board	Aviation Sustainability and Environmental Impact of Airports	External service provider
	Introduction to Hydrogen issues	
	Assessment of Materiality – Impact Materiality and Financial Materiality	
Normunds Feierbergs, member of the Board	CSRD and ESRS Reporting Requirements	In-house
	Introduction to Hydrogen issues	External service provider
	CSRD and ESRS Reporting Requirements	In-house
Artūrs Saveljevs, member of the Board	Global Air Mobility Systems (including sustainability topic)	External service provider
	Introduction to Hydrogen issues	
	Assessment of Materiality – Impact Materiality and Financial Materiality	
	CSRD and ESRS Reporting Requirements	In-house

Procedure for the nomination and selection of the Board and the Supervisory Board

2-10

The procedure for the nomination and selection of the Board and the Supervisory Board is governed by the Law on Governance of Capital Shares of a Public Person and Capital Companies, the Cabinet Regulations³⁴ issued based on it, as well as the recommendations set out in the guidelines issued by the Cross-Sectoral Coordination Centre.

This procedure is outlined in the Corporate Governance Policy of Riga Airport, which stipulates that the composition of the Board and the Supervisory Board must:

- respect the principles of diversity and gender equality;
- ensure that at least half of the Supervisory Board members are independent;
- ensure the necessary competences to guarantee a sufficiently critical and independent approach to decision-making and evaluation.

The nomination process for members of the Board and the Supervisory Board follows good corporate governance practices, ensuring an transparent, fair, and professional selection procedure. The Cabinet Regulations define the procedure for establishing the Nomination Committee, its composition, and the requirements for its members. The Nomination Committee may also include independent experts and observers. At Riga Airport, the selection of Board and Supervisory Board members is conducted through a public call for applications, with the additional involvement of a recruitment consultant in the nomination process.

The law sets out provisions regarding the establishment and composition of the Supervisory Board, the eligibility requirements for candidates, as well as the procedures for the

election and removal of members of the Board and the Supervisory Board.

The composition and profiles of the Board and the Supervisory Board are available in the section "CV, competence and performance of the members of the Supervisory Board and the Board".



³⁴ Cabinet Regulation No. 63 of 4 February 2020, titled "Regulations on the Number of Members of the Management Boards and Supervisory Boards of Publicly Owned Capital Companies and Publicly Owned Private Capital Companies, as well as the Maximum Monthly Remuneration for Members of the Management and Supervisory Boards" and Regulation No. 20 of 7 January 2020, titled "Nomination Procedure for Members of the Board and Supervisory Board in Capital Companies Where the State or a Derivative Public Entity Holds the Shares".

Remuneration Policy for the Board and the Supervisory Board

2-19, 2-20, 2-21

All members of the Board and the Supervisory Board receive remuneration, which is determined in accordance with the Law³⁵ and Cabinet Regulations³⁶. In accordance with the Corporate Governance Code drawn up by the Corporate Governance Advisory Board in 2020, Riga Airport has established a Remuneration Policy for the Board and the Supervisory Board. The policy is designed to ensure that the remuneration of Board members is appropriate, reasonable, competitive, and transparent. It outlines the principles for determining and reviewing remuneration and has been endorsed by the Supervisory Board and approved by the shareholder.

The remuneration of the Chairperson and members of the Board consists of a fixed monthly salary and may also include a variable component, such as a performance-based bonus.

The monthly remuneration of a Board member is fixed for the entire duration of their term, with the possibility of annual review. The maximum monthly remuneration is determined in accordance with Cabinet Regulations, which take into account

the average remuneration of executives in private sector companies of comparable size—based on net turnover, balance sheet total, and the number of employees—or, in specific cases, in the relevant industry sector.

The maximum monthly remuneration of a Board member may not exceed ten times the average monthly salary in the country for the previous year, rounded to the nearest euro, as published in the official statistical bulletin of the Central Statistical Bureau. A bonus may be paid to a Board member once a year, following the approval of the annual report. The bonus may not exceed the equivalent of two months’ remuneration and is determined based on the company’s performance during the reporting year, the implementation of the Strategy, the overall performance of the capital company, and the individual performance of the Board member. In accordance with the Law, the mandate agreement of a Board member may include provisions for insurance and a recall allowance. A recall allowance may be granted only if the member is removed from office before the end of their term, and only in cases where the

removal is not due to misconduct, non-performance or improper performance of duties, or harm to the public interest. If the mandate agreement does not explicitly provide for insurance or a recall allowance, such benefits shall not be granted.

The monthly remuneration of the Chairman and members of the Supervisory Board consists solely of a fixed component, as Supervisory Board members are not eligible for bonuses. The amount is determined in accordance with the maximum monthly remuneration set by the Cabinet, taking into account the average remuneration of executives in private sector companies of comparable size—based on net turnover, balance sheet total, and the number of employees—or, in specific cases, in the relevant industry sector.

The maximum monthly remuneration of a Supervisory Board member may not exceed three times the average monthly salary in the country for the previous year, rounded to the nearest euro, as published in the official statistical bulletin of the Central Statistical Bureau. A member of the Supervisory Board is not

35 Law on Governance of Capital Shares of a Public Person and Capital Companies
36 Cabinet Regulation No 63 of 4 February 2020 “Regulations on the Number of Members of the Management Boards and Supervisory Boards of Publicly Owned Capital Companies and Publicly Owned Private Capital Companies, as well as the Maximum Amount of Monthly Remuneration of the Members of the Management Boards and Supervisory Boards”

entitled to a recall allowance or any other form of compensation in the event of removal before the expiry of their term of office.

The remuneration of the members of the Board and the Supervisory Board is set at up to 90% of the monthly remuneration of the Chairperson of the respective Board and the Chairman of the Supervisory Board. If a member of the Board also performs additional duties within the capital company, the total remuneration remains unchanged at 90 %, with the remuneration for the Board duties and for the additional duties allocated proportionally.

The monthly remuneration of the members of the Board and the Supervisory Board is determined taking into account Riga Airport’s:

- objectives and achievable results defined in the medium- or long-term strategy;
- financial resources available for remuneration payments, the proportion of own revenues, and the proportion of public financial resources in the total revenues of the capital company.

In addition to the factors mentioned above, the monthly remuneration of the members of the Board and the Supervisory Board is determined based on the scope and complexity of the duties to be performed, as well as managing risks of significant

impact on the operations and responsibilities of Riga Airport.

Members of the Board and the Supervisory Board are governed by a mandate agreement and are not subject to the provisions of the Collective Labour Agreement.

Remuneration of the Board and the Supervisory Board in 2024 and 2023

EUR	2024	2023
Members of the Board	337 344	337 344
Statutory social insurance contributions (employer contributions)	77 592	77 592
Members of the Supervisory Board	81 527	101 203
Statutory social insurance contributions (employer contributions)	18 211	22 855

The remuneration of the members of the Supervisory Board and the Board, as shown in the table, consists of the fixed monthly remuneration (gross) specified in the mandate agreements. During the periods indicated in the table, there were no additional benefits, allowances, bonuses, variable remuneration, or other forms of compensation, except for the employer's share of statutory social insurance contributions. Riga Airport does not contribute to the pension funds of the members of the Board and the Supervisory Board. Furthermore, the members of both

Boards did not receive any start-up bonuses in 2024, and there were no repayments made to Riga Airport in 2024 for the compensation previously received, which the member would have been required to repay if specific employment conditions or objectives were not.

Information regarding the remuneration of the Riga Airport Supervisory Board and Board is publicly available on the Riga Airport website³⁷, as well as in the tax returns of public officials, which are published on the State Revenue Service website³⁸.

Riga Airport will not disclose information about employee remuneration in its non-financial report regarding the ratio between the total annual remuneration of the highest-paid individual in the company and the average annual total remuneration of all employees (excluding the highest-paid individual), as well as the percentage increase in annual total remuneration for the highest-paid individual compared to the average percentage increase in annual remuneration for all employees (excluding the highest-paid individual). This is in accordance with the Trade Secrets List, as information about salary levels is not to be publicly disclosed. Remuneration at Riga Airport is competitive and fairly allocated, as confirmed by evaluations conducted by external experts. For more information on the employee remuneration policy, see the section "Employees".

37 Information on the Remuneration Policy for the Board and Supervisory Board is available in Latvian at <https://www.riga-airport.com/lv/korporativa-parvaldiba> and in English at <https://www.riga-airport.com/en/corporate-governance>
38 Tax returns available at <https://www6.vid.gov.lv/VAD>

Management’s role in overseeing impact management

2-12, 2-13

Riga Airport has adopted a Corporate Governance Policy, approved by the Supervisory Board, with the aim of defining the principles according to which good corporate governance is implemented at the Airport. The Corporate Governance Policy has been developed in accordance with the principles set out in the Latvian Corporate Governance Code: Good Corporate Governance Recommendations for Companies in Latvia³⁹, which is available on the Riga Airport website⁴⁰. The Board, the Supervisory Board and employees comply with the Corporate Governance Policy and related laws and regulations and are responsible for implementing the requirements set out therein.

In accordance with the requirements of the Law on Governance of Capital Shares of a Public Person and Capital Companies, Riga Airport prepares an annual Corporate Governance Statement. The statement is based on an assessment of the company’s compliance with the Corporate Governance Code. The implementation of the principles set out in the Corporate Governance Code in 2024 is described in the 2024 Corporate

Governance Statement, which, together with the Annual Report, is approved by the Board. The statement is available on the Riga Airport website⁴¹. See also the section “Corporate governance”.

Based on the overall strategic objectives approved by the Cabinet of Ministers of the Republic of Latvia, the Strategy of Riga Airport outlines the company’s mission, vision, and strategic goals, which are derived from the Airport’s business model and its impact. Key performance indicators, as well as other financial and non-financial metrics, including those related to sustainability, have been identified to achieve these strategic objectives. The highest governing body responsible for the development of the Strategy, strategic objectives, mission, vision, and values of Riga Airport is the Board, together with its structural units. The Board sets and approves objectives related to sustainable development. It also approves policies and actions, which are developed and updated as necessary by the business units of Riga Airport, in accordance with their competencies. The Strategy and related policies are approved

by the Supervisory Board, in line with the Corporate Governance Code; the Supervisory Board also regularly reviews the implementation of the Strategy Action Plan.

Riga Airport’s generated impacts are managed based on the documents, processes, and responsibilities outlined in the table below. In determining the types of impacts to be included in these processes, there are taken into account the results of Riga Airport’s sustainability risk analysis, regulatory requirements, information from external stakeholders such as complaints and suggestions, data provided by trade unions, discussions with Airport users, and other sources of information. The information obtained is processed by the responsible departments and reported to the Board, which makes relevant decisions. The Board also takes appropriate actions if the reports on the achievement of target indicators reveal deviations related to overseeing impacts.

39 <https://www.tm.gov.lv/lv/korporativas-parvaldibas-kodekss>
40 Principles are available at i <https://www.riga-airport.com/lv/politikas>
41 The Corporate Governance Statement constitutes part of the Annual Report, which is available in the Latvian language at <https://www.riga-airport.com/lv/gada-parskati> and in English at <https://www.riga-airport.com/en/annual-report>

To enable effective management of sustainability processes and informed decision-making, the following impact overseeing has been established:

Document	Managed impact	Responsible persons	Management role (incl. cooperation with stakeholders)	Procedures for reporting and setting performance indicators	Reporting frequency
Strategic documents					
Strategy, Strategy Action Plan (SAP) and key performance indicators (KPI)	All identified impacts	The Airport Board, overseen by the Airport Supervisory Board and the shareholder	The Strategy and SAP are developed by the Board, approved by the Supervisory Board, and agreed upon by the shareholder. The Strategy is prepared in accordance with the shareholder's Letter of Expectation.	The Board reports on the implementation of the Strategy and the SAP to the Supervisory Board and the shareholder, who assess whether any risks or opportunities have emerged in the implementation of the Strategy. Each year, the Board approves the KPIs to be achieved in order to meet the objectives of the Strategy and develops an action plan for its implementation for that year.	Twice a year
Sustainability strategy	All identified impacts	The Sustainability Committee, chaired by the Chairperson of the Board.	The Sustainability Strategy is approved by the Board and the Supervisory Board. Employee representatives have been involved in the development of the Strategy and have come forth with proposals for the action plan on employee engagement. Stakeholders are informed about the implementation of the Sustainability Strategy's objectives through a Non-Financial Statement. The comments received during the materiality assessment process have been considered in the development of the Strategy.	The annual implementation of the Sustainability Strategy is reported to the Board. The semi-annual report on the Sustainability Strategy is submitted to the Sustainability Committee.	Once a year
Operational plans of the structural units	All identified impacts	Directors of departments, supervised by the responsible members of the Board	The operational plans of the structural units, aligned with the Strategy's objectives and key performance indicators, are developed by the directors of departments and approved by the responsible members of the Board.	The performance indicators of the structural units are an integral part of the annual operational plans. The directors of departments report on the implementation of the operational plans, risks, and opportunities to the responsible member of the Board.	Twice a year
Environment					
NetZero 2035 Roadmap	Impact on climate change	Energy Management System Working Group	The NetZero Roadmap is approved by the Board, involving in its development employees responsible for energy resource management to come forth with proposals and potential solutions for reducing CO ₂ emissions.	The key performance indicators of the NetZero Roadmap are reported to the Board	Once a year

Document	Managed impact	Responsible persons	Management role (incl. cooperation with stakeholders)	Procedures for reporting and setting performance indicators	Reporting frequency
Environment					
CO ₂ Emissions Management Plan 2023-2025	Impact on climate change	Energy Management System Working Group	The plan is approved by the Board, involving in its development staff responsible for energy management to come forth with proposals and potential solutions for reducing CO ₂ emissions.	The key performance indicators of the plan are reported to the Board	Once a year
Stakeholder Engagement Plan for Emission Reduction	Impact on climate change	Sustainability Committee	The plan is approved by the Board, and its development involves department staff whose responsibilities include communication with stakeholders.	The plan implementation status is reported to the Board once a year	Once a year
Waste Management Plan 2022-2027	Waste management	The Airport Board, overseen by the Airport Supervisory Board	The plan is approved by the Board, involving in its development to come forth with proposals and potential solutions staff from departments dealing with waste generation or management solution.	The plan implementation status is reported to the Board	Once a year
Environmental and Energy Management Program in accordance with the requirements of ISO 14001:2018 and ISO 50001:2018	Impact on climate change, energy consumption, noise pollution, water management and wastewater treatment, biodiversity, waste management	The Airport Board, overseen by the Airport Supervisory Board	The plan is approved by the Board, involving in the development of the plan responsible employees from departments to come forth with , proposals for activities to achieve the program's objectives.	The plan implementation status is reported to the Board once every six month	Once every six months. Reported together with the evaluation of the Integrated Management system
Social area					
Noise Reduction Action Plan	Health and well-being of local community	Environmental Noise Management Working Group	The Noise Reduction Action Plan is approved by the Board and developed by the Environmental Noise Management Working Group, which includes representatives from relevant stakeholders. The plan undergoes public consultation, and the proposals received during the consultation are incorporated into the plan before the approval by the t Board.	The plan implementation status is reported to the Board	One a year
Internal Monitoring Plan for the Working Environment in Compliance with ISO 45001:2018	Work in high-risk conditions.	Labour Protection Unit of the Human Resources Department, Heads of structural units	The plan is approved by the Board, involving in its development the Heads of units, employee representatives (from trade unions and safety representatives.	The plan implementation status is reported to the Board	Once every six months
Economic area					
Investments and other significant transaction	Infrastructure development and connectivity, preventive assessment of environmental and social impacts, using taxonomy objectives as well	Directors of departments	Investment projects over EUR 15 000 are approved by the Project Management Committee. Significant transactions are approved by the Board. Investments exceeding EUR 150 000 EUR are approved by the Supervisory Board.	Reporting on investments and other significant transactions takes place at the Board and the Supervisory Board's Committee meetings as necessary	As necessary

Document	Managed impact	Responsible persons	Management role (incl. cooperation with stakeholders)	Procedures for reporting and setting performance indicators	Reporting frequency
Governance					
Information Security System assessment in accordance with ISO 27001:2022	Data security	IT Security Commission	The Report is approved by the responsible Board member	The Report is submitted to the IT Security Commission	Once a year
Supplier due diligence assessment (see the section “Suppliers” for more details)	Environmental and social impact arising from the Airport operations	Legal Department	The results of the supplier due diligence are presented to the Sustainability Committee, informing the Chairperson of the Board about the current assessment. Afterwards, the results are integrated into the Non-Financial Statement and presented to the Board. Riga Airport has involved several key Latvian suppliers in testing the procedure. Based on feedback from the supplier questionnaire, this input has been incorporated into the development of the Airport's Supplier Due Diligence Procedure.	Supplier due diligence is conducted in accordance with the Airport’s Supplier Due Diligence Procedure by identifying and interviewing relevant suppliers and assessing the sustainability risk level of each.	Reported together with the evaluation of the integrated management system
Priority Risk Report	Legal compliance	Risk Management Committee	Two members of the Board are involved in the activities of the Risk Management Committee at Riga Airport, including overseeing risk management.	The report on Riga Airport's risk management is reviewed and evaluated by the Risk Management Committee, the Board and the Supervisory Board. The semi-annual report on the progress of implementing priority risk control (mitigation) measures is reviewed and evaluated by the Riga Airport Risk Management Committee and submitted to the Board for information and decision-making.	Once a year (to the Board) Once every six months (to the Supervisory Board)

Delegation of responsibilities for managing impacts

2-13, 2-14

The principles of corporate governance at Riga Airport are defined in the Corporate Governance Policy⁴². The tasks of the Supervisory Board and the functions of the Board are defined in the [Law on Governance of Capital Shares of a Public Person and Capital Companies](#) (Articles 107 and 118). The competence and duties of the Supervisory Board are outlined in its [Rules of Procedure](#) (Paragraphs 1.1 and 1.2), while the competence of the Board is described in the [Rules of Procedure of the Board](#) (Paragraph 2).

The Board is responsible for sustainability performance and the management of sustainability processes at Riga Airport. It exercises oversight and control of sustainability activities in accordance with its Rules of Procedure and the Sustainability Policy. The Riga Airport Board is involved in the development of the Sustainability Strategy, including setting priorities and objectives, approving the Strategy, monitoring its implementation, and allocating resources for sustainability initiative.

At Riga Airport, sustainability matters are coordinated by the Head of the Sustainability and Environmental Management Unit, which operates within the Quality and Sustainability Department

(QSD). Structurally, the QSD reports directly to the Chairperson of the Board. Each structural unit is responsible for certain sustainability-related activities, which are coordinated by the QSD. The QSD is also responsible for developing and implementing the Sustainability Strategy, as well as preparing the Non-Financial Statement. The Department has direct responsibility for environmental management, energy management, and environmental noise.

Since 2019, the Company has the Sustainability Committee; its role and involvement of the senior management is described in the section "Sustainability Committee". In addition, Riga Airport has established the Energy Management System Working Group to maintain the energy management system in line with ISO 50001. Further information on its activities and management involvement is provided in the section "Energy Management System Working Group".

The process for reporting sustainability issues to senior management by the Heads of structural units and other responsible Airport staff is outlined in the section "Management's role in overseeing impact management".

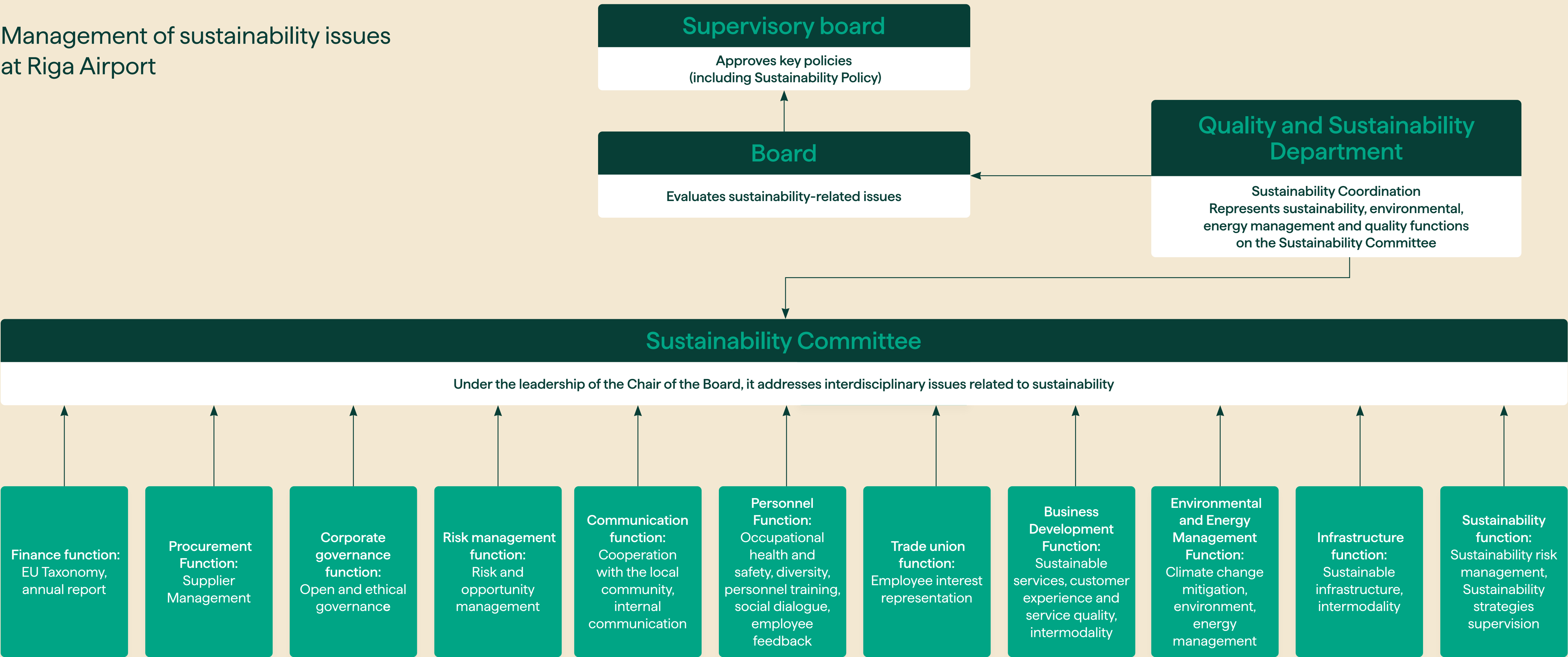
The Board and the Supervisory Board as internal stakeholders

are actively involved in determining the company's materiality aspects. The Board and the Supervisory Board provide their views on the key aspects of Riga Airport through a stakeholder survey. The Chairperson and a member of the Board, as well as the Chairperson and a member of the Supervisory Board, participate in a stakeholder workshop organized to identify the material aspects. The Chairperson of the Board chairs the Sustainability Committee, whose agenda includes the development and updating of the materiality matrix, as well as defining thresholds and reportable disclosures for material sustainability topics. The Chairperson of the Board of Riga Airport prepares the Sustainable Development Strategy Statement, which is included as the foreword in the introductory section of the Non-Financial Statement. The process for identifying material areas is outlined in the section "Key sustainability and responsibility topics", while the role of the Board and the Supervisory Board in approving the Non-Financial Statement is described in the section "Information about the Company and the Non-Financial Statement".

For a description of sustainability policies and actions according to the material sustainability topics, see the section "Key responsible business policies and action policies".

42 Korporatīvās pārvaldības politika pieejama <https://www.riga-airport.com/lv/politikas>

Management of sustainability issues at Riga Airport



Key responsible business policies and action policies

2-23, 2-24

Riga Airport has developed the following key policies

Policy	Policy objective	Policy integration	Human rights	Stake-holder engagement	Scope	Training
Sustainability Policy	To define a common approach to sustainability management at Riga Airport.	The Board takes into account the material issues identified in the materiality assessment as set out in the policy, and applies them in its decision-making and exercising due care with regard to sustainability.	X	X	Own operations	The fundamental environmental principles are included in the Environmental and Energy Management System training.
Environmental and Energy Management Policy	To prevent or reduce adverse impacts from Airport operations on air quality, soil, surface water and groundwater; to control noise pollution; to preserve biodiversity; and to ensure rational use of natural resources.	The core principles of the policy have been integrated into all Riga Airport processes through the Integrated Management System. The application of the precautionary principle in environmental management is derived from the Environmental Protection Law.	X		Own operations, business relationships	Environmental and Energy Management System training
Corporate Social Responsibility and Community Investments Policy	The policy defines the scope of the company's corporate social responsibility and community investment activities.	The policy objectives and guiding principles are implemented within the framework of the Sustainability Strategy Action Plan, the Memorandum of Cooperation with Mārupe Municipality Action Plan, and the Communication Unit Action Plan.			Own operations	None
Personnel policy, including the principles outlined in the Remuneration Policy (Annex 1)	To contribute to the achievement of strategic goals and objectives by providing the Airport with a professional, motivated, results-oriented, and loyal workforce, and establishing pay guidelines.	Policy integration is outlined in the section “Employees”.	X	X	Own operations	Introductory training
Code of Business Ethics	To promote honest, responsible, and lawful conduct among the Airport employees, in the best interests of the company and the public, and to enhance public confidence in Riga Airport.	The provisions of the Code of Business Ethics have been integrated into all processes at Riga Airport, including referencing to them in various procedures.	X		Own operations, business relationships	Code of Business Ethics training

Policy	Policy objective	Policy integration	Human rights	Stake-holder engagement	Scope	Training
Safety Policy	The Safety Policy includes a commitment on the part of the senior management to meet the Airport operational requirements and continuously improve security-related aspects. The implementation of the Safety Policy is closely aligned with labour protection in several key areas.	The Safety Policy is documented, and the current version is included in the Safety Management System (SMS) Manual, which is an annex to the Airdrome Operation Manual. The Safety Policy is also posted in the working areas of the Airport's departments. It is available electronically on the intranet for the Airport employees and on the Riga Airport website for other aerodrome services providers (under the section "Partner portal", with authorized access). Directors of the Airport departments are responsible for informing their staff about the Airport Safety Policy and explaining it.	X		Own operations, business relationships	Aviation Safety Training Safety Management System Training Aerodrome Safety Training Civil Protection and Crisis Training
Risk Management Policy	To define common key objectives, stages, building blocks, principles, types of risks, and the roles and responsibilities of actors involved in the risk management process.	For more information, see the section “Risk assessment and risk management”.			Own operations	Airport Risk Management Training
Corporate Governance Policy	To define the principles for implementing good corporate governance	For more information, see the section “Corporate governance”.			Own operations	Introductory training
Quality Policy	To achieve the Airport’s mission, sustainable development, and strategic objectives by providing safe and comfortable services to aircraft and their passengers within the scheduled time, and by ensuring the highest possible satisfaction of all stakeholders with the services provided by the Airport.	To achieve the desired results, the Quality Management System fosters all level employee awareness and commitment to maintaining the company's quality standards through effective process improvements and the provision of necessary resources.	X		Own operations	Introductory training
Policy of Prevention of Corruption and Conflict of Interest:	To establish common guidelines and principles for the prevention of corruption and timely and transparent identification, prevention and management of actual, perceived, and potential conflicts of interest in order to preclude employees from performing their duties and exercising their powers in a conflict of interest situation at Riga Airport, as well as to define the duties and responsibilities of those involved in the prevention of corruption and conflicts of in.	See the section “Prevention of conflict of interest”.	X		Own operations	Code of Business Ethics Conflict of Interest and Anti-Corruption Training

Policy	Policy objective	Policy integration	Human rights	Stake-holder engagement	Scope	Training
Privacy Policy	To inform a natural person about the purpose of Riga Airport collecting personal data, the volume of data, processing periods, and data protection measures, as well as to inform the data subject about his/her rights and obligations under the GDPR. The personal data processing policy is part of the Privacy Policy.	See the section “Data protection”.	X		Own operations	Personal Data Protection Training Cybersecurity Training
Occupational Health and Safety Policy	To create and maintain a safe and healthy working environment, while eliminating or minimizing harmful risk factors.	The basic principles of the policy have been implemented across all processes at Riga Airport, including a reference in the Occupational Health and Safety Manual.	X	X	Own operations, business relationships	Induction Training in Occupational Health and Safety Fire Safety Briefing Occupational Safety Briefing for Office Staff Occupational Safety Training for Heads of structural units and trainers For contractors, the policy is available on the Riga Airport website in the section “Partner portal”, with authorised access.
Working Environment Policy	To promote an equitable, safe, healthy, efficient, and attractive working environment.	The basic principles of the policy have been implemented across all processes at Riga Airport, including a reference in the Occupational Health and Safety Manual.	X	X	Own operations	Information on workplace policies is included in the occupational safety training content. See the Occupational Health and Safety Policy above.
Remuneration Policy for the Board and the Supervisory Board	To implement the principles of good corporate governance.	For more information, see the section " Remuneration Policy for the Board and Supervisory Board ".			Own operations	Not applicable

All company policies are approved by the Board. In addition, the Law requires the Supervisory Board to approve key policies that define the company's operating principles regarding risk management, conflict of interest prevention, anti-corruption, corporate governance, and other matters.

They are available to employees on the Riga Airport intranet. Employees must acknowledge that they have read and understood the policies when they come into force. The policies, including the Marketing Principles and Disclosure Principles listed in the section “Policies”⁴³ norāare publicly available on the Airport website.

For more information on the action policies and targets for managing key sustainability topics, see below and in the relevant thematic sections.

43 Riga Airport policies available in Latvian at <https://www.riga-airport.com/lv/politikas> and in English at <https://www.riga-airport.com/en/policies>

Overview of action policies for sustainability management

Material topic	Title	Objectives, IRO	Monitoring process	Scope	Highest level of implementation	Third party standards/ initiatives	Considering Stakeholder Interests	Availability
All	Sustainability Strategy	The strategy defines 10 objectives for managing the company's sustainability impacts. The main risks to the implementation of the Strategy relate to climate change and governance.	The monitoring of the Strategy is overseen by the Board	All stakeholders	Head of Division	UN Sustainable Development Goals	Employee representatives, including the trade union and safety representatives, are involved in the development and updating of the Strategy.	It is available to employees via the intranet. For external stakeholders, a summary is available on the website ⁴⁴ .
Impact on climate, energy efficiency Access to green mobility Water management Green transformation	NetZero 2035 Roadmap	The objective is to achieve net zero direct emissions from the Airport by 2035. The main risks in implementing the roadmap relate to the availability of funding and technology. The development and implementation of the NetZero 2035 Roadmap will help mitigate passenger, NGO, and investor perceptions of airports as a climate-unfriendly sector.	Achieving the targets in the NetZero 2035 Roadmap is monitored by the Energy Management Working Group and reported to the Board annually	Airport staff	Head of Division	UN Sustainable Development Goals	The NetZero 2035 Roadmap was presented to staff in a meeting with the Board and to stakeholders in a workshop.	It is available to employees via the intranet. For external stakeholders, the Roadmap is available on the ACI website ⁴⁵ , and the summary is available on the Airport website ⁴⁶ .
Biological diversity protection	CO ₂ Emissions Management Plan	Reducing CO2 emissions by 2025. The main risks to the implementation of the plan relate to the availability of finance and technology. The development and implementation of the Plan reduce the perception of passengers, NGOs and investors of airport operations as a climate-unfriendly sector	Performance results are reported to the Board once a year	Airport staff	Head of Division	Airport Carbon Accreditation Programme Guidelines	n/a	It is available to employees via the intranet.
	Environmental and Energy Management Programme	There are set 10 objectives in the areas of environmental and energy management. The main risks to the implementation of the plan relate to the availability of funding. The main opportunities for the plan's implementation lie in continuous improvement of the environmental situation, ensuring people's fundamental right to live in a favourable environment.	Performance results are reported to the Board twice a year.	All stakeholders	Head of Division	ISO 14001 and ISO 50001	n/a	It is available to employees via the intranet.

44 Summary of the Sustainability Strategy in Latvian at <https://www.riga-airport.com/lv/ilgtspejas-strategija-2022-2030> and in English at <https://www.riga-airport.com/en/sustainability-strategy-2022-2030>

45 ACI Europe, 2025. Repository of Airports' Net Zero Carbon Roadmaps <https://www.aci-europe.org/netzero/repository-of-roadmaps>

46 Summary of Net Zero 2035 Roadmap in Latvian at <https://www.riga-airport.com/lv/jaunumi/rigas-lidosta-apnemas-co2e-misiju-nulles-limeni-sasniegt-lidz-2035-gadam> and in English <https://www.riga-airport.com/en/news/riga-airport-undertakes-reach-zero-co2e-emissions-2035>

Material topic	Title	Objectives, IRO	Monitoring process	Scope	Highest level of implementation	Third party standards/ initiatives	Considering Stakeholder Interests	Availability
Biological diversity protection	Stakeholder Engagement Plan	Coordinate cooperation with stakeholders at Riga Airport to plan actions and assign responsibilities aimed at improving energy efficiency and reducing CO ₂ emissions.	Performance results are reported annually to the Sustainability Committee	All stakeholders	Head of Division	The basic principles are taken from the Stakeholder Engagement Guidance 'developed by the Initiative for Climate Action Transparency	Stakeholders are acquainted with the implementation of the activities outlined in the plan in a workshop, while the responsible staff via the intranet.	It is available to employees via the intranet.
Engaging tenants and passengers in environmental matters	Waste Management Plan	Define the waste management guidelines, objectives to be achieved, and the activities required to meet these objectives.	Performance results are reported to the Board once a year	All stakeholders	Head of Division	n/a	The implementation of the activities outlined in the plan is communicated to the responsible staff via the intranet	It is available to employees via the intranet.
Employee safety, health and well-being Development of staff competencies	Internal Monitoring Plan for the Working Environment 2024	Ensure systematic and ongoing internal monitoring of the working environment, focusing on occupational health and safety, identify, assess, and mitigate health risks, promoting a safer, healthier workplace that complies with regulatory requirements.	Performance is reported semi-annually to the Board, with the report presented to the Heads of structural units via the intranet	Airport staff	Head of Division	ISO 45001	n/a	It is available to employees via the intranet.
Development of staff competencies	Training Centre Strategy	Provide a medium-term vision for the development of the Training Centre by 2027, serving as the foundation for targeted activity and resource planning, as well as for the efficient, growth-oriented operation of the vocational training unit.	Report on the action plan of the HR Department	Airport staff	Department Director	n/a	n/a	It is available to employees via the intranet.
Noise and air pollution	Noise Reduction Action Plan	Reduce the number of people affected by noise limit exceedances and minimize the impact of noise on those not exposed to such exceedances, where feasible	Performance results are reported annually to the Board and presented at the Airport Environmental Noise Management Working Group meetings, held at least twice a year.	Affected communities, public authorities, airlines, air traffic controllers.	Environmental Noise Management Specialist	n/a	Identification of the affected community prior to developing the action plan (through presentations of the strategic noise map), and involvement of representatives from affected stakeholders in the action plan preparation (via the Airport Environmental Noise Management Working Group). Affected communities are consulted before the approval.	It is available to employees via the intranet. For external stakeholders, available on the website ⁴⁷ .

47 The Action Plan available in Latvian only at <https://www.riga-airport.com/lv/vides-troksnis>

Material topic	Title	Objectives, IRO	Monitoring process	Scope	Highest level of implementation	Third party standards/ initiatives	Considering Stakeholder Interests	Availability
Passenger and customer safety Accessibility for all	Customer Service Strategy	Create, maintain, and enhance a positive customer experience by delivering professional customer service and efficient, high-quality services.	The implementation of the tasks outlined in the Customer Service Strategy Action Plan is reported to the Board annually, while the results are reported quarterly to the Customer Experience Oversight Committee	Airport and external staff involved in customer service	Head of Customer Experience Management	ACI Customer Experience Accreditation Guidelines; ACI Guidelines for Passenger Services at European Airports	Gathering customer feedback prior to developing an action plan, in collaboration with the relevant departments	It is available to employees via the intranet. For external stakeholders, available in the restricted section of the website. A summary is available on the Airport website ⁴⁸ .
	Riga Airport Aviation Safety Programme	Establish a security policy and common baseline standards for maintaining civil aviation security, aimed at preventing unlawful interference with civil aviation operations.	Civil Aviation Agency, European Commission	Employees of organisations operating at the Airport	Department Director	ICAO standards, European Commission Regulations, laws and regulations of the Republic of Latvia	Considered when shortcomings are identified by controlling authorities during inspections or audits.	It is available to employees via the intranet. For external stakeholders, available in the restricted section of the website.
Ethical and transparent governance, anti-corruption Sustainable procurement	Code of Business Ethics	Establish common principles and standards of cooperation, promoting fair commercial practices, respect for human rights, labour rights, and business ethics throughout the supply chain of Riga Airport and its business partners.	Report on the action plan of the Procurement Unit within the Legal Department. Before each transaction, Riga Airport ensures that the supplier certifies compliance with the principles outlined in the Code.	Suppliers	Department Director	Universal Declaration of Human Rights	n/a	It is available to employees via the intranet. For external stakeholders, available in the restricted section of the website ⁴⁹ .
	Airport suppliers due diligence	Establish a unified procedure for the annual evaluation of all Airport suppliers, identify and assess critical suppliers, and implement a standardized approach to sustainability due diligence for critical suppliers	Performance results are reported to the Board once a year	Supplies	Department Director	UN Guiding Principles on Business and Human Rights	The stakeholders were informed of the procedure's requirements after it came into effect	Available to employees via the intranet; Informational event for partners.
	Corruption Risk Mitigation Plan	Reduce the risks of corruption and conflicts of interest, while considering the Airport's risk tolerance (risk appetite)	Reporting to the Risk Management Committee, which meets at least twice a year	Airport staff	Board	OECD Guidelines on Preventing Corruption and Promoting Integrity in State-Owned Enterprises	n/a	Restricted availability information

48 Summary of the Customer Service Strategy available in Latvian at <https://www.riga-airport.com/lv/klientu-serviss> and in English at <https://www.riga-airport.com/en/customer-care>
49 Code of Business Ethics is available in Latvian at <https://www.riga-airport.com/lv/etikas-principi-partneriem> and in English at <https://www.riga-airport.com/en/principles-ethics-partners>

Precautionary principle

One of the fundamental principles underpinning the Airport’s environmental management system is the precautionary principle. To prevent potential environmental impacts before they occur, Riga Airport has implemented an environmental risk assessment procedure that is carried out in accordance with the Environmental Risk Management Procedure – EM 1418 P. In the field of environmental management, 26 environmental risk assessment meetings were held in 2024 (compared to 47 in 2023) to evaluate potential risks related to procurement and project implementation. As a result of these assessments, five new environmental risks related to processes and technical infrastructure were identified and evaluated.

Human Rights

Riga Airport is committed to ensuring compliance with all applicable laws and regulations related to the respect for human rights — in the workplace, in the provision of services, and in the assessment of business partners.

Riga Airport recognises Latvia’s adherence to all ratified conventions and protocols of the International Labour Organization (ILO), whose core objective is to promote social justice and the recognition of international labour rights. In line with this, Riga Airport’s Personnel Policy stipulates that the Company must respect the prohibition of unequal treatment

and discrimination of employees based on gender, age, ethnicity, origin, financial status, or other personal circumstances.

To ensure respect for human rights among its employees, the Code of Business Ethics of Riga Airport outlines key principles such as respectful, tolerant, and equal treatment in all interactions and communications. The Code of Business Ethics is mandatory for all employees.

Riga Airport’s Training Centre organises training to enhance the understanding and knowledge of the Airport staff when interacting with customers from diverse cultures, ethnic backgrounds, beliefs, and religions. This topic is included in the Customer Service training, which is provided every two years to employees involved in customer-facing. In 2024, 403 staff members completed this training. The issue of non-discriminatory treatment is also addressed when training in passenger service rules in airlines. Special attention is given to these topics when training the staff of the Security and Ground Handling Departments.

Riga Airport’s Training Centre organizes training sessions covering various aspects of human rights. In 2024, employees underwent the following training:

- Serving Persons with Disabilities and Reduced Mobility (which includes information on recognising signs of human trafficking) – 510 employees, or 35 % of all employees;

- PRM Support Manager – one employee;
- Diversity Training – three employees.

The Single European Sky must be equally accessible to all individuals. Therefore, Riga Airport ensures equal and non-discriminatory travel for persons with functional disabilities. Persons with functional disabilities have the same right to freedom of choice and mobility, as well as equality and non-discrimination, as all other individuals.

Riga Airport manages control over the selected suppliers. For more information, see the section “Procurement and supply chain management”.

On 29 October 2024, Riga Airport hosted a workshop on the prevention of human trafficking in the aviation sector. The workshop was attended by representatives from the Ministry of Foreign Affairs, the Ministry of the Interior, the State Police, the State Border Guard, Riga Airport, and the non-governmental organisations “Patvērums “Drošā māja”” and “Centrs MARTA”. At that workshop, Riga Airport addressed both the current situation regarding human trafficking and the issue of drug mules.

It was concluded that the algorithm for reporting cases of human trafficking is effective, but that in 2025, there is a need to focus on updating the training content.

In November, the Training Centre organized a think-tank on human trafficking for members of the Airport community. The event was attended by representatives from the airlines airBaltic and Smartlynx, the ground handling company HAVAS, as well as the Ministry of the Interior and the Centre MARTA. The Think Tank focused on aviation industry efforts to prevent human trafficking, including staff training, collaboration on training programs, and cooperation between airlines and ground handlers in identifying victims and addressing suspicious cases.

Risk assessment and risk management

To ensure the sustainable development of the Airport and promote value creation for its stakeholders, Riga Airport implements the Risk Management Policy. This policy defines the objectives, scope, key elements, stages, fundamental principles, and guidelines of the risk management process. It also incorporates aspects and requirements related to sustainability risk management, as well as the roles and responsibilities of all participants involved in the process. The Risk Management Policy outlines the approach to managing various types of risks at Riga Airport (see the figure “Types of Risks at Riga Airport”).

Risk management is carried out in accordance with the Riga Airport Instruction, which sets out the risk management

methodology, including the Airport’s criteria for assessing probability and impact, as well as determining risk levels. The risk management process involves Riga Airport employees with the relevant expertise, including identifying appropriate mitigation measures.

Riga Airport has the Risk Management Committee that oversees the risk management process and evaluates information related to the Airport’s risks, including strategic, operational, and financial risks, which may also include sustainability risks. The Committee takes decisions within its scope of competence. For more information, see the section “Risk Management Committee”.

Riga Airport ensures the safety risk management process within the framework of its Safety Management System, in accordance with Commission Regulation (EU) No 139/2014 of 12 February 2014, which lays down requirements and administrative procedures for aerodromes pursuant to Regulation (EC) No 216/2008 of the European Parliament and of the Council. For more information, see the section “Safety and security”.



Types of Risks at Riga Airport

- Strategic risks** – risks related to insufficient planning or implementation of Riga Airport’s Strategy, as well as strategic or development decisions that impact the Airport operations. This category also includes reputational risks.
- Safety risks** – risks related to safe operation of the aerodrome, managed within the framework of the Airport’s Safety Management System.
- Aviation security risks** – risks managed by the Airport within the framework of the aviation security system.
- Environmental risks** – risks managed within the framework of the Airport’s Environmental Management System, including climate-related risks required to be disclosed under the European Sustainability Reporting Standards (ESRS).
- Energy management risks** – risks managed within the framework of the Airport’s Energy Management System.
- Information system risks** – risks related to the security of the Airport’s information systems, including risks associated with personal data protection.
- Personal data protection risks** – risks related to non-compliance with the General Data Protection Regulation (GDPR)⁵⁰.



50 Source: Regulation 2016/679 of the European Parliament and the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC

Workplace risks – risks related to the working environment, including occupational health and safety, as well as other factors affecting the workplace environment at the Airport.

Operational risks – risks arising from inadequate, incomplete or non-compliant Airport processes or projects, employee actions, or external events. These include legal and compliance risks, personnel-related risks, fraud, corruption, conflict of interest, and information and communication technology risks.

Financial risks – risks related to potential losses resulting from unforeseen changes in the financial environment, as well as insufficient cash flow to meet the Airport’s financial obligations. This includes risks related to budget planning, performance monitoring, raising finance, liquidity risks, market risks, and credit risks.

Sustainability risks – environmental, social, and governance events or conditions that, if realized, could have a significant negative impact, either actual or potential, on achieving the Airport's sustainability objectives. The aforementioned risk types may also fall under sustainability risks.

In implementing the Risk Management Policy, Riga Airport adheres to the following risk management principles: integration into management, dynamism, practicality and

efficiency, traceability and validity of information, continuous improvement, involvement and cooperation, and the “three lines of defence” concept. Detailed information on these risk management principles is available on the Riga Airport website under the section “Policies⁵¹.

As part of sustainability risk management, in 2024 Riga Airport:

- identified and assessed sustainability risks and opportunities, considering the ESRS requirements;
- began updating the internal regulatory document “Strategic, Operational, Sustainability, and Financial Risk Management Manual” integrating sustainability risk management into Riga Airport's overall risk management framework.

During 2024, the following risks were identified, assessed, and reassessed:

- CSR-related risks, such as environmental risks, energy management risks and workplace risks;
- strategic, operational and financial risks;
- sustainability risks, including climate change risks and climate-related transformation risks.

The above risks are managed by developing risk mitigation plans and determining appropriate mitigation measures, in

accordance with Riga Airport's internal regulatory and normative documents that govern the respective risk types. These documents define the procedures for managing strategic, operational, sustainability, and financial risks.

Risk management arrangements include timely risk identification, appropriate analysis and assessment, response, monitoring and reassessment, documentation and reporting, as well as communication and consultation.

The implementation of the Risk Management Policy and the progress of risk mitigation measures are monitored by the Risk Management Standing Committee, the Board, and the Supervisory Board, in accordance with their respective competences. For more information, see the section “Management’s role in overseeing impact management”.

In order to facilitate the achievement of the objectives set out in the Strategy and the Sustainability Strategy, it is essential to ensure the continued maintenance of the risk management procedure at Riga Airport and its continuous improvement in compliance with international and national regulatory requirements, as well as best practices, including in the area of sustainability.

51 Available in Latvian at <https://www.riga-airport.com/lv/politikas> and in English <https://www.riga-airport.com/en/policies>

Internal Audit Function

Riga Airport undergoes continuous internal audits, which are conducted by the Head of the Internal Audit Unit. The Internal Audit Unit reports functionally to the Supervisory Board and administratively to the Board. In accordance with the Internal Audit Strategic Plan 2022-2024 and the Internal Audit Plan 2024, audits of four priority systems—Performance Management, Financial Management, Construction Project Management, and Information Security Management—were conducted in 2024. The Head of the Internal Audit ensures regular reporting to the Board, the Supervisory Board and the shareholder on the results of audits and the implementation of audit recommendations, and carries out off-schedule reviews of issues at the request of the management, as well as providing individual advice at the request of business units.

Process quality and safety audits

Process and risk management is established and implemented in the Integrated Management System to achieve the Airport's strategic objectives. Process quality and safety audits assess the effectiveness of the established system, the performance of processes and the compliance of services with the established requirements. In 2024, 21 process audits were carried out at Riga Airport departments and companies

providing airdrome services. In addition to the internal audits, 14 external audits and inspections were conducted at Riga Airport in 2024 by entities such as the Civil Aviation Agency (CAA), certification organizations BM Certification SIA and Bureau Veritas Latvia SIA, express mail service providers DHL, FEDEX and Swiftair, as well as airlines airBaltic and Ryanair, which operate flights to/from Riga Airport.

Each year, Riga Airport develops a schedule for environmental inspections. In accordance with this schedule, 12 environmental inspections were carried out in 2024 at the Airport's facilities and on the premises of its tenants and service providers. The most significant violations detected during the environmental inspections related to the failure to ensure the quality of domestic wastewater after the installation of a grease trap, inadequate labelling of waste containers, and the absence of up-to-date safety data sheets. During the inspections, tenants were also informed about the existing and planned legislative changes affecting their polluting activities.

Once a year, the company's Board evaluates the Integrated Management System during the annual management review and identifies potential improvements to ensure its continued suitability, effectiveness, and compliance with the certified standards.



Ethics, anti-corruption policy and conflict of interest prevention

3-3, 2-15, 205-2, 205-3

Riga Airport’s corporate culture, along with the implementation of and compliance with relevant policies and principles, ensures adherence to legislation and promotes the interests of stakeholders. This positive impact is achieved through the company’s actions, guided by its principles and approach. The regulations issued by the Ministry of Transport⁵² noset out the procedures for managing conflicts of interest and holding of multiple positions. These matters are addressed in accordance with external legislation on the prevention of conflicts of interest in public officials’ activities, as well as internal rules applicable to state-owned enterprises.

Cabinet Regulation No 630 of 17 October 2017 “Regulations Regarding the Basic Requirements for an Internal Control System for the Prevention of Corruption and Conflict of Interest in an Institution of a Public Person” (hereinafter - Regulation No

52 Internal Regulations 01-02/31 of 27 September 2021 “Procedure for the Management of State-Owned Capital Shares”, Section 6

630) sets out the basic requirements of the internal control system for preventing the risk of corruption and conflict of interest.

Riga Airport has developed the following:

Ētikas kodekss, kas ietver arī krāpniecisku un koruptīvu rīcību aizliegumu un ir saistošs ikvienam uzņēmuma darbiniekam;

- Code of Business Ethics, which includes a prohibition on fraudulent and corrupt practices and is binding on all employees;
- Corruption and Conflict of Interest Prevention Policy (for more details, see the section “Key responsible business policies and action policies);
- Conflict of Interest Prevention Management Manual, which defines the procedures by which:
 - the Supervisory Board coordinates and oversees the necessary procedures to prevent and manage conflict of interest involving members of the Airport Supervisory

Board, Board, or individuals related to them

- the Board manages conflicts of interest involving Airport staff and monitors the Airport's dealings with former members of the Board and the Supervisory Board, as well as with individuals related to members of the Airport Supervisory Board or the Board.

The main objective of preventing corruption and conflicts of interest is to ensure their prevention in compliance with the requirements outlined in external regulations, internal policies of Riga Airport, and other relevant documents, thereby safeguarding the company's reputation and resources, as well as fostering trust among stakeholders, including the public, in the operations and services provided by Riga Airport.

To achieve this objective, the following key actions were implemented:

- Riga Airport has developed and approved the Corruption Risk Mitigation Plan, which identifies responsible personnel and

implementation deadlines for addressing corruption risks. For reporting on the progress of risk mitigation measures, refer to the section “Management’s role in overseeing impact management”.

- Riga Airport has a reporting procedure outlined in the section “Communication on critical issues”.
- These actions are detailed in the Conflict of Interest Management Manual, which includes guidelines for handling gifts, preventing conflicts of interest in decision-making and the performance of duties, dealing with procurement, transactions, and the procedure for combining positions.

In 2024, no cases of corruption were identified, leading Riga Airport to conclude that the existing anti-corruption measures are effective.

In 2024, one potential conflict of interest was identified and recorded in the Airport’s Conflict of Interest Register. The parties involved were informed of the potential conflict when authorising the merger. The Conflict of Interest Prevention Management Manual stipulates that on recording such information in the Register, strict confidentiality regarding both the information obtained in the performance of official duties

and personal data protection requirements must be observed, with no disclosure to third parties or use for personal purposes.

During 2024, Riga Airport continued to:

- review and approve processes and positions exposed to corruption risks, and identify corruption risks by assessing their likelihood and potential impact;
- promote awareness raising on conflict of interest and anti-corruption issues for employees in ositions exposed to such risks.

Riga Airport promotes business activities in accordance with the principles of integrity and ethical conduct, implementing measures to prevent the risks of corruption and fraud, as well as to detect and mitigate potential irregularities.

The Code of Business Ethics, the Corruption and Conflict of Interest Prevention Policy, and the Conflict of Interest Prevention and Management Manual are available to all Riga Airport employees (1 440), as well as to the members of the Board (three) and the Supervisory Board (three until 23 May 2024, two thereafter) via the Airport’s internal document management system. All employees, along with the Management and the Supervisory Board members, are required to confirm that they

have read and understood these documents. In 2024, 100 % of the Board members got acquainted with the documents in the system, while 100 % of the Supervisory Board members confirmed their awareness of them by formally approving them⁵³. In 2024, all newly that year recruited employees (319 people) had to read these documents. 99 % of them did it within the required two-week timeframe. The remaining 1 % terminated their employment within two weeks of joining and therefore did not read the documents before their leaving the company. All other employees had already familiarised themselves with the documents in previous years (2022 and 2023), when the documents initially came into force.

The Riga Airport website⁵⁴ provides the curricula vitae of the Board and the Supervisory Board members, including information on their membership in other boards and positions held.

53 No regional breakdown, as all employees work in the Riga region.
54 Information about the Supervisory Board and the Board is available in the Corporate Governance section in Latvian at <https://www.riga-airport.com/lv/korporativa-parvaldiba> and English <https://www.riga-airport.com/en/corporate-governance>

Overview of corruption incidents in 2024

Indicator	Number in 2024
Confirmed corruption or bribery cases	0
Confirmed incidents in which the company's employees were dismissed or disciplined	0
Confirmed incidents related to contracts with counterparties terminated or not renewed due to corrupt activities or bribery	0
Public corruption lawsuits brought against the organization or its employees during the reporting period	0

The Code of Business Ethics training for all staff is conducted every three years. The training program covers the requirements for addressing potential misconduct, fraudulent or corrupt activities, and includes information on reporting and whistle-blowing mechanisms. The knowledge test on the basic principles of the Code of Business Ethics is mandatory for all employees of Riga Airport (except for public officials who are governed by the Law on Prevention of Conflict of Interest in Activities of Public Officials). In 2024, 662 employees completed the Code of Business Ethics e-learning, which represents 46 % of the total workforce.



Overview of the Code of Business Ethics training in 2024⁵⁵

Cabinet Regulation No. 630 stipulates that training on corruption and conflict of interest issues must be provided to employees whose positions are exposed to corruption risks; it is to be done upon the commencement of employment and repeated every three years. In 2024, 10 employees completed e-learning on anti-corruption and conflict of interest issues, representing 0.7 % of the total number of employees at the Airport. In 2022, the Board of Riga Airport participated in online training on “Topical Issues of Conflict of Interest, Anti-Corruption, and Ethics.” The next online training for employees in medium and high-risk positions, including members of the Board and the Supervisory Board, is scheduled for 2025. The development of an internal curriculum was launched in early 2025.

To promote the integrity of the Company's business partners, Riga Airport's procurement documentation (100 %) includes additional requirements to comply with the Code of Business Ethics, including the prohibition of fraudulent and corrupt practices in its activities, containing the prohibition of bribery of

Employee category	Number of employees trained on the Code of Business Ethics	Percentage of employees trained (by category)	Percentage of employees trained (from the total number of employees)
Senior-level management	3	12.5 %	0.21 %
Middle-level management	5	13.5 %	0.35 %
Other	654	47.4 %	45.42 %

both domestic and foreign officials. By participating in procurement at Riga Airport, the tenderer confirms that it shall observe it in its activities (including the activities of the tenderer's employees and subcontractors) and shall comply with the basic principles of business ethics set out in the Principal's Code of Business Ethics during the performance of the procurement contract. To ensure a common understanding of a responsible and ethical business environment, the contractor has approved the Code of Business Ethics, along with a corruption risk assessment and measures to mitigate and prevent corruption risks. No separate training is organized for business partners.

The basic principles for cooperation with business partners and the Code of Business Ethics, including the prohibition of fraud and corruption, are available to all partners (100 %) on the Airport website in the section "Principles of ethics for partners"⁵⁶. For more information on the Code of Business Ethics, see the section "Code of Business Ethics".

55 In the training system, positions are registered in the following categories: position, unit, department; categories such as administrative employee and operational employee are not distinguished.

56 More information available in Latvian at <https://www.riga-airport.com/lv/etikas-principi-partneriem> and English <https://www.riga-airport.com/en/principles-ethics-partners>

Communication on critical issues

2-16, 2-26

Every employee of Riga Airport has the right to report potential violations of employee rights and interests as defined in the Code of Business Ethics, the Whistleblowing Procedure, and other regulatory documents. In accordance with the Order "On the Procedure for Reporting and Handling Employee Complaints and Alleged Violations", employee behaviour or actions that do not comply with the Code of Business Ethics must be:

- Identified by employees reporting via the Riga Airport intranet e-RIX → “HELP” → “Code of Business Ethics Violation” or by sending information to the email kodeksa.parkapums@riga-airport.com;
- Investigated by convening the Commission approved by the Order. The Commission has the right to request information and written explanations from the involved employees, as well as invite other Riga Airport employees to the Commission meeting.

In 2024, Riga Airport received one complaint regarding alleged violation of an employee's labour rights as set out in the internal regulations of Riga Airport. The complaint was investigated, no violation was found, and a written reply was provided.

No potential breaches of the Whistleblowing Procedure were identified at Riga Airport in 2024. Should such a report be received, the Commission is required to review the submitted information and provide an opinion to the Chairperson of the Board for further action. For more details on the Commission, see the section “Standing Commission on Alleged Violations”.

The procedure for reporting cybersecurity and data breaches to the senior management is outlined in the section “Cybersecurity and data protection”. No privacy breach reports were received from data subjects during the reporting year.

Concerning the field of occupational health and safety, the senior management is notified immediately and without delay in the event of a serious workplace accident. One such case was reported in 2024.

Other events or reports that do not have a critical impact on Riga Airport’s reputation or do not cause significant harm (including public complaints related to environmental noise) are reported to Riga Airport’s senior management in accordance with the established procedure described in the section “Management’s role in overseeing impact management”.



The airport's intranet or internal website "eRIX" provides all employees with information on

how to deal with bribery.





Every employee has also the right to report to higher management regarding possible violations, fraudulent and corrupt actions, including cases of attempted bribery.



In the case of necessity, if the situation cannot be resolved with the direct manager due objective reasons, the employee shall report to the permanent commission for investigation of possible violations.

A biannual overview of priority risks is provided to the Supervisory Board of Riga Airport.

Information on how to act in case of bribery is available to all employees on Riga Airport's intranet e-RIX.

Business partners and individuals who are not employees of Riga Airport may report an alleged violation or submit a complaint by emailing Office@riga-airport.com. The report should include all available information about the alleged violation, including a description and specific facts. If a person wishes to submit a whistleblower report under the Whistleblowing Law, they must fill in the form developed by the State Chancellery, available on the website www.trauksmescelejs.lv. After completing the form, it must be signed with a secure electronic signature and sent to Office@riga-airport.com. If the form is signed in writing, it must be sent to Riga Airport by post. The Permanent Commission on Alleged Violations reviews the submitted information and provides an opinion to the Chairperson of the Board. No whistleblower reports from external stakeholders were received in 2024.

Riga Airport employees are informed about the channels for reporting possible violations through the mandatory training programme “Code of Business Ethics”, as well as via an order binding on all employees titled “On the Procedure for Reporting and Handling Employee Complaints and Alleged Violations”.

Whistleblower protection requirements are outlined in Riga Airport's internal regulation on the Whistleblowing Procedure, ensuring the protection of whistleblowers as stipulated in regulatory enactments. This includes the guarantee that the whistleblower's identity will remain confidential, and the person will not face punishment, dismissal, demotion, or any other adverse consequences.

Legal and regulatory compliance

2-27

In the reporting period:

- Riga Airport had no conviction judgement for environmental violations, offences against employees or customers, breaches of anti-corruption or anti-bribery laws, and was not subject to any fines;
- there were no terminations of employment or disciplinary actions related to confirmed incidents of corruption or bribery;
- there were no public cases involving Riga Airport or its employees related to environmental, employment, corruption, or bribery matters, including those initiated in previous years but concluded during the reporting period.

In previous reporting periods, Riga Airport was subject to one environmental administrative penalty for failure to properly maintain a drainage ditch — specifically, for inadequate maintenance of the shared water drainage system, including failure to cut trees, mow grass, remove water flow obstructions, and restore water gutters. An administrative fine of EUR 100 was

imposed in 2022 and paid in 2023. (Details of this fine were also included in the 2022 and 2023 Non-Financial Statements).

Procurement practices and supply chain management

3-3, 2-23, 2-24, 204-1, 308-2, 414-2

As Riga Airport provides both aviation and non-aviation services, it primarily procures a wide range of services, supplies, and construction works to support its own operations. In addition, procurement is carried out for investment projects, in compliance with the Law on the Procurements of Public Service Providers and other applicable Latvian legislation directly regulating the subject of procurement. The Airport also follows the Procurement Guidelines for Public Service Providers and the Procurement Procedure Conditions developed by the Procurement Monitoring Bureau. In 2024, Riga Airport engaged a total of 665 suppliers and concluded 221 transactions (contracts), including 10 construction contracts, 62 supply contracts, and 148 service contracts. This represents a slight decrease compared to 2023, when 238 contracts were concluded—three fewer for construction, 37 fewer for supply, and 22 more for services.

Procurement targets are outlined in the Riga Airport Procurement Plan for each year. The goal of procurement at Riga Airport is to ensure rational and efficient processes that

adhere to the fundamental procurement principles—transparency, free competition, fair treatment of suppliers, and efficient use of the Airport’s resources.

The Procurement Plan is reported quarterly to the Board by the responsible unit and serves as the primary control mechanism for monitoring its effectiveness. The implementation of the plan is regularly reviewed to assess progress. Based on the evaluation of procurement experiences and trends, adjustments are made to the Procurement Procedure and the operational plans of the responsible unit as needed.

For information on integrating sustainability requirements into procurement, refer to the section “Proportion of local suppliers”. The work plan of the unit responsible for procurement sets an annual target for sustainable procurement. In 2024, the goal was to ensure that at least 15 % of the procurement outlined in the 2024 Procurement Plan included a sustainability criterion—such as green criteria, socially responsible procurement criteria, or innovative solutions.

Cooperation with suppliers and partners who uphold the principles of sustainable development can help reduce the environmental and social impact of Riga Airport operations. Adherence to human rights within the value chain is aligned with internationally recognized human rights guidelines. Riga Airport's approach and principles contribute to fostering these potentially positive impacts.

Proportion of local suppliers

The total contract value of Riga Airport's transactions in 2024 amounted to EUR 24 542 737.70 (excluding value-added tax), of which EUR 23 051 385.86 (excluding value-added tax), or 94 %, was awarded to local (Latvian) suppliers.

Sustainability considerations for supply chain management at Riga Airport:

- Since 2023, Riga Airport's procurement regulations include a description stating that to ensure a shared understanding of a responsible and ethical business environment the client (Riga Airport) has developed the Code of Business Ethics. The Code outlines common principles and standards for mutual cooperation, promoting fair commercial practices, respect for human rights, labour rights, and business ethics within the Airport's supply chain and that of its business partners, while also fostering good governance and socially responsible business practices.
- The procurement contract shall include a clause stating that the contractor agrees to comply with the fundamental principles of the Code of Business Ethics in the performance of the contract and throughout its operations, including those of its employees and subcontractors.
- As of 2024, Riga Airport has an approved Supplier Due Diligence Procedure, designed to establish a standardized

process for the annual evaluation of all suppliers. This procedure also aims to identify and assess the Airport’s key suppliers, ensuring a consistent approach to supplier due diligence with a focus on sustainability. Where applicable, key suppliers are required to implement measures to mitigate sustainability risks. If the level of risk is high and the supplier fails to take appropriate action to mitigate it, the Airport reserves the right to terminate the contract with the supplier. In 2024, Riga Airport informed its key suppliers about the Supplier Due Diligence Procedure through an online information session.

Integration of social and environmental requirements into procurement:

- To the extent the subject and allocated budget of the procurement allow, Riga Airport includes various social criteria in the tender specifications, awarding additional points for such elements as minimum wage guarantees for specialists and the provision of health insurance.
- In line with the requirements of applicable legislation, Riga Airport applies the Green Public Procurement (GPP) criteria in certain procurements, aiming to acquire goods and services with the lowest possible environmental impact. This approach considers the life cycle costs of products or services with the same primary function and prioritizes those that also contribute to social improvements.

- Riga Airport’s procurement procedure includes a provision that in certain cases allows for awarding a contract to a company that has been granted social enterprise status. This means that when selecting a supplier of goods or services, the contracting authority may apply criteria that, for example, give preference to companies employing persons with disabilities.
- Riga Airport’s Sustainable Public Procurement Guidelines are based on the company’s experience and opportunities for applying sustainability criteria and the fundamental principles of socially responsible procurement. In 2024, procurements with an estimated contract value exceeding EUR 15 000 (excluding VAT), where at least one sustainability requirement was applied, accounted for 33 % of all procurements—48 out of a total of 146.

Code of Business Ethics

The Code of Business Ethics is binding on all contractual partners of Riga Airport and outlines the following core principles:

- Social standards – including working conditions, human rights, non-discrimination, fair wages and working hours, occupational safety, and training;
- Environmental standards – such as emission control and

reduction, energy efficiency, application of circular economy principles, responsible use of water resources, and mitigation of environmental risks;

- Business and ethical integrity – covering required documentation, quality assurance, confidentiality, transparent transactions, conflict of interest prevention, sanctions compliance, and overall integrity;
- Prevention of conflicts of interest, fraud, and corruption.

Riga Airport requires suppliers to certify, as part of the procurement process, that they observe—and will continue to observe throughout the performance of the contract - the core business ethics principles outlined in the Riga Airport Code of Business Ethics. This applies to the supplier’s own activities as well as those of its employees and subcontractors. The Code of Business Ethics is available on the Riga Airport website under the section “Principles of ethics for partners”⁵⁷. See also the section “Human rights”.

Before signing the agreement:

- cooperation partners are screened for sanctions. Agreements include a clause granting Riga Airport the right to unilaterally terminate the agreement with immediate effect if it is established that the other party is subject to sanctions or has

been sanctioned for a breach of competition law;

- depending on the estimated contract value, a check is conducted to ensure that the contractual partner, its board members, council members, and persons authorised to represent the company, have no prior convictions related to participation in, or organisation of, criminal organisations; bribery or accepting bribes; fraud; embezzlement or money laundering; involvement in terrorism; human trafficking; tax evasion or non-payment of equivalent duties;
- it is verified that the contractual partner (and, in some cases, the partner's subcontractors) has paid taxes on time, including statutory social insurance contributions. It is also verified that neither the contractual partner nor its subcontractors have been penalized for breaching competition law and that they have not employed workers without a contract or without a valid residence permit.

Environmental and social impact in the supply chain

At the end of 2024, Riga Airport assessed 102 key suppliers against social and environmental criteria, based on their type of activity by NACE code. Of the suppliers assessed by type of activity, 69 were identified as being at risk from social and/or

57 The Code of Business Ethics is available in Latvian at <https://www.riga-airport.com/lv/etikas-principi-partneriem> and English <https://www.riga-airport.com/en/principles-ethics-partners>

environmental aspects in the following sectors: repair of equipment, wholesale of other machinery and equipment, electricity generation and trade, construction of residential and non-residential buildings, catering services, cable telecommunication services, architectural services, etc.

Based on the supplier's registered office, an assessment was also conducted of the human rights record of the countries involved. The countries of Riga Airport's suppliers exposed to human rights risks under the UNEP Finance Initiative are China, Turkey, and Bahrain.

To assess the level of sustainability risk among suppliers, all suppliers were asked to complete a questionnaire on their management of current sustainability issues. By combining the questionnaire results with information from other suppliers, the following was found:

- 58 % of suppliers have a low risk,
- 31 % have a medium-low risk,
- 11 % have a medium-high or high sustainability risk.

High-risk suppliers do not take measures to mitigate sustainability risks, while medium-risk suppliers implement only minimal sustainability measures. It should be noted that 56 % of all major suppliers surveyed did not respond, so these data may not fully represent the actual situation. However, the number of

completed questionnaires indicates that suppliers make efforts to implement measures to mitigate their negative impact.

A potential negative impact has been identified in the Riga Airport supply chain, related to human rights—such as the rights of supply chain workers to safe employment, fair remuneration, and non-discrimination.

All significant suppliers have an existing negative environmental impact in the following areas: impact on climate change (caused greenhouse gas emissions) and waste. Some suppliers have an actual negative impact on microplastic pollution, caused by the use of single-use plastic products and packaging.

At the time of preparing this report, no action has been taken to support the right to freedom of association and collective bargaining, nor has an agreement been reached with suppliers assessed as medium or high sustainability risks. Negotiations with these suppliers will take place throughout 2025, and the outcome will be disclosed in the 2025 report.

In 2024, no supplier (0 %) had their contract terminated due to a negative impact on the environment or society.

There have been no significant changes in the structure of the company’s supply chain or its relationships with suppliers, service providers, or customers during the reporting period.

Procurement types in 2024 (contract value of concluded transactions), EUR

Services	Supplies	Construction works
6 363 252	6 444 852	10 528 803

Key procurement categories in 2024

Services	Supplies	Construction works
Advertising and marketing	Specialized equipment	Reconstruction works
Insurance and medical assistance	Lubricants and paints	Construction works
Design and author's supervision	LED lights and their components	Repair works
Maintenance and modernisation of electrical infrastructure	Furniture	
Maintenance of security systems	IT software	
Ditch maintenance	Equipment related to Airport terminal infrastructure	

Ethical and competitive pricing structure

Riga Airport sets its tariffs based on the so-called “single window” principle, meaning that costs are covered by both aviation and non-aviation revenues. This approach influences the level of charges applied to airlines and passengers. In general, tariffs are expected to cover operating costs and the cost of financing capital investments, while ensuring a reasonable profit.

European legislation prohibits discrimination against airline customers and unlawful state aid. Consequently, Riga Airport can only modify its tariff and fee structure in accordance with Cabinet Regulation No 540 of 5 July 2011 “Procedures for the Determination and Changing of Airport Charges”. This regulation incorporates legal provisions derived from Directive 2009/12/EC of the European Parliament and of the Council of 11 March 2009 on Airport charges. Transparency, fairness, and equity are fundamental principles in tariff setting. Prior to implementing any changes, airlines are consulted regarding the costs included in the charges and their levels.

Pursuant to Article 28³ of the Law on Aviation, the Cabinet establishes the charges for four services provided at civil aviation aerodromes of national significance (see “Tariff structure” below). Additionally, the Cabinet determines the procedures for collecting and utilising these charges, specifying

the services included and any applicable exemptions.

Charges for services not covered by Article 28³ of the Law on Aviation are determined by the respective service provider.

The aircraft take-off and landing fee, aircraft parking fee, and passenger service fee at Riga Airport are established by Cabinet Regulation No 111, titled "Regulations Regarding Charge of the Aerodrome Services Provided by the State Stock Company Riga International Airport". The fee for security and rescue measures is determined by Cabinet Regulation No. 823, titled 'Regulations Regarding the Charge for Security and Rescue Measures Provided at the Aerodrome’.

On 12 April 2024, amendments to Cabinet Regulations No 111 and No 823 proposed by Riga Airport came into force. These amendments establish the amounts of fees for services provided at the Airport, outline the procedures for their collection and use, and specify exemptions from these fees.

Pricing structure

The aviation pricing structure at Riga Airport comprises the following charges:

Aerodrome service charges established in accordance with the Law on Aviation’ by Cabinet Regulations:

- aircraft take-off/landing fee;
- aircraft parking fee;
- passenger service fee;
- security fee.

Aerodrome service charges established by Riga Airport:

- PRM charge;
- centralised infrastructure charges;
- other aviation charges.

Riga Airport charges

In addition, a security fee component is charged for the provision of CAA flight safety and civil aviation security oversight measures (EUR 1,60 per departing direct passenger and EUR 0,49 per departing transit or transfer passenger). Information on Riga Airport tariffs is available on the website Airport tariffs”⁵⁸.

Charges competitiveness

In the proposal for charge changes, particular attention was given to enhancing the competitiveness of Riga Airport and designing a charge structure that supports achieving of the Airport’s strategic objectives. To stimulate reaching of passenger volume forecasts and support the development of a broad network of destinations, the fare changes were accompanied by the introduction of incentive programmes. These programmes offer discounts on Airport charges for new routes over 3 000 km from Riga, as well as passenger growth discounts for carriers that achieve growth within the Airport’s defined period. The Airport will also continue to provide marketing support for airlines.

To benchmark Riga Airport against Northern European hubs and competing airports in the Baltic region, it is essential to compare the total aircraft handling charge payable by air

Type	Charges (EUR) as of 12 April 2024.	Charges (EUR) until 12 April 2024.	Unit
Take-off and landing fee	EUR 3.39	EUR 2.05	For each take-off and landing, the fee is calculated at EUR 2.05 per 1 000 kilograms of the aircraft's maximum take-off weight (MTOW), rounded up to the nearest 10 kilograms. The minimum charge applied is EUR 50.
Aircraft parking fee	EUR 0.14	EUR 0.14	For each 1 000 kilograms of the aircraft's maximum take-off weight (MTOW).
Passenger service fee	EUR 3.39	EUR 3.10	Per departing passenger
Transfer passenger service fee	EUR 0.71	EUR 1	Per transit and transfer passenger
Passenger security fee (Airport portion)	EUR 5.95	EUR 5.40	Per departing passenger
	EUR 0.50	EUR 0	Per transit and transfer passenger
PRM service fee	EUR 0.38	EUR 0.38	Per passenger

carriers. It should be noted that airports apply different approaches to the setting and structure of these charges. Airports may operate on the principle that all aviation costs are covered by aviation revenues, or, as in the case of Riga Airport, choose to offset a portion of these costs with non-aviation revenues, enabling them to offer lower service charges. Some airports also separate infrastructure and security charges, while others include them in passenger service charges. In some countries, additional taxes and charges are also levied on passengers.

Based on typical aircraft and commercial performance for intra-European flights, Riga Airport’s charges in 2024 remained the lowest in the region, even after the fee increase in April 2024.

Given the growth in passenger traffic at Riga Airport in recent years, this charging strategy has supported the company’s development. Therefore, it is planned to maintain the current approach in the medium term, while in the longer term the Company will assess whether this charge structure ensures access to investment capital for future development projects. Riga Airport intends to review its charges every three years.

58 Charges in Latvian at <https://www.riga-airport.com/lv/lidostas-tarifi> un angļu valodā <https://www.riga-airport.com/en/airport-charges>

Process for managing adverse impacts

2-25

At Riga Airport, the Customer Feedback Management Manual govern the procedure for submitting, reviewing, and responding to feedback, including complaints. Depending on the nature of the feedback, it is forwarded to the responsible unit for preparing response. In the case of a complaint, the responsible unit assesses its validity.

If the complaint is found to be justified, the Head of the Customer Experience Management Division (CEMD) assesses whether the circumstances indicate a need for corrective and/or preventive action to improve customer service. If such an action is required, the CEMD Head, in cooperation with the Head of the responsible unit, determines the necessary measures. The Head of the responsible unit informs the CEMD Head of the actions taken, and the CEMD Head records the information in the Customer Feedback Register.

If the feedback received is related to ground handling, fire safety/crisis management, aerodrome operations or infrastructure issues at the terminal, the Customer Relations

Officer will forward the feedback to the Safety Management System (SMS) Support Unit.

If the feedback contains indications of a monetary claim, it will be further processed in accordance with the Instruction for Handling Monetary Claims.

Each month, the Customer Relations Officer prepares a report on the feedback received during the previous month. A summary of the feedback is shared with all Airport employees through the internal customer service newsletter and is also available in the section “Statistics and reports” of the intranet. The feedback report (positive feedback, complaint, question) includes information on the number of comments received through the Riga Airport feedback channels. During the reporting year, all feedback channels were found to be used, and the overall usage rate of all channels remained stable, indicating that the feedback mechanism is both operational and effective.

Riga Airport customers are not directly involved in the development or improvement of the feedback mechanism.

However, Riga Airport follows international best practices to upgrade this mechanism. During the International Airport Council's Customer Experience Accreditation, experts evaluated Riga Airport's feedback mechanism as one of the most effective among European airports.

To manage issues related to the impact of Riga Airport on the environment and the local community, the Airport conducts various monitoring activities. For example, until 2023, Riga Airport carried out forest monitoring, and in 2025, a regular survey will be conducted among Mārupe residents to assess the Airport's impact on the local community - both positive and negative aspects, including noise impact. The Airport monitors aircraft noise and publishes the results monthly on its website. In collaboration with the affected parties, Riga Airport participates in the Environmental Noise Management Working Group, where it shares the results of noise monitoring and any changes that have impacted noise levels. For more information on the cooperation and decisions made regarding environmental noise, see the section “Environmental Noise Management Working Group”.

Participation in organisations

2-28

Riga Airport is a member of both national and international aviation, business and employers' organisations, where it actively participates representing the company's interests on matters related to current issues in the aviation industry, as well as in the development of policy documents and legislation impacting the industry and the operations of Riga Airport.

Representation of Riga Airport in organizations

The key events organised with the participation of Riga Airport representatives in 2024 include:

- Riga Aviation Forum;
- European Sustainability Week; about the respect for human rights in business value chains;
- Stakeholder Engagement Workshop on CO2 Emission Mitigation;
- in cooperation with the Association "Entrepreneurs of Mārupe" 'and the Riga Planning Region, a discussion titled "Developing the Riga Region Together!" was organised!"



ACI EUROPE –
Airports Council International EUROPE



IATA GHC (IGHC) –
International Air Transport Association,
Ground Handling Council



LAA –
Latvian Aviation Association



LDDK –
Confederation of
Employers of Latvia



LTK –
Latvian Chamber
of Commerce and Industry



DAIF Latvija –
Latvian Federation of Security
and Defense Industries



LPVA –
Latvian Personnel
Management Association



Latvian Hydrogen Alliance



"Mārupes uzņēmēji" –
Association "Mārupes uzņēmēji"

03 Safety and security



Safety and security

3-3

Everyone has the right to a safe environment, which includes safe services. This means that Riga Airport must ensure that the services it provides do not pose a risk to people’s health and safety. Accordingly, the highest priority in the implementation of the Airport’s safety policy is to ensure flight safety at the aerodrome. The company’s core mission is to guarantee safe flights and a consistently safe environment for employees, tenants, and customers. The impact is present both in the Airport’s own operations and across the value chain.

Riga Airport has to ensure compliance with two components – aviation security and safety – each managed by separate units. The requirements for both areas are set by the company’s senior management, taking into account the regulations and recommendations of the International Civil Aviation Organization (ICAO), the European Commission, the European Union Aviation Safety Agency (EASA), the European Civil Aviation Conference (ECAC), and other relevant documents governing the operation of Riga Airport.

In order to prevent unlawful interference in civil aviation operations, common basic standards for maintaining civil

aviation security have been established in accordance with Riga Airport’s Aviation Security Programme, which has been developed on the basis of Cabinet Regulation No. 58 of 23 January 2024, “Regulations on the National Civil Aviation Security Programme”. In the area of security, no unlawful interference with civil aviation operations was tolerated in 2024.

In order to maintain a high level of safety at Riga Airport and to continuously mitigate operational risks, Riga Airport has established its Safety Policy, the fundamental principles and scope of its Safety Management System (SMS), and the procedure for setting and monitoring annual safety objectives. This has been done in accordance with the SMS Manual developed on the basis of the requirements set out in EC Regulation No. 139/2014. The targeted level of safety is monitored on a daily basis through the tracking of 120 safety indicators. Each safety occurrence is recorded in the Safety Occurrence Register under the corresponding indicator, with responsibility assigned to the Heads of the respective Airport units. All safety indicators that fail to meet the defined safety level within a one-month period are reviewed during monthly SMS working group sessions and meetings with the aerodrome

accountable manager. These reviews result in the identification of necessary corrections and/or amendments to the existing procedures. Further information on the Safety Policy is available in the section “Key responsible business policies and action policies”.

In order to ensure the required level of safety at Riga Airport, the SMS is used to systematically identify, assess, and mitigate risks to the Airport operations. In addition to the change impact assessments, within the framework of the SMS the existing risks are also managed that manifests as regular risk reassessment in order to maintain their acceptable safety level. The SMS provides methodical oversight of compliance with safety requirements in the processes at Riga Airport and is also responsible for securing the necessary resources and maintaining staff qualifications. There is a regularly operating SMS working group, with its members required to actively participate in assessing the effectiveness of the SMS, analysing the identified issues, determining corrective and preventive actions, and upgrading the SMS. The SMS Working Group meets at least once a month, with 13 meetings held in 2024.

On a regular basis, in accordance with the procedure outlined in the regulations, safety committees are organised to ensure active communication between Riga Airport and representatives of other companies operating at the Airport on key issues related to the processes managed by the SMS, and to coordinate the views of all stakeholders. Riga Airport has five safety committees: the Runway Safety Committee, Aircraft Ground Handling Safety Committee, Aerodrome Maintenance Safety Committee, Traffic Control Safety Committee, and Emergency Response Safety Committee.

Semi-annual meetings of the SMS Management Review Group are chaired by the aerodrome accountable manager and attended by the Board, department directors, the SMS manager and co-opted experts. The purpose of these meetings is to review the effectiveness of the SMS during the previous period and to identify opportunities for improvement.

Riga Airport has implemented and maintains both mandatory and voluntary reporting procedures on security incidents, threats, and safety occurrences. One of the key indicators of the effectiveness of the SMS at Riga Airport is the number of recorded safety occurrences which all are recorded in a single database. Investigations into safety occurrences are initiated by determining the type and the required level of analysis

depending on the significance of the occurrence, . The SMS Support Unit collects data on the numerical values of safety indicators recorded during the calendar month and analyses the content and trends of safety occurrences within the SMS Support Unit, the SMS Working Group, and the Safety Committees, involving experts and relevant aerodrome service providers where necessary. The aerodrome accountable manager, the Board, business unit managers, and companies operating at Riga Airport receive regular electronic reports on safety occurrences.

To ensure a precise assessment of the safety performance of each process controlled by the SMS, safety indicators with achievable performance levels have been defined. These are reviewed at least annually within the SMS Working Group. Monitoring of the safety status indicators is carried out by the Head of the unit responsible for each process.

The SMS monitors trends in safety occurrences and reviews, updates, or refines the established safety indicators on an annual basis, as necessary. No new safety indicators were established in 2024.



Safety objectives for the calendar year are defined in direct relation to the Safety Policy approved by the aerodrome accountable manager and the Board. The objectives specify a particular safety level or process performance to be achieved within a defined time period. Safety targets, where possible, are quantified using the safety status indicators. Safety objectives are set for Riga Airport as a whole (including other companies operating on the aerodrome) and for the Company's business units individually. In 2024, Riga Airport had eight safety-related objectives:

Objective	Objective indicator
Prevent unauthorised access by vehicles and individuals to the area under the responsibility of the Air Traffic Control (ATC) 'Tower'	Unauthorised access by vehicles and individuals to the area under the responsibility of the Air Traffic Control (ATC) 'Tower'
Prevent unauthorised access by vehicles and individuals to the area under the responsibility of ATC 'Land', where such access could affect aircraft movements	Unauthorised access by vehicles and individuals to the area under the responsibility of ATC 'Land'
Limit the number of accidents involving two or more vehicles on the aerodrome to no more than 0.37 per 1 000 flights, excluding those recorded during aerodrome maintenance activities	Incidents involving collisions or dangerously close proximity between two or more vehicles
Limit the number of vehicle collisions with buildings or infrastructure on the aerodrome to no more than 0.68 per 1 000 flights	Incidents involving collisions or dangerously close proximity between vehicles and buildings or infrastructure
Limit the number of hazardous aircraft-to-vehicle collisions on the aerodrome to no more than 0.52 per 1 000 flight	Collisions or hazardous proximity incidents between vehicles and aircraft
Prevent oil product spills at the aerodrome from exceeding 5.01 per 1 000 flights	Oil product spills
Prevent adverse weather events from exceeding 0.35 per 1 000 flights.	Incidents related to the operation of the aerodrome in adverse weather conditions
Prevent the number of occupational accidents (disabling) and injuries (non-disabling) within SMS-controlled processes to employees from exceeding 0.95 cases per 1 000 flights	Work injuries as part of the Aerodrome Maintenance Process, Work injuries as part of the Traffic Management Process, Work injuries as part of the Aircraft Handling Process, and Work injuries as part of the Emergency Management Process

Of the eight safety objectives set for 2024, five have been achieved (62 % achievement of objectives), and of the 33 safety objectives set for Riga Airport business units, 22 have been achieved (67 % achievement of objectives). In 2024, out of a total of 119 tasks set to achieve the safety objectives, 90 were fully completed, representing a 75 % achievement of objectives. The remaining tasks either required an extension and were carried over to the 2025 Action Plan or were initially scheduled for completion in 2025. The performance of the safety objectives is reviewed regularly — on a quarterly basis — at the monthly SMS Working Group meetings, where the reasons for any unmet objectives or unfulfilled targets are identified. Where necessary, new objectives and/or revised targets and deadlines are set. In 2024, no unacceptable levels of safety risk were identified in aerodrome processes.

The key stakeholders of Riga Airport in the fields of safety and security include the Airport’s Security Department and the SMS Support Unit of the Aerodrome Safety and Management Department, Riga Airport employees and relevant public authorities such as the CAA, LGS, aerodrome service providers, the State Border Guard, the State Police, etc.

In accordance with Riga Airport’s Safety Policy, safety on the aerodrome is a shared responsibility of all those working for the company or operating within its premises. Oversight is provided by the SMS Support Unit of the Aerodrome Management and

Safety Department, which is tasked with minimising safety-related risks and hazard. Safety and security requirements for operations within the area of responsibility at Riga Airport are determined by the aerodrome accountable manager and the Airport Board.

Riga Airport operates a Safety Management System (SMS) based on Certificate LV-02 issued by the CAA and complies with the requirements and recommendations of international legislation and the CAA. The activities, priorities, and direction of the SMS are defined by the SMS Manual, the Safety Policy and the established objectives.

Compliance monitoring

Riga Airport has established and maintains a compliance monitoring process for aerodrome operations (hereinafter compliance monitoring), aimed at ensuring that the SMS as well as aerodrome operation and maintenance processes comply with the applicable regulatory requirements. Compliance monitoring is applied to all aerodrome-related processes that fall under the scope of the European Commission and the European Union Aviation Safety Agency (EASA) regulations, including those processes that are carried out in whole or in part by external organisations.

Four levels of regular compliance monitoring activities are carried out:

- Level 1: Daily and periodic monitoring of the aerodrome.
- Level 2: Follow-up inspections (including non-routine inspections) to verify the aerodrome’s compliance with the planned daily and periodic monitoring measures.
- Level 3: Safety performance monitoring measures outlined within the SMS for the calendar year.
- Level 4: Planned or non-routine compliance monitoring measures (process audits and inspections) of aerodrome processes as part of the aerodrome process compliance monitoring plan.

In 2024, 13 Level 4 compliance monitoring activities were carried out at Riga Airport, including audits of processes related to:

- Air navigation information, services, and data.
- Aerodrome maintenance, such as monitoring the surroundings, ensuring obstacle control, pavement maintenance (including winter conditions), and handling technical fluid spills.
- Safety assurance, including fire safety management and protection level assurance, emergency and civil protection planning, emergency operational management, first medical aid, fauna control, and mitigation of associated hazards.

Measures to protect against unauthorised unmanned aerial vehicles

Since 2022, Riga Airport, in cooperation with the relevant state authorities and following their recommendations, has strengthened the protection of critical infrastructure. Together with state services, the Airport has tested countermeasures against unmanned aerial vehicles (UAV) and assessed their impact on air traffic management.

In autumn 2024, Riga Airport received the UAVs purchased through procurement, which are planned for use in aerodrome patrols, identifying unauthorised UAVs, and implementing countermeasures. Staff training for UAV pilots also began during the reporting year. Five pilots were licensed to operate UAVs in 2024, and two staff members received training in UAV incident management. Now, there is a total of 11 UAV pilots at Riga Airport.

In 2025, in cooperation with LGS, there will be continued modifying of the existing aerodrome and flight procedures and developing new ones to safely integrate UAV patrol flights into daily aerodrome operations.

January 2025 marked the deadline for submitting tenders for the purchase of new UAV detection equipment. The responsible services have assessed the tenderers' eligibility, and the contract has been awarded.

The experience of other European countries in detecting and countering UAVs has also been examined through the network of the Airports Council International Europe. The survey indicates that, like Riga Airport, some European airports have UAV detection systems. However, countering unauthorised UAV flights at European airports is typically the responsibility of national enforcement bodies that maintain and are entitled to use the respective equipment.

Improvements to security process

A number of measures were implemented in 2024 to improve security levels and passenger comfort at security checkpoints:

- Two explosive trace detectors (ETDs) were purchased under the procurement procedure “Supply of six explosive trace detectors in 2023, 2024 and 2025”, ensuring a sufficient number of ETDs are available for security screening at Airport checkpoints.
- In order to achieve full technical efficiency of the explosive detection system (EDS) equipment, the manufacturers plan to integrate the equipment into the automatic tray return lines. For this reason, the procurement titled 'Purchase and Installation of Two Automatic Tray Return Lines' was carried out in 2024. The project is scheduled for completion in Q1 2025. The integration of this equipment with automatic tray

return lines is expected to increase throughput capacity and enhance both passenger and customer satisfaction by simplifying and speeding up the security screening process. It is also expected that the number of disputes related to the security screening process — particularly concerning the screening of cabin baggage and the restriction on carrying prohibited or dangerous items on board—will decrease. In addition, the physical workload for staff involved in handling trays will be reduced.

In the 2024 public survey, 90 % of respondents stated that they feel safe at Riga Airport, the same percentage as in 2022.

Development of the taxiways axis lighting system

In January 2024, Riga Airport launched a procurement for the design and author’s supervision of construction projects for the resurfacing of taxiways C, E and F and the modernisation of the lighting system, and concluded a contract for its implementation. The procurement includes the renewal of the electricity supply cabling network and the runway secondary lighting system cabling network, as well as the replacement of the worn-out halogen edge and axis lights on the taxiways with more energy-efficient LED lights, enhancing runway visibility. In the reporting year, a construction project was also drafted for the resurfacing of taxiways C, E and F and the modernisation of

their lighting systems. These measures will enhance the efficiency and safety of aircraft taxiing on the ground, whilst reducing carbon dioxide emissions and energy consumption.

In 2024, the runway substations underwent comprehensive reconstruction, and four obsolete engineering area substations were decommissioned and replaced with a single, energy efficient unit, thereby strengthening Riga Airport’s electrical network.

Emergency training

Regulation (EC) No 139/2014 mandates that a full scale emergency training be conducted at least every two years to test the response of personnel involved in crisis management at Riga Airport, assess the effectiveness of co operation between Airport departments and national operational services, and verify the adequacy of emergency procedures and equipment.

In 2024, Riga Airport conducted a hazardous materials accident exercise simulating a radioactive transport incident to verify the aforementioned measures.

The objective of the exercise was achieved – the arrival times of the Airport and emergency services at the accident scene, the crisis response, and the rescue algorithm and tactics were all in line with the established procedures. Areas for improvement were identified in the training conclusions, primarily relating to the adjustment of control cards and the procurement of

equipment. Most improvements were implemented during the reporting year, while some are scheduled for completion in Q1 2025. A tabletop exercise focusing on cooperation between Riga Airport and operational services is planned for 2025.

Non-compliance related to the health and safety impacts of products and services

416-2

In 2024, no cases of non-compliance were recorded at Riga Airport concerning the health and safety impacts of its products and services that might lead to fines or sanctions.

Bird strikes

AO9

Riga Airport employs five bird and animal control specialists who are responsible for monitoring and preventing potential wildlife-related threats. The control officers are equipped with a wide range of modern tools to mitigate these risks, including bird radar, eight bird-scaring guns, laser and sound devices, pyrotechnic equipment, acoustic systems, and other specialised equipment.

In 2024, Riga Airport recorded 44 confirmed and 39 unconfirmed aircraft bird strikes. The number of confirmed bird strikes per 10 000 flights was 7, compared to 9 in 2023.

In 2025, Riga Airport plans to begin gradual replacement of grass on the aerodrome in order to potentially reduce the number of garden beetles – one of the measures aimed at decreasing bird presence on the aerodrome.

Cybersecurity and personal data protection

3-3

In 2024, the cybersecurity landscape continued to face numerous emerging challenges, driven by technological advancements, the expansion of digital ecosystems, and increasingly sophisticated cyber threats. Riga Airport also continued to enhance both its internal and external digital services. Although Riga Airport was affected by several global cybersecurity incidents in 2024, which temporarily impacted the available resources and the punctuality of incoming flights, it successfully avoided any serious or significant IT security breaches during the reporting year. Key measures to mitigate cybersecurity risks at Riga Airport include:

- participation in Latvia's National Cybersecurity Competence Community. Within this community, members and experts from public authorities share information on upcoming and ongoing developments in the field of cybersecurity. This enables Riga Airport to obtain up-to-date and relevant information;
- in 2024, the Cybersecurity Unit updated the content of staff cybersecurity training and conducted internal phishing

campaigns to assess both individual cybersecurity capabilities and staff actions and motives in the event of activities that compromise cybersecurity. The results of the testing align well with publicly available industry performance data.

IT security incidents in 2024 varied in both impact and type; however, Riga Airport did not experience any external incidents involving user accounts with password leaks. This is partly due to the use of two-factor authentication. Compared to 2023, the type of cybersecurity incidents remained unchanged and are primarily related to user actions, equipment misconfigurations, or unexpected system failures. The staff involved in the incidents held varying qualifications and job levels, leading to the conclusion that the human factor remains crucial. Therefore, Riga Airport must strengthen the individual cyber resilience capabilities of its staff.

IT security incidents are documented in a register. In the event of an incident, the need for a report is assessed. The report must describe the incident and its circumstances, identify the root causes, and outline the corrective actions and

recommendations needed to address these causes. The recommendations included in the IT Security Incident Investigation Report are evaluated by the Heads of the responsible units, incorporated into the process description documents and applied in their daily work. The report is circulated electronically to the responsible departments and to the responsible member of the Board. Once a year, the Airport IT security and data protection report is prepared and presented to the Airport's senior management.

The basic requirements for the cybersecurity of Riga Airport's information and communication technology environment are outlined in external legislation, including the relevant EU Regulations, the Law on the Security of Information Technologies and several Cabinet regulations.

In 2024, the implemented cybersecurity solutions, analysis and review of accumulated information, report creation, and communication with the senior management of Riga Airport were actively utilised. Based on the results, measures to mitigate cybersecurity risks are developed, such as controlling

the software versions used in equipment and information systems.

In 2024, the Airport underwent several audits, in cybersecurity as well. The audits identified one non-compliance, 19 observations and recommendations, all of which have been rectified within the specified deadlines. The Airport also actively cooperated with competent authorities, such as CERT.LV, in the field of cybersecurity, where active cyber threats are detected and mitigated, thereby reducing the risk of cyber threats to other organisations and users utilising the services provided by CERT.LV.

As both a data controller and processor, Riga Airport is exposed to potential negative impacts on passengers' rights in the event of a data breach. These impacts are primarily concentrated within its own operations. Riga Airport is obliged to demonstrate that personal data processing is carried out in compliance with the requirements of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation).

As both a data controller and processor, Riga Airport must process personal data in accordance with Article 6(1) of the GDPR, meaning that the processing of personal data is lawful

only to the extent and only if at least one of the grounds listed in the GDPR applies. Riga Airport processes personal data for the stated purposes of the processing, in compliance with the principles of data minimisation, transparency, confidentiality, and accountability, as well as within the general legal framework for data retention. Riga Airport's data protection objective is to safeguard passenger data against threats, harm, and loss.

Riga Airport has developed internal rules in the field of personal data protection to periodically assess the amount of personal data processed and their compliance with the purposes of personal data processing and data security. These include, among others, the Procedure for Handling Data Subject Requests, the Procedure for the Protection of the Personal Data Processing System, the Procedure for the Detection, Investigation, and Reporting of Personal Data Breaches. A strong emphasis is placed on staff training.

When processing the data of natural persons, Riga Airport must also comply with the principles of personal data processing set out in Article 5^① of the GDPR, as well as the requirements outlined in other regulations in the field of personal data processing and protection. This includes ensuring that personal data processing is lawful, fair, and transparent to the data subject, accurate and limited to the minimum necessary for achieving the intended purpose.

In 2024, in compliance with the requirements of the GDPR, Riga Airport:

- carried out personal data protection impact assessments, taking into account the provisions of Article 35(3) of the GDPR, where the assessment of the processing of personal data showed that it could result in a high risk to the rights and freedoms of natural persons, and no personal data protection impact assessment, including a risk analysis, had been conducted prior to that;
- advised employees on topical data protection issues;
- assessed information systems from both a risk management and data protection perspective;
- developed and updated the existing quality system procedures and other internal regulations governing data protection-related matters;
- developed informational materials on recognising personal data protection breaches/incidents, including practical examples/descriptions of real-life situations;
- provided opinions on the contracts developed by the Airport business units, international agreements, cooperation agreements and draft amendments to them;
- provided information and offered consultations to personal data users regarding their duties in the processing and protection of personal data;

- provided support for Airport staff during the training process, enhancing their understanding of personal data protection;
- conducted audits, among others, of personal data on computers and email systems within the Airport's IT infrastructure and associated with users.

The processing of personal data involves the Board, administration and other employees, as well as third parties with whom the company has entered into cooperation agreements.

Reports are immediately prepared for the Board of Riga Airport regarding potential or existing data protection breaches, as well as the necessary improvements to be made in electronic information systems, other personal data processing tools, and internal processes. Riga Airport responds promptly and

appropriately to all potential personal data protection breaches, so that, without undue delay and, if possible, no later than 72 hours after the breach becomes known, the breach can be reported to the personal data protection supervisory authority or data subjects.

The assessment of activities so far indicates that Riga Airport ensures personal data protection and security in accordance with the requirements of the GDPR, the Personal Data Processing Law, and other relevant regulations and adheres to the principles of best practices in personal data processing in its operations.

Taking into account cybersecurity incidents, data protection incidents, and current developments, an annual IT security and

data protection action plan is prepared. This plan defines the objectives to be achieved, such as performing integrity checks of data backups, maintaining cybersecurity resilience, and conducting security assessments of Riga Airport's systems in order to enhance the overall level of IT security and data protection at the airport. The implementation of the action plan is monitored in accordance with the procedures established by the airport's regulatory framework.

Justified complaints regarding violations of customer privacy and the loss of customer data

418-1

In 2024, no complaints were recorded from data subjects or supervisory authorities related to violations of customer privacy and personal data processing. In 2024, the Airport carried out preventive measures to prevent or counteract the occurrence of adverse consequences.



04 Accessibility



Access by public transport

To travel to and from the capital city, passengers can use public transport services provided by SIA Rīgas satiksme bus No 22, the Lux Express shuttle operating on the route between Riga city centre and RIX Riga Airport, taxi services, ride-hailing platforms via websites or mobile apps, as well as car-sharing services.

The public transport stop is located in the short-stay car park P1 at Riga Airport, next to the passenger terminal. Public transport from Riga Airport to the city operates several times an hour, on average every 20 minutes. Taxi services are available on the nearest carriageway next to the terminal, or app users can order taxis to the designated pick-up zone in the Airport short-stay car park.

International bus services are also available from Riga Airport, operated by the following international transport companies: Eurolines, with routes to Panevėžys and Kaunas; FlixBus, with routes to Tallinn, Vienna, Vilnius, Väsa and Warsaw; Ollex, with

routes to Šiauliai, Plungė and Klaipėda; and Lux Express, offering a wide range of routes.

Riga Airport offers four car parks for passengers and customers, providing space for 2 320 vehicles⁵⁹. The P1 short-stay car park is located in front of the terminal, near Arrivals Sectors E and C, while the P2, P3 and P4 long-term car parks are situated just a few minutes' walk from the Riga Airport terminal. The Airport employees and staff of cooperation partners can use car parks P2 and P5.

For passengers’ convenience, a free shuttle service is available from the long-stay car parks to the Airport terminal and back. The first 10 minutes of parking in the P1 short-stay car park are free of charge when meeting or seeing off passengers. For passengers with a disabled parking permit, the first 30 minutes are free of charge once within a 24-hour period. Payment in all car parks can be made in cash, by a bank card, or via the

“Mobilly” mobile app. Parking services can also be purchased in advance by booking through the Airport website⁶⁰.

The pick-up and drop-off point for shared cars is located in Riga Airport’s long-term car park P3. Four companies currently operate at Riga Airport, offering car-sharing services with low-emission and zero-emission vehicles available for hire. The Airport grounds are also equipped with bicycle racks, and passengers have the option to store their bicycles in the Airport baggage storage facility. Bicycle racks are located next to the terminal building (by the P1 short-stay car park, between Arrivals E and C). There is also a designated parking area for motorcycles and mopeds.

Information about transportation options to and from Riga Airport is compiled in the "Transport" section of the Airport website⁶¹.

59 Information about the airport car parks is available on the Riga Airport website section “Parkings”
60 Booking at <https://book.riga-airport.com/book/RIX/Parking?parkingCmd=collectParkingDetails&lang=en-gb>
61 Information about transportation options is available in Latvian at <https://www.riga-airport.com/lv/transport> and in English at <https://www.riga-airport.com/en/transport-0>

Accessibility for people with reduced mobility

3-3

The UN Convention on the Rights of Persons with Disabilities states that persons with disabilities have the right to accessibility to physical environment, transportation, information, and communication, so they can live independently and participate fully in society.

Accessibility is essential to ensure equal opportunities for all people, regardless of their physical abilities. The impact of accessibility manifests in the actions of the individuals. Failing to provide all passengers with equal and proper opportunities to access the Airport and use its services can lead to potential negative consequences.

Riga Airport is responsible for implementing and ensuring compliance with European Parliament and Council Regulation (EC) No 1107/2006 concerning the rights of disabled persons and persons with reduced mobility when travelling by air. In line with the requirements of the regulation, Riga Airport provides staff training and promotes awareness of disability, ensures accessibility of the environment, improves/adapts infrastructure,

and ensures equal, harmonious, and non-discriminatory service for PRM (persons with reduced mobility) passengers. Considering the provisions of Regulation No 1107/2006, Riga Airport promotes equal service for all passengers and visitors. A PRM service quality standard has been developed at Riga Airport based on the requirements of Regulation (EC) No 1107/2006. To ensure the service is provided in accordance with the set requirements, Manual on Serving Passengers with Reduced Mobility was created.

To assess the quality of services provided to PRM passengers, Riga Airport surveys these passengers. In 2024, out of the 20 704 PRM passengers served, 13.60% or 2 816 PRM passengers participated in the survey – this meets the target set in the PRM quality standards, which is to survey 10% of the PRM passengers served annually. Among those surveyed, 1 753 were departing passengers, 856 were arriving passengers, and 207 were transit passengers. Out of the responders, 2 226 times the PRM service had been requested, while 590 times the PRM service had not

been pre-ordered. The average satisfaction score, on a five-point scale, was 4.84 points. The target score for 2024 was 4 points.

The quality of the services provided and their compliance with the above-mentioned documents is also confirmed by the received evaluations, as seen in the section "PRM Service."

Using various engagement methods such as feedback, survey results, and focus group discussions, Riga Airport integrates recommendations for improving accessibility into the Action Plan for the implementation of the customer service strategy.

By investing in the modernization of passenger infrastructure, the Airport's passenger terminal, built in 1974, was expanded with annexes tailored for PRM passengers and designed to meet the accessibility requirements for all individuals, regardless of their physical or other abilities.

PRM service

The PRM service is available to passengers with temporary or permanently reduced mobility. This service must be requested in advance when purchasing flight tickets. If the ticket is purchased less than two days before the flight, the service can be requested electronically at Riga Airport by emailing IPAsupervisor@riga-airport.com. If the PRM service is requested in advance, the Airport provides it within 10 minutes from the moment it is activated; if not requested in advance, it may take up to 40 minutes

The service is provided from the designated call point to boarding the aircraft and includes the following assistance:

- check-in for the flight, baggage drop-off, and handling of a wheelchair or other mobility aid approved by the selected airline for transport
- completing security, customs, and border control procedures;
- visiting shops, cafés, or business lounge areas;
- using toilet facilities;
- reaching the aircraft seat from the departure area and placing the passenger’s hand luggage in the designated storage area.

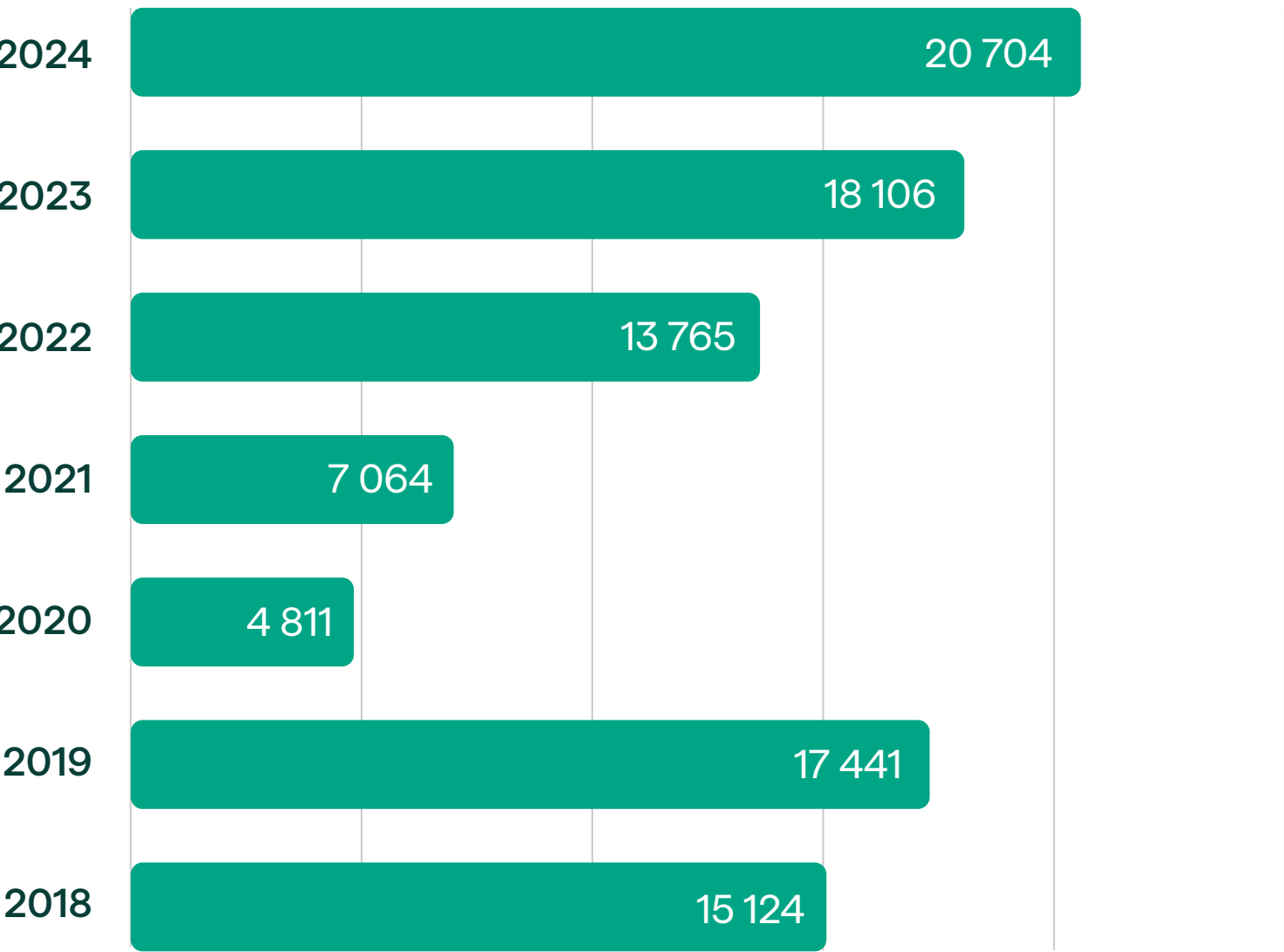
Upon arrival at Riga Airport, the following assistance is provided:

- disembarking from the aircraft and reaching the terminal;
- reaching the arrivals hall (if the passenger is a resident of Latvia), completing customs and border control procedures, collecting baggage, and reaching the next chosen point within the Airport area, such as the car park, taxi stand, public transport stop, or hotel;
- reaching the required flight connection (if the passenger is in transit) and completing customs and border control procedures.

In 2024, Riga Airport served 14.35% more PRM passengers than in 2023. A total of 20 704 PRM passengers were assisted in 2024. In relation to the total number of passengers that year, PRM passengers accounted for 0.29%.

To promote awareness of Airport procedures and air travel among passengers with special needs, Riga Airport, in cooperation with the Latvian Autism Association, organised an educational tour in 2024 for families with autistic children. The tour provided an opportunity to experience the check-in, security screening, and boarding processes in practice.

Amount of PRM passengers from 2018 to 2024



In 2024, the highest number of positive feedback received related to the quality of PRM services (16). Riga Airport was nominated for the Ombudsman’s Annual Award for Supporting People with Disabilities and also received the recognition titled Good Practice in the Field of Autism for its efforts in creating a supportive and inclusive environment.

05 Environmental impact



Environmental and energy resource management

3-3

Airport activities, such as energy consumption and the use of fossil fuels for transport and heating, can affect climate change by generating greenhouse gas (GHG) emissions and potentially affect air quality. This impact arises both from the Airport’s own operations and across the value chain, as GHG emissions generated within the supply chain can significantly amplify the overall effect. Riga Airport’s Environmental and Energy Management Policy is focused on sustainable development, the protection of the surrounding environment, and care for society.. In conducting its operations, Riga Airport adheres to the fundamental principles of sustainable development in the environmental sector, complying with legal regulations as well as the requirements of the ISO 14001 and ISO 50001 standards. To meet the environmental protection and energy management requirements set by legislation, Riga Airport regularly invests financial resources and assesses its performance to ensure compliance with the established criteria.

The implementation of an energy management system in accordance with the requirements of the ISO 50001 standard is mandated by current regulations. If the energy management system requirements are not met and investments are not made

Objective	Number of activities		Execution
Ensure that the total electricity consumption of the Airport does not exceed 0.0027 MWh.	17		0.0025 MWh/TU
Ensure the use of renewable electricity up to 14% of the total volume by 2026.	3		53.84 %
Ensure that the Airport's heat energy consumption does not exceed 0.12 MWh per 1 m² of heated area	3		0.118 MWh/m²
Reduce the volume of unsorted municipal waste below 83% of the total municipal waste volume	12		80.85 %
Manage environmental noise and work on the reduction of the aircraft noise index value to 64,404	10		60 700
Enhance the understanding of environmental issues among Airport employees and stakeholders	11	There is no quantitative objective	
Ensure the planning of engineering infrastructure development and the implementation of measures to reduce resource consumption.	4	There is no quantitative objective	
Prevent and control pollutant emissions within the Airport area, and improve environmental quality	11	There is no quantitative objective	
Promote the use of alternative energy resources and reduce the Airport's direct CO ₂ emissions to 0.512 tCO ₂ per 1,000 passengers.	25		0.487 tCO ₂ /1000 passengers
Identify and reduce the impact on biodiversity	3	There is no quantitative objective	

to fulfil the obligations of the energy management system, the company faces the risk of having to pay an energy efficiency levy as stipulated in the Energy Efficiency Law. In 2024, no energy efficiency levy was imposed.

Each year, Riga Airport develops an Environmental and Energy Management Programme (EEMP). The 2024 EEMP includes ten

objectives, as well as 53 tasks and 99 activities aimed at achieving the set goals. The EEMP for the reporting year was developed based on the performance of the previous year's programme. The activities of the programme are prepared by the employees responsible for each area which is crucial for ensuring a high level of implementation.

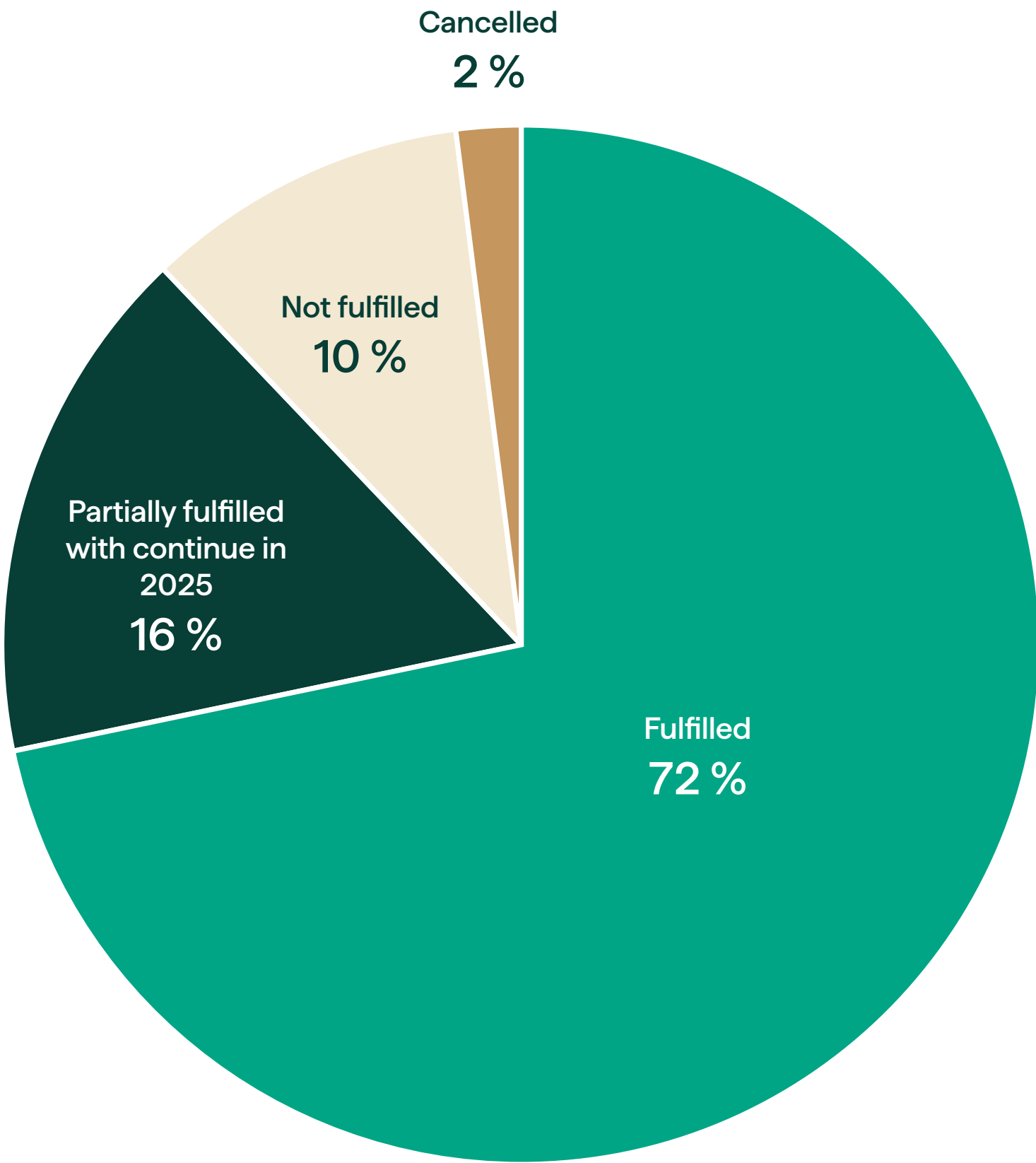
Execution of the 2024 program

Out of 99 EEMP activities, 71 (72%) were fully executed, 16 (16%) – partially executed and will continue into 2025, 10 (10%) activities were not executed, while the execution of two activities was cancelled. All objectives set for EEMP 2024 were achieved.

By organizing environmental inspections, Riga Airport regularly monitors the compliance of tenants and Airfield service providers with environmental requirements. In 2024, nine environmental inspections were carried out for tenants and Airport service providers. For the conclusions, see the section “Process quality and safety audits”.

Riga Airport uses fossil energy sources, therefore, to mitigate their impact, one of the indicators in the Sustainability Strategy is the proportion of zero-emission energy in the Airport's energy balance. In 2024, the indicator reached 52.05% (compared to 20.38% in 2023), indicating that Riga Airport succeed in gradual replacing fossil energy sources.

To ensure compliance with the regulatory requirements, the Airport submitted the annual report on energy savings for the previous year and a statement on the implementation of the energy management system in 2024 which also outlines the planned measures until the next certification period.



Engagement in climate change mitigation and adaptation

3-3

The Airport operations may add to the impacts of climate change, for instance through increased greenhouse gas emissions, which can affect local ecosystems and lead to long-term consequences such as sea level rise and more frequent extreme weather events. This impact arises both from the Airport’s own operations and throughout its value chain. In 2009, at ACI Europe’s 18th Annual Congress, European airports pledged to reduce CO₂ emissions with the ultimate aim of achieving carbon neutrality. The Airport Carbon Accreditation (ACA) programme was established to support this goal. Today, more than 601 airports worldwide ⁶² are accredited under the programme and are actively working to decarbonise their operations – including Riga Airport, which has been part of the programme since 2015.

In 2020, Riga Airport was certified at Level 2 of the ACA programme and, following the targeted emission reduction efforts, achieved Level 3 accreditation in 2024. Since 2022, Riga

Airport has been mapping Scope 3 emissions, engaging tenants and ground service providers in the reduction efforts. The Stakeholder Engagement Plan for CO₂ Emissions Reduction, developed in 2024, aims to structure Riga Airport’s cooperation with stakeholders by planning actions and defining responsibilities to improve energy efficiency and reduce the Airport’s CO_{2e} emissions.

The 2024 Airport Service Provider Survey, based on 37 responses, identified the environmental, climate and energy performance objectives, as well as the actions required in the coming years to address matters of environmental sustainability, improved energy efficiency, and mitigation of climate change impacts. The key measures identified by the airdrome service providers included:

- transitioning to sustainable aviation fuels and modernising their fleets;

- purchasing electric vehicles;
- reducing CO_{2e} emissions;
- installing solar panels.

Riga Airport informs its users about its sustainable development activities – including climate change mitigation – through the Airport Users Committee.

As with any management system, effective CO_{2e} management requires both human and financial resources.

Participation in the ACA programme and achieving its objectives form part of both the Environmental Management System and the Energy Management System. As such, the management and monitoring of CO_{2e} emissions are integrated into the Airport’s unified Integrated Management System and are carried out by Riga Airport’s in-house human resources. The requirements of the ACA programme are implemented in accordance with the "Ensuring Greenhouse Gas (GHG) Management" process description, elaborated based on experience. For projects included in the CO₂ Emission Management Plan, funding is

62 Source: Airport Carbon Accreditation, 2025 [accessed on 10 February 2025] <https://www.airportcarbonaccreditation.org/>

planned and secured in line with the "Budget Preparation and Execution Control" process.

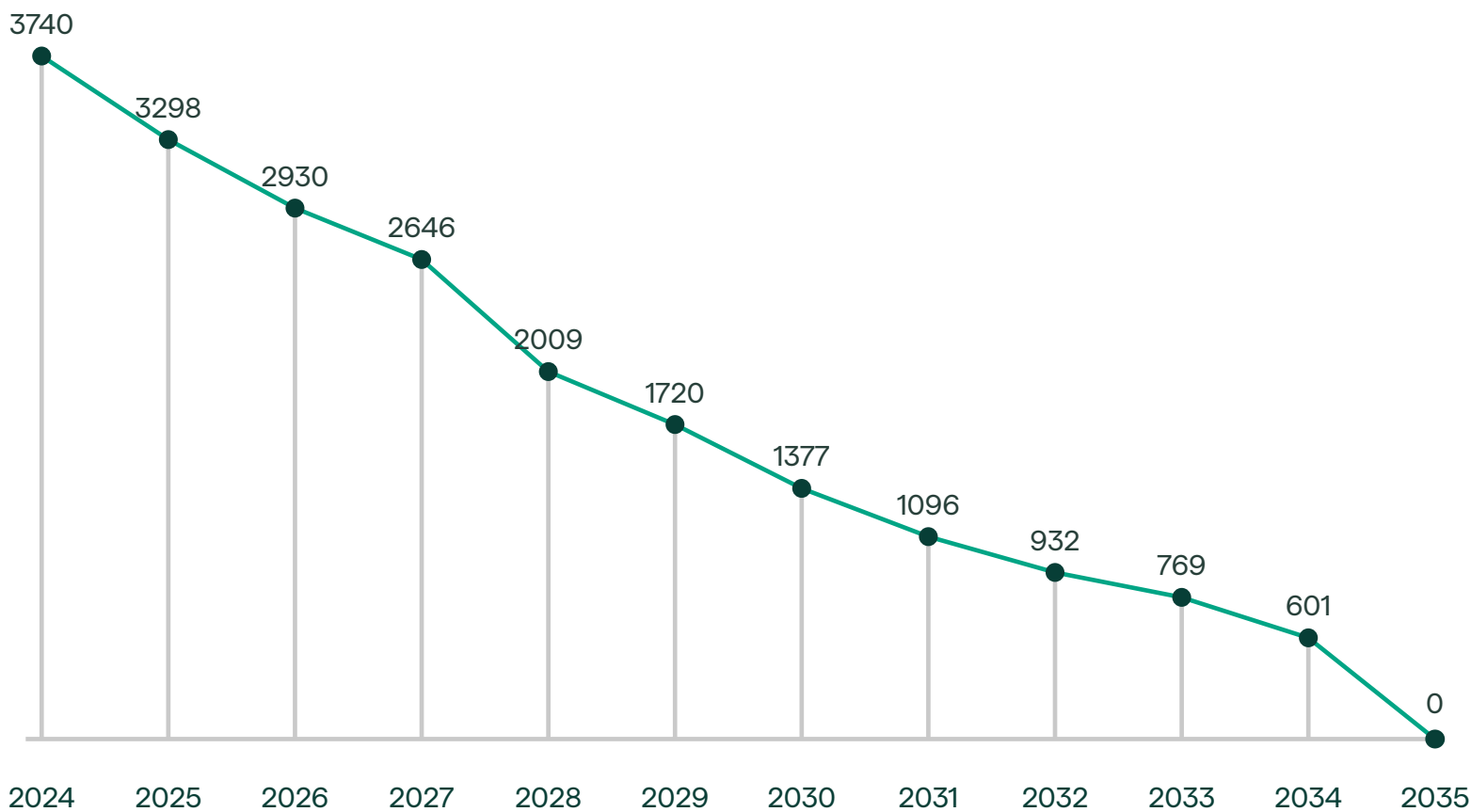
In order to achieve the climate target, set in the Sustainability Strategy – to reduce CO_{2e} emissions by 65% compared to 2014 – Riga Airport has developed the CO₂ Emissions Management Plan for the period 2023-2025 which includes the Action Plan listing the projects for CO_{2e} emissions reduction to be implemented over a three-year period. The activities included in the Action Plan are expected to reduce total GHG emissions by 721.71 tonnes by 2025. The real possibilities and emissions of the previous years were taken into account when drawing up the Action Plan.

Each business unit indicated in the CO₂ Action Plan as the responsible one in its area for the implementation of the project ensures that funds are earmarked and included in its annual budget. The allocation of funding for the implementation of the projects listed in the Action Plan is decided by the Board and the Supervisory Board when approving the Airport's annual budget.

In 2024, the Sustainability Strategy objective was achieved by 47.6%. The CO₂ Emissions Management Plan for 2023-2025 sets the objective to reach a CO_{2e} emissions level of 0.346 t CO_{2e} per passenger, which represents a 40.8% reduction compared to the figure achieved in 2024.

In 2021, Riga Airport joined the ACI Net Zero initiative, which aims to reduce direct emissions from airports to zero by 2050. In 2022, Riga Airport developed a roadmap to achieve the Net Zero target by 2050. In 2024, this was revised, with a new target set to reach Net Zero by 2035.

Reduction of emissions by 2035



The Net Zero Roadmap outlines a gradual reduction of CO_{2e} emissions by 2035. The largest reduction will be achieved by reducing CO_{2e} emissions from electricity. Significant CO_{2e} emission reductions are also expected in fuel use and heat generation through the transition to alternative energy sources.

CO_{2e} emissions from pavement de-icing and refrigerants, as well as the remaining CO_{2e} emissions that cannot be reduced, will be offset by the Airport through CO_{2e} sequestration initiatives.

Key measures for the transition to Net Zero include:

- purchasing renewable energy resources;
- generating renewable electricity;
- replacing heating equipment;
- replacing internal combustion engine machinery;
- increasing energy efficiency;
- CO_{2e} sequestration projects.

In 2024, Riga Airport continued to implement several activities outlined in the Sustainability Strategy 2022-2030 and the CO_{2e} Emissions Management Plan for 2023-2025, which will contribute to long-term GHG emissions reduction.

In 2024, Riga Airport:

- developed the Stakeholder Engagement Plan aimed at reducing CO_{2e} emissions;
- replaced nine buses with electric ones;
- installed two solar panel parks with a total capacity of 1 049 kW;

- participated in the working group established by the Ministry of Transport on the possibilities for sustainable aviation fuel production in Latvia; Riga Airport coordinated the introduction of sustainable aviation fuel at the Airport;
- continued to develop electric vehicle charging infrastructure and install new charging stations. The construction of charging points on the airdrome apron and technical area is necessary to enable the replacement of part of Riga Airport’s internal combustion engine fleet with electric vehicles by 2027, and to ensure the availability of renewable energy for charging electric vehicles used by both Riga Airport and other passenger service providers operating at the Airport;
- continued to provide remote working opportunities for employees whose job specifics allow for it.

The need to mitigate climate change and implement adaptation measures is also reflected in strategic documents, such as the Development Plan 2023–2050, which recognises that development must go hand in hand with emissions reduction. For the needs of the Development Plan a Strategic Environmental Assessment is prepared which will be subject to public consultation, allowing the public to express their views on

the planned development of the Airport and its environmental impact.

Climate change mitigation measures are defined both in the CO₂ Emissions Management Plan and in the Environmental and Energy Management Programme. The 2024 Environmental and Energy Management Programme sets out 53 tasks aimed at reducing environmental impact, improving energy efficiency, increasing the use of renewable energy sources, and mitigating climate change. The 2025 Environmental and Energy Management Programme introduces a new objective focused on climate change adaptation. A separate action policy for adaptation measures has not been developed; however, these activities are integrated into other planning documents, such as the Airdrome Operations Manual. The Manual, for example, specifies certain actions to be observed when moving an airplane in strong wind or if the wind starts when washing an airplane along with other information about actions in adverse weather conditions at the airdrome. In 2025, the Airport Business Continuity Plan will be updated to include the most significant climate-induced risks to major business disruptions and the necessary adaptation measures to address these risks.

Financial risks and impacts related to climate change

201-2

In 2024, Riga Airport continued to identify and assess sustainability risks, in line with the Airport's Risk Management Policy, the ESRS and materiality assessment, as well as climate risk information published by other airports.

The types of climate change-related risks identified so far include damage to the Airport infrastructure, increased energy consumption, and prolonged suspension of Airport operations due to extreme weather conditions (high precipitation, including snow, flooding, high winds, and heat), as well as the risk of fires caused by prolonged drought, all of which may require the Airport to adapt its operations and processes.

Climate change is not the only issue affecting Riga Airport; the Airport also adds to climate change, and measures are taken to mitigate this impact. However, a significant risk for both climate change adaptation and mitigation measures is the possible lack of sufficient funding to implement the necessary actions.

The highest-rated climate change risks (adaptation and mitigation) assessed by the Airport (excluding risks rated medium-low or low), along with their implications and associated opportunities, are summarised in the table below.

Identified climate change risks and opportunities

Risk	Risk impact	Classification physical risk or transition risk)	Potential and financial impact ⁶³	Opportunities
Heavy precipitation	Heavy snowfall results in increased fuel consumption costs	Physical risk	Rising consumption of energy resources (fuel, electricity, and thermal energy); the estimated financial impact is low	To replace the existing fossil fuels with more environmentally and climate-friendly technologies, including research into hydrogen technologies and the implementation of innovations
Heavy precipitation	Heavy precipitation may damage buildings and equipment	Physical risk	Damage to equipment and buildings, terminal and airdrome flooding, and impact on operational activities (the estimated financial impact is moderate)	To insure infrastructure, integrate climate change adaptation measures into the existing planning documents and internal regulatory documents
Drought	Dry grass fire	Physical risk	Flights suspended, soil erosion, use of firefighting substances, and damage to aeronautical equipment (the estimated financial impact is very low	To improve the Airdrome Operations Manual aimed at reduction of fire ignition risks.
Strong wind	Flight delays or cancellations due to strong winds (above 20 m/s)	Physical risk	Flight delays, lost revenue, and reduced passenger satisfaction with the service quality due to delays (the estimated financial impact is up to low)	To generate electricity from wind and obtain non-aviation revenue from passengers whose flights are delayed
Lack of funding	Insufficient funding available for the implementation of climate change mitigation and adaptation measures	Transition risk	CO ₂ emissions are not sufficiently reduced, the climate targets are not met, and infrastructure and equipment damage occurs (the estimated financial impact is up to low)	To promote more active participation in the preparation of projects for EU funds and other foreign financial aid co-financed projects. Enhance employee competence in securing funding (preparation of applications) and in managing/implementing EU-funded projects.

63 The financial impact is determined according to the financial impact scale, with values ranging from 1 to 5, depending on the extent of the financial impact (5 – catastrophic, 4 – significant, 3 – medium, 2 – low, 1 – very low))

Assessing climate risks allows for the determination of their financial impact. While the costs of risk mitigation actions are not aggregated, Riga Airport prepares mitigation measures for higher-rated risks and, where possible, estimates the cost of these measures.

The opportunities listed in the table above are sustainability-related and may have a positive financial impact. They have been identified in cooperation with the business units to determine potential actions that have, or might have, a significant effect on the development, financial position, financial performance, cash flows, access to finance, or cost of capital of Riga Airport in the short, medium, or long term.

Key methods used for risk management include the transition to alternative fuel types, the utilisation of renewable and sustainable energy sources, and the enhancement of Riga Airport’s processes, taking into account current conditions and challenges.

The assessment of climate-related risks take into account the provisions of the Latvian National Plan for Adaptation to Climate Change Until 2030⁶⁴, which states: “According to IPCC projections, an increase in the frequency and intensity of extreme weather events (including precipitation and wind speed) is expected in the future”, the assumptions included in Latvia’s Climate Portal (<https://klimats.meteo.lv/>) and the expert assessment of Riga Airport regarding the potential impact of increased extreme weather events has also been considered. Uncertainties remain; therefore, these and other risks will be reassessed annually for high-risk categories and biennially for medium-risk categories.

If the effects of climate change intensify, the Airport operational costs related to climate change adaptation may increase.



64 Source: Cabinet of Ministers, 2019. Latvian National Plan for Adaptation to Climate Change Until 2030 <https://likumi.lv/ta/id/308330-par-latvijas-pielagosanas-klimata-parmainam-planu-laika-posmam-lidz-2030-gadam>

GHG emissions and their intensity

305-1, 305-2, 305-3, 305-4, 305-5

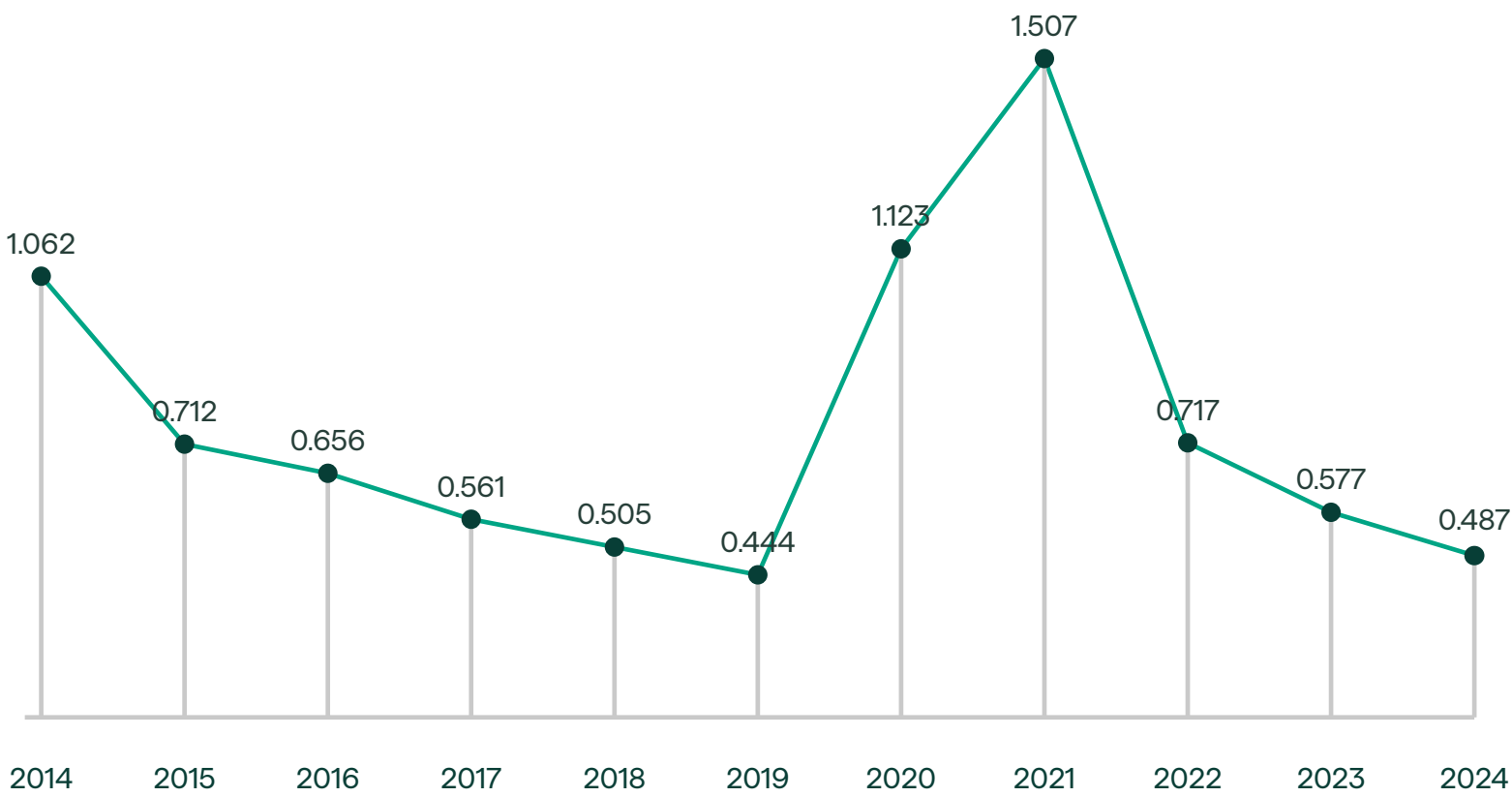
To assess its GHG emissions, Riga Airport uses the guidelines of the ACA programme as well as the provided tool ‘ACERT 7’⁶⁵. The ACA guidelines allow for the calculation of emissions using either location-based or market-based emission factors.

Riga Airport performs calculations using location-based emission factors. Emissions are primarily calculated using the emission factors, (including information on the primary sources of emission factors), built into the 'ACERT 7' tool, which apply the 100-year global warming potential of greenhouse gases in accordance with ICAO Doc 9889 and the Greenhouse Gas Protocol, except in certain cases where the emission factor must be manually entered⁶⁶. The emission factor for electricity is based on the factor specified in the regulatory acts, while the emission factor for thermal energy is calculated using the information provided by the heat energy supplier.

Riga Airport’s GHG emissions protocol includes both direct and indirect emissions. Direct emissions are those arising from an Airport’s own energy consumption and are under the direct control of the Airport. The volume of indirect emissions is generated by the services provided by the Airport, but the Airport itself is not the consumer and has no direct control over these emissions. CO_{2e} emissions are related to a relative value – the number of passengers served. The management and control procedures for CO_{2e} emissions are outlined in the CO_{2e} Emissions Management Plan for 2023-2025.

The CO₂ Emissions Management Plan for 2023-2025 sets the goal of achieving 0.346 t CO_{2e} per passenger by 2025. In 2024, Riga Airport achieved 0.487 t CO_{2e} per passenger.

Locations based emissions generated by airport in tCO_{2e}/1000 passengers



65 ACERT is an Excel-based application for calculating GHG emissions from airport infrastructure, operations, and its value chain. The methodology is based on the Greenhouse Gas (GHG) Protocol and ICAO Doc 9889 (Airport Air Quality Manual)
66 Riga Airport uses the latest version of the ACERT tool, which includes the most up-to-date emission factors available at the time of the tool's release.

The Airport does not collect data on emissions of individual pieces of equipment or specific activities but calculates the total CO_{2e} emissions from energy consumption.

In 2022, when developing the CO₂ emissions management plan, the year 2014 was set as the base year for Scope 1 and 2 emissions, as it was the first year emissions were calculated. The emissions recorded in 2014 in absolute terms were 5 114 t CO_{2e}, while in relative terms, they were 1.062 kg CO_{2e} per 1 000 passengers. The base year for Scope 3 emissions has not been set yet, as the mapping of Scope 3 emissions is currently underway at Level 3 of the ACA programme, along with organizing collaboration with stakeholders.

Scope 1, 2 and 3 emissions at Riga Airport

Year	2014 (base year)	2020	2021	2022	2023	2024
Scope 1 emissions						
CO _{2e} emissions, tCO _{2e}	1 249	718	1 707	2 068	1 922	1511
CH ₄ emissions, tCO _{2e}	0,0644	-	0,057	0,069	-	-
N ₂ O emissions, tCO _{2e}	0,0701	-	0,070	0,086	-	-
HFC emissions, tCO _{2e}	-	-	0,010	0,111	-	-
Biogenic CO ₂ emissions tCO _{2e} ⁶⁷	-	23	23	21	-	40
Scope 2 emissions						
CO _{2e} emissions, tCO _{2e}	3 864	1 540	1 832	1 742	1 902	1 953
CH ₄ emissions, tCO _{2e}	-	-	-	-	-	-
N ₂ O emissions, tCO _{2e}	-	-	-	-	-	-
Scope 3 emissions						
CO _{2e} emissions, tCO _{2e}		-	285 506 *	401 562*	70 910**	The calculations will be made in September 2025 and will be published in the 2025 Annual Report
CH ₄ emissions, tCO _{2e}		-	204	15	-	
N ₂ O emissions, tCO _{2e}		-	1	1	-	

* Emissions from the full flight cycle included
** Emissions from the take-off and landing cycle included

67 The biodiesel emission factor of 2.5 kg CO_{2e}/l (9.45 kg/gallon or 2.5 kg/l) and the ethanol emission factor of 1.52 kg CO_{2e}/l (5.75 kg/gallon or 1.52 kg/l) were used. Source: Environmental Protection Agency, US, 2023. https://www.epa.gov/system/files/documents/2023-03/ghg_emission_factors_hub.pdf

In 2023, the emissions calculation tool was changed from 'ACERT 6.0' to 'ACERT 7', and the new version no longer allows for the calculation of CH₄ and N₂O emissions, but instead calculates the total CO_{2e} emissions.

Riga Airport does not calculate biogenic emissions for stakeholders.

The Airport regularly implements projects to reduce Scope 1 and 2 CO_{2e} emissions. Data on the reduction of GHG emissions resulting from these projects in 2024 will be calculated by 1 June 2025. Therefore, this report includes data on emissions reduction for 2023.

In 2024, Riga Airport continued to implement the activities set out in the Sustainability Strategy 2022–2030, which will contribute to the long-term reduction of Scope 3 emissions. See for more details the section “Engagement in climate change mitigation and adaptation”.

In 2024, Riga Airport approved the Stakeholder Engagement Plan for CO₂ Emission Reduction (hereinafter – the SEP), intended for the planning and implementation of communication activities with all stakeholders that generate Scope 3 emissions at Riga Airport. In 2024, the key activities under the SEP included employee training, a stakeholder workshop on CO_{2e} emission reduction, publication of information on CO_{2e} reduction targets, initiatives and performance on the Airport website⁶⁸ and in the internal newsletter “E-RIX Reports”. Participation was also ensured in a working group on the potential for SAF production in Latvia.

CO_{2e} emissions reduction resulting from the project implementation



68 In Latvian at <https://www.riga-airport.com/lv/vide-un-ilgtspeja> and in English at <https://www.riga-airport.com/en/environment-and-sustainability>, and elsewhere on the website.

Access to green mobility

3-3

The Airport can promote sustainable transport by providing access to electric vehicle charging stations, bicycle parking and shared transport options that reduce GHG emissions, support environmental protection and comply with EU legislation. The impact is positive and spans the entire value chain, including the Airport’s own operations. The majority of total GHG emissions within the value chain originate from the activities of suppliers and customers, particularly airlines, operating at the Airport. To reduce land transport emissions, Riga Airport improves access to green mobility by installing and increasing the number of electric vehicle chargers in both customer and employee car parks, providing bicycle parking facilities and shared transport options (see more in the section "Accessibility").

The Sustainability Strategy sets out the objective “To improve the connectivity of the Airport as an international multimodal transport hub with Riga and the surrounding community, promoting the use of relatively low-CO₂ modes of transport”, and defines tasks for achieving this objective. An annual report on the implementation of the Sustainability Strategy’s activities is prepared for the Board of Riga Airport. In 2024, all planned

activities to improve intermodality were completed, and working continues on activities with longer implementation timelines, such as participation in the “Rail Baltic” high-speed railway project.

To assess satisfaction level and identify areas for improvement, Riga Airport conducts user surveys, passenger surveys and employee surveys. In the 2024 user survey, Airport users highlighted the need for electric vehicle charging stations at the Airport and suggested the installation of charging stations for employees, including in parking spaces designated for suppliers’ employees. Riga Airport continues to develop its electric vehicle charging infrastructure.

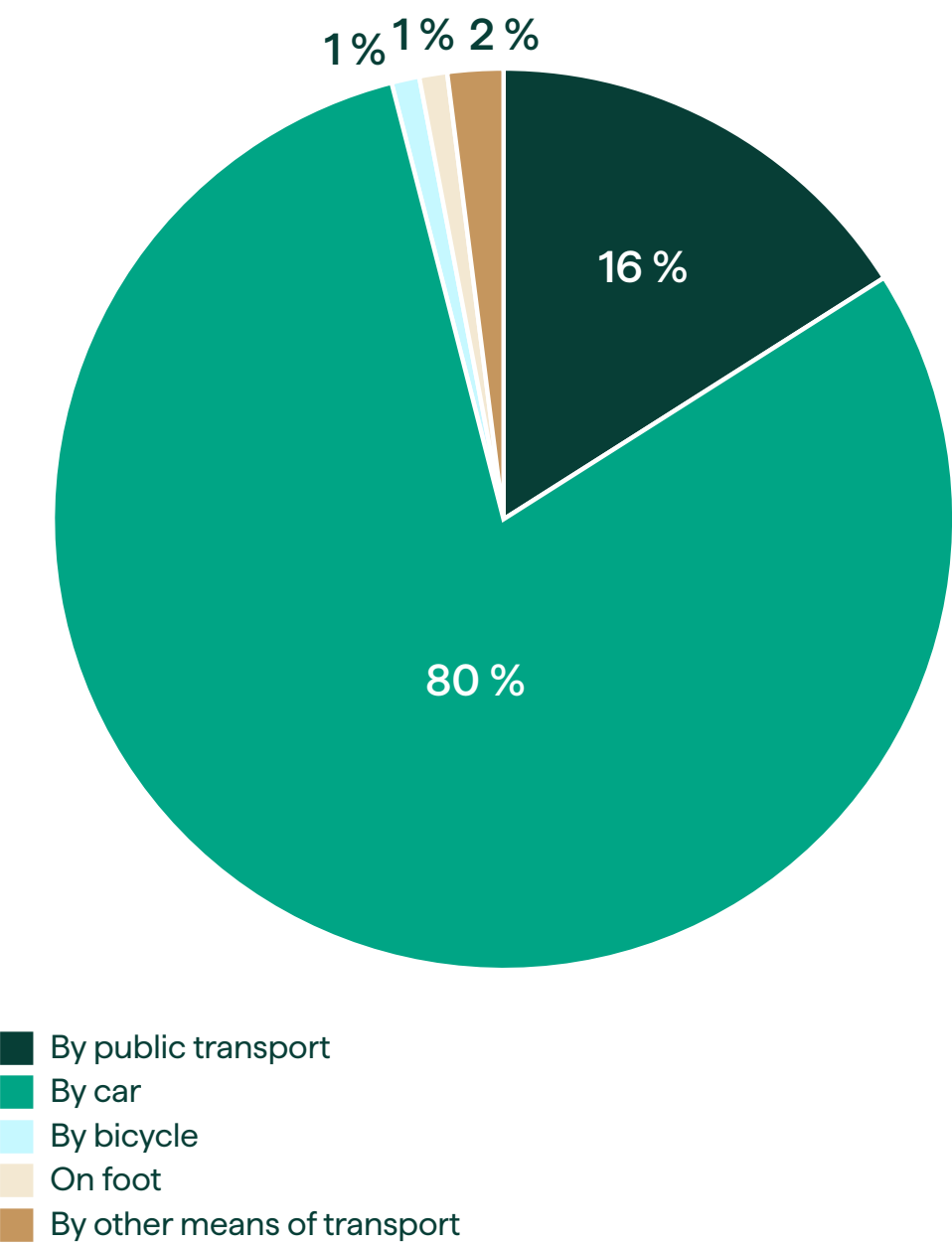
The 2024 passenger survey data shows that Airport passengers use the following transport options to reach the Airport: taxi services (30%), personal cars (23%), family/friends' assistance with personal cars (21%), public transport – buses (20%), rental car services (4%), while 2% indicated other means of arrival. In the 2024 passenger survey, the Airport received its highest customer satisfaction rating to date, 4.16 (on a 5-point scale).

The survey results show that to reduce light transport emissions, it is important to engage in the construction process of the "Rail Baltica" railway station, create appropriate charging infrastructure to encourage the use of electric vehicles, develop broader car-sharing options, collaborate with public transport service providers to improve the Airport accessibility with low-emission or zero-emission transport modes, and work with local municipalities to promote suitable cycling and micromobility infrastructure..

When designing the multi-storey car park, the requirements of the Energy Efficiency Directive are taken into account, which specify the percentage of parking spaces that must be equipped with electric vehicle charging points, as well as expanded bicycle parking facilities.

The data from the employee engagement survey on mobility, conducted at the end of 2024, indicates that the most common mode of transport used by Riga Airport employees to reach the Airport is a private car (see the diagram "Employee travel to the Airport").

Employee travel to the Airport (%)



In order to promote more environmentally friendly mobility among employees, Riga Airport introduced a carpooling app in 2023. However, it did not gain traction, and in 2024, this project was not continued. The Airport is now exploring new opportunities to promote green mobility, as outlined in the Sustainability Strategy and IPIP.

Engagement in the development of hydrogen technologies

Hydrogen is considered one of the potential pathways for decarbonisation worldwide, with significant growth potential. In 2024, employees of Riga Airport who might encounter hydrogen-related issues attended training sessions on hydrogen organised by the Institute of Solid State Physics, University of Latvia.

To support emission reduction, the achievement of European climate goals, and the preparation for the implementation of hydrogen technologies in aviation, the core project "BSR HyAirport" under the Interreg Baltic Sea Region Programme continued throughout 2024. As part of the project, the report "Feasibility Study on National and International Legal Framework Requirements for Hydrogen Use in Airports" was prepared in 2024. The report gathers information on international and national regulations, standards related to hydrogen use, and provides data for studies on adapting the equipment at Riga Airport for hydrogen use. For more information about the project, see the section "Investments and development projects".

EU Taxonomy

The aim of the EU Taxonomy is to establish a unified classification system to determine which economic activities and investments can be considered environmentally sustainable. The Taxonomy Regulation (EU) 2020/852 sets out six environmental objectives:

- 1. Climate change mitigation;
- 2. Climate change adaptation;
- 3. Sustainable use and protection of water and marine resources;
- 4. Transition to a circular economy;
- 5. Pollution prevention and control;
- 6. Protection and restoration of biodiversity and ecosystems.

Although Riga Airport will be required to report the proportion of its revenue, capital expenditure and operational costs related to taxonomy-eligible and taxonomy-aligned economic activities in non-financial disclosures starting with 2026, it is already gradually implementing reporting on taxonomy-eligible and taxonomy-aligned activities in preparation for CSRD reporting requirements.

To recognize the environmental sustainability of an economic activity, it must comply with the following four requirements:

- It must significantly contribute to one or more environmental objectives;
- It must not cause significant harm to other environmental objectives;
- It must comply with technical screening criteria;
- It must adhere to minimum social safeguards.

The first three activities were carried out in accordance with the technical screening criteria of Delegated Regulation (EU) 2021/2139.

Capital expenditure

The proportion of taxonomy-eligible and taxonomy-aligned activities in capital expenditure is determined by assessing the capital investments made in specific investment groups and in more details at the project level.

In 2024, the largest taxonomy-eligible capital investments were made in the Airport territorial infrastructure, the replacement of road transport, equipment and apron equipment, as well as the development of electrical supply infrastructure. The largest investment was the purchase of nine electric buses for passenger transportation at the Airport, amounting to EUR 3.1 million, replacing the diesel-powered buses. Investments of

EUR 2.1 million were made in the technical services building, which, upon completion, will become an energy-efficient and modern workplace for Airport staff. In total, the volume of taxonomy-eligible capital investments in 2024 amounted to EUR 11.8 million.

Revenue

The proportion of taxonomy-eligible and taxonomy-aligned activities in revenue is determined by assessing investments made in the modernisation of the Airport's electrical supply infrastructure and taxonomy-eligible capital investments that will improve the direct passenger experience when using Airport services. At the end of 2023, four electric vehicle charging stations with a capacity of up to 22 kW were installed at the Airport long-stay car park P3. In 2025, 27 electric vehicle charging stations are expected to be put into operation at the Airport, which will be available not only for the Airport's electric vehicle fleet but also for Airport staff and companies that have signed a contract with the Airport for this service. Additionally, 18 slow electric vehicle charging stations will be installed in the staff car park P5, thus providing the Airport with an opportunity to generate additional revenue.

Operating costs

The proportion of taxonomy-eligible and taxonomy-aligned activities in operating costs is determined by assessing costs

based on their type, such as system maintenance, heating, and others. In 2024, the largest proportion of operating costs related to emergency services, accounting for 69% of the total costs for taxonomy-eligible and taxonomy-aligned activities. Meanwhile, the installation, maintenance, and repair of energy efficiency measurement, regulation, and control instruments and devices of the buildings accounted for 14%. A significant portion also included expenses for the construction of new buildings (pre-construction costs for the expansion of the Airport terminal under Phase 6) and the installation, maintenance, and repair of energy efficiency equipment.



Energy consumption and energy efficiency

Energy consumption

302-1

Several energy sources are used to support the operations of Riga Airport – fuel, electricity and diesel – ensuring heating, electricity supply and vehicle operation. Electricity powers the terminal and technical services buildings, as well as the operation of cooling systems. Electricity is used for outdoor lighting in the aerodrome and public areas, as well as for powering various equipment and vehicles. The main electricity consumers at Riga Airport are the terminals, the administration building complex and apron lighting. Aircraft parking bays and runway lighting are also significant electricity consumers. Not all purchased electricity is used for the Airport’s own needs – a portion is sold to tenants and airdrome service providers.

Heat required for heating Airport buildings and hot water production is generated in the boiler house using renewable wood chips as the main fuel and natural gas as a supplementary fuel. Heat is supplied to Riga Airport by Industry Service Partner LLC, which also ensures the operation of the Airport’s ventilation systems. A portion of the purchased heat is sold by Riga Airport to tenants.

Riga Airport uses diesel, petrol and electricity to power its vehicles and equipment. Fuel is supplied both at the Airport’s own refuelling point and purchased from fuel stations outside the Airport. In 2024, the proportion of renewable energy in the fuel used by Riga Airport’s vehicles was 3.12 % for diesel and 9.50 % for petrol, based on Cabinet of Ministers Regulation No. 332 of 26 September 2000 “Regulations Regarding Conformity

Assessment of Petrol and Diesel Fuel”, sections 81 and 91, which provide for the addition of biofuel to conventional fuel.

Energy accounting and calculations are based on measurements, supply documentation and the company’s internal resource records. Riga Airport tracks fuel consumption in litres for each calendar month, therefore the unit “litres” has been converted into “MWh” for the processing of energy consumption data.”⁶⁹

69 The following formulas from Riga Airport’s energy review are used for the conversion: for diesel fuel – litres × 0.8 × 11.75 / 1 000; for petrol – litres × 0.75 × 12.222 / 1 000.

Overview of Riga Airport’s energy resource consumption⁷⁰

Energy resource	Unit	2020	2021	2022	2023	2024
Riga Airport's energy resource consumption:						
Non-renewable energy resources (energy mix)						
Electricity	MWh	12 309	15 734	15 682	16 158	17 932
Heat	MWh	6 866	8 887	7 349	7 073	8 038 ⁷¹
Diesel	MWh	2 545	4 606	5 320	5 343	4 298
Petrol	MWh	206	199	215	292	307
Total	MWh	21 926	29 426	28 567	28 866	30 575
Renewable energy resources (-)						
Volume of energy resources supplied to tenants ⁷²						
Electricity	MWh	13 778	14 846	15 264	14 392	15 883
Heat	MWh	1 982	2 525	2 346	2 241	2 266
Total	MWh	15 760	17 371	17 610	16 633	18 149

In 2024, Riga Airport’s electricity consumption increased by 1 773 868 MWh or 9.89 % compared to 2023. In 2024, Riga Airport generated 612 MWh of renewable electricity from solar panels. The proportion of thus generated electricity in the total electricity consumption was 3.41 %. The electricity generated

from solar panels is accounted for within the total electricity consumption of the Airport.

In 2024, the heat energy consumption at Riga Airport increased by 965.034 MWh, or 12.01 %, compared to 2023. This is because the air temperature in the first quarter of 2024 was lower than in the first quarter of 2023, which overall affected the total annual heat energy consumption. Additionally, in the first and second quarters of 2024, heat energy consumption was higher than in the same period of 2023, because in 2023 Riga Airport had intensified heat energy saving measures, reducing the average indoor temperature.

In 2024, Riga Airport consumed 457 266 litres of diesel fuel, which is 19.56 % less than in 2023. The volume of petrol consumed was 33 448 litres, an increase of 4.82 % compared to 2023. The largest consumers of diesel fuel at Riga Airport in 2024 were passenger and cargo handling equipment, GPUs, and apron and runway cleaning equipment. The largest petrol consumers in 2024 were Airport maintenance equipment, ground service equipment and operational support equipment for aerodrome functions.

The proportion of renewable energy in total energy consumption was 52.05 %.

70 Riga Airport tracks cooling and ventilation consumption. Currently, approximately 30% of the equipment is equipped with meters. For many cooling and ventilation systems, the meters are linked to other equipment or rooms, so the data will not be fully reliable and will not reflect the actual consumption.u.
71 The airport’s heat energy consumption includes both the purchased heat energy and the heat energy produced with natural gas at the separate facility “Donis.” No separate breakdown is made because the energy management accounts for the total consumed heat energy. In 2024, the “Donis” facility consumed 76.949 MWh of heat energy.
72 As with the Airport’s own consumption, most tenants do not have individual meters installed; many cooling and ventilation meters are linked to other equipment or premises. For most tenants, the cost of cooling and ventilation consumption is included in the lease agreement.

Energy efficiency

302-3, 302-4

To assess the effectiveness of the energy management system and the achievement of set objectives, Riga Airport conducts regular monitoring of performance indicators. Once a quarter, the Energy Management System Working Group reviews the quarterly consumption indicators and analyses the reasons for consumption deviations exceeding 15 %. To determine the efficiency of electricity use, the electricity consumption (MWh) is evaluated in relation to the number of serviced traffic units. In contrast, the efficiency of heat energy use is assessed by evaluating the heat energy consumption (MWh) in relation to the heated area (m²).

Riga Airport does not collect data on the proportion of heating energy produced from renewable energy sources, but instead monitors the emissions volume from each type of fuel and the percentage of emissions it represents. In 2024, the CO₂ emissions as to the type of fuel were 89.80 % for wood chips and 10.20 % for natural gas.

Overview of Riga Airport's electricity and heat performance

Indicator	2020	2021	2022	2023	2024
Electricity, MWh/SV	0.0055	0.0060	0.0028	0.0024	0.0025
Heat, MWh/m²	0.238	0.308	0.255	0.104	0.118

The 2024 Environmental and Energy Management Programme set a target of not increasing the Airport's total electricity consumption above 0.0027 MWh per unit of traffic handled. The target was met. The energy efficiency indicator for electricity in 2024 was 0.0025 MWh/TU, which is 4 % higher than that achieved in 2023 (0.0024 MWh/TU).

The baseline or baseline energy consumption is a reference value against which actual energy consumption is compared and changes are determined. The baseline electricity is calculated using data on electricity consumption and the number of traffic units handled for the period 2018-2022. To determine the baseline for the Airport's electricity, the average electricity consumption for 2018, 2019, and 2022 was calculated, taking into account that the data for 2020 and 2021 does not

reflect the normal operations of the Airport due to the impact of the Covid-19 pandemic. In cases where it was not possible to determine the three-year average consumption, the calculation was made according to the methodology. The established baseline for electricity is 0.003096 MWh/TU.

In 2024, several energy efficiency improvement measures were implemented at Riga Airport, including the reconstruction of feeder points, the renovation of substations, the optimisation of part of the 10kV network and its switching to the 20kV network, the replacement of the existing lighting with LED lighting, the installation of a new lighting system for one taxiway and its intersection with another taxiway, replacing all remaining halogen lights.

- In 2024, energy-saving measures were implemented at Riga Airport, including the regulation of heat substations according to outdoor air temperature and the adjustment of radiator thermostatic valves.
- A baseline for the total fuel consumption of the Airport's equipment is not established due to the varying operational specifications of the Airport's vehicles, equipment, and machinery, making it impossible to define a single overall fuel consumption indicator, including a baseline. Baselines have been set for specific groups of equipment, namely, the significant fuel consumers at the Airport: passenger and cargo handling equipment, as well as buses. The characteristic indicator (2019 data) is used to determine the baseline for fuel consumption.
- In order to ensure the rational use and management of energy, contribute to the sustainable development of Riga Airport, and achieve the objectives set for improving energy efficiency and mitigating climate change, Riga Airport renewed the Order 'On Actions to Reduce Energy Consumption' on 17 December 2024. The key actions to reduce energy consumption include:

- Rational use of lighting in workplaces;
- Maintaining air heating temperatures depending on the type and purpose of the room;
- Rational use of cooling equipment and air conditioners in workplaces;
- Fuel conservation;
- Requirement to purchase only household appliances with energy efficiency classes A, B and C;
- Awareness-raising and training measures for employees and tenants.
- Regarding the rational use of energy and improvement of energy efficiency, in 2024, the Airport staff participated in informational and educational activities:
- Reminders about switching off lights when leaving the room were placed next to light switches in staff kitchens and other rooms;
- Informational material about fuel conservation was published.

Water consumption and wastewater management

3-3

Water is one of the most important natural resources at the Airport. Its quality and quantity are assessed annually in accordance with an internally developed procedure, using accredited methods and in compliance with applicable Latvian laws and regulations on water resource management and protection. The Airport’s activities have the potential to cause negative impacts through groundwater use. The main uses of water include the provision of high-quality drinking water for passengers and staff, as well as water used in technical processes. Water quality at Riga Airport is monitored by specialists from an accredited company, while testing is carried out in several accredited laboratories in Latvia. The test results are shared with the relevant managers and specialists of the Airport’s business units, as well as with airlines and other stakeholders.

At Riga Airport, an annual monitoring programme has been developed and approved for the assessment of water quality

and quantity. In addition, an internal procedure – Environmental monitoring and data analysis – has been established to define the allocation of duties and responsibilities among Airport employees, business units and other involved parties. The final stage of the water quality assessment involves individual assessments, which, in the case of exceedances of limit values, enable the identification of potential causes and, if necessary, prompt action to restore and improve water quality.

The Sustainability Strategy 2022–2030 sets the objective to improve the quality of drinking water at the Airport and promote the rational consumption of water resources, preventing an increase in water consumption per passenger above 0.011 m³.

In 2024, this target was met, both in terms of water consumption per passenger (see the section “Water withdrawal and consumption”) and the results of water sample testing reports, which confirm the quality of the water.

Due to the specific nature of Riga Airport operations, wastewater management is essential for the Airport, as Airport's activities have the potential to cause negative impacts from chemicals in wastewater. The requirements for wastewater management are laid down in Section C© of the Category B Polluting Activities Permit, in the Riga Airport Calendar Water Monitoring Plan, and

in the internal procedure “Environmental Monitoring and Data Analysis”.

The Airport continuously monitors wastewater quality to ensure compliance with the pollutant limit values specified in Cabinet Regulation No 118 “Regulations on Surface and Groundwater Quality” and Cabinet Regulation No 34 “Regulations on Emissions of Pollutants into the Aquatic Environment”, ensuring that these values are not exceeded.

Based on the results of mandatory monitoring and self-monitoring, the quality of wastewater is assessed as good, as it complies with the limit concentrations established by the relevant regulations. In 2024, rainwater samples were taken from six discharge points near the runway in the Skulte vicinity, the parking lot, and the Airport’s fuel station, which is located in the engineering zone, as well as two samples from the vehicle washing hangar, before and after treatment. Under mandatory monitoring, no exceedance was detected in rainwater runoff. However, rainwater samples were taken from four discharge points as part of self-monitoring to assess the effectiveness of treatment by oil and sand traps. To improve the quality of wastewater, maintenance and cleaning of the existing equipment were carried out, including the pumping out of

accumulated sand and oil contaminated water.

The Airport provides information on wastewater quality to the State Environmental Service in accordance with the conditions set out in the Category B Polluting Activities Permit and also includes this information in the national statistical report “No. 2-Water” via the unified environmental information system of the Latvian Environment, Geology and Meteorology Centre. Other stakeholders, such as tenants and service providers, are not informed separately about wastewater quality. However, general information is available to them through the publicly accessible annual Environmental Report published on the Riga Airport website⁷³. At the same time, environmental protection requirements set out by Riga Airport apply to tenants and airdrome service providers, as defined in the document “Environmental requirements of SJSC Riga International Airport for tenants and airdrome service providers”. To monitor compliance with these requirements, annual environmental inspections are carried out.

73 Environmental reports available only in Latvian at <https://www.riga-airport.com/lv/vides-parvaldiba>

Water withdrawal and consumption

303-1, 303-5

Riga Airport sources its water from three groundwater wells. After abstraction, the water undergoes iron removal and softening to meet drinking water quality standards. After use, the entire volume of abstracted water (except for a small amount used in the washing hangar) is discharged for treatment by Rīgas ūdens LLC. The water consumption limits, achievable quality indicators and control frequency are specified in the national regulations and the Polluting Activities Permit. The Airport informs the controlling authorities once a year, in accordance with the procedure specified in the regulations, about the volume of drinking water obtained and the results of quality and quantity monitoring. The goals and objectives related to water and wastewater management are set in the Environmental and Energy Management Programme (EEMP). The programme outlines tasks, activities, costs, responsible personnel and performance indicators for the respective year. The 2024 EEMP includes seven tasks related to water management. Most of the tasks were completed, but the implementation of some tasks will continue next year. For more details on the EEMP, refer to the section "Environmental and

energy resource management".

Once quarterly, the environmental protection specialist measures the static and dynamic levels of the groundwater wells using a specific level gauge. The measurements are documented in reports, which allow for the assessment of the groundwater replenishment rate in the withdrawal wells, as well as their operational capacity. One of the wells regularly exhibits reduced performance, but overall, this does not pose a threat to the overall water supply system at Riga Airport. Water withdrawal from each well is managed to prevent potential geophysical risks, such as the formation of cone of depression.

The availability of water resources at the Airport, along with the technical and organisational controls in place, ensures that water can be withdrawn both in the short and long term. The withdrawn water is not only used for Airport purposes but is also supplied to Airport tenants and aerodrome service providers under mutually agreed utility contracts. The largest water consumption occurs in the terminal (including sanitary purposes), the administration buildings, and the equipment washing hangar. In 2024, Riga Airport's direct consumption increased compared to the previous year, accounting for slightly more than half of the withdrawn water.

Very small quantities of drinking water in 18.9-litre polycarbonate bottles and 0.5-litre bottles are supplied to the company by an external service provider.



Overview of Riga Airport water withdrawal and consumption

	2020	2021	2022	2023	2024	2024 vs. 2023 (%)
Water withdrawal, m ³ ⁷⁴						
Groundwater wells	80 967	75 824	106 414	113 652	120 554	6.07
Other sources (polycarbonate bottles)	115	104	139	143	145	1.4
Total	81 082	75 928	106 553	113 795	120 699	7.5
Water consumption, m ³						
Airport	28 040	30 463	54 064	56 698	62 221	9.74
Tenants and aerodrome service providers	52 927	45 361	52 350	56 954	58 333	2.42
Total:	80 967	75 824	106 414	113 652	120 554	12.2
Water consumption (m ³ per passenger)	0.0139	0.0129	0.0100	0.0086	0.0087	1.16

Water storage has no significant impact on overall water consumption, as it is stored in small quantities in a water tower to ensure continuity of supply.

Data on water consumption at Riga Airport is obtained from verified water meters. The consumption of Airport tenants is primarily measured using verified water meters; for a small number of tenants it is calculated based on the approved methodology which is applied where it is technically not possible to install water meters (e.g. due to no connection to the water main), such as certain shops in the terminal. To monitor this process, the responsible unit undergoes regular environmental inspections as well as internal and external audits.

Riga Airport does not withdraw water from areas where there is a water deficit⁷⁵.

74 Presented in cubic meters, as this is how water extraction and consumption are measured in this region.
75 Sources: Pazemes ūdeņu krājumu bilance. VSIA “Latvijas vides, ģeoloģijas un meteoroloģijas centrs”. Available at: [Pazemes_udenu_krajumu_bilance_2023-compressed.pdf](#)
Nikodemus, O., Kļaviņš, M., Krišjāne, Z., Zelčs, V. (zin. red.). 2018. LATVIJA. ZEME, DABA, TAUTA, VALSTS. Rīga, Latvijas Universitātes Akadēmiskais apgāds.

Wastewater management

303-2, 303-4

At Riga Airport, rainwater runoff from discharge points flows into a drainage ditch, and farther into the Neriņa River. To monitor the quality of rainwater runoff, wastewater analyses are carried out at six rainwater discharge points. In 2024, domestic wastewater was sent for treatment to Rīgas ūdens LLC, and since 5 May 2021, industrial wastewater has also been directed to Rīgas ūdens LLC for treatment.

In 2024, a total of 2,336 m³ of industrial wastewater was transferred to Rīgas ūdens LLC, representing a 9.80% decrease compared to 2023. The decline was mainly due to more favourable meteorological conditions during the winter months of 2024.

Wastewater quality and treatment methods

The quality control of rainwater and domestic wastewater is carried out based on the approved annual water monitoring plan in accredited laboratories in Latvia and the Czech Republic. The quality parameters and limit values for rainwater and domestic wastewater are defined by national and municipal regulations. For example, the target quality indicators for domestic wastewater are set out in Riga City Council Regulation

No 17 “Binding Regulations on the Operation, Use and Protection of Riga’s Centralised Water Supply and Sewerage System”, while the quality indicators and limit values for rainwater are defined in Cabinet Regulation No 34 of 22 January 2002 “Regulations on Emissions of Pollutants into the Aquatic Environment”. Once a year, the report on rainwater quality results is submitted to the SES Lielrīga Regional Environmental Administration. The Airport has not developed internal guidelines or standards for wastewater quality: Riga Airport relies on the aforementioned regulations from the Cabinet of Ministers and the binding regulations of the Riga City Council.

A biological wastewater treatment plant with a capacity of 25 m³/day has been installed to treat car wash wastewater within the Airport area. Other domestic wastewater is transferred to Rīgas ūdens LLC for treatment in accordance with a mutually agreed contract. To ensure the appropriate quality parameters for domestic wastewater, initial treatment is provided by grease traps. To ensure the quality of rainwater and domestic wastewater, the facilities are regularly inspected, cleaned and maintained at least semi-annually (or quarterly, if necessary). The discharges of domestic wastewater are not metered.



Rainwater is discharged into the environment without treatment, except in areas where oil spills may occur. In these areas, rainwater must be collected and directed to oil separators, which treat the rainwater for oil before discharging it into the environment. There are 16 oil separators in the Airport area.

The calculated rainwater discharge into water bodies is specified in the Riga Airport's Category B Polluting Activities Permit. A total of 319607.4 m³ of rainwater was discharged into the environment in 2024. The average daily discharge is up to 675 m³. Depending on the size of the rainwater collection network connected to a specific discharge point, its capacity ranges from 0.11 m³/day to 271.04 m³/day. Meanwhile, the estimated amount of domestic wastewater received from tenants in 2024 was 3 620 m³.

All of the Airport's domestic wastewater is discharged to the biological treatment station "Daugavgrīva" of Rīgas ūdens LLC, and after treatment, it flows into the Gulf of Riga. The volume of domestic wastewater transferred to Rīgas ūdens LLC is the same as the volume of water withdrawn by Riga Airport.

Overview of wastewater discharged by Riga Airport

Wastewater discharge	All zones	Stress zones
Breakdown by type		
Surface water	319 607.04 m³	-
Groundwater	0	-
Seawater	120 554 m³	-
Third-party waters (total)	0	-
Total	440 161.04 m³	-
Breakdown by freshwater and other waters		
Freshwater (≤ 1000 mg/L total dissolved solids)	319 607.04 m³	-
Other waters (> 1000 mg/L total dissolved solids)	12 ,554 m³	-

Riga Airport uses chemicals in its operations that contain substances included in the list of priority substances, but most of them are contained in closed-loop systems, such as engine oils and antifreeze. The Airport also has its own fuel station, where petrol and diesel are stored in closed tanks. The fuel station has its own oil trap to prevent surface water pollution from oil products. The maintenance of the equipment is carried out at least semi-annually, and in accordance with the Category B Polluting Activities Permit, rainwater samples from this discharge are taken semi-annually to determine the concentration of oil products.

Use of de-icing/anti-icing material for aircraft and aerodrome pavements

AO6

To ensure safe flights, de-icing agents are used for aircraft and aerodrome pavement treatment. Since aircraft de-icing takes place within the Airport area, Riga Airport must ensure the collection and treatment of chemicals and mixtures used during the de-icing process. In 2024, 2263.5 tonnes of industrial wastewater containing de-icing agents were collected from the de-icing sites and sent for treatment to Rīgas ūdens LLC.

The amount of de-icing/anti-icing material used on aircraft and aerodrome pavements

Percentage of de-icing/anti-icing material used on aircraft and aerodrome pavements processed for recovery or used without prior treatment

In 2024, 927 m³ of Type I and 102 m³ of Type II de-icing/anti-icing material were used on aircraft.

In 2024, 219.25 tonnes of liquid anti-icing agent (KFOR) and 171 tonnes of granular anti-icing agent (NAFO) were used for pavement treatment.

In 2024, all de-icing processes took place at remote de-icing areas, where the de-icing fluid was collected and sent for treatment. Wastewater containing aerodrome de-icing agents is not treated, and it is not separately accounted for.



Waste management and circular economy

3-3

The activities and measures to be implemented in waste management are outlined in the Sustainability Strategy and the Environmental and Energy Management Programme of Riga Airport. Waste management procedures are regulated by the Waste Management Plan 2022-2027, the Category B Polluting Activity Permit No RI15IB0030, as well as the internal procedure " Provision of waste collection and removal services ".

Engaging tenants and passengers may have a positive impact on waste reduction and responsible management. These impacts are realised both in the own operations and throughout the value chain.

The municipal waste management target for 2024 was to reduce the proportion of unsorted municipal waste to below 83%. The 2024 target was achieved (2024 performance: 81.30%) owing to the introduction of biological waste sorting in the terminal and the launching of the new waste management system. During 2024, Riga Airport staff were reminded of the importance of proper waste sorting.

There are no annual targets for hazardous waste management. Riga Airport regularly reviews its waste management objectives and carries out activities within the available funding limits. Tenants and service providers are also included in the Airport's waste management system by utility service agreements with Riga Airport, which stipulate the transfer of municipal or hazardous waste to the Airport. Waste transfer-acceptance certificates are prepared and used for mutual settlements with Riga Airport and for waste tracking purposes. The waste management requirements for tenants and service providers are also specified in the Airport's regulations “Environmental requirements of SJSC Riga International Airport for tenants and aerodrome service providers”. Riga Airport conducts annual environmental inspections to monitor tenants' and service providers' compliance with the relevant environmental requirements. During inspections, Riga Airport monitors the proper management of waste to prevent the consequences of improper handling of hazardous and municipal waste and to promote waste reduction. If improper

waste management is found on the part of the tenant or service provider, a non-compliance report is issued, which the lessee or service provider must address within a specified time frame report is issued, which the lessee or service provider must address within a specified time frame.

Waste management

306-1, 306-2, 306-3

The main sources of municipal waste are the Airport terminal, administration and technical facilities, external areas, aircraft and leased areas. To ensure waste management in line with environmental protection requirements, Riga Airport has introduced a waste management system involving all Airport employees, passengers and tenants of terminal premises. Tenants of areas are not obliged to participate in the overall waste management system of the Airport, but they are required to follow the same basic principles of environmental protection and waste management as those applied in the waste management system of Riga Airport. The waste is transferred to a licensed waste management company for recycling.

In 2024, total municipal waste generation reached 1 933 tonnes, representing a 13% increase compared to 1 711 tonnes in 2023. The amount of unsorted waste per passenger in 2024 was 0.220 t (0.228 t per passenger in 2023). A comparison of the 2023 and 2024 data shows a reduction in waste generated per passenger in 2024, which is attributed to the implementation of separate waste collection activities.

Data on waste volumes is derived from the available information in the Waste Shipment Accounting System and from deeds.

Data on hazardous waste is obtained from hazardous waste registration waybills. Once a year, Riga Airport submits the national statistical report “No 3-Waste” for the previous calendar year in the unified environmental information system maintained by the Latvian Environment, Geology and Meteorology Centre, indicating the types, level of hazard and volume of waste generated at the Airport as well as waste traders.

Riga Airport gathers information on waste management methods through waybills and by liaising with waste management companies. The Airport transfers for recycling paper, glass, cardboard and various other types of municipal waste.

The purpose of utilizing hazardous waste is indicated on the hazardous waste registration delivery notes. The storage and treatment of hazardous waste shall take place at the addresses of the hazardous waste receiving facilities. Riga Airport does not collect information on the further use of hazardous waste after storage.

The increase in hazardous waste during the reporting year was attributed to the cleaning of all apron oil traps in 2024.



Overview of waste management methods at Riga Airport

HW - hazardous waste* MW - municipal waste*	2020		2021		2022		2023		2024	
	MW, t	HW, t	MW, t	HW, t	MW, t	HW, t	MW, t	HW, t	MW, t	HW, t
Recycling	657	1 509	511	225	368	139	113	28	218	247
Composting	20	-	0	-	0	-	0	-	21	-
Landfilling	1 546	-	1 548	-	1 573	-	1 599	-	1 695	-
Storage	-	157	-	22	-	0	-	0	-	0
Other waste management methods (recovery, incineration, underground disposal, etc.)	0	0	0	0	0	0	0	0	0	0
Total	2 223	1 666	2 059	247	1 941	139	1 712	28	1 934	247

*Waste is classified in accordance with the Cabinet of Ministers Regulations No. 302 of April 19, 2011, “Regulations on the Waste Classifier and Properties that Make Waste Hazardous.”

- The Airport's Sustainability Strategy aims to ensure that waste is sorted and recycled as efficiently as possible, with Riga Airport committed to increasing the proportion of sorted waste to 40% of total annual municipal waste by the end of 2030.
- In 2024, the proportion of separated waste to unsorted waste was 19.15% (11.54% in 2023). A detailed examination of waste statistics reveals an increase in the amount of recyclable

waste, particularly in the categories of metal, bulky waste and mixed packaging, compared to 2023.

- To improve the sorting rate, in 2022 Riga Airport developed the Waste Management Plan 2022-2027, which includes activities aimed at both reaching the 2030 target and, primarily, achieving the target set in the Riga Airport Strategy: decreasing the proportion of unsorted waste to 66%.

- Key actions completed in 2024 to implement the circular economy principles:
- Biodegradable waste sorting commenced at the terminal;
- A new waste management system was introduced at the terminal to promote separate waste collection;
- Waste bins were re-labelled.

The existing activities are also successfully maintained, with waste segregation taking place both in the Airport terminal and in administrative buildings. This includes the handling of not only sortable and general waste, but also other waste streams, such as electrical and hazardous waste. Unattended items left at Riga Airport are handed over to the “OTRĀ ELPA Charity” foundation which uses them for the benefit of society on a non-profit basis. See more under the section “Donation of lost property”. Also, since 2023, passengers may retrieve prohibited items removed from their checked-in baggage through the service “Return to the owner of prohibited items removed from checked-in baggage at security control” (more in the section “Applications”), which also helps Riga Airport reduce the amount of waste requiring disposal.

Riga Airport reuses asphalt milled from its territory for the construction of other pavements. In 2024, the perimeter road of the airdrome continues to be reconstructed using asphalt milled from the runway and taxiway.

In 2025, Riga Airport will continue to implement the activities set out in the Waste Management Plan 2022–2027, introducing additional measures to promote waste sorting.

Waste disposal

Riga Airport does not collect data on the treatment or utilisation of municipal and hazardous waste after its delivery to waste management facilities. Information on the quantities of hazardous waste sent for recycling and recovery is obtained from the hazardous waste registration waybills, where this section is completed by the consignee in agreement with the waste transporter. The further cycle and use of recycled and recoverable waste must comply with the specific activities of the relevant facility and the requirements of the waste operators' Polluting Activities Permit. The volume (weight) and management targets for municipal and hazardous waste sent for recycling and storage are provided in the section “Waste management and circular economy.” Taking into account that the largest volume of unsorted municipal waste at Riga Airport is disposed of at the Getliņi landfill, where methane gas is produced and burned as the waste decomposes, it can be concluded that the disposed waste is at least partially used for energy recovery.



Impact on biodiversity

3-3, 304-2

Biodiversity is declining worldwide due to a variety of factors. Bird strikes and animal collisions, as well as bird deterrence measures, can affect population sizes. Aware of both contexts – the global and aviation industry –, Riga Airport works to ensure that its operational activities do not result in significant harm to the biodiversity of the Airport's surroundings, primarily by maintaining high flight safety standards.

Aviation contributes to climate change, which can also negatively impact biodiversity by creating a specific microclimate in the Airport area, potentially increasing the vulnerability of vegetation and animals to climate change. Riga Airport has set climate change mitigation targets and identified actions, which are described in the section "Engagement in climate change mitigation and adaptation". The construction of the Airport, by covering the land with impermeable pavement, can reduce soil fertility, increase flood risk and decrease

biodiversity. For development projects, the Airport carries out an environmental impact assessment⁷⁶ and considers the requirements for soil fertility, flood risk and biodiversity set out in the assessment, with a commitment not to impair the hydrological regime of adjacent areas.

Impacts on biodiversity are permanent and occur both in Airport operations and along the value chain. Regarding biodiversity, Riga Airport's Sustainability Strategy aims to “promote environmentally responsible and operationally efficient management of the Airport site, while striving to avoid impacts on biodiversity wherever possible". To assess the effectiveness of its activities, Riga Airport takes account of the approved bird strike rate, which in 2024 was seven per 10 000 flights, compared to nine in 2023. Considering the reduction of the index, Riga Airport concludes that the implemented actions, described in the sections "Bird strikes" and "Bird and animal

control," are effective and should continue. The situation was largely improved by grassland management practices and the frost in 2024, which reduced the number of garden beetle larvae and, consequently, the presence of gulls at the aerodrome.

Among the binding documents regulating biodiversity, Riga Airport is bound by external regulations - the Hunting Law, the Animal Protection Law, the Law on the Conservation of Species and Biotopes, and among the internal documents - the Aerodrome Operation Manual, which regulates the management of wildlife threats.

76 Infrastructure development projects until 2020 of Riga International Airport / Energy and Environment Management Agency

Educational campaign for passengers

#PlantHealth4Life

#PlantHealth4Life is a multinational two-year campaign, developed at the request of the European Commission and based on an in-depth analysis of perceptions and actions related to plant health across the EU. This year, 21 Member States and one candidate country are participating, doubling the coverage compared to the previous year.

Travelling also plays a significant role in plant protection, as even



the tiniest seed or an apparently harmless piece of fruit can carry harmful organisms or diseases, posing serious risks to plant health, agriculture and the natural environment.

In 2024, Riga Airport, in cooperation with the National Plant Protection Service, organised an event in the terminal to educate passengers about the importance of avoiding the introduction of non-native species when travelling from third countries. Such species can have devastating consequences for Latvia’s biodiversity. By packing responsibly, checking pockets and compartments, and ensuring that bags are free of plants or plant products, passengers can avoid bringing unwanted guests such as harmful organisms.

Bird and animal control

Airport safety requirements stipulate that the presence of wildlife, particularly birds, must be minimised on the aerodrome. Specially trained bird and animal control officers operate 24/7 to deter birds from the runway using the most humane methods possible.

To conserve bird species protected in Latvia whose presence on Airport grounds may pose a risk to flight safety, Riga Airport has obtained a permit from the Nature Conservation Agency (NCA), valid until 31 December 2025, allowing the capture and relocation of these species to more suitable and safer habitats.

Most affected species

Species		Latin name of the species
1.	Grey crow	<i>Corvus cornix</i>
2.	Black-Headed gull	<i>Chroicocephalus ridibundus</i>
3.	Starling	<i>Sturnus vulgaris</i>
4.	Common buzzard	<i>Buteo buteo</i>
5.	Common gull	<i>Larus canus</i>

Grass cutting affects the habitat of the meadow pipit (*Alauda arvensis*). The impacts on birds and animals are limited to the aerodrome area. These effects are temporary and not irreversible.

To assess the impact of Airport operations on birds in the aerodrome area, Riga Airport prepares an annual report detailing the bird species observed, protected birds captured and translocated, as well as birds killed in collisions with an aircraft. This report is submitted to the NCA and assessed in the context of biodiversity at the Airport. If an injured animal is captured, it is handed over to the Latvian Wild Birds Aid Society 'Drauga Spārns' for veterinary care.

To reduce the presence of birds near the aerodrome, Riga Airport includes provisions in its land lease agreements with tenants, aimed at maintaining the buildings and environment to create an unattractive environment for birds and animals.

Implementation of the Birds and Habitats Directives at European aerodromes

Together with the NCA, Riga Airport participated in the final conference of the EU Environmental Law Enforcement and Enforcement Network research project "Implementation of the Birds and Habitats Directives at European aerodromes" in 2024. The desired outcome of the project is to gain insight into the impacts on habitats, birds, pollinators, wildlife and management practices at European aerodromes. At the conference, Riga Airport shared its experience on wildlife risk management and grassland management practices. At the time of writing this report, work is still under way on the project report and conclusions.

Restored and protected habitats

Protected natural areas in the vicinity of Riga Airport

Name of the protected area	Distance from Riga Airport	Protection status	Description
Beberbeķi Nature Park	Approximately 2 km from the Airport runway	Specially protected nature territory of national importance, Natura 2000 site	The site was created to protect biologically valuable pine forests. It is dominated by pine forest and bilberry pine forest, part of which consists of valuable old pine stands. ⁷⁷ .
Nature reserve "Melnā Ezera purvs" (the Black Lake Swamp)	Approximately 6 km to the south of the Airport runway	Specially protected nature territory of national importance, Natura 2000 site	The area is notable for the Black Lake and other marsh lakes, with a very high diversity of breeding and migratory birds ⁷⁸ . 84% of the area is specially protected habitat, with 17 species of birds recorded ⁷⁹ .
Nature reserve "Cenas tīrelis" (Cenas Mire)	Approximately 6 km to the southwest of the Airport runway	Natura 2000 site	One of the few bogs in Latvia with both characteristics of eastern and western types. It is also an important area for bird conservation, with 10 bird species protected in Latvia and Europe ⁸⁰ .
Nature reserve "Babītes ezers" (Babīte Lake)	Approximately 7 km from the Airport	Specially protected nature territory of national importance, Natura 2000 site	One of the few lagoon lakes in Latvia, an eutrophic lake with abundant stands of common reed, lake bulrush and wolfsbane, as well as submerged and floating aquatic plants. Its wet meadows are a valuable habitat. Seven species of specially protected birds have been recorded.

77 Nature Conservation Agency (28.11.2024)
78 Development Programme of Olaine Municipality until 2028, Environmental Report, Prepared within the framework of the Strategic Environmental Impact Assessment, 2023
79 Olaine Municipality (28.11.2024)
80 Nature Conservation Agency (28.11.2024)

The Airport carried out forest and bird monitoring in previous years to determine whether there are any detectable impacts of the Airport's activities on nearby specially protected nature territories. The results of the monitoring show that no negative impacts are likely.

In 2024, Riga Airport signed an agreement with the foundation “Ziedot.lv” that the fee from passengers' packaging deposit is donated to the Latvian Fund for Nature for the conservation of Latvia's biodiversity and the restoration of disappearing natural meadows. In 2024, a total of 1 002 EUR was donated from the packaging placed in deposit boxes, and the funds were used to hire a habitat expert who carried out the survey of natural meadows.

CITES

The Airport’s Security Department cooperates with the Customs Administration of the State Revenue Service to prevent the illegal transport of wild animals. The Airport has also allocated space in the terminal for the Customs Administration to carry out informational and educational activities in the form of various visual materials.

Employee training

In 2024, the Riga Airport Training Centre, in cooperation with the

NCA, organised three seminars on illegal trade in endangered animals and plants. The training was attended by staff from various business units involved in passenger and baggage handling – aviation security staff responsible for security screening, ground handling staff involved in check-in and baggage processing, and customer service staff:

- 36 employees participated in Level 1 training, during which the Nature Conservation Agency presented to Riga Airport staff the requirements of the Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), including a wide range of examples of violations, smuggling cases and their analysis;
- 15 employees participated in Level 2 training, during which the CNA explained to the Airport staff the principles on which CITES is based and how to identify products made from protected plant and animal species listed in the Convention. Invited experts from the SRS Customs Administration also shared their experience in practically identifying CITES specimens during passenger and baggage control.



06 Employees



Employees

3-3

The rights to safe employment, fair remuneration and non-discrimination are set out in ILO conventions Riga Airport is one of Latvia’s largest and most recognisable employers, bringing together employees of all generations and educational backgrounds. Many of the company’s professions, along with the knowledge and skills they require, are unique in Latvia. Attracting, training, managing and retaining professional, motivated, results-oriented and loyal employees is essential for achieving the company’s strategic goals and maintaining high safety and service standards.

The Strategy aims to support the development of the aviation industry by retaining and attracting high-calibre professionals, offering opportunities for growth and fostering an environment conducive to success.

Riga Airport operations can have both positive impacts, by providing secure and long-term employment for its staff, and negative impacts, if remuneration does not keep pace with labour market conditions and development trends. Riga Airport regularly benchmarks its remuneration practices against the Latvian market, including in 2024. The Airport aims to ensure

remuneration is in line with labour market trends by continuously monitoring salary developments and analysing the approved performance indicators – average employee satisfaction, voluntary turnover, the employee recommendation index and recruitment outcomes. In the reporting year, the remuneration of Riga Airport staff was in line with the national average and is considered appropriate. The Airport Workers’ Union of the Republic of Latvia is informed about salary data and planned changes during quarterly meetings. Employees are also kept informed through online meetings with the Board, the internal newsletter, e-mails and departmental meetings.

Riga Airport implements its Personnel Policy in line with its core values – safety and security, growth, responsibility, efficiency and openness – and develops a modern, best practice-based HR management system. The recruitment, training, remuneration, performance evaluation and occupational health and safety systems are continuously improved, while opportunities for professional development and employee well-being are actively promoted.

In order to achieve the objectives of the Strategy, the HR

Department set annual performance indicators and targets. Several key projects — identified in the Sustainability Strategy and the following documents — were implemented in 2024 to support these aims:

- in the 2024 HR Department action plan performance report, which provides a comprehensive overview of the achievement of the goal in 2024, reflecting the planned and completed activities, targets and actual results, timelines, involved departments and performance status;
- In the 2024 Internal Working Environment Monitoring Plan;
- In the Training Centre Strategy Implementation Plan 2022-2027;
- In the 2024 Professionalism Assessment Plan.

In 2024, significant resources were dedicated to the training of new and existing employees, in line with the Personnel Training and Competence Procedure. Measures were implemented within the framework of the Training Centre (TC) Strategy Implementation Plan 2022-2027, and working continued on modernising and digitising the training process (for example, a

new learning environment was introduced, virtual reality training was developed, etc.), as well as determining the training needs of structural units. The development of new training programmes was initiated, such as the "Conflict of Interest and Corruption Prevention" programme, which was previously outsourced, and professionalism assessments were conducted. In addition to role-specific training, employees were also offered other courses, more details of which can be found in the section "Employee skills and development".

The following key measures were implemented in 2024:

- employee salaries were increased as of January 2024,
- certain processes and functions were reviewed and improved, with structural changes implemented,
- the Remuneration Regulation was updated, and initial actions and the required support for the implementation of the Pay Transparency Directive were identified,
- the Board and the Supervisory Board remuneration policy was developed,
- activities to support employees’ physical health and safety were implemented (for more information, see the section “Employee health and safety”),
- as part of the continued digitalisation of HR processes, the implementation of the employee self-service portal was

completed and work began on the digitalisation of the recruitment process,

- the tradition of expressing appreciation to employees for their contribution to the Airport operations and development continued,
- growth ladders were developed and improved in several business units,
- skills and competencies of Heads of business units were enhanced, for more information, see the section “Leadership training”,
- diverse training opportunities for skill development and well-being enhancement for employees were provided, for more information, see the section "Company-provided training”;
- experience-sharing activities were organised both within EU airports and within the local aviation industry community,
- employee recruitment campaigns, career events were implemented, traineeships were provided, and collaboration with educational institutions and employment organisations continued.



Staff composition

2-7, 405-1

As at 31 December 2024, there were 1 440 employees working at Riga Airport. Compared to 31 December 2023, there have been no significant fluctuations in the number of employees – the workforce increased by 20 employees.

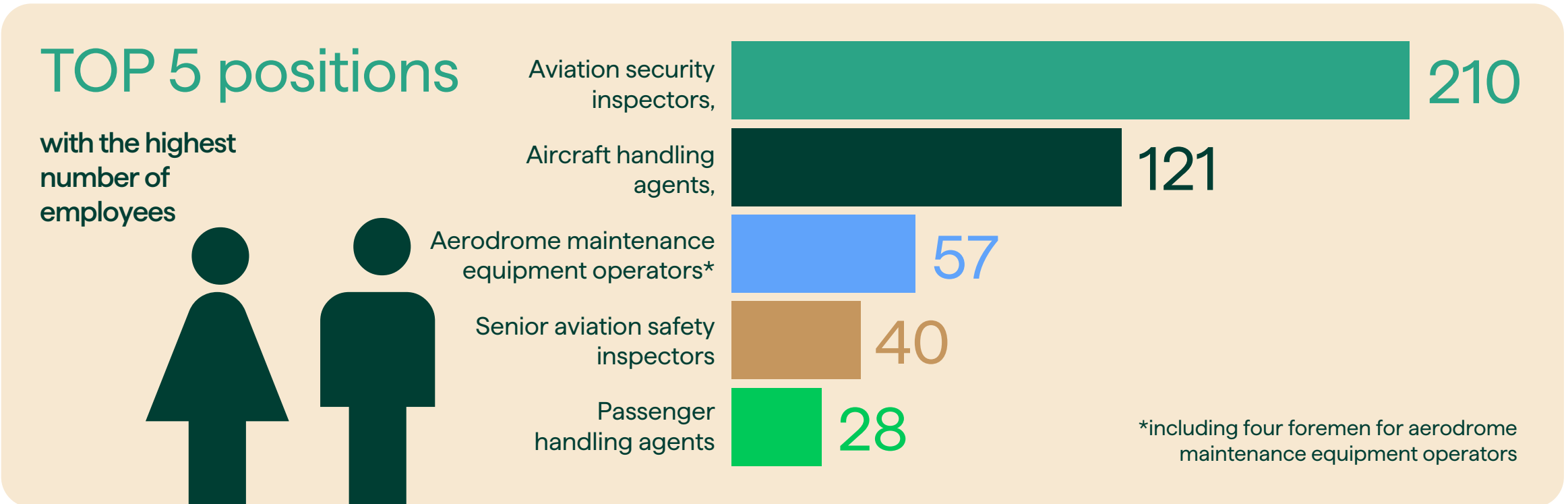
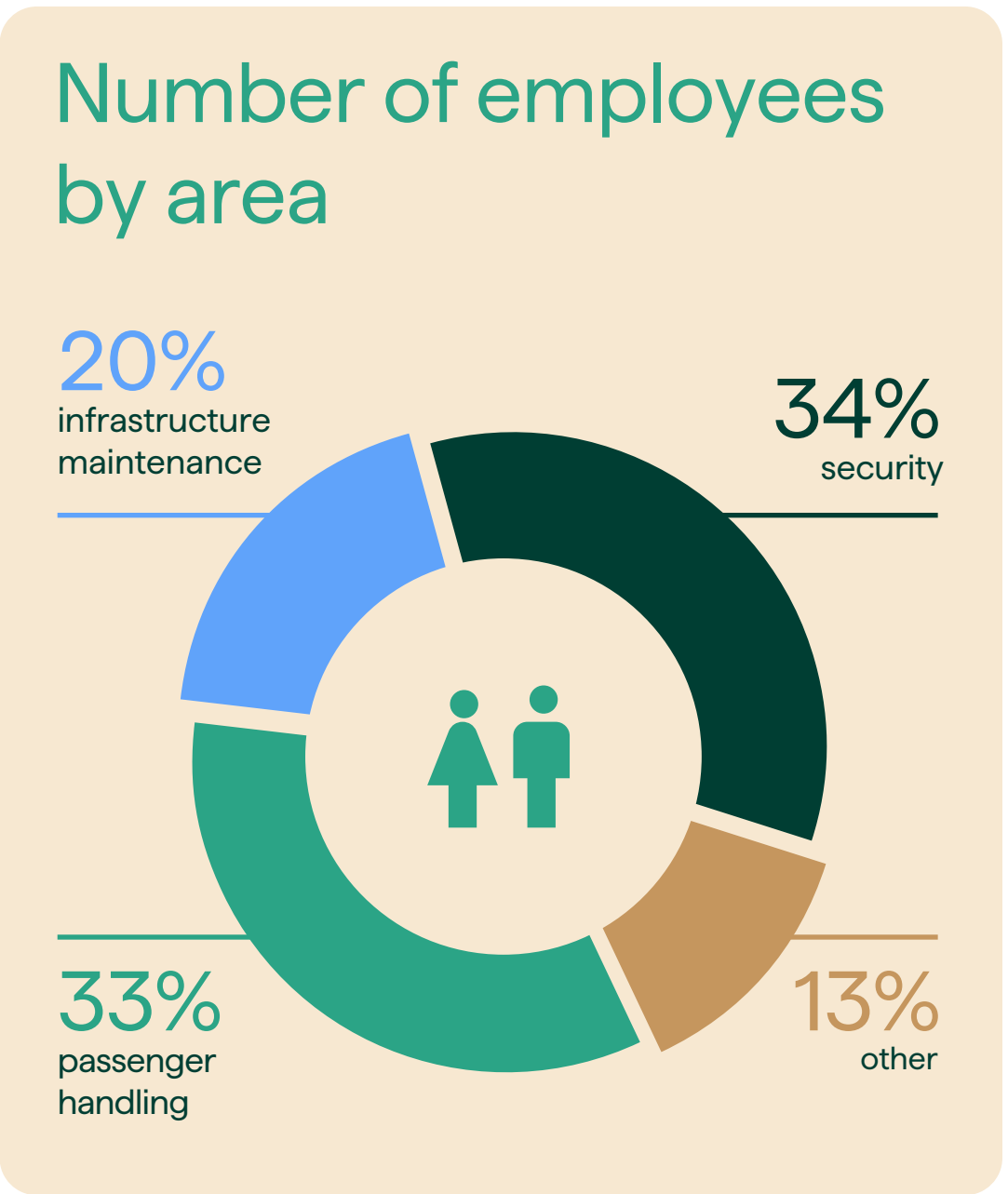
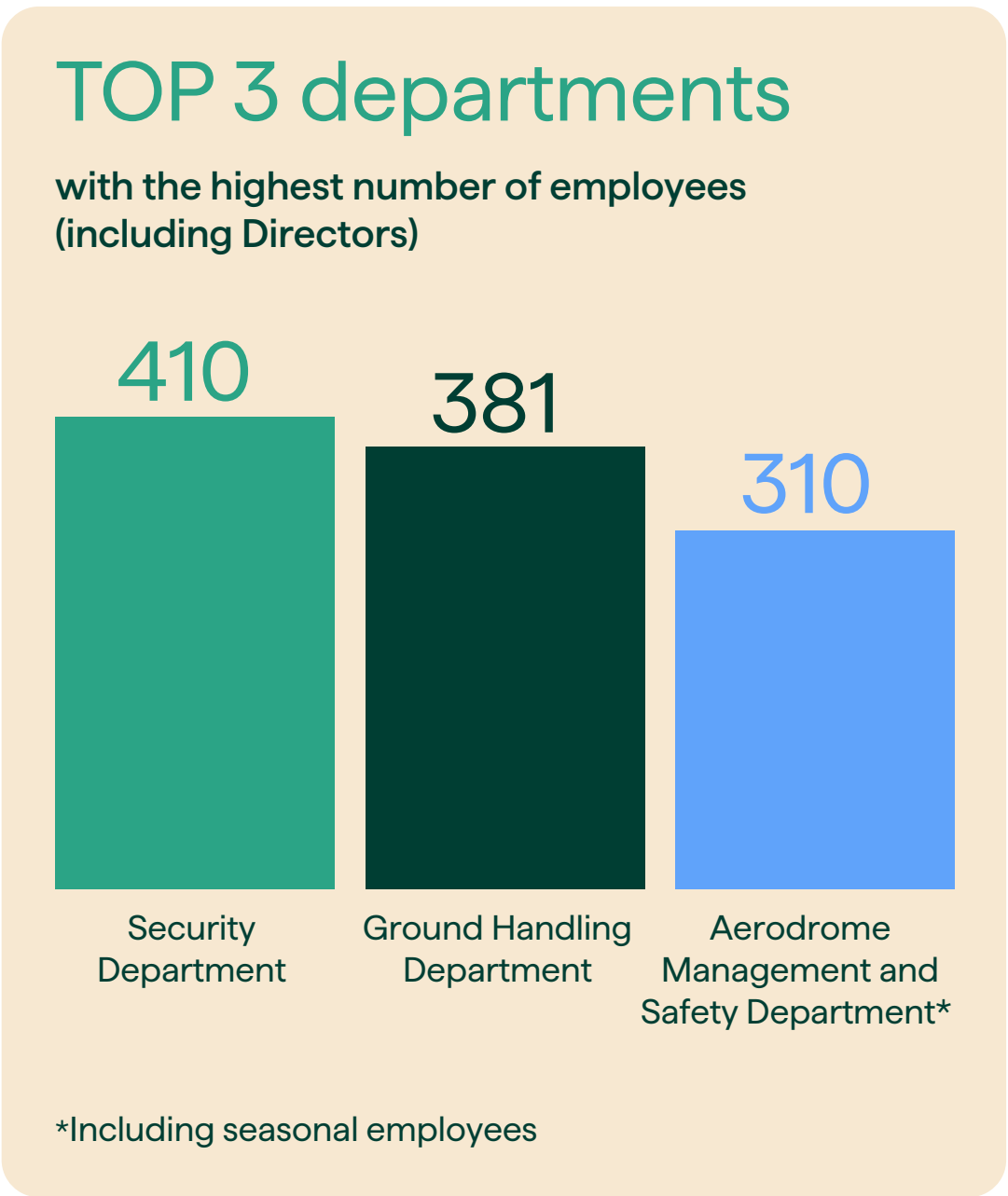
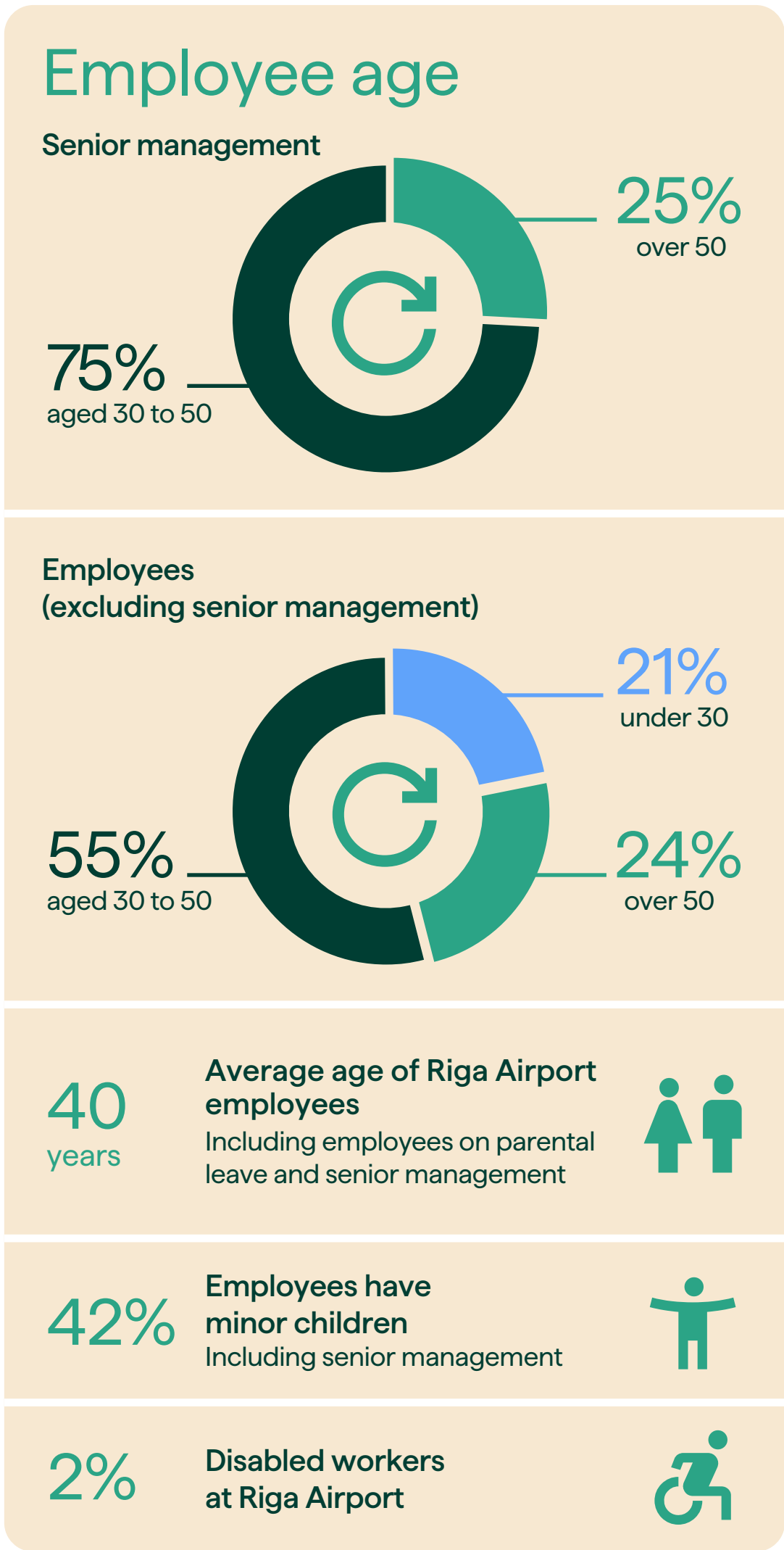
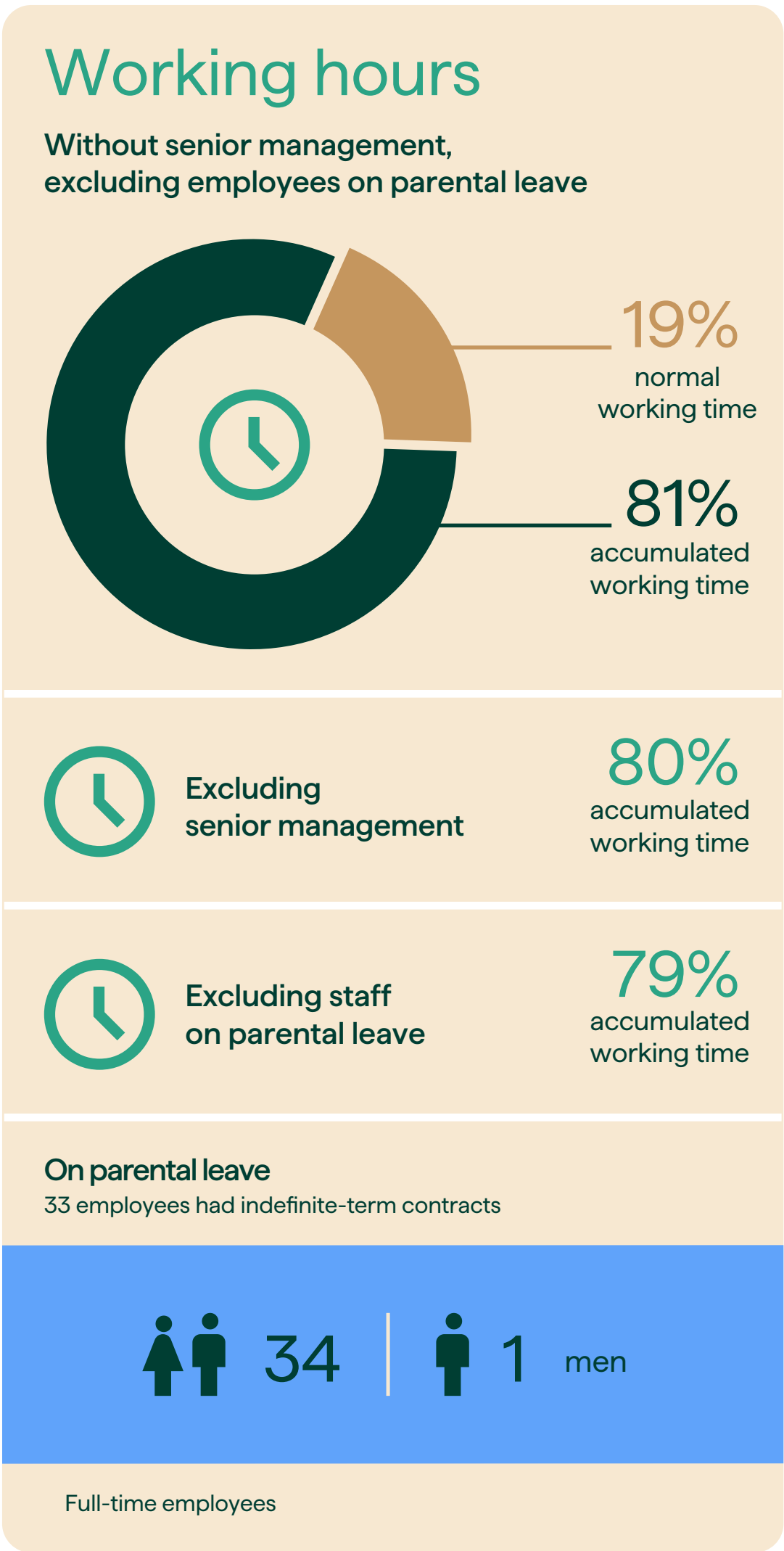
Employee diversity indicators⁸¹

Diversity indicators	2024
Gender representation in senior management (Board, Directors, Deputy Directors)	
Number of men	14
Proportion of men	58 %
Number of women	10
Proportion of women	42 %
Age representation in senior management (Board, Directors, Deputy Directors)	
Proportion of individuals under 30	0 %
Proportion of individuals aged 30 to 50	75 %
Proportion of individuals over 50	25 %
Employee gender representation* (including senior management)	
Number of men	960
Proportion of men	67 %
Number of women	480
Proportion of women	33 %
Employee age representation	
Number of employees under 30	298
Proportion of employees under 30	20.7 %
Number of employees aged 30 to 50	788
Proportion of employees aged 30 to 50	54.7 %
Number of employees over 50	354
Proportion of employees over 50	24.6 %

Diversity indicators	2024
Employee composition* (excluding senior management)	
Number of men	946
Number of women	470
Employees with indefinite contracts* (excluding senior management)	
Number of men	924
Number of women	453
Employees with fixed-term contracts (excluding senior management)	
Number of men	22
Number of women	17
Full-time employees* (excluding senior management)	
Number of men	932
Number of women	467
Part-time employees* (excluding senior management)	
Number of men	14
Number of women	3

*including 34 employees on parental leave

81 All employees are employed in the Riga region



The proportion of men at Riga Airport has developed historically and can be explained by the high number of technical positions. Several Airport professions also require a high level of physical endurance and strength. Many of the education fields relevant to positions at Riga Airport are still chosen by relatively few women, which limits the pool of potential candidates. However, positive changes have been observed in certain areas over the past few years. In 2024, women at Riga Airport began working in such positions as IT systems architect and Ground Handling Department coordinator.

To promote greater representation of women in the aviation sector, Riga Airport joined the IATA “25by2025” initiative in 2022. In 2024, the number of women at the Airport, senior management including, remained unchanged compared to 2023.

All personnel-related information is maintained in the Microsoft Dynamics NAVISION 2018 system and in the current personnel register. Data from these systems is retrieved and analysed as needed.

Overview of employee diversity by area of work

Operational area	Proportion of total	Gender		Age		
		Women	Men	Under 30	30-50	50+
Safety	34 %	43 %	57 %	20 %	58 %	22 %
Infrastructure maintenance	20 %	8 %	92 %	7,5 %	44,5 %	48 %
Passenger handling	33 %	28 %	72 %	33 %	51 %	16 %
Other	13 %	60 %	40 %	11 %	71 %	18 %



Employee turnover

401-1

Compared to 2023, the number of employees at Riga Airport increased by 22, representing a 2 % rise in the total workforce⁸². To attract a wide range of skilled employees of various specialties, Riga Airport organised open days and other recruitment campaigns in 2024, and also took part in career events hosted by other organisations (for more information, see the section "Career events and traineeship opportunities").

In 2024, most new employees were hired in the areas of security, ground handling and aerodrome maintenance, primarily in the following positions:

- aviation security inspectors;
- aircraft handling agents;
- passenger handling agents;
- junior security inspectors;
- patrol inspectors;
- PRM agents;
- aerodrome maintenance equipment operators (including seasonal workers);
- aerodrome service specialists (including seasonal workers).

Overview of employee turnover

	2020	2021	2022	2023	2024
New hires employees (number, %)					
Women (under 30)	25; 44.6 %	60; 58 %	59; 49 %	73; 55 %	75; 66 %
Women (30-50)	29; 51.8 %	42; 40 %	56; 47 %	54; 41%	32; 28 %
Women (over 50)	2; 3.6 %	2; 2 %	5; 4 %	5; 4 %	6; 5 %
Men (under 30)	35; 34 %	127; 47 %	210; 55 %	98; 48 %	97; 47 %
Men (30-50)	42; 44 %	103; 38 %	126; 33 %	68; 33 %	87; 42 %
Men (over 50)	25; 25 %	42; 15 %	45; 12 %	38; 19 %	22; 11 %
Employees who have ended their employment (number, %)					
Women (under 30)	83; 43 %	38; 45 %	33; 44.6 %	46; 48.4 %	61; 59 %
Women (30-50)	91; 48 %	41; 49 %	36; 48.6 %	41; 43.2 %	36; 35 %
Women (over 50)	17; 9 %	5; 6 %	5; 6.8 %	8; 8.4 %	6; 6 %
Men (under 30)	87; 32.6 %	50; 37 %	101; 49 %	100; 48 %	101; 51 %
Men (30-50)	101; 37.8 %	55; 41 %	69; 34 %	80; 38 %	65; 33 %
Men (over 50)	79; 29.6 %	29; 22 %	35; 17 %	29; 14 %	31; 16 %
Employees who have retired (Number)	6	2	2	2	4

82 All employees are employed in the Riga region.

In 2024, the voluntary turnover rate was 15.97 %, compared to 16.01 % in 2023 and 14.39 % in 2022.

Total employee turnover (number; %)	2022	2023	2024
Women (under 30)	33; 39 %	46; 45 %	61; 60 %
Women (30-50)	36; 15 %	41; 16 %	36; 14 %
Women (over 50)	5; 7 %	8; 10 %	6; 7 %
Men (under 30)	101; 44 %	100; 50 %	101; 55 %
Men (30-50)	69; 14 %	80; 17 %	65; 13 %
Men (over 50)	35; 15 %	29; 11 %	31; 11 %

Employees have the opportunity to apply for internal vacancies and take advantage of promotion opportunities across different business units. In 2024, the internal promotion rate rose to 16.62 %, compared to 14.28 % in 2023.

The most common reasons for leaving a job in 2024, according to the exit survey, were receiving another job offer, personal reasons, pursuing studies, health issues, and the employer's initiative, among others.

Contractors

2-8

The most common tasks for which Riga Airport engages contractors through outsourcing agreements relate to construction and renovation works, cleaning of managed buildings and terminals, territory maintenance services in winter and repair, maintenance and servicing of equipment. In addition, tripartite traineeship contracts—between Riga Airport, the educational institution, and the trainee—are concluded with students within the framework of the student employment project. These agreements, which are detailed further in the section “Career events and traineeship opportunities”, also include, in rare cases, contracts with self-employed individuals for specific tasks. In the year under review, there were no significant changes in the number of outsourcing contracts or agreements with students, trainees, and self-employed individuals.

In accordance with the requirements of the ISO 45001:2018 standard, Riga Airport places increased focus on the safety and health protection of contractors performing work duties within

the territory of Riga Airport. In 2024, the scope of the Occupational Health and Safety Manual was expanded, specifying that the obligations and responsibilities in health and safety, as outlined in the document, are binding for the contractors of Riga Airport, and that Riga Airport collaborates with contractors on health and safety matters. An excerpt from the OHS Manual is available to contractors⁸³. In addition, the Partner Portal provides access to the occupational health and safety instructions applicable to contractors, as well as to the Occupational Health and Safety Policy.

According to the OHS Manual, Riga Airport assigns contractors the responsibility for ensuring compliance with occupational health and safety requirements, the legislation in force in Latvia and the internal regulatory documents of Riga Airport, as well as for monitoring their implementation. Contractors are also responsible for carrying out corrective actions within the specified deadlines, as set out in the reports prepared by OHS specialists at Riga Airport. Contractor responsibilities in the field

83 The Partner Portal section is available in Latvian at <https://www.riga-airport.com/lv/partneru-portals> and in English - at <https://www.riga-airport.com/en/partners-portal>

of occupational health and safety:

- prior to commencing work duties and at the specified intervals, contractors must carry out instruction of their employees about the established occupational health and safety requirements within the territory of Riga Airport;
- contractors must ensure safe and non-hazardous working conditions for their employees during their work performance, including the provision of necessary personal protective equipment and other required measures;
- contractors must cooperate with OHS specialists at Riga Airport in ensuring and improving a safe working environment and working conditions..

If any construction related to Airport infrastructure takes place within the territory of Riga Airport, the Labour Protection Unit of the HR Department (hereinafter – HRD LP Unit) organises joint meetings with contractors on occupational health and safety matters. The Head of HRD LP Unit or the senior OHS specialist is responsible for reviewing and approving permits for construction works, construction projects, and the corresponding approval documents. When approving permits and construction projects, HRD LP Unit provides instructions to contractors on occupational health and safety matters, where necessary. During the execution of works, contractors must comply with the applicable Cabinet regulations and are

required to instruct their employees performing duties at the Airport in accordance with the Occupational Health and Safety and Construction Work Safety Instruction developed by Riga Airport. Employees confirm receipt of instructions by signing the contractor's occupational health and safety logbook. During site inspections, HRD LP Unit is authorised to request the logbook and, on a random basis, verify whether employees have received the required instruction.

The Safety Management System (SMS) unit organises the risk assessment and re-evaluation of hazards affecting the safety, security, and occupational health processes of employees within the territory of Riga Airport, including contractors employed there. These activities are attended by adequately trained HRD LP Unit’s specialists. The OHS Manager at HRD LP Unit and its senior specialist also participate in the safety committees organised by the SMS unit, where registered safety incidents, including workplace injuries, are discussed among representatives of all companies operating at the Airport.

In 2024, the occupational health and safety team of Riga Airport conducted inspections in the field of occupational health and safety to ensure compliance with occupational health and safety requirements, including safe working practices, employee training in occupational health and safety, and other related matters. As part of the contractor inspections, the key construction sites within the Airport territory were inspected.

During the inspection of the use of personal protective equipment at aircraft servicing areas, attention was also given to the use of personal protective equipment, work clothes, and footwear by employees of other companies, as well as the application of safe working practices.



Collective Labour Agreement

2-30

The Collective Labour Agreement, concluded between Riga Airport and the Airport Workers' Union of the Republic of Latvia, promotes the protection of employees' legal, economic, and social interests, in addition to the requirements laid down by law. The Collective Labour Agreement in force in 2024 applied to 99 % of Riga Airport employees (excluding seasonal workers, who make up 1 %), whose probation period was over. The Collective Labour Agreement applies not only to union members but to all employees of the company.

In accordance with the Labour Law, all employment rights (including pay) and occupational health and safety matters equally apply to all employees.

Minimum notice periods regarding operational changes

402-1

Riga Airport regularly informs employees and the trade union about operational updates, developments, and planned changes to the structure. Since 9 June 2023, the standing working group for consultations with the trade union has been renewed by order.

In addition to the provisions of the Labour Law, the Collective Labour Agreement requires at least one month's (four weeks') prior consultation with the trade union if changes to the existing pay system are planned or a new pay system is developed. It also requires at least one month's prior information and consultation with the trade union before decisions that may affect employees' interests, particularly those impacting pay, working conditions, and employment in the company..



Prevention of discrimination and equal opportunities

3-3, 405-2,406-1

Riga Airport does not have defined gender quotas. The principle of equal treatment is a fundamental human right. The company respects gender equality: employees are recruited and employed based on the requirements of the job – the potential to learn and perform the duties and tasks – and the qualifications required for the role. Employee selection is conducted in accordance with labour law regulations, the principles of equality and prohibition of discrimination, and confidentiality regarding the information provided by candidates and the selection process. At the end of the job interview, candidates confirm with their signature or in writing via email that no discriminatory questions were asked during the selection process.

The Code of Ethics includes a prohibition of discrimination and unequal treatment based on gender, race, skin colour, age, disability, religious, political or other beliefs, national or social origin, property or family status, sexual orientation or any other circumstances.

This prohibition is also included in the Personnel Policy, which states that when establishing employment relationships, as well

as during the existence of such relationships, especially when promoting employees, determining working conditions, pay, or professional training or qualification upgrade, the Airport adheres to the prohibition of unequal treatment and discrimination as set out in the aforementioned Code of Business Ethics. Both of the above documents were updated in 2024 (entering into force on 20 January 2025) in accordance with the European Union Directive 2023/970, with the aim of strengthening the implementation of the principle of equal pay for equal or equally valuable work for men and women, as well as ensuring compliance with other regulations and the principles set by the Ombudsman.

Employee representatives from the Airport Workers' Union of the Republic of Latvia were involved in the development of the documents, and they also approved the drafts.

Changes made to the Personnel Policy:

- the fundamental principles of the policy have been expanded,
- the aspects of human rights, diversity and social dialogue have been integrated,

- the section on a safe and healthy working environment has been expanded to include discrimination, humiliation, harassment, abuse, violence and bullying in the workplace,
- the training section has been supplemented with a provision on the opportunities provided to employees to acquire not only the mandatory job-specific training, but also personal development opportunities, including training on diversity,
- the principles of the Remuneration Policy have been updated to include the principle of equal treatment and to prohibit discriminatory practices.

There is no difference in base salary at the Airport based on gender⁸⁴. All employees have equal and clearly defined opportunities.

In the reporting year, a workplace was adapted for employees with disabilities.

Reporting discrimination cases

Employees can report discrimination cases using the internal

84 Source: Figure Baltic Advisory Compensation Survey 2024. Remuneration policy at Riga Airport

reporting tool “Code of Ethics violations”. More detailed information about the reporting tool is available in the section “Ethics, anti-corruption policy and conflict of interest prevention”. In 2024, no cases of discrimination were reported at Riga Airport. More information is available in the section “Communication on critical issues”.

Diversity management

Riga Airport is a participant in IATA’s gender equality initiative “25by2025”. The initiative aims to promote greater female representation in the aviation industry by 2025. Considering that at launching of the initiative the percentage of women at Riga Airport exceeded 25 %, the goal for Riga Airport was to ensure equal rights and opportunities for both genders and to maintain the proportion of women at least at the currently achieved level. Riga Airport submits an annual analysis of employee gender representation and the annual target to IATA.

In 2024, Riga Airport participated in two international corporate age management projects:

- in the Interreg project "Silver Strategies" on promoting the employment of pre-retirement age employees, Riga Airport

participated in workshops and shared its experience in employing 50+ workers. The representation of women in operational units (more than 20) was also analysed within the "Silver Strategies" project, identifying the underrepresented units;

- in in working groups of the European cooperation project COST Action LeverAge on successful aging management.

Caring for the openness of the company's job opportunities to societal diversity, Riga Airport, in addition to the above:

- maintains the family-friendly workplace status,
- participated in the diversity assessment organised by the Social Integration Foundation (SIF) and the competition organised by the Latvian Association for Personnel Management,
- participated in the training events “Skatu Punkti” (Perspectives), gaining knowledge on creating an inclusive working environment, intercultural communication and preventing discrimination, under the guidance of experienced experts,
- shared experience at the conference organised by the Social Integration State Agency on the integration of newly hired employees.

Range of benefits

401-2

Riga Airport offers its employees a wide range of benefits, in addition to those provided for in the Labour Law. The tools for employee financial incentives are set out in the Remuneration Regulations, the Collective Labour Agreement, the Human Resources Management Manual and in separate decisions of the Board and orders issued by the Chairperson of the Board. The range of benefits applies equally to both full-time and part-time employees. According to the Collective Labour Agreement concluded between Riga Airport and the Airport Workers’ Union of the Republic of Latvia, employees who have completed their probationary period (excluding seasonal employees) are entitled to a range of benefits, including:

- allowances for significant life events, such as marriage, the birth of a child or adoption;
- material support for employees or their family members, for example, to cover a child’s medical treatment costs or expenses related to the death of a family member or a former employee;
- a holiday allowance (from the second year of employment);
- an allowance upon retirement;

- the purchase of optical vision correction aids;
- a Knowledge Day allowance for employees with children aged 5 to 18;
- a health insurance policy;
- a one-time material allowance for other reasons;
- according to budgetary possibilities, a one-time bonus is paid to employees with ten or more years of service on the company's round anniversaries (every five years).

Parental leave in accordance with Latvian regulations is available to all employees. Information about the benefits available to current employees is communicated in job advertisements, the career portal, and career events. New employees are introduced to these benefits during onboarding training, with detailed information and updates published on the intranet and via email.

In addition, all Riga Airport employees are insured against accidents at work. Accident insurance provides financial support for employees and their families in the event of an accident during working hours that results in health issues or death. The insurance coverage includes compensation in cases of death, disability, and temporary incapacity for work, with payments determined based on the severity of the injury and the disability group. Life insurance and stock ownership are not included in the benefits package.

Employee health and safety

3-3

Under international human rights law⁸⁵, individuals have the right to fair and favourable working conditions. This includes the right to a safe and healthy working environment, which is a crucial component of occupational health and safety. Employee safety and health may be negatively affected in high-risk working conditions as well as due to the complex nature of the work. The impact is reflected in the organization's own operations.

Since Riga Airport is a high-risk facility, its operations may pose potential negative impacts and one of its core values is safety and security. The safety and security of Airport employees, passengers, visitors and business partners is the cornerstone of Riga Airport’s decisions, processes and actions.

The occupational health and safety of Airport employees and workers of other companies operating within its territory are ensured by highly developed and internationally recognised safety management and occupational safety systems. In this

context, a safe and less health-hazardous working environment is created and maintained daily, where various preventive measures are taken to eliminate or minimize harmful occupational risk factors. Riga Airport invests resources in promoting employee health and well-being and improving the working environment, including working conditions. More information about the OHS system, including on actions taken to prevent negative consequences, ensure systematic occupational health and safety management, and incorporation of lessons learned from experience into measures to improve the working environment, can be found in the section "Occupational health and safety system".

Riga Airport has developed and approved the Occupational Health and Safety Policy aimed at creating and maintaining a safe and healthy working environment, as well as preventing or minimizing harmful risk factors in the workplace. To implement the Occupational Health and Safety Policy, 13 fundamental principles and six commitments have been established in the

85 UN Universal Declaration of Human Rights, the European Convention on Human Rights and the Protection of Fundamental Freedoms are available at <https://www.vvc.gov.lv/lv/starptautiskie-tiesibu-akti/un-universal-declaration-human-rights-1948>

field of occupational safety. The Occupational Health and Safety Policy is binding for all employees of Riga Airport; contractors carrying out their activities on the territory of Riga Airport have also been familiarized with its content.

Riga Airport has also approved and annually updates its Safety Policy, which emphasizes that safety is a crucial aspect of Riga Airport’s sustainability. The aim is to prevent or minimize the risks and threats associated with the Airport operations that could affect flight safety. This includes the commitment of senior management to meet the requirements set for Airport operations and continuously improve the details related to Airport safety and security, as well as ensure that every employee is aware that any process or activity is closely linked to safety. Only by consistently adhering to and improving safety requirements incidents and accidents can be prevented.

In the Safety Policy, the principles of the OHS system are emphasized, such as ensuring a safe working environment for all employees working at the Airport, guaranteeing the opportunity for all employees to participate in the creation and maintenance of safety, evaluating each employee's suggestions, providing the opportunity to report safety incidents or violations, and ensuring that the operation of the Airport is carried out only by properly trained employees.

Due to the wide scope and specificity of operations at the

Airport, the occupational health and safety specialists manage more than 40 occupational safety instructions, 33 hazardous devices, over 1 200 measuring instruments, more than 25 occupational safety-related training programmes, more than 58 000 assessed occupational health and safety risks annually (the number of positions multiplied by the assessed harmful occupational health and safety risk factors per year), over 40 harmful occupational health and safety risk factors based on which employees are sent for mandatory health checks, more than 40 types of personal protective equipment, and more than 120 types of work clothes and uniforms and footwear.

In 2024, OHS specialists dedicated a significant portion of resources to adapting the Airport's OHS system to meet the requirements of the ISO 45001:2018 standard. The key tasks included the development and improvement of various related documents, as well as collaboration with the Airport's business units to ensure full implementation of the requirements set by the standard across all levels and operational areas.

During the reporting year, the Labour Protection Unit continued to enhance the management of work and protective clothing and footwear. OHS specialists also consistently focused on investigating the workplace accidents and implementing corrective/preventive measures, while continuing their daily tasks, including monitoring the Airport's hazardous equipment and measuring instruments, conducting inspections to ensure

compliance with the occupational safety requirements both on the part of Airport employees and at the construction works taking place within the Airport's territory, organizing mandatory health checks for employees, assessing occupational health risks, and developing related documentation, among other activities.

In line with the commitments outlined in the Occupational Health and Safety Policy, in 2024, representatives of the Labour Protection Unit shared Riga Airport's best practices in occupational health and safety during experience-sharing events with other companies:

- Participated in the Annual Project Award of the Latvian Association for Personnel Management (LAPM) with the project "RIX Geocaching" in the "Well-being" category;
- participated in the seminar "Selection of Personal Protective Equipment in the Context of Climate Change".

Occupational health and safety system

403-1

As proof of the high standards and ambitions set in the field of employee safety and health, in 2024, Riga Airport obtained the international ISO 45001 certification confirming that the Airport’s occupational health and safety management system complies with internationally recognised standards. More detailed information about audits of the OHS system is available in the section “Employees covered by the occupational health and safety system”.

The OHS system at Riga Airport is developed and maintained in accordance with the Labour Protection Law, other binding regulations in force in Latvia, the requirements of the ISO 45001:2018 standard and internal regulations governing occupational health and safety. The requirements of Latvian laws and regulations and other documents applicable to the OHS system are specified in the list of national legislation and related documents governing occupational health and safety. The evaluation of the documents listed and the measures to ensure compliance are reviewed and updated at least once a year. The OHS system includes and applies to all employees.

More detailed information about the auditing of the OHS system is available in the section “Employees covered by the occupational health and safety system”.

The OHS system is geared towards achieving the objectives set out in the Occupational Health and Safety Policy. Two main performance indicators have been defined for the system – the number of occupational accidents in relation to the total number of Airport employees and the number of near misses in relation to the total number of Airport employees. The objectives of the OHS system are defined based on the occupational health and safety performance of previous years, forecasts for employee turnover and the number of flights, and planned staffing changes. These objectives are set annually for each calendar year and included in the annual action plan of the HR Department.

To ensure the achievement of these indicators and occupational health and safety objectives, the Internal Workplace Monitoring Plan (IWMP) is developed. The IWMP includes specific actions for assessing and improving occupational risks, analysing

accidents and implementing preventive measures, as well as ensuring compliance with the legal requirements. It defines responsible persons, assigns tasks and monitors their implementation, thus ensuring the continuous improvement of occupational health and safety and an effective response to potential risks.

The most important internal documents regulating occupational health and safety, including the IWMP and policies, are developed in consultation with employee representatives – the trade union and safety representatives – thereby promoting employee engagement and ensuring effective implementation of occupational health and safety requirements. The structure of the Labour Protection Unit of the HR Department consists of four positions (one full-time equivalent each): Head of OHS, senior OHS specialist, OHS specialist and working environment specialist. All OHS specialists at Riga Airport hold professional qualifications appropriate to their duties. The Head of OHS holds the professional Master’s degree in occupational health and safety and the professional qualification of Senior Occupational

Health and Safety Specialist. The senior occupational health and safety specialist holds the professional Bachelor’s degree in occupational health and safety and the professional qualification of Senior Occupational Health and Safety Specialist. The OHS Specialist holds the first-level professional higher education degree and the professional qualification of Occupational Health and Safety Specialist”.

The Head of OHS at the Personnel Department is responsible for maintaining and improving the occupational health and safety system. The OHS specialists at Riga Airport, each within their area of responsibility, is responsible for maintaining, planning and improving the OHS system in accordance with the applicable national regulations and the requirements of the ISO 45001 standard. The Labour Protection Unit develops the internal workplace monitoring plan for the calendar year, which outlines the tasks to be completed in the field of occupational health and safety. A progress report on the implementation of the plan is submitted to senior management every six months, and the plan is available to employees on Riga Airport’s intranet.

In 2024, the following actions were taken to improve and enhance the workplace environment:

- the Working Environment Policy was developed, establishing

a unified approach to the organisation, maintenance and improvement of workplace processes;

- a standard for the external (corporate) image of employees was developed, and employees were informed about the requirements in the standard, with a corresponding training programme developed;
- workplaces, equipment and employee workstations were improved, and break rooms and kitchenettes were renovated;
- employee surveys on workplace environment and well-being were organised, based on the issues addressed, such as the quality and comfort of work clothes and uniforms;
- the working environment for employees with disabilities was improved.



Employees covered by the occupational health and safety system

403-8

The Airport’s occupational health and safety system covers all employees (100 %), including all contractors (100 %, their number is given in the section “Contractors”). All of them are provided with the necessary occupational health and safety resources to ensure a safe and healthy working environment.

Process audits at Riga Airport are planned once every three years or more frequently if necessary, taking into account external legislative requirements, risk assessments, results of previous audits, implemented changes in the process, etc. The OHS system was internally audited in 2021 and 2024, when it was certified in accordance with the requirements of the international standard ISO 45001:2018. As a newly certified management system, it is also included in the 2025 audit plan. Given that an integrated management system is in place at Riga Airport, process audits in the future will include ISO 45001:2018

as an assessment criterion, and external audits of the system will be carried out annually.

Scope of internal and external audits of the OHS system

Unit Number ⁸⁶ %	2020	2021	2022	2023	2024
Employees covered by the occupational health and safety system	1 130 100 %	1 045 100 %	1 349 100 %	1 391 100 %	1 437 ⁸⁷ 100 %
Employees covered by the internally audited occupational health and safety system	-	201 19 %	-	260 19 %	314 22 %
Employees included in the externally audited or certified occupational health and safety system	-	-	-	-	948 66 %

86 Average number of employees at Riga Airport
87 Average number of employees over a 12-month period included in the OHS system evaluation.

Hazard identification, risk assessment and accident investigation

403-2, 403-7

According to the OHS Manual, it is every employee's duty to immediately report any actual or near-miss work accident and to cooperate with OHS specialists in ensuring and improving a safe working environment and working conditions concerning any workplace risk factors that pose or may pose a risk to employees' safety, health and well-being, by contacting the HRD LP Unit.

The reporting procedure for actual or near-miss accidents is regulated by the OHS Manual. This procedure is also specified in the section "Occupational health and safety requirements in emergency situations" of each occupational safety instruction, which describes the actions of employees in case of equipment damage, first aid provision, fire incidents, and situations where a risk to the health and life of people arises. To ensure awareness, employees are regularly reminded about the reporting procedure in the framework of occupational safety briefings. This information is also permanently available on the notice boards of business units and employees are regularly reminded about it during unit briefings.

In accordance with the Safety Policy and the OHS Manual, Riga Airport has implemented and maintains a voluntary reporting system. This system stipulates that the management of the Airport and other organisations working at the Airport commit to not imposing penal sanctions on whistleblowers, unless the safety incident occurred due to negligence, deliberate action or omission. Even if information is obtained from an employee through the incident reporting system and the employee reports threats to safe Airport operations caused by their own actions, and if there was no malicious intent in their conduct, the submitted information must not be used for penalising the employee.

In 2024, as part of the RIX Safety Month organised by the OHS (HRD LP) and SMS units, special emphasis was also placed on voluntary reporting. As part of the campaign, two video episodes were created on the topics of how to respond if hazardous substances are spilled and how to report hazardous locations. The video episodes were included in the RIX Safety Month informational campaign, which was sent via email to both

Airport employees and contractors. In addition, employees had the opportunity to participate in a safety quiz, with one of the topics being reporting safety incidents, hazardous locations and situations.

Information on actual and near-miss accidents, necessary measures for workplace improvement, including hazardous situations and inadequate working conditions, is received through the following reporting channels:

- the common OHS e-mail: darba.aizsardziba@riga-airport.com.
- “HELP” applications;
- safety representatives;
- direct supervisor of the employee.

For all employee reports received, the OHS specialists always provide a response to the applicant or forward the report to the relevant business unit.

According to the Labour Protection Law, every employee has

the right to refuse to perform work if it poses or may pose a risk to the employee's safety and health, and this risk is not eliminated in any way. Every employee is informed of this during the introductory OHS training when starting work at the company. In addition, the OHS instructions specify situations where starting or performing work is prohibited.

Assessment of workplace risks

Workplace risk assessment is one of the stages of internal monitoring of the working environment, regulated by Latvian legislation. The procedure established at Riga Airport is outlined in the OHS Manual.

Workplace risk assessment is carried out at least once a year, during which working places are inspected, the current risk factors identified, their impact/potential impact on employee safety and health assessed, the likelihood of risk occurrence, the severity of potential consequences and the risk level evaluated, as well as the necessary OHS measures for risk prevention or reduction are determined. Additionally, if necessary, indicative or laboratory measurements of the working environment are conducted. In 2024, the HRD LP Unit conducted an assessment of workplace risks across all units at Riga Airport.

The assessment of workplace risks and the preparation of the related documentation are carried out by the Airport’s OHS

specialists, who hold the relevant qualifications. More detailed information about the competence of employees working in the OHS system is provided in the section “Occupational health and safety system”.

When assessing workplace risks, the OHS specialist considers the likelihood of risk occurrence (including duration and frequency) and the potential severity of its consequences. The assessment takes into account all factors in the working environment that pose or may pose a risk to employee safety and health, their possible interaction, and the results of working environment measurements. It also considers the interaction between employees and their activities at the company, the presence of other individuals (such as employees of other companies, Airport visitors, etc.) in the workplace, as well as recorded occupational accidents and diagnosed cases of work-related ill health.

Given the nature of Airport operations, several methods are used to assess workplace risks at Riga Airport. The primary method is a semi-quantitative 9×9 scoring method, which is based on control questions tailored to the company’s field of activity. These questions are derived from legislation and practical experience and are used to identify the existing workplace risk factors in each workplace and the necessary preventive measures to eliminate or reduce them. To additionally assess ergonomic risk factors, two supplementary methods are

used.

Workplace risk assessment involves the preparation of documentation, which includes risk assessment protocols, lists of work clothes, uniforms and footwear, a preventive measures plan, a schedule of mandatory health checks, a list of personal protective equipment and, where necessary, workplace measurement protocols.

A semi-annual report on the Airport’s risk management is prepared, including an overview of priority risks rated at the top two levels of the risk matrix in terms of likelihood and severity, as well as progress in the implementation of control measures. The report is submitted to Riga Airport Board and Supervisory Board for consideration. Four workplace risks of level four (out of five) were identified and recorded as non-conformities in the Airport’s Non-Conformity Register, with responsible parties and deadlines set for their remediation. Preventive actions for reducing their severity were defined for each of these risks. None of the risks resulted in any workplace accident during the reporting year.

Occupational health and safety system monitoring and control

The monitoring and control of the OHS system, within the limits of their competence, is the responsibility of the Heads of

business units, their designated personnel and OHS specialists. The procedure is defined in the OHS Manual.

Occupational accidents are investigated and recorded in accordance with the procedures laid down in Latvian legislation and the OHS Manual. The Chairperson of the Board has also issued an order on the establishment of the Occupational Accident Investigation Committee, the composition of which depends on the severity of the victim’s impairment. All work injuries, both near misses and actual accidents, are recorded in the HRD LP Unit’s register.

In 2024, 12 surveys were carried out, five of which were conducted at construction sites at the Airport.

Under the Collective Labour Agreement, OSH specialists also monitor the implementation of each unit’s OSH preventive action plan, updating the activity status on a quarterly basis.

Procedure for the investigation of occupational accidents

Occupational accidents are investigated and recorded in accordance with the procedures laid down in Latvian legislation and in accordance with the Occupational Health and Safety Manual. The Chairperson of the Board has also issued an order on the establishment of an occupational accident investigation committee, the composition of which

depends on the severity of the victim's impairment. All work injuries, both near misses and near misses, are recorded in the HRD LP Unit’s register.

Occupational accidents are investigated and recorded in accordance with the procedures laid down in Latvian legislation and the Occupational Health and Safety Manual. The Chairperson of the Board has also issued an order on the establishment of an Occupational Accident Investigation Committee, the composition of which depends on the severity of the victim’s impairment. All work injuries, both near misses and accidents, are recorded in the HRD LP unit register.

The investigation of occupational accidents takes place in four stages:

- 1. The HRD LP Unit receives information and related documents regarding the occupational accident in a business unit and initiates the investigation;
- 2. The HRD LP Unit organises a meeting with the Occupational Accident Investigation Committee, after which a report on the accident is prepared and approved;
- 3. The HRD LP Unit submits the approved report together with the investigation materials for review and registration at the State Labour Inspectorate (SLI);
- 4. After the approval and receipt of the documents from the SLI, the HRD LP Unit organises a meeting with the injured party,

their direct supervisor, and higher management, where the accident is discussed again, and the approved report is handed over.

The corrective actions identified during the investigation are recorded in the Non-Conformity Register.

In addition, depending on the circumstances of the event, the need to investigate near misses at work is considered. Airport OHS specialists shall be included in the investigation of occupational accidents and near misses involving contractors, if the occupational accident or near miss is related to the Airport infrastructure or if Airport employees are exposed to equivalent risk factors in the working environment.

The SMS unit organises working group meetings once a month and, at regular intervals, also Safety Committee meetings with all Riga Airport aerodrome users, during which current safety incidents, including work injuries and hazards in the working environment, are discussed. These meetings also involve appropriately trained HRD LP Unit’s employees.

Further information on occupational accidents is provided in the section "Occupational accident and work-related ill health indicators".

Employee involvement in occupational health and safety

403-4

The Collective Labour Agreement and the OHS Manual provide for employee involvement in the improvement of the OHS system and define and describe the organisation of the system to enhance employee safety and health protection at work.

The assessment of workplace risks is carried out by OHS specialists, involving the Head of the respective unit or their delegated representative, senior management, safety representatives trained in occupational health and safety, and employees working in the relevant workplace and are familiar with it.

In 2024, elections for Safety Representatives were held at Riga Airport, resulting in the election of eight Safety Representatives. At the first meeting of the Safety Representatives, the Chief Safety Representative was elected, who leads the work of the Safety Representatives in the company. The newly elected Safety Representatives were provided with appropriate training

in occupational health and safety to effectively carry out their duties and represent employees' interests in the field of occupational health and safety.

In 2024, Safety Representatives participated in the assessment of workplace risks in four departments and in 23 meetings of the Occupational Accident Investigation Committee (the Chief Safety Representative or their delegated representative is part of the committee). To improve the exchange of information on OHS matters between the Safety Representatives and the HRD LP Unit, regular meetings are held – in total, four meetings took place in 2024, two attended by union representatives as well.

Quarterly, the HR Department organises a meeting between the union representative, the Chief Safety Representative, and the Board to discuss current workplace issues and necessary improvements. Every two months, an online meeting is held with the Board, where all Airport employees can ask questions and receive answers.



Occupational accident and work-related ill health indicators

403-9 , 403-10

One of Riga Airport's strategic objectives, which includes a focus on OHS and employee well-being, is to promote the development of the aviation sector by retaining and attracting high-calibre professionals, providing growth opportunities and creating a success-oriented working environment. More on risk identification can be found in the section "Assessment of workplace risks".

OHS system objectives and achieved results

Indicator	Result in 2024	Result in 2024	Explanation
Occupational accidents per number of employees	0.020	0.025 (not met)	35 occupational accidents with loss of working capacity (according to the classification, the health impairments are not severe) One occupational accident with loss of working capacity (according to the classification, the health impairment is severe) 1 437 (average number of employees over 12 months)
Near-miss occupational accidents per number of employees	0.020	0.015 (met)	21 near-miss occupational accident without loss of working capacity. 1 437 (average number of employees over 12 months)

All companies operating within the scope of SMS-controlled processes are involved in achieving the safety objectives of the SMS.

2024 action plan objectives within the scope of the OHS system and achieved results

Indicator	Result in 2024	Result in 2024	Total number of accidents
Occupational accidents and work injuries per 1 000 flights	≤ 0.95	0.90 (met)	57 (unqualified occupational accidents/near-miss accidents)

Total number of hours worked by Riga Airport employees

Indicator	2021 ⁸⁸	2022	2023	2024
Total number of employees	1 165	1 388	1 420	1 440
Employee composition ⁸⁹ (%)	33 % women, 67 % men	31 % women, 69 % men	33 % women, 67 % men	33 % women, 67 % men
Total hours worked by male employee (h)	-	1 584 945	1 582 537	1 617 637
Total hours worked by female employee (h)	-	650 597	712 202	749 963
Total (h)	1 642 848	2 235 542	2 294 739	2 367 600

Indicators of occupational safety and health

Indicator	2023	2024
Riga Airport employees		
Number of fatalities resulting from occupational accidents (per 200000 hours worked)	0	0
Number of fatalities resulting from work-related ill health	0	0
Number and frequency of occupational accidents with severe health impairments (per 200000 hours worked)	0	0.08 (1 case)
Number and frequency of reportable occupational accidents (per 200000 hours worked)	2.35 (27 cases)	3.04 (36 cases)
Number of reportable work-related ill health cases	2	1

88 In 2021, data broken down by hours worked by men and women were not collected.
89 Employee composition (excluding senior management, including employees on parental leave)



Indicator	2023	2024
Contractors		
Number of fatalities resulting from work-related accidents (per 200,000 hours worked)	0	0
Number of fatalities resulting from work-related ill health	0	0
Number and frequency of workplace accidents with severe health impairments (per 200,000 hours worked))	0	0
Number and frequency of reportable work-related accidents (per 200,000 hours worked)	No information	No information
Number of reportable work-related ill health cases	No information	No information
Number of reportable work-related ill health cases	No information	No information
Number of identified workplace risks and associated information	No information	No information

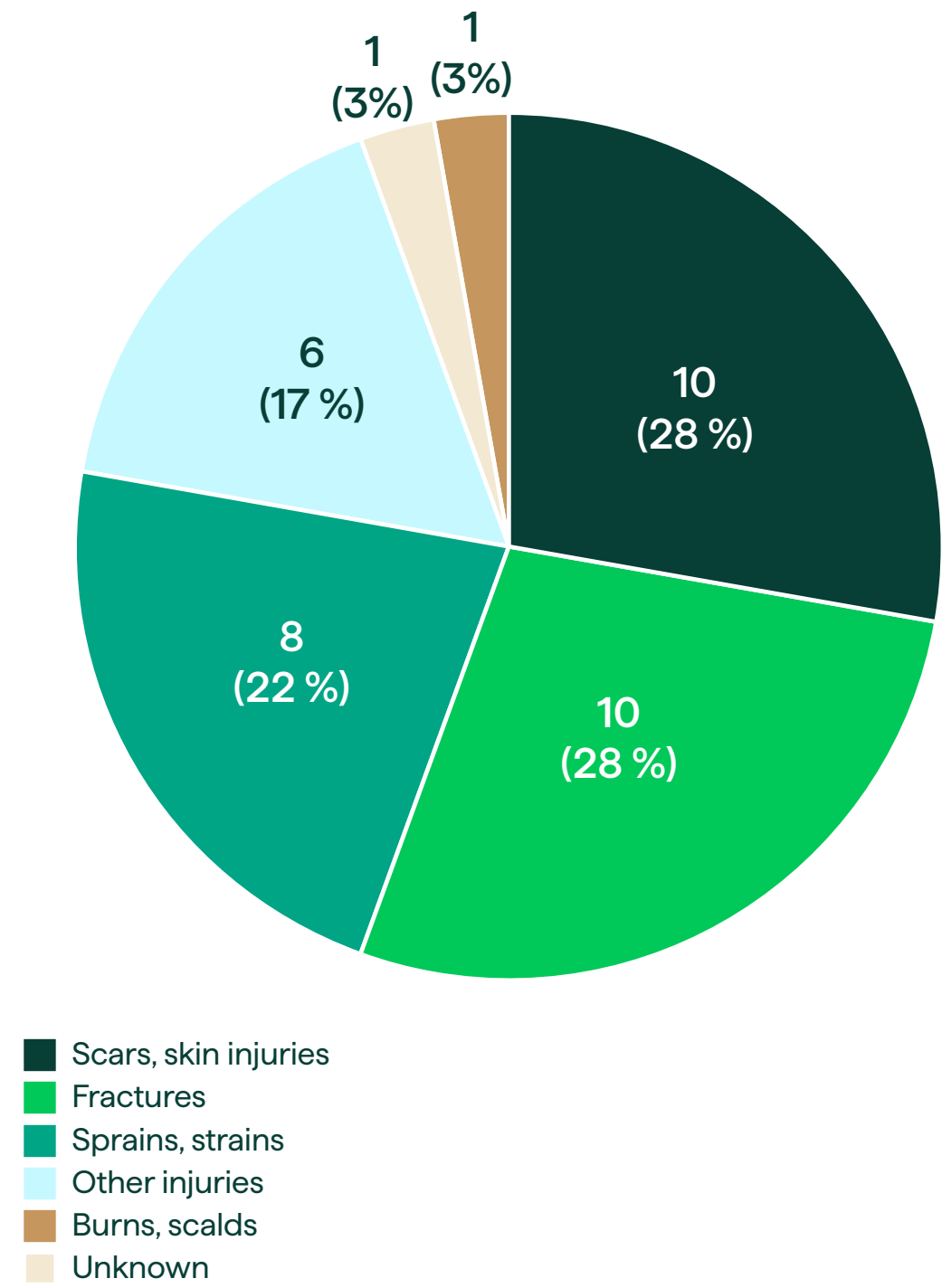
Data on occupational accidents involving contractors is received from the Riga Airport medical centre. In 2025, Riga Airport will assess the workplace risks that contractors may face while performing their duties within the Airport infrastructure.

The index is calculated using 200 000 hours, which represents the total number of hours that 100 employees would work in one year (100 employees * 40 hours * 50 weeks). Data on hours worked by contractors is not available due to insufficient information.

The highest number of work-related injuries with loss of

capacity occurred in the summer of 2024 - five in June and five in July - due to the increase in flights and the corresponding rise in workload, leading to work pressure, fatigue, and other factors contributing to the increase in injuries. The trend of increased work-related injuries in winter, observed in previous years, continued in 2024. There was also a rise in the number of recorded workplace accidents where the type of health impairment was classified as "other injury" by the medical establishment or where the nature of the injury was unidentified or unknown.

Types of health impairments sustained by Riga Airport employees in occupational accidents in 2024



Heads of business units are provided with daily access to up-to-date statistics on work-related injuries. In 2024, the following measures were organised at Riga Airport to reduce the number of occupational accidents:

- information boards in business units were updated with additional content on OHS issues;
- the content of OHS briefings was updated to include OHS reports on occupational accidents;
- unplanned on-site OHS briefings were conducted in the business units of injured employees;
- HRD LP Unit participated in business unit briefings;
- if a work-related injury resulting from an accident indicated the need to improve personal protective equipment, a testing period of at least one month was carried out before purchasing a new type of equipment, involving the employees themselves;
- If a workplace injury resulting from an accident was related to work equipment, the equipment was improved by adding handles, additional lighting or safety devices);
- physiotherapy training was launched for employees exposed to intense physical strain, conducted by a certified physiotherapist, with the aim of enhancing their theoretical and practical understanding of ergonomic risk factors and

related mitigation measures to prevent work-related injuries, such as strains.

Work-related ill health among employees at Riga Airport is investigated and diagnosed in accordance with the applicable Cabinet Regulations and the Airport's internal procedures. In 2024, Riga Airport confirmed one case of work-related ill health involving an employee who continues to carry out their duties. The registered cases of work-related ill health relate to joint and spinal disorders, primarily resulting from harmful risk factors in the working environment, such as physical overload and factors like static postures, heavy lifting, and whole-body vibration.

To mitigate the risks of work-related ill health and assess workers' exposure time, measurements of workplace risk factors – both indicative and laboratory-based – are conducted wherever possible.

Riga Airport provides employees with new work equipment and ensures training on its proper use, while replacing outdated equipment with modern technological solutions.

The procedure for accident statistics registration and reporting can be found in the sections "Hazard identification, risk assessment and accident investigation" and "Occupational health and safety system monitoring and control".



Training of employees on occupational health and safety

403-5

Employee training at Riga Airport forms the basis for promoting a culture of safety awareness. The procedures for employee training in occupational health and safety (OHS) are defined in the Occupational Health and Safety Manual and the orders issued by the Chairperson of the Board.

The OHS training includes induction training, safety briefings, training in hazardous work, hazardous equipment maintenance and food hygiene. Physiotherapy training was also started in 2024 and will continue in the future. In total, the OHS system manages more than 25 training programmes. The content of induction training and OHS briefings is managed by the HRD LP Unit and is updated as necessary. Depending on the type of training and the specifics of the position, training is conducted at a defined frequency, as set out in the OHS instructions and the applicable Riga Airport safety documentation forms.

Considering the specific nature of Airport operations and the large number of employees, Riga Airport has appointed OHS responsible persons in each business unit, who are daily responsible for the OHS of the employees under their

supervision within their area of competence. All OHS responsible persons are trained in OHS matters once every three years through the specially developed internal OHS training program at Riga Airport “OHS training for structural unit managers and instructors.”

In 2024, the LP OHS function also organised various educational campaigns and activities in the field of occupational health and safety:

- every six months, all employees at Riga Airport are informed about workplace accident statistics;
- as part of the RIX Safety Month, a four-week campaign took place during which employees and contractors, who are Airport users, were reminded of traffic regulations on the aerodrome, fire safety, safe work practices, and the importance of reporting safety incidents and the correct procedure for doing it. Eight video episodes were created on these topics, which were included in the HRD LP Unit’s mandatory training content;

- in the walking challenges, for the greatest number of steps walked within the month employees competed both within their departments and against other companies.
- The measures to reduce workplace accidents are described in more detail in the section "Occupational accident and work-related ill health indicators”

Employee health

403-6

Employee health is one of the priorities of Riga Airport’s HR Policy, with increasing attention paid not only to physical but also to mental health.

All employees whose probation period has ended, except for seasonal workers, are granted a health insurance policy in accordance with the Collective Labour Agreement. In the cases specified in the Collective Labour Agreement, the policy is retained by the employee even after the termination of employment. The policy offers broad service coverage and limits, including services by medical specialists, diagnostics, inpatient care, rehabilitation and vaccination, also sports and dental care. Besides, employees have the possibility to purchase a policy for their first-degree relatives, as well as various supplementary programmes.

Once a year, the Airport analyses the statistics on the use of the health insurance policy and, based on the findings, adjusts the policy coverage to better meet employee needs. In response to the significant increase in healthcare and related insurance service costs, in 2024 Riga Airport held exploratory meetings with seven of the largest insurance companies in Latvia to encourage the submission of competitive and high-quality offers for the annual health insurance procurement.

Depending on their position, the assessment of workplace risks and legal re irport premises, allowing employees to access services promptly, including mandatory health checks. Information on employees’ health status and examinations is processed in accordance with the Personal Data Processing Law, ensuring confidentiality and the protection of employee privacy.

Additional health promotion measures include accident insurance, as well as in case of illness the additional guarantees provided for in the Collective Labour Agreement – an allowance in situations where expenses arising from a prolonged and/or serious illness are not covered by the health insurance policy or the state.

Within the defined limit, employees are entitled to reimbursement for medical optical vision correction aids once every two years.

The medical centre is located in the Riga Airport passenger terminal. Employees can seek assistance there in the event of injury, sudden illness or health deterioration. The medical centre operates 24/7 and provides first aid and medical consultations. It cooperates with OHS specialists, for example, by sharing information on workplace injuries within the Airport’s territory,

including those involving employees of other companies and contractors.

In 2024, Riga Airport covered medical expenses for the children of nine employees, as well as other health-related expenses for 12 employees.

In the reporting year, special attention was given to preventive measures, as well as promoting employee well-being and education in health and healthy lifestyle matters:

- providing free sports activities (swimming pool, yoga, aerobics, football, basketball, and volleyball) and physiotherapy sessions for all interested employees, with tailored options for specific job roles,
- engaging employees in walking challenges and geocaching around the Riga Airport area to encourage more active breaks,
- informing employees about available psycho-emotional support options.

Employee skills and development

3-3

Working in the aviation industry requires responsibility, precision, knowledge and attention to detail. Therefore, by providing appropriate training, Riga Airport focuses both on developing employees' potential and on ensuring their accountability in delivering high-quality services. This process is organised and managed by the Airport's dedicated unit – the Training Centre (TC).

The TC provides acquiring professional knowledge not only to Airport employees but also to employees of companies operating at the Airport and Airport tenants, as well as specialists from companies of various Latvian and foreign aviation and other industries. Riga Airport can have a positive impact by providing not only mandatory but also development-focused training for employees. The training at the TC is conducted by professional instructors who are qualified in ICAO, IATA, ACI, and other internationally recognized industry training institutions, and who possess both theoretical and practical work-based knowledge on the training topics. The TC also collaborates with other training

centres in Latvia and abroad, developing joint training projects. The TC designs and delivers specialized training programs, adhering to the requirements of applicable regulatory documents and best practices.

EU regulations impose an obligation on the Airport to establish and implement a staff training program to ensure employees' ongoing competence and awareness of applicable regulations and procedures. This includes the responsibility to ensure that staff have successfully completed the required initial training before performing their duties independently (without supervision). The training objectives, tasks, and frequency are determined by regulatory documents such as Regulation (EC) No. 300/2008 of the European Parliament and Council of 11 March 2008 on common rules in the field of civil aviation security, Regulation (EU) No. 2018/1139 of the European Parliament and Council of 4 July 2018 on common rules in the field of civil aviation, and implementing/ delegated regulations. To achieve the training objectives, the Personnel Training and Competence Procedure stipulates a

passing criterion of 80 %. The average training evaluation score for Riga Airport employees is higher than the required threshold and confirms the quality and effectiveness of the training process.

To ensure and maintain the quality of the training process, Riga Airport is also subject to requirements set out in the Law on Aviation, which, for example, stipulates the certification of employees, instructors, and training areas, regular compliance monitoring audits, the implementation of a change management process, and the introduction of corrective actions following safety incident investigations, which may also involve improvements to the training content.

To mitigate the negative impact of absences from training, the following training oversight mechanisms are established:

- regular training system reports for employees;
- raining year plan in the internal e-RIX network for resource planners (contact hour training);

- Regular updates on training status for the Heads of business units;
- training supervisor's view in the training system for the Heads of business units and resource planners.

The personnel training, professional development policy and procedures are defined in several documents: the Personnel Policy, the Personnel Training and Competence Procedure, the Professional Competence Assessment Procedure, the Human Resources Management Manual, the Aerodrome Operations Manual, etc.

The training quality and effectiveness indicator is the feedback provided by the trained employees on the conducted training. This feedback allows trainers to improve the training materials and content, if necessary, ensuring they are clear and appropriate. The training organized by the TC consistently received high ratings in 2024 – the average rating for the reporting year was 4.84 points out of 5 (compared to 4.79 points in 2023).

To improve the training process both at Riga Airport and within the Airport community, the TC organizes regular meetings, or think tanks, with community representatives, sharing experiences on various current issues, such as aircraft servicing processes, human trafficking prevention, change management, trainer qualifications, training materials, etc.

Training hours

404-1

In 2024, there were registered 27 179 training hours with 1 440 employees of Riga Airport participating. On average, each employee spent 19 hours on training, the average referring both to men and women (the list of training required for the position is determined by the role, not gender). The dataset includes training held in the TC premises, training activities in the training

environment, and training leave; however, it does not include training provided outside Riga Airport, as the methodology for processing data on external training paid by Riga Airport has not yet been developed. These external trainings are recorded in the TC training environment as completed training (without time tracking).

Training hours per employee

Profession group	Unit	2024
Senior management (Board, Supervisory Board, Directors)		
Average number of training hours	Number	10.3
% of the training participants	%	1.7
Middle management (Heads of business units)		
Average number of training hours	Number	13.4
% of the training participants	%	2.6
Other professions		
Average number of training hours	Number	18.9
% of the training participants	%	95.7
Average total training hours	Number	18.9
Employees trained (% of total)	%	100

Provision of job-specific skills and upskilling

404-2

Upon starting employment, the Airport provides each employee with the professional training required for their position, as well as further qualification development activities conducted during paid working hours. For all new employees, the mandatory training depends on the position and lasts from two days up to several weeks.

Training formats for Airport employees:

- in-person training;
- remote training – live sessions;
- e-learning or self-paced training;
- blended training using e-learning, live sessions and/or in-person training;
- instruction sessions;
- self-instruction.

Training types for Airport employees:

- initial and recurrent training, with the largest volume in the fields of ground handling, aviation safety and aerodrome operations;
- unscheduled training – conducted following an incident, negative trends in processes, management directives, or significant changes in Airport operations, structure, related processes, or applicable legislation;
- traineeship;
- training not included in the job-specific training list, with procedures outlined in the Human Resources Management Manual, such as partially or fully funded university studies or external training (providing employees the opportunity to achieve the goals set during career development discussions and enhance their knowledge and skills);
- in the pre-retirement period, when employees can no longer meet the regulatory requirements for their role but have expressed a desire to continue their employment or wish to

change roles, the Training Centre provides further training and skill development in accordance with Regulation (EU) No. 2018/1139 of the European Parliament and Council of 4 July 2018 on common rules in civil aviation. The scope of further training is determined by the specific job training list.

Using the intranet e-RIX features, the "Skills development" section, dedicated to development opportunities, publishes and regularly updates information on free online training available to employees. These can be accessed on a voluntary basis, with a particular focus on competencies and development goals, as well as topics aimed at promoting employee well-being and developing skills that are valuable in the job market and can contribute to future career. In the reporting year:

- employees were provided with information on free training opportunities (including lifelong learning programmes from the State Employment Agency, computer skills courses, and e-signature training);
- recorded webinars on self-management topics from the

- School of Public Administration were made available to employees in the learning environment;
- a webinar on the use of artificial intelligence was organised for employees;
 - "Open" courses were offered, allowing employees to choose the course content themselves;
 - employee excursions were organised to familiarise staff with the overall operations of Riga Airport.

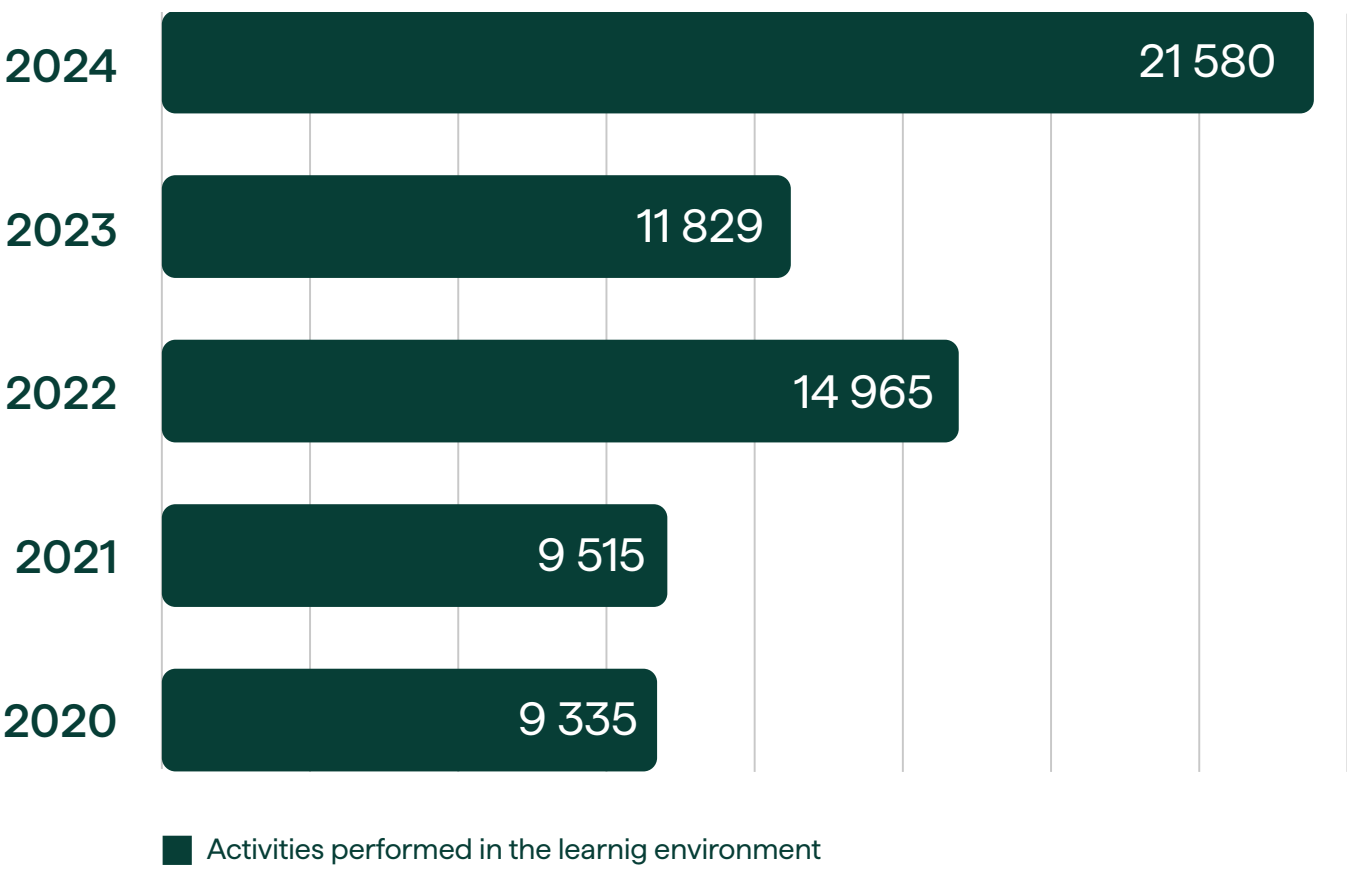
Company-provided training

Heads of business units define the required training package for each position to be included in the Job-Specific Training Form. In accordance with the Job-Specific Training Form, training is organised by either the TC or the business unit itself. The average training hours spent by employees are given in the section "Employee skills and development".

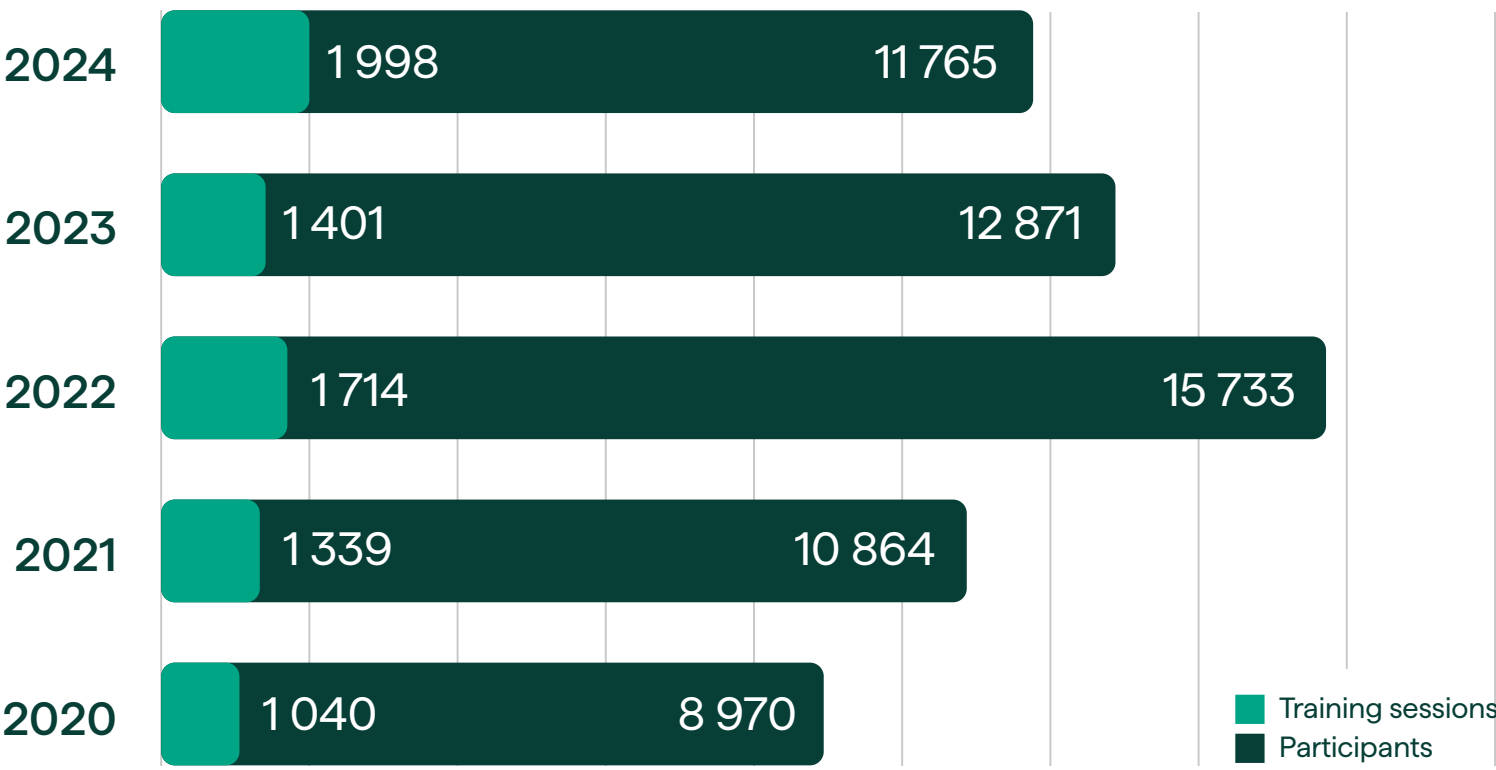
In 2024, Riga Airport employees attended 1 998 training sessions organised by the Training Centre (TC), totalling 12 786 hours. A total of 1 440 employees participated in 21 580 training activities. Hours provided by external organisations (guest presenters) are only counted for sessions held on Riga Airport premises, with an average guest lecture duration of 8.2 hours).

Activities in the learning environment

From 2020 to 2023, tests taking place in the learning environment were counted as learning activities. In 2024, the methodology changed, and every activity in the learning environment was counted, including watching a slideshow, completing interactive exercises and taking tests.



Training sessions (lectures) organised by the TC



The chart lists all TC-organised training sessions (both conducted by guest lecturers and TC instructors) and training participants (each training event involving a Riga Airport employee – i.e., one employee participating in multiple training sessions).

In 2024, the TC at Riga Airport executed 137 training programmes, of which 18 were newly developed or updated in 2024. Five programmes are currently under development. The work on developing and updating new programmes is ongoing, taking into account industry trends, changes in regulations, and analysis of practical cases. The main areas of the TC's developed training programmes are related to the core activities of the Airport.

Main areas of training programmes developed by the TC

Area	Number	Training programmes developed/updated in 2024
Aviation safety	19	1
Occupational health and safety	1	1
Emergency situations	14	1
Trainings regulated by EASA	38	4
Rescue and fire fighting	20	1
Airport processes	34	4
General	7	4
Handling of dangerous goods (substances and cargo)	2	1
Assistance to persons with reduced mobility	2	1

In addition to mandatory job-specific training, Riga Airport employees have the opportunity to attend professional development training in Latvia or abroad. In 2024, a total of 122 employees representing 57 positions went on 134 business trips for the purpose of attending training or conferences.

Support for education

In accordance with the Human Resource Management Manual, employees are entitled to apply for reimbursement of tuition fees for accredited bachelor's, master's and doctoral study programmes at higher education institutions accredited in

Latvia, as well as for participation in professional or upskilling courses.

If professional training or upskilling activities are considered to be related to the employee’s job duties under the given circumstances, but are not essential for the performance of the agreed work, the employer may reimburse the costs of such training or upskilling. A separate agreement between the employee and the company is concluded regarding the training and the reimbursement of related expenses.

In 2024, five employees took advantage of the opportunity to apply for training reimbursement.

Study leave

Riga Airport employees are entitled to study leave of up to 10 working days per year to sit semester examinations or to prepare a thesis, or up to 20 working days to sit final examinations and national examinations. To acquire the knowledge required for the performance of job duties in accordance with the job description, and where working conditions permit, Riga Airport grants study leave with retained salary. In this case, the employee must successfully study at a state-accredited educational institution or a foreign institution whose qualifications are recognised in Latvia, while continuing their work.

In 2024, employees were entitled to paid study leave. The student staff members spent 24 calendar days on paid study leave.

Management training

In 2024, Riga Airport continued its management training by engaging middle management in the process.

For senior management, i.e. directors and Heads of business units, training sessions were organised on project and change management, stress management, emotional intelligence and its role in employee communication, as well as a workshop on managing change in airports.

The middle management team received training on leadership, emotional intelligence in employee communication and conflict resolution.

Vadītāju apmācībās pavadīto stundu skaits

Position group	Number	% of total position group	Hours spent in training (leadership and emotional intelligence) per person (average/h)
Senior management	24	100 %	10
Middle management	30	81 %	10

Development discussions

404-3

Development appraisal/discussions relate to the performance of the employee, the respective unit, and Riga Airport over the year/reporting period and are conducted to improve the work quality of the employee, the unit, and Riga Airport, enhance employee engagement and motivation, and identify training and development needs.

The purpose of development appraisal /discussions is not only to determine employees’ current level of competence and motivation but also to promote the expression and development of their potential (for more on development projects, see the section “Employee Skills and Development”) as well as to adjust the requirements set for employees

The HRD organises development appraisal/discussions for all Riga Airport employees at least once every two years. In 2024, 1 037 employees (74 %) participated in the development discussions (no discussions were held with employees who were on an extended leave).

Overview of development discussions held at Riga Airport in 2024

Employee category	Gender	Number of employees	% of employees with whom development discussions were held
Senior management	Men	14	43 %
	Women	10	1 %
Middle management	Men	20	30 %
	Women	14	64 %
Other	Men	913	65 %
	Women	431	81 %

Business units can take decisions on more frequent development appraisal/discussions (full or partial).

Career events and traineeship opportunities

3-3

Investing in the preparation of future workforce has a potentially positive impact, resulting from Riga Airport's collaboration with educational institutions, organising traineeship opportunities, and enhancing young people's professional skills.

Attracting new employees both throughout the year (see the section “Employee turnover”) and in view of future staffing needs is important for achieving Riga Airport's strategic goals. The Airport organises and participates in various events to provide information about employment at the company to school and college students, the wider job-seeking audience and representatives of specific professional fields.

The minimum number of career events is set in the HR Department's action plan. Participation in a particular event is assessed based on how eagerly the target audience corresponds to Riga Airport's current or future recruitment needs. One of the direct indicators of the effectiveness of career events is the number of newly recruited employees who, in the onboarding survey, indicate participation in a career event as their source of information about employment opportunities at

Riga Airport. In the financial year, 153 new employees completed the onboarding survey, accounting for nearly half of the 319 employees who started employment relationships with Riga Airport in 2024. 12% of respondents stated that they had previously participated in a tour of Riga Airport, and 18 % indicated that they had taken part in other career events at or related to Riga Airport. It can therefore be concluded that career events have high added value both in securing the workforce in the long term and in promoting employment within society, as well as having a positive impact on Riga Airport’s image as an employer.

An indirect indicator is the evaluations provided by third parties, such as Kantar’s annual “Attractive Employer” ranking. When assessing the results, it should be taken into account that the impact of career events is partly indirect and delayed, which prevents obtaining precise data within the financial year.

In 2024, Riga Airport participated in numerous events and projects, such as:

- attending university career days and events, as well as events at local community schools;
- online meetings with jobseekers in cooperation with the State Employment Agency, participation in the “Job Fair” event and involvement in the student summer employment project;
- participation in job opportunity festivals “For Everyone” and

“Mārupe Business Festival”, the online career project “Tinder Jobs”, the national “Shadow Day” and the online European Job Day;

- participation in online and in-person events for schoolchildren, young people and other interested parties as part of the “Open Door Week”, in the youth podcast series “First Time”, in a discussion on youth employment, as well as organising interactive opportunities to explore airport professions.

To attract candidates and reach a broader target audience, the Airport established a collaboration with a social media influencer during the reporting year to showcase the work specifics at the Airport in a new format.

Information on job vacancies and upcoming career events is available on the Riga Airport career website darbslidosta.lv, and Airport employees are informed about them through a weekly newsletter, as the new employee survey indicates that current staff play a crucial role in attracting new employees.

Riga Airport informs students at schools, universities and vocational education institutions about career events, traineeships and job opportunities in various specialities through the prakse.lv portal, social media accounts, and by engaging with the responsible specialists at educational institutions – career consultants, programme managers and others.

In 2024, Riga Airport provided 32 traineeship positions (28 of them started during the reporting year) for various educational levels and study programmes (for learners from upper secondary vocational education institutions, college students, as well as undergraduate and master's degree students) in the following areas:

- business and management (six traineeship positions);
- business/personnel psychology and human resource management (four traineeship positions);
- information technology (four traineeship positions);
- organisational security (three traineeship positions);
- marketing (two traineeship positions);
- real estate management (two traineeship positions);
- business studies (two traineeship positions);
- nutrition, law, industrial engineering and management, quality management, logistics and supply chain security, metalworking, economics, customs and tax administration, law (one traineeship position for each area).

Riga Airport also supports employees in obtaining education or qualifications by organising the required educational traineeship within the company, if the employee desires and it is possible to provide the traineeship within their own or another business

unit. In 2024, 14 employees took advantage of this opportunity.

In 2024, Riga Airport shared its experience on employment challenges and workforce attraction by:

- providing consultations and sharing experience with other Latvian companies on various issues related to labour law and best personnel management practices, such as student employment, personnel accounting software, employee self-service portals, pre-employment checks, and employing employees aged 50+;
- presenting Riga Airport's experience in the integration of newly hired employees at the conference "From Education to Employment: Mentoring, Career and Social Responsibility" organised by the College of the Social Integration State Agency;
- participating in the discussion programme "Job Opportunities for All!";
- hosting an exchange visit for representatives of Tallinn Airport, discussing human resources management issues and challenges.

Transparent communication

3-3

Failure to provide complete information about the organisation’s own services and those of its partners may result in a negative impact on both its operations and the value chain.

The fundamental principles of communication at Riga Airport are defined by the Communication Strategy 2022–2027, approved in 2022, and the Internal Communication Procedure with regard to communication with employees. The Communication Strategy defines the necessary actions to ensure a regular, timely, truthful and useful flow of information to stakeholders (see the section “Cooperation with stakeholders”), using a variety of communication tools such as the Riga Airport website, media, social media platforms, informational materials and campaigns, written and direct communication, internal communication tools and others.

Riga Airport has developed and published the Disclosure Principles on its website. These principles are embedded in the Communication Strategy 2022–2027, in the internal procedures “Maintenance and development of the Airport website” and

“Ensuring internal and external communication”, as well as in the internal regulatory document “Instruction on the protection and circulation of restricted access information”. Riga Airport follows seven unified communication principles that are aligned with the Airport’s objectives, values, interests and legal requirements.

The Riga Airport website is the primary information channel, providing all the necessary information in one place for passengers and visitors (including those with reduced mobility), as well as the Airport’s business and cooperation partners.

The website provides passengers and visitors with information about flights and related regulations, baggage rules and services and goods offered by the Airport and its partners, transport options to and from the Airport, the Riga Airport internal rules, and information about the PRM service.

Updates about Riga Airport are published in the 'Press Room' section of the website and on social media, providing information to the local community and the general public about planned activities, including emergency drills.

To assess the effectiveness of communication channels, Riga Airport set the following targets for 2024i:

External communication		
Indicator	2024 Target	2024 Achievement
Riga Airport's reputation rating (10-point scale, 1 – very poor, 10 – excellent), based on the results of the reputation study	7	6.7
Internal communication		
Indicator	2024 Target	2024 Achievement
Average employee satisfaction (6-point scale, 1 – very poor, 6 – excellent)	>4	4.65
Employee voluntary turnover (%)	<15%	15.97%
Employee Net Promoter Score (NPS) (Scale from 0 to 10)	>7	7.35

*Based on the employee engagement survey.

The types of stakeholder engagement at Riga Airport are summarised in the stakeholder communication report, in the section 'Cooperation with stakeholders.' Riga Airport utilizes information collected through various forms of stakeholder engagement, including surveys, feedback, focus group interviews, and discussions, to implement necessary and appropriate solutions. These solutions are integrated into department action plans or relevant policies, for example:

- introducing additional measures in the Noise Reduction Action Plan and improving the information available on the website about environmental noise,
- ensuring access to the Airport website in plain language,
- carrying out the necessary infrastructure improvements for customer safety and comfort,
- improving the working environment, taking care of employee well-being.

The employee survey conducted in 2024 shows that, as in 2023, employees consider email to be the most effective communication channel, along with discussions with the Head of the business unit. Other highly rated channels include WhatsApp groups, regular online meetings with the Board, unit meetings, and the internal network e-RIX. Other channels were rated as less important, but compared to 2023, the significance of all channels has slightly increased.

For communication with various stakeholders, refer also to the sections "Sustainable travel activities", "Overview of action policies for sustainability management", "Communication on critical issues", "Negative impact mitigation process" and others.

Marketing activities non-compliant with regulations and/or voluntary codes

417-3

In 2024, no instances were identified where Riga Airport's marketing activities were non-compliant with legal requirements or the provisions of voluntary codes.

07 Economic impact



Positive impact and contribution to the economy and society

3-3, 203-2

Airports are a driving force for regional and national development. The potential positive impact on the economy manifests both in the Airport’s own operations and across the value chain. The study “The Economic Impact of European Airports” shows that airports in Europe support 123 million jobs. Meanwhile, Airport connectivity – measured using the connectivity index developed by ACI – demonstrates that a 10% increase in connectivity has a 0.5 % impact on GDP per capita⁹⁰.

The aviation industry not only accelerates the flow of high-value goods and services, but also serves as a catalyst for attracting foreign investment and strengthening competitiveness on domestic and international markets.⁹¹

The Cabinet of Ministers has set the overall strategic goal for Riga Airport: to build a modern air transport infrastructure and provide services appropriate for a regional traffic hub, offering convenient and safe connectivity for passengers and businesses, as well as

promoting sustainable development and competitiveness.

To achieve this, Riga Airport’s Strategy defines strategic objectives and performance indicators for goal achievement and efficiency assessment. Additionally, other strategic documents or policies may be developed to achieve specific tasks. For example, Riga Airport has developed the Tax Risk Management Policy and the Freight Development Strategy. In 2025, the Route Development Strategy will also be drawn up. The significance of the Airport’s economic impact is also reflected in the strategic objective of maintaining the leading position in the Baltics, developing connectivity and increasing passenger numbers and cargo turnover with the aim of becoming a North European traffic hub.

Considering the overall strategic objective and the objective set out in the Strategy, Riga Airport evaluates the indicators that reflect connectivity.

Connectivity-related indicators

Indicator	2024 Target	2024 Achievement	Achievement vs Target 2024
Number of passengers (million)	7.29	7.12	-2%
Proportion of transfer/transit passengers	23%	22%	-1% pp.
Number of flights	66 463	63 186	-5%
Number of direct destinations (summer/winter)	105/87	108/88	+ 3/+1 destinations

Reports on the achievement of the objectives and performance indicators set in the Strategy, as well as on the implementation of the Strategy Action Plan, are submitted to the Board and the Supervisory Board of the Airport (for the reporting procedures

90 Source: ACI EUROPE. Sustainability Strategy for Airports <https://store.aci.aero/product/sustainability-strategy-for-airports-worldwide/>
91 Cabinet of Ministers, 2025. Draft Conceptual Report “Strategic Long-Term Priorities for the Latvian Aviation Sector until 2050” (TAP portal ID No. 24-TA-199)

and frequency, see the section “Management’s role in overseeing impact management”. If necessary, based on the progress towards objectives and indicators, the company’s senior management may define additional or clarifying actions to achieve the objective more effectively.

Stakeholders are informed about the effectiveness of the actions taken, the achievement of the Strategic objectives, as well as the key decisions and events through the Airport Users Committee (for the cooperation objectives and frequency of meetings with the Committee, see the section “Cooperation with stakeholders”).

Riga Airport is not only the leader in passenger and air cargo transport in Latvia but also in the entire Baltic region, with the ambition to become one of the air traffic hubs in Northern Europe. Riga Airport ensures the region’s connectivity with strategic destinations, directly influencing the tourism and hospitality sector as well as foreign investment in Latvia – the wide range of destinations promotes economic growth and creates new jobs in the country’s hotel, leisure, public transport, catering and other service sectors.

To improve the region’s connectivity, one of Riga Airport’s priorities is the development of an extensive route network. To

this end, the Airport engages in ongoing negotiations with air carriers to launch new flight routes, as described in more detail in the section “Connectivity and the promotion of Latvia as an attractive destination”.

Riga Airport is one of the major taxpayers in Latvia and one of the largest employers. More information about the Airport’s economic impact can be found in the section “Impact on the national economy”.

Similarly, in cooperation with the Latvian Aviation Association (LAA) and aviation industry companies in Latvia – including airlines and aviation service providers – a study on the economic impact of the aviation sector on the national economy is carried out every two to three years.

The most recent study available is the report “The economic impact of the aviation sector on the national economy of Latvia in 2018–2021”⁹², done by Oxford Research. Its findings show that the direct added value of the aviation sector in 2019 amounted to at least EUR 240 million. If the sector also includes significant industry-related companies that are not classified under air transport and supporting air transport activities according to the NACE classification, then the direct added value in 2019 reached at least EUR 279 million, representing 0.9% of Latvia’s GDP.

In the aviation sector, direct added value accounts for approximately one quarter of the total added value. This means that one euro of direct added value in the aviation sector indirectly generates three euros of added value in other sectors.

The study revealed that the total impact of the aviation sector on the national economy, which includes not only direct but also indirect, induced, and catalytic impacts, was estimated at least EUR 918 million in 2019, before the pandemic, representing 3.4% of GDP:

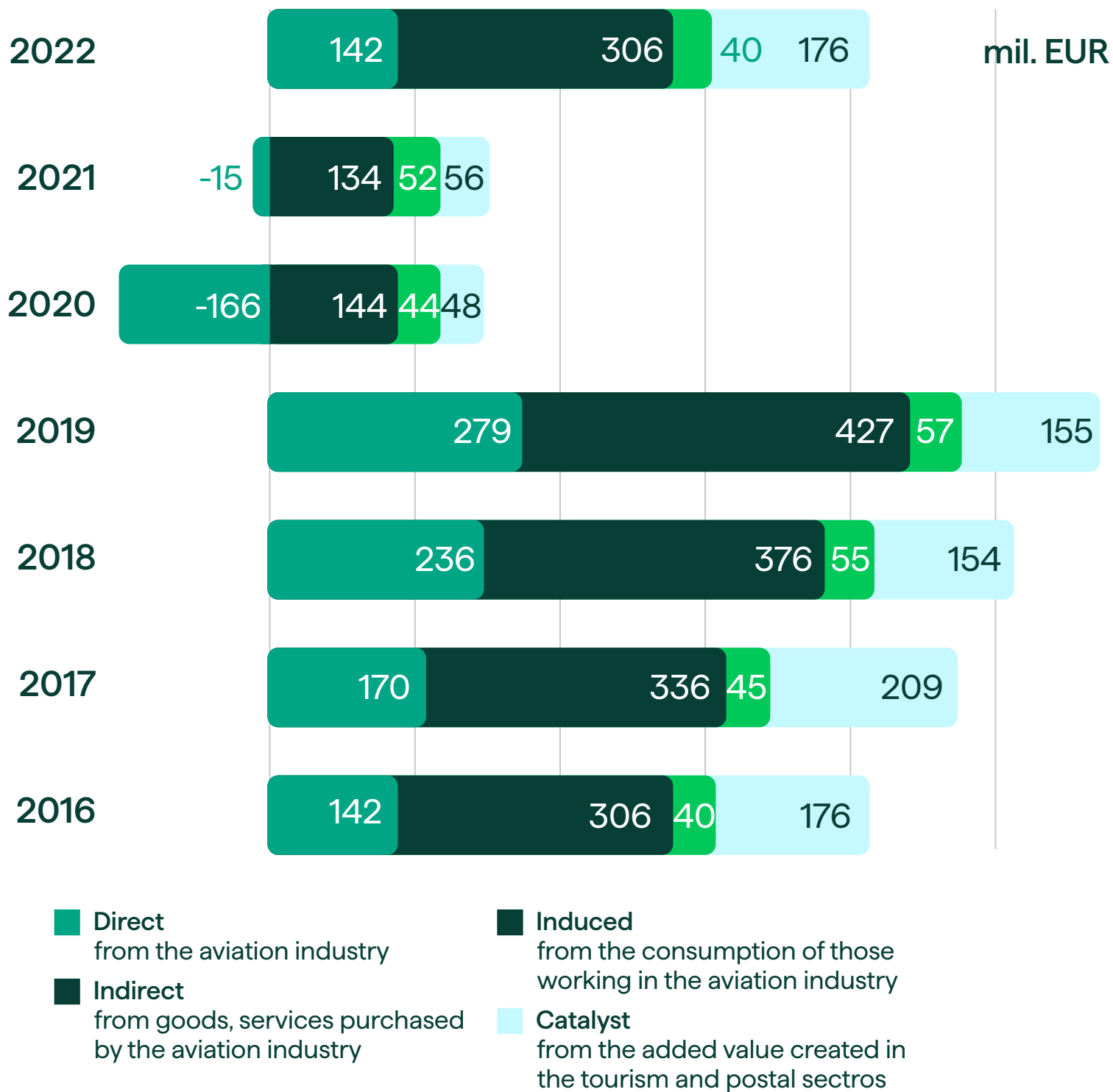
- indirect impact – the added value of products and services purchased by the aviation sector amounted to EUR 427 million, or 47% of the total added value of the aviation sector;
- induced impact – the added value generated by the consumption of those employed in the aviation sector amounted to EUR 57 million, or 6% of the total added value of the aviation sector;
- catalytic impact – the aviation sector’s contribution to supporting tourism, postal, and courier activities amounted to EUR 155 million, or 17% of the total added value of the aviation sector. 92% of the catalytic impact was from the tourism sector – consumption generated by inbound foreign visitors.

92 Source: Oxford research, 2023. “The economic impact of the aviation sector on the national economy of Latvia”

The indirect economic impact of the aviation sector and airports is significant for both the national and global economies, promoting tourism, trade, and job creation. However, the development of these impacts and the sector itself is closely linked to external criteria such as international and national standards, protocols, and policy programmes. These factors determine the regulations and priorities needed to ensure a safe, efficient and sustainable aviation sector.

For example, considering the targets of the European Green Deal and the International Civil Aviation Organization (ICAO) for reducing GHG emissions and promoting sustainable development, the Green Deal might influence the indirect economic impact of the aviation sector. If the aviation sector transitions to more environmentally friendly technologies and alternative fuels, it could increase the indirect economic impact, for instance, in the development of innovations and investments in research, creating eco-friendly tourism offers, generating new jobs, and ensuring more competitive airports. However, if the transition to the Green Deal proves too costly or imposes significant expenses on airlines and airports, it might reduce the indirect economic impact –the rising ticket prices potentially decrease the travel demand, affecting the sector's growth.

Total added value of the aviation sector



The proportion of the aviation sector in Latvia’s GDP is expected to increase. In the pessimistic scenario for 2050, the sector’s proportion of GDP reaches up to 5%, while in the optimistic scenario, it exceeds 5%⁹³.

Impact on national economy

Riga Airport is one of the major taxpayers in Latvia, having paid EUR 21 841 858 in taxes to the state consolidated budget in 2024.

Riga Airport has been assigned the highest level A in the State Revenue Service (SRS) taxpayer rating, which indicates good compliance with tax obligations. According to the SRS, a level A company pays taxes in full and on time and is not considered to pose significant risk of violations. More information on the principles behind the taxpayer rating system is available on the SRS website⁹⁴.

93 Cabinet of Ministers, 2025. Draft Conceptual Report “Strategic Long-Term Priorities for the Latvian Aviation Sector until 2050”(TAP portal Id.Nr. 24-TA-199)
94 State Revenue Service. 2025. Taxpayer Rating System [accessed 10 February 2025.] <https://www.vid.gov.lv/lv/nodoklu-maksataju-reitinga-sistema>

Connectivity and promotion of Latvia as an attractive destination

One of the priorities of Riga Airport is the development of an extensive route network; therefore, the Airport continuously holds negotiations with air carriers on launching new flight routes. In the reporting year:

- individual discussions were held with air carriers regarding the renewal and expansion of the route network, resulting in a large number of direct destinations in the summer season – 108, and in the winter flight season – 88;
- 12 scheduled flight airlines operated from Riga Airport, including Norwegian, which expanded its operations at Riga Airport by establishing a base with two aircraft;
- regular passenger flights were launched to nine new destinations – Tirana, Sofia, Rzeszów, Innsbruck, Madeira, Pristina, Chişinău, Ljubljana and Skopje. Norwegian began flights to Alicante, Corfu and Tivat;
- marketing support was provided to airlines to boost the increase in passenger numbers and cargo volume along with the expansion of the network of destinations;
- Riga Airport participated in the route planning forums “Connect,” “Routes Europe” and “World Routes”;
- aviation companies – Riga Airport, airBaltic, LGS, CAA, as well

as LAA – continued to collaborate to promote further aviation growth and development.

One of Riga Airport’s strategic goals is the development of air cargo. To promote the development of the cargo segment, Riga Airport has joined the national transit and logistics trademark “VIA Latvia”, which was created under the supervision of the Ministry of Transport. The Airport’s participation in this project provides the opportunity to take part in the development and presentation of multimodal transport and logistics solutions at international exhibitions and international working group meetings organised by or involving national authorities. In 2024, Riga Airport, together with Latvian transport companies, participated in the cargo and logistics exhibition “TransUzbekistan 2024” in Uzbekistan”.

By February 2022, joint marketing activities by air, sea and rail transport companies enabled the implementation of an e-commerce air cargo programme from China (Hangzhou and Hong Kong), with further distribution to other countries via the postal network in cooperation with SJSC Latvijas Pasts. It was also possible to ensure the transit of e-commerce courier mail from China to Ukraine, Lithuania and Estonia via Riga. The new cargo programmes contributed to growth in cargo transport volumes in 2020 and 2021, which continued until Russia’s invasion of Ukraine on 24 February 2022. The war launched by Russia significantly reduced cargo transport due to the closure

of the Russian, Ukrainian and Belarusian markets and airspace. Before the outbreak of the war, a large volume of air cargo from Asia to Latvia was transported via Russian airspace.

As a result of these factors, 27.8 thousand tonnes of air cargo were handled at Riga Airport in 2021, before the changes caused by the geopolitical situation.

In total, 18 790 tonnes of air cargo were handled at Riga Airport in 2024, a 2% decrease compared to 2023. Of the total cargo volume, 55%, or 10.3 thousand tonnes, were carried in the cargo holds of passenger flights (1% more than in 2023), while 45%, or 8.5 thousand tonnes, were transported by cargo flights (6% less than in 2023).

The decline in cargo volumes was partly offset by increased military activity in the region and the associated handling of related shipments, along with the stable performance of scheduled cargo carriers. The leading cargo carriers in 2024 were airBaltic (42%), DHL (22%) and FedEx (9%).

Key cargo development projects in 2024:

- in cooperation with SJSC Latvijas Pasts, discussions continued with Chinese logistics companies on the possibility of restoring the lost air cargo flows. Due to the changes in routing, currently these shipments are mainly delivered by air to Central European airports and transported onwards to the Baltic region by land;

- new cargo markets were explored – active efforts were made to promote cooperation with carriers and logistics companies from Central Asia. Meetings were held with representatives of companies and organisations from Uzbekistan, Kazakhstan, China, Ukraine and Turkey to discuss potential development of cargo transport;
- discussions were held with Billund Airport regarding the establishment of an express mail route between Riga and Billund;
- six cargo flights were operated by the Ukrainian carrier Fly Khiva, with plans to launch regular services in the future;
- Lufthansa Cargo commenced cargo flights to Riga;
- in line with EU regulatory requirements and relevant World Customs Organization standards, the State Revenue Service Customs Board introduced two new customs information systems, i.e., a new export declaration system and a new transit control system.



Generated and distributed direct economic value

201-1

In 2024, the economic value generated by Riga Airport amounted to EUR 78.1 million, which corresponds to 0.2% of Latvia’s GDP. The distributed economic value reached 82% of the generated economic value and was allocated to the following stakeholders:

- suppliers – production costs for the operation of the company;
- in-house workforce – personnel costs, including health insurance and unemployment risk duty;
- public authorities – taxes and duties, dividends;
- financiers – interest payments;
- society – funding for community activities.

In 2024, the undistributed economic value of Riga Airport was EUR 14.3 million, representing approximately 18% of the generated economic value. In 2024, EUR 16.2 million was allocated to investments.

In 2024, Riga Airport did not make dividend payments to the state budget. On 27 May 2024, the shareholders' meeting decided to

postpone the consideration of the issue regarding the distribution of Riga Airport’s profit until the Cabinet of Ministers reviews the information report “On the termination of the State Aid granted to SJSC Riga International Airport” (to cover losses caused by the Covid-19 crisis, overcome the economic crisis, and stabilize the sector) as of 31 December 2023”. On 20 August 2024, the Cabinet of Ministers took note of the information report "On the termination of the participation in the State Aid instrument granted to SJSC Riga International Airport (to cover losses caused by the Covid-19 crisis, overcome the economic crisis, and stabilize the sector) as of 31 December 2023”.

The draft order "On the profit share of the SJSC Riga International Airport to be paid as dividends to the state for the 2023 financial year" has been submitted to the Cabinet of Ministers. The order proposes that the Airport will not pay dividends from the profit for 2023. Additionally, Riga Airport plans to submit a proposal to retain the profit for 2024 and 2025 at the Airport's disposal and allocate it for the implementation of the project "Reconstruction of Apron 4”.

Distributed economic value in 2024, thousand EUR

Generated economic value	78 138
Sales	77 629
Other income	350
Finance income	159
Distributed economic value	63 811
Raw materials, consumables, operating and other costs	19 667
Employee compensation	43 315
Cost of borrowed capital	483
Taxes, duties and other state fees	346
Undistributed economic value	14 327

Financial support from the State

201-4

State budget programme 44.00.00 “Funds for aviation safety, rescue and civil-military cooperation”

Aviation safety

According to Cabinet Order No 249 of 2 April 2024 and the Ministry of Transport Order No 01-03/78 of 10 April 2024 "On the financing of civil aviation safety measures in 2024 from the state budget programme 44.00.00 “Funds for aviation safety, rescue and civil-military cooperation”, Riga Airport was allocated funding of EUR 502 283 to partially cover expenses related to the purchase of four explosives detectors, the acquisition of an unmanned aerial system and pilot training, and the purchase of a fire truck for the aerodrome "Riga", a civil aviation company of national significance.

As at 31 December 2024, EUR 429 396.40 of the allocated funding was used, of which EUR 133 100 was spent on the

purchase of four explosives detectors, EUR 33 750.60 on the acquisition of unmanned aerial systems and pilot training, and EUR 262 545.80 on the purchase of a fire truck.

Information about the shareholder of Riga Airport is available in the section "About Riga Airport"⁹⁵.

Projects co-funded by European Union funds

Riga Airport attracted and partially utilised CINEA co-financing for the implementation of the following investment projects in 2024, and also received an interim payment under a Cohesion Fund:

- Project “Establishment of Electricity Supply and Charging Infrastructure in the Baltic States’ Airports in North Sea-Baltic CNC/TEN-T Corridor for the Transition to Environmentally Friendly Operations” (eAir), with a total allocated funding of

EUR 1.79 million, of which Riga Airport utilised EUR 1.67 million in 2024.

- Project “Reconstruction of Apron 4 at Riga International Airport to Provide Dual-Use TEN-T Infrastructure for Civil and Military Purposes”. An advance payment of EUR 6.88 million was received for the implementation of the project. As the project was launched in the second half of 2024, the use of the co-financing is planned for subsequent periods.
- The project “Development of Safe and Environmentally Friendly Infrastructure” had a funding absorption deadline of 31 December 2023. Accordingly, Riga Airport received Cohesion Fund co-financing of EUR 3.32 million in early 2024 for eligible expenses incurred during the fourth quarter of 202.

Other types of support indicated in the standard are not applicable to Riga Airport.

95 As Riga Airport operates in a single country, providing a country breakdown is not applicable.

Noise

3-3, AO7, RIX1

In accordance with Latvian law and international human rights standards, everyone has the right to live in an environment that does not pose a risk to their health and well-being, including protection from noise pollution.

Aviation generates significant noise pollution and pollutant emissions, which can negatively affect both people and the environment. Although the noise impact primarily arises across the value chain rather than from its own operations, Riga Airport recognises its potential negative effects on nearby communities and its responsibility in managing aircraft noise. This is addressed through noise assessments, participation in and facilitation of optimised flight procedures, and by encouraging stakeholders to work together to minimise noise impact on residents living near the Airport.

Environmental noise management is regulated at the national level by the Law on Pollution, which requires transport infrastructure managers to prepare strategic noise maps and action plans to reduce noise. Cabinet Regulation No. 16 of 7 January 2014, “Procedure for the Assessment and Management of Noise”, issued pursuant to the Law on Pollution, sets noise limit values and defines the requirements for developing strategic noise maps and action plans for noise reduction.

The Airport collects and analyses aircraft noise measurements from four fixed stations, along with aircraft radar data and flight information. Aircraft noise monitoring is conducted since 2008. Riga Airport develops a Strategic Noise Map (SNM) and a Noise Reduction Action Plan every five years.

The new Strategic Noise Map (SNM), approved in 2023, is based on 2022 data. This data showed that the area where the aircraft day-evening-night noise level (Lden) exceeded 55 dBA was 21.2 km² – a 20% reduction compared to 2016, when this area covered 26.5 km². As a result, the objective set in the Sustainability Strategy 2022–2030 – “to ensure a high-quality living environment for the residents of areas surrounding the Airport, ensuring that, compared to 2016, the area where (L_{den}) exceeds 55 dBA does not increase” – was achieved in 2023.

In the area where the (L_{den}) exceeded 55 dBA, the population decreased from 1 703 residents in 2016 to 1 642 residents in 2022, representing a 4% reduction. In contrast, in the area where (L_{den}) exceeded 55 dBA in 2016, the population increased from 1 703 residents in 2016 to 2 372 residents in 2022, representing a 39% increase.

The SNM approved in 2023 revealed that, in 2022, aircraft noise thresholds were exceeded in inhabited areas as follows: daytime noise affected an area with approximately 300 residents, evening noise – an area with around 2 033 residents, and night-time noise – an area with about 2 896 residents. The amendments to the permitted land use made by the local authorities have changed the applicable noise thresholds in several areas. Moreover, the impact of changes in land use is amplified by the increase in the population. Although there has been a significant rise in the number of residents exposed to the evening noise threshold exceedance, this is not related to changes in the aircraft noise contours but rather to the population growth and amendments to the permitted land use. Despite the overall increase in the number of residents exposed to aircraft noise exceedances, with a rise of 62% in the evening and 41% at night, changes in the aircraft noise levels have reduced these numbers by 10% and 24%, respectively.

On 11 November 2023, amendments to Cabinet Regulation No 16 "Procedure for the Assessment and Management of Noise" came into force, establishing different noise limits for traffic noise: L_{day} – 65 dBA, L_{evening} – 60 dBA, and L_{night} – 55 dBA. The SNM approved in

2023 also revealed that in 2022, no residents lived in areas where the aircraft noise level exceeded these limits.

On 5 December 2024, the Board of Riga Airport approved the Riga Airport Noise Reduction Action Plan 2024-2028. The Action Plan includes a total of 26 measures, which are as follows:

- continue the operational measures already initiated by Riga Airport, including:
 - controlling flights over populated areas;
 - controlling the use of taxiways during nighttime;promoting continuous descent operations;
 - encouraging the use of arrival procedures that do not cross the city of Olaine and the Rītabuļļi area of Riga.
- implement new measures, including:
 - controlling the mitigation process of noise specific to the Airbus A220-300;
 - promoting aircraft take-offs to the south and arrivals from the south;
 - setting minimum requirements for aircraft climb that do use runway end taxiways.
- continue ongoing and introduce new informational and educational measures (such as pilot and air traffic controller training on aircraft noise, educating students in nearby schools about aircraft flights and their noise), and to continue

participation in research projects

The Action Plan was prepared by the Airport, involving the Environmental Noise Management Working Group. In preparing the Action Plan, residents' suggestions expressed during the presentation of the Strategic Noise Map to local communities were taken into account. The Action Plan evaluated the effectiveness of the measures implemented so far. Based on the analysis of the above-mentioned information, measures for the Action Plan were developed.

At the Airport, aircraft noise management requirements are defined in the process description "Environmental Noise Management," outlining interactions with other processes and stakeholders. Cooperation with stakeholders is governed by the Rules of Procedure of the Riga Airport Environmental Noise Management Working Group and the Aviation Sub-Group, which define the responsibilities of the parties, including the Airport's responsibilities.

The Airport, by analysing noise monitoring, radar and flight plan data, provides comprehensive information on the aircraft noise situation and the factors influencing it. The Noise Reduction Action Plan serves as a tool for implementing noise level reductions or preventing deterioration of the situation where possible.

The aircraft noise situation, particularly in areas close to Riga Airport, is mainly determined by the types of aircraft used by airlines and the time of day when flights are operated. The Airport has limited possibilities to influence these factors. However, the renewal of aircraft fleet over the past decade has contributed to a reduction in aircraft noise impact. For example, in 2024, compared to 2016, the number of passengers handled increased by 23% and the volume of cargo by 3%, while the aircraft noise level (L_{den}) recorded by noise monitoring stations decreased in all stations by 1.4 to 3.1 dBA.

Noise index at noise monitoring stations

The noise index at noise monitoring stations is calculated in accordance with the instruction approved by Riga Airport. The calculation of the index takes into account the measured aircraft noise level, which is normalised against the number of passengers carried, the volume of cargo handled and the number of other flights in the base year. The base year for the TMS2B noise monitoring station is 2016, while for TMS1 and TMS4 it is 2012. The index methodology significantly increases the impact of evening and night-time flights. One evening flight is equivalent to approximately three daytime flights, while one night-time flight is equivalent to ten daytime flights.

Overview of the noise index at noise monitoring stations

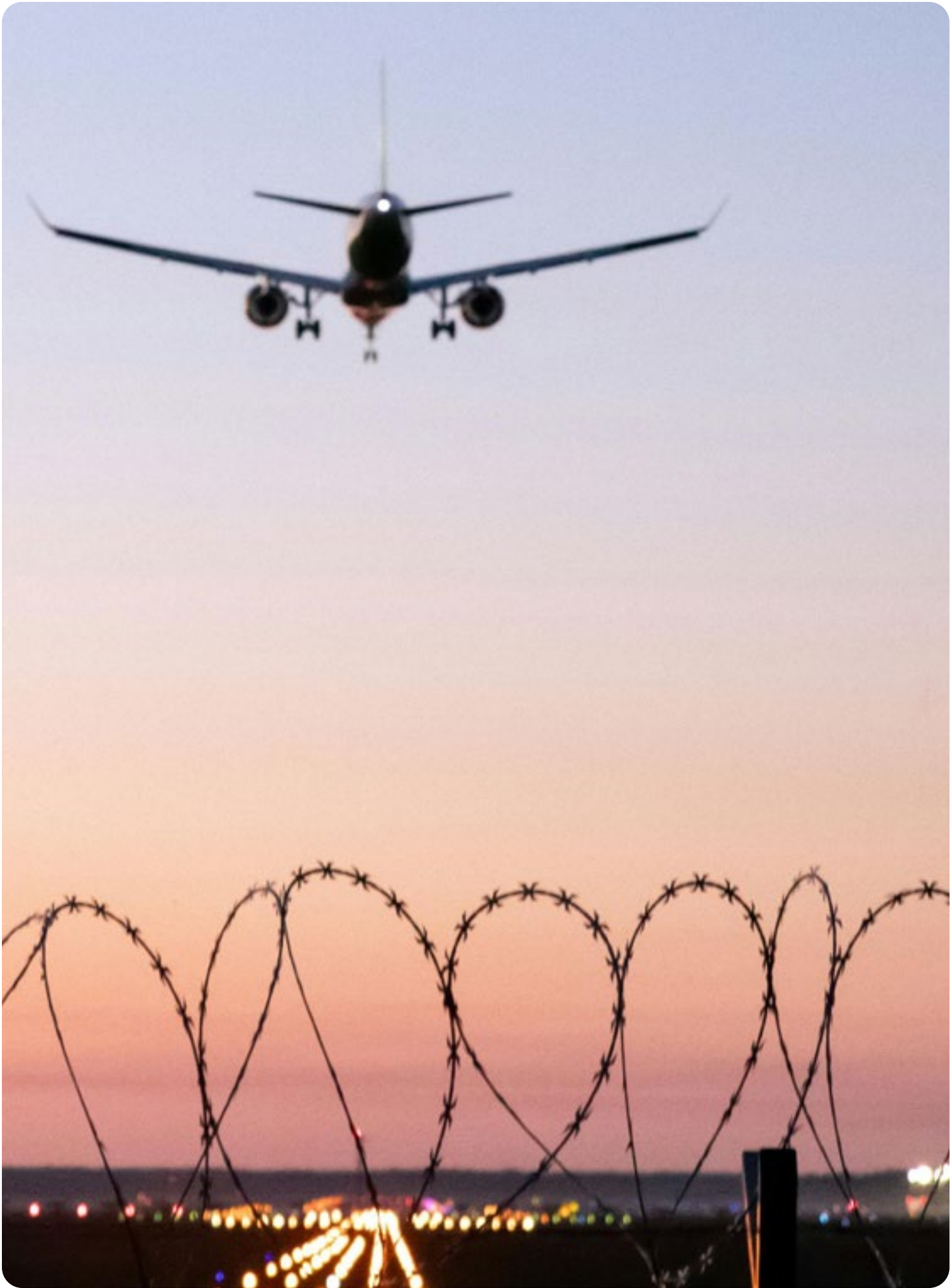
Station/ year	Noise index, dBA					
	2019	2020	2021	2022	2023	2024
TMS1	50,0	50,4	49,7	48,9	49,2	49,2
TMS2B	55,4	54,8	54,0	54,4	54,1	54,2
TMS4 ⁹⁶	53,9	53,5	53,0	53,2	52,3	52,7
Average value	53,1	52,9	52,6	52,2	51,9	52,0

TThe average value of the noise index at noise monitoring stations increased by 0.1 dBA compared to 2023. This is the first year since the index was introduced to record an increase compared to the previous year. However, there is a total decrease of 2.9 dBA compared to 2016, which corresponds to a 93% increase in the scale of operations while maintaining a consistent level of noise impact.

Compared to 2023, the noise index remained unchanged at TMS1, increased by 0.1 dBA at TMS2B and by 0.4 dBA at TMS4. In contrast, when compared to 2019, a decrease was observed at all noise monitoring stations: 0.8 dBA at TMS1, 1.2 dBA at TMS2B and 1.2 dBA at TMS4.

At all stations, time ofaircraft flight increased the noise index in 2024 compared to 2023. In comparison with 2019, it had no impact at TMS1 but increased the index at TMS2B and TMS4. Compared to 2023, the aircraft type structure reduced the noise index at TMS1 and TMS4, but increased it at TMS2B. Compared to 2019, changes in the aircraft type structure reduced the noise index. The combined impact of changes in the number of flights and the volume handled reduced the noise index at TMS1 and TMS4, while at TMS2B it remained unchanged compared to 2022. In contrast, compared to 2019, the index decreased at TMS1 and TMS2B but increased at TMS4.

96 On 23 August 2022, the TMS4 station was relocated within the same building in order to reduce the impact of residual noise and thereby enable the comparison of results. Consequently, the measurement results for previous years have been reduced by 1.1 dBA.



Factors influencing the noise index at noise monitoring station

Parameter	2024 vs 2023			2024 vs 2019		
	TMS1	TMS2B	TMS4	TMS1	TMS2B	TMS4
Impact of time of day ⁹⁷	0,3	0,3	0,4	0,0	0,2	0,8
Impact of aircraft type structure	-0.1	-0.4	0.1	-0.4	-0.2	-1.1
Impact of number of flights	0.0	-0.1	0.3	-1.6	-1.5	-0.5
Impact of volume handled	-0.3	0.1	-0.6	0.8	0.6	0.6
Combined impact of number of flights and volume handled	-0.3	0.0	-0.3	-0.8	-0.9	0.1
Changes in aircraft noise levels	0.0	0.2	0.6	0.2	-0.3	-1.3
Impact of known factors	-0.1	0.1	0.8	-1.0	-1.2	-1.5
Observed changes	0.0	0.1	0.4	-0.8	-1.2	-1.2

The same aircraft have become louder at TMS2B and TMS4 due to increased flight occupancy, while noise levels at TMS1 have remained unchanged..

97 Factor's impact in decibels on the noise index.

Aircraft noise index

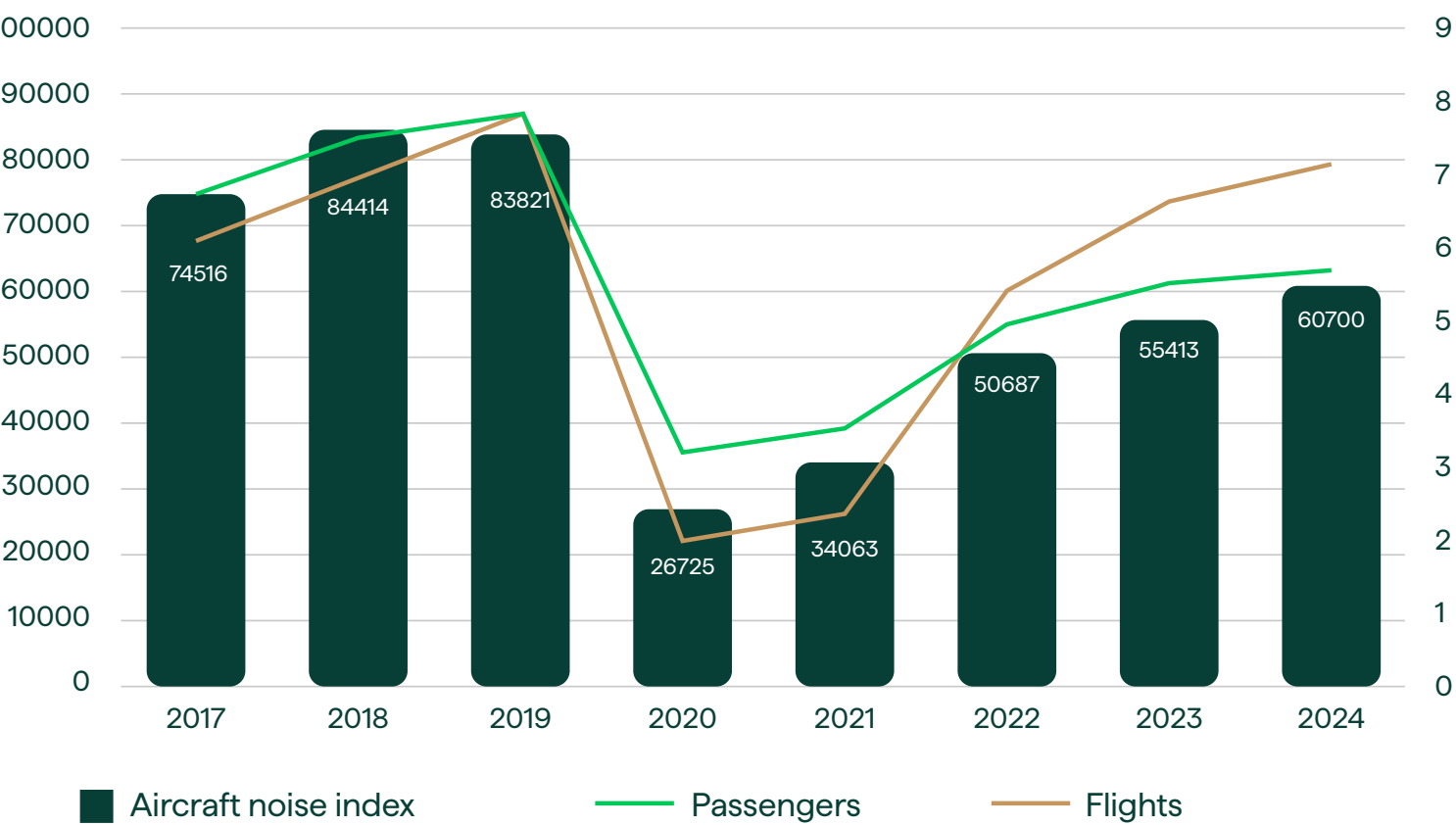
The aircraft noise index is calculated according to the methodology approved in the Noise Reduction Action Plan. For less frequently used aircraft, the average certified noise level of the aircraft type is applied, while for the majority (90% of the index), the EASA environmental portal’s database of aircraft noise certification data is used. The base year for the index is 2017, when the index value corresponded to the number of flights.

Overview of the aircraft noise index

Year	Aircraft noise index
2017	74 516
2019	83 821
2020	26 725
2021	34 063
2022	50 687
2023	55 413
2024	60 700

The aircraft noise index in 2024 was 60 700; it was higher than in 2023 but significantly lower than in 2019. The index value in 2023 was 34% lower than in 2017, despite an 8% increase in the number of passengers served.

Aircraft noise index in relation to number of flights and passenger numbers



The increase in the aircraft noise index is mainly related to the rise in the proportion of evening and night flights (+9.1%), which was further driven by the increase in the number of flights (+4.1%), but partly offset by the use of quieter aircraft (-3.5%).

In its Strategy, the Airport has set a target for 2027 to ensure that the aircraft noise index does not exceed 75 439 points. The result for 2024 is below the 2027 target. In the coming years, an increase in passenger numbers is expected, which will also raise

the number of flights and the aircraft noise index. Nevertheless, Riga Airport is on track to reach the 2027 target.

Noise complaints

In 2024, eight comments regarding aircraft noise were received and classified as complaints. Two of them concerned “J” type flights affecting the city of Jūrmala, one related to a helicopter flight at night over Mārupe, and five referred to an increase in aircraft noise in Ķekava Municipality. Changes to the publication of aeronautical information have been introduced to reduce the number of overflights of Jūrmala. LGS has implemented an internal procedure that provides for avoiding at night-time the holding point located above Mārupe, though included in the procedures. The Airport has not been able to identify a clear reason for the high number of complaints received within a short period from residents of Ķekava Municipality, claiming that the situation had significantly worsened. Presumably, it was due to increasing public awareness about the Noise Reduction Action Plan and a sharp rise in the number of military helicopter flights.

CDA proportion

Riga Airport calculates the proportion of CDA (Continuous Descent Approach) operations in accordance with the methodology approved in the Noise Reduction Action Plan. In

2024, 90% (88% in 2023) of arriving flights met the CDA criteria defined by the Airport which specifies a CDA as a flight conducted at an altitude of less than 10 km with a descent gradient of less than 1% below 10,000 feet (approximately 3,000 m).

In 2024, as in 2023, the passenger airlines Ryanair, Finnair, airBaltic, Norwegian Air Sweden AOC and Transavia demonstrated strong performance, with over 90% of aircraft arriving using continuous descent approach. airBaltic’s overall result is significantly affected by the weaker CDA performance of leased aircraft: only 73% of their flights met the CDA criteria. At the same time, 93% of airBaltic’s Airbus A220-300 flights complied with the CDA criteria. Cargo operators demonstrated weaker performance. FedEx had the highest proportion (84%), outperforming the previous year’s best performer, European Air Transport, by one percentage point. Business aviation aircraft and operators that performed fewer than 80 flights had a significantly lower proportion, below 70%.

08

Local community engagement and community support



Local community engagement and community support

3-3, RIX3

The Airport operations in servicing aircraft may have a negative impact on the well-being and health of residents in the surrounding area due to aircraft noise generated during take-off and landing. This impact arises within the value chain and is related to the services provided by airlines. Aware of this impact, Riga Airport works to manage it and also organises additional initiatives for the local community and general public that provide a positive contribution. The impact of environmental noise is linked to the right to safety and health, as protected by the UN Universal Declaration of Human Rights.

To mitigate the impact of noise on the surrounding communities, Riga Airport has developed a Noise Reduction Action Plan and continuously monitors environmental noise (for more information on these and other noise management measures, see the section “Noise”). The Airport also collaborates with stakeholders in noise management – see the section “Committee for economic, environmental, and social matters” for information on the Environmental Noise Management Working Group, and the section “Overview of action policies for sustainability management” for details on public involvement in the development of the Noise Reduction Action Plan.

Corporate social responsibility (CSR) refers to companies’ voluntary actions to improve societal well-being and the environment, in cooperation with stakeholders. To promote good CSR practices, the Airport implements its CSR activities in several directions, following the principles and criteria set out in its CSR Guidelines.

To determine the Airport’s CSR priorities and tactical-level activities, as well as to ensure the organisation’s balanced long-term development, the company’s CSR Guidelines were developed in 2016. Acknowledging the Airport’s role and place in Latvia’s overall development, and the scope of its responsibilities, the company has defined the following focus areas of CSR and social investment policy:

- well-being of the local community;
- environmental protection;
- HR development;
- development of entrepreneurship and tourism in Latvia.

The chosen focus areas are based on the impact of the Airport’s value chain on the well-being of the local community and the surrounding environment, as well as on the Airport’s strategic objectives, which include promoting entrepreneurship in Latvia and developing the aviation sector by retaining and attracting

highly qualified professionals, ensuring growth opportunities, and fostering a supportive working environment.

In line with the Airport’s CSR guidelines, support may be provided to organisations and institutions whose activities or projects align with the priority support areas defined in the company’s Community Investment Policy. Religious organisations and persons or organisations associated with political processes are not eligible for support.

The Airport implements community support projects through volunteering and financial contributions, ensuring transparency throughout the process.

To apply for support, applicants must complete the form available on the Airport website⁹⁸ and send it to the email address pr@riga-airport.com. All submitted applications that meet the priority areas and criteria defined in the Airport’s Community Investment Policy are evaluated biannually by the Sustainability Committee. In 2024, no project applications were received to meet the procedure set out in the CSR Guidelines.

Information about the financial support provided by the company is published in the section “Donations and gifts” on the Riga Airport website.⁹⁹

98 <https://www.riga-airport.com/en/social-investments>

The implementation of CSR is coordinated by Riga Airport’s Communications Unit (email: pr@riga-airport.com).

Riga Airport also engages in other forms of cooperation by supporting charitable organisations and organising joint activities (see the sections “Donation stands” and “Restored and protected habitats”). As part of the CSR priority “Human resource development”, Riga Airport actively participates in various educational projects. Within the framework of the project “School enters life, life enters school”, six biology lessons were organised at the aerodrome for pupils of Mārupe State Gymnasium and Mārupe Primary School. For these and other educational activities, Riga Airport received the Mārupe Municipality award “Municipal Contribution to Education”.

In total, in 2024, Airport employees donated 24 hours of voluntary work to community support projects.

The Airport is a long-standing active participant in the “Shadow Day” organised by Junior Achievement Latvia. During the 2024 Shadow Day, the Airport offered to children and young people to explore 21 positions across 20 different Airport professions. A total of 49 "shadowers" took part in shadowing Airport employees.

To evaluate the effectiveness of implemented measures and their impact on local residents, Riga Airport conducts a community survey. The most recent survey was carried out in 2022. When describing the positive aspects and the benefits Riga Airport provides to Mārupe Municipality, almost half of the respondents

(48%) mentioned the Airport’s convenient and quick accessibility. Nearly one-third (31%) noted that the Airport paid taxes to the state and local government, providing financial benefits to the municipality and promoting business development. Meanwhile, 15% of the respondents indicated that living close to the Airport caused inconveniences, the most significant being excessive noise at various times of the day (79% of that 15%).

The majority of surveyed residents of Mārupe (77%) believe that Riga Airport should support and cooperate with the local community, i.e., the residents of Mārupe Municipality.

When describing possible support measures provided by Riga Airport, the most useful support for Mārupe Municipality and its residents was identified support for Mārupe educational institutions (mentioned by 32% of respondents). Promoting start-ups and business development in the municipality was also considered quite useful (29% of respondents). Support measures for socially vulnerable groups were mentioned as the most useful by 20% of respondents, while 9% highlighted support for cultural events in Mārupe. Riga Airport conducts such surveys every two years; however, given that the Noise Reduction Action Plan was developed in 2024, a local community survey to assess its effectiveness will take place one year later, in 2025.

The local community survey does not contain quantitative targets for assessing effectiveness. However, by comparing survey results over different periods, Riga Airport expects to see positive trends. If

the results decline, then based on the survey findings, Riga Airport reviews its capabilities and works within those limits to improve environmental noise management and CSR-related matters.

Information on the noise management objectives and indicators, as well as an assessment of their effectiveness, is available in the section “Noise”.

Evaluating the Airport’s performance in implementing the CSR Guidelines, it can be concluded that although the guidelines adequately reflect the company’s principles and priorities for community support, they require updating. This includes improving and simplifying the project submission process, as well as defining achievable targets. Work on updating the guidelines commenced in 2024.

Representatives of the local community receive information on social and environmental issues through the Riga Airport website, for example, on environmental and noise matters. They also communicate directly by participating in joint educational activities for schoolchildren or at meetings to discuss issues important to residents. For more details, see the sections “Community support” “Noise,” and “Noise Management Working Group”. In 2024, representatives of the local community were involved in the development of the new Noise Reduction Action Plan in the form of consultations.

99 <https://www.riga-airport.com/en/donations-and-gifts>

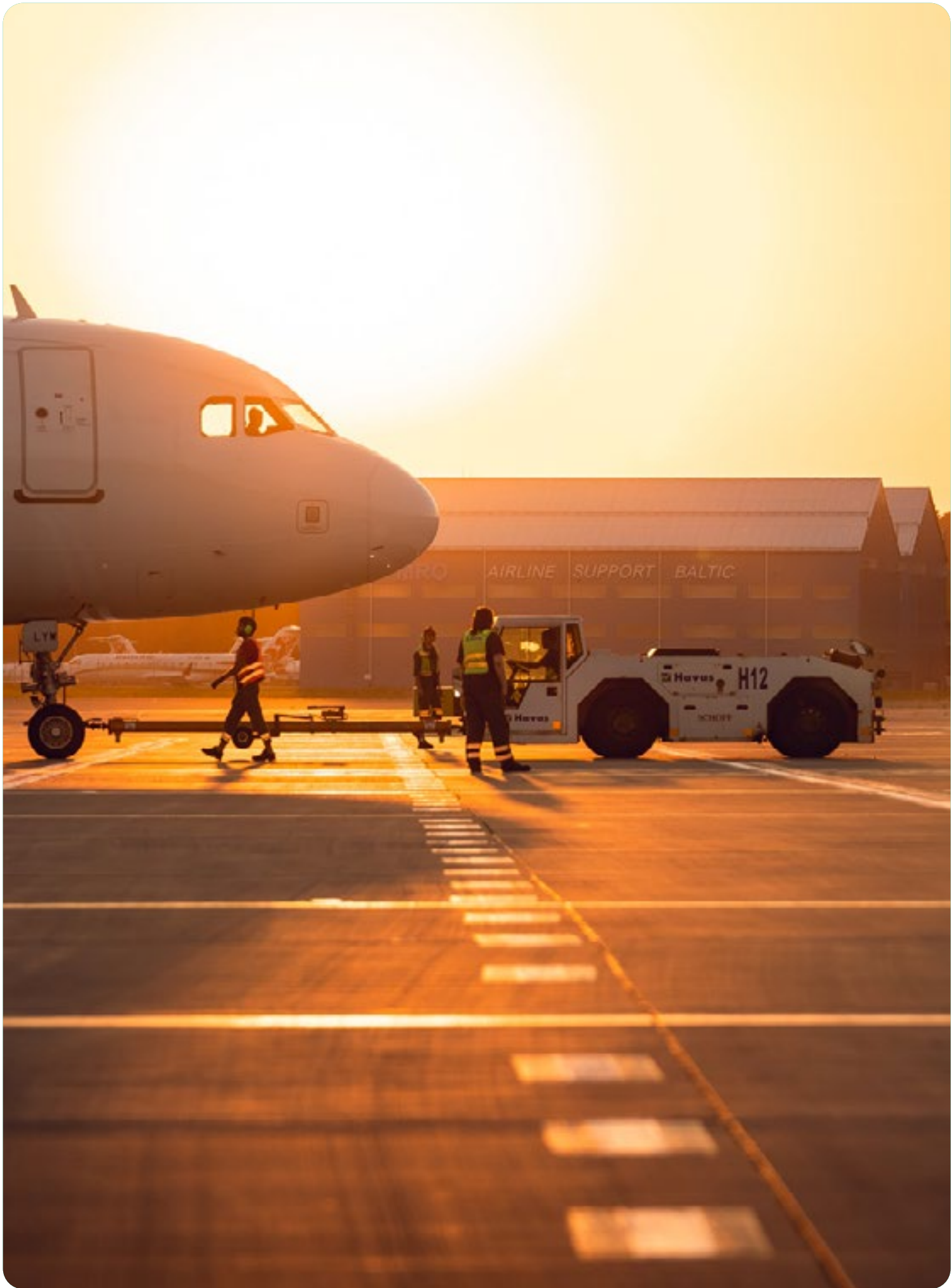
Operations with local community engagement, impact assessments, and development programmes

413-1

Riga Airport is located within a single geographical area – Mārupe Municipality – and has implemented the following activities to engage with the local community. Accordingly, the percentage of Riga Airport operations covered by local community engagement, impact assessment and/or development programmes is 100%.

Overview of the local community engagement

Activity	Explanation
Social impact assessments	Every two years, the Airport conducts a local community survey to assess the impact of its operations on the local community and the effectiveness of support measures. For more information, see the section “Local community engagement and community support”.
Environmental impact assessments and ongoing monitoring	Development projects at the Airport are subject to environmental impact assessments as required by regulatory requirements. The Airport also conducts ongoing monitoring of environmental noise. For more information, see the section “Noise”.
Informing the public about environmental and social impact assessment results	The public is informed of the results of environmental and social impact assessments through the Airport website, the Non-financial Statement available on the website, public information events (three in-person events held in 2024 regarding the Noise Reduction Action Plan; two meetings held in 2023 on the results of the Strategic Noise Map), and presentations of the results at the Environmental Noise Management Working Group.
Local community development programmes based on its needs	The framework for cooperation between the Airport and the local community was established by the Cooperation Memorandum signed with Mārupe Municipality on 5 September 2022. The Memorandum provides for joint projects supporting children and young people in the municipality, people with disabilities and seniors, effected also through Airport volunteers as well. It also includes support for events organised by Mārupe Municipality in the fields of culture, sport, education, tourism and social services. The areas of support and priorities were selected in cooperation with municipal specialists based on the needs and preferences of the residents.



Activity	Explanation
Stakeholder engagement plans based on stakeholder mapping	Stakeholder engagement is integrated into other plans. In 2024, the Airport approved a stakeholder engagement plan for CO₂ emissions reduction, aimed at planning and implementing communication activities with all stakeholders contributing to Scope 3 emissions at the Airport. Stakeholders were mapped during the plan's development to determine their level of involvement in its implementation. For more information, see the section “GHG emissions and their intensity”. Also in 2024, the Airport developed the Stakeholder Engagement Plan for the terminal expansion project in cooperation with the consultancy company Infrata. In line with Latvian legislation and the EBRD Environmental and Social Policy, the Plan was prepared to maintain positive stakeholder relations throughout the project life cycle, covering both construction and operational phases. The Plan identified stakeholders who might be affected by or have an interest in the project, including internal stakeholders (such as employees and management) and external ones (such as passengers, clients, suppliers, regulators, NGOs and the local community). The Plan outlines engagement requirements, describes engagement activities, sets out a stakeholder engagement programme, internal and external grievance mechanisms, and monitoring and reporting requirements. The Noise Reduction Action Plan includes awareness raising of stakeholders (e.g. air traffic controllers, airline pilots, local school students) and activities undertaken by stakeholders, such as test flights by an airline using alternative procedures.
Local community consultation committees and processes including vulnerable groups	Riga Airport is represented on the Mārupe Municipality Business Advisory Council. The Airport also organises and chairs the Environmental Noise Management Working Group, which includes representatives from Mārupe Municipality, Riga and Jūrmala, covering the interests of all residents and resident groups.
OHS committees and other employee representation bodies to address impact issues	See the section “Employee involvement in occupational health and safety”.
Local community complaint handling procedures	Local community residents may submit feedback (including complaints) about the Airport in the same way as any other individual. The feedback mechanism is described in the section “Procedure for managing adverse impacts” and an overview is provided in the section “Noise complaints”.

Support for the local community

Recognising the scope of its responsibilities and the impact it has on the quality of life of local residents, the Airport has prioritised the well-being of the local community as a key aspect of its stakeholder engagement. Given the current area of influence and planned development projects, the Airport identifies Mārupe Municipality as its primary local community, as this is where the Airport’s infrastructure is located and where residents are most directly affected by the operations of the Airport and airlines. However, as the Airport expands and implements new development projects, such as the construction of RIX Airport City, its area of impact may increase and more significantly affect residents of Jūrmala and Riga.

By implementing various infrastructure projects and ensuring, as well as expanding, the range of available services, benefits are created not only for the Airport’s passengers but also for wider public. For example, anyone can use the publicly accessible electric vehicle charging points located in the Airport’s car parks, use the car-sharing service, and access the services available in the public area of the terminal.

In 2024, Riga Airport continued its cooperation with SIA Rīgas Satiksme to assess potential changes in public transport routes, with the aim of covering a wider area and improving the accessibility of public transport for passengers and visitors to the Airport. In the first quarter of the reporting year, a survey was

conducted among employees working in the Airport area to assess the demand for a public transport connection between the Airport and Mārupe. Based on the survey results, the Airport informed Mārupe Municipality, Riga City Council and SIA Rīgas Satiksme, requesting to consider the possibility of expanding the public transport network. Mārupe Municipality and Riga City Council are engaged in mutual discussions and calculations related to the potential extension of the route network. In 2025, a trial run of the extended bus route No. 7 from Riga Airport to Mārupe will be carried out, followed by an evaluation, after which the relevant parties will take a decision.

In line with the 2024 Implementation Plan of the Memorandum, Riga Airport supported the organisation of the International Day of Older Persons event and arranged free guided tours for students from educational institutions in Mārupe Municipality. In addition, the Airport provided souvenirs and other prizes for children and young people participating in sports and leisure events in Mārupe Municipality.

The Sustainability Strategy 2024 included an activity to assess the possibility of establishing a social entrepreneurship fund aimed at providing funding to local organisations for the implementation of projects that would improve the quality of life in the local community, promote education and introduce innovations. During the reporting year, Riga Airport held consultations with the Social

Following these consultations, it was concluded that establishing such a dedicated fund would not be appropriate.

Cooperation with students

In order to seek innovative solutions, at the same time supporting students in their learning process and promoting synergies between science and business, in 2024 Riga Airport:

- continued its involvement in the Erasmus Mundus Master’s programme Service Design Strategies and Innovation;
- participated in an ERASMUS+ mobility project by organising a study visit for 11 students from Czechia studying to become rescue professionals, giving them an opportunity to familiarise themselves with rescue operations at the Airport;
- maintained ongoing cooperation with educational institutions and students, providing support in career development by offering internships and opportunities to write their graduation papers – more information is available in the section “Career events and traineeship opportunities”.

Donation of lost property

Since 2018, items found in the passenger terminal of Riga Airport that remain unclaimed for more than one month are donated to charity. In 2024, Riga Airport signed a cooperation

agreement with the foundation OTRĀ ELPA Charity, which operates the charity shops Otrā elpa.

The foundation may use the donated items solely for purposes that provide significant benefit to the public or a part of it, particularly where aimed at charitable activities, the protection of human rights and individual freedoms, the development of civil society, the promotion of education, science, culture and health, as well as disease prevention, the support of sport, including high-performance sport, environmental protection, disaster relief and emergency assistance, and the improvement of social welfare for society, especially for disadvantaged and socially vulnerable groups — all without the intention of making a profit.

Other charitable organisations may also apply for unclaimed property at the Airport. In accordance with Riga Airport’s regulations, the organisation must hold public benefit status.

Donations and gifting

The principles of donations (gifting) and charity form part of Riga Airport’s corporate social responsibility and community investment policy. Charity may take the form of gratuitous assistance in various public activities in accordance with the

applicable laws and regulations of Latvia, governed by a donation (gifting) agreement.

In line with the applicable laws and regulations of the Republic of Latvia and available financial resources, all received applications that meet the company’s defined support areas are evaluated semi-annually by the Sustainability Committee. Riga Airport personally informs the beneficiaries about the supported projects.

An overview of donations and gifts made by Riga Airport is available on the company’s website¹⁰⁰. In 2024, Riga Airport made no donations or gifts.

Donation stands

Until November 2024, donation stands created and maintained by Riga Airport were located in the passenger terminal check-in area, as well as in sectors B and C, which are situated in the passenger zone beyond the security checkpoint. Any charity organisation whose activities aligned with Riga Airport’s corporate social responsibility support areas could apply for the right to place a donation box at these stands. Organisations rotated twice a year.

In 2024, 20 organisations had the right to place donation boxes

at Riga Airport’s donation stands. As of the preparation of the non-financial statement, information on the funds raised in 2024 had not yet been consolidated; however, an overview of the use of funds collected through the donation stands is available on Riga Airport website¹⁰¹.

To improve donation opportunities and reduce bureaucratic burden, Riga Airport continued discussions with the charity organisation Ziedot.lv regarding the installation of a digital donation stand in 2024. The outdated donation stands were dismantled in November 2024, and the project will continue in 2025.



100 Information available in Latvian at <https://www.riga-airport.com/lv/ziedojumi-un-davinajumi>
101 Information available in Latvian at <https://www.riga-airport.com/lv/ziedojumu-stendi>

Support for sustainability awareness and promotion

3-3

Through its operations and example, Riga Airport can help raise public awareness of sustainable living. This is a potential positive impact generated by the Airport’s own operations.

Public education activities, including those targeted at different stakeholder groups, are defined in the Airport’s Sustainability Strategy, Communication Strategy, Stakeholder Engagement Plan for Emission Reduction, Waste Management Plan, Environmental Policy, and action plans of the Airport’s business units. In line with these documents, Riga Airport implemented several initiatives during the reporting year to promote sustainability among different stakeholder groups, for example:

- a stakeholder workshop on CO2e emission reduction (see the section “GHG emissions and their intensity” for more information);
- waste monitoring in the terminal’s check-in area, which included educating passengers on proper waste sorting;
- passenger awareness campaigns on biodiversity (see the section “Impact on biodiversity” for more information);
- a seminar on human rights in corporate value chains for

business partners and other interested parties, organised in cooperation with the Business Sustainability Council; Riga Airport also shares its sustainability practices in the Council’s guidance materials;

- to raise public awareness of more environmentally friendly ways of travelling, i.e. pre-prepared at home, at the Airport and at the destination, in 2024 Riga Airport carried out social media information campaigns, reminding passengers of opportunities to refill water bottles at the Airport and other [environmentally friendly travel habits](#). The “Sustainable travel” section of the Riga Airport website provides tips and advice on how to travel in a more environmentally friendly way.

No separate target has been set for raising awareness and promoting sustainability, as communication and education on sustainability topics serve as a supporting function to help Riga Airport achieve other defined targets – for example, in waste management, GHG emission reduction and reputation assessment.

To assess how Riga Airport passengers use the available facilities for waste sorting and donating deposit packaging, as well as to

identify trends over a two-year period, in 2024 Riga Airport carried out waste monitoring in the terminal’s check-in area before the security checkpoint, with the support of an expert from the Nature Conservation Agency (NAC). The monitoring confirmed that the sink for pouring out liquids, installed following the 2022 assessment, is actively used – passengers refill reusable water bottles and make use of the drinking water taps available at Riga Airport. However, improvements are needed in promoting proper waste sorting, as well as in the use of the deposit donation stand – most deposit packaging intended for donation is still discarded as general waste. Based on the conclusions drawn by Riga Airport and the NAC expert, proposals are developed for re-labelling the waste bins and improving the check-in area, with related work to be carried out in 2025.

Stakeholders are informed about Riga Airport’s sustainability practices through the website, social media, experience-sharing events and public seminars. Passengers are reached both via the website section and through on-site tools at the terminal – including video monitors, in-terminal announcements (such as those related to water saving in terminal restrooms), as well as dedicated information areas featuring wall designs aimed at explaining sustainability topics.



09

Annexes to the Non-financial statement



GRI Indicator Table

Statement of Use	SJSC Riga International Airport, 01.01.2024.–31.12.2024.
Used GRI 1	GRI 1: Foundation 2021
Applicable GRI sector standards	n/a

GRI Standard / Other Source	Disclosure	Location	Exemptions		
			Exemption Disclosure	Reason	Explanation
General standard information					
GRI 2: General Disclosures 2021	2-1 Organizational details	3, 9			
	2-2 Entities included in the organization's sustainability reporting	3			
	2-3 Reporting period, frequency and contact point	3			
	2-4 Restatements of information	3			
	2-5 External assurance	3			
	2-6 Activities, value chain and other business relationships	9, 14			
	2-7 Employees	133	(b) (iii)	n/a	There is no such type of employment at Riga Airport
	2-8 Workers who are not employees	137			
	2-9 Governance structure and composition	36, 42, 46			
	2-10 Nomination and selection of the highest governance body	50			
	2-11 Chair of the highest governance body	46			
	2-12 Role of the highest governance body in overseeing the management of impacts	53			

GRI Standard / Other Source	Disclosure	Location	Exemptions		
			Exemption Disclosure	Reason	Explanation
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	53, 57			
	2-14 Role of the highest governance body in sustainability reporting	57			
	2-15 Conflict of interest	70	(b)	Confidentiality restrictions	In accordance with the fact that the information included in the Register of Conflicts of Interest is of restricted access, it is not subject to disclosure.
	2-16 Communication on critical matters	74			
	2-17 Collective knowledge of the highest governance body	46			
	Evaluation of the performance of the highest governance body	46			
	2-19 Remuneration policy	51			
	2-20 Process to determine remuneration	51			
	2-21 Annual total compensation ratio	51	(a), (b)	Confidentiality restrictions	As per the trade secret regulations, salary details are classified and not available for public disclosure
	2-22 Statement on sustainable development strategy	5			
	2-23 Policy commitments	59, 76			
	2-24 Embedding policy commitments	59, 76			
	2-25 Processes to remediate negative impacts	82			
	2-26 Mechanisms for seeking advice and raising concerns	74			
	2-27 Compliance with laws and regulations	76			
	2-28 Membership associations	83			
	2-29 Approach to stakeholder engagement	20			
	2-30 Collective bargaining agreements	139			

Sustainability aspect	GRI standard / other source	Disclosure	Location	Exemption disclosure	Exemptions Reason	Explanation
Material topics						
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	24			
		3-2 List of material topics	24			
		3-3 Management of material aspects	24, 26			
Environmental aspects						
Adapting to climate change (green transformation)	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 101			
	GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	103			
Impact on climate and energy efficiency	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 99			
	GRI 201: Economic Performance 2016	203-1 Infrastructure investments and services supported	31			
	GRI 302: Energy 2016	302-1 Energy consumption within the organization	112			
		302-3 Energy intensity	114			
		302-4 Reduction of energy consumption	114			
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	106	(b)	Information unavailable/ incomplete	The calculation tool no longer provides the option to calculate these emissions
		305-2 Energy indirect (Scope 2) greenhouse gas emissions	106	(c)	Information unavailable/ incomplete	The calculation tool no longer provides the option to calculate these emissions
		305-3 Other indirect (Scope 3) greenhouse gas emissions	106	(b)	Information unavailable/ incomplete	The calculation tool no longer provides the option to calculate these emissions

Sustainability aspect	GRI standard / other source	Disclosure	Location	Exemptions		
				Exemption disclosure	Reason	Explanation
Environmental aspects						
		305-4 Greenhouse gas emissions intensity	106	(d)	Information unavailable/ incomplete	The calculation tool no longer provides the option to calculate these emissions
		305-5 Reduction of direct greenhouse gas (Scope 1) emissions	106	(b)	Information unavailable/ incomplete	The calculation tool no longer provides the option to calculate these emissions
Noise and air pollution	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 174			
	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	182	(a) (i)	Information unavailable/ incomplete	The training required for a position is linked to the role itself rather than to gender
	G4 Supplement for the Airport Operators Sector	AO7 Changes in the number of people living in areas affected by noise	174			
Water management (water use, wastewater)	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 115			
	GRI 303: Water and Effluents 2018	303-1 Water withdrawal	117			
		303-2 Management of water discharge-related impacts	119			
		303-4 Water discharge	119			
		303-5 Water consumption	117			
	G4 Supplement for the Airport Operators Sector	AO6 Use of aircraft and aerodrome pavement de-icing fluids	121			
Biological diversity protection	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 126			
	GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	126			
Access to green mobility	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 109			

Sustainability aspect	GRI standard / other source	Disclosure	Location	Exemptions		
				Exemption disclosure	Reason	Explanation
Environmental aspects						
Tenant and passenger engagement in sustainability issues	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 101, 122			
	GRI 305: Emisijas 2016	305-5 Reduction of direct greenhouse gas (Scope 1) emissions	106	(b)	Information unavailable/ incomplete	The calculation tool no longer provides the option to calculate these emissions
	GRI 306: Atkritumi 2020	306-1 Waste generation and significant waste-related impacts	123			
		306-2 Waste by type and disposal method	123			
		306-3 Waste generated	123			
Social aspects						
Fair treatment of employees (i.e., labour relations, engagement, remuneration)	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 131			
	GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	141			
	GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	139			
	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	133			
		405-2 Ratio of basic salary and remuneration of women to men	140			
	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	140			

Sustainability aspect	GRI standard / other source	Disclosure	Location	Exemption disclosure	Exemptions Reason	Explanation
Social aspects						
Employee health, safety and well-being	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 142			
	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	144			
		403-2 Hazard identification, risk assessment, and incident investigation	147			
		403-4 Worker participation, consultation, and communication on occupational health and safety	150			
		403-5 Worker training on occupational health and safety	155			
		403-6 Promotion of worker health	156			
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	147			
		403-8 Workers covered by an occupational health and safety management system	146			
		403-9 Work-related injuries	151			
		403-10 Work-related ill health	151			
Employee competence development (education, skills)	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 157			
	GRI 404: Training and Education 20166	404-1 Average hours of training per year per employee	158	(a) (i)	Information unavailable/ incomplete	The training required for a position is linked to the role itself rather than to gender
		404-2 Programmes for upgrading employee skills and transition assistance programmes	159			
		404-3 Percentage of employees receiving regular performance and career development reviews	162			

Sustainability aspect	GRI standard / other source	Disclosure	Location	Exemption disclosure	Exemptions Reason	Explanation
Social aspects						
Contribution to the development of the future workforce	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 162			
	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	136			
	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	182			
Passenger and customer safety (accident prevention, prevention of human) trafficking, etc.)	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 85			
	GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	90			
	G4 Supplement for the Airport Operators Sector	AO9 Bird strikes	90			
Accessibility for all (including persons with reduced mobility)	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 96			
	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	140			
Privacy, data protection and cybersecurity	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 91			
	GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	93			
Support for sustainability awareness and promotion	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 186			
	GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	126			
	GRI 305: Emissions 2016	305-5 Reduction of direct greenhouse gas (Scope 1) emissions	106	(b)	Information unavailable/ incomplete	The calculation tool no longer provides the option to calculate these emissions
	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	123			

Sustainability aspect	GRI standard / other source	Disclosure	Location	Exemption disclosure	Exemptions Reason	Explanation
Governance aspects						
Ethical and transparent governance, anti-corruption	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 70			
	GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	70			
		205-3 Confirmed incidents of corruption and actions taken	70			
Transparent communication and active stakeholder engagement	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 164			
	GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	20			
	GRI 417: Marketing and Labelling 2016	417-3 Marketing activities not in compliance with laws and/or voluntary codes	165			
Sustainable procurement practices and supplier evaluation based on environmental and social criteria	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 76			
	GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	76			
	308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	76			
	414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	76			

Sustainability aspect	GRI standard / other source	Disclosure	Location	Exemptions		
				Exemption disclosure	Reason	Explanation
Economic aspects						
Economic impact (contribution to the economy, infrastructure development, connectivity)	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 167			
	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	172			
		201-4 Financial assistance received from government	173			
	GRI 203: Economic Performance 2016	203-1 Infrastructure investments and services supported	31			
		203-2 Significant indirect economic impacts	167			
	G4 Supplement for the Airport Operators Sector	AO1 Total annual number of passengers handled	15	2.5.	Confidentiality restrictions	Commercial secret
		AO2 Total annual number of aircraft movements handled	15			
		AO3 Total amount of cargo tonnage	15			
	Involvement in the local community, engagement with municipalities, employee volunteering	GRI 3: Material Topics 2021	3-3 Management of material aspects	26, 180		
GRI 413: Local Communities 2016		413-1 Operations with local community engagement, impact assessments, and development programmes	182			

Riga Airport Disclosures

Ssustainability aspect	Disclosure	Location
Noise and air pollution	RIX1 Environmental noise	174
Accessibility for all (including persons with reduced mobility)	RIX2 Accessibility for persons with reduced mobility	94
Involvement in the local community, engagement with municipalities, employee volunteering	RIX3 Community support	180

EU Taxonomy tables

Proportion of capital expenditures related to products or services associated with taxonomy-aligned economic activities in 2024

				Substantial contribution criteria						DNSH criteria (do no significant harm)										
Economic activities (1)	Taxonomy code(s) (2)	Absolute turnover (3)	Turnover proportion (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular econom (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Proportion of taxonomy-eligible turnover 2023 % (18)	Category (enabling) (20)	Category (transitional activity) (21)	
		million EUR	%	%	%	%	%	%	%	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	E	T	
A. Taxonomy-eligible activities		EUR	%																	
A.1. Taxonomy-aligned activities																				
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4.	1 808 901	11.1 %	100							Yes	n/a	n/a	n/a	n/a		1.2 %	E		
Electricity generation using solar photovoltaic technology	4.1.	681 787	4.2%	100							Yes	n/a	Yes	n/a	Yes		3.4 %			
Renovation of water collection, treatment, and supply systems	5.2.	163 139	1.0 %		100					n/a		Yes	n/a	n/a	Yes					
Renovation of wastewater collection and treatment systems	5.4.	4 684	0.0 %		100					Yes		Yes	n/a	Yes	Yes					
Transport by motorcycles, passenger cars, and commercial vehicles	6.5.	82 463	0.5 %	100							Yes	n/a	Yes	Yes	n/a					
Ground handling operations for air transport	6.20.	1 331 584	8.2 %	100							Yes	Yes	Yes	Yes	n/a					
Installation, maintenance, and repair of energy efficiency equipment	7.3.	222 138	1.4 %	100							Yes	n/a	n/a	Yes	n/a		0.3 %	E		
Data processing, hosting, and related activities	8.1.	209 960	1.3 %		100					Yes		Yes	Yes	n/a	n/a		0.2 %		T	
Data-driven solutions for GHG emissions reductions	8.2.	3 920	0.0 %	100							Yes	n/a	Yes	n/a	n/a		0.0 %			
Transmission and distribution of electricity	4.9.	982 122	6.1 %	100							Yes	n/a	Yes	Yes	n/a		3.3 %	E		
Emergency Services	14.1.	152 508	0.9 %		100					Yes		Yes	Yes	Yes	Yes			E		
Urban and suburban transport, road passenger transport	6.3.	3 073 245	18.9 %	100							Yes	n/a	Yes	Yes	n/a					
Turnover from taxonomy-aligned activities (A.1)		5 643 205	34.8 %														8.4 %		T	
A.2. Taxonomy-eligible but not aligned activities																				
Maintenance of roads and motorways	3.4.	144 484	0.9 %																	
Air transport ground handling operations	6.20.	828 117	5.1 %																	
Freight transport services by road	6.6.	32 230	0.2 %																	
Renovation of existing buildings	7.2.	2 098 548	12.9 %																	
Turnover from taxonomy-eligible but not aligned activities (A.2)		3 103 379	19.1 %																	
Total (A.1 + A.2)		8 746 584	53.9 %																	
B. Non-taxonomy-eligible activities		7 478 161	46.1 %																	
Total (A+B)		16 224 745	100.0 %																	

Proportion of turnover from products or services associated with taxonomy-aligned economic activities in 2024

Economic activities (1)	Taxonomy code(s) (2)	Absolute turnover (3)	Turnover proportion (4)	Substantial contribution criteria						DNSH criteria (do no significant harm)							Proportion of taxonomy-eligible turnover 2023 % (18)	Category (enabling) (20)	Category (transitional activity) (21)	
				Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular econom (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)				
																				million EUR
A. Taxonomy-eligible activities		EUR	%																	
A.1. Taxonomy-aligned activities																				
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4.	41	0.00 %	100															E	
Emergency services	14.1.		0.00%	100						Yes		Yes	Yes	Yes	Yes				E	
Turnover from taxonomy-aligned activities (A.1)		41	0.00 %																0.00	
A.2. Taxonomy-eligible but not aligned activities																				
Turnover from taxonomy-eligible but not aligned activities (A.2)		0	0 %																	
Total (A.1 + A.2)		41	0 %																	
B. Activities not belonging to taxonomy		77 628 531	100 %																	
Total (A+B)		77628 572	100 %																	

Proportion of operating expenses from products or services associated with taxonomy-aligned economic activities in 2024

				Substantial contribution criteria						DNSH criteria (do no significant harm)									
Economic activities (1)	Taxonomy code(s) (2)	Absolute turnover (3)	Turnover proportion (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular econom (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Proportion of taxonomy-eligible turnover 2023 % (18)	Category (enabling) (20)	Category (transitional activity) (21)
		million EUR	%	%	%	%	%	%	%	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	E	T
A. Taxonomy-eligible activities		EUR	%																
A.1. Taxonomy-aligned activitiess																			
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4.	1 082	0.00%	100							Yes	n/a	n/a	n/a	n/a			E	
Electricity generation using solar photovoltaic technology	4.1.	19 825	0.03 %	100							Yes	n/a	Yes	n/a	Yes				
Repair, refurbishment and remanufacturing	5.1.	24 764	0.03%				100			Yes	Yes	Yes		Yes	n/a				
Transport by motorbikes, passenger cars and light commercial vehicles	6.5.	3 052	0.00 %	100							Yes	n/a	Yes	Yes	n/a				
Ground handling operations for air transport	6.20.	19 356	0.03 %	100							Yes	Yes	Yes	Yes	n/a				
Installation, maintenance, and repair of energy efficiency equipment	7.3.	107 154	0.14 %	100							Yes	n/a	n/a	Yes	n/a		0.1 %	E	
Installation, upkeep, and repair of instruments and devices for measuring, regulating, and controlling building energy efficiency	7.5.	604 952	0.78 %	100							Yes	n/a	n/a	n/a	n/a		0.8 %		
Data processing, hosting and related activities	8.1.	71 309	0.09 %		100					Yes		Yes	Yes	n/a	n/a		0.01 %		T
Computer programming, consultancy and related activities	8.2.	23 762	0.03 %	100							Yes	n/a	Yes	n/a	n/a		0.01 %		
Emergency Services	14.1.	2 993 824	3.88 %		100					Yes		Yes	Yes	Yes	Yes			E	
Turnover from taxonomy-aligned activities (A.1)		3 869 081	5.02 %																
A.2. Taxonomy-eligible but not aligned activities																			
Maintenance of roads and motorways	3.4.	50	0.00 %																
Air transport ground handling operations	6.2.	5 036	0.01 %																
Urban and suburban transport, road passenger transport	6.3.	53 253	0.07 %																
Freight transport services by road	6.6.	2 865	0.00 %																
Construction of new buildings	7.1.	326 342	0.42 %																
Renovation of existing buildings	7.2.	80 232	0.10 %																
Turnover from taxonomy-eligible but not aligned activities (A.2)		467 778	0.61 %																
Total (A.1 + A.2)		4 336 859	5.62 %																
B. Activities not belonging to taxonomy		72 783 220	94.38 %																
Total (A+B)		77 120 079	100.00 %																

Emission factors and their sources used for calculating Scope 1, 2, and 3 emissions

General emission factors

Acert section	Type	Subtype	Year	Conversion	Unit of Mesurment	CO2e	Emission unit	Data source	Scope
1.1 & 3.11.2A	Fuel used in vehicles	Gasoline	2022		litres	2.3397	kg CO _{2e} /l	DEFRA, 2022 UK GHG Conversion Factors, full set	1
		Diesel fuel	2022		litres	2.6988	kg CO _{2e} /l	DEFRA, 2022 UK GHG Conversion Factors, full set	1
1.2 & 3.11.2B	Fuel used for energy production	Natural gas	2006		m ³	1.890554	kg/m ³	WRI: GHG Protocol, Stationary Combustion Tool, V4.0	1
1.3 & 3.11.2C	Fuel used in diesel generators	Diesel fuel	2006		litres	2.772724	kg CO _{2e} /l	Environment Canada, “National Inventory Report 1990–2006”, Annex 12 Table 12-2 and 12-7.	1
1.6 & 3.5.1	Waste management	Compostable waste	2022		tonne	8.911	kg CO _{2e} /t	DEFRA, 2022 UK GHG Conversion Factors, full set	3
		Landfilled waste	2022		tonne	467.008	kg CO _{2e} /t	DEFRA, 2022 UK GHG Conversion Factors, full set	3
1.7 & 3.5.2	Wastewater treatment								3
1.7 & 3.5.2	Wastewater treatment	Wastewater volume	2022		m ³	0.272	kg CO _{2e} /m ³	DEFRA, 2022 UK GHG Conversion Factors, full set	3
1.8 & 3.11.2D	De-icing agents	Glycol			litres	0.868	kg CO ₂ /l		3
		Liquid reagent	2018		litres	0.35	kg CO ₂ /l	Avinor, 2018	1
		Granular reagent	2018		kg	0.63	kg CO ₂ /kg	Avinor, 2018	1
2.1.	Electricity	Electricity from the grid				109	g CO _{2e} /kWh	Ministru kabineta noteikumi	2
2.2.	Thermal energy	Thermal energy	2021		kWh	13.293	kg CO _{2e} /GJ	Aprēķināts pēc siltumenerģijas piegādātāja sniegtās informācijas	2
3.6.	Business travel	Car	2022		persona-km	0.17	kg CO _{2e} /p-km	DEFRA, 2022 UK GHG Conversion factors, full set	3
		Flight emissions						carbonfootprint.com - Carbon Footprint Calculator	3
		Bus (>16 passengers)	2022		persona-km	0.02733	kg CO _{2e} /p-km	DEFRA, 2022 UK GHG Conversion factors, full set	3
3.11.1	Aviation fuel (main engine and APU)	Jet-A1 fuel			kg	3.1628	kg CO _{2e} /kg fuel	ICAO Doc 9889 (2025)	3
		Aviation gasoline			kg	3.3398	kg CO _{2e} /kg fuel	ICAO Doc 9889 (2025)	3
		Sustainable aviation fuel			kg	0	kg CO _{2e} /kg fuel	ICAO Doc 9889 (2025)	3
3.11.1F	Aircraft maintenance	Aircraft using aviation gasoline	2016	1.5	kg fuel/engine inspection				3
		Single-aisle aircraft using JET-A1 fuel	2016	392.4	kg fuel/engine inspection				3
		Twin-aisle aircraft using JET-A1 fuel	2016	907.2	kg fuel/engine inspection				3

Acert section	Type	Subtype	Year	Conversion	Unit of Mesurment	CO2e	Emission unit	Data source	Scope
3.7 & 3.11.3A	Transport fuel emission factors	Motorcycle, scooter, gasoline	2022			0.11355	kg CO _{2e} /veh-km	DEFRA, 2022 UK GHG Conversion Factors, full set	3
		Motorcycle, scooter, electric		7	kWh/v-km	0.011725	kg CO _{2e} /100vkm	Estimate	3
		Car, gasoline	2018			0.17048	kg CO _{2e} /veh-km	DEFRA, 2022 UK GHG Conversion Factors, full set	3
		Car, natural gas	2016			0.17517	kg CO _{2e} /veh-km	DEFRA, 2022 UK GHG Conversion Factors, full set	3
		Car, diesel fuel	2022			0.17082	kg CO _{2e} /veh-km	DEFRA, 2022 UK GHG Conversion Factors, full set	3
		Car, hybrid	2022			0.12004	kg CO _{2e} /veh-km	DEFRA, 2022 UK GHG Conversion Factors, full set	3
		Car, electric	2022	0.17	kWh/v-km	0.028476	kg CO _{2e} /p-km	ev-database.org, Sedan, 2.1.2023	3
		Minibuses (at 10 passengers), gasoline	2022			0.21332	kg CO _{2e} /veh-km	DEFRA, 2022 UK GHG Conversion Factors, full set	3
		Minibuses (at 10 passengers), natural gas	2022			0.23575	kg CO _{2e} /veh-km	DEFRA, 2022 UK GHG Conversion Factors, full set	3
		Minibuses (at 10 passengers), diesel fuel	2022			0.23156	kg CO _{2e} /veh-km	DEFRA, 2022 UK GHG Conversion Factors, full set	3
		Minibuses (at 10 passengers), hybrid				0.150514	kg CO _{2e} /veh-km	Estimate: 65% of Diesel	3
		Minibuses (at 10 passengers), electric	2022	0.3	kWh/v-km	0.00335	kg CO _{2e} /p-km	ev-database.org, Small Van, 2.1.2023	3
		Public bus (at 40 passengers), diesel fuel	2019			0.121	kg CO _{2e} /p-km	DEFRA, 2019, Table 24, non-London Bus	3
		Public bus (at 40 passengers), natural gas	2019	0.054	m ³ /10pkm	0.009936	kg CO _{2e} /p-km	French Ministry for ecological and solidary transition, GHG Information for transport services, June 2019, Table 41+42	3
		Public bus (at 40 passengers), electric		50	kWh/100km	0.002094	kg CO _{2e} /p-km	Estimate	3

Aircraft emission factors

Aircraft type	Number of engines	Engine type	Installed engine	LTO cycle fuel (kg/LTO*)	Taxiing fuel (kg/min)	APU fuel (kg/min)	Data code	Review date	Data source	Scope
A109	2	H	PW206C	55.692			H021	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
A119	2	H	PT6B-37	91.968			H013	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
A220-100/300	2	J	PW1524G	348.36	9.6	1.78	20PW130	V6, 2020	ICAO Engine Emission Database with ICAO UID	3
Airbus 300	2	J	CF6-50A	953.8	19.56	4	3GE069	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Airbus 310	2	J	CF6-80C2A8	1042.87	24.12	4	2GE040	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Airbus 318/319	2	J	CFM56-5B6/2P	444.12	13.2	1.78	3CM022	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Airbus 319Neo	2	J	PW1125G-JM	318.84	9.6	1.78	18PW119	V6, 2020	ICAO Engine Emission Database with ICAO UID	3
Airbus 320	2	J	CFM56-5B5/P	395.532	11.28	1.78	3CM027	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Airbus 320Neo	2	J	PW1127G-JM	355.44	9.6	1.78	18PW122	V6, 2020	ICAO Engine Emission Database with ICAO UID	3
Airbus 321	2	J	CFM56-5B4/P	491.688	12.48	1.78	3CM026	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Airbus 321Neo	2	J	PW1127G-JM	353.064	10.8	1.78	3CM026	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Airbus 330	2	J	Trent 772	1325.676	32.4	4	14RR071	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Airbus 330Neo	2	J	Trent 7000-72	1065.4	28.92	4	19RR098	V6, 2020	ICAO Engine Emission Database with ICAO UID	3
Airbus 340	4	J	CFM56-5C4/P	1193.064	27.6	4	7CM047	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Airbus 350	2	J	Trent XWB-84	1230.06	34.92	4	14RR075	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Airbus 380	4	J	Trent 970-84	2270.4	72	4	8RR046	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
An-124	4	J	D-18T	2119.212	56.88	4	J357	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
An-70	4	T	501D22A	357.156	18.456	4	FAEED135	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
AN-72/74	2	J	D-36	295.248	12	1.78	1ZM001	V5, 2017	ICAO Engine Emission Database with ICAO UID	3

Aircraft type	Number of engines	Engine type	Installed engine	LTO cycle fuel (kg/LTO*)	Taxiing fuel (kg/min)	APU fuel (kg/min)	Data code	Review date	Data source	Scope
ATR-42-300	2	T	PW127E	94.724978	3.99862		T794	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
ATR-72-200	2	T	PW127F	95.556	4.12432		T795	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
BAe 146-300	4	J	ALF 507	320.4192	10.872	1.78	1TL004	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
BAe ATP	2	T	PW124B	89.346	6.12		T034	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
BAe Jetstream 41	2	T	TPE331-3	35.922	1.692		FAEED136	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Beech 1900D	2	T	PT6A-67D	54.18	2.04252		T760	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Beech 300	2	J	FJ44-2A/2C	25.476	2.52	1.78	Williams	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Beech Super King 200B	2	T	PT6A-42	39.6	1.41405		T728	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Beech Super King 350	2	T	PT6A-60A	45.96	1.64973		T738	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Beech T-6A Texan	1	T	PT6A-68	24.9	0.9427		T763	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Bell 206B	1	H	DDA250-C20	28.677			H203	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Bell 230	2	H	DDA250-C30	73.698			H206	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Bell 407/MDD 600N	1	H	RR 250-C47M	42.096			H221	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Bell 430	2	H	DDA250-C40	69.09			H208	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Bell AB119	2	H	PT6T-6	97.296			H018	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Boeing 717	2	J	BR700-715A1-30	369.984	11.52	1.78	4BR002	V5, 2017	ICAO Engine Emission Database with ICAO UID	3

Aircraft type	Number of engines	Engine type	Installed engine	LTO cycle fuel (kg/LTO*)	Taxiing fuel (kg/min)	APU fuel (kg/min)	Data code	Review date	Data source	Scope
Boeing 737 (300-500)	2	J	CFM56-3-B1	427.752	13.68	1.78	1CM004	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Boeing 737 (600-900)	2	J	CFM56-7B24	484.572	13.08	1.78	3CM032	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Boeing 737-Max	2	J	LEAP-1B25	412.42	10.92	1.78	20CM096	V6, 2020	ICAO Engine Emission Database with ICAO UID	3
Boeing 747 (400)	4	J	CF6-80C2B4	2057.592	48.24	4	2GE043	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Boeing 757	2	J	RB211-535C	798.48	24	1.78	1RR012	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Boeing 767-300	2	J	CF6-80C2A1	1043.628	24.12	4	2GE036	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Boeing 777	2	J	TRENT 890	1632.6	36	4	2RR027	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Boeing 787	2	J	Genx-1B70/75/P2	1063.344	25.56	4	13GE162	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
C-130 Hercules	4	T	AE2100A	270.48	12.504		T201	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
C-27 Spartan	2	T	AE2100A	135.24	6.252		T201	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Canadair Challenger	2	J	ALF 502L-2	175.278	5.724	1.78	1TL001	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Casa C-212	2	T	TPE331-12UA	44.376	1.49261		T314	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Casa CN-235	2	T	CT7-9B	59.088	3.096		T053	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Cessna 172	1	P	IO-360-A1B6	5.6568	0.084		PF03	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Cessna 182	1	P	IO-540-T4A5D	7.4046	0.15		PF12	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Cessna 208B	1	T	PT6A-114A	16.536	0.60097		T705	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Cessna 402	2	P	TSIO-520-WB	24.852	0.732		PF07	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3

Aircraft type	Number of engines	Engine type	Installed engine	LTO cycle fuel (kg/LTO*)	Taxiing fuel (kg/min)	APU fuel (kg/min)	Data code	Review date	Data source	Scope
Cessna 525	2	B	FJ44-3A	27.56	2.28	1.78	B310	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Cessna 560XL	2	B	PW545A	34.3356	3.744	1.78	B004	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Cessna 680	2	J	PW306B	143.1108	5.064	1.78	7PW078	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Cessna 750	2	J	AE3007C	137.2608	4.524	1.78	8AL025	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Cessna Citation	2	B	JT15D-1	24.336	2.76	1.78	1PW035	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
CH-47	2	H	T55-GA-714A	254.58			H305	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Cirrus SR22	1	P	IO-550-B	9.2556	0.228		PF01	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
CL300	2	J	HTF7000	155.1	5.76	1.78	11HN003	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
CL415	2	T	PW123E	88.95	3.99862		T782	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
CL604	2	J	CF34-3B	176.0076	5.868	1.78	5GE084	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
CRJ200	2	J	CF34-3B	176.0076	5.868	1.78	5GE084	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
CRJ700	2	J	CF34-8C1	261.862716	8.27628	1.78	5GE083	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
CRJ900	2	J	CF34-8C5	280.272	7.68	1.78	8GE110	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
C-Serie1000	2	J	PW1524G	348.36	9.6	1.78	16PW111	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Dash 7	2	T	PT6A-50	48.96	1.72829		T735	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Dash 8-400	2	T	PW150A	179.832205	6.54504		T798	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
DHC-6 Twin Otter	2	T	PT6A-27	29.97	1.512		T011	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Diamond DA-42	2	P	TAE-125-01	5.0904	0.036		PF10	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3

Aircraft type	Number of engines	Engine type	Installed engine	LTO cycle fuel (kg/LTO*)	Taxiing fuel (kg/min)	APU fuel (kg/min)	Data code	Review date	Data source	Scope
Dornier 228	2	T	TPE331-5A	34.098	1.1391		T326	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Dornier 328 (Jet)	2	J	PW306B	143.1108	5.064	1.78	7PW078	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Dornier 328 (TP)	2	T	PW119B	88.926	4.25787		T769	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Eclipse 500	2	B	JT15D-1	24.336	2.76		1PW035	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
EH 101	3	H	Makila 1A1	186.03			HF30	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
EMB 120	2	T	AE3007A	170.988	5.88		4AL003	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
EMB 135/145	2	J	CF34-8E2	258.324	7.44	1.78	8GE113	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
EMB 170/175	2	J	CF34-10E2A1	340.116	10.08	1.78	8GE114	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
EMB 190/195	2	J	CF34-10E6	343.956	10.08	1.78	10GE131	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
EMB 190-E2	2	J	PW1921G	335.8	8.4	1.78	20PW136	V6, 2020	ICAO Engine Emission Database with ICAO UID	3
EMB 314	1	T	PT6A-42	37.6	1.414		T728	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
EMB Legacy	2	J	PW118A	74.388	3.20518	1.78	T766	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Eurocopter AS332	2	H	Makila 1A1	124.02			HF30	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Eurocopter AS350	1	H	ARRIEL 1D1	39.573			H106	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Eurocopter AS365	2	H	ARRIEL 1C2	71.928			H105	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Eurocopter EC130/135	2	H	ARRIUS 2B1	64.68			H122	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Eurocopter EC145/155	2	H	ARRIUS 2K	66.726			H124	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Falcon 2000	2	J	PW308A	168.516	5.34	1.78	7PW079	V5, 2017	ICAO Engine Emission Database with ICAO UID	3

Aircraft type	Number of engines	Engine type	Installed engine	LTO cycle fuel (kg/LTO*)	Taxiing fuel (kg/min)	APU fuel (kg/min)	Data code	Review date	Data source	Scope
Falcon 50	2	B	TFE731-5	37.9176	3.36	1.78	B131	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Falcon 7X	3	J	PW307A	148.9548	5.364	1.78	8PW091	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Falcon 900EX	3	J	TFE731-60-1C	61.8444	5.22	1.78	B134	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Fokker F100	2	J	TAY MK620-15	340.56	13.2	1.78	1RR020	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Fokker F27	2	T	RR DART 528-7E	101.736	6.204		FAEED226	V5, 2017	US FAA, AP-42 aircraft engine data base (1995)	3
Fokker F28	2	J	SPEY 555	324.372	11.568	1.78	4RR035	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Fokker F50	2	T	PW125B	93.006	5.964		T033	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Fokker F70	2	J	TAY MK620-15	340.56	13.2	1.78	1RR020	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Galaxy	2	J	PW306A	143.1108	5.064	1.78	7PW077	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
GLEX	2	J	BR700-710A2-20	319.776	10.68	1.78	4BR009	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Global 5000	2	J	BR700-710A2-20	319.776	10.68	1.78	4BR009	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Gulfstream G200	2	J	PW306A	143.1108	5.064	1.78	7PW077	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Gulfstream V	2	J	BR700-710A2-20	319.776	10.68	1.78	4BR009	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Hawker 800	2	B	TFE731-5B	42.8124	3.78	1.78	B133	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Hawker Horizon	2	J	PW308A	168.516	5.34	1.78	7PW079	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
HS125-700	2	J	TFE731-3	35.784	3.12	1.78	1AS002	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
IL76	4	J	PS-90A	1423.248	40.32	4	13AA006	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Learjet 45	2	B	TFE731-2-2B	33.084	2.88	1.78	1AS001	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Learjet 60	2	B	PW305	40.968	4.08	1.78	B081	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
MBB BK117	2	H	LTS101-750B.1	70.272			H301	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3

Aircraft type	Number of engines	Engine type	Installed engine	LTO cycle fuel (kg/LTO*)	Taxiing fuel (kg/min)	APU fuel (kg/min)	Data code	Review date	Data source	Scope
MD 900	2	H	PW206B	47.928			H020	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
MD11	3	J	PW4460	1665.342	38.34	4	1PW052	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
MD83 (80-87)	2	J	JT8D-219	583.392	16.128	1.78	4PW071	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
MD95	2	J	V2525-D5	473.892	15.36	1.78	1IA002	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Piaggio P180	2	T	PT6A-66	44.28	1.80684		T752	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Pilatus PC-12	1	T	PT6A-67A	26.61	0.98198		T755	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Pilatus PC-21	1	T	PT6A-68	24.9	0.9427		T763	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Pilatus PC-9	1	T	PT6A-62	22.14	0.82486		T743	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Piper PA31 Cheyenne	2	T	PT6A-28	29.97	1.728		T012	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Piper PA32 Saratoga	1	P	IO-540-T4A5D	7.4046	0.15		PF12	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Piper PA34 Seneca	2	P	TSIO-360C	6.8244	0.084		FAEED160	V5, 2017	US FAA, AP-42 aircraft engine data base (1995)	3
Piper PA46 Malibu	1	T	PT6A-42	39.6	1.41405		T728	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
REIMS F406 Caravan	2	T	PT6A-112	25.692	1.02126		T703	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
RJ85	4	J	ALF 507	320.4192	10.872	1.78	1TL004	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Robinson R22/44	1	H	HO-320	6.768			HP40	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
S-70A	2	H	Makila 1A1	124.02			HF30	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3

Aircraft type	Number of engines	Engine type	Installed engine	LTO cycle fuel (kg/LTO*)	Taxiing fuel (kg/min)	APU fuel (kg/min)	Data code	Review date	Data source	Scope
S-76C	2	H	PT6B-36A	95.22			H011	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Saab 2000	2	T	AE2100A	135.24	6.252		T201	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Saab 340	2	T	CT7-9B	59.088	3.096		T053	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
SH-60 Seahawk	2	H	Makila 1A1	124.02			HF30	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Shorts 330	2	T	PT6A-45A	47.4	1.64973		T730	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Shorts 360	2	T	PT6A-65AR	56.34	1.96396		T748	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Super Lynx 300	2	H	Makila 1A1	124.02			HF30	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Swearingen SJ30	2	J	FJ44-1A	17.832	1.68	1.78	B300	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
TB-200 Tobago	1	P	IO-360-A1B6	5.6568	0.084		PF03	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
TB-360 Tangara	2	P	O-320-E2A	8.616	0.156		PF08	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
TBM 700	1	T	PT6A-64	20.22	0.86414		T745	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
TU-204	2	J	RB211-535E4	804.48	21.6	1.78	3RR028	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Other 1 engine helicopter	1	H	HIO-540	11.754			HP44	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Other 1 piston aircraft	1	P	IO-540-T4A5D	7.4046	0.15		PF12	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Other 1 turbo aircraft	1	T	TPE331-3	17.961	0.846		FAEED136	V5, 2017	US FAA, AP-42 aircraft engine data base (1995)	3

Aircraft type	Number of engines	Engine type	Installed engine	LTO cycle fuel (kg/LTO*)	Taxiing fuel (kg/min)	APU fuel (kg/min)	Data code	Review date	Data source	Scope
Other 2 engine bizjets	2	B	JT15D-1	24.336	2.76	1.78	1PW035	V5, 2017	ICAO Engine Emission Database with ICAO UID	3
Other 2 engine helicopter	2	H	HIO-540	23.508			HP44	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Other 2 piston aircraft	2	P	TSIO-520-WB	24.852	0.732		PF07	V5, 2017	Zurich Airport Engine Database with data from the Swiss FOCA and from some manufacturers	3
Other 2 turbo aircraft	2	T	TPE331-3	35.922	1.692		FAEED136	V5, 2017	US FAA, AP-42 aircraft engine data base (1995)	3
Other 3 turbo aircraft	3	T	TPE331-3	53.883	2.538		FAEED136	V5, 2017	US FAA, AP-42 aircraft engine data base (1995)	3
Other 4 turbo aircraft	4	T	501D22A	357.156	18.456		FAEED135	V5, 2017	US FAA, AP-42 aircraft engine data base (1995)	3

Freon emission factors

Gas name	Formula	Emission factor	Source	Scope
R-32	FKW / HFKW,	675	IPCC 5th AR, 2014	R-32
R-410A	50 % R32, 50 % R125	2088	IPCC 5th AR, 2014	R-410A

Global warming potential

CO ₂	CH ₄	N ₂ O	Source
1	28	265	IPCC 5th AR, 2014

Abbreviations

Abbreviation	Description
ACA	Airport Carbon Accreditation programme
ACI	Airport Council International)
ACI Europe	Airports Council International Europe
ACI ASQ	Airports Council International Airport Service Quality
airBaltic	JSC Air Baltic Corporation
ANO	United Nations Organisation
ASBDD	Aviation Services and Business Development Department
BREEAM	The British Research Establishment Environmental Assessment Method is an internationally recognised system and currently the most widely used in Europe for assessing various types of buildings against different sustainability criteria.
BSR HyAirport	The Interreg Baltic Sea Region cooperation programme project “BSR Hydrogen Air Transport – Preparing Baltic Sea Region Airports for Green Hydrogen”
Cabinet	Cabinet of Ministers
CEF	European Connectivity Instrument
CEM unit	Customer Experience Management unit
CF	Cohesion Fund
CFCA	Central Finance and Contracting Agency
CINEA	European Climate, Infrastructure and Environment Executive Agency
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
CO ₂	Carbon dioxide
Communication Strategy	SJSC Riga International Airport Communication Strategy 2022–2027
Covid-19	Infectious disease caused by the SARS-CoV-2 virus
CSB	Central Statistical Bureau
CSR	Corporate social responsibility
EC	European Commission

Abbreviation	Description
EEA	European Economic Area
EEMP	Environmental and Energy Management Program
ESG	Environmental, social and governance aspects
ESRS	European Sustainability Reporting Standard
ETD	Explosive trace detectors
EU	European Union
GHG	Greenhouse gases causing climate change
GDP	Gross Domestic Product
GDPR	General Data Protection Regulation
GPP	Green Public Procurement
GRI	Global Reporting Initiative standard
HR	Human rights
HRD	Human Resources Department
IATA	International Air Transport Association
ICT	Information and Communication Technologies
IDAL	Investment and Development Agency of Latvia
INDIGO	Project “Integration and Digital Demonstration of Low-emission Aircraft Technologies and Airport Operations”
IT	Information technologies
KPI	Key performance indicators
LAA	Latvian Aviation Association
LAPM	Latvian Association for People Management
Law	Law on Governance of Capital Shares of a Public Person and Capital Companies
LGS	SJSC Latvijas gaisa satiksme
NACE	Statistical Classification of Economic Activities in the European Community
NATO	North Atlantic Treaty Organization, a military alliance
Net Zero	Commitment to reduce CO ₂ emissions to net zero by 2050
OECD	Organisation for Economic Cooperation and Development

Abbreviation	Description
PRM	Passengers with reduced mobility
QSD	Quality and Sustainability Department
Rail Baltica	An international railway infrastructure project constructing 1435 mm gauge tracks and related infrastructure, aiming to integrate the Baltic states into the European rail network.
Riga Airport	SJSC “STARPTAUTISKĀ LIDOSTA “RĪGA”” (Riga International Airport)
RIX GH	Riga Airport Ground Handling Department
RL	Remuneration level●
Schengen Area	A visa-free travel zone in Europe where countries have abolished internal border controls and assumed joint external border management
SES	State Environmental Service
SH	Stakeholders
SIF	Society Integration Foundation
SMS	Safety Management System
SNM	Strategic Noise Map
SRS	State Revenue Service
Strategy	SJSC Riga International Airport Medium-term Operational Strategy 2021–2027
Sustainability Strategy	SJSC Riga International Airport Sustainability Strategy 2022–2030
TEN-T	Trans-European Transport Network
TC	Training Centre
TU	Traffic unit

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Independent auditor's assurance report





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Translation from Latvian

Independent auditors' assurance report

To the management board of VAS “Starptautiskā Lidosta “Rīga””

Scope

We have been engaged by VAS “Starptautiskā Lidosta “Rīga”” to perform a limited assurance engagement, as defined by International Standards on Assurance Engagements, hereinafter referred to as the engagement, to report on VAS “Starptautiskā Lidosta “Rīga”” Non-financial Statement (the “Subject Matter”) as of 31 December 2024.

Criteria applied by the Company

In preparing the Sustainability Report, the Group applied requirements of application of GRI Sustainability Reporting Standards (“GRI Standards”), issued by Global Reporting Initiative, a network based non-profit organization with secretariat based in Amsterdam, the Netherlands (“Criteria”).

Management responsibilities

Management is responsible for selecting the Criteria, and for presenting the Sustainability Report in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

EY’s responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* (“ISAE 3000”). That standard require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our independence and quality control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management’s internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Sustainability report and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- interviews with the responsible management and at selected business units in order to assess if the qualitative and quantitative information stated in the Non-financial Statement is complete, accurate and sufficient;
- review of internal and external documents in order to assess if the information stated in the Non-financial Statement is complete, accurate and sufficient;
- an evaluation of the design of the systems and processes used to obtain, manage and validate sustainability information;
- verifying the information included in the Non-financial Statement through enquires to the relevant management;
- a reconciliation of financial information and sustainability information with the Annual Report for the financial year 2024;
- an assessment of the overall impression of the Non-financial Statement, and its format, taking into consideration the consistency of the stated information with applicable criteria;
- testing performance data, on a selective basis, substantively at both the operational and corporate level;
- testing sample documentation to corroborate main statements of management and senior executives in our interviews.

We also performed such other procedures as we considered necessary in the circumstances.

We have not performed any procedures and do not provide our conclusion with regard to prior period data and future period plans and objectives as disclosed in the Non-financial Statement, as well as information in relation to the European Union Taxonomy requirements fulfilment.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to Non-financial Statement as of 31 December 2024 in order for it to be in accordance with the Criteria.

ERNST & YOUNG BALTIC SIA
Licence No. 17

Diana Krišjāne
Chairperson of the Board

Rīga,
11 April 2025

Dace Negulinere
Latvian Certified Auditor
Certificate No. 175

State joint-stock company
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