STATE JOINT STOCK COMPANY
" STARPTAUTISKĀ LIDOSTA „RĪGA”"

SUSTAINABILITY REPORT

FOR THE YEAR 2025*

*This version of sustainability report is a translation from the original, which was prepared in Latvian. All possible care has been taken to ensure that the translation is an accurate representation of the original. However, in all matters of interpretation of information, the original language version of sustainability report takes precedence over this translation.

Basis of preparation

General basis for the preparation of the sustainability report and information to be disclosed in relation to specific circumstances

ESRS 2 BP-1, BP-2

Sustainability reporting period	01.01.2025. - 31.12.2025.	
Sustainability reporting frequency	Once a year	
General basis of preparation	The sustainability report has been prepared by applying the Sustainability Information Disclosure Law, which incorporates the requirements of Commission Delegated Regulation (EU) 2023/2772, establishing the European Sustainability Reporting Standards (ESRS). The obligation of SJSC "STARPTAUTISKĀ LIDOSTA „RĪGA"" (hereinafter – the Airport) to prepare a sustainability report in accordance with the Sustainability Information Disclosure Law applies starting from the 2027 reporting year.	
ESRS thematic standards	ESRS thematic standards included in the sustainability report: ESRS E1 – Climate change ESRS E5 – Resource use and circular economy ESRS S1 – Own workforce ESRS S4 – Consumers and end-users	ESRS thematic standards not included in the sustainability report: ESRS E2 – Pollution ESRS E3 – Water and marine resources ESRS E4 – Biodiversity and ecosystems ESRS S2 – Workers in the value chain ESRS S3 – Affected communities ESRS G1 – Governance
Scope of the sustainability report	The sustainability report has been prepared separately for the Airport, as the Airport has no subsidiaries.	
Upstream and downstream value chain	The information included in the sustainability report covers material impacts, risks and opportunities (hereinafter – IROs) related to the Airport and its direct and indirect business relationships in the upstream and downstream value chain. The sustainability report includes information on policies, actions and targets related to the Airport's value chain, as well as indicators that include upstream and downstream value chain data. More information on the Airport's value chain is provided in the section "Strategy, business model and value chain"; information on policies, actions and targets is provided in the section "Policies for managing material sustainability matters"; indicators that include value chain data are presented in the section "Environment".	
Indicators including estimated value chain data	The Airport has calculated Scope 3 emissions, which cover both the upstream and downstream value chain. In accordance with the requirements of ESRS E1, Scope 3 emissions include: • Upstream value chain emissions related to waste removal and wastewater management, activities of airfield service providers and tenants, including energy consumption and consumption of de icing agents.	

	• Downstream value chain emissions arising from fuel consumption of serviced aircraft and passenger transport to/from the Airport. Emission estimates are based on data provided by suppliers, which are aggregated in the "ACERT" emissions calculation tool. The calculation of Scope 3 emissions is presented in the section "Environment". In the assessment of greenhouse gas emissions of the upstream and downstream value chain, estimates or indirect sources are also used; see the table "Estimates and indirect sources used in the sustainability report".
Classified and sensitive information	The airport has not made use of the option not to indicate any specific information relating to intellectual property, know-how or innovation results.
Transitional disclosure requirements applied	With regard to the expected financial effects arising from sustainability-related risks and opportunities (SBM-3 48(e); E1-9; E5-6), qualitative information is provided in the first reporting year, in accordance with Appendix C of ESRS 1.
Use of European standards	The Airport's greenhouse gas (GHG) emission calculation data have been verified by an independent verifier in accordance with the requirements of ISO 14064-3.
Time period	The Airport shall use the definitions of time periods set out in the ESRS: • short-term: one year (reporting period); • average duration: two to five years; • long-term: > five years.
Sources of estimates and results with high uncertainty	The sustainability report does not include amounts of money or quantitative indicators with high uncertainty.
Changes in the preparation of sustainability information	The 2025 sustainability report is the first report prepared in accordance with the Sustainability Information Disclosure Law and ESRS standards. From 2019 to 2024, the Airport's sustainability reports were prepared in accordance with the Global Reporting Initiative (GRI) standard. The transition from GRI to ESRS is related to changes in sustainability reporting regulation that will become binding on the Airport for reporting periods starting from the 2027 reporting year.
Comparative information	Given that sustainability reports prepared in previous periods based on GRI standards are not directly comparable, the report does not include such comparisons or adjustments in respect of information disclosed for prior periods. In accordance with paragraph 136 of ESRS 1, in the first reporting year the Airport discloses comparative information only for a part of the indicators included in the sustainability report.
Inclusion by reference	None.
Contact information	E-mail address for suggestions and questions: kvalitate@riga-airport.com

Estimates and indirect sources used in the sustainability report

Table 1. Estimates and indirect sources used in the sustainability report

Name of the indicator	The basis of preparation	Accuracy	Sources of measurement uncertainty	Assumptions, approximations and judgments of metric measurements
Aircraft fuel consumption	Commercial accounting	High	The fuel consumption refueled at the airport may not be equal to the fuel consumption of aircraft.	Aircraft fuel consumption is equal to the amount of fuel refuelled at the Airport.
Road transport used by passengers	National register of vehicles, drivers	Medium	Difference between a sample set and a general set	The structure of the vehicle fleet used by passengers corresponds to the average structure of registered vehicles in the country.
Getting passengers to the airport	Poll	Medium	Difference between a sample set and a general set	Average distance 15 km, transport split 60% public / 40% private, emission factors. The results of the passenger survey represent the entire passenger population.
Getting employees to the airport	Poll	Medium	Difference between a sample set and a general set	The results of the employee survey represent the entire employee population.
Getting suppliers, visitors, tenants to the airport	Poll	Medium	Difference between a sample set and a general set	The assessment is based on information obtained from an airport employee survey.
Volume of wastewater	Commercial accounting	High	The volume of wastewater may not be equal to water consumption.	The volume of wastewater is equal to water consumption.
Average number of passengers in a car	EU Strategy for Sustainable and Smart Mobility (2022)	Medium	The average number of passengers per car of airport visitors may differ from the average number of passengers on short-distance trips.	The average number of passengers on short-distance trips (up to 300 km) is 1.3.
Energy intensity indicator	Annual report for 2025	Medium	The distribution of consumed energy corresponds to the same proportion as revenues not derived from activities in high climate-impact sectors (corresponding to NACE categories M and N). Due to operational limitations, it is not possible to determine precise energy consumption.	The following proportion is used in the calculations: aviation energy consumption = total consumption × 97% non-aviation energy consumption = total consumption × 3%

These indicators summarised in Table 1 do not plan actions to improve accuracy.

Governance

Functions of administrative, management and supervisory bodies

GOV-1

The Airport is a state joint stock company of the Republic of Latvia, and the holder of the state capital shares is the Ministry of Transport. At the shareholder meeting, the interests of the shareholder are represented by the State Secretary of the Ministry of Transport or another authorised official of the Ministry. Shareholder meetings are convened in compliance with the requirements and deadlines set out in the Law on the Governance of Capital Shares of Public Persons and Capital Companies (hereinafter – the Law).

Shareholder

The main duties of the shareholder are:

- to approve the annual report and decide on the use of the Airport's profit;
- to elect and remove members of the Supervisory Board and the auditor, as well as to decide on the amount of their remuneration;
- to approve and amend the Articles of Association of the Airport and decide on the reorganisation of the company;
- to decide on the reduction or increase of share capital;
- to take other decisions on matters specified in the Law.

The Supervisory Board

The main duties of the Supervisory Board, which also include the management of sustainability matters, are:

- to approve the Medium-Term Operational Strategy (hereinafter – the Strategy) and to monitor its implementation by approving the annual action plans for the implementation of the Airport's Strategy;
- to supervise that the Airport operates in accordance with applicable legal requirements, the Articles of Association, shareholder decisions and the Strategy;
- to monitor the implementation of the Strategy action plan, including sustainability-related non-financial indicators;
- to elect and remove members of the Board, supervise the activities of the Board and determine the remuneration of Board members;
- to approve the Airport's planned financial indicators, approve the annual budget and supervise its execution;
- to review the annual report, the sustainability report, the Board's report and the Board's proposals on the use of profit, prepare the Supervisory Board's opinion thereon and submit them to the shareholder meeting;
- to approve the most significant policies, including the Sustainability Policy;
- to supervise the operation of the internal control and risk management system;
- to review reports of the Internal Audit Unit on the results of internal audits or inspections;
- to participate in discussions on strategic sustainability matters.

Board

The main duties of the Board, which also include the management of sustainability matters, are:

- to organise and ensure the operation of the Airport in accordance with regulatory enactments;

- to be responsible for the Airport's economic activity and accounting in compliance with regulatory enactments;
- to approve the annual budget and investment plan;
- to approve the Airport's organisational structure, staffing, remuneration and material incentive regulations, internal work rules and other internal regulatory documents governing operations, which under the Board Regulations are not issued unilaterally by the Chairperson of the Board or a Board member;
- to monitor the fulfilment of obligations of the employer and employee representatives stipulated in the Collective Labour Agreement;
- to submit a written report at the end of each financial year on its activities to the Supervisory Board and the shareholder meeting, reflecting the results of the Airport's commercial activities, financial position, profitability and turnover, circumstances that may affect the Airport's financial position, the planned commercial policy for the next reporting period, as well as other information that may affect the Airport's operations and the interests of the state;
- to ensure the establishment, maintenance, supervision and improvement of the core elements and process of the Airport's risk management system, including regular reassessment of the most significant risks, including sustainability risks;
- to monitor the implementation of the Strategy, the Sustainability Strategy and sustainability policies;
- to decide on actions if sustainability-related non-financial indicators or Sustainability Strategy objectives are not achieved;
- to participate in identifying material sustainability impacts, risks and opportunities related to the company's operations, as well as IRO thresholds, and to supervise Airport activities related to the management of sustainability impacts, risks and opportunities;
- to approve the double materiality assessment and, based on the sustainability areas identified therein, integrate them into decision-making processes.

The principles for organising the work of the Airport's Supervisory Board and Board are set out in the Supervisory Board Regulations and the Board Regulations, while the Sustainability Policy defines the duties of the Supervisory Board and the Board in managing sustainability matters, including the supervision of impacts, risks and opportunities. These documents are publicly available on the Airport's website.

The Airport's governance structure is presented in Figure No. 1.

Figure 1. Structure of the airport management model

Curriculum vitae and competencies of the members of the Supervisory Board[1]

Juris Kanels Chairman of the Supervisory Board In office since 17 May 2016 (reappointed from 17 May 2021). Term of office: five years.	**Elina Salava** Member of the Supervisory Board In office since 7 July 2021. Term of office: five years
Juris Kanels has held senior positions in companies in the transport and aviation sector for more than 20 years. He has served as a member of the Board at the Airport, JSC "Latvian Air Traffic", the Ventspils Free Port Authority, as Chairman of the Board of SIA "ANS", JSC "State Information Network Agency", and as Deputy Chairman of the Supervisory Board of JSC "Rīgas jūras līnija". Juris Kanels is the Rector and a member of the Board of the Transport and Telecommunication Institute. The Chairman of the Supervisory Board does not hold any other positions at the Airport.	Elīna Salava has significant experience in company management, finance, and governance processes in both the public and private sectors. Since 2017, Elīna Salava has been a financial adviser to the Board and Sustainability Director at the Development Finance Institution ALTUM, as well as the founder and Chairwoman of the Board of the biotechnology start-up RECOLO. The Member of the Supervisory Board does not hold any other positions at the Airport.
Education: Doctoral degree in Political Science (Ph.D.sc.pol.); graduated from the Faculty of Economics of the University of Latvia with a specialization in industrial planning. Juris Kanels has completed several international aviation training programmes. The full curriculum vitae of Juris Kanels is available on the Airport's website.	**Education:** University of Latvia, Bachelor's degree in Business Administration, and ACCA (Association of Chartered Certified Accountants) qualification; certified GRI expert. The full curriculum vitae of Elīna Salava is available on the Airport's website.
Competencies: - understanding and knowledge of the sector in which the capital company operates, - company and team management.	**Competencies:** - risk management, - internal control system, - strategy development and implementation, - corporate governance.
Key sustainability responsibility areas: Stakeholder management	**Key areas of sustainability responsibility:** Representation of the Supervisory Board on the Airport Sustainability Committee.

50% of the members of the Supervisory Board shall be independent[2].

[1] Curriculum vitae available in Latvian https://www.riga-airport.com/lv/korporativa-parvaldiba and in English at https://www.riga-airport.com/en/corporate-governance
[2] An independent member of the Supervisory Board is a Supervisory Board member who meets the criteria set out in Section 31, paragraph six of Publiskas personas kapitāla daļu un kapitālsabiedrību pārvaldības likuma.

Life cycle and sustainability responsibilities of board members

Laila Odiņa Chairwoman of the Board In office since 16 April 2021	**Normunds Feierbergs** Member of the Board In office since 10 November 2016 (reappointed from 10 November 2021)	**Artūrs Saveļjevs** Member of the Board In office since 12 September 2017 (reappointed from 12 September 2022)
Laila Odiņa has previously served as a member of the Airport Supervisory Board, a member of the Board of the Transport and Telecommunication Institute, Director of Operational Management at "UTAir Airlines JSC", Chief Executive Officer of "Azerbaijan Airlines JSC", and Director of Operational Management at JSC "Air Baltic Corporation".	Normunds Feierbergs has previously served as Head of the Information Technology Department and Vice President at JSC "Latvijas Krājbanka", Head of General Banking Services and First Vice President at JSC "UniCredit Bank", as well as holding other senior positions in various capital companies.	Artūrs Saveļjevs is a guest lecturer at Cranfield University and the Transport and Telecommunication Institute (TSI). He has previously served as Chairman of the Commercial Forum of Airports Council International Europe, Director of the Commercial and Marketing Departments of Riga Airport, and Director of the professional Master's programme "Aviation Management" at TSI.
Education: City University London, Pg Air Transport Management Business, Arts and Technology University "RISEBA", Business Administration	**Education:** University of Latvia, Master's degree in Business Administration University of Latvia, Bachelor's degree in Computer Science	**Education:** 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 areas of sustainability responsibility: Sustainability strategy, leadership of the Sustainability Committee, climate change mitigation, governance	**Key areas of sustainability responsibility:** Energy management, cybersecurity, data privacy, digitalisation, development of sustainable infrastructure	**Key areas of sustainability responsibility:** Relations with stakeholders, consumers and end-users
Company representation in industry and business organisations: Airports Council International Europe Latvian Aviation Association Business Sustainability Council	**Company representation in industry and business organisations:** Latvian Hydrogen Alliance	**Company representation in industry and business organisations:** Airports Council International Europe Mārupe Municipality Business Advisory Council SM Logistics Council

Development of sustainability competencies and knowledge

The Supervisory Board and the Board have collective skills and competencies available to manage the IROs material to the company (see sections “Curricula vitae and competencies of Supervisory Board members” and “Curricula vitae of Board members and sustainability responsibility areas”):

- The Airport’s Supervisory Board and Board collectively represent diverse competencies, including strategy development and implementation, corporate governance, stakeholder management, risk management, etc.;
- At least one Supervisory Board member has competence in strategy development and experience in sustainability matters;
- Where necessary, the Airport engages external experts or consultants in the implementation of sustainability requirements, for example, in the development of the double materiality assessment (2024);
- The Board and the Supervisory Board continuously make use of opportunities to enhance their knowledge on sustainable development issues in the industry and the business environment, as well as exchange experience on these matters with other Latvian and international companies and industry organisations.

Upon assuming their duties at the Airport, members of the Board and the Supervisory Board are required to complete an induction training programme providing comprehensive information about the company, including sustainability-related topics – corporate culture and risk management, the Code of Ethics, and information on the Airport’s material environmental, social, and governance sustainability areas.

By participating in workshops dedicated to the development of the double materiality assessment, the Board gained broader insight into sustainability issues from sustainability experts. Board members are also informed, as necessary, about sustainability requirements applicable to the Airport. Board members regularly attend training courses on sustainability topics provided by external service providers in accordance with their job specifics, for example:

- "Aviation Sustainability and Environmental Impact of Airports" (2024);
- "Aviation Sustainability Framework" (2025).

The shareholder regularly assesses whether the existing competencies are sufficient to ensure the achievement of the company’s strategic objectives.

Diversity of Board and Supervisory Board members

The procedures for nomination and selection of Board and Supervisory Board members are determined by the Law on Governance of Capital Shares of Public Entity and Management of Capital Companies Thereof and the Cabinet of Ministers regulations issued on its basis, as well as the recommendations included in the guidelines issued by the Cross-Sectoral Coordination Centre. There are no representatives nominated by company employees on the Supervisory Board or the Board.

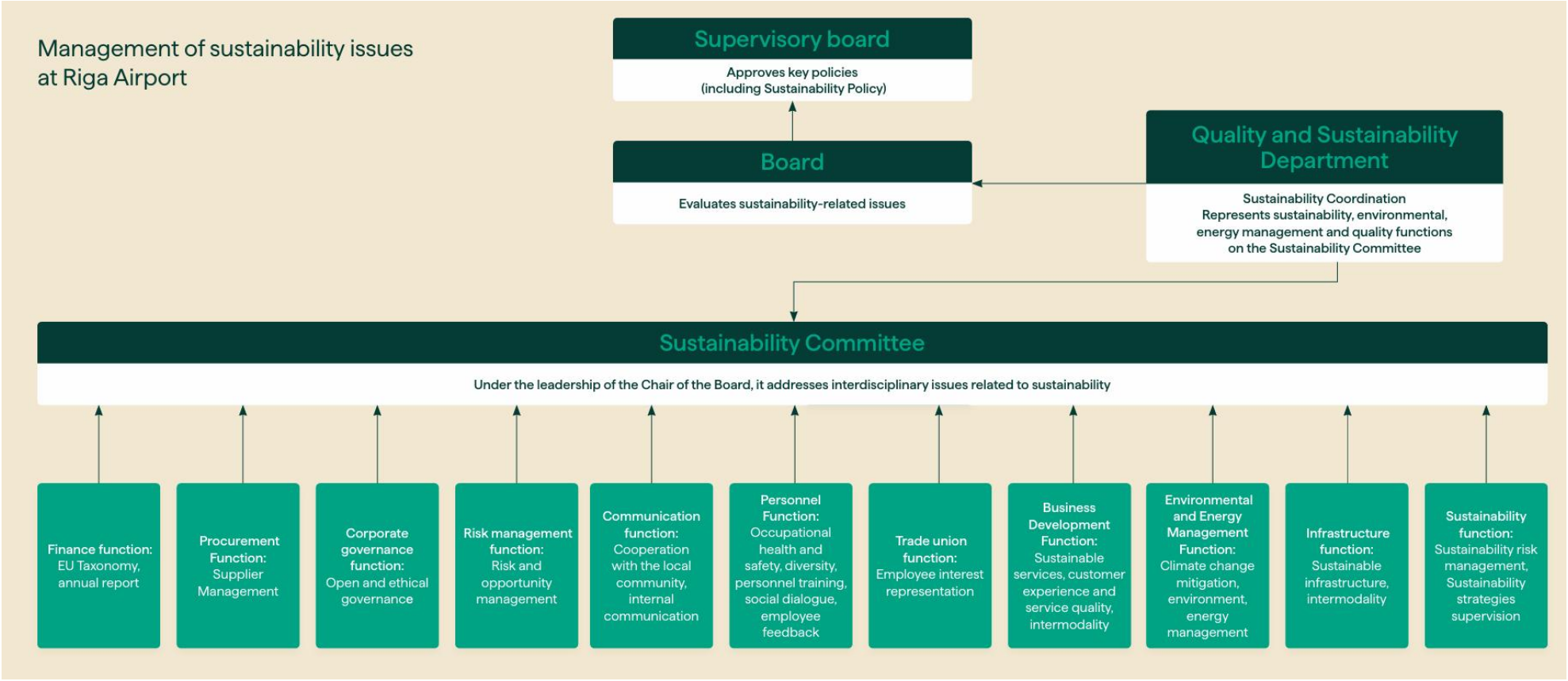
Table 2. Gender diversity of the Board and Supervisory Board

	Women	Men	Other than women and men	Gender not reported	Total	Gender diversity ratio
The Supervisory Board	1	1	0	0	2	**1**
Board	1	2	0	0	3	**0,5**

Sustainability governance model

To ensure the management of sustainability issues in line with best practice, sustainability governance at the Airport is organised through several interrelated elements, which are illustrated in the structural diagram of the sustainability governance model (see Figure No. 2).

Figure 2. Structural diagram of the Airport's sustainability governance model



Responsible structures and persons within the sustainability governance model

Responsibility for sustainability issues is not concentrated in a single structural unit but is distributed across different levels of responsibility, ensuring the management, planning, coordination, and oversight of sustainability matters.

Elements of sustainability governance:

- The Board ensures the implementation of strategies and policies and regularly reports to the Supervisory Board on its activities. Once a year, the Board assesses the progress of the implementation of the Sustainability Strategy, and twice a year it reviews the implementation of the Strategy Action Plan. The Board approves the policies and targets developed by the Sustainability Committee. The Sustainability Committee is chaired by the Chairwoman of the Board;
- The Sustainability Committee carries out monitoring and control of sustainability measures in accordance with the Sustainability Strategy, the Stakeholder Engagement Plan, the Corporate Social Responsibility Guidelines, and the Sustainability Policy. It also ensures readiness for reporting in line with regulatory requirements, annually reviewing the list of IROs;
- The Supervisory Board oversees the work of the Sustainability Committee by ensuring its representation and by approving the Sustainability Report, which discloses the Airport's critical IROs, achievement of sustainability targets, and impact management;
- The Sustainability and Environmental Management Department coordinates the implementation of the Sustainability Policy and the work of the Sustainability Committee, monitors and consolidates the implementation of Sustainability Strategy activities, and reports on results. It also compiles information for the sustainability report and channels issues raised by stakeholders;
- Structural units implement policies and other documents within their areas of responsibility, report on implementation to the Sustainability Committee, and ensure employee participation in training on sustainability issues.

Setting reporting lines and targets for sustainability management

Table 3. Definition and monitoring of sustainability management reporting lines and targets

Structure/ person	Reporting line	Role in setting goals	Approval of objectives	Progress monitoring	Reporting frequency and content
Supervisory Board	Reports to the shareholder	Participates in setting strategic objectives	Approves strategic objectives; reviews sustainability objectives	Oversees the work of the Board and implementation of strategic objectives; reports to the shareholder	Semi-annually: Strategy objectives, indicators, action plan, annual report
Board	Reports to the Supervisory Board	Participates in setting strategic objectives	Approves strategic and sustainability objectives	Assesses progress in the implementation of strategic and sustainability objectives	Semi-annually: Strategy objectives, action plan. Annually: Sustainability Report, including the list of critical IROs
APBAD[3] Director	Reports to the Board	Coordinates the development of strategic objectives	Submits strategic objectives for approval	Collects data; reports to the Board and the Supervisory Board on progress of strategic objectives	Semi-annually: Strategy objectives, action plan
Sustainability Committee	Representation from the Board and the Supervisory Board	Develops and updates sustainability objectives in cooperation with structural units	n/a	Oversees implementation of sustainability objectives; reviews IROs	Semi-annually: Sustainability Strategy objectives, indicators, action plan. Annually: sustainability reporting, IRO list
Head of IVPN[4]	Reports to the Board	Participates in setting strategic and sustainability objectives	Presents sustainability objectives to the Board and the Supervisory Board	Oversees the sustainability process (internally)	Annually: Sustainability Strategy objectives, indicators, action plan, Sustainability Report; IRO list
Structural units	Report to the Head of IVPN	Participate in updating sustainability objectives and implementing strategic objectives	n/a	Provide data; monitor indicators within their area	Semi-annually: Sustainability policy objectives and indicators
Risk Manager	Reports to the Board and the Supervisory Board	Participates in setting strategic and sustainability objectives	n/a	Oversees priority risks, including sustainability risks	Annually (to the Board), semi-annually (to the Supervisory Board): Priority risk report

[3] Aviation Services and Business Development Department
[4] Sustainability and Environmental Management Unit

Management of impacts, risks and opportunities and setting of targets

The management of IROs is implemented by integrating it into the company's overall control and management systems, without applying separate, specific procedures. This approach ensures consistency and efficiency by embedding IRO management into existing processes, including strategic planning, risk management, and sustainability governance.

The Sustainability and Environmental Management Unit cooperates with the Risk Manager to ensure a coordinated approach to monitoring sustainability risks and ensuring compliance. Information on priority risks is regularly reported to the Board and the Supervisory Board.

The setting of targets related to material IROs takes place within the Sustainability Committee, in cooperation with the responsible structural units that provide thematic expertise and data availability. Both the Board and the Supervisory Board are represented on the Committee, ensuring strategic involvement and oversight. The Head of the Sustainability and Environmental Management Unit presents the proposed sustainability targets to the Board; the Board approves them and subsequently informs the Supervisory Board. The Board regularly monitors the progress of Strategy implementation, while the Sustainability and Environmental Management Unit coordinates data collection and reporting.

Monitoring of progress against targets is carried out in accordance with internal reporting procedures, which provide for regular reporting to the Board and the Supervisory Board – semi-annually or annually, depending on the specific structure and the nature of the targets.

In this way, targets are not only set with strategic involvement but are also systematically monitored, promoting transparency and accountability in the field of sustainability.

The role of governance in setting, monitoring, and controlling strategic and sustainability objectives also includes the implementation of due diligence, as well as the assessment of policies, actions, indicators, targets, their results, and effectiveness.

Information provided to the company's administrative, management and supervisory bodies and sustainability matters considered by these bodies

GOV-2

When making strategic decisions or deciding on material transactions, the Airport's Board and Supervisory Board assess their impacts, risks, and opportunities. The structural units responsible for the relevant area prepare an assessment and provide the necessary information to the Board for decision-making, including the following aspects:

- description of the situation;
- impact of the decision on the budget;
- justification of the necessity of the decision, including economic justification and assessment of anticipated risks;
- for procurements included in the procurement plan (above EUR 15,000), an assessment of the procurement's impact on sustainability aspects is included.

Sustainability-related risks are also integrated into the risk management process, and their assessment is regularly presented to the Board and the Supervisory Board. Decision-making takes into account potential trade-offs between different sustainability aspects, for example, between infrastructure development and environmental impact, or between short-term costs and long-term benefits.

Information on whether, what, and how often the administrative, management and supervisory bodies are informed about material impacts, risks and opportunities, the implementation of due diligence, as well as the results and effectiveness of policies, actions, indicators and targets, is included in the section "Governance and reporting lines for sustainability matters".

Shareholder meetings

Shareholder meetings are convened in compliance with the requirements and deadlines set out in the Law. In 2025, seven shareholder meetings were held, the key decisions adopted were:

- the final evaluation of the Airport's operating results for 2024;

- implementation of decisions of the Airport's shareholder meetings in the second half of 2024 and the first half of 2025;
- amendments to the Airport's Articles of Association;
- approval of the Airport's 2024 annual report and allocation of 2024 profit;
- assessment of the Airport's financial and performance indicators for 2024, the Airport's operating results, and the overall evaluation of the Supervisory Board's performance for 2024;
- implementation of internal audits;
- the Airport's Internal Audit Strategic Plan for 2025–2027 and the Internal Audit Plan for 2025;
- the Airport's Remuneration Regulations and the remuneration policy for the Board and the Supervisory Board.

Supervisory Board meetings

In accordance with the Supervisory Board's rules of procedure, meetings are held as necessary, but not less than once per quarter. In 2025, 19 Supervisory Board meetings were held, during which decisions were reviewed and adopted on the following key sustainability-related matters:

- amendments to the Airport's Articles of Association and approval of several policies (Sustainability, Public Support, Information Security, and Safety);
- alignment of the Airport Masterplan 2025–2050 and its environmental report draft and submission for public consultation;
- evaluation of the Strategy Implementation Action Plan and approval of the 2025 plan;
- evaluation of annual financial and performance indicators;
- risk management reports;
- Board objectives for 2024 and 2025;
- conclusion of a loan agreement under the ALTUM support programme to improve energy efficiency;
- results of studies on alternative heat energy solutions;
- financing conditions, financial framework, and scope of the construction contract for Phase 6 of the terminal expansion project;
- participation in the "RIX Hydrogen Valley" project in the field of climate change mitigation.

Board meetings

Unless otherwise specified, Board meetings are held twice a week. In 2025, 90 Board meetings were held, during which significant decisions were made in the following areas:

- approval of the Double Materiality Assessment, the CO_2e Management Plan, and the Net Zero 2035 roadmap;
- updating of several policies (Sustainability, Safety, Information Security, Public Support);
- approval of the Strategy Implementation Action Plan for 2025 and evaluation of 2024 performance;
- alignment of the Development Plan for 2025–2050 and its environmental report draft;
- evaluation of the implementation of the Sustainability Strategy and audit plan;
- approval of annual audit and cybersecurity plans and training process results;
- performance of safety procedure audits and approval of the Airport risk management report;
- approval of business continuity and risk mitigation plans;

- approval of procedures and instructions in personnel management, document management, utility services, and safety management;
- decisions on employee salary increases, bonuses, and social cost provisions;
- review of heat energy, electricity grid readiness, CO_2 compensation, and cybersecurity matters;
- decisions on participation in two hydrogen projects;
- approval of the financial framework and construction contract for Phase 6 of the terminal project;
- conclusion of cooperation agreements for the development of employees' digital skills;
- signing of a memorandum with the Ukrainian Airports Association;
- support for the implementation of a digital donation stand.

Sustainability Committee meetings

Committee meetings are held at least once per quarter, or more frequently if necessary. In 2025, the Sustainability Committee met four times, and the main issues discussed were related to:

- updating the materiality matrix;
- activities planned for 2024 and 2025 under the Sustainability Strategy and the Stakeholder Engagement Plan;
- review of reports on the implementation of the Sustainability Strategy activity plan;
- review of the draft action plan for sustainability targets.

Inclusion of sustainability-related performance in incentive schemes

GOV-3

The Airport has developed a remuneration policy for the Board and the Supervisory Board that ensures justified, competitive, and transparent principles for determining and reviewing remuneration. The basic principles for setting remuneration are determined by the Ministry of Transport.

Once a year, the Supervisory Board sets financial and non-financial objectives for the Board, the achievement of which affects the overall performance evaluation and the amount of bonuses. Bonus calculations take into account the Airport's operating results, implementation of the Strategy, and individually defined performance indicators achieved in the previous reporting year (KPIs).

Overall Board performance indicators related to sustainability:

- updating of the Airport Development Plan and the strategic environmental impact assessment;
- development of the Strategy for 2025–2030 with financial and non-financial sustainability objectives.

Individual KPIs for Board members include:

- implementation of noise mitigation measures;
- improvement of energy efficiency by reducing negative environmental impacts.

The amount of the bonus depends on overall performance and is calculated in accordance with the bonus determination methodology described in Cabinet of Ministers Regulation No. 392 "Procedure for Determining the Number and Remuneration of Board and Supervisory Board Members in Cases of Public Capital Share Management" and the order of the Ministry of Transport regarding bonuses for chairpersons and members of boards of capital companies in which the Ministry of Transport is the holder of state capital shares.

Weighting of criteria:

- performance of the capital company – 20%;
- achievement of strategy and financial/non-financial objectives – 50%;

- individual performance – 30%.

The bonus amount that may be awarded for KPI achievement is capped and may not exceed two months' remuneration of a Board member. This limit applies regardless of the number of KPIs, ensuring compliance with regulatory requirements and the remuneration policy for the Board and Supervisory Board.

In 2025, the variable portion of remuneration, the bonus, accounted for 14% of the total Board remuneration.

Employees of structural units are assigned annual KPIs, including in the field of sustainability (e.g. GHG emission calculations, research into alternative fuels). In accordance with the Bonus Procedure, employee performance is evaluated once a year, taking into account individual, departmental, and company-wide results.

Statement on due diligence

GOV-4

In carrying out commercial activities and providing services, the Airport observes the principle of due diligence in all cases where the activities carried out affect or may affect stakeholders. The Airport collects and analyses data on various circumstances and stakeholder views to ensure that material sustainability-related issues are taken into account. Stakeholders may express their views and observations about the Airport through the company's reporting channels or within the framework of cooperation, directly to the relevant structural unit. In discussions and consultations with employee representatives and strategic cooperation partners, the Airport's Board is most often present.

Key elements of due diligence:

- consultations with the Airport employees' trade union and aviation industry trade unions on matters related to employment, remuneration systems, implementation of the collective agreement, and other employee-related issues (see section SMB-2);
- selection and evaluation of procurement bidders in accordance with public procurement regulations, and since 2024, determination of sustainability risk levels for key suppliers in order to effectively manage supplier-related risks;
- consultations, public hearings, working groups, or joint projects with representatives of public groups to ensure that their interests are taken into account, where possible, in the provision of Airport services and economic activities, and in the timely identification and mitigation of negative impacts (e.g. in noise management, environmental accessibility, and public consultation on the draft environmental report of the Airport Development Plan);
- regular environmental monitoring and, where necessary, in-depth environmental studies in historically contaminated areas to prevent the spread of pollution, restrict and control pollution, or, where possible, eliminate it;
- regular environmental noise monitoring to control and analyse exceedances of noise limit values in the vicinity of the Airport, where such occur, and to decide on noise mitigation measures for the Noise Reduction Action Plan;
- consultations with Airport users (airlines) regarding Airport services and charges;
- identification and assessment of risks of major investment projects, as well as informing public groups about these projects in order to respond in a timely manner to concerns or recommendations from affected residents and other public groups.

Table 4. Basic elements of due diligence

Core elements of due diligence	Sustainability report sections
Integration of due diligence into governance, strategy and the business model	ESRS 2 GOV-2, GOV-3, SBM-3
Engagement of affected stakeholders at all key stages of the due diligence process	ESRS 2 GOV-2, SBM-2, IRO-1
Identification and assessment of negative impacts	ESRS 2 IRO-1, SBM-3
Measures to prevent the identified negative impacts	ESRS 2 SBM-3, sections on measures related to the thematic standards
Monitoring the effectiveness of these efforts and reporting on them	Sections on indicators and targets related to the thematic standards

Risk management and internal control related to sustainability reporting

GOV-5

The Airport has developed and, at a Supervisory Board meeting, approved a Corporate Governance Policy, the purpose of which is to define the principles according to which the Airport implements good corporate governance. The Corporate Governance Policy has been developed taking into account the principles set out in the Latvian Corporate Governance Code. The Airport's overall approach to the internal control system and risk management is described in the Airport's Corporate Governance Statement.

In order to ensure the management of sustainability information and the preparation of the sustainability report in accordance with the information principles set out in the ESRS, in 2024 the Airport approved an internal regulatory document, the "Sustainability Information Management Procedure". This procedure defines the circulation of sustainability information for the preparation of the sustainability report by establishing the allocation of responsibilities for obtaining, storing, compiling, and reporting information, and by providing internal control mechanisms to ensure the accuracy of information. All structural units involved in the sustainability information management procedure have been familiarised with the developed document.

Risk assessment approach applied

If, during the preparation of the sustainability report, a material or systematic risk of information inaccuracies or data errors is identified, such a risk is included in the Airport's risk register (which also includes sustainability risks). If the risk exceeds the Airport's risk appetite, additional risk mitigation measures are defined alongside existing controls. Detailed information on risk management principles is published on the Airport's website in the "Policies" section.

Risk assessment is carried out using the methodology defined in the Airport's Instruction on the Management of Strategic, Operational, Sustainability, and Financial Risks, which is described in more detail in the section "Description of the process for identifying and assessing material impacts, risks and opportunities".

Key identified risks and mitigation strategies

The Airport has identified a risk related to the preparation of the Sustainability Report that inaccuracies (including data errors) may occur in the information disclosed in the sustainability report. At the time of report preparation, the identified risk level is low; therefore, the internal control measures set out in the Sustainability Information Management Procedure are applied to mitigate the risk:

- as part of the annual internal audit process, audits of sustainability information and the input data, data accumulation, and systems used to obtain it are included;
- prior to submission of the Sustainability Report to the independent auditor, sample-based verification of key sustainability information may be performed;

- if errors or deficiencies are identified during the independent auditor's limited assurance engagement and indicated in the assurance letter, a remediation plan is prepared specifying concrete deadlines and responsible persons;
- the Sustainability Report follows the same approval procedure as the Annual Report. Errors and deficiencies identified in the independent auditor's management representation letter are reviewed at a Board meeting when approving the Sustainability Report.

The Quality and Sustainability Department monitors the established Sustainability Report preparation process and the effectiveness of its internal controls, in order to optimise or revise the process if necessary.

Strategy

Strategy, business model and value chain

SBM-1

The Airport's business model and strategic development ensure the achievement of the Airport's overall strategic objective set out in Cabinet of Ministers[5] regulations: "To provide the regional traffic center 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."

In line with this overall strategic objective, the Airport developed a medium-term operational strategy for 2021–2027 (hereinafter – the Strategy) and prepares an annual Strategy Implementation Action Plan (hereinafter – SIAP). The SIAP reflects specific tasks to be implemented on an annual basis to achieve the Airport's strategic objectives.

The strategy's mission, vision and values

Mission

Riga Airport is an international traffic hub that facilitates Latvia's economic growth by providing seamless and safe connectivity to passengers and entrepreneurs and creating opportunities for employment and business development.

Vision

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

Values

1. 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.

2. Responsibility

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

3. Safety and security

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

4. 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.

5. Efficiency

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

Strategic objectives and tasks

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:

- develop a competitive range of services and tariff policy;

[5]Approved 28th April of 2021

- develop a broad network of destinations, including long-haul flights and cargo carriage;
- provide convenient services to increase transit passenger flow.

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

- develop safe airfield and passenger terminal infrastructure in line with passenger forecasts;
- attract financing for environmentally friendly, energy-efficient and sustainable solutions;
- implement the Energy Management Programme to achieve the objectives of the international Airport Carbon Accreditation programme.

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

- improve existing and create new services in line with passenger and customer needs;
- ensure that the company's core operations, business and management processes are as efficient as possible;
- introduce a unified customer service strategy across the entire airport community;
- establish an aviation innovation centre.

4. To create new opportunities for business partners and travellers through the development of the Airport City and a wide range of services:

- create diverse services and appropriate infrastructure in the Airport City;
- create infrastructure and opportunities for various types of business development at the Airport's Business Park;
- become a multimodal traffic and logistics hub that integrates different modes of transport and ensures connectivity.

5. To foster the growth of the aviation industry by attracting and retaining top-level professionals with career opportunities and a success-oriented environment:

- develop a sustainable personnel policy;
- ensure an inclusive working environment that meets the highest occupational safety and epidemiological safety requirements;
- strengthen a corporate culture based on integrity, respect and openness;
- enhance the image of the company as an employer of choice.

In 2022, under the leadership of the Sustainability Committee, a Sustainability Strategy 2022–2030 was developed and approved by the Airport's Board. It complements the Strategy as a policy instrument for achieving sustainability objectives and includes an action plan covering environmental, social, economic and governance issues. The Sustainability Strategy defines ten objectives, targets, implementation years, and the responsible structural units.

Its development involved structural units and experts responsible for the respective sustainability topics, as well as stakeholders – employee representatives and a representative of an environmental non-governmental organisation. The SIAP is prepared annually, while in 2025 work was carried out to review Sustainability Strategy activities for 2026–2030 and integrate them into the Strategy. Considering the current situation, the sustainability strategic objectives and indicators were also reviewed.

In 2025, the updated Net Zero roadmap was reviewed and approved by the Board. It sets out the core principles for achieving net zero emissions for Scope 1 and Scope 2 emissions by 2035. The core principles for achieving Net Zero are described in the section "Transition Plan".

Table 5. Strategic Net Zero roadmap objective for CO_2e reduction

Net Zero Non-Financial Indicator	Indicator in 2014 (base year)	Value to be achieved in 2035	Value to be achieved in 2026
Reduced CO2e volume (t)	8 082	701	3 730
Reduced CO2e volume (%)	0 %	91 %	54 %

Other strategic objectives that are subordinate to the Strategy but defined in policies are summarised in the section "Policies and targets for the management of material sustainability matters".

Significant changes in recent years, in particular geopolitical circumstances and the related challenges, including the imposed international sanctions, have affected the Airport's strategic planning for future periods as well as the implementation of the current Strategy. Taking this impact into account, a new Strategy has been developed to ensure alignment with the current circumstances and sustainability objectives. Approval of the Strategy is planned for 2026.

Table 6. Non-financial objectives and indicators defined for the implementation of the Strategy's objectives

	Indicator in 2019 (at the time the Strategy was developed)	Target value to be achieved in 2027	Target value to be achieved in 2025	2025 result	Achievement against the 2025 target
Non-financial objectives					
CO_2 emissions (tCO_2/1,000 passengers)	0.444	0.3718	0.451	0.451	Meets
Number of passengers (million)	7.8	9	7.46	7.1	Does not meet
Departure punctuality (Airport infrastructure)	98.67%	>99%	>98%	98.62%	Meets
Indicators					
Share of unsorted waste (% of total waste volume)	72.3%	66%	80%	80.95%	Does not meet
Heat energy consumption (MWh/m²)	0.34[6]	<0.34	0.12	0.12	Meets
Electricity consumption (MWh/load unit – one traffic unit is equivalent to one passenger or 100 kg of handled air cargo)	0.0020	0.0024	0.0026	0.0024	Meets
Aircraft noise index	83,821	75,439	62,883	60,879	Meets
Voluntary employee turnover	15.15%	<15%	<15%	12.29%	Meets
Employee satisfaction	4.1 (out of 6)	>4	>4	4.7 (in 2024[7].)	N/A
Passenger satisfaction (average) on a 5-point scale	3.89	>3.90	>4.00	4.21	Meets

[6] Average 2017.-2019.
[7] The indicator is compiled once every two years.

Airport services

The essence of the Airport's business activities is to provide the infrastructure required for servicing passengers, cargo, and aircraft, as well as maintaining this infrastructure, supplemented by related services. In order to carry out its core activities, the Airport must comply with general aviation and supervisory authority requirements, while at the same time developing its range of services and meeting customer needs to the greatest extent possible.

In accordance with the Strategy, Airport services are divided into two main groups – aviation and non-aviation services.

Table 7. Airport service groups

Aviation services	Non-aviation services
Directly related to the provision of core operations – servicing aircraft, passengers and cargo.	Include both services directly related to the provision of the Airport's core operations and those not directly related.
Service groups	**Service groups**
Airside services, including airfield infrastructure and functions for aircraft take-off, landing, manoeuvring and parking. Handling of direct and transfer passengers, including terminal infrastructure and communications, IT equipment and solutions to ensure passenger information, flows and segregation functions. Airport aviation security and rescue services. Ground handling, including aircraft handling on the apron, provision and supervision of administrative services, passenger and baggage handling, cargo handling and preparation of cargo documentation. Centralised infrastructure services, including Airport infrastructure required for the provision of ground handling services – check-in counters, boarding gates, passenger boarding bridges, baggage handling infrastructure, etc. Other services – mainly assistance to passengers with reduced mobility (PRM).	Leasing of real estate – rental in the terminal and on the Airport territory. Paid car parking. Concessions – fees for aviation fuel and aviation catering business services on the Airport territory. VIP services – servicing of state officials and other VIP passengers, rental of premises in the VIP centre. Advertising services – placement of advertising in the terminal and on the territory (outsourced). Utility services – electricity, water, sewerage, etc.

The most material directions of the Airport's own operations are considered to be:

- airline support services, such as ground handling;
- electricity generation, distribution and transmission – the Airport produces renewable electricity from solar energy. As an electricity distribution system operator, the Airport maintains and develops the electricity grid within its territory, ensures electricity supply to users connected to the Airport's distribution network, constructs new connections and increases the capacity of existing connections, as well as performs other prescribed duties;
- passenger handling;
- commercial services, such as car parking, VIP centre services, leasing of real estate and other services;
- infrastructure and technical services – centralised infrastructure (a set of physical infrastructure and technical resources managed and maintained in a unified manner to ensure service provision to Airport users);

- maintenance of the Training Centre – to provide mandatory (and voluntary) training for Airport employees, suppliers, Airport users, airlines, airfield service providers, contractors and other stakeholders.

The Airport is of strategic importance to the development of Latvia's economy, as it is not only the largest international airport in Latvia and the largest air transport infrastructure company in the Baltics, providing infrastructure for regular passenger and cargo air transport, but also provides significant support for military and state-significance flights within the territory of Latvia. The Airport is included in the TEN-T network, ensuring accessibility and mobility within the European Union.

During 2025, there were no changes in the Airport's service groups – no new services were introduced and no existing services were discontinued. The Airport did not provide services or offer products whose provision would be restricted or prohibited in the relevant region. Information on revenues and activities in controversial industries is available in Annex No. 1 to the Sustainability Report, "Airport revenues and activities in controversial industries".

Served markets and customer groups

By connecting the Baltic States with Europe, the Middle East and Asia, the Airport serves international passenger and cargo transport.

The passenger segment mainly consists of:

- direct passengers who use the Airport as their travel destination or point of departure;
- transfer passengers who use the Airport as a transfer hub to reach their final destination.

The cargo handling segment includes:

- international cargo transport carried out both by passenger aircraft and dedicated cargo flights;
- e-commerce segments, with growing volumes from Central Asia and Europe.

Table No. 8. Top 10 destinations and countries by number of passengers carried in 2025

Destination	Share, %
Germany	10.5
United Kingdom	10.1
Finland	7.6
Spain	5.5
Turkey	5.4
Italy	5.2
Sweden	5.1
Norway	5.0
Lithuania	4.5
Estonia	4.3

Destination	Share, %
London	6.7
Helsinki	5.3
Oslo	4.8
Stockholm	4.6
Tallinn	4.3
Frankfurt	3.8
Vilnius	3.3
Amsterdam	3.1
Copenhagen	3.0
Istanbul	3.0

Airport customer groups:

- airlines;
- passengers and guests of the Airport;
- airfield service providers – providing a range of services essential for aircraft handling and passenger convenience, such as ground handling, catering services, fuel supply, aircraft de-icing, aircraft maintenance, aircraft cleaning, cargo and mail handling, business aviation terminal services, etc.;
- terminal and territory tenants.

Airport value chain

The upstream activities of the Airport's value chain consist of suppliers that provide the resources necessary for the Airport's operations and service provision at the airfield, which are required by customers and end users. The most material directions of the Airport's own operations are summarised in the section "Airport services".

The Airport is an infrastructure manager and developer that provides an environment and services for effective cooperation between airlines, passengers and service providers. Its operations are based on the maintenance and development of infrastructure, as well as the provision of services to promote Latvia's international connectivity.

To ensure high-quality services, the Airport uses the following resources:

- Physical infrastructure: passenger terminals and auxiliary buildings, airfield infrastructure – runways, aprons, taxiways, real estate and land within the Airport territory;
- Human resources: the total number of employees (at the end of the period) was 1,419. Overall, an average of 3,500 contractors work within the Airport territory (the number is variable and derived from information on issued personal identification cards);
- Technical resources: specialised security control and ground handling infrastructure, IT systems and equipment for organising passenger flows, and equipment for emergency response;
- Financial resources: revenues from aviation services (airfield service charges) and non-aviation services (car parking, real estate leasing, concessions, etc.);
- Contractual relationships: cooperation with airlines and airfield service providers, air navigation service providers, commercial operators, public authorities and outsourced service providers (cleaning, construction).

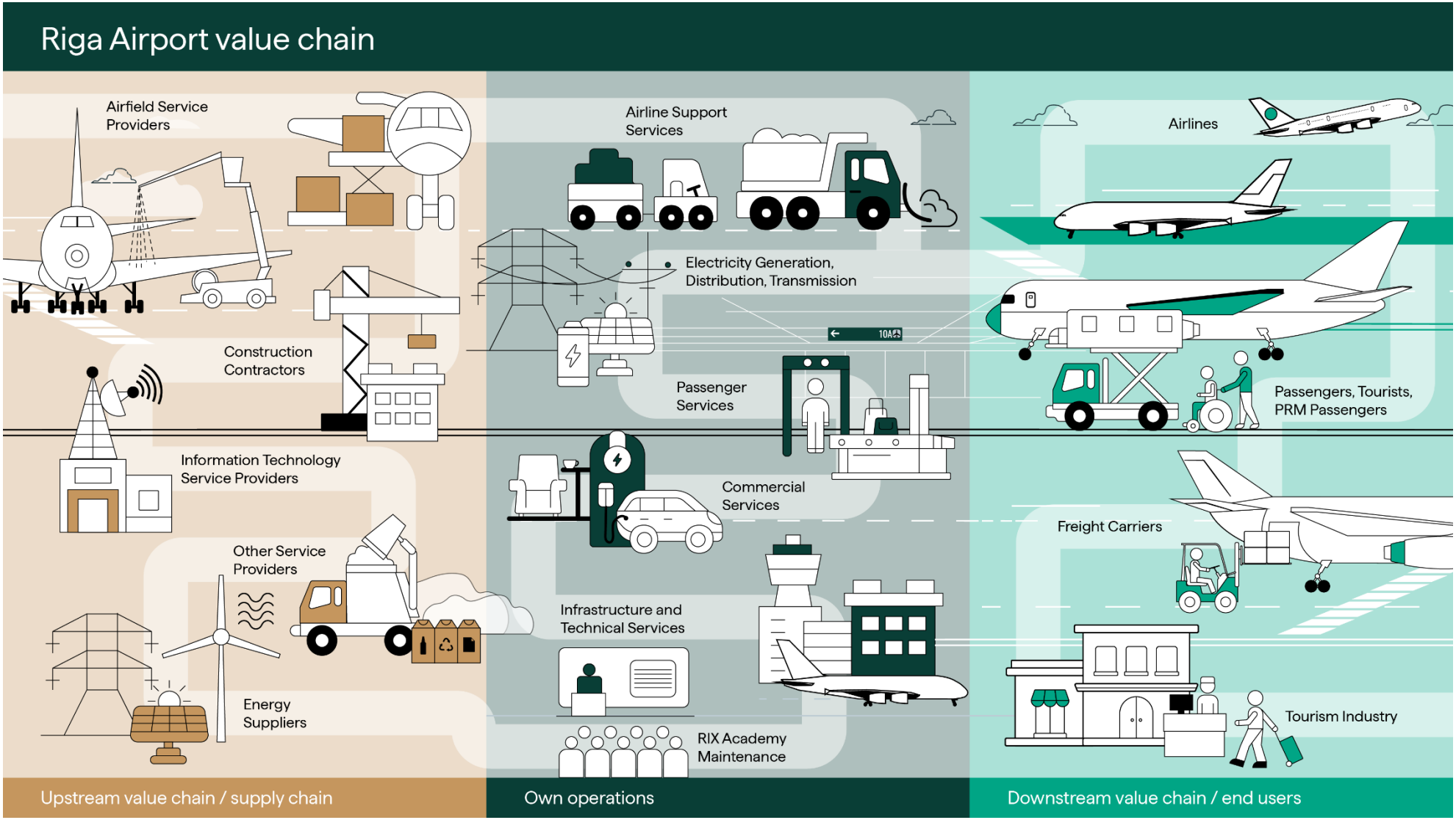
Resource provision is carried out in accordance with sustainability principles, including emission reduction and energy efficiency, employee well-being and social security, a non-discriminatory, transparent and competitive tariff structure, and consideration of public interests. The Airport regularly reviews its resources and the resources required within the supply chain to ensure continuous and safe service provision.

The downstream value chain mainly includes direct recipients of services and end users (e.g. airlines, passengers, cargo operators), as well as the tourism sector.

Table 9. Description of output and results, taking into account current and expected benefits for customers, investors and other stakeholders

Service	Current benefits of the service	Expected benefits of the service	Interested party benefiting from the service
Services provided at the aerodrome	Safe and efficient infrastructure, competitive tariffs, jobs, promotion of tourism and regional development	Development and modernisation of sustainable infrastructure, reduction of emissions, improvement of energy efficiency	Shareholder, airlines, freight carriers, supervisory authorities, the company
Passenger service	Safe, comfortable and affordable flights, international connectivity	Digitisation and automation solutions to improve the passenger experience, expansion of the route network	Passengers, the tourism industry, society
Airport aviation security and rescue services	High level of safety, compliance with regulatory requirements	Development of technologies in the field of security and their application at the Airport	Airlines, passengers, company, supervisory authorities, shareholder
PRM service	Accessibility of services, accessible infrastructure, compliance with regulatory requirements	Improvement of service quality; development of an inclusive environment	PRM, supervisory authorities
Commercial services	Diversified sources of revenue, additional convenience for passengers	New services and partnerships, improved customer experience	Commercial partners, investors, passengers

Figure 3. Airport value chain



Interest and views of interested parties

SBM-2

The Airport cooperates with various stakeholders to ensure its business operations. These stakeholders use its infrastructure and services, influence operating conditions, or provide essential resources. The Airport systematically identifies the needs, expectations and impacts of these stakeholders, integrating stakeholder perspectives both into day-to-day operational processes and into decision-making in situations where the interests of these parties may be affected, including when setting relevant targets.

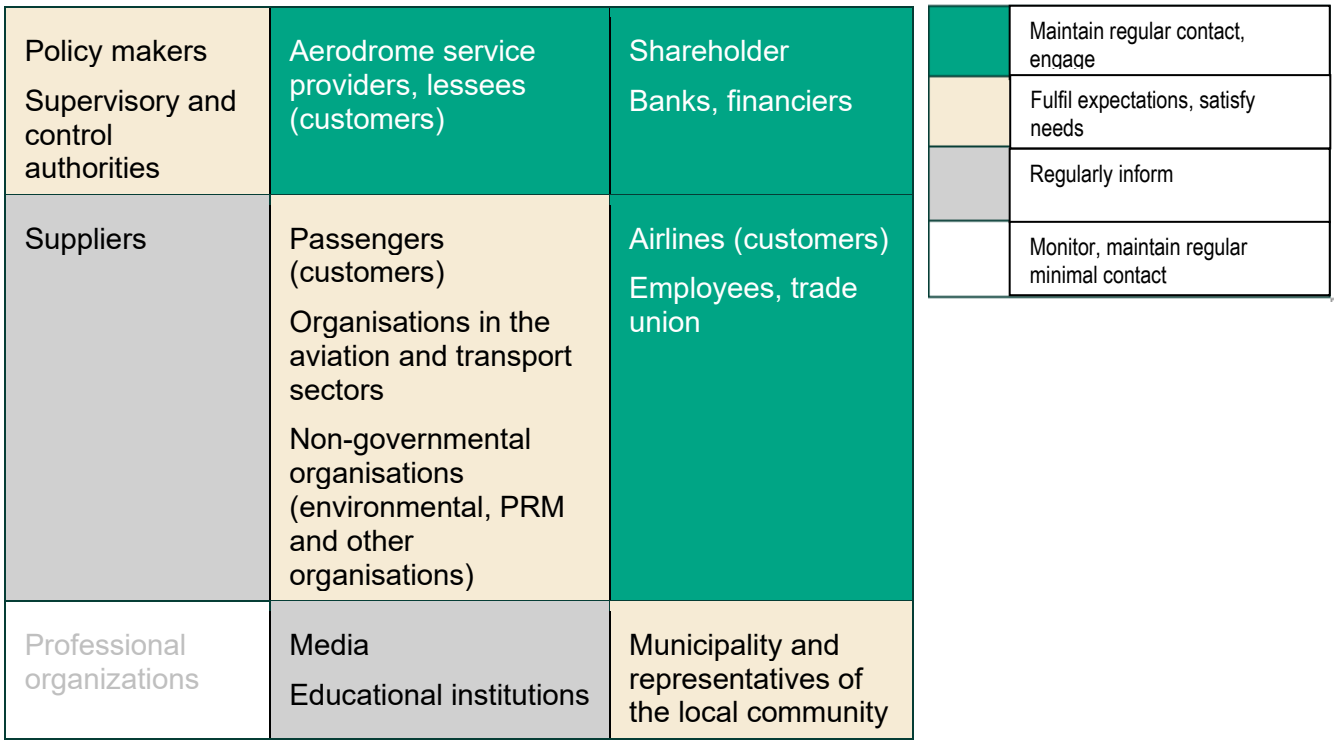
Cooperation takes place at various levels, for example:

- surveys – identifying topical issues and assessing services;
- feedback – obtaining feedback from customers;
- discussions or dialogue – individual or collective consultations;
- consultation – seeking or providing opinions;
- partnership – joint decision-making and cooperation.

The Airport's stakeholders have been identified, assessed and grouped in accordance with ESRS and the AA1000 Stakeholder Engagement Standard. By stakeholders, the Airport understands:

- Affected stakeholders (AS) – individuals or groups whose interests are positively or negatively affected, or could be affected, by the company's activities and its direct or indirect business relationships throughout the value chain; and
- Users of sustainability information (USI) – the primary users of general-purpose financial statements (existing and potential investors, credit institutions, insurance companies), as well as other users of this information, such as the Airport's business partners, non-governmental organisations, public authorities, representatives of academia, etc.

Figure 4. Inter-stakeholder impact and relevance:



The interests and views of affected stakeholders expressed in relation to sustainability-related impacts are reviewed, as appropriate, by one of the Airport's committees or working groups in which Board representation is ensured:

- the Airport Users' Committee;
- the Customer Experience Management Working Group;
- the Sustainability Committee;
- Operational management meetings;
- Investment, development project and financial planning meetings.

Board representation is not ensured in the Environmental Noise Management Working Group, where feedback on environmental noise is reviewed. Feedback on environmental noise is reviewed by the Board once a year during the integrated management system review. During the integrated management system review, the Board is also informed about reports and issues discussed that have been received from external stakeholders.
The Airport's Strategy is significantly influenced by the tasks set by the shareholder as a stakeholder, as defined in the Letter of Expectations. In accordance with the Letter of Expectations, during the reporting year the Airport worked on a new Medium-Term Operational Strategy aimed at ensuring sustainable development, competitiveness and compliance with the shareholder's defined priorities. The draft Strategy was reviewed and approved by the Airport's Board and Supervisory Board in the first quarter of 2026 and subsequently submitted for approval to the State Chancellery and the shareholder. The Letter of Expectations is publicly available on the Airport's website, ensuring transparency and stakeholder awareness of the shareholder's requirements that form the basis for strategic decisions.
With regard to the material topics – Own Workforce and Customers and End Users – the Airport additionally discloses, as required by the thematic standards, information on the functional roles and senior positions within the company whose responsibilities include ensuring stakeholder engagement, the use of engagement outcomes in the company's approach, and how the company assesses the effectiveness of its engagement:
Airfield service providers, tenants (customers) (AS, USI): the functional roles responsible for engagement with Airport users are the Director of the Aviation Services and Business Development Department and the Director of the Commercial Department (tenants); the senior position is a Member of the Board.
Outcome of engagement: agreements on issues strategic to the Airport, infrastructure improvements, involvement in the implementation of the Airport's Scope 3 CO_2e emissions engagement plan.
Passengers (customers) (AS): the functional role responsible for engagement with customers (passengers) is the Director of the Aviation Services and Business Development Department; the senior position is a Member of the Board.
Outcome of engagement: improvement of customer experience, adaptation of services to customer needs.
Employees, trade union (AS): the functional role responsible for engagement with the own workforce is the Director of the Human Resources Department; the senior position is the Chairperson of the Board.
Outcome of engagement: no collective disputes or litigation, reduction in voluntary turnover, increase in the employee engagement indicator.
Non-governmental organisations (PRM) (AS, USI): the functional roles responsible for engagement with PRM customers (passengers) are the Director of the Ground Handling Department and the Head of the Communications Unit; the senior position is a Member of the Board.

Outcome of engagement: improvement of the PRM customer experience, adaptation of PRM services to customer needs, improved accessibility..

Table 10. Overview of cooperation with stakeholders

	Level, format and frequency of engagement	Purpose of engagement	Areas where views are taken into account
Shareholder (USI)	Negotiations, consultations: • Shareholder meetings (as needed) • Waiting letter • Implementation of the action plan for the implementation of the strategy (semi-annually)	Determine the strategic direction and objectives of the company, approve goals and targets, monitor their implementation	Compliance with legislation Strategic planning and performance Security of critical infrastructure Contribution to the economy
Aviation and transport industry organisations, professional associations (USI)	Negotiations, consultations: • Membership of committees of organisations (semi-annually) • Member surveys (as needed)	Representation of the company's interests in relation to current events in the aviation sector and the development of policy documents and legal acts affecting the industry	Sectoral policy-making Compliance with legislation Integrating sustainability issues into airport operations
Airlines (customers) (AS, USI); airfield service providers, tenants (AS, USI)	Negotiations, engagement, surveys, consultations: • Airport Users' Committee (semi-annually) • Surveys (once a year) • Training (regular) • Workshops (once a year)	Agreement on issues of strategic and operational activities, raising the level of labour protection culture and safety among employees in the territory of the enterprise	Planning and improvement of infrastructure development Airport tariffs Labor protection within the framework of ISO 45001 Setting targets for noise impact management
Passengers (customers) (AS)	Surveys, feedback, conversations, consultations: • Passenger survey (quarterly) • Submission of feedback (on a regular basis) • Focus group interviews (quarterly)	Improving customer service, improving customer satisfaction	Planning and improvement of infrastructure development Development and implementation of new services Availability of information on the services and infrastructure of the Airport and its cooperation partners
Banks, financiers (USI)	Consultation and negotiation (as needed)	Attracting financing for the company's investment projects, serving in the Business Sustainability Council	Governance and financial management Planning and implementation of investment projects Raising sustainability issues in the business environment

Employees, trade union (AS)	Negotiations, engagement, surveys, consultations: • Company management and trade union/confidant meetings (four times a year) • Employee engagement survey (biennial) and other employee surveys (annually) • Development negotiations (every two years) • Online meeting with the board (every two months) • Idea bank (all year round)	Performance of collective agreement, continuous improvement of the working environment and labour protection system, improvement of qualification of employees, increase of motivation and loyalty	Remuneration system Setting sustainability targets Policies in relation to the personnel themselves (Personnel policy, Working environment policy, Labour protection policy) Bonus system Improvements in the working environment
Non-governmental organisations (environmental, PRM and other organisations) (AS, USI)	Consultation, negotiation, involvement: • Advice on access to services and environmental issues (once a year) • Cooperation projects/partnerships (annually) • Accessibility Forum (once a year)	Improving access to services, mitigating environmental and climate impacts, human rights issues	Accessibility of infrastructure and information Preventing trafficking in human beings in the aviation sector Introduction of measures to promote waste sorting
Educational institutions	Partnership: • Consultation and partnership (as appropriate) • Participation in career day events (annually) • Provision of internships (annually)	Steering R&D projects, attracting new employees and supporting education	Participation in the school programme for the provision of lessons on matters related to the operation of the airport Employee education and competence building
Media (USI)	Involvement: • Announcements and negotiations (regular)	Access to information about the company's activities and management, emergency communication	Communication planning
Municipality and representatives of local communities (AS, USI)	Consultation, negotiations, engagement, survey, feedback: • Meetings and consultations (semi-annually) • Joint projects to support the local community (once a year) • Survey (every two years)	Managing environmental noise and improving the quality of life of local residents	Managing environmental noise and meeting targets Land use planning Planning of community support and engagement activities Promotion of mobility of citizens (cycle paths, bus route)

	• Feedback on environmental noise (as needed)		
Suppliers (AS)	Polls, conversations: • Survey of relevant suppliers (once a year) • Training (as needed) • Workshop on requirements for suppliers (once a year)	Adherence to the code of business ethics and promotion of responsible business	Transparent procurement process, fair competition Requirements for suppliers in procurement and contracts Supplier evaluation process
Policymakers (USI)	Consultation and involvement (as needed)	Development of aviation sector policy and other regulatory enactments	Compliance with legislation
Supervisory and control authorities (USI)	Consultation and involvement (as needed)	Regulatory compliance and fair competition	Compliance with legislation Data security Airport processes for aerodrome management and safety

Material impacts, risks and opportunities and their interaction with the strategy and business model

SBM-3

In this section, information on material impacts and opportunities, as well as their interaction with the strategy and business model, is presented in tabular form to ensure clarity.

Two tables have been prepared: Table No. 11 summarises information on impacts, while Table No. 12 summarises opportunities. Table No. 12 includes only opportunities, as, according to the IRO determination methodology applied by the Airport, none of the identified risks exceeded the defined materiality threshold. More information on the IRO determination process is provided in the section “Description of the process for identifying and assessing material impacts, risks and opportunities”.

The summarised material impacts and opportunities are linked to the ESRS disclosure requirements, with the tables indicating each applicable ESRS topic and sub-topic.

The Airport has not identified any material impact aspects, risks or opportunities that would fall outside the ESRS requirements and therefore require inclusion in company-specific additional disclosures.

Table 11. Interaction of material impact with the Strategy and business model

ESRS topic, sub-topic	Material negative (–) / positive (+), actual (A) / potential (P)	Interaction of material impact with the Strategy and business model
E1 Climate change mitigation	(–)(A) The aviation sector is energy-intensive and consumes large amounts of fossil energy resources. Time horizon: short term	The Airport's direct emissions account for a small share of total value chain emissions, while the most significant impact arises downstream as a result of airlines' operations. CO_2 and other greenhouse gas (GHG) emissions generated by aviation contribute to long-term climate change, which negatively affects people's quality of life. Climate impact mitigation is integrated into the Airport's Strategy and business model by setting emission-reduction objectives and annual action plans. The Airport's operations are closely linked to the sector's high emissions intensity, as it provides critical infrastructure and influences both direct emissions and the volume of Scope 3 emissions. The Airport has set a long-term goal to achieve Net Zero 2035, and to implement this goal it has developed a roadmap with measures for energy efficiency, renewable energy, alternative fuels and infrastructure development, as well as for compensating residual emissions. In parallel, the Airport is working on reducing Scope 3 emissions in cooperation with airlines and airfield service providers, and the relevant requirements have been included in the Airfield Service Provision Standard. The Airport proactively manages its material impacts on the environment and people by linking actions to the Strategy, the business model and the development of the value chain. The measures implemented promote emission reductions and the transition to sustainable development of the aviation sector, supporting the achievement of climate goals.
E1 Climate change mitigation	(+)(A) Provision of infrastructure and access to aviation fuel containing SAF. Time horizon: long term	The impact arises in own operations, upstream and downstream in the value chain. SAF enables a significant reduction in aircraft CO_2 emissions, and airports must ensure airline operators have access to SAF; the Airport does so by cooperating with the Airport's fuel suppliers. Airlines that use SAF will choose airports with available SAF infrastructure, thereby increasing the Airport's competitiveness. The Airport will continue cooperating with fuel suppliers and producers to ensure the regulatorily required share of SAF fuel up to 2050. In the short and medium term, the Airport focuses on SAF. SAF integration will help the aviation sector reduce its impact on climate change while at the same time creating economic and social benefits. Already now, the Airport provides the necessary services and infrastructure compatible with the use of the specified SAF volumes. Airports play a central role in the transition to SAF by providing the required infrastructure and airline operators' access to that infrastructure.
E5 Waste	(–)(A) Airport operations generate significant amounts of municipal and hazardous waste. Time horizon: short term	The impact arises in own operations, upstream and downstream in the value chain. Meals served on aircraft are often packaged in single-use plastic. The objective to reduce unsorted waste is set out in the Strategy, and measures for achieving the objective are defined in the Strategy implementation action plan. For more information on the Strategy objectives, see the section "Strategy, business model and value chain". The Airport will improve existing waste sorting processes (relabel containers) and will continue monitoring passengers' waste-sorting habits. Hazardous waste can pose a serious threat to the environment and people if it is not properly stored or disposed of, contaminating soil and water with toxic substances. Household and food waste contributes to resource wastage, increases emissions from waste management and creates a burden on landfills. Waste accumulated in landfills creates additional risks because leachate contains pollutants that may seep into soil and groundwater. As a participant in the aviation sector, the Airport provides the infrastructure necessary to ensure air traffic, while also generating waste whose sources are passengers, airlines, premises tenants (retail and catering companies), as well as the Airport's own operations.

		The Airport will continue to inform and cooperate with airport users to promote proper waste sorting and the implementation of activities under the Airport Waste Management Plan. For more on waste management, see the section “Resource use and the circular economy”.
S1 Working conditions	(+)(A) Ensuring stable and long-term employment for own employees. Time horizon: short term	The impact arises in own operations. Lower employee turnover reduces recruitment and training costs, improves efficiency and helps the company attract employees by ensuring stable employment. The objective to reduce employee turnover is set out in the Strategy, and specific measures for its implementation are defined in the action plan. More information on the Strategy objectives is available in the section “Strategy, business model and value chain”. Stable employment promotes employees’ sense of security, loyalty and motivation, and human resources are considered a strategic asset. It also reduces operational risks. The Airport will continue consultations with employee representatives and ensure regular feedback on employment matters. In addition, targeted training programmes will be implemented to develop employees’ skills and support reskilling, and investments will be made in modern, technologically advanced workplaces to increase efficiency and ensure a safe, contemporary working environment.
S1 Working conditions	(–)(A) Non-standard working hours (e.g. shift work) related to the business model. Time horizon: short term	The impact arises in own operations. Non-standard working hours, such as shift work, due to the Airport’s business model create challenges because a high level of flexibility is required in workforce planning and resource management. Strategically, this may limit the attraction and retention of employees. To mitigate the negative impact of non-standard working hours, the company will continue applying more flexible work schedules and digital planning tools tailored to employees’ needs. In addition, the Airport will continue providing practical support, such as transport for shift workers and health and well-being initiatives. Non-standard working hours affect both employees’ health and work-life balance. The impact results from the Airport’s business model, which requires flight handling and infrastructure maintenance and therefore requires employees to perform their duties around the clock to ensure continuous and efficient Airport operations both during the day and at night. Non-standard working hours require the Airport to create an environment where employees feel valued, while the company benefits from a stable and motivated workforce that can adapt to business needs.
S1Working conditions	(+)(A) Remuneration aligned with labour market trends and industry averages. Time horizon: short term	The impact arises in own operations. Competitive remuneration strengthens the ability to attract and retain qualified employees, which is essential for achieving strategic objectives. It ensures a stable workforce structure, reduces staff turnover and promotes higher productivity, positively affecting business performance. The Airport will continue conducting comparative remuneration analysis and will adjust its remuneration policy to maintain competitiveness, and will also assess and develop additional motivation mechanisms. Competitive remuneration supports a fair and inclusive working environment in which employee value is respected. Remuneration policy directly affects relationships with employees and their representatives, building trust and reinforcing fair labour practices.
S1 Working conditions	(+)(A) Employee involvement in determining pay, working time and other conditions. Time horizon: short term	The impact arises in own operations. Employee involvement makes the company more responsive to employees’ needs, improving the ability to retain talent and build a sustainable working environment. The Airport will continue involving employees in determining pay, working time and other conditions, strengthening existing practices such as engagement surveys, consultations and employee representation in decision-making. Employees have the opportunity to influence their working conditions, which improves job satisfaction, development opportunities and promotes a positive workplace culture. Such involvement strengthens employees’ loyalty and motivation, which is important for long-term growth and achieving objectives. Employee involvement affects relationships with employees and their representatives by building trust and promoting a fair working environment. This is important to ensure operational cooperation across all Airport processes, support efficient flight handling, infrastructure maintenance and compliance with safety requirements, and build stable and open business relationships with both partners and customers.

S1 Working conditions	(+)(A) Employees' ability to join trade unions. Time horizon: short term	The impact arises in own operations. The opportunity to join trade unions helps represent employees' rights and interests in dialogue with the employer and increases security about one's workplace; it does not affect the Airport's business model (costs are small). The Airport will continue cooperating with and maintaining constructive dialogue with trade unions. Employees' interests are represented by the Airport Employees' Trade Union, the Latvian Aviation Trade Union Federation and the Latvian Aviation Trade Union. The fact that company employees can join a trade union and that the company has a collective agreement directly demonstrates a positive impact on the implementation of human rights. The opportunity to join trade unions can help implement what is set out in the Strategy: ensuring an inclusive and non-discriminatory working environment that meets the highest occupational safety and epidemiological safety requirements. The Airport is directly linked to the material impact by not creating obstacles to employees' right to freedom of association and their right to participate in trade unions. Trade unions are one of the channels employees can use to express concerns or needs and to protect interests and rights.
S1 Working conditions	(+)(A) Existence of a collective agreement. Time horizon: short term	The impact arises in own operations. Social guarantees for employees are закреnеd in the collective agreement. The Airport will continue maintaining the package of social benefits included in the collective agreement and does not plan to worsen it. The fact that company employees can join a trade union and that the company has a collective agreement directly demonstrates a positive impact on the implementation of human rights. The opportunity to join trade unions can help implement the Strategy objective of retaining and attracting highly qualified specialists by providing growth opportunities and a success-enabling working environment. The Airport is directly linked to the material impact by ensuring a collective agreement for almost all employees. For more on the terms of the collective agreement, see the section "Own workforce".
S1 Working conditions	(–)(A) Work in high-risk conditions and impact on mental health. Time horizon: short term	The impact arises in own operations and downstream in the value chain – customers and end users. Working in increased-risk conditions and threats to mental health can lead to employee burnout, high turnover and reduced work efficiency, which negatively affects the achievement of strategic objectives. The Airport will continue maintaining an ISO 45001-compliant occupational safety system and implementing preventive measures, such as improving the work environment and providing psychological support. Health and safety matters have a direct impact on employees. A safe and healthy work environment reduces accidents, sickness absence and burnout, which directly affects workforce efficiency and the Airport's ability to ensure uninterrupted service provision. This impact affects relationships with employees, trade unions and occupational safety institutions, where cooperation and trust are essential. Insufficient action may create legal risks, public criticism and affect business continuity.
S1 Equal treatment and opportunities for all	(+)(A) Professional development and career opportunities for employees. Time horizon: short term	The impact arises in own operations. Employee development promotes increased competencies and improves employees' professionalism, which supports high-quality Airport service provision. The Airport promotes active employee engagement in training processes and career planning. Employees feel valued and motivated when they are offered opportunities to develop their skills and careers, which corresponds to their right to equal opportunities and self-realisation in the workplace. This increases satisfaction and loyalty and strengthens respect for human rights in the working environment. Professional development is closely linked to the Airport's growth, innovation and customer satisfaction objectives and indicators. Employee development strengthens relationships with employees, education partners and industry organisations in developing training programmes and providing continuing education.
S4 Non-discrimination	(–)(A) Equal access to Airport services. Time horizon: short term	The impact arises in own operations and downstream in the value chain. Unequal access to Airport services may limit the ability of certain groups in society to use Airport infrastructure, for example people with functional impairments. This may create reputational risks, reduce customer satisfaction and affect passenger numbers, which in turn affects revenues and demand for services. The Airport already ensures compliance with international aviation requirements; additional measures will be implemented to improve information accessibility. Equal access to services is directly linked to respecting human rights. PRM (passengers with reduced mobility) passenger assistance is defined as a service in the Strategy. The Airport already provides the necessary infrastructure and equipment to ensure compliance.

		The Airport has established an accessibility forum in cooperation with representatives of people with functional impairments, where opportunities to improve the service are defined.
S4 Social inclusion of consumers and end-users	(+)(A) Promotion of connectivity and mobility through accessible infrastructure. Time horizon: short term	The impact arises in own operations and downstream in the value chain. Accessible infrastructure improves passenger flows, strengthens the Airport's role as a mobility hub and promotes regional development. It ensures service accessibility for different groups in society and supports the achievement of strategic objectives. This impact applies to all passengers, especially vulnerable groups such as PRM. The Airport will continue developing access infrastructure in cooperation with Latvian State Roads, Mārupe Municipality, the implementers of the "Rail Baltica" project and mobility service providers, and will carry out regular accessibility assessments and improvement planning. Connectivity and accessibility are closely linked to the Airport's Strategy and business model, as they contribute to an increase in the number of passengers served. Development of Airport infrastructure, including cooperation with "Rail Baltica" and local mobility providers, is aligned with the EU "Sustainable and Smart Mobility Strategy" (COM/2020/789) and TEN-T objectives, which envisage establishing a multimodal transport network with high-performance connectivity by 2050. This ensures accessible, efficient and inclusive mobility for all groups in society.

Table 12. Interaction of key opportunities with the Strategy and business model

ESRS topic, sub-topic	Material risks (–) and opportunities (+)[8], place of opportunity in the value chain	Current financial impact	Ability to take advantage of significant opportunities
E1 – Climate change mitigation	(+) Development and introduction of new technologies (application of hydrogen technologies, participation in research and development projects for technology testing). In own operations and upstream value chain.	The cost of introducing new technologies affects budget planning and the cost structure, which can impact profitability and requires careful financial resource management to ensure positive cash flow and long-term financial stability. Initial investments may temporarily increase expenses; however, effective cost optimisation and realisation of technology benefits can improve financial results in the future.	The Airport is already gradually switching to new technologies, while also researching the use of alternative fuels in order to decide on their future use in climate change mitigation.
S4 – Social inclusion of consumers and end-users	(+) Infrastructure construction (parking lots, public transport, Rail Baltica railway). In own operations and upstream value chain.	Infrastructure construction has a significant financial impact because it requires substantial capital investments in construction, technology and labour. These expenses may temporarily reduce liquidity and increase indebtedness, especially if external financing is used. At the same time, infrastructure development can improve capacity, efficiency and service quality, which in the long term supports revenue growth. If a project is partially financed by national or EU funds, it can reduce the financial burden and improve return on investment.	The Airport is already developing infrastructure by building parking lots and cooperating with the Rail Baltica project implementers to build a connection between the Airport and Riga. Further infrastructure construction projects are planned (e.g., passenger terminal expansion). The Airport uses EU co-financing for infrastructure development (apron 4 reconstruction project and electricity infrastructure renewal project). Information on EU and other foreign funding projects is available in Annexes 4 and 24 to the Airport Annual Report.

[8] The Airport has not identified any material risks or opportunities that would give rise to a significant likelihood that, in the next reporting period, material adjustments would be required to the carrying amounts of assets and liabilities recognised in the related financial statements.

Policies, actions and resources, and targets for the management of material sustainability matters

MDR-P, MDR-T, MDR-A, MDR-M

The Airport has developed and approved various policies and action plans that form a general framework of objectives and governance principles used by the Airport in decision-making. Each policy serves as an instrument for implementing the company's Strategy or management decisions, particularly with regard to material sustainability matters. For each policy, a responsible person is designated, the scope of application is clearly defined, and one or more objectives are specified, which in relevant cases are linked to measurable targets. Policies are approved and regularly reviewed in accordance with the applicable Airport governance processes, ensuring their relevance and compliance with both regulatory requirements and the Airport's strategic objectives.

The need for specific policies is determined by the Airport based on regulatory requirements, standard requirements and sustainability principles. The responsible structural unit prepares the draft policy, involving co-responsible structural units in the preparation process and, in matters affecting employee interests, employee representatives and trade unions. The draft policy is coordinated with the involved structural units and stakeholders (employee representatives).

All company policies are approved by the Board, ensuring alignment with strategic objectives and regulatory requirements. In accordance with legal requirements, the Supervisory Board is responsible for approving material policies that define the fundamental operating principles of the capital company in areas such as risk management, prevention of conflicts of interest, anti-corruption, corporate governance and other important topics. Therefore, policies governing these areas are also reviewed and approved at Supervisory Board meetings, ensuring the highest level of governance and transparency. Once approved, policies are uploaded to the internal document management system.

Although policies are open-ended, they are reviewed at least once every two years and updated as necessary, or following material changes in the regulatory scope, business model, or changes in the DMA with regard to critical IROs.

Stakeholders are informed of changes to policies through the Airport's document management system, the partner portal, and key policies, marketing and disclosure principles are also available on the Airport's website. The Airport ensures that policy principles are integrated into binding documents and effectively implemented in day-to-day operations. To promote understanding and implementation of these principles, training seminars, workshops and discussion sessions are organised for structural unit managers and employees.

At the Airport, targets are defined based on strategic priorities and sustainability principles, taking into account regulatory requirements and industry best practices. The process includes the following stages:

1. Strategic targets are developed taking into account the Airport's operating priorities set out in the shareholder's Letter of Expectations.
2. Prior to defining targets, results from previous periods, industry benchmarks, resource availability and implementation risks are analysed.
3. To ensure clear performance monitoring, all strategic targets are formulated in accordance with the SMART criteria (specific, measurable, achievable, relevant, time-bound).
4. Stakeholder consultations are carried out as necessary and depending on the specific target. Stakeholder involvement in target-setting is described in the thematic standards.
5. Targets are coordinated by the Board and approved by the Supervisory Board and the shareholder. Information on targets is disclosed on the Airport's website in the section Strategy | RIX, in the Sustainability Report and through other channels, such as the media.

Table 13. Summary of the Airport's main policies and operational plans adopted to manage key sustainability issues.

Policies	Policy scope[9]		The highest level of organization responsible for implementation	Reference to the standards or initiatives that the company undertakes to follow when implementing its policies	A description of how the interests of key stakeholders are taken into account in the policy presentation is available in the thematic standards chapters of the ESRS	Accessibility of policies to potentially affected stakeholders	A description of the main content of the policy, the general objectives and the significant impacts, risks or opportunities covered by the policy are available in the chapters of the ESRS Thematic Standards
	Value chain[10]	Interested parties concerned[11]					
Occupational Health and Safety Policy	O	EM	Board	ISO 45001:2018	S1 – Own workforce	Publicly available	S1-1. Policies related to own workforce, p. 95
Work Environment Policy	O	EM	Board	ISO 45001:2018	S1 – Own workforce	Document management system	S1-1. Policies related to own workforce, p. 95
Code of Ethics	O	EM	Board	UN Universal Declaration of Human Rights, ILO	S1 – Own workforce	Publicly available	S1-1. Policies related to own workforce, p. 95
Sustainability Policy	O, U, D	M, EM	Director	ESRS	SBM-2 General disclosures; E1 Climate change mitigation; E5 Resource use and circular economy; S1 Own workforce; S4 Consumers and end users	Document management system	IRO-2. ESRS disclosure requirements covered by the company's sustainability statement, p. 53
Customer Experience Strategy 2026–2030	U, O	PAX	Working group	ACI Airport Customer Experience Accreditation Programme	S4 – Consumers and end users	Airport Users' Committee, partner portal, mailing list	S4-1. Policies related to consumers and end users, p. 112
Anti-Corruption and Conflict of Interest Prevention Policy	O	EM	Board	Corporate Governance Code	S1 – Own workforce	Document management system	S1-1. Policies related to own workforce, p. 95
Quality Policy	O, U, D	AU	Director	ISO 9001	S4 – Consumers and end users	Publicly available	S4-1. Policies related to consumers and end users, p. 114

[9] Geographical scope of policies: the country of the Airport's operations – Latvia.
[10] Value chain – (O) own operations, (U) upstream, (D) downstream)
[11] Affected stakeholders – environment (ENV), airport users (AU), employees (EM), passengers and visitors (PAX)

Human Resources Policy (incl. remuneration principles)	O	EM	Director	UN Universal Declaration of Human Rights, ILO	S1 – Own workforce	Publicly available	S1-1. Policies related to own workforce, p. 95
Privacy Policy (employee personal data processing)	O	EM	Board	General Data Protection Regulation (GDPR)	S4 – Consumers and end users	Document management system	S1-1. Policies related to own workforce, p. 95
Net Zero 2035 Roadmap	O	M	Board	GHG Protocol, ACA, ISO 14001, ISO 50001	E1 – Climate change mitigation	Publicly available	E1-2. Policies related to climate change mitigation and adaptation, p. 70
Board and Supervisory Board Remuneration Policy	O	EM	Shareholder	Corporate Governance Code	S1 – Own workforce	Document management system	S1-1. Policies related to own workforce, p. 95
Environmental and Energy Management Policy	O	M	Director	SBTi, GHG Protocol, ACA, ISO 14001, ISO 50001	E1 Climate change mitigation; E5 Resource use and circular economy	Publicly available	E1-2. Policies related to climate change mitigation and adaptation, p. 70
Waste Management Plan 2022–2027	O, U	AU	Director	ISO 14001	E5 – Resource use and circular economy	Airport Users' Committee	E5-1. Policies related to resource use and circular economy, p. 87
Internal Work Environment Monitoring Plan (ISO 45001:2018)	O	EM	Chairperson of the Board	ISO 45001:2018	S1 – Own workforce	Document management system	S1-1. Policies related to own workforce, p. 95
CO_2 Emissions Management Plan	O	M	Director	GHG Protocol, ACA, ISO 14001, ISO 50001	E1 – Climate change mitigation	Airport Users' Committee	E1-2. Policies related to climate change mitigation and adaptation, p. 70; E5-1. Policies related to resource use and circular economy, p. 87
Stakeholder Engagement Plan for Emission Reduction	O, U, D	AU	Director	ACA	E1 – Climate change mitigation	Airport Users' Committee	E1-2. Policies related to climate change mitigation and adaptation, p. 70
Sustainability Strategy (ESG)	O, U, D	M, EM	Director	GHG Protocol, ISO 14001, ISO 50001	SBM-2; E1 Climate change mitigation; E5 Resource use and circular economy; S1 Own workforce; S4 Consumers and end users	Airport Users' Committee	E1-2 p. 70; S1-1 p. 95; S4-1 p. 114
Customer Service Strategy Implementation Action Plan	U, O	PAX	Working group	ACI Airport Customer Experience Accreditation Programme	S4 – Consumers and end users	Not made publicly available	S4-1. Policies related to consumers and end users, p. 114

Training Centre Strategy	O	EM	Director	ICAO, IATA, ACI and binding EC regulations	S1 – Own workforce	Document management system	S1-1. Policies related to own workforce, p. 95
PRM Service Quality Standard	O, D	PAX	Director	EC Regulation 1107/2006	S4 – Consumers and end users	Publicly available	S4-1. Policies related to consumers and end users, p. 114
Strategy Implementation Action Plan	O, U, D	M, EM, PAX	Board	All of the above	S4 – Consumers and end users	Available to shareholder	S4-1. Policies related to consumers and end users, p. 114
Environmental and Energy Management Programme (ISO 14001:2018 & ISO 50001:2018)	O	M	Director	GHG Protocol, ACA, ISO 14001, ISO 50001	E1 Climate change mitigation; E5 Resource use and circular economy	n/a	E1-2 p. 70; E5-1 p. 87

Table 14. Summary of the Airport's significant impacts, risks and opportunities and related targets

Significant impact (I), risk (R)or opportunity (O) to which the indicator relates	Name of the indicator	Indicator description	Scope of the indicator (the	Geographical boundaries	Involvement of stakeholders in determining the	Company's related policy objective/Policy	Link to national, EU or international policy objectives	Methodology for calculating the indicator (significant assumptions and limitations)	Unit of measurement	Result to be achieved (measurable, achievable within a specific time	Base value	Base year	Progress over time, result achieved in the reporting year
E1 (I) Aviation sector is energy-intensive, consumes large amounts of fossil energy resources	CO2e emissions	Scope 1 and 2 emissions	O	LV	No	Sustainability Strategy 2022–2030	Fit for 55; European Climate Law[12]	ACI emissions calculation tool based on the GHG Protocol	tCO_2e	65% reduction in scope 1 and 2 emissions compared to 2014	5114	2014	37 %
	CO2e emissions	Scope 1 and 2 emissions	O	LV	No	CO_2 Emissions Management Plan 2023–2025	Fit for 55; European Climate Law[10]		tCO_2e / 1,000 passengers	0.346 in 2025	5114	2014	0,451
	CO2e emissions	Scope 3 emissions	U, D	LV	No	Stakeholder engagement plan for emission reduction	Fit for 55; European Climate Law[10]	Described in section BP-2	tCO_2e	None	None	None	None
E1 (I) Provision of infrastructure and access to aviation fuel containing SAF	CO2e emissions	Share of SAF	O, U, D	LV	No	Sustainability Strategy 2022–2030	Fit for 55; European Climate Law[10]	Fuel suppliers' commercial records of SAF component volume (%)	%	2% in 2025	0%	None	2 %
E1 (O) Development and	Innovation projects	Innovation projects	O	ES	Shareholder (via	Sustainability Strategy 2022–2030; Strategy	Fit for 55; European	Number of projects	Count	At least two	2	2024	2

[12] * EIROPAS PARLAMENTA UN PADOMES REGULA (ES) 2021/1119, establishing a framework for achieving climate neutrality and amending Regulations (EK) No. 401/2009 and (ES) 2018/1999 ("Eiropas Klimata akts")

introduction of new technologies (application of hydrogen technologies, participation in research and development projects for technology testing)					Letter of Expectations)	Implementation Action Plan (SIAP)	Climate Law[10]			projects by 2030			
E5 (I) Airport operations generate large quantities of municipal and hazardous waste	Share of unsorted waste	Share of unsorted waste	O, U, D	LV	No	Waste Management Plan 2022–2027	None	Environmental statistics: unsorted municipal waste as a share of total waste	% of total waste volume	66% by 2027	None	None	80,95 %
	Share of unsorted waste	Share of unsorted waste	O, U, D	LV	No	Sustainability Strategy 2022–2030	None		% of total waste volume	60% by 2030	None	None	80,95 %
S1 (I) Ensuring stable and long-term employment for its employees	Volunteer rotation of employees	Volunteer rotation of employees	O	LV	No	Sustainability Strategy 2022–2030; HR Policy; Airport medium-term operational strategy	UN Declaration of Human Rights; Council Directive 2000/78/EC (27 Nov 2000) [13]	Average number of employees in 2025 divided by the number of employees who terminated employment on their own initiative	%	<15% by 2027	15, 15 %	2019	12,29 %
S1 (I) Non-standard working hours, such as shift work and restrictions related to the company's	Employee satisfaction	Employee satisfaction	O	LV	No	Sustainability Strategy 2022–2030; HR Policy; Airport medium-term operational strategy	UN Declaration of Human Rights	Employee survey results represent the entire employee population	Score (out of 6)	>4 by 2027	4,1	2019	4.7 in 2024

[13] Padomes Direktīva 2000/78/EK (27 November 2000), establishing a general framework for equal treatment in employment and occupation

business model													
S1 (I) Consistency of wage levels with labour market trends and industry averages	Results of remuneration studies	Results of remuneration studies	O	LV	No	Sustainability Strategy 2022–2030; HR Policy; Airport medium-term operational strategy	Council Directive 2000/78/EC (27 Nov 2000)	Based on the 2025 pay study (see section S1-10), Airport employees' total annual remuneration is around the labour-market median	Complies	The total annual remuneration of airport staff is above the median of the labour market	Complies	2019	Complies
S1 (I) Involvement of employees in determining pay, working time and other working conditions	Employee satisfaction	Employee satisfaction	O	LV	No	Sustainability Strategy 2022–2030; HR Policy; Airport medium-term operational strategy	Council Directive 2000/78/EC (27 Nov 2000)	Employee survey results represent the entire employee population	Score (out of 6)	>4 by 2027	4,1	2019	4.7 in 2024
S1 (I) Opportunities for workers to join trade unions	Employee satisfaction	Employee satisfaction	O	LV	No	Sustainability Strategy 2022–2030; HR Policy; Airport medium-term operational strategy	UN Declaration of Human Rights		Score (out of 6)	>4 by 2027	4,1	2019	4.7 in 2024
S1 (I) Existence of a collective agreement	Employee satisfaction	Employee satisfaction	O	LV	No	Sustainability Strategy 2022–2030; HR Policy; Airport medium-term operational strategy	Council Directive 2000/78/EC (27 Nov 2000)		Score (out of 6)	>4 by 2027	4,1	2019	4.7 in 2024
S1 (I) Work in high-risk conditions as well as the impact on	Number of accidents at work	Number of accidents at work	O	LV	No	Sustainability Strategy 2022–2030; HR Policy; Airport medium-term	UN Declaration of Human Rights	Number of workplace accidents relative to number of employees	Count	<0.012 annually until 2030	0,2	2024	0,2

mental health related to the nature of the work	There is no set indicator for the mental health aspect	There is no set indicator for the mental health aspect	O	LV	No	operational strategy; OHS Policy; Work Environment Policy —	—	In 2025 no qualitative or quantitative targets are set for mental-health promotion	—	None	None	None	None
S1 (I) Professional development and development opportunities for employees	The number of training hours per employee	The number of training hours per employee	O	LV	No	Sustainability Strategy 2022–2030; HR Policy; Airport medium-term operational strategy; Training Centre Strategy	UN Declaration of Human Rights; Council Directive 2000/78/EC (27 Nov 2000)	Airport Training Centre consolidated information from information systems	h/employee	>16	54,29	2024	47,8
S4 (I) Equal access to airport services	PRM passenger satisfaction	Average service satisfaction rate of PRM passengers	O, D	LV	No	PRM Service Quality Standard	UN Universal Declaration of Human Rights	PRM passenger survey results represent the entire PRM passenger population	Score (out of 5)	>4 by 2030	4,84	2024	4,89
S4 (I) Promoting connectivity and mobility through accessible infrastructure	Number of direct destinations summer/winter	Number of direct destinations summer/winter	O, D	World	Shareholder (via Letter of Expectations)	Strategy; SIAP	Transport Development Guidelines 2021–2027	Count of direct regular and charter destinations	Count	110/80 by 2027 110/90 by 2030	108/88	2024	94/89
	Connectivity index	Connectivity index	O, D	World	Supervisory Board	Strategy; SIAP	Transport Development Guidelines 2021–2027	Annual ACI published results under their methodology	Index	2300 (in 2030)	1881	2025	1881
S4 (O) Infrastructure construction (parking lots, public transport, Rail	Passenger satisfaction rate	Passenger satisfaction rate	O, U	LV	Shareholder (with Letter of	Strategy, SIRP	—	According to a methodology developed by ACE, a group of passengers is defined that	Score (out of 5)	>4 by 2030	4,16	2024	4,21

Baltica railway)					Expectations)			represents the views of all passengers.					
	Implementation of the 6th stage of riga airport terminal expansion	Progress	O, D	LV	Shareholder (with Letter of Expectations)	Strategy, SIRP	Transport Development Guidelines 2021–2027	Scope of completed works until commissioning of a new central building for registration, security control and handling of arriving baggage	%	100 % in 2030	0 %	2025	0 %

The Airport's Scope 1 and Scope 2 CO_2e data have been independently verified, but they are not supported by conclusive scientific evidence; the remaining targets are not subject to external validation.

Impacts for which no quantitative targets have been set are related to the energy-intensive nature of the aviation sector and its impact on climate change in the context of the value chain, as well as work in high-risk conditions and the work-related impact on mental health. Information on how the Airport monitors the effectiveness of its operations to reduce environmental impact and tracks progress towards target achievement is described in the section “Climate Change” under “Targets”. Information on operational performance in the area of employees’ mental health is described in the section “Own Workforce” under “Targets”.

Information on target monitoring and reporting is available in the section “Functions of Administrative, Management and Supervisory Bodies”.

Table 15. Policies related to material sustainability matters

Summary of key implemented and planned actions, expected outcomes and linkage to achieving policy objectives and targets (ESRS sections)		Description of the scope of key actions (ESRS sections)	Description of key actions to ensure remediation for persons harmed by actual material impacts (ESRS sections)
Policy name			
Occupational Health and Safety Policy	S1-1	S1-1, S1-4	S1-3
Work Environment Policy	S1-1	S1-1, S1-4	S1-3
Safety Policy	S4-1	S4-1	S1-3
Code of Ethics	S1-1	S1-1	S1-3
Sustainability Policy	IRO-2	IRO-2	S1-3
Quality Policy	S4-1	S4-1	S4-3
Anti-Corruption and Conflict of Interest Prevention Policy	S1-1	S1-1	S4-3
Human Resources Policy (including remuneration principles)	S1-1	S1-1	S1-3
Privacy Policy (personal data processing policy)	S4-1	S4-1	S4-3
Risk Management Policy	IRO-1	IRO-1	S1-3
Environmental and Energy Management Policy	E1-2	E1-2	N/A
Riga Airport Customer Experience Strategy 2026–2030	SBM-2, S4-1	SBM-1, S4-1	S4-3

Table 16. Thematic plans and programmes related to material sustainability matters

A summary of the main actions implemented and planned, their expected outcomes, and their linkage to the achievement of policy objectives and targets is available in the relevant sections of the ESRS thematic standards.		A description of the scope of the main actions is available in the relevant sections of the ESRS thematic standards.	The time periods within which the company plans to complete each key action are indicated in the relevant sections of the ESRS thematic standards.
Waste Management Plan 2022–2027	E5-1, E5-3	E5-1	2027 year
Aviation Security Programme	S4-1	S4-1	Open-ended/no specific deadlines
CO_2 Emissions Management Plan 2023–2025	E1-4	E1-4	Year 2025
Internal Work Environment Monitoring Plan (ISO 45001:2018)	S1-1	S1-1	Open-ended/no specific deadlines
Stakeholder Engagement Plan for Emission Reduction	E1-2	E1-2	Open-ended/no specific deadlines
Customer Experience Strategy 2026–2030	S4-1	S4-1	2030 year
Net Zero 2035 Roadmap	SBM-1, E1-4, E1-8	SBM-1, E1-4	Year 2035
Noise Reduction Action Plan	IRO-1	IRO-1	Year 2028
Environmental and Energy Management Programme (ISO 14001:2018 and ISO 50001:2018)	E1-2	E1-2	Calendar year

Quantitative and qualitative information on the progress of implementation of actions or action plans disclosed in previous periods, as well as changes in target methodologies, is not applicable to the Airport as a first-year reporter.

Managing impacts, risks and opportunities

Description of the process for identifying and assessing material impacts, risks and opportunities

IRO-1

The Airport's double materiality assessment (DMA) was carried out in 2024, applying for the first time the double materiality principle set out in the Corporate Sustainability Reporting Directive, which provides that a sustainability matter is material if it meets the criteria of impact materiality or financial materiality, or both. The materiality assessment process was based on the ESRS and the implementation guidance of the European Financial Reporting Advisory Group (May 2024 version) and was updated in 2025 (Version 2).

Impact materiality

In the context of the DMA, by impact the Airport understands the effect that the company has or may have on the environment and people, including impacts on human rights, arising from its own operations, the upstream and downstream value chain (including its services), as well as its business relationships.

Impact materiality was assessed by considering the severity of actual and potential, positive and negative impacts in own operations and across the Airport's value chain. As a result, four different types of impact were defined, and the following assessment approach was applied

Table 17. Impact assessment approach

Impact		Severity	Probability	Calculation
Negative	Actual	Scale 1 (low) - 4 (absolute) Scope 1 (limited) - 4 (global/value chain) Repairability 1 (short-term) - 4 (irreversible/ non-reversible)	Not seen	Scale + scope + correctability
	Potential		Given the mitigation measures already in place, -1 (very likely) -4 (extremely unlikely)	Scale + scope + correctability + probability (Scale+scope+correctability) ×1,5[14]
Positive	Actual	Scale 1 (low) - 4 (absolute) Scope 1 (limited)-4 (global/value chain)	Not seen	(Scale + scope) × 1.5[15]
	Potential		How high is the probability of a positive effect 3 (very likely) - 0 (extremely unlikely)-	Scale + scope + probability

Scale describes how severe a negative impact is and how beneficial a positive impact is on people or the environment.

Scope describes how widespread the negative or positive impact is: in the environmental dimension – the magnitude or geographical scope; in the social dimension the approximate number of people affected.

Repairability describes the extent to which and the degree to which negative impacts can be remedied, i.e. by restoring the environment or affected people to their previous state.

[14] Calculation with an impact on human rights. In the case of potential negative impacts on human rights, the severity of the impact takes precedence over its probability.
[15] A probability score is not assigned. The severity of the impact is multiplied by a normalisation factor in order to balance the categorisation of positive and negative impacts, as remediability is not included in the severity assessment.

Probability is determined only for potential impacts, taking into account existing mitigation measures or the likelihood of a positive impact. The probability of an impact occurring was assessed considering short-term, medium-term and long-term time horizons.

When defining IROs, the following time horizons were considered:

Long-term - impacts resulting from the company's measures, activities, products, services, operations and business relationships that will manifest over a longer period, i.e. after five years or more. These are gradual impacts where results or impacts will only materialise after a certain time. Long-term impacts are usually potential, as they depend on many preconditions and assumptions.

Medium-term - impacts resulting from the company's measures, activities, products, services, operations and business relationships that will manifest in the medium term. They are not immediate, but the first results are expected to arise or become evident in the foreseeable future, starting from the following year. Medium-term impacts are also predominantly potential.

Short-term - impacts resulting from the company's measures, activities, products, services, operations and business relationships that are immediate and already manifest, with consequences for people or the environment occurring within the reporting year. Short-term impacts are assessed as actual.

Based on the total score of severity and probability, impacts were classified into four categories according to the following scale: critical (score 10–12), significant (score 7–9), important (score 4–6), informative (score 0–3).

Financial materiality

The assessment of financial materiality was carried out by considering the magnitude of financial impacts and the probability of risks and opportunities materialising, using appropriate time horizons.

Risks and opportunities were assessed using the Airport's existing assessment methodology set out in the Instruction, applying a scale and assigning a materiality category in accordance with the assessed level of risk or opportunity. In risk management, the Airport applies an expert-based approach, involving employees with the necessary competence in the relevant process or system in which the risk has been identified.

Table 18. Risk and opportunity rating scale

<table>
<tr><th colspan="2">Probability</th><th colspan="2">Extent of impact</th><th>Calculation</th></tr>
<tr><td>Risk</td><td rowspan="2">Frequency of occurrence of an event in a certain time interval: 1 (most likely not to happen/ not expected in the next 10 years) - 5 (most likely to occur at least once or more often in the next year)</td><td>In case of risk, loss or loss of revenue</td><td rowspan="2">1 (very low)-
5 (catastrophic)</td><td rowspan="2">Probability × extent of impact</td></tr>
<tr><td>Option</td><td>Where possible, potential revenue</td></tr>
</table>

Risk assessment is carried out in order to prioritise risks and respond to them in a timely manner by planning and implementing risk-mitigation measures. When performing risk assessment, it is evaluated whether the level of a given risk exceeds the acceptable risk level (risk appetite), and risks are prioritised and ranked according to their level. The higher the risk level, the higher its priority. The "Risk and opportunity materiality categories" shown in Table No. 20 are determined in accordance with the risk and opportunity assessment matrix set out in the Airport's Instruction.

Opportunities are assessed using the Airport's risk probability scale and financial impact scale. The overall value of an opportunity is calculated as the product of probability and financial impact criteria. The higher the numerical value of an opportunity, the higher its priority.

Table No 19. Risk and opportunity materiality categories

Result using the Airport's assessment scale	Risk / opportunity materiality category
Red	Critical
Orange	Significant
Yellow	Important
Green	Informational

Stages of DMA implementation

1. Understanding the context and scope – research was carried out into the Airport's operations, services, geography, business relationships and other factors that are significant in the sustainability context. An overview of the Airport's value chain and key stakeholders was prepared; DMA boundaries, scope and time horizons were defined; and the regulatory framework and industry trends were analysed.
2. Mapping potential material topics – carried out based on the list of 16 topics in ESRS AR 16. The initial assessment was performed using industry analysis and IROs typical for airports, and the results were aligned with the Airport's responsible specialists.
3. Determining material IROs – for the selected topics, IROs were identified and comparatively assessed, taking into account industry sources (e.g., SASB, MSCI, ACI, airport sustainability reports), financiers' requirements and the Airport's internal information sources.
4. Assessing material IROs – within the Sustainability Committee, environmental, social and governance impacts, as well as risks and opportunities, including those not directly linked to the Airport's own impacts, were assessed in line with ESRS requirements. Internal stakeholders were involved in the process.
5. Engagement of external stakeholders – discussions and a workshop were organised with stakeholder representatives on material sustainability areas and planned measures.
6. Establishing the final IRO list – the final IRO list was presented to the Airport's Board, highlighting critical negative impacts. The Board approved the threshold for critical IROs, on the basis of which the reportable ESRS topics were determined and the relevant data points selected.

Stakeholder involvement in the DMA process

In the DMA process, the Airport identified the most significant stakeholders at different stages of the value chain who may have an interest in and influence on various sustainability topics and the Airport's performance in these areas.

To gather views, both existing information on stakeholder group opinions was used, including survey results (e.g., the employee engagement survey, the local community survey), and additional interviews and focus group discussions were organised to identify the perspective of directly affected stakeholders. Meetings took place with the following stakeholder groups:

- trade union and employee representatives;
- local community representatives;
- environmental experts;
- representatives of organisations of persons with disabilities;
- representatives of value chain workers.

Although the environment is considered an affected stakeholder, the assessment of environmental impacts was carried out based on environmental expert evaluation and various sources, including the Airport's policies and planning documents, disclosed information by industry stakeholders on environmental impacts, and studies and reports by international organisations, e.g., ENCORE, IUCN, etc.

Approach to assessing sustainability risks and impacts and their role in risk management

The Airport's overall risk management system includes the identification, assessment and management of both risks and impacts on the environment, society and human rights. These processes are integrated into a single approach, using common methods and assessment scales that ensure comparability and consistency.

Impact assessment is performed to determine how the Airport's operations can create a material negative or positive impact on the environment, employees and society. Impact materiality is analysed by considering its severity. These results are integrated into the overall risk management system, because a material negative impact can increase the risk level and affect strategic decisions, investment choices and the development of operational plans.

Risk assessment is carried out in parallel with impact analysis. Sustainability risks are assessed in the same way as strategic, operational and financial risks, in accordance with the Instruction; therefore, they do not have a lower priority than other types of risk. During the risk assessment stage, the residual risk level is compared with the acceptable risk level and a priority is assigned. The higher the risk level, including the sustainability risk level, the higher the priority of the respective risk.

Impact and risk assessments are used to determine risk appetite, strategic objectives and priorities. They influence decision-making on investments, project implementation, supplier selection and operational processes. A high level of sustainability risk or a material negative impact can increase the overall risk profile and require additional risk mitigation measures.

To reduce risks and negative impacts whose level exceeds the acceptable level, risk and impact mitigation measures are defined and approved in the Airport's risk mitigation action plans. These measures are monitored and regularly reported to management, ensuring that sustainability aspects are fully integrated into the overall risk management process.

The Airport's decision-making process in risk and impact management is structured and based on clearly defined responsibilities and internal control systems. Once a year, an annual report on the Airport's risk management is prepared, which includes:

- evaluation of the implementation of the Airport's risk management policy;
- progress in implementing risk mitigation measures, including sustainability risks, and mitigation of material impacts;
- identification of opportunities and their integration into strategic plans;
- necessary improvements in the risk and impact management process..

This report is assessed by the Airport's Risk Management Committee, which provides independent oversight and recommendations for improvements. Following the committee's assessment, the report is reviewed by the Airport's Board, which makes decisions on strategic changes, resource allocation and priorities. The Board submits the report to the Airport's Supervisory Board for approval, ensuring that decisions are aligned with the company's Strategy and risk appetite.

Internal control systems ensure that the decision-making process is transparent, documented and compliant with regulatory requirements. They include: policies and instructions; regular monitoring and reporting on the implementation of risk and impact mitigation measures; allocation of responsibilities between the committee, the Board and the Supervisory Board; internal audits.

In the decision-making process, risks and impacts on the environment, society and human rights are considered, as well as opportunities that may support sustainable development. A material negative impact or a high sustainability risk level can increase risk priority and affect strategic decisions, investment choices and operational plans. Identified opportunities, in turn, are integrated into innovation and development projects.

In 2025, the internal regulatory document Instruction was updated to include a sustainability risk management methodology, including new risk impact assessment criteria. The Airport's key risks – including strategic, operational and financial risks, environmental risks, energy management risks, work environment risks, aviation security risks, information systems risks, personal data protection risks (which may also be sustainability risks) – were re-evaluated or newly assessed in line with the

impact assessment criteria set out in the Instruction, and the Airport's risk mitigation action plans were updated. Taking into account the probability and financial impact assessment criteria set out in the Instruction, opportunities were also assessed.

Description of the process for identifying and assessing material impacts, risks and opportunities for thematic standards that are not material to the Airport

As a result of the DMA analysis, several ESRS thematic standards were not recognised as material to the Airport's operations; however, taking into account the ESRS 2 requirement, it is necessary to disclose information related to the requirements of these ESRS thematic standards in relation to IRO-1 – "Description of the process for identifying and assessing material impacts, risks and opportunities". Therefore, below the IRO-1 information is summarised for ESRS thematic standards that, based on the Airport's DMA analysis, have not been identified as material.

Pollution (E2 IRO-1) – The Airport reviewed its location and business activities to identify its actual and potential pollution-related IROs in own operations and the value chain. During the IRO identification process, industry information was analysed, identified pollution risks from the Airport's risk register were included, and impacts arising from the Airport's operational activities were identified. The topics and sub-topics included in the pollution thematic standard, in accordance with the DMA methodology applied by the Airport, did not reach the materiality threshold "critical" and were assessed as "significant"; therefore, the IROs identified under this topic are not reflected in the Sustainability Report. In relation to pollution, the Airport did not conduct consultations with affected communities.

Water and marine Resources (E3 IRO-1) - The Airport reviewed its location and business activities to identify its actual and potential pollution-related IROs associated with water and marine resources in own operations and the value chain. Water pollution was analysed in the context of ESRS E2 (Pollution). During the IRO identification process, industry information was analysed and, regarding water and marine resources, the industry analysis confirmed that related IROs are not typical for airports. One impact related to water consumption was identified, which, in accordance with the Airport's DMA methodology, did not reach the "critical" threshold and was assessed as "important"; therefore, the IRO is not reflected in the Sustainability Report. In relation to water and marine resources, the Airport did not conduct consultations with affected communities.

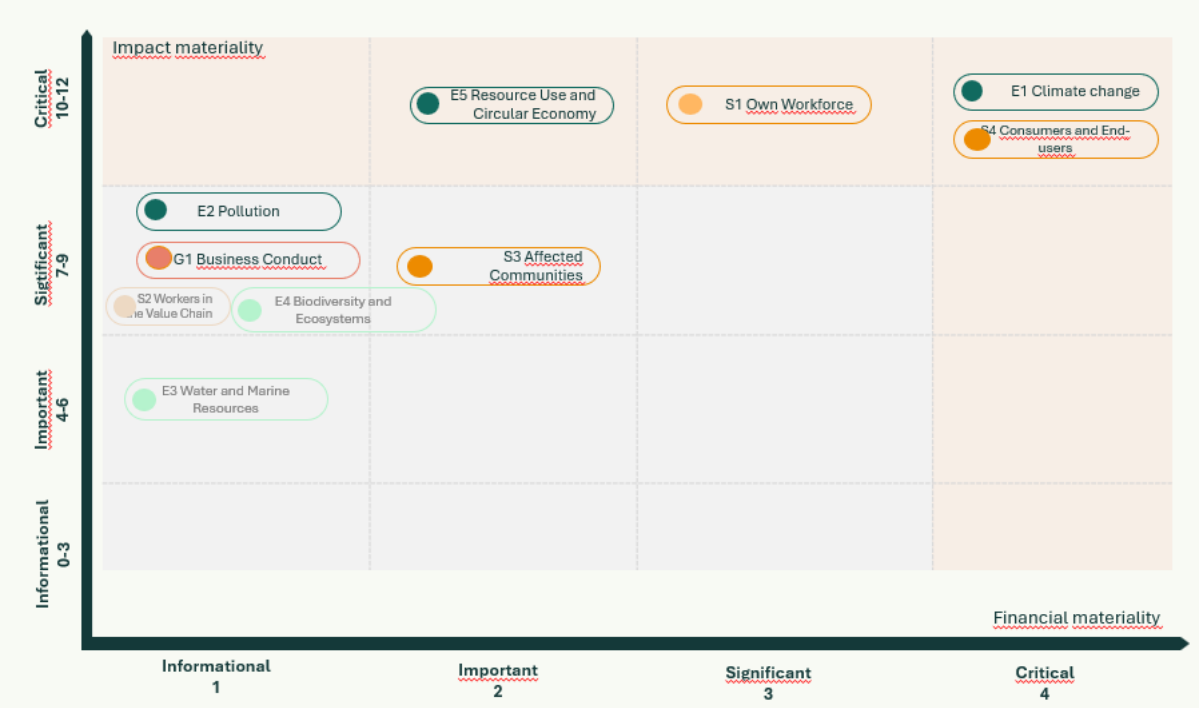
Biodiversity and ecosystems (E4 IRO-1) - Biodiversity and ecosystem IROs were assessed in the same manner as the above topics by evaluating the Airport's location and business activities, analysing possible links to biodiversity and identifying potential IROs both in own operations and the value chain. Scenario analysis for biodiversity and ecosystems was not used. In accordance with the DMA methodology, biodiversity and ecosystem IROs – four negative impacts related to the movement of invasive species via air transport, changes in land use, and aviation impacts on bird populations – did not reach the "critical" threshold and the topic was assessed as "significant". The Airport did not conduct consultations on biodiversity matters with affected communities.

ESRS disclosure requirements covered by the company's sustainability statement

IRO-2

The DMA result is presented in a matrix (see Figure No. 5), showing the Airport's critical (i.e., material), significant, important and informative topics. Environmental topics are marked in green, social topics in orange, and business-related topics in pink.

Figure 5 DMA assessment result – informative, important, significant and critical topics



The Airport's Board, when deciding on the thresholds, determined that sustainability topics should be considered material if they reached the defined materiality threshold in at least one of the two dimensions of double materiality:

- impact materiality dimension – 10 points or more; and/or
- financial materiality dimension – associated risks or opportunities assessed as high.

Accordingly, the material ESRS topics included in the Airport's Sustainability Report are E1 Climate Change, S4 Consumers and End Users, S1 Own Workforce, and E5 Circular Economy. The material information to be disclosed in relation to material IROs was determined taking into account the criteria set out in ESRS 1, section 3.2 "Material matters and materiality of information.".

Table 20. Distribution of IROs exceeding (E) and not exceeding (N) the thresholds across sustainability areas

	Impacts				Risks		Features	
	Positive		Negative					
	P	N	P	N	P	N	P	N
Environment	1	1	2	11	0	16	1	3
Social sphere	7	2	3	6	0	7	1	4
Governance	0	3	0	1	0	0	0	1
Exceeds, total:				**13**		**0**		**2**

The final DMA results were approved by the Airport's Board by a decision dated 23 October 2025.

The IRO assessment will be reviewed annually.

Table 21. Information included in the Sustainability Report in accordance with disclosure requirements

Standard	No.	Disclosure requirement	Sustainability report section	P
ESRS 2	BP-1	General basis for preparation of the sustainability statement	General basis for preparation of the sustainability report and information disclosed in relation to specific circumstances	2
ESRS 2	BP-2	General basis for preparation of the sustainability statement	General basis for preparation of the sustainability report and information disclosed in relation to specific circumstances	2
ESRS 2	GOV-1	Roles of administrative, management and supervisory bodies	Roles of administrative, management and supervisory bodies	5
ESRS 2	GOV-2	Information provided to the undertaking's administrative, management and supervisory bodies and sustainability matters addressed by these bodies	Information provided to the undertaking's administrative, management and supervisory bodies and sustainability matters addressed by these bodies	14
ESRS 2	GOV-3	Integration of sustainability-related performance in incentive schemes	Integration of sustainability-related performance in incentive schemes	16
ESRS 2	GOV-4	Statement on due diligence	Statement on due diligence	17
ESRS 2	GOV-5	Risk management and internal control over sustainability reporting	Risk management and internal control over sustainability reporting	18
ESRS 2	SBM-1	Strategy, business model and value chain	Strategy, business model and value chain	20
ESRS 2	SBM-2	Interests and views of stakeholders	Interests and views of stakeholders	28
ESRS 2	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Material impacts, risks and opportunities and their interaction with strategy and business model	33
ESRS 2	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Description of the processes to identify and assess material impacts, risks and opportunities	49
ESRS 2	IRO-2	Disclosure requirements included in ESRS covered by the undertaking's sustainability statement	Disclosure requirements included in ESRS covered by the undertaking's sustainability statement	53
ESRS 2	MDR-P	Policies adopted to manage material sustainability matters	Policies, actions and resources, and targets for managing material sustainability matters	38
ESRS 2	MDR-A	Actions and resources related to material sustainability matters	Policies, actions and resources, and targets for managing material sustainability matters	38
ESRS 2	MDR-M	Metrics related to material sustainability matters	Policies, actions and resources, and targets for managing material sustainability matters	38
ESRS 2	MDR-T	Monitoring the effectiveness of policies and actions through targets	Policies, actions and resources, and targets for managing material sustainability matters	38
ESRS E1	GOV-3	Integration of sustainability-related performance in incentive schemes	Integration of sustainability-related performance in incentive schemes	68

ESRS E1	E1-1	Transition plan for climate change mitigation	Transition plan	68
ESRS E1	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Climate resilience analysis and interaction of climate risks with strategy and business model	67
ESRS E1	IRO-1	Description of processes to identify and assess material climate-related impacts, risks and opportunities	Material impacts, risks and opportunities	66
ESRS E1	E1-2	Policies related to climate change mitigation and adaptation	Policies related to climate change mitigation and adaptation	70
ESRS E1	E1-3	Actions and resources related to climate change policies	Actions and resources	71
ESRS E1	E1-4	Targets related to climate change mitigation and adaptation	Targets	72
ESRS E1	E1-5	Energy consumption and energy mix	Energy consumption and energy mix	77
ESRS E1	E1-6	Gross Scope 1, 2 and 3 GHG emissions and total GHG emissions	GHG emissions	79
ESRS E1	E1-7	GHG removals and mitigation projects financed through carbon credits	Carbon-credit-financed projects	85
ESRS E1	E1-8	Internal carbon pricing	Internal carbon pricing	87
ESRS E1	E1-9	Anticipated financial effects from material physical and transition risks and climate-related opportunities	General basis for preparation of the sustainability report and information disclosed in relation to specific circumstances	2
ESRS E2	IRO-1	Description of processes to identify and assess material pollution-related impacts, risks and opportunities	Pollution	53
ESRS E2	E2-1	Policies related to pollution	Not material; information not included in the report	n/a
ESRS E2	E2-2	Actions and resources related to pollution	Not material; information not included in the report	n/a
ESRS E2	E2-3	Pollution-related targets	Not material; information not included in the report	n/a
ESRS E2	E2-4	Air, water and soil pollution	Not material; information not included in the report	n/a
ESRS E2	E2-5	Substances of concern and substances of very high concern	Not material; information not included in the report	n/a
ESRS E2	E2-6	Anticipated financial effects of pollution-related impacts, risks and opportunities	Not material; information not included in the report	n/a
ESRS E3	IRO-1	Description of processes to identify and assess material impacts, risks and opportunities related to water and marine resources	Water and marine resources	53
ESRS E3	E3-1	Policy related to water and marine resources	Not material; information not included in the report	n/a
ESRS E3	E3-2	Actions and resources related to water and marine resources	Not material; information not included in the report	n/a
ESRS E3	E3-3	Targets related to water and marine resources	Not material; information not included in the report	n/a

ESRS E3	E3-4	Water consumption	Not material; information not included in the report	n/a
ESRS E3	E3-5	Anticipated financial effects of water- and marine-resource-related impacts, risks and opportunities	Not material; information not included in the report	n/a
ESRS E4	E4-1	Transition plan and integration of biodiversity and ecosystems into strategy and business model	Not material; information not included in the report	n/a
ESRS E4	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Not material; information not included in the report	n/a
ESRS E4	IRO-1	Description of processes to identify and assess material biodiversity- and ecosystem-related impacts, risks and opportunities	Biodiversity and ecosystems	53
ESRS E4	E4-2	Policies related to biodiversity and ecosystems	Not material; information not included in the report	n/a
ESRS E4	E4-3	Actions and resources related to biodiversity and ecosystems	Not material; information not included in the report	n/a
ESRS E4	E4-4	Targets related to biodiversity and ecosystems	Not material; information not included in the report	n/a
ESRS E4	E4-5	Biodiversity and ecosystem impact metrics	Not material; information not included in the report	n/a
ESRS E4	E4-6	Anticipated financial effects of biodiversity- and ecosystem-related impacts, risks and opportunities	Not material; information not included in the report	n/a
ESRS E5	IRO-1	Description of processes to identify and assess material resource use and circular economy-related impacts, risks, dependencies and opportunities	Resource use and circular economy	87
ESRS E5	E5-1	Policies related to resource use and circular economy	Policies related to resource use and circular economy	87
ESRS E5	E5-2	Actions and resources related to resource use and circular economy	Targets, actions and resources	89
ESRS E5	E5-3	Targets related to resource use and circular economy	Targets, actions and resources	89
ESRS E5	E5-4	Inflows of resources	Not material; information not included in the report	n/a
ESRS E5	E5-5	Outflows of resources	Outflows of resources	91
ESRS E5	E5-6	Anticipated financial effects of resource use and circular economy-related impacts, risks and opportunities	General basis for preparation of the sustainability report and information disclosed in relation to specific circumstances	2
ESRS S1	SBM-2	Interests and views of stakeholders	Interests and views of stakeholders	94
ESRS S1	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Interaction of own-workforce-related impacts, risks and opportunities with strategy and business model	94
ESRS S1	S1-1	Policy relating to own workforce	Policy relating to own workforce	95

ESRS S1	S1-2	Processes for engaging own workforce and workers' representatives on impacts	Processes for engaging own workforce and workers' representatives on impacts	98
ESRS S1	S1-3	Processes to remediate negative impacts and channels for own-workforce concerns	Processes to remediate negative impacts and channels for own-workforce concerns	99
ESRS S1	S1-4	Action on material impacts on own workforce and approaches to managing material risks and opportunities, and effectiveness	Action on material impacts on own workforce and approaches to managing material risks and opportunities, and effectiveness	101
ESRS S1	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	104
ESRS S1	S1-6	Characteristics of the undertaking's employees	Characteristics of Airport employees	105
ESRS S1	S1-7	Characteristics of non-employee workers in the undertaking's own workforce	Characteristics of non-employee workers in the undertaking's own workforce	106
ESRS S1	S1-8	Collective bargaining coverage and social dialogue	Collective bargaining coverage and social dialogue	106
ESRS S1	S1-9	Diversity metrics	Not material; information not included in the report	n/a
ESRS S1	S1-10	Adequate wages	Adequate wages	106
ESRS S1	S1-11	Social protection	Social protection	107
ESRS S1	S1-12	Persons with disabilities	Not material; information not included in the report	n/a
ESRS S1	S1-13	Training and skills development metrics	Training and skills development metrics	107
ESRS S1	S1-14	Occupational health and safety metrics	Occupational health and safety metrics	108
ESRS S1	S1-15	Work-life balance metrics	Not material; information not included in the report	n/a
ESRS S1	S1-16	Remuneration metrics (pay gap and total remuneration)	Remuneration metrics (pay gap and total remuneration)	110
ESRS S1	S1-17	Incidents, complaints and severe human rights impacts	Not material; information not included in the report	n/a
ESRS S2	SBM-2	Interests and views of stakeholders	Not material; information not included in the report	n/a
ESRS S2	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Not material; information not included in the report	n/a
ESRS S2	S2-1	Policy relating to value chain workers	Not material; information not included in the report	n/a
ESRS S2	S2-2	Processes for engaging value chain workers on impacts	Not material; information not included in the report	n/a
ESRS S2	S2-3	Processes to remediate negative impacts and channels for value chain workers' concerns	Not material; information not included in the report	n/a

ESRS S2	S2-4	Action on material impacts on value chain workers and approaches to managing material risks and opportunities, and effectiveness	Not material; information not included in the report	n/a
ESRS S2	S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Not material; information not included in the report	n/a
ESRS S3	SBM-2	Interests and views of stakeholders	Not material; information not included in the report	n/a
ESRS S3	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Not material; information not included in the report	n/a
ESRS S3	S3-1	Policy relating to affected communities	Not material; information not included in the report	n/a
ESRS S3	S3-2	Processes for engaging affected communities on impacts	Not material; information not included in the report	n/a
ESRS S3	S3-3	Processes to remediate negative impacts and channels for affected communities' concerns	Not material; information not included in the report	n/a
ESRS S3	S3-4	Action on material impacts on affected communities and approaches to managing material risks and opportunities, and effectiveness	Not material; information not included in the report	n/a
ESRS S3	S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Not material; information not included in the report	n/a
ESRS S4	SBM-2	Interests and views of stakeholders	Interests and views of consumers and end users	112
ESRS S4	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Interaction of consumer- and end-user-related impacts, risks and opportunities with strategy and business model	110
ESRS S4	S4-1	Policy relating to consumers and end users	Policies relating to consumers and end users	114
ESRS S4	S4-2	Processes for engaging consumers and end users on impacts	Processes for engaging consumers and end users	116
ESRS S4	S4-3	Processes to remediate negative impacts and channels for consumers' and end users' concerns	Impact remediation and concern-raising channels	117
ESRS S4	S4-4	Action on material impacts on consumers and end users and approaches to managing material risks and opportunities, and effectiveness	Actions to manage impacts, risks and opportunities related to consumers and end users	119
ESRS S4	S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Targets related to consumers and end users	122
ESRS G1	GOV-1	Roles of administrative, management and supervisory bodies	Not material; information not included in the report	n/a
ESRS G1	IRO-1	Description of processes to identify and assess material impacts, risks and opportunities	Not material; information not included in the report	n/a
ESRS G1	G1-1	Business conduct policy and corporate culture	Not material; information not included in the report	n/a
ESRS G1	G1-2	Management of relationships with suppliers	Not material; information not included in the report	n/a

ESRS G1	G1-3	Prevention and detection of corruption and bribery	Not material; information not included in the report	n/a
ESRS G1	G1-4	Incidents of corruption or bribery	Not material; information not included in the report	n/a
ESRS G1	G1-5	Political influence and lobbying activities	Not material; information not included in the report	n/a
ESRS G1	G1-6	Payment practices	Not material; information not included in the report	n/a

The table includes all data points arising from other EU legal acts in accordance with ESRS 2, Annex B. The location of each data point is indicated. If a sustainability topic is not material under the DMA, the corresponding data point is marked as “not material.”

Table 22. Data points resulting from other EU legislation.

Disclosure requirement	Data point	Name of the data point	SFDR reference	Pillar 3 reference	Reference of the Benchmarks	EU Climate Law Reference	Chapter of the Sustainability Report	P.
ESRS 2 GOV-1	21 (d)	Gender representation on boards	x		x		Diversity of Board and Supervisory Board members	10
ESRS 2 GOV-1	21 (e)	Percentage of independent board members			x		Curriculum vitae and comp. of the members of the Supervisory Board.	8
ESRS 2 GOV-4	30	Statement on due diligence	x				Due diligence statement	17
ESRS 2 SBM-1	40 (d) i	Involvement in activities related to fossil fuels	x	x	x		Airport revenue and operations in controversial industries. Not applicable[16]	127
ESRS 2 SBM-1	40 (d) II	Involvement in activities related to the manufacture of chemical products	x		x			
ESRS 2 SBM-1	40 (d) iii	Involvement in activities related to controversial weapons	x		x			
ESRS 2 SBM-1	40 (d) iv	Involvement in activities related to the cultivation and production of tobacco			x			
ESRS E1-1	14	Transition plan to achieve climate neutrality by 2050				x	Transition plan	68
ESRS E1-1	16 (g)	Companies excluded from Paris-aligned benchmarks		x	x			
ESRS E1-4	34	GHG emissions reduction targets	x	x	x		Targets	72
ESRS E1-5	38	Electricity consumption from fossil energy sources, broken down by source (only for sectors with a high climate impact)	x				Energy consumption and structure of energy resources	77
ESRS E1-5	37	Energy consumption and energy mix	x					
ESRS E1-5	40-43	Energy intensity related to activities in sectors with a high climate impact	x				Net revenue-based energy intensity	78
ESRS E1-6	44	Gross Scope 1, Scope 2 and Scope 3 GHG emissions and total GHG emissions	x	x	x		GHG emissions	79

[16] Lidosta nedarbojas fosilā kurināmā sektorā, nav iesaistīta ķīmisku produktu ražošanas, pretrunīgi vērtētu ieroču un tabakas audzēšanas darbībās.

ESRS E1-6	53-55	Gross GHG emissions intensity	x	x	x			
ESRS E1-7	56	GHG removals and carbon credits				x	Projects financed by carbon credits	85
ESRS E1-9	66	Exposure of benchmark portfolios to climate-related physical risks			x		General basis for the preparation of the sustainability report and information to be disclosed in relation to specific circumstances[17]	2
ESRS E1-9	66 (a); 66 (c)	Breakdown of monetary amounts by acute and chronic physical risks and the location of significant assets exposed to material physical risk		x				
ESRS E1-9	67 (c)	Distribution of carrying amounts of real estate assets by energy efficiency classes		x				
ESRS E1-9	69	Degree of portfolio alignment with climate-related opportunities			x			
ESRS E2-4	28	ESRS E2-4 – Amount of each pollutant listed in Annex II of the E-PRTR Regulation emitted to air, water and land	x				Not relevant, information is not included in the report	n/a
ESRS E3-1	9	Water and marine resources	x					
ESRS E3-1	13	Specific policy	x					
ESRS E3-1	14	Sustainable oceans and seas	x					
ESRS E3-4	28 (c)	Total volume of recycled and reused water	x					
ESRS E3-4	29	Total water consumption (m³) per net revenue from own operations	x					
ESRS 2 — IRO-1 — E4	16 (a) i	Biodiversity-sensitive areas negatively affected	x				Biodiversity and ecosystems	53
ESRS 2 — IRO-1 — E4	16 (b)	Material negative impacts related to land degradation, desertification or soil sealing	x					
ESRS 2 — IRO-1 — E4	16 (c)	Information on whether operations affect endangered species	x					
ESRS E4-2	24 (b)	Sustainable land-use / agricultural practices or policy	x				Not relevant, information is not included in the report	n/a
ESRS E4-2	24 (c)	Sustainable ocean-use / marine-use practices or policy	x					
ESRS E4-2	24 (d)	Policy to address deforestation	x					
ESRS E5-5	37 (d)	Non-recycled waste	x				Outgoing resources	91
ESRS E5-5	39	Hazardous waste and radioactive waste	x					
ESRS 2 — SBM-3 — S1	14 (f)	Risk of forced-labour incidents	x				Social aspects and responsible employment	94

[17] Pirmajā ziņošanas gadā tiek sniegta tikai kvalitatīvā informācija, saskaņā ar ESRS 1 C papildinājumu.

ESRS 2- SBM3 - S1	14 (g)	Risk of child-labour incidents	x					
ESRS S1-1	20	Human rights policy commitments	x				Approach to respect for human rights	96
ESRS S1-1	21	Due diligence policy with respect to matters covered by ILO Core Conventions 1–8			x			
ESRS S1-1	22	Human-trafficking prevention processes and measures	x				Prevention of trafficking in human beings	96
ESRS S1-1	23	Occupational accident prevention policy or management system	x				Policies relating to own workforce	95
ESRS S1-3	21	Grievance mechanism	x				Processes for remediation of negative impacts and channels for raising concerns of own workforce	99
ESRS S1-14	88 (b) and (c)	Number and rate of fatalities and work-related accidents	x		x		Occupational health and safety indicators	108
ESRS S1-14	88 (e)	Number of days lost due to injury, accidents, fatalities or illness	x					
ESRS S1-16	97 (a)	Unadjusted gender pay gap	x		x		Pay indicators (pay gap and total wages)	110
ESRS S1-16	97 (b)	Excessive CEO pay ratio	x					
ESRS S1-17	103 (a)	Discrimination incidents	x				Not relevant, information is not included in the report	n/a
ESRS S1-17	104 (a)	Violations of the UN Guiding Principles on Business and Human Rights and OECD Guidelines	x		x			
ESRS 2- SBM3 – S2	11 (b)	Significant risk of child labour or forced labour in the value chain	x					
ESRS S2-1	17	Human rights policy commitments	x					
ESRS S2-1	18	Policy relating to value-chain workers	x					
ESRS S2-1	19	Violations of the UN Guiding Principles on Business and Human Rights and OECD Guidelines	x		x			
ESRS S2-1	19	Due diligence policy with respect to matters covered by ILO Core Conventions 1–8			x			
ESRS S2-4	36	Human rights issues and incidents related to the company's upstream and downstream value chain	x					
ESRS S3-1	16	Human rights policy commitments	x					

ESRS S3-1	17	Violations of the UN Guiding Principles on Business and Human Rights, ILO principles and OECD Guidelines	x		x			
ESRS S3-4	36	Human rights issues and incidents	x					
ESRS S4-1	16	Policy relating to consumers and end users	x				Policies related to consumers and end-users	114
ESRS S4-1	17	Violations of the UN Guiding Principles on Business and Human Rights and OECD Guidelines	x		x		Compliance with internationally recognized standards	115
ESRS S4-4	35	Human rights issues and incidents	x		x			
ESRS G1-1	10 (b)	United Nations Convention against Corruption	x				Not relevant, information is not included in the report	n/a
ESRS G1-1	10 (d)	Whistleblower protection	x					
ESRS G1-4	24 (a)	Monetary fines for breaches of anti-corruption and anti-bribery legislation	x		x			
ESRS G1-4	24 (b)	Anti-corruption and anti-bribery standards	x					

Environment

Disclosure in accordance with Article 8 of Regulation (EU) 2020/852 (the Taxonomy Regulation)

To promote sustainable investments and the implementation of the European Green Deal, the European Commission has established a specific classification system for economic activities – the EU Taxonomy. Its aim is to determine which types of activities can be considered sustainable and to encourage the reallocation of capital flows towards sustainable investments.

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.

An economic activity is considered environmentally sustainable if it substantially contributes to the achievement of one or more environmental objectives, does not cause significant harm to the other environmental objectives, and is carried out in compliance with at least the minimum safeguards in the social and governance areas. For non-financial undertakings that meet the criteria set out in the Taxonomy Regulation, the report must disclose what share of turnover, capital expenditure and operating expenditure relates to Taxonomy-eligible and Taxonomy-aligned economic activities.

The Airport has performed a detailed assessment of Taxonomy-eligible activities to determine which of these activities are to be considered Taxonomy-aligned. The assessment was carried out using the technical screening criteria set out in Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486.

Capital expenditure

The share of Taxonomy-eligible and Taxonomy-aligned activities in capital expenditure was determined by assessing capital investments made in specific investment groups and, in more detail, at the project level. In 2025, the largest Taxonomy-aligned capital investments were made in the development of electricity supply infrastructure in the amount of EUR 1.2 million, as well as in the installation of solar panels and electric transport charging infrastructure in the amount of EUR 1.6 million. To achieve the Net Zero goal, the Airport invested EUR 1.04 million in replacing vehicles with electric vehicles. Overall, the volume of Taxonomy-eligible capital investments in 2025 reached EUR 5.7 million.

Revenue

The share of Taxonomy-eligible and Taxonomy-aligned activities in revenue was determined by assessing investments made in the Airport's electric charging infrastructure and in the provision of emergency assistance services. In 2025, 27 electric vehicle charging stations were commissioned on the Airport territory; these can be used not only for the Airport's electric vehicles, but also by Airport employees and those companies that have concluded a contract with the Airport for this service. In addition, 18 slow EV charging stations were installed in the employees' car park P5, thereby enabling the Airport to generate additional revenue..

Operating expenditure

The share of Taxonomy-eligible and Taxonomy-aligned activities in operating expenditure was determined by assessing whether the investment was Taxonomy-aligned. In 2025, the largest operating expenditure item was emergency assistance services, which accounted for 3.55% of all costs related to Taxonomy-eligible and Taxonomy-aligned activities. Overall, operating expenditure for Taxonomy-aligned activities amounts to 5.6%, i.e. EUR 4.09 million of total operating expenditure.

Detailed information on capital expenditure, revenue and operating expenditure is provided in Annex No. 2 to the Sustainability Report: EU Taxonomy tables.

E1 Climate change

Significant impacts, risks and opportunities

E-1 IRO-1

For information on the DMA assessment process, including IRO identification, assessment and the methodology for determining material IROs, see the section “Description of the process for identifying and assessing material impacts, risks and opportunities”. The DMA process also took into account the specifics of the climate aspect, including GHG emissions, climate change-related physical risks, and transition risks and opportunities in the company’s operations and in the upstream and downstream parts of the value chain, in accordance with ESRS E1 requirements.

To identify material impacts on climate change, all activities that may generate emissions were identified, including energy consumption, use of de-icing agents, use of transport, etc. The Airport uses CO_2e emission calculations carried out in accordance with the GHG reporting standard developed by the World Resources Institute (hereinafter – the GHG Protocol) (E1-6, paragraph 44). Accordingly, the Airport has an overview of the volume of CO_2e emissions it generates, both directly and within its value chain.

The Airport has identified material climate change-related impacts and opportunities, which are presented in the section “Material impacts, risks and opportunities and their interaction with strategy and business model”. The Airport has performed an analysis of the resilience of its Strategy and business model to climate change, using climate scenario analysis methods as required by ESRS 2 IRO-1 and the related application requirements, but it has not identified material climate-related physical risks or transition risks. Risks with a relatively high assessment are described in the section “Climate resilience analysis and the interaction of climate risks with strategy and business model”.

Process for identifying climate change-related risks and opportunities

The Airport has developed a process to systematically identify and assess climate-related physical and transition risks in the short, medium and long term, in line with ESRS definitions. Climate change-related hazards are regularly identified, their impact on infrastructure, operational continuity, employee safety and achievement of objectives is assessed, and control and adaptation measures are defined.

The Airport assesses climate risks based on an analysis of event frequency over the last 10-year period, using a five-level probability scale. The resulting information is integrated into the overall risk management system, ensuring timely adaptation and continuity planning. In 2024 and 2025, an initial assessment of the exposure of the Airport’s assets and operations to climate hazards was carried out.

A sensitivity assessment was performed for physical risks and transition events, concluding that the most significant impact is related to an increase in the intensity of extreme weather conditions: heavy precipitation (rain, hail, snow/ice), flooding, strong winds and heat. These can cause infrastructure damage, operational disruptions and economic losses.

Within the DMA, based on a high-emissions climate scenario, large hail and intense snowfall were identified as significant (but not material) risks; an overview is provided in Table No. 26 “Overview of the Airport’s medium-high climate risks”. Transition risks, in turn, are related to compliance with policy and regulatory requirements for emission reductions in line with the Paris Agreement.

In the assessment of transition risks, a material opportunity was identified – the development and implementation of new technologies. This can reduce CO_2e emissions and, in the future, also operating costs, although some technologies are still at the development stage.

In the analysis of physical climate risks, the Airport uses the 2024 climate projections[18] of LVĢMC, which are based on IPCC models and scenarios:

- SSP1-2.6 – allows assessment of how significantly physical risks would decrease if active climate policy is implemented;

[18] LVĢMC (2024). Past and future climate change in Latvia. Latvian Environment, Geology and Meteorology Centre, Riga. Available at: https://klimats.meteo.lv/data/climate_change_data_viewer/report_downloads/LVGMC-klimata-parmainas-2024.pdf

- SSP2-4.5 – reflects a scenario where climate policy is implemented moderately and emissions decrease gradually;
- SSP3-7.0 – used to determine the maximum possible physical climate risks and the necessary adaptation measures.

The Airport's assessment assumes a significant climate change scenario (SSP3-7.0), which allows identification of the maximum possible physical risks and the required adaptation measures. Scenario analysis shows an increasing impact of acute risks (heatwaves, storms, intense precipitation); scenarios are also used to identify transition events.

Impact of climate scenarios on emissions management and infrastructure resilience

The Airport has identified economic activities and emission sources whose compatibility with climate-neutral economy objectives is limited, or whose adaptation requires significant effort. Within Scope 1 and Scope 2 emissions, the most difficult emissions to reduce are those resulting from the use of de-icing agents, as well as residual emissions from natural gas consumption and the use of fluorinated gases (freons). In the context of Scope 3 emissions, the most difficult to reduce are emissions related to the combustion of aviation fuel, which significantly affect the Airport's overall emissions profile but can be influenced by the Airport only indirectly.

At the project planning stage, the Airport takes climate scenarios into account to ensure consistency with financial assumptions related to climate risks and adaptation. Identified adaptation solutions, such as additional cooling measures and other engineering improvements, are integrated already at the investment planning stage. This ensures that climate scenario projections are reflected in financial planning, including cost estimates, asset useful lives and capital investment needs.

In addition to mitigating climate change, the Airport is, to the extent possible, prepared to adapt to its potential impacts, such as more frequent extreme weather conditions.

As part of climate risk assessment, the Airport has already prepared an initial resilience analysis based on climate scenarios. In the period from 2026 to 2027, within a more detailed resilience analysis, the company's climate risks and their consequences will be refined, and risk identification and assessment processes will be further developed.

Climate resilience analysis and the interaction of climate risks with strategy and business model

E-1 SBM-3

In the assessment of climate-related (physical and transition) risks, no high-level risks were identified; however, there are several medium-high rated risks listed in the table below.

Table 23. Overview of the Airport's medium-high climate risks

Sub-area	Description	Deadline	Occurance[19]
Climate change mitigation	Activities related to the Airport's operations generate greenhouse gas emissions.	Long term	O
Climate change adaptation	Large hail (hailstone diameter exceeds 2 cm), the impact of which may damage the Airport's machinery and equipment (solar panels).	Medium term	O, U
Climate change adaptation	As a result of intense snowfall / snowstorm (increase in snow cover ≥15 cm within 12 hours, visibility < 2 km, and wind gusts strengthening to ≥20 m/s for longer than 3 hours), snow-clearing equipment cannot cope with snow removal, resulting in delays in flight handling.	Medium term	O, D

[19] Occurrence: (O) own operations; (U) upstream value chain; (D) downstream value chain.

Sub-area	Description	Deadline	Occurance[19]
Climate change adaptation	As a result of prolonged drought (standardised precipitation index ≥ −2), fires may occur, affecting runway operations (smoke).	Medium term	O, D

The Airport conducted a climate resilience analysis in 2024 and 2025 as part of the identification and assessment of sustainability risks for a period of up to 10 years. The climate resilience analysis covered material areas of operation, including infrastructure maintenance, ensuring operational activities, activities within the value chain, and impacts on the Strategy. Climate resilience was analysed for investment projects by assessing their compliance with the requirements of the Taxonomy Regulation[20].

The climate resilience analysis showed that, as a result of climate change, extreme weather events such as large hail may damage Airport equipment or machinery; intensive snowfall, during which snow-clearing equipment may be unable to cope, may temporarily suspend Airport operations; and smoke caused by fires at or in the immediate vicinity of the Airport may also pose risks. In addition, with a lower probability, there are risks of equipment failures at extremely high or low air temperatures, as well as potential infrastructure damage during strong winds.

The need to mitigate climate change and implement adaptation measures has been taken into account in the development of the Airport's strategic documents. For example, during the preparation of the Development Plan for 2023–2050, it was considered that development must take place while reducing CO_2e emissions.

Adaptation measures are integrated into various planning documents. For example, the Airfield Operations Manual sets out actions to be taken during strong winds, and the document also includes information on other actions to be carried out at the airfield under adverse weather conditions.

Inclusion of sustainability-related performance in incentive schemes

E-1 GOV-3

Measures related to climate change mitigation are defined in several policies that have been implemented and aligned with the strategic non-financial target of reducing CO_2e emissions, namely achieving "CO_2e emissions in 2025 of 0.451 tCO_2e per 1,000 passengers".

As part of the overall assessment, the achievement of the Strategy and financial/non-financial targets (including the achievement of the CO_2e reduction target), as well as the implementation of the measures set out in the related policies, is embedded in the collective and individual performance indicators of the members of the Board.

Additional environment- and energy-management-related targets for the Airport's Board:

- To develop the Strategy for 2025–2030, which includes the definition of the Airport's medium-term financial and non-financial sustainability targets and performance indicators, including climate change mitigation (overall performance indicator);
- To increase the energy efficiency of operational processes, thereby reducing negative environmental impacts (individual performance indicator).

More information on the criteria of the Board members' incentive scheme is provided in the section "Inclusion of sustainability-related performance in incentive schemes".

Transition plan

E1-1

In support of the objective of the Paris Agreement to limit global warming, the Airport has committed to achieving Net Zero by 2035, significantly exceeding the requirements of the ACI Net Zero 2050

[20] Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088

initiative[21]. The target is aligned with limiting global warming to 1.5°C and is based on scientifically grounded decarbonisation scenarios. The Airport is not excluded from EU benchmarks aligned with the Paris Agreement.

The Airport has a Net Zero roadmap and a CO_2e emissions management plan for 2023–2025, supplemented by an action plan. The plan defines emission reduction targets, a base year, and the activities to be implemented. Each year, an Environment and Energy Management Programme approved by the Board is prepared, setting out objectives and tasks to be performed. The 2025 programme includes 23 tasks related to climate change mitigation and adaptation measures.

The Net Zero roadmap предусматриеs a gradual reduction of GHG emissions by 2035 using the following decarbonisation levers:

- renewable electricity generation – by 2026, the construction of three solar power parks is planned, achieving 14% of self-generated renewable electricity from total electricity consumption;
- use of renewable energy resources – procurement of renewable electricity and 100% HVO;
- increasing energy efficiency – replacement of runway, apron, and building lighting with LED solutions;
- replacement of internal combustion engine equipment with electric transport for vehicles in categories M1, M2, N1, N2, N3, and M3;
- GHG removals..

The CO_2e emissions management plan is integrated into the Airport's Strategy and financial planning, including projected CapEx costs and investments planned in line with the requirements of the EU Taxonomy (see Table No. 24). Total investments amounted to EUR 19.93 million, of which EUR 5.67 million were directed towards climate change mitigation. For the implementation of sustainability projects, the Airport uses both internal resources and EU fund co-financing.

Table 24. Funding allocated to the action plan

Financial resources allocated to the action plan in 2025 (OpEx)	EUR 4.09 million EUR
Financial resources allocated to the action plan in 2025 (CapEx)	EUR 5.67 million EUR

The Airport has assessed locked-in GHG emissions associated with infrastructure and technologies whose replacement is being carried out gradually:

- buildings that are fully or partially heated with natural gas generate fixed emissions in the long term; these emissions will persist until the buildings are demolished or heating systems are replaced with alternative solutions;
- the Airport's fleet of transport and ground handling equipment is being gradually electrified; until a full transition to electric or other low-emission technologies is completed, existing equipment will continue to generate locked-in emissions;
- Scope 3 emissions are related to aircraft emissions during flights; their future reduction will be significantly influenced by the use of SAF and the introduction of alternative propulsion technologies.

These emissions may affect the achievement of targets and increase transition risks; to mitigate them, long-term technological and infrastructure solutions are being implemented.

Despite the fact that the specific nature of the Airport's operations makes full compliance with the EU Taxonomy challenging, continued progress towards Net Zero is expected to increase the level of alignment. For more information, see the section "EU Taxonomy".

In 2025, investments were implemented both for the renewal of winter maintenance equipment and for the replacement of cooling equipment for the summer season, as well as for strengthening emergency

[21] https://aci-europe.org/netzero

response capabilities. In 2026, the construction of bicycle and motorcycle parking facilities is planned to reduce emissions related to employee mobility.

The transition plan has been approved by all key governance bodies. The Strategy and its implementation are overseen by the Supervisory Board, while the Net Zero roadmap and the CO_2e management plan were approved by the Board. Planned activities are integrated into the annual Environment and Energy Management Programme and the operational plans of structural units. The Board is informed semi-annually about the implementation of the programme and annually about the implementation of the CO_2e management plan.

By the end of 2025, 67% of the activities under the CO_2e management plan have been implemented, 13% are in progress and have been carried forward to the 2026–2028 plan, and 13% have been postponed.

Policies related to climate change mitigation and adaptation

E1-2

To ensure a systematic approach to reducing environmental impacts, including impacts related to climate change, the Airport has developed an Environmental and Energy Management Policy. The policy is aimed at sustainable development, environmental protection, and the promotion of public well-being, in compliance with applicable legislation and the requirements of international standards ISO 14001 and ISO 50001. Specific climate change mitigation objectives and tasks are included in the CO_2e Emissions Management Plan for 2023–2025 and in the Environmental and Energy Management Programme.

The policy directions reflected in the 2025 Environmental and Energy Management Programme are:

- preservation and improvement of environmental quality;
- control measures and employee involvement;
- cooperation with partners and stakeholders;
- energy efficiency and climate neutrality;
- increased use of renewable energy resources.;

The implementation of the policy is coordinated by the Quality and Sustainability Department, involving the responsible structural units. The Airport implements energy efficiency improvement measures in several strategic directions, including the modernisation of buildings and infrastructure, as well as changes in employees' daily habits.

The Airport's CO_2e Management Plan for 2023–2025 includes 15 measures aimed at transport decarbonisation, the use of renewable energy, and improving the energy efficiency of infrastructure.

Key directions:

- replacement of transport with alternative fuels (passenger cars, cargo vans, buses, special equipment) – significant impact on emission reductions;
- installation of solar panels on the terminal roof, at the northern end of the airfield, and on hangar roofs – a significant contribution to renewable energy generation;
- introduction of LED lighting in buildings, on the apron, and on the runway – improved energy efficiency and reduced consumption;
- technical improvements with a long-term impact on energy efficiency.

Policy measures are implemented to ensure alignment with the organisation's strategic objectives and EU climate policy directions.

A summary of policies for the management of climate change-related issues (IRO) is available in the section "Policies and targets for the management of material sustainability matters". In addition to climate change mitigation activities, the Airport implements a set of measures to enhance climate resilience, including adaptation to climate change-related challenges. Climate change adaptation is

integrated into the Airport's risk management process, ensuring business continuity. See the section "Climate resilience analysis and interaction of climate risks with the strategy and business model" for more details.

To promote cooperation and understanding of climate change mitigation measures, the Airport has developed a Stakeholder Engagement Plan, which includes communication activities, educational initiatives, and cooperation initiatives with employees, suppliers, customers, and other stakeholders.

Activities and resources

E1-3

Decarbonization levers

GHG emissions management is a continuous emissions reduction process required to achieve the Airport's climate change mitigation objectives.

The Airport reduces GHG emissions from emission sources under its control using the decarbonisation levers described in the section "Transition plan". At present, nature-based solutions are not used for emission reduction.

Since 2015, the Airport has participated in the Airport Carbon Accreditation (ACA) programme. Following certification at ACA Level 2 in 2020, the Airport began targeted emission reduction efforts, achieving Level 3 in 2024 and Level 3+ in 2025.

Since 2021, the Airport has also included Scope 3 emissions in its GHG assessment, which are not under its direct control but are generated by tenants, airfield service providers, and passengers, thereby involving stakeholders in emission reduction efforts.

In 2025, the Airport continued implementing the activities set out in the Sustainability Strategy 2022–2030 and the CO_2e Management Plan 2023–2025, which will contribute to long-term emission reductions. Work continued on projects included in the CO_2e Management Plan 2023–2025 and the Environmental and Energy Management Programme for 2025:

- installation of a solar power plant with a capacity of 348 kW and commencement of construction of a 2 MW solar power plant; both plants will provide a total annual electricity generation of 2,318.22 MWh;
- replacement of three passenger cars, an ambulift, and a pushback tractor with electric vehicles;
- replacement of runway lighting with LED and commencement of apron lighting replacement;
- commencement of construction of the KSS1 pumping station; after completion, operation of the old energy-inefficient building will be discontinued;
- continuation of the reconstruction of the technical services building, which after completion will provide a modern and energy-efficient facility for employees;
- completion of the reconstruction of transformer substation (TP-011).

In addition, the Airport:

- continued developing electric vehicle charging infrastructure in 2025 and installing new charging units. The construction of charging points in the apron and technical areas is necessary to replace part of the Airport's internal combustion vehicle fleet with electric vehicles by 2030 and to ensure access to renewable energy for charging for both the Airport and other companies operating at the Airport;
- continued participation in the working group established by the Ministry of Transport on SAF production opportunities in Latvia;

- ensured the possibility of remote work for employees whose job functions allow it, reducing employee-related emissions.

GHG emission reduction

In 2025, the Airport achieved a 37% reduction in Scope 1 and Scope 2 emissions compared to 2014. By 2030, the Airport plans to achieve an 84% reduction, and by 2035 a 90% reduction compared to the base year (2014), compensating residual emissions through GHG removal projects. See the section “GHG emissions” for more details.

The implementation of GHG emissions management requires both human and financial resources. All strategic GHG emission reduction processes are capital-intensive. Currently, GHG emissions management is carried out using existing Airport human resources. More information is provided in the section “Transition plan”.

Participation in ACA and the achievement of its objectives are part of the environmental and energy management system; therefore, GHG emissions management and monitoring are included in the Airport’s integrated management system. Compliance with ACA requirements is ensured in accordance with the process “Ensuring greenhouse gas emissions management”.

Funding for projects included in the CO_2e Management Plan is planned and ensured in line with the budget preparation and execution control process. Each structural unit responsible for project implementation ensures planning and inclusion of the necessary funds in its annual budget proposal. Decisions on funding allocation for projects included in the action plan are made by the Airport’s Board and Supervisory Board when approving the Airport’s budget.

Presentation of investments and costs in financial statements

The total amount of investments in climate change mitigation in 2025 was EUR 5.67 million. These investments are presented in the Annual Report under “Non-current assets”, which also includes investments made for climate change mitigation.

In 2025, the Airport’s operating expenses for climate change mitigation amounted to EUR 4.09 million. Operating expenses related to climate change mitigation are presented in the Annual Report under “Profit or loss” in the line “Operating expenses”, while co-financing received for a research project on the use of hydrogen technologies in aviation is presented under “Other operating income”.

A detailed breakdown of capital investments, current expenses, and income related to climate change mitigation incurred by the Airport in 2025 is provided in the Taxonomy tables.

Targets

E1-4

The targets established to manage the Airport’s material impacts, risks, and opportunities related to climate change are defined in the Strategy and in relevant policies and are summarised in the sections “Strategy, business model and value chain” and “Policies and targets for the management of material sustainability matters”.

The Airport’s long-term target is Net Zero by 2035. The roadmap towards this goal includes a medium-term interim target aligned with the Airport’s Strategy and the Sustainability Strategy 2022–2030. In setting this strategic target, the Airport’s shareholder participated as a stakeholder, setting a state-specific non-financial target in the Letter of Expectations: “CO_2e emissions (Scope 1 and 2) in 2030 are 65% lower than in 2014”. In 2026, the Airport’s medium-term Strategy for 2025–2030 will be approved, in which the 2030 CO_2e target is aligned with the 2030 target set in the updated Net Zero roadmap. More on stakeholder engagement is provided in the section “Stakeholder interests and views”.

To manage its climate-related impacts and opportunities, the Airport has set specific GHG emission reduction targets in the Sustainability Strategy 2022–2030. These targets cover Scope 1 and Scope 2 emissions, over which the Airport has more direct control. The base year for Scope 1 and Scope 2 emissions is 2014, as it is the first year for which the Airport carried out emissions accounting.

In 2014, the Airport's operations were fully functional, covering all material operational processes (flights, infrastructure, transport services). This ensures that the baseline reflects all significant activities affecting GHG emissions. In 2014, there were no significant external distortions (such as emergency situations, natural disasters, or major infrastructure changes); therefore, the baseline reflects typical GHG emission impacts.

The medium-term GHG emission reduction target is set in the CO_2e Management Plan 2023–2025, while short-term targets are set annually in the Environmental and Energy Management Programme. Targets in both policies are expressed in relative units. Targets in absolute units will be set starting from 2026.

The CO_2e Management Plan 2023–2025 sets the target of achieving a CO_2e emission level of 0.346 t CO_2e per passenger.

Table 25. Targets set in policies for climate change mitigation

Significant impact, risk or opportunity to which the indicator relates	Name of the indicator	Stakeholder involvement in the definition of the indicator	Result to be achieved (measurable, achievable within a specific time frame)	Policies	Indicator for 2025
The aviation sector is energy-intensive and consumes large amounts of fossil energy resources (impact)	CO2e emissions (scope 1 and 2)	No	65% reduction in scope 1 and 2 emissions compared to 2014	Sustainability Strategy 2022-2030	37 %
	CO2e emissions (scope 1 and 2)	No	0.346 t/CO2e/1000 passengers	CO2 Emission Management Plan for 2023-2025	0.451 t/CO2e/1000 passengers
	CO2e emissions (scope 3)	No	None, a certain qualitative indicator	Stakeholder engagement plan for emission reductions	n/a
Ensuring infrastructure and access to aviation fuel containing a share of SAF (impact)	SAF share (%)	No	2% in 2025	Sustainability Strategy 2022-2030	2 %
Development and implementation of new technologies (application of hydrogen technologies, participation in R&D projects for technology testing) (opportunity)	Innovation projects	Shareholder (via the Letter of Expectations)	At least two projects by 2030	Strategy, SIRP	Two projects

Table 26 Climate change mitigation targets of the Airport's Environmental and Energy Management Programme for 2025

Purpose	Meeting the target in 2025
Ensure the Airport's total electricity consumption does not exceed 0.0026 MWh per serviced traffic unit	0.0024 MWh per serviced traffic unit
Ensure the use of renewable electricity reaches up to 14% of total consumption by 2026	5.19%
Ensure the Airport's heat energy consumption does not exceed 0.12 MWh per 1 m² of heated area	0.12 MWh per 1 m² of heated area
Promote the introduction of alternative energy resources and reduce the Airport's direct CO_2e emissions to 0.451 tCO_2e per 1,000 passengers	0.451 tCO_2e per 1,000 passengers

To promote the reduction of Scope 3 emissions, the Airport will set a quantitative Scope 3 emissions reduction target in 2035 upon achieving certification at Level 5 of the ACA programme. At present, the Airport accounts for its Scope 3 emissions and implements the following measures:

- The Airport has developed a Stakeholder Engagement Plan with a qualitative objective—cooperation with the Airport's stakeholders in planning activities and responsibilities to improve energy efficiency and reduce the Airport's CO_2e emissions. In developing the plan, the Airport has mapped and prioritised stakeholders with the greatest impact on Scope 3 emissions. The plan includes cooperation measures that ensure dialogue and encourage stakeholder contributions to climate change mitigation. In 2026, the Airport will develop a stakeholder partnership plan for 2027–2029, placing emphasis on practical cooperation opportunities and joint projects. Implementation of the plan is overseen by the Sustainability Committee, and progress is reported to the Board annually;
- In the reporting year, the Airport participated in a study funded by the EU Technical Support Instrument on the development of SAF technological solutions and production opportunities in Estonia and Latvia22. The study concluded that demand for SAF is driven by the requirements of the ReFuelEU Aviation23 Regulation; however, uncertainties remain regarding rules for SAF production, transport, refuelling, and reporting. The study indicates that SAF production requires feedstock (e.g. forestry residues) and significant investments in production technologies, and that local production will develop gradually. SAF will be imported using land transport. SAF demand in Latvia in 2030 will be relatively small, approximately 3,000 tonnes per year, but is expected to increase gradually, reaching up to 100,000 tonnes by 2045;
- The Airport takes all necessary measures to facilitate airlines' access to aviation fuels containing the minimum SAF share. These measures are implemented through requirements imposed on the Airport's fuel suppliers to ensure compliance with the SAF shares set out in the ReFuelEU Regulation;
- The Airport explores opportunities and promotes the introduction of green hydrogen in aviation by participating in the Interreg Baltic Sea Region programme project "Hydrogen Aviation in the Baltic Sea Region – Preparing Airports of the Baltic Sea Region for Green Hydrogen". Through this, the Airport creates preconditions for reducing its Scope 1 and Scope 3 emissions.

In 2025, the location-based indicator achieved was 0.451 t CO_2e per 1,000 passengers, or 58% compared to the base year. Compared to 2024, fuel-related emissions decreased by 8.74%, heat

[22] PricewaterhouseCoopers EU Services EESV, 2025. Developing technological solutions and production possibilities for sustainable aviation fuel in Estonia and Latvia, TSIC-RoC-25456 REFORM/2021/OP/0006 Lot 1, Final Report | Deliverable 7: Estonia and Latvia, 30.12.2025

[23] ReFuelEU — Regulation (EU) 2023/2405 of the European Parliament and of the Council of 18 October 2023 on ensuring a level playing field for sustainable air transport (ReFuelEU Aviation)

energy emissions by 20%, and electricity emissions by 3.09%. These reductions are explained by the operation of solar panel parks, bus electrification, and very favourable weather conditions.

Figure 6. Target indicators of the Airport's Net Zero 2035 roadmap

GHG emissions reduction targets have been developed taking into account the objectives of the EU Green Deal and Latvia's National Energy and Climate Plan for 2021–2030, as well as Latvia's Sustainable Development Strategy "Latvia 2030". The target-setting process used the International Energy Agency (IEA) "Net Zero Emissions by 2050" scenario and the ACI initiative "Net Zero Carbon by 2050".

GHG emissions reduction targets are based on a detailed analysis of annual energy consumption data and the projected impact of implementing GHG emissions reduction projects to achieve net zero emissions by 2035.

In setting the targets, the Airport's expected development in its core activities was also considered, including passenger and flight volumes, planned infrastructure development projects, regulatory requirements, and planned technological solutions.

GHG emissions targets are calculated using the same emission sources and methodology as in the emissions inventory, ensuring data comparability.

The GHG emissions reduction targets are compatible with limiting global warming to 1.5°C; however, the Airport does not yet have a scientifically grounded third-party assessment based on internationally recognised IPCC climate science findings and scenarios. In 2026, the Airport will assess the possibility of conducting such an assessment to scientifically substantiate the targets of the transition plan.

In defining decarbonisation levers, the Airport analysed several climate scenarios and their potential impact on Airport operations. These scenarios are based on internationally recognised sources such as IPCC and IEA transition pathways towards carbon neutrality.

The following factors were considered in the analysis:

- Environment: climate change-driven extreme weather events may affect Airport infrastructure and operational continuity;
- Consumer behaviour: increasing public and passenger expectations for sustainable aviation are driving demand for low-carbon services and transparent emissions management;
- Technological development: potential development of zero-emission technologies, such as the integration of electric and hydrogen technologies into Airport operations, is taken into account;
- Regulation: the EU Green Deal, "Fit for 55", and "ReFuelEU Aviation" regulations impose stricter requirements for GHG emissions reduction and SAF use.

Based on this analysis, the Airport has identified the following decarbonisation levers:

- transition to green electricity;
- introduction of electric vehicles in the Airport fleet;
- improvement of energy efficiency in buildings and infrastructure;
- use of SAF;
- enhancement of the GHG emissions management system and improvement of data quality..

For the quantitative financial contribution of decarbonisation levers, see the section “Actions and resources”; for sustainability- and environment-related savings, see the sections “Energy consumption and energy resource structure” and “GHG emissions”

Energy consumption and energy resource structure

E1-5

Total energy consumption in the reporting year decreased by 5% compared to 2024. The reduction was driven by the following measures and conditions:

- improvements in energy efficiency, with the most significant measures being replacement of runway lighting with LED and gradual transition to alternative-fuel transport;
- electricity generation using solar panels;
- more favourable weather conditions—a warmer winter and a cooler summer.

Table 27. Energy consumption and energy resource structure

No.	Power consumption	Unit of measurement	2024	2025
1.	Fuel consumption from coal and coal products	MWh	-	-
2.	Fuel consumption from crude oil and petroleum products	MWh	4 440	4 040
3.	Fuel consumption from natural gas	MWh	-	-
4.	Fuel consumption from other fossil sources	MWh	-	-
5.	Consumption of purchased or obtained electricity, heat, steam, and cooling from fossil sources	MWh	7 924	13 111
6.	Total fossil energy consumption (sum of rows 1 to 5)	MWh	12 365	17 151
7.	Share of fossil sources in total energy consumption	%	47 %	69 %
8.	Energy consumption from nuclear energy sources	MWh	-	-
9.	Share of nuclear energy sources in total energy consumption	%	-	-
10.	Fuel consumption from renewable sources, including biomass (also including industrial and municipal bio-origin waste, biogas, renewable hydrogen, etc.)	MWh	153	140
11.	Consumption of purchased or obtained electricity, heat, steam, and cooling from renewable sources	MWh	13 023	6 761
12.	Consumption of self-generated renewable energy that is not fuel	MWh	612	903
13.	Total renewable energy consumption (sum of rows 8 to 10)	MWh	13 788	7 804
14.	Share of renewable energy sources in total energy consumption	%	53 %	31 %
15.	Total energy consumption (sum of rows 6, 7, and 11)	MWh	26 153	24 955

Several fossil energy sources are used to ensure the Airport’s operations—electricity, fuel, and heating fuel. Natural gas is used as an additional energy source for heat supply.

In 2025, total energy consumption from fossil energy sources amounted to 17,151 MWh, representing a 42% increase compared to 2024, as certified electricity was not purchased. In the reporting year, fossil energy sources accounted for 69% of total energy consumption.

The Airport does not use energy derived from nuclear sources; accordingly, the share of nuclear energy in total energy consumption is 0%.

In the reporting year, the Airport used the following renewable energy sources—electricity generated from solar panels and wood chips for heat energy production. In 2025, total energy consumption from renewable energy sources amounted to 7,804 MWh, which is a 43% decrease compared to 2024, as certified electricity was not purchased. In 2025, the share of renewable energy sources in total energy consumption was 31% (-42% compared to 2024).

In 2025, the share of renewable energy in the fuel used by the Airport's road transport fleet was 3.12% for diesel and 9.50% for petrol, based on Sub-paragraphs 8.1 and 9.1 of Cabinet Regulation No. 332 of 26 September 2000 "Regulations on conformity assessment of petrol and diesel fuel", which provide for the application of biofuel blending requirements.

Table 28. Consumption of purchased or obtained electricity, heat, steam, and cooling from renewable energy sources

Renewable energy source purchased or obtained in 2025	MWh
Electricity	0
Thermal energy (wood chips)	6 761

The consumption of cooling and ventilation equipment is included in the Airport's total electricity consumption. For many cooling and ventilation units, the meter is linked to another piece of equipment or to a specific area; therefore, data that would fully and accurately reflect actual consumption are not available.

In the reporting year, non-renewable energy generation used external mobile power sources (Ground Power Units, GPU), which supply aircraft with electricity while they are on the ground with engines switched off. At the Airport, GPUs operate on diesel fuel. In 2025, GPUs generated 691 MWh of electricity.

The Alternative Fuels Infrastructure Regulation requires the provision of electrical power supply solutions at contact stands from 2025 and at remote stands from 2030, which implies replacing diesel-powered GPUs with electric or hydrogen-based solutions. In the reporting year, the Airport complied with this requirement.

Energy intensity based on net revenue

The Airport's business sector falls within a high climate-impact sector, as under the ESRS classification it is identified as a sector with a material impact on climate.

The Airport's economic activities and the revenues generated from them, in accordance with the EU Statistical Classification of Economic Activities (NACE codes; see Note 3 to the Annual Report), are classified as follows:

- 2.23 Supporting services for air transport and 68.20 Renting and operating of own or leased real estate, which correspond to high climate-impact sectors in accordance with Commission Delegated Regulation (EU) 2022/1288;
- 73.12 Media advertising and 79.90 Other reservation services and related activities, which do not correspond to high climate-impact sectors in accordance with Commission Delegated Regulation (EU) 2022/1288..

To calculate energy intensity, net revenue generated from economic activities corresponding to 52.23 Supporting services for air transport and 68.20 Renting and operating of own or leased real estate is used. In 2025, such net revenue amounted to EUR 78 million (see Note 3 to the Annual Report).

To determine total energy consumption attributable to activities in high climate-impact sectors, an assumption is applied that energy consumption is distributed in proportion to net revenue. Accordingly, 97% of total energy consumption is attributed to activities in high climate-impact sectors and 3% to other activities, as precise allocation is not possible due to operational limitations. This assumption is necessary to ensure that the scope of both the numerator and the denominator is aligned for the calculation of energy intensity.

Based on this assumption, total energy consumption attributable to activities in high climate-impact sectors in 2025 amounted to 24,206 MWh.

Table 29. Energy intensity based on net revenue in 2024 and 2025

Energy intensity based on net revenue	2024	2025	Modifications
Total energy consumption from activities in high climate-impact sectors relative to net revenue from activities in high climate-impact sectors (MWh / EUR)	0,00034	0,00031	-8 %

GHG emissions

E1-6

Procurement of energy resources

Energy resources are procured through long-term or short-term contracts with energy suppliers. For the purchase of electricity, a framework agreement is concluded with several electricity traders for a three-year period, which also provides for the supply of certified electricity. Within the framework agreement, price inquiries are conducted periodically and short-term electricity purchase contracts are concluded (most often for three or six months). In cases where electricity generated from renewable energy sources is purchased, the trader provides a guarantee of origin for the electricity sold during the relevant period. In 2025, electricity with guarantees of origin was not procured. The Airport sells electricity to tenants operating on its territory by concluding Utility Services Agreements, in accordance with the terms specified in land lease agreements.

Fuel supply contracts are concluded for a three-year period. One contract has been concluded for refuelling at public fuel stations, while another contract has been concluded for fuel delivery to the Airport's refuelling point. In 2026, the Airport plans to conclude a new contract for the purchase of 100% HVO, which will significantly reduce Scope 1 emissions.

Long-term contracts are concluded for the procurement of heat energy. In 2025, the contract in force was concluded for a period of 12 years (until 2026), while the next heat energy supply contract will be concluded for a period of four years.

Figure 7. Sources of the Airport's Scope 1, Scope 2, and Scope 3 emissions

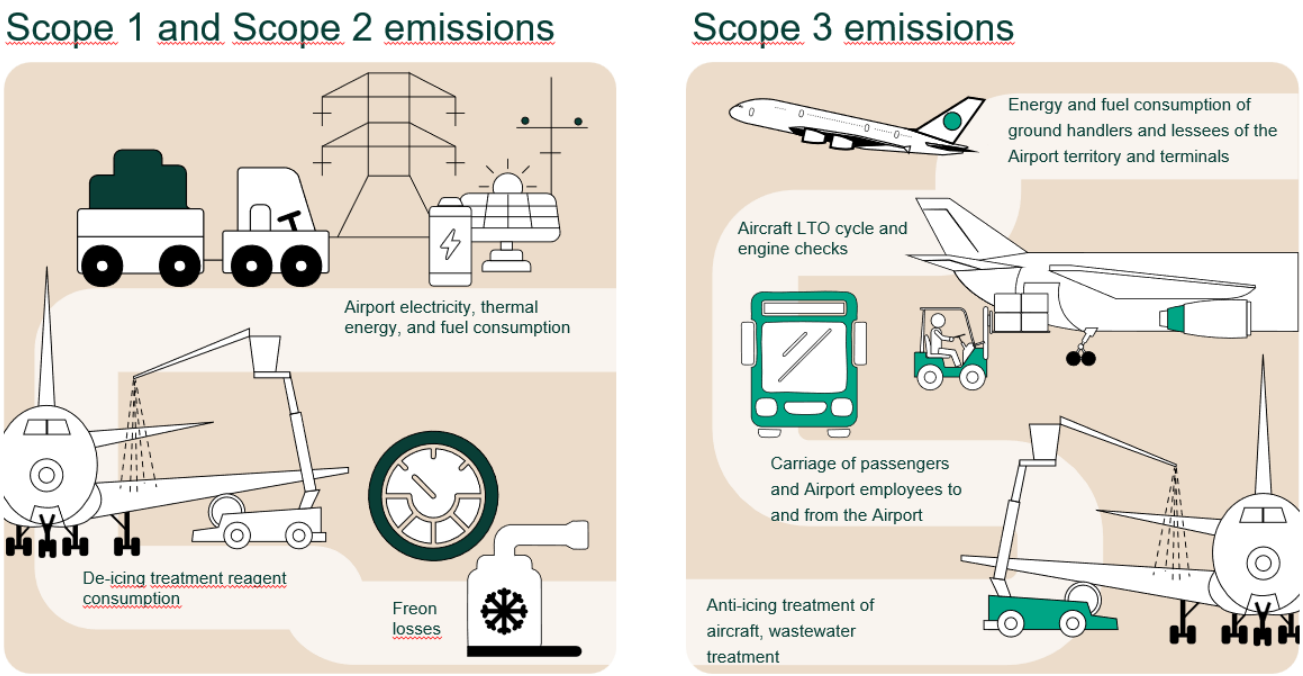


Table 30. Airport scope 1, 2 and 3 GHG emissions and GHG intensity per net revenue

	Indicators				Milestones and target years**			
	Base year**** 2014	2024	2025	% 2025 / 2024	2026	2030	2035	Annual target (%) / Base year
Scope 1 GHG emissions								
Scope 1 gross GHG emissions (t CO_2e)	1 249	1 511	1 385	-8 %	Common target for Scope 1 and 2 emissions. Target indicator is shown under Scope 2 emissions			
Share of Scope 1 GHG emissions covered by regulated emissions trading schemes (%)	0 %	0 %	0 %	0 %	N/A	N/A	N/A	N/A
Biogenic emissions from Scope 1 (t CO_2e)	0	41	37	-10 %	No target set			
Scope 2 GHG emissions								
Scope 2 gross GHG emissions, location-based (t CO_2e)	3 864	1 960	1 819	-7 %	2 930	1 377	0	-37 %
Scope 2 gross GHG emissions, market-based (t CO_2e)	6 833	3 649	7 342***	101 %	3 730*	1 321*	0	7 %
Purchased green energy (%)	0 %	51 %	0 %	- 100 %	-	75 %	100 %	100 %
Known biogenic emissions from Scope 2 (t CO_2e)	-	0	0	0%	No target set			
Significant Scope 3 GHG emissions**								
Total gross indirect (Scope 3) GHG emissions (t CO_2e)	N/A	82 145	450 921	449 %	No target for Scope 3 emissions			
(Cat. 1) Purchased goods and services	N/A	N/A	N/A	N/A				
(Cat. 2) Capital goods	N/A	N/A	N/A	N/A				
(Cat. 3) Fuel- and energy-related activities	N/A	N/A	294	100 %				
(Cat. 4) Upstream transportation and distribution	N/A	N/A	N/A	N/A				
(Cat. 5) Waste and wastewater management	N/A	763	728	- 5 %				
(Cat. 6) Business travel	N/A	73	64	- 12 %				
(Cat. 7) Employee commuting	N/A	1754	1719	2 %				
(Cat. 8) Upstream leased assets	N/A	N/A	N/A	N/A				

(Cat. 9) Downstream transportation and distribution	N/A	N/A	N/A	N/A				
(Cat. 10) Processing of sold products	N/A	N/A	N/A	N/A				
(Cat. 11) Use of sold products	N/A	77 708	446 192	474 %				
(Cat. 12) End-of-life treatment of sold products	N/A	N/A	N/A	N/A				
(Cat. 13) Electricity and heat purchased by tenants	N/A	1 847	1 944	5 %				
(Cat. 14) Franchises	N/A	N/A	N/A	N/A				
(Cat. 15) Investments	N/A	N/A	N/A	N/A				
Biogenic emissions from Scope 3 (t CO_2e)	N/A	0	878	100 %				
Total GHG emissions**								
Total GHG emissions, location-based (t CO_2e)	5 114*	85 616	454 125	430 %	From 2026 the target is not set			
Total GHG emissions, market-based (t CO_2e)	8 082*	87 304	459 648	426 %		3 730*	1 321*	0
Per passenger, t CO_2e per 1,000 passengers*	1,062	0,488	0,451	-8 %				
Total GHG emissions, location-based per unit of net revenue (t CO_2e / monetary unit)	1,14	0,001	0,006	500 %				
Total GHG emissions, market-based per unit of net revenue (t CO_2e / monetary unit)	1,80	0,001	0,006	500 %				

* Includes Scope 1 and Scope 2 emissions.

** An emissions forecast is included, as emissions are calculated after the publication of the Sustainability Report.

*** An emissions forecast is included based on the 2024 electricity emission factor. The final calculation will be performed once data on the 2025 electricity emission factor is published.

**** The base year is defined only for Scope 1 and Scope 2 emissions.

The amounts of net revenue used for the calculation of GHG emission intensity are disclosed in the Annual Report under the heading “Consolidated Revenue Statement”

Table 31 Net revenue used for the calculation of GHG intensity

	2014	2024	2025
Net revenue used for the calculation of intensity, EUR	44 885 457	77 628 572	80 674 839

The ACA guidelines define which emission categories airports are required to include in the calculation of Scope 3 emissions at each certification level. In line with the ACA guidelines, up to 2025 the Airport calculated emissions from the aircraft landing and take-off (LTO) cycle; from 2025 onwards, emissions are calculated for the full flight cycle. This change will significantly affect the total volume of Scope 3 emissions, as fuel consumption for the entire flight is substantially higher than for the landing and take-off cycle alone. The estimates and indirect data sources used in the Sustainability Report are listed in the section “General information”.

The Airport calculates its GHG emissions within the framework of ACA. ACA is based on the principles, requirements, and guidelines of the GHG Protocol. For GHG emissions calculations, the Airport uses the airport-specific, GHG Protocol-based ACERT tool, which incorporates emission factors typical for airport operations to calculate CO_2e emissions.

All GHG emission amounts are expressed in tonnes of carbon dioxide equivalent (t CO_2e) in order to standardise the impact of the respective gases, taking into account the global warming potential of each gas. This standardisation allows the impacts of different GHGs to be expressed in a single unit, ensuring comparability and more effective emissions management. The Airport’s emissions data are verified once every two years or upon a change in ACA level, confirming data reliability and compliance of calculations with standard requirements. The most recent verification was carried out in 2025 for 2024 data; 2025 data will not be verified.

Direct (scope 1) GHG emissions and their intensity

Direct, or Scope 1, GHG emissions are emissions arising from sources that are under the Airport’s direct control. Scope 1 emissions are influenced by fuel consumption for vehicle operations and the use of de-icing agents. Consumption of both indicators is directly dependent on winter weather conditions. Emissions are also affected by gas consumption for heat energy production and by the amount of refrigerant leakage.

Indirect (scope 2) GHG emissions

Indirect Scope 2 GHG emissions are emissions generated in the production of consumed electricity and heat energy purchased from other producers. The Airport not only ensures energy generation but also consumes purchased heat energy and electricity for technological needs and for the maintenance of administrative buildings.

Heat energy and electricity are purchased from various suppliers. To compile the associated emissions, the Airport uses its recorded heat and electricity consumption data, information provided by suppliers, and publicly available reports.

Scope 2 emissions are calculated by multiplying the amount of purchased energy by the relevant emission factors. In accordance with the GHG Protocol, Scope 2 emissions are calculated using both the location-based and the market-based methods. When calculating emissions using the market-based method, information on guarantees of origin for electricity is included— in 2025, 0% of the total electricity consumed at the Airport was certified with green energy guarantees of origin.

The intensity of Scope 1 and Scope 2 GHG emissions is expressed in tonnes of carbon dioxide equivalent and is measured per 1,000 passengers.

Indirect (Scope 3) GHG emissions

Scope 3 GHG emissions are other indirect emissions resulting from the Airport’s activities—arising from supply chains and the use of services. In the calculation of Scope 3 emissions for 2025, six emission categories were included:

- waste generated in company operations – emissions from waste treatment and disposal resulting from the company's activities;
- business travel – emissions from employees' business trips;
- employee commuting – emissions from employees' daily travel to and from work;
- use of sold products – emissions arising when customers use the company's sold products, including aircraft-related emissions;
- downstream leased or sold assets – emissions from assets that the company leases or sells to others;
- fuel- and energy-related activities (not included in Scope 1 or Scope 2) – emissions from fuel extraction, transportation, and energy production prior to use.

Scope 3 GHG emissions are calculated using emission factors that represent the relationship between the quantity of pollutants and an activity-specific parameter associated with GHG emissions.

At present, the Airport does not include the following categories in its calculations; however, from 2026 they will be included, as ACA guidelines require their inclusion from accreditation Level 4:

- (Category 1) purchased goods and services – emissions from the production of goods and services purchased by the company;
- (Category 2) capital goods – emissions from the production of long-term assets purchased by the company;
- (Category 4) upstream transportation and distribution – emissions from the transportation and distribution of goods before they reach the company;
- (Category 13) downstream leased assets – emissions arising from the use of owned assets that are leased to third parties and are not included in Scope 1 and Scope 2 emissions;
- (Category 14) franchises – emissions from the company's franchise operations.

Emissions were not assessed for six categories, as they are not related to the Airport's operations:

- leased assets – emissions from assets leased by the company that are not included in Scope 1 and Scope 2;
- downstream transportation and distribution – emissions from the transportation and distribution of goods after sale to customers;
- processing of sold products – emissions from processing of products after sale;
- end-of-life treatment of sold products – emissions from disposal or recycling of products after use;
- investments – emissions associated with the company's financial investments.

At present, no specific estimates have been made regarding the share of primary data used in emissions calculations. The majority of Scope 3 GHG emissions calculations are based on secondary data, using internationally recognised emission factor databases and national emission factors.

Table 32 Emission factors used for the calculation of GHG emissions

Scope 1 emissions	Scope 2 emissions	Scope 3 emissions	Biogenic emissions
Emission factor for fuel combustion – DEFRA database, Conversion Factors 2022: full set, and Environment Canada, "National Inventory Report 1990–2006", Annex 12, Tables 12-2 and 12-7	Emission factor for purchased electricity – Association of Issuing Bodies (AIB): European Residual Mixes 2024 and Cabinet Regulation No. 222 "Methods for the calculation of building energy performance and rules for energy certification of buildings"	Waste and wastewater management – DEFRA database, Conversion Factors 2022: full set; IPCC Guidelines (National)	Biodiesel emission factor of 2.5 kg CO_2e/l (9.45 kg/gal or 2.5 kg/l) and ethanol emission factor of 1.52 kg CO_2e/l (5.75 kg/gal or 1.52 kg/l)[24].
Emission factor for natural gas combustion – WRI: GHG Protocol, Stationary Combustion Tool, v4.0	Emission factor for purchased heat energy – information provided by the district heating system operator	Business travel – ICAO Carbon Emissions Calculator	
Refrigerant (F-gas) emission factors – IPCC AR6, Dec. 2023		Employee commuting and passenger access to the airport – DEFRA database: UK GHG Conversion Factors 2022 (full set); DEFRA database 2019, Table 24; ev-database.org, Sedan, 02.01.2023	
De-icing treatment emission factors – Avinor (2018), Finavia (May 2023)		Aircraft movement emissions – ICAO Doc 9889	
		Vehicle fuel (tenants) – DEFRA database, Conversion Factors 2022: full set, and Environment Canada, "National Inventory Report 1990–2006", Annex 12, Tables 12-2 and 12-7	
		Natural gas combustion – WRI: GHG Protocol, Stationary Combustion Tool, v4.0	
		De-icing treatment – Avinor (2018), Finavia (May 2023)	

[24]Source: emission-factors_apr2021.pdf

Projects financed by carbon credits

E1-7

The Airport is the first airport in the Baltic States to have achieved climate neutrality in the reporting year by offsetting its residual direct GHG emissions with internationally recognised carbon offset credits verified in accordance with the Verra Verified Carbon Standard (VCS). Projects verified under this standard ensure the prevention of double counting, long-term storage, and monitoring to guarantee the permanence of emission reductions, and they also provide additionality—these projects would not be implemented without financing from carbon credits.

From 2025 onwards, the Airport will offset all residual Scope 1 and Scope 2 emissions, as well as those Scope 3 emissions arising from business travel. Carbon credits are purchased by financing projects that comply with ACA requirements and reduce emissions in developing countries outside the Airport and its value chain. The project financed by the Airport includes:

- construction of off-grid hybrid power plants combining solar, biomass, and battery technologies;
- methane capture from manure to produce biogas for heat energy generation.

The Airport has publicly committed to achieving GHG emission neutrality by 2035, in line with the European Green Deal and the ACI initiative Net Zero Carbon by 2050. This commitment foresees the use of carbon credits as a supplement after maximum feasible emission reductions have been achieved. For more information on the Airport's GHG emission reduction measures, i.e. the decarbonisation levers used, see the section "GHG emissions". The Airport does not purchase carbon credits from carbon removal projects; investments in carbon removal projects are planned starting from 2034.

Table 33. Emissions offset by the Airport through carbon reduction projects

Scope of compensated emissions	Emissions offset through carbon reduction projects (t CO_2e)	Emissions offset through carbon reduction projects (%)	Emissions offset through carbon removal and storage projects (t CO_2e)	Emissions offset through carbon removal and storage projects (%)
Scope 1 emissions	1 511	100	0	0
Scope 2 emissions	1 960	100	0	0
Scope 3 emissions	73	100	0	0
Total emissions offset	3 544	100	0	0

Table 34. Overview of the use of carbon credits

Project name	Project description	Methodology	Certification standard	Volume of carbon credits purchased (tCO_2e)	Credit retirement date
Grouped Off-Grid Renewable Energy	The project promotes access to renewable energy in rural areas by establishing off-grid hybrid solar, biomass, and battery power plants, mainly in the states of Uttar Pradesh and Bihar. Each plant has a capacity of 25–50 kW and supplies electricity to local households, shops, and small businesses, supporting social and economic development while reducing GHG emissions.	AMS-I.F.	VERRA Verified Carbon Standard	464	05.09.2025.
Tongxu Biogas Recovery and Utilization	The project implements methane capture from manure. More than 125,000 tonnes of pig manure per year are treated using anaerobic digestion to produce biogas for heat generation. Manure is automatically collected and directed to the digestion facility, while residues after treatment are used for agricultural irrigation, promoting resource efficiency and environmental protection.	ACM0010	VERRA Verified Carbon Standard	3 080	05.09.2025.
			Total:	3 544	

Carbon reduction projects for which the Airport has purchased carbon offset credits are implemented in India and China; therefore, 0% of the projects are implemented within the EU. All purchased credits have been used for emissions offsetting. The Airport does not have information on the assumptions applied in the calculation methodologies of the projects.

The Airport does not implement and does not plan to implement carbon removal projects, nor has it converted removal activities into carbon credits sold to third parties. No revenue from such activities was generated in the reporting year.

Emissions for 2024 were retired on 5 September 2025, while 2025 emissions will be retired by 1 October 2026.

In accordance with the Environmental and Energy Management Policy, the Airport's objective is to reduce residual emissions to the lowest technically and economically feasible level. The use of offsets does not reduce or replace the achievement of GHG emission reduction targets.

Internal carbon pricing

E1-8

The Airport does not apply an internal carbon pricing scheme.

During the development of the Net Zero 2035 roadmap, carbon abatement costs were calculated to support decision-making on renewable energy procurement, including solar park construction, green electricity procurement, and biofuel purchasing. The analysis assessed how internal carbon pricing could support decision-making related to renewable energy use and the achievement of climate-related policies and targets.

Considering existing groundwork, increasing climate policy regulation, and market trends, the Airport plans to assess the possibility of introducing such a scheme in the future.

E5 Resource use and the circular economy

Significant impacts, risks and opportunities

E5 IRO-1

The Airport has reviewed its assets and business activities to identify actual and potential impacts, risks, and opportunities (IROs) related to outgoing and incoming resources, including waste, in its own operations and across the value chain. As the Airport provides services only, it cannot fully control incoming or outgoing resources.

Within the DMA assessment, a material negative impact related to the volume of waste generated by the Airport's operational activities was identified. The waste-management-related risk "Insufficient segregation of municipal waste" from the Airport's risk register was assessed (without reaching the materiality threshold), and no circular-economy-related opportunities were identified in the reporting year. In line with the DMA methodology, the ESRS E5 Waste topic reached a "critical" materiality threshold and is therefore disclosed in the Sustainability Report.

On waste-related matters, the Airport consults Airport users through committees and engages in dialogue at the organisational level. A summary of critical IROs related to resource use is provided in the section "Material impacts, risks and opportunities and their interaction with the strategy and business model.".

Policies related to resource use and the circular economy

E5-1

A summary of policies governing resource use and circular economy-related IROs is available in the section "Policies and targets for the management of material sustainability matters".

The Airport places particular focus on waste prevention, waste reduction, and proper waste management, assessing opportunities for reuse, recovery, and recycling.

To ensure environmentally compliant waste management, the Airport has implemented a waste management system involving all employees, passengers, and terminal tenants. While participation in the common waste management system is not mandatory for land tenants, they are required to comply with the Airport's environmental protection and waste management principles.

The Airport implements measures to reduce hazardous waste volumes, such as optimising maintenance processes and increasing the share of recyclable materials in municipal waste streams. In the reporting year, new waste bin labelling was developed, and in 2026 the relabelling of waste bins in the terminal will continue, with the aim of improving waste-sorting performance indicators.

The Airport has implemented several policies and binding documents covering the management of material aspects related to resource use and circular economy in its own operations and key upstream and downstream value-chain segments:

- The Environmental and Energy Management Policy establishes the Airport's commitment to reducing generated waste, including mixed municipal waste, by optimising waste sorting and increasing the share of waste sent for recycling. To implement policy objectives, an annual Environmental and Energy Management Programme is developed. In 2025, this included awareness-raising activities, new municipal waste bin labelling, website information on correct waste sorting, and employee motivation measures to eliminate individual waste bins;
- Both documents are aligned with the Airport's certified environmental management system (ISO 14001:2015) and energy management system (ISO 50001:2018). Both systems are regularly re-certified and subject to surveillance audits conducted by an external certification body;
- The Waste Management Plan 2022–2027 sets out waste management principles, targets, and implementation measures at the Airport. The plan is binding for all Airport structural units and indirectly affects tenants through the Airport's waste collection services (e.g. the terminal waste collection system). The plan covers non-hazardous municipal waste and excludes hazardous household and liquid waste. It includes measures for waste sorting and waste reduction, promoting circular economy practices and reducing reliance on primary resources;
- The Code of Business Ethics, which forms an integral part of contracts with the Airport, establishes principles for suppliers regarding environmental protection and responsible resource use, including commitments to waste reduction, responsible waste management, and the application of circular economy principles;
- The Airport sets waste management requirements for tenants and service providers (see the next section "Targets");
- Items found in the passenger terminal that are unclaimed for one month are donated to charity in accordance with the document "Procedure for Lotteries and Cooperation with Organisations", published on the Airport's website.

Resource extraction

As the Airport provides services rather than manufacturing goods or products, its policies do not define specific objectives or actions related to the sustainable extraction and use of renewable resources.

As a state-owned enterprise, the Airport procures necessary resources through public procurement. To ensure efficient use of existing resources and to procure goods, services, and construction works that address societal and national challenges, the Airport aims to minimise environmental impacts across the full life cycle of procured items.

The Airport has developed Sustainable Public Procurement Guidelines and has established an annual target for the application of sustainable procurement as a share of total annual procurement volume.

For example, in renewable resource procurement (paper, wood, bio-based materials), sustainability labelling requirements confirming sustainable sourcing are integrated into procurement specifications and evaluation criteria.

The Sustainable Procurement Guidelines also require a life-cycle approach, assessing environmental impacts from raw material origin and production through delivery, use, and end-of-life treatment.

In daily operations, Airport structural units monitor efficient resource use and apply circular economy principles by assessing consumption of provided and received services and products and ensuring their maximum service life. Through implementation of the Environmental and Energy Management Programme, continuous improvement of environmental and energy performance is promoted across all structural units.

Targets, actions and resources

E5-2, E5-3

Based on identified material IROs, the Airport has established waste management targets in its Strategy, Sustainability Strategy, Waste Management Plan, and Environmental and Energy Management Programme. These targets were set on a voluntary basis, recognising the importance of circular economy principles and the link between waste management indicators and resource-use efficiency.

Table 35. Waste targets in the Waste Management Plan until 2027 and in the Sustainability Strategy until 2030

Significant impact, risk or opportunity to which the indicator relates	Name of the indicator	Stakeholder involvement in setting the indicator	Target outcome (measurable, achievable within a specific timeframe)	Policies	Indicator for 2025
Airport operations generate large amounts of municipal and hazardous waste (impact)	Share of unsorted waste	None	66% by 2027	Waste Management Plan 2022–2027	80,95 %
			60% by 2030	Sustainability Strategy 2022–2030	80,95 %
			80% of total municipal waste	Environmental and Energy Management Programme 2025	80,95 %

The total amount of municipal waste generated decreased from 1,933 tonnes in 2024 to 1,841 tonnes in 2025. Accordingly, over the past year the total volume of waste decreased by 5%, mainly due to the introduction of waste compactors in the terminal and a reduction in the volume of metals and bulky waste handed over for disposal.

Although the target set for 2025 was not achieved, positive trends can be observed in the increase of sorted waste volumes in certain waste streams, such as biodegradable waste and glass packaging. It was also possible to reduce the volume of unsorted waste per passenger from 0.220 kg in 2024 to 0.210 kg in 2025. Among the sorted waste categories, bulky and mixed packaging waste accounted for the largest volumes in 2025.

The established target aims to ensure the most effective possible waste sorting and transfer of sorted waste for recycling. Therefore, by the end of 2030, the Airport has committed to increasing the share of sorted waste to 40% of the total annual municipal waste generated within the Airport's waste management system.

The municipal waste management target for 2025 was to reduce the share of unsorted municipal waste below 80%. The Airport's objective focused on waste prevention and the transfer of materials for reuse. The indicator was designed to measure the share of circular materials (as a percentage) within total material consumption. No annual targets are set for hazardous waste management.

The target to increase the share of sorted waste relates to the prevention and recycling levels of the waste hierarchy. The Airport regularly reviews its waste management targets and implements activities to achieve them within the available funding.

The above-mentioned waste sorting and reuse targets directly contribute to reducing the consumption of primary raw materials and are linked to preventing the depletion of renewable resource stocks. However, given that the Airport provides services rather than manufactures goods, no material impacts, risks, or opportunities (IROs) related to raw material use have been identified, and therefore no separate target has been established in this area.

The Airport's waste management system also involves Airport tenants and service providers that have concluded utility service agreements with the Airport, providing for the transfer of municipal or hazardous waste to the Airport. Waste acceptance and transfer records are prepared and used both for mutual settlements and for ensuring waste accounting.

Requirements for tenants and service providers regarding waste management are also set out in the Airport document "Environmental Requirements for Tenants and Airfield Service Providers of SJSC 'Riga International Airport'". To monitor compliance with environmental requirements, the Airport conducts annual environmental inspections of tenants and service providers.

The Airport has implemented circular economy principles, including:

- Reduction of primary raw materials, by promoting sorting and reuse of materials in certain construction projects, for example by using recycled construction materials, thereby reducing the need for new raw material extraction and minimising impacts on natural resources;
- Application of circular design, by increasing the share of procurements that include circular design solutions. For example, requirements for recyclable packaging are set, modular furniture is procured to allow adaptation without purchasing new furniture, and products with long service lives are prioritised to reduce waste generation;
- Preservation of renewable resources, by reducing the volume of waste disposed of in landfills and increasing recycling, for example through paper recycling and conservation of wood resources;
- Promotion of circular material flows, by increasing the share of sorted waste and ensuring materials are returned to the economic cycle, reducing overall resource consumption;
- Expansion of shared-use solutions, such as electric vehicle charging infrastructure installed for Airport needs and made available to other organisations operating at the Airport;
- Physical optimisation, including extending the durability and service life of Airport equipment and infrastructure through the use of appropriate repair materials;
- Optimisation of material use, by transitioning to cleaner energy in service provision (see Section E1-2 "Policies");
- Reduction of environmental impacts, by decreasing fossil energy consumption and improving energy efficiency (see Section E1-2 "Policies").

In addition, the Airport continues to introduce new digital solutions to minimise paper-based documentation and reduce resource use. During the reporting year, the following internal document workflows were digitalised: administrative acts (38 types), payroll documents (4 types), personnel documents (4 types), minutes (31 types), and the fleet management system, which will further reduce paper consumption.

Link between targets and application of circular design principles

The Airport has not set a specific standalone target for resource use and circular economy. The need to define such a target will be assessed during the development of the Waste Management Plan for 2028–2032.

However, the annual operational plan of the Airport's Legal Department includes a sustainability procurement indicator, which increases the share of sustainable procurement each year. In accordance with the Airport's Sustainable Public Procurement Guidelines, sustainable procurement includes socially responsible, innovative, and green procurement, including procurements applying circular design principles.

Table 36. Sustainable procurement indicator in 2024 and 2025

Target for 2025	Target level for 2025	Achievement in 2025
Ensure that at least 20% of procurements planned in the 2025 procurement plan apply at least one sustainable procurement criterion—"green criteria", socially responsible criteria, or innovative solutions	20 %	25 %
Target for 2024	**Target level for 2024**	**Achievement in 2024**
Ensure that at least 15% of procurements planned in the 2024 procurement plan apply at least one sustainable procurement criterion—"green criteria", socially responsible criteria, or innovative solutions	15 %	25 %

In parallel with ensuring effective waste management, the Airport implements measures for the rational use of water and energy resources. These measures are implemented both at the structural-unit level—for example, by installing water-saving sanitary equipment and sensors in shared spaces to reduce electricity consumption—and at the employee level, through regular and consistent training on water and energy conservation and waste sorting.

Outgoing resources

E5-5

As the Airport's business activities do not result in the creation of new products, including consumer goods, the Airport's outgoing resources primarily consist of various types of waste, classified as non-hazardous and hazardous waste.

Non-hazardous waste accounts for the majority of total waste generated (85%). The main sources of non-hazardous waste are the Airport terminal, administrative and technical premises, outdoor areas, aircraft, and leased areas.

Table 37. Categories of non-hazardous waste generated by the Airport

Category of waste	Materials contained in waste	Volume,
Unsorted non-hazardous waste	–	1 489,99
Bulky waste	Wood, metal, composite materials	113,25
Mixed packaging	Plastic, metal	65
Plastic packaging	Plastic	0
Paper and cardboard	Cellulose	4,58
Glass packaging	Glass	25,38
Textiles	Natural, semi-synthetic and synthetic fibres	0
Metals	Metal	38,85
End-of-life vehicles without liquids and other hazardous components	Metal	49,83
Biodegradable waste	–	40,77
End-of-life tyres	Rubber	9,62
Discarded equipment not falling under classes 160209, 160210, 160211, 160212 and 160213	Metal, plastic, glass	0,06

Batteries and accumulators not falling under class 200133	Metals, active substances (lithium, graphite)	0
Glass	Glass	0
Construction waste not falling under classes 170901, 170902 and 170903 (170904)	Minerals, metals, wood, glass, plastic	3,420

Hazardous waste represents a relatively small share of the total waste generated (15%); however, it is of significant importance from an environmental risk perspective. Hazardous waste is mainly generated in the Airport's engineering area and on the airfield.

Table 38. Categories of hazardous waste generated by the Airport

Category of waste	Materials contained in waste	Volume,
Waste from paint or varnish removal containing organic solvents or other hazardous substances, incl. explosive items	–	2,59
Other engine oils, gear oils and lubricating oils	Base oil	3,575
Sediments from oil and water separation equipment	–	0
Oily water from oil and water separation equipment	–	287,55
Packaging containing residues of hazardous substances or contaminated with them	Plastic, metal	0,52
Absorbents, filter materials (including oil filters not otherwise specified), wiping materials and protective clothing contaminated with hazardous substances	–	3,29
Oil filters	–	0,525
Antifreeze fluid containing hazardous substances	Glycols	0,005
Lead-acid batteries	Lead and lead alloys	3,065
Fluorescent lamps and other mercury-containing waste	Mercury, glass, metal	0,150
Liquid aqueous waste containing hazardous substances	–	0
Waste containing petroleum products	–	0
Other fuels (including mixtures thereof)	–	0
Discarded equipment containing hazardous components other than those listed under classes 160209, 160210, 160211 and 160212	–	0,47
Batteries and accumulators classified under 16 06 01, 16 06 02 or 16 06 03, and unsorted batteries and accumulators containing such batteries	–	0
Asbestos-containing construction materials	–	0
Other discarded electrical and electronic equipment not falling under classes 200121, 200123 and 200135	–	45,33
Laboratory chemicals consisting of or containing hazardous substances, incl. mixtures	–	0

Data on managed waste volumes are obtained from the Waste Transport Accounting System and acceptance–transfer records (direct measurements). After data collection, the figures are aggregated to determine total volumes of municipal and hazardous waste.

Information on waste treatment methods is obtained from waste consignment notes and through communication with waste management service providers.

Once a year, for the previous calendar year, the Airport submits the national statistical report “No. 3 – Waste” to the unified environmental information system of the Latvian Environment, Geology and Meteorology Centre, disclosing waste types generated at the Airport, their hazardousness, volumes, and the operators to whom the waste is transferred.

Table 39. Waste and reusable materials

Indicator	2024	2025
Total waste generated, t	2180,70	2146,82
Total municipal waste, t	1933,44	1840,54
Total hazardous waste, t	247,26	306,27
Total radioactive waste, t	0,00	0
Total municipal waste diverted from disposal, t; incl.:	233,29	233,88
reused, t	0,00	0,00
recycled, t	212,22	193,11
other recovery operations, t	21,07	40,77
Total hazardous waste diverted from disposal, t; incl.:	247,26	306,27
reused, t	0,00	0
recycled, t	0,00	0
other recovery operations, t	247,26	306,27
Total municipal waste sent for disposal, t	1700,15	1606,66
incinerated, t	0,00	0
landfilled, t	1700,15	1 606,66
other disposal operations, t	0,00	0,00
Total hazardous waste sent for disposal, t	0,00	0,00
incinerated, t	0,00	0,00
landfilled, t	0,00	0,00
other disposal operations, t	0,00	0,00
Total non-recycled waste, t	1700,15	1606,66
Share of non-recycled waste in total waste, %	77,96%	74,84%

Social information

S1 Own staff

Interest and views of interested parties

S1 SBM-2

The Airport takes into account the interests, views, and rights of its own workforce when developing its strategic documents. Stakeholder engagement in decision-making is described in ESRS 2 SBM-2 “Stakeholder interests and views”.

Interaction of impacts, risks and opportunities related to own workforce with the strategy and business model

S1 SBM-3

As of 31 December 2025, the Airport employed 1,405 permanent employees, 14 seasonal employees, and three external workers (natural persons with whom the Airport has concluded service contracts), who are engaged to perform specific specialised tasks.
With regard to its own workforce, the Airport has both positive and negative impacts arising from its Strategy and business model, reflecting the specific nature of work in the aviation sector.
Employees may be negatively affected by non-standard working hours, such as shift work, and constraints related to the Airport’s business model, work in increased-risk conditions, as well as physically and emotionally demanding work, which may affect an employee’s psycho-emotional condition. Both negative impacts may manifest in the short term and cannot be changed due to the nature of the business. Certain occupational groups at the Airport work under special conditions and may be exposed to an increased risk of adverse health effects. For example, Airport firefighters perform work involving physical strain, increased safety risks, and specific working conditions. The Airport provides appropriate safety measures, training, and health protection programmes to mitigate these risks.
Positive impacts on the Airport’s own workforce are associated with stable and long-term employment, enhancing employees’ sense of job security. The Airport guarantees remuneration levels aligned with labour market trends and industry averages and involves employees in determining pay, working time, and other employment conditions. Employees have the right to join trade unions. The Airport has a Collective Agreement covering almost all employees (99%). All employees are provided with professional development and growth opportunities—both through training organised by the Airport and through external programmes, including the acquisition of academic degrees—which enhances employees’ employability. The Airport promotes employee health (health insurance, healthy lifestyle initiatives, diverse sports activities) and improves the working environment, supporting sustainable workforce health.
In assessing impacts, no material negative impacts related to violations of labour rights were identified.
In assessing actual impacts on its own workforce, the Airport’s quality management system and internal procedures ensure process evaluation and support adjustments to the Strategy and business model.
Information on the impacts described above is summarised in ESRS 2 SBM-3 “Material impacts, risks and opportunities and their interaction with the strategy and business model”.

When assessing risks and opportunities related to the Airport’s own workforce, applying the DMA thresholds, no material risks or opportunities were identified. During the risk assessment, social risks related to the company’s dependence on its workforce were evaluated; however, none of the risks reached a high or medium-high level and, given the defined thresholds, were not classified as material. All employee groups and their characteristics were considered in the risk assessment process.

Social aspects and responsible employment
The Airport is located in Latvia, EU, and as a state-owned enterprise it does not operate in sectors with a high risk of forced labour or child labour (such as construction or hospitality). Adherence to sustainability principles and responsible business conduct is an integral part of the Airport’s Strategy; therefore, the likelihood of forced or child labour is practically excluded.
Short-term and lawful employment of minors during summer months, aimed at providing students with opportunities to acquire work-related skills and experience, is permitted within national student

employment programmes and educational institutions' organised traineeships, in compliance with legislation governing the employment of minors.
Existing transition plans aimed at reducing negative environmental impacts are not expected to have a direct negative impact on the Airport's own workforce; however, efficiency improvements and automation implemented as part of the transition may reduce the number of jobs in certain occupational groups in the future.

The Airport actively works to reduce all forms of discrimination, including against young employees and women. In 2025, the Society Integration Foundation (SIF) awarded the Airport the highest—Gold—status as a diversity-friendly employer in the "Diversity is Strength" assessment. Since 2024, the Airport has held the "Family-Friendly Workplace" status for a three-year period, confirming its contribution to creating an inclusive and diversity-friendly working environment.

Policies relating to own workforce

S1-1

Policies related to the Airport's workforce are summarised in the section "Policies and targets for the management of material sustainability matters". All policies apply to all Airport employees and own operations, except for the remuneration policy of the Board and Supervisory Board, which applies only to the Board and the Supervisory Board.

The Personnel Policy is the core document defining the approach to workforce-related matters. Its key principles are:

1. Social responsibility and human rights, including respect for human rights, openness to diversity, support for freedom of association, and the right to a Collective Agreement;
2. Prevention of discrimination;
3. A safe and healthy working environment;
4. Employee attraction and retention;
5. Ensuring appropriate qualifications and professional development.

The Personnel Policy also defines the principles of the Remuneration Policy and Incentive Policy. It is closely linked to key positive impacts, including the provision of stable and long-term employment, competitive remuneration aligned with labour market trends and industry averages, and employees' rights to join trade unions.

The Airport has implemented an Occupational Safety Policy, which establishes the framework for creating and maintaining a safe and less harmful working environment by minimising workplace risk factors. It defines core principles of occupational safety and the Airport's commitments and actions to ensure safe working conditions and continuous improvement of the work environment. The Occupational Safety Policy is directly linked to mitigating the material negative impact "Work in increased-risk conditions and work-related impacts on mental health". It also includes an Accident Prevention Policy and is directly linked to reducing psycho-emotional risk factors. The Airport has implemented and certified an occupational safety management system in accordance with ISO 45001.

The Work Environment Policy aims to promote an equal, safe, healthy, efficiency-enhancing, and attractive working environment by ensuring uniform workspace arrangements and conditions for all Airport employees. The policy provides for ergonomic and inclusive working environment conditions aligned with employees' needs and sets requirements for workplace and facility design.

The Code of Ethics defines the principles of professional ethics and conduct for Airport employees and the Board. It confirms that the Airport respects human rights in all areas of activity, guided by the Constitution of the Republic of Latvia and international instruments such as the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. The Airport ensures an equal, respectful, inclusive, and tolerant working environment.

The Anti-Corruption and Conflict of Interest Prevention Policy establishes unified guidelines and principles for mitigating corruption risks and managing conflicts of interest, including mechanisms and stakeholder responsibilities. This policy strengthens positive impacts—namely, the Airport's corporate

culture and compliance with legal requirements.

The Airport's Code of Ethics and Conflict Prevention and Management Instructions are available to all employees and members of the Board and Supervisory Board in the internal document management system (DMS). Employees, the Board, and the Supervisory Board must confirm that they have familiarised themselves with these documents. Mandatory training on the Code of Ethics is organised for employees. In 2025, training was provided to 827 employees (as of 16.12.2025), representing 58.3% of the workforce.

Information on the DMA process and the IRO assessment methodology is available in SBM-3 "Material impacts, risks and opportunities and their interaction with the strategy and business model" and IRO-1 "Description of the process for identifying and assessing material impacts, risks and opportunities".

Approach to respecting human rights

Policy development

In developing its policies, the Airport follows the UN Guiding Principles on Business and Human Rights[25], ensuring responsible business conduct and respect for human rights across all areas of operation. In developing the Personnel Policy, the Airport took into account all International Labour Organization (ILO) conventions and protocols ratified by Latvia, which aim to promote social justice and compliance with international labour rights.

Reporting

Employees have the opportunity to report cases of discrimination and other human rights violations using the internal reporting tool "Violations of the Code of Ethics" available on the intranet. All reports received are reviewed and addressed in accordance with the procedures set out in internal regulatory documents.

More detailed information about the reporting tool is available in the section "Processes for remediation of negative impacts and channels for raising concerns of own workforce". In 2025, no cases of discrimination were reported at the Airport.

Prevention of trafficking in human beings

When identifying impacts affecting its own workforce, the Airport identified their links to potential human rights risks, taking into account international guidelines—the UN Guiding Principles on Business and Human Rights and ILO conventions.

As explained above in the section "Social aspects and responsible employment", in the context of the Airport's own workforce, risks related to human trafficking, forced or compulsory labour, and child labour are not characteristic of the region. Nevertheless, the Personnel Policy stipulates that the Airport respects human rights in all areas of operation and follows the principles set out in the ILO Declaration on Fundamental Principles and Rights at Work.

Although no risks related to human trafficking or forced labour have been identified with regard to the Airport's own workforce, passenger flows pass through the Airport as an international aviation hub; therefore, the Airport actively participates in human trafficking prevention measures in the aviation sector and invests in employee training and passenger awareness activities.

Each year, the Airport, together with stakeholders, organises a workshop on the prevention of human trafficking. On 24 October 2025, a workshop dedicated to preventing human trafficking in the aviation sector—"Procedure for Reporting Human Trafficking Cases"—was held at the Airport, with participation from the Ministry of Foreign Affairs, the Ministry of the Interior, the State Police, the State Border Guard, airBaltic, Smartlynx, SIA Havas Latvia, the association "Shelter 'Safe House'", and "Centre MARTA".

The workshop covered current issues related to human trafficking, reports received about/from Latvian nationals abroad, and reports of potential human trafficking in Latvia. During the discussion,

[25] Translation in Latvian available at: https://www.vvc.gov.lv/lv/international-law/uznemejdarbibas-un-cilvektiesibu-pamatprincipi, original in English available at: https://www.ohchr.org/en/publications/reference-publications/guiding-principles-business-and-human-rights

participants addressed how to make the reporting process more effective and understandable for all parties involved, employee protection mechanisms, and recommendations for future work..

Prevention of discrimination and initiatives

The prevention of discrimination and the protection of particularly vulnerable groups are defined both in the Personnel Policy and in the Code of Ethics. The Airport supports diversity and observes the prohibition of unequal treatment and discrimination based on an employee's gender, race, skin colour, age, disability, religious, political or other beliefs, national or social origin, property or family status, sexual orientation, or other circumstances.

Based on the policies established by the Airport, the Human Resources Department addresses day-to-day workforce-related matters, including recruitment, fostering an inclusive workplace culture, and ensuring appropriate training for Airport employees.

The Airport recruits and employs staff based on job requirements—the ability to learn and perform assigned duties and tasks, and the qualifications required for the position. Employee selection is carried out in compliance with labour law, the principles of equality and prohibition of discrimination, and confidentiality regarding information provided by candidates and the selection process. At the end of the job interview, interviewed candidates confirm with their signature or in writing by email that no discriminatory questions were asked during the selection process.

The Airport is a participant in the IATA gender equality initiative "25by2025", which aims to promote the representation of women in the aviation sector by 2025. At the start of the initiative, the share of women at the Airport already exceeded 25%; therefore, the Airport's objective was to ensure equal rights and opportunities for both genders and to maintain the proportion of women at least at the existing level. This objective has been achieved.

In promoting openness of employment opportunities to societal diversity, in addition to the above, the Airport:

- organised experience-exchange events for members of the Latvian Association of Human Resource Management and other entrepreneurs;
- participated in initiatives to develop strategies for an ageing workforce ("Silver Strategies" and "LeverAge"), which improve labour market opportunities for pre-retirement and retirement-age individuals, as well as for a workforce of different ages;
- supported the start and development of young people's careers by providing labour-market-relevant knowledge, skills, and experience through guest lectures, excursions, traineeships, and participation in the national student summer employment programme;
- organised employee events related to topical diversity categories, such as mental health challenges and menopause, and, in cooperation with the SIF One-Stop Agency, organised training for employees on intercultural communication and for newcomers to Latvia;
- participated in the forum "Job Opportunities for All".

Processes for engaging own workforce and employee representatives on impact-related matters

S1-2

The Airport cooperates with its own workforce and employee representatives on matters that affect or may affect them through the following levels of cooperation.

Table 40. Levels of cooperation with own workforce

Level of cooperation	Explanation
Information	Communication of updates through various channels, including the document management system (DMS), the "E-RIX informs" mailing list, etc.
Surveys	Employee engagement surveys, work environment surveys, and specialised surveys.
Discussions or dialogue	Online meetings between employees and the Board, during which questions can be asked. Development discussions between employees and their direct managers.
Partnership	Direct participation in decision-making through meetings between the Board and employee representatives (trade unions, employee representatives).

As described in the table above, the views of the own workforce are obtained both directly and through employee representatives:

- cooperation with employee representatives takes place on a regular basis, addressing current work environment issues and required improvements;
- the Airport has established a permanent working group for consultations with trade unions to regularly exchange information and consult with them;
- all Airport employees can ask questions and receive answers during online meetings with the Airport's Board, which take place once every two months;
- every employee, including those particularly vulnerable to impacts or marginalised employees (e.g. women, migrants, employees with disabilities), is provided with opportunities to express concerns through employee surveys (engagement and work environment surveys, as well as specialised surveys) or through the channels described in the section "Processes for remediation of negative impacts and channels for raising concerns of own workforce".

To date, several improvements in occupational safety and remuneration matters have resulted from cooperation with the own workforce. It can be concluded that cooperation is effective and provides opportunities to take employee representatives' views into account.

An overview of employee involvement in decision-making, as well as engagement of functional and senior positions, is described in the SBM-2 section "Stakeholder interests and views".

Consultation mechanisms provided for in the collective agreement

The collective labour agreement concluded between the Airport and the Trade Union of Airport Employees of the Republic of Latvia, in addition to statutory requirements, promotes the protection of employees' legal, economic, and social interests.

The collective agreement concluded in 2020 and currently in force applies to 99% of Airport employees (excluding seasonal employees and the Board, which constitute 1%) who have completed their probation period. The collective agreement applies not only to trade union members but to all employees of the company.

In addition to the Labour Law requirements, the collective agreement provides for consultation with the trade union at least one month in advance if amendments to the existing remuneration system are planned or a new remuneration system is being developed, as well as the provision of information and consultation with the trade union no later than one month in advance before decisions are taken that

may affect employees' interests, in particular decisions that may significantly impact remuneration, working conditions, and employment at the company.

Processes for remediation of negative impacts and channels for raising concerns of own workforce

S1-3

Every Airport employee is ensured the right to report potential violations of the Code of Ethics, the Whistleblowing Procedure, and other employee rights and interests set out in internal regulations, using legitimate and officially approved reporting channels.

In accordance with the order "On the procedure for reporting and reviewing employee complaints and potential violations", behaviour or actions by employees that are not compliant with the Code of Ethics are:

- identified through employee reports via the Airport intranet e-RIX → section "HELP" → "Violation of the Code of Ethics", or by sending information to the email address 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 involved employees and to invite other Airport employees to Commission meetings.

In 2025, there were no complaints regarding potential violations of employee labour rights as set out in the Airport's internal regulations or Latvian legislation.
In the reporting year, there were no reports under the Whistleblowing Procedure regarding potential violations. If such a report is received, the Commission is required to review the information and provide an opinion to the Chair of the Board for further action. Each year, within the preparation of the Annual Report, information on whistleblowing reports received at the Airport is prepared for the Board.
In the area of occupational safety, senior management is informed immediately and without delay if a serious workplace accident occurs. No such incidents occurred in 2025.
In 2025, following an employee complaint to the State Labour Inspectorate regarding working conditions, representatives of the Inspectorate visited the Airport to assess the relevant conditions. After inspection of the workplaces, no violations were identified.

Information on actions to be taken in the event of bribery is available to all employees on the Airport intranet e-RIX.

Figure 9. Actions at the Airport in the event of bribery

The Airport ensures mechanisms for submitting and reviewing complaints related to issues raised by employees (as described in this section).
The Airport systematically monitors concerns expressed by employees and complaints submitted. All complaints received are carefully reviewed and analysed, ensuring a transparent and responsible review process. This allows the identification of recurring or material issues, timely implementation of preventive measures, and improvement of policies and procedures, thereby reducing risks and strengthening employee trust.
Suggestions for improvements may be submitted within the framework of the “Idea Bank” competition, which are regularly reviewed by the competition committee. In 2025, 28 ideas were received. The “Idea Bank” has been operating since 2022; over four years, 242 ideas have been submitted, and 20 of them have been implemented during this period.

However, taking into account the decrease in the number of ideas submitted in recent years, as well as the fact that some submitted ideas did not meet the objectives set out in the competition regulations, a decision was made to discontinue the “Idea Bank” competition in its current format as of 1 November 2025 and to develop a different mechanism for collecting employee ideas for innovative and new solutions for the Airport’s development.

The Airport implements remediation through the following measures:

- improvement of working conditions (e.g. ergonomic solutions, additional safety equipment);
- additional training and qualification development to prevent errors or risks;
- review of policies and procedures to prevent recurrence of similar situations

Decision-making on employee matters is carried out in accordance with established requirements. Where necessary, stakeholders such as trade unions are involved. Complainants are provided with responses without establishing an active dialogue for decision-making, except in cases where such dialogue is essential for the quality of the decision. In such cases, active dialogue with stakeholders is established.

Assessment of channels for expressing employee concerns

Information about reporting channels is included in regular mandatory Code of Ethics training.

The Airport does not have representative information confirming that all employees fully trust the possibility to raise concerns or needs and have them addressed. Overall, employee trust is reflected in comments from various employee surveys. Although these data are not fully representative, they indicate a trend of trust.

The 2024 employee engagement survey shows that there are employees who nevertheless feel insecure about expressing their views on sensitive issues or reporting openly or anonymously various types of incidents within the company. Therefore, in cooperation with the Trade Union of Airport Employees of the Republic of Latvia, a specialised employee survey on the effectiveness and use of reporting channels will be conducted in 2026, with improvement proposals developed if necessary.

In addition, in 2026 it is planned to compile information on the effectiveness of concern-raising channels within the employee engagement survey and compare it with the 2024 results.

Actions related to material impacts on own workforce and approaches to managing material risks and leveraging material opportunities related to own workforce, and the effectiveness of these actions

S1-4

To mitigate impacts on its own workforce, the Airport implements measures set out in the Training Centre Strategy Implementation Plan 2022–2027, the Human Resources Department Operational Plan for 2025 (implementing tasks to achieve strategic objectives), the Internal Work Environment Monitoring Plan for 2025, the Professional Competence Assessment Plan for 2025, and the plan of mitigating measures for risks affecting the Airport's strategy, including workforce-related risk mitigation measures.

The safety and occupational health of Airport employees and other employees working on the Airport's premises are ensured through internationally recognised safety management and occupational health and safety systems. Within these systems, a safer and less harmful working environment is created and maintained on a daily basis, with various preventive measures eliminating or minimising harmful workplace risk factors. The Airport invests in promoting employee health and well-being and improving the working environment, including working conditions.

Business development and new customer acquisition practices in the aviation sector differ from other sectors, as airports are not characterised by excessively aggressive sales targets and there is a degree of predictability. Therefore, business development and customer acquisition practices do not create significant risks to employee well-being. At the same time, shift workers are affected by the material negative impact "Non-standard working hours, such as shift work, and constraints related to the company's business model", which may cause some stress and increased workload; however, the Airport takes actions to mitigate this.

The Airport regularly collects data on overtime and analyses trends. In cooperation with structural units, it considers options to limit overtime, conducts employee surveys on work-rest schedules, and implements activities to support employees' physical health and safety and to ensure balance between work and rest. However, the specific nature of the Airport's services limits the ability to fully eliminate this negative impact.

The Airport's Human Resources Department ensures ongoing mitigation of the negative impact "Work in increased-risk conditions and work-related impacts on mental health", which has been further strengthened by the implementation of the ISO 45001:2018 occupational health and safety standard at the Airport.

No material opportunities or risks related to own workforce were identified in the DMA process.

In 2025, occupational safety specialists continued to improve the Airport's occupational health and safety system in accordance with ISO 45001:2018 requirements. The main activities included the development and enhancement of various binding documents and cooperation with structural units and contractors working on the Airport's premises to ensure full implementation of requirements at all levels and areas of activity.

The effectiveness of measures and initiatives is assessed by the Airport in regular policy implementation reports and within the framework of annual ISO 45001:2018 surveillance audits.

Privacy of employees and contractors

The Airport takes care of the use of data relating to its own employees and employees of other organisations operating on the Airport's premises, as well as relationships with its suppliers and customers.

The Airport processes personal data in strict compliance with Regulation (EU) 2016/679 of the European Parliament and of the Supervisory Board 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, as well as in accordance with good practice principles. All data processing processes are organised to ensure lawful, fair, and transparent treatment of data subjects and to protect their rights and freedoms.

Special attention is paid to ensuring that data processing activities do not infringe upon or interfere with employees' private lives. The Airport processes only those personal data that are necessary to achieve specific, clearly defined, and legitimate purposes and does not process data more broadly than permitted by law or required to ensure employment relationships.

The Airport ensures that:

- the data minimisation principle is observed;
- appropriate technical and organisational security measures are applied;
- data subjects are informed about the purposes and legal basis of data processing and their rights;
- data are not used in ways that could unjustifiably affect employees' privacy or cause disproportionate interference with their private lives.

The Airport has developed internal regulations in the area of personal data protection to periodically assess the volume of personal data processed and their compliance with data processing purposes and data security requirements, such as the procedure for handling data subject requests, the procedure for protecting personal data processing systems, and the procedure for detecting, investigating, and reporting personal data breaches, among others.

Significant attention is devoted to staff training. All employees are required to complete personal data protection and cybersecurity training, and additional educational webinars on cybersecurity topics are offered (two webinars in 2025). In accordance with Cabinet Regulation No. 397 of 25 June 2025 on employee training requirements, the Airport organises regular cybersecurity training simulations. Test results obtained are analysed and used to improve campaign content, ensuring targeted training and effective mitigation of human-factor-related risks.

In 2025, the implemented cybersecurity solutions were actively used, including analysis and review of accumulated information, preparation of reports, and informing the Airport's senior management. Based on the results obtained, cybersecurity risk mitigation measures are developed, such as controlled software versions used in equipment and information systems.

Targets related to social impacts, risks, and opportunities

Targets related to social impacts, risks, and opportunities are presented in Table No. 41.

Table 41. Targets related to social impacts, risks, and opportunities

Significant impact, risk or opportunity to which the indicator relates	Name of the indicator	Stakeholder involvement in the definition of the indicator	Result to be achieved (measurable, achievable within a specific time frame)	Policies	Indicator for 2025

Ensuring stable and long-term employment for employees (impact)	Voluntary employee turnover	No	<15% by 2027	Strategy	12.29%
Non-standard working hours, such as shift work and constraints related to the company's business model (impact)	Employee satisfaction	No	>4 by 2027	Strategy	2024 indicator: 4.7 (measured every two years)
Alignment of remuneration levels with labour market trends and sector averages (impact)	Results of remuneration surveys	No	Airport employees' annual total remuneration exceeds the labour market median	N/A	Compliant
Employee involvement in setting remuneration, working time, and other working conditions (impact)	Employee satisfaction	No	>4 by 2027	Strategy	2024 indicator: 4.7 (measured every two years) —
Employees' ability to join trade unions (impact)	Employee satisfaction	No	>4 by 2027	Strategy	
Professional development and growth opportunities for employees (impact)	Training hours per employee	No	>16 h/employee	N/A	47.8 hours/employee
Existence of a collective agreement (impact)	Employee satisfaction	No	>4 by 2027	Strategy	2024 indicator: 4.7 (measured every two years)
Work in increased-risk conditions and work-related impact on mental health (impact)	Number of workplace accidents	No	<0.012 annually until 2030	Strategy	0.2

In addition to the targets reflected in the table above, the targets related to the impact "Work in increased-risk conditions and work-related impact on mental health" arising from policies are presented below.

Table 42 Objective of the 2025 safety management system action plan within the scope of occupational health and safety and the achieved result

Indicator	Target for 2025	Result in 2025	Total number of cases
Accidents and work injuries per 1000 flights	≤ 0.90	0,79 (objective achieved)	50 (unclassified workplace accidents and near-miss incidents)

Table 43. Occupational health and safety system target and achieved result

Performance indicator	Target for 2025	Result in 2025	Explanation
Accidents at work against the number of employees	0,020	0,013	17 accidents with loss of work ability (classified as non-serious health

		(objective achieved)	impairments); one incident with identified infection risk; 1,392 employees as of 31.12.2025 (excluding employees on long-term absence)

Resources allocated for managing material impacts:

- Administrative resources – impact management is ensured by the Human Resources Department, including the Occupational Safety Unit and the Personnel Management Unit. The Personnel Management Unit employs 8 specialists. In addition, each structural unit has designated occupational safety responsible persons appointed by order, whose responsibilities include coordinating the occupational safety system within their competence. The Occupational Safety Unit consists of an Occupational Safety Manager, a Senior Occupational Safety Specialist, a Work Environment Specialist, and an Occupational Safety Specialist. As of 1 August 2025, a new unit structure entered into force, adding an additional staff position for a Senior Occupational Safety Specialist.
- Human resources – all employees are involved, and the Airport has seven elected occupational safety representatives.
- Personnel training – upon commencement of employment, the Airport provides each employee with the professional training necessary for work, as well as subsequent qualification-enhancement activities during paid working time. The Airport also organises, finances, and informs employees about various professional and personal development opportunities available on a voluntary basis. Employee training forms the basis for fostering a safety culture. New employee occupational safety induction training is provided upon hiring; job-specific occupational safety briefings at the workplace are conducted before commencing duties, with a frequency of once per year or every six months for employees performing high-risk work or operating hazardous equipment. Depending on job specifics, external training is provided for high-risk activities—work at height, slinging operations, work with gas burners, chainsaws, brush cutters, forklift operation—and for servicing hazardous equipment, with a frequency of once every five years. A special training programme “Occupational Safety Training for Structural Unit Managers and Instructors PD 0531 I P” has been established for occupational safety responsible persons, to be completed once every three years. Workplace accidents occurring within structural units are compiled in occupational safety reports and included in the content of unscheduled occupational safety briefings for relevant positions.
- Financial resources – the Airport’s annual budget includes funds for occupational safety equipment (personal protective equipment, work clothing, footwear, ergonomic equipment, etc.), health promotion and well-being measures described in Section S1-14 “Occupational Safety Indicators”, as well as the purchase of health insurance policies and additional guarantees in case of illness, including allowances where expenses are not covered by insurance or the state.
- Technological resources – material and technical assets and safety technologies. If an injury is related to work equipment, preventive measures include assessing opportunities to improve the equipment—adding handles, additional lighting, safety devices. Occupational safety recommendations are incorporated into technical specifications for new equipment procurement, taking into account lessons learned from previous incidents.

Targets related to the management of material negative impacts, promotion of positive impacts, and management of material risks and opportunities

S1-5

The targets defined by the Airport in relation to the management of material negative impacts, promotion of positive impacts, and management of material risks and opportunities are described in section S1-4 “Actions related to material impacts on own workforce and approaches to managing material risks and leveraging material opportunities related to own workforce, and the effectiveness of

these actions". The targets are defined by the structural units responsible for developing the relevant policies and action plans, in consultation with other structural units or stakeholders, where necessary.

The Airport monitors the achievement of targets through regular assessments of the implementation of policies and action plans.

Findings for 2025 indicate that improvements implemented in previous years have been effective, as evidenced by the reduced number of workplace injuries (the total number of occupational accidents and near-miss incidents).

To continue reducing the number of workplace injuries to a minimum, further improvements will be implemented, including enhanced employee training in occupational safety, preventive occupational safety measures, provision of personal protective equipment (including work clothing and footwear), and improvements to workplace equipment.

Characteristics of the Airport's employees

S1-6

At the end of 2025, the Airport employed 1,419 employees (including employees on long-term absence). Of the total number of employees in 2025, 32.7 % were women. In 2025, 237 employees terminated their employment with the Airport, and voluntary employee turnover was 12.29 %.

Table 44. Number of employees by gender

Gender	Number of employees (year-end)
Men's	955
Women's	464
No information provided	0
Total employees[26]	1 419

Table 45. Number of employees by region

Country	Number of employees
Latvia	1 419 (100 %)

Table 46. Employees by type of contract, broken down by region (number of employees or FTE)

	Women	Men	Other (*1)	Not reflected-lying	Total
Total employees (headcount)	464	955	0	0	1 419
Permanent employees (headcount)	463	942	0	0	1 405
Temporary employees (headcount)	1	13	0	0	14
Employees without guaranteed working hours (headcount)	0	0	0	0	0
Full-time employees (headcount)	459	941	0	0	1 400
Part-time employees (headcount / FTE)	5	14	0	0	19

(*1) Gender as self-identified by employees.

[26] The total number of employees includes full-time employees, seasonal employees, and employees on long-term absence (e.g. parental leave) on 31 December 2025, and excludes three members of the Board and two members of the Supervisory Board.

The employee data show that more men are employed at the Airport, and that the majority of employees are employed on a permanent, full-time basis.

Characteristics of external workers included in the Airport's own workforce

S1-7

External workers constitute a very small share of the Airport's workforce. There are three individuals, representing 0.2% of the total number of employees. External workers are self-employed individuals with whom the Airport has concluded contracts for the provision of specific services, such as legal consulting, expert services related to the procurement of uniforms, and legal representation in court.

In compiling the data, contracts with natural persons were selected from existing contracts, excluding internship contracts and training reimbursement agreements.

All information on contracts (including external workers) is maintained in Microsoft Dynamics NAVISION 2018 and the Airport's data management system ERIX. Data are extracted from these systems and analysed as required.

Scope of collective bargaining and social dialogue

S1-8

The collective labour agreement concluded between the Airport and the Trade Union of Airport Employees of the Republic of Latvia promotes the protection of employees' legal, economic, and social interests in addition to the requirements set out in legislation.

The collective labour agreement applies not only to trade union members but to all employees of the company, excluding the Board and seasonal employees, whose share accounts for approximately 1% of all employed persons.

Social dialogue, i.e. workplace representation, applies to all employees.

Table 47. Scope of the collective agreement and social dialogue

	Scope of collective bargaining		Social dialogue
Share of coverage	Employees — EEA (countries with more than 50 employees representing >10% of total employees)	External workers — EEA (estimates for regions with more than 50 workers representing >10% of total employees) [not applicable to collective agreement]	Workplace representation (EEA only) (countries with more than 50 employees representing >10% of total employees)
0 –19 %	-	Latvia (0.2 %)	-
20 –39 %	-	-	-
40 –59 %	-	-	-
60 –79 %	-	-	-
80 –100 %	Latvia (99.8 %)	-	Latvia (100 %)

Adequate salaries

S1-10

The Airport complies with legislation and pays adequate wages to all employees, taking into account the average remuneration levels in the sector and exceeding the minimum wage. The Airport's

remuneration is competitive and fairly allocated, as confirmed by assessments carried out by external experts.

The determination of base salaries is based on comprehensive data analysis. To determine base salary levels for Airport positions, the Airport's remuneration data are compared with labour market and sector data by participating in available sectoral or general remuneration surveys. The labour market median is used as the benchmark for the Airport's remuneration competitiveness in the general market. According to survey results, the Airport's employees' total annual remuneration overall is around the labour market median.

According to remuneration survey results and the study conducted by management consulting firm Figure Baltic Advisory, in 2025 the Airport was recognised as the 7th fairest payer among large companies in Latvia.

Fair remuneration criteria include:

- internal fairness – how remuneration is paid for equivalent positions within the company;
- external fairness – how the company's remuneration compares with labour market benchmarks;
- opportunities for both genders to hold managerial positions;
- the proportion of men and women in managerial positions, starting from middle management.

Social protection

S1-11

The Airport ensures all social protection benefits required under Latvian legislation. In accordance with the collective labour agreement concluded between the Airport and the Trade Union of Airport Employees of the Republic of Latvia, employees who have completed their probation period (excluding seasonal employees) have access to a range of benefits, including:

- allowances for significant life events, such as marriage, the birth of a child, or adoption;
- financial support for employees or their relatives, such as coverage of a child's medical expenses or expenses related to the death of a family member or former employee;
- vacation allowance (from the second year of employment);
- retirement allowance;
- purchase of optical vision correction aids;
- Knowledge Day allowance for employees with children aged 5–18;
- health insurance policy;
- one-off financial allowances for other reasons;
- subject to budget availability, a one-off bonus on company milestone anniversaries (every five years) for employees with ten or more years of service.

This range of benefits applies to all employees. There is no difference in the application of benefits between full-time and part-time employees.

In addition, all Airport employees are insured against occupational accidents. Occupational accident insurance provides financial support to employees and their families in the event of an accident at work resulting in health impairment or death.

Training and skills development indicators

S1-13

The Airport provides employees with qualification-enhancement activities during paid working time. Training and the development of the necessary professional competencies for Airport employees are organised, coordinated, and delivered by the Airport's Training Centre (RIX Academy). The Airport ensures compliance with training validity periods and continuity.

Types of training at the airport:

- initial (including practical) training;
- recurrent (including practical) training;
- internships;
- ad hoc training.

Ad hoc training is organised in the following cases::

- following an assignment to provide extraordinary training (e.g. in response to observed negative process trends), based on a management order;
- if an employee has been on long-term absence or following significant changes in binding documents and processes;
- training not included in the list of job-required training and regulated in the Personnel Management Handbook, such as partially or fully funded higher-education studies or external training (enabling employees to achieve objectives set during development discussions and to enhance knowledge and skills);
- during the pre-retirement period, where employees can no longer meet regulatory requirements for their position but wish to continue employment or change roles, the Airport's Training Centre provides further training and skills development in accordance with Regulation (EU) No. 2018/1139 of the European Parliament and of the Supervisory Board of 4 July 2018 on common rules in the field of civil aviation. The scope of such training is defined by the training list for the specific position.

Using the intranet "e-RIX" sections "Growth" and "Qualification Development", as well as the mailing list "e-RIX informs", information for employees is published and regularly updated. This includes information on events, consultations, and free online training. Employees may use these opportunities on their own initiative. Particular attention is paid to competency development and individual development goals. Information also covers topics related to employee well-being and emphasises the development of skills that are useful in the labour market and may enhance future employability.

Table 48. Data on Airport employees who participated in regular performance improvement and career development evaluations, and the average number of training hours per employee by gender

	Men	Women
Share of employees who participated in regular performance improvement and career development evaluations	89 %	92 %
Average number of training hours per employee	47.8 hours per employee	47.8 hours per employee

The data in the table indicate a relatively high average number of training hours per trained employee. Training supports the positive impact "Employee professional development and growth opportunities."

Occupational health and safety indicators

S1-14

All employees (100%), including all contractors (100%), are covered by the Airport's occupational health and safety system. All are provided with the necessary occupational health and safety resources to ensure a safe and health-protective working environment.

In accordance with the Occupational Health and Safety Manual, every employee is required to immediately report any occupational accident or near-miss and to cooperate with occupational safety specialists in ensuring and improving a safe working environment and working conditions. Employees must contact the Occupational Health and Safety Department regarding any workplace risk factors that pose or may pose risks to the safety, health, and well-being of employees.

The procedure for reporting occupational accidents and near-misses is governed by the Occupational Health and Safety Manual.

In accordance with the Safety Policy and the Safety Management System Manual, a voluntary reporting system has been implemented and is maintained at the Airport. It stipulates that the management of the Airport and other organisations operating at the Airport undertakes not to apply sanctions against reporters, unless the safety incident occurred due to negligence, intentional action, or omission.

Information on occupational accidents and near-misses, as well as necessary workplace improvement measures, including hazardous situations and non-compliant work environments, is received through the following reporting channels:

- Labor Protection Common E-mail: darba.aizsardziba@riga-airport.com;
- "HELP" applications;
- confidants of employees;
- direct manager of employees.

At least once a year, a workplace risk assessment is conducted in each structural unit. This includes inspection of workplaces, identification of existing risk factors, assessment of their impact or potential impact on employee safety and health, evaluation of the likelihood of risk occurrence, the potential severity of consequences and the risk level, and determination of occupational safety measures required to eliminate or reduce risks.

Table 49. Occupational health and safety indicators for Airport employees

Indicators	2024	2025
Employees covered by the occupational health and safety system	1 437	1 392

Table 50. Occupational health and safety indicators for Airport employees – work-related injuries and occupational diseases

Indicators	2024	2025
Number of fatalities resulting from work-related accidents (per 200,000 hours worked)	0	0
Number of fatalities resulting from work-related occupational diseases	0	0
Number and frequency of occupational accidents with severe health impairments (per 200,000 hours worked)	0,08 (1 case)	0
Number and frequency of recordable work-related accidents (per 200,000 hours worked)	3,04 (36 cases)	1,53 (18 cases)
Number of occupational diseases	1	1

Table 51. Occupational health and safety indicators for employees in the Airport's value chain (suppliers, aerodrome users, etc.)

Indicators	2024	2025
Number of fatalities resulting from work-related accidents (per 200,000 hours worked)	0	0
Number of fatalities resulting from work-related occupational diseases	0	0
Number and frequency of occupational accidents with severe health impairments (per 200,000 hours worked)	0	0
Number and frequency of recordable work-related accidents (per 200,000 hours worked)	No information	No information
Number of recordable work-related disease cases	No information	No information

Pay indicators (pay gap and total wages)

S1-16

In 2025, the gender pay gap at the Airport was 4.5% (men earn less than women). The calculation is based on total annual remuneration for the reporting year.

The gender pay gap was calculated in accordance with the ESRS methodology:

(Average gross hourly earnings of male employees – average gross hourly earnings of female employees) / average gross hourly earnings of male employees × 100.

The Airport ensures equal treatment of all employees, and remuneration is not determined based on gender. The company applies the principle of equality, guaranteeing equal rights and opportunities for all employees regardless of gender.

The Airport's Personnel Policy and Remuneration Regulations provide for maintaining a fair remuneration system and preventing discriminatory pay differences.

In 2025, the ratio of the highest-paid individual's total annual remuneration to the total annual remuneration of all other employees (excluding the highest-paid individual) was 1:6.51.

Consumers and end-users

S4

Interaction of impacts, risks and opportunities related to consumers and direct users with the strategy and business model

S4 SMB-3

Material impacts, risks and opportunities (IROs) related to consumers and direct users are summarised in the table in the section "Material impacts, risks and opportunities and their interaction with the strategy and business model".

The Airport's operations have a significant impact on the following consumer and direct user groups:

Passengers and Airport visitors who use the infrastructure provided and managed by the Airport, such as the terminal, airfield and its infrastructure, car parks, and equipment.

In 2025, passenger traffic reached 7.1 million passengers, which is comparable to the previous year. Since 2021, air traffic volumes have gradually increased, and in 2024 the pre-pandemic level of direct passengers was reached. In 2025, the number of direct passengers continued to grow; however, due to the geopolitical situation, the transfer market remains affected. As a result, total passenger numbers in 2025 have not yet reached the 2019 level, when the Airport recorded its historically highest passenger volume. At the same time, the Airport serves approximately 40% of all Baltic aviation passengers.

The Airport's overall strategic objective includes the development of modern and sustainable air transport infrastructure and services for passengers and businesses. Therefore, improving passenger infrastructure, including expansion and modernisation of the passenger terminal, is a priority of the Airport's medium-term strategy.

The Airport's passenger base includes diverse social groups, including passengers with reduced mobility (PRM). By ensuring an accessible environment, equipment, and support staff, the Airport already complies with regulatory accessibility requirements for airport infrastructure.

Although the number of passengers and passenger experience are important to the Airport, the Airport does not have contractual relationships with passengers as infrastructure users (indirect users). Contractual relationships exist with direct users—airlines, airfield service providers, and commercial clients.

Airlines (commercial carriers, charter operators, and cargo carriers) that use the Airport's infrastructure and services for their commercial operations and are direct clients of the Airport.

The Airport's impact on this end-user group manifests in several aspects, the most significant being operational efficiency, which depends on the Airport's ability to ensure efficient airfield management, passenger handling, baggage processing, and timely service provision. Disruptions or delays in these processes may affect airlines' operations, reputation, and financial performance.

The availability, capacity, and quality of the Airport's infrastructure (e.g. runway, aircraft stands, passenger terminal) directly affect airline services. As infrastructure manager, the Airport provides and develops the infrastructure required for air transport. One of the strategic projects launched in 2025 is the reconstruction of Apron 4, which will provide modern and energy-efficient aircraft stands for civil and military aviation. As airfield infrastructure manager, the Airport also sets airport charges, which may affect airlines' cost structures and competitiveness. Given recent geopolitical developments, the Airport's actions in emergency situations, such as responses to unmanned aerial vehicles, may significantly affect airlines' ability to operate flights.

In 2025, 20 airlines operated scheduled and charter flights from the Airport, with more than 63,000 flights operated in total.

Aerodrome service providers (LPS) that provide a range of services for aircraft servicing and passenger comfort.

The commercial activities of aerodrome service providers shall be affected by the availability and quality of the airport infrastructure, as well as the conditions for co-operation, including safety, environmental and sustainability requirements, as well as the conditions in the field of labour protection. The efficiency of the ground handling service providers is affected by access to the airport's operational data, which is related to the mutual integration of digital systems. Commercial conditions, such as the structure of contracts and airport charges, may affect the profitability of ground handling service providers.

Terminal and area tenants, such as retail and food service providers at the Airport. Lessees use the Airport premises and territory for their commercial activities, access to customers and passenger flow directly affects their turnover and demand for services. The well-being of the Lessee's employees and the customer experience is influenced by the quality and maintenance of the Airport's premises, as well as the working hours of the Lessee's employees are subordinated to the Airport's business model – flight times. Lessees are also affected by the Airport's cooperation conditions related to safety requirements, environmental and sustainability regulations, such as waste sorting, labor protection requirements for airport contractors. Digital solutions and data availability, such as Wi-Fi quality and information systems, have an impact on customer experience and operational efficiency.

All of the above groups are included in the scope of ESRS 2 requirements in determining the Airport's material IRO.

Airfield service providers (ASP) that provide services for aircraft handling and passenger convenience.

The commercial activities of airfield service providers are affected by the availability and quality of Airport infrastructure, as well as cooperation conditions, including safety, environmental and sustainability requirements, and occupational health and safety conditions. Their service efficiency is influenced by access to the Airport's operational data and the integration of digital systems. Commercial conditions, such as contract structures and Airport charges, may affect ASP profitability.

Terminal and area tenants, such as retail and catering service providers at the Airport.

Tenants use the Airport's premises and territory for commercial activities; access to customers and passenger flows directly affects their turnover and demand for services. The well-being of tenants' employees and customer experience are influenced by the quality and maintenance of Airport facilities, while employees' working hours are aligned with the Airport's business model and flight schedules. Tenants are also affected by Airport cooperation conditions related to safety, environmental and sustainability requirements (e.g. waste sorting) and occupational safety requirements for Airport contractors. Digital solutions and data availability, such as Wi-Fi quality and information systems, affect customer experience and operational efficiency.

All the above groups are included within the scope of ESRS 2 requirements when determining the Airport's material IROs.

Impacts related to consumers and direct users

The most significant identified negative impact related to consumers and end users concerns the protection of passenger rights, ensuring equal access to Airport infrastructure, services, and information.

Promoting connectivity and mobility through accessible infrastructure creates a positive impact benefiting all consumer and direct user groups, as they use the Airport's infrastructure for travel (indirect users) and for conducting commercial activities (direct users).

To realise this positive impact, the Airport implements the following actions:

Infrastructure development and improvement – The Airport implements infrastructure development in accordance with the Airport Development Plan for 2025–2050. The plan defines phased infrastructure needs based on achieved air traffic volumes, ensuring readiness for potential growth scenarios. It provides for sequential infrastructure development aligned with passenger numbers and needs, including future terminal development and improved Airport access. This includes expansion of the terminal in public and transfer areas, development of the southern apron, increasing runway capacity through a parallel taxiway and rapid exits, integration of the Rail Baltica station, and development of RIX Airport City with offices, hotels, and service areas. Special attention is paid to sustainable solutions, including electric transport, renewable energy use, and energy efficiency.

As part of the passenger terminal expansion (Phase 6 project), technological infrastructure upgrades are planned, including modern video surveillance, access control, and passenger information systems, improved accessibility and services for PRM passengers, and optimisation of baggage check-in and notification processes. A terminal development project has been prepared, and discussions with construction companies have taken place; negotiations will continue in 2026.

The reconstruction of Apron 4, implemented with EU co-financing, will provide 10 aircraft stands for civil and military aviation, along with new power supply and stormwater drainage infrastructure. This reconstruction will increase aircraft stand capacity and enable the handling of more flights.

Active cooperation is ongoing with Rail Baltica project implementers regarding the construction of a rail connection between the Airport and Riga city centre, planned within the next five years.

Accessibility – The Airport ensures an accessible environment for PRM passengers by providing specialised services, adapted infrastructure, and trained staff. Assistive devices such as ramps, lifts, and information solutions are used to guarantee safe, dignified, and equal access for all passengers.

Digital solutions – The introduction of a virtual assistant, self-service check-in and baggage drop-off points, automated passenger flow solutions and measurements, and other tools improves passenger experience.

Access to service information – While airlines have a greater influence on information availability, the Airport also ensures information on available services and other key aspects influencing passenger decisions. The Airport has established an Accessibility Forum (an annual cooperation format with NGOs representing PRM passengers) to promote accessibility and mitigate negative aspects that may affect PRM passengers' decisions to travel.

The Airport regularly conducts surveys among various customer groups, cooperates with NGOs, and applies international standards and guidelines to identify customer groups with potentially higher risk of harm, such as PRM passengers.

Interests and views of consumers and end-users

S4 SBM-2

Passengers

The Airport ensures equal and non-discriminatory access to air transport services for all persons, including persons with disabilities, respecting their rights to free movement, equality, and

non-discrimination. These rights are a core element of the Airport's Strategy and Customer Experience Strategy.

The Airport's Training Centre organises regular training to deepen employees' knowledge of non-discriminatory service and working with customers of different cultures, ethnic backgrounds, beliefs, and religions. These topics are included in the "Customer Service" training programme, which customer-facing employees complete every two years. Additional attention is given to employees of the Security and Ground Handling Departments.

The Airport provides several channels for engaging consumers and direct users:

- service quality surveys and feedback;
- website communication and complaint channels on accessibility issues, where customers can report problems or request currently inaccessible content;
- focus group discussions on new service implementation (e.g. terminal voice announcements, services for parents with children, retail services, solutions for passengers with disabilities);
- the Accessibility Forum.

Consumers and direct users have identified the following Airport customer experience areas as most important:

- accessibility and access (getting to the Airport);
- security (convenience of security screening);
- ease of wayfinding;
- availability of seating.

The findings are used in service design, infrastructure planning, and ensuring information accessibility.

Consumer engagement directly influences the Airport's Strategy, as it forms the basis for the five-year Customer Experience Strategy implementation action plan. The ASQ assessment is used to define priorities and investment directions; lower-rated aspects receive higher implementation priority and financial resources.

The Airport cooperates with PRM NGOs through the Accessibility Forum to gather feedback on accessibility issues, including in the digital environment. These recommendations are integrated into the Customer Experience Strategy implementation action plan.

The Customer Experience Management Committee, with the participation of the Chair of the Board and the responsible Board member, reviews progress of the Customer Experience Strategy implementation plan quarterly. At year-end, the Board approves the plan for the following year and takes decisions in case of non-implementation.

Airlines

Airlines are key direct users whose requirements and views influence strategy and infrastructure development. The Airport ensures regular dialogue with airlines through:

- regular bilateral meetings and the Airport Users Committee to discuss operational (including sustainability) issues, new services, infrastructure development, and to ensure a regular consultation process on airport charges;
- contract negotiations covering service quality standards, application of airport charges, safety requirements, and efficiency indicators;
- surveys of airlines and airfield service providers to assess service and cooperation quality.

This information is integrated into the Airport's Strategy, influencing investment planning, infrastructure development, and service design. Airline engagement is coordinated through APBAD, which regularly reports cooperation outcomes to the Board.

The Airport ensures a transparent and non-discriminatory tariff policy for airlines in accordance with Directive 2009/12/EC on airport charges. Tariff structures and conditions are published and applied consistently to all market participants. An ethical and competitive tariff structure is a strategic business and governance principle of the Airport.

Cooperation with these and other consumer and direct user groups is described in the SBM-2 sections “Stakeholder interests and views”.

Policies related to consumers and end-users

S4-1

For a summary of the Airport’s policies regarding the management of consumer and direct user issues (IROs), see the section “General information” – “Policies for the management of material sustainability matters.”

Customer experience

The Airport’s Quality Policy is aimed at creating a positive customer experience, promoting customer satisfaction, and maintaining and developing effective communication and data exchange throughout the Airport’s value chain. It provides a common direction for employees and partners in customer service and efficient management of passenger flows, thereby contributing to the positive impact “Equal access to Airport services.”

To ensure an excellent customer experience, the Airport has implemented a Customer Experience Strategy and a Customer Experience Strategy Implementation Action Plan. These documents define measures to achieve the Airport Strategy objective “To create a positive passenger and partner experience by providing professional customer service and improving process efficiency”. This includes tasks to develop and implement a unified customer experience strategy across the entire Airport community and, by assessing passenger and customer needs and expectations, to design services and solutions tailored to specific target groups.

Based on the Customer Experience Strategy, the Airport has developed a Customer Service Standard, which describes principles of customer interaction, requirements for infrastructure and technical support, and procedures for handling conflict situations. The Customer Service Standard provides for equal and fair treatment of all customers regardless of nationality, gender, age, race, or other diversity aspects. The standard is binding for all Airport employees and service providers (contractors and employees in the upstream and downstream value chain) who are involved in or may influence the customer experience at the Airport.

To ensure high service standards for airlines, airfield service providers are bound by the Airfield Services Provision Standard, which sets out the conditions for the provision of airfield services at the Airport, quality indicators, and information flow procedures. This standard includes requirements regarding flight punctuality and flight information, staff training, and handling of passengers, baggage, cargo, and mail, among other aspects.

Non-discrimination, access to products and services

The UN Convention on the Rights of Persons with Disabilities establishes the right of persons with disabilities to accessibility of the physical environment, transport, information, and communications, enabling independent living and full participation in society. The UN Universal Declaration of Human Rights also sets out the right to freedom of movement and travel.

Riga Airport is responsible for the implementation of Regulation (EC) No 1107/2006 of the European Parliament and of the Council concerning the rights of disabled persons and persons with reduced mobility when travelling by air Based on the requirements of this Regulation, the Airport has developed a PRM Service Quality Standard. The standard defines booking and delivery time requirements, equipment standards, staff training, and quality monitoring to ensure consistent, respectful, and efficient service. To ensure compliance with the standard, a Passenger with Reduced Mobility Service Manual has been developed.

The Airport implements its Strategy and SIRP, which provide for actions to ensure connectivity. Among other aspects, the Strategy focuses on attracting new carriers, maintaining existing connectivity, and

cooperating with airlines to expand destination networks and national connectivity. This approach provides customers with broader travel opportunities and supports regional economic development.

Personal data protection

Through the impacts “Promoting connectivity and mobility by ensuring accessible infrastructure” and “Equal access to Airport services,” the Airport processes data relating to consumers and direct users. The Airport has established internal rules on personal data protection to periodically assess the scope of processed personal data, its alignment with processing purposes, and data security. These include the Privacy Policy, the procedure for handling data subject requests, the procedure for protecting personal data processing systems, and procedures for detecting, investigating, and reporting personal data breaches, among others. Particular emphasis is placed on staff training.

The Privacy Policy defines how the Airport processes personal data and is linked to the risk “Disruptions to outsourced IT systems,” as it requires careful assessment of service providers processing personal data on behalf of the Airport to ensure compliance with security and privacy requirements.

When processing personal data, the Airport also complies with the principles set out in Article 5(1) of the General Data Protection Regulation and other applicable legal requirements, ensuring lawful, fair, transparent, accurate processing limited to the minimum necessary to achieve the intended purpose.

Safety and security

To ensure the required level of safety at the Airport and continuously reduce risks to Airport operations, an Airport Safety Policy has been established in accordance with the Safety Management System Manual developed on the basis of Regulation (EU) No 139/2014. The Safety Policy states that the Airport’s core value is ensuring safe flights for passengers. Its objective is to minimise risks and threats to flight safety arising from Airport operations.

In line with the policy, the Airport implements and maintains a Safety Management System, complies with international standards, requirements of the Civil Aviation Agency, and best practices to mitigate risks and prevent incidents. Safety culture is reinforced through senior management support, regular risk assessments, training, audits, and adherence to the just culture principle, enabling reporting of safety occurrences and engaging all employees in safety assurance. Safety and security relate to both impacts (“Promoting connectivity and mobility by ensuring accessible infrastructure” and “Equal access to Airport services”) and the opportunity “Infrastructure development,” ensuring safe services also during infrastructure development projects.

To prevent unlawful interference with civil aviation, common aviation security standards are defined in the Airport Aviation Security Programme, developed in accordance with Cabinet Regulation No 58 of 23 January 2024 “Regulations on the State Civil Aviation Security Programme.” The programme sets requirements for Airport security, handling of passengers and baggage, cargo and mail processing, staff security training, aviation security quality control mechanisms, emergency procedures, and other measures.

Compliance with internationally recognized standards

Although the Airport’s policies do not explicitly reference UN, OECD, or other institutional guidelines, they are developed in line with the principles established by these organisations:

- UN Universal Declaration of Human Rights – the Airport ensures accessible travel for persons with disabilities through the PRM service standard in accordance with Regulation (EC) No 1107/2006;
- ILO Declaration on Fundamental Principles and Rights at Work – the Safety Policy guarantees a safe working environment for all employees working at the Airport, regular training, and risk prevention;
- OECD Guidelines for Multinational Enterprises – the Strategy promotes connectivity and regional economic development, ensuring transparent cooperation with airlines.

These policies are implemented through concrete measures, including PRM service provision, maintenance of the Safety Management System, regular audits, and development of the route network.

During the reporting year, no human rights violations related to the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises were identified in relation to consumers and direct users.

Processes involving consumers and end-users

S4-2

An overview of the channels, engagement methods, frequency, outcomes, and roles used to engage consumers and direct users and organisations representing them is provided in the section "Stakeholder interests and views."

Channels and activities used to gather consumer and direct user feedback include:

- passenger profiling (every three years) by age groups, travel purpose, and frequency to assess customer needs;
- PRM passenger surveys (quarterly) on service quality, with results used to plan improvements in staff training and infrastructure;
- airline and airfield service provider surveys (annually) assessing service quality, infrastructure suitability, operational conditions, and future plans, with improvement actions grouped into terminal customer experience, customer service, terminal infrastructure, cargo infrastructure, and apron and operational process improvements;
- ACI ASQ departing passenger surveys (quarterly) to assess service quality from arrival onwards; results are analysed in Customer Experience working group meetings and used to decide further improvement actions;
- customer feedback (ongoing) – see the section "Impact remediation and channels for raising concerns";
- focus group interviews (as needed, at least 2–3 times per year) with passengers to assess the relevance and quality of new services;
- Accessibility Forum (twice per year), providing recommendations on physical and digital accessibility, which are reviewed in the Customer Experience working group and planned for implementation through the budgeting process;
- interviews with affected stakeholder groups to identify material sustainability topics and develop the sustainability report structure, conducted in 2024 and planned annually or as needed.

Table 52. Results of consumer and direct user surveys and feedback

Explanation	**Indicator 2025** (on a scale of 1-5)
Overall satisfaction – passenger satisfaction with Airport services, aggregating ratings of maintenance, service provision, staff support, and overall environment quality	4,21
Overall experience – passengers' assessment of their experience at the Airport across all stages of the journey, covering physical environment as well as emotional and digital interaction aspects	4,03
Average satisfaction score of PRM passengers	4,89
Airlines' and GSPs' assessment of the suitability of Airport infrastructure	4,05
Airlines' and GSPs' assessment of the Airport's reputation	4,16
Customer complaints topics (top 3) 2025 (number)	
Parking price	57

Thoroughness of security screening	51
Competence of check-in staff	32
Customer question topics (top 3) 2025 (number)	
Lost property	490
Aviation security requirements	393
Airline regulations	176

Impact remediation and channels for raising concerns

S4-3

At the Airport, the procedure for reviewing feedback (questions, suggestions, commendations, complaints) and preparing responses is governed by the Customer Feedback Management Instruction, which ensures uniform principles for organising customer feedback (including in a human rights context), situation analysis, problem resolution, and improving service accessibility for all groups of society.
The objective of the Customer Feedback Management Instruction is to ensure a more comprehensive understanding of customer needs, which supports the positive impact of equal access to Airport services.
Feedback is forwarded to the responsible structural units for assessment, and responses are provided as quickly as possible, but no later than within 15 days, or within 30 days if additional information processing is required (with the possibility of a 15-day extension if the submitter is informed). The Airport responds to all feedback related to Airport operations and customers' direct experience that does not violate ethical standards and is legible. All feedback is recorded in the customer feedback register.
In the following cases:

- if feedback is related to safety – airfield maintenance, aircraft handling, traffic management, emergency management processes, or infrastructure issues in the terminal – the Safety Management System unit is informed;
- if feedback is related to a personal data protection breach, whereby personal data under the Airport's responsibility are intentionally or unintentionally lost, unlawfully stored or destroyed, altered, disclosed, unlawfully accessed, or their integrity or availability is affected, actions are taken in accordance with the Procedure for Detection, Investigation and Reporting of Personal Data Protection Breaches, and the feedback is reported to the Cybersecurity Unit's data protection specialist;
- if feedback contains indications of material claims, further review is conducted in accordance with the Material Claims Management Instruction, which determines compensation for consumers and direct users if damage has arisen due to the Airport's negative impact.

Consumers and direct users may submit feedback in writing by post; by completing a feedback form; by email; verbally; electronically via the internet (including social media); and via the Airport's website form. Upon receiving verbal feedback, the Airport employee offers the customer the option to submit it via the website feedback form or in writing. If the customer refuses, the Airport employee records the feedback in the shift report as verbally submitted and informs their direct manager.

In addition, passengers and Airport visitors may submit comments, suggestions, or observations using QR codes available in the terminal. These feedback submissions are anonymous but are registered in the customer feedback register and processed in the same manner as complaints, commendations, or suggestions. In 2025, Airport employees acted in accordance with the Customer Feedback Management Instruction, and all feedback received through these channels was reviewed and responded to.

Feedback, communication, and complaint submission regarding the accessibility of the Airport's website are described in the Accessibility Statement.

Business partners and persons who are not Airport employees may report possible violations or complaints by sending an email to Office@riga-airport.com, providing available information related to the potential violation, including a description and specific facts.

If a person wishes to submit a whistleblower report in accordance with the Whistleblower Protection Law, the person completes the form developed by the State Chancellery, available at www.trauksmescelejs.lv. After completing the form, it is signed with a secure electronic signature and sent to Office@riga-airport.com. If the form is signed in paper form, it is sent to the Airport by post.

Each month, the customer relations specialist prepares a report on received feedback, and a summary is made available to employees via the internal mailing list and published in the intranet statistics section.

In response to received feedback, increased attention is given to issues related to complaints and customer suggestions. Customer feedback is used in the development and improvement of customer service training processes, as well as in daily operational communication, in order to address deficiencies in customer service and infrastructure as quickly as possible.

The effectiveness of the Airport's feedback channels is characterised by the number of feedback submissions received through each type of channel. In 2025, a total of 3,553 feedback submissions were received through various channels. The most widely used channel was email, while the least used was written postal submissions. The Airport ensures a variety of channels so that no passenger group is discriminated against and everyone—regardless of age, digital skills, or available tools—can conveniently submit feedback. Less frequently used channels are also maintained to ensure accessibility for all groups of society.

Overall, the usage intensity of other feedback channels remained unchanged, indicating that the feedback mechanism is functioning effectively.

Table 53. Airport feedback statistics

Type of feedback	2021	2022	2023	2024	2025
Commendations	42	22	56	41	54
Questions	1 065	1 209	2 539	2 526	2 434
Suggestions	22	15	22	30	15
Complaints	307	368	469	467	449
Retrieval of confiscated items	-	-	548	807	597
Total	1 436	1 614	3 634	3 871	3 553

Taking into account that questions and complaints regarding items removed from checked baggage during security screening remained relevant until the beginning of 2023, on 1 February 2023 the Airport introduced the service "Return to the owner of prohibited items removed from checked baggage during security screening." Since 2023, requests for the retrieval of removed items have also been included in the overall feedback statistics.

Reviewing the total number of complaints received in 2025 and comparing it with the number received in 2024, the number of complaints has decreased by 4%. When assessed per 1,000 passengers served during the year, the number of complaints was 0.06.

In improving its feedback mechanism, the Airport follows international best practices. During the International Airports Council Customer Experience Accreditation, experts assessed Riga Airport's feedback mechanism as one of the most effective among 134 European airports that applied for Customer Experience Accreditation.

Management of operational impacts, risks, and opportunities related to consumers and end-users

S4-4

An overview of the action plans through which the Airport manages its material impacts, risks, and opportunities related to consumers and direct users is available in the section “Policies for the management of material sustainability matters,” while the resources are described below in this section.

The following action plans have been developed by the Airport in relation to consumers and end-users:

- SIRP – defines specific steps for the calendar year to achieve the Airport’s medium-term strategic objective of improving customer experience. The plan includes task allocation and regular progress monitoring to ensure effective implementation of the Strategy;
- Customer Experience Strategy Implementation Action Plan – includes specific measures for improving customer experience in the medium term, such as accessibility improvements, development of digital solutions, and staff training. Implementation is overseen by the Customer Experience working group. Initiatives included in the plan are regularly reviewed and adjusted based on customer feedback and opinions, satisfaction measurements, and the company’s development priorities. Funding requirements for the plan’s tasks are planned and provided within the Airport’s budget;
- PRM Service Quality Standard – developed based on Regulation (EC) No 1107/2006 and the ECAC Code of Good Conduct, ensuring individually tailored, non-discriminatory services for passengers with reduced mobility. The standard includes PRM passenger classification, placement of service points, service time standards, equipment, and staff training, and provides for regular evaluation and monitoring based on PRM feedback, suggestions, and audits;
- Customer Service Standard and Airfield Services Provision Standard, the content of which is described in more detail in the section “Policies related to consumers and direct users.”

With regard to equal access to Airport services, the Airport already ensures compliance with international aviation requirements; however, it has been identified that additional measures may be necessary, including improvements to information accessibility.

In 2025, the Airport implemented several initiatives to improve information accessibility and reduce potential negative impacts on consumers and direct users, particularly people with various functional needs:

- simplified access to essential information with one click, reducing navigation complexity;
- restructuring of the website’s information architecture so that users do not need to use multiple browser windows, improving ease of use;
- enabling full website operation using only keyboard navigation, significantly improving accessibility for people with mobility impairments;
- initiation of work on adapting content into plain language, making information understandable to a wider range of users, including people with cognitive impairments.

Resources ensured by the Airport for managing material impacts:

- Administrative and human resources – in the reporting year, a new PRM Service Department was established within the Ground Handling Department, fully integrating the former PRM service group that previously operated within the Passenger Handling Department. The changes were implemented to ensure full compliance with Regulation (EC) No 1107/2006, which requires centralised responsibility for PRM assistance at airports and separate accounting for PRM-related activities. Customer experience management is coordinated by the Customer Experience Management Unit, while the Customer Service Unit is responsible for customer service delivery;

- Governance structures – the Airport has a Customer Experience Committee, Customer Experience Working Group, and Project Working Group to improve customer satisfaction and loyalty, ensuring consistent, positive, and value-adding experiences across all Airport touchpoints;
- Financial resources – the Airport allocates funding for customer experience improvements, including infrastructure adaptation and digital accessibility solutions. Budgets are regularly reviewed and adjusted based on customer feedback, satisfaction measurements, and development priorities;
- Training resources – Airport-provided training in PRM service, customer service (see section "Interests and views of consumers and direct users"), and Customer Service Standard training, which is mandatory not only for Airport staff but also for personnel providing customer service at the Airport who are not Airport employees (e.g. tenants, airfield service providers, and public authorities);
- Technological resources – survey platforms and data analysis tools, as well as technologies and specially equipped equipment to ensure accessibility.

The Airport implements a remediation process to identify and eliminate negative impacts on consumers and direct users. The Accessibility Forum is held regularly to identify material barriers for persons with functional impairments. Recommendations received regarding improvements to the physical and digital environment are documented, thoroughly analysed, and integrated into the plans of the Customer Experience Working Group. Based on these recommendations, corrective actions are implemented to ensure equal access to services for all customers.

The effectiveness of implemented improvements is verified through follow-up surveys and direct feedback from users.

Compensation for damages to Airport customers and direct users is described in the section "Impact remediation and channels for raising concerns."

Initiatives and measures for consumers and end-users

During the reporting year, the Airport implemented several significant improvements to ensure equal access to services for all passengers, applying universal design principles, and also implemented initiatives for airlines, airfield service providers, and tenants.

The Airport continued in 2025 the initiative launched in 2024 aimed at creating additional positive impact – organising personalised tours for people with functional impairments. These tours help familiarise participants with the Airport environment, services, and procedures, enabling better preparation for travel. The initiative increases a sense of safety, reduces stress, and improves the travel experience, significantly influencing passengers' decisions to use air transport and Airport services.

In 2026, the Airport will continue implementing initiatives that promote accessibility and equal access to services, reduce barriers, and improve the travel experience for different passenger groups:

- continuation of website adaptation into plain language;
- renewal of tactile signage in Braille in the terminal and improvement of visual accessibility of certain signs;
- development of visual guidelines for services located outside the terminal to ensure easy navigation for passengers and business customers;
- installation of an induction loop at the information centre to improve communication for people with hearing impairments;
- reconstruction of boarding areas to facilitate wheelchair users' boarding and disembarkation;
- installation of self-service boarding gates, with procurement planned in 2026;
- introduction of digital signage from 2028 to improve wayfinding and information accessibility.

The effectiveness of actions and initiatives is assessed by monitoring the strategic performance indicators set out in the section “Policies and targets for the management of material sustainability matters.” Progress on the implementation of the Customer Experience Strategy Action Plan is reported quarterly to the Customer Experience Management Committee, and once a year a report on the previous year’s plan implementation is prepared and reviewed by the Airport’s Board.

Table 54 Initiatives and measures for consumers and direct users in 2025

Description of improvement	For passengers	a/k, GSPs and tenants
Increased the number of digital device charging points. Charging stations are located in areas convenient for passengers of different categories, including persons with functional impairments.	x	
Increased the number of seats in the terminal by installing furniture manufactured in Latvia that complies with universal design requirements, ensuring comfort and accessibility for all passengers.	x	
Added water refill points in the terminal and replaced outdated units to improve accessibility and convenience.	x	
Replaced restroom blocks, including renovated facilities for PRM passengers, ensuring safe and comfortable use.	x	
Installed 10 automated border control points (ABC gates) in the departure area.	x	x
Improved arrival experience from Schengen area countries by using the non-Schengen baggage reclaim hall during peak hours for baggage delivery.	x	x
Commenced construction of parking areas P6 and P7 for own employees and client employees, to be equipped with electric vehicle charging points and designated areas for bicycles and motorcycles.		x
Established a centralised “Bolt” passenger pick-up area and installed a terminal device for ordering and paying for “Bolt” services, facilitating both company operations at the Airport and passenger convenience.		x
Continued improvement of self-service baggage drop-off facilities; enhanced operation of existing equipment and initiated integration of the second-largest carrier, “Ryanair” (previously only AS “Air Baltic Corporation” was integrated).		x
Fully automated access to fast-track security screening, ensuring accurate tracking of service usage.		x
Initiated monitoring of baggage delivery times for airlines, enabling service quality monitoring and improvement.		x
Integrated the check-in system with the flow measurement system to more effectively monitor queue waiting times at passenger check-in and baggage drop-off, identifying and improving the performance of individual carriers.		x
Improved the Airport’s electrical infrastructure, providing charging facilities for ground handling equipment.		x

Measures to prevent negative impacts on consumers and end-users

The Airport determines the actions required to respond to actual or potential material negative impacts on consumers and direct users based on regular customer experience assessments, using surveys, analysis of customer feedback, focus group interviews, and the Accessibility Forum. These tools help identify the severity and likelihood of material impacts. Based on this assessment, appropriate measures are selected—for example, immediate corrective actions, remediation mechanisms, or long-term improvements.

By implementing preventive improvements identified through engagement with Airport customers, the Airport seeks to avoid material negative impacts on its consumers and direct users. In the global ASQ survey, no low scores (below three on a five-point scale) were identified for the Airport in the area of service accessibility. Improvements are integrated into the Customer Experience Working Group's action plan.

No high-impact risks related to consumers and direct users have been identified by the Airport.

With regard to the identified material opportunity "Infrastructure development," planned measures are described earlier in this chapter, in the section "Interaction of impacts, risks and opportunities related to consumers and direct users with the strategy and business model."

The Airport complies with customer rights and accessibility legislation, carries out regular impact assessments and quality controls, and provides employee training on equal service provision. Customer feedback and survey results are continuously monitored to identify risks in a timely manner and prevent potential negative impacts.

Respect for human rights of consumers and end-users

During the reporting period, the Airport did not identify human rights issues or incidents in the upstream or downstream value chain. The Airport implements preventive measures, including assessments of material suppliers and determination of their sustainability risk levels, and includes compliance with the Code of Business Ethics in contracts, which incorporates requirements on respect for human rights and ensures regular monitoring of customer experience.

The Airport cooperates with public authorities and industry partners to mitigate the risk of human trafficking in the aviation sector. A cooperation memorandum has been signed, and think tanks and seminars on current issues and preventive measures are organised annually, involving employees and partners. The Airport displays information materials in its premises on indicators of human trafficking and helpline numbers. The topic of human trafficking—recognition of indicators and reporting procedures—is also included in employee training.

Targets related to consumers and end-users

S4-5

The targets established to manage the Airport's material impacts, risks and opportunities related to consumers and direct users are defined in the Strategy and summarised in the section "Policies and targets for the management of material sustainability matters."

Table 55. Targets related to consumers and direct users

Significant impact, risk or opportunity to which the indicator relates	Name of the indicator	Stakeholder involvement in the definition of the indicator	Result to be achieved (measurable, achievable within a specific time frame)	Policies	Indicator for 2025
Equal access to airport services (impact)	Average satisfaction score of PRM passengers with the service	No	>4 by 2030	PRM Service Quality Standard	4.89
Promoting connectivity and mobility by ensuring accessible infrastructure (impact)	Number of direct destinations (summer / winter)	Shareholder (via Letter of Expectations)	110/80 by 2027 110/90 by 2030	Strategy, SIRP	94/89
	Connectivity index	Supervisory Board	2300 (in 2030)		1 881

Infrastructure development (car parks, public transport, Rail Baltica railway) (opportunity)	Passenger satisfaction score	Shareholder (via Letter of Expectations)	>4 by 2030		4.21
	Implementation of Phase 6 of the Riga Airport terminal expansion	Shareholder (via Letter of Expectations)	100 % in 2030		0 %

In 2025, the average satisfaction score of PRM passengers reached 4.89 out of 5, confirming the high quality of the service provided. The result was significantly supported by the acquisition of new PRM service equipment, including a new electrified ambulift, which ensures more comfortable boarding for passengers. A substantial contribution was also made by professionally trained staff and stable infrastructure performance, such as continuously operational lifts and other accessibility solutions and improvements (see Table No. 54. Initiatives and measures for consumers and direct users in 2025). An important role is played by the Accessibility Forum, which enables regular cooperation with PRM non-governmental organisations, providing opportunities to listen to recommendations, clarify the nature of the service, and improve its accessibility, ensuring that service development is based on passengers' needs and experience.

The decrease in the number of direct destinations in 2025 is explained by reductions in the 2025 flight programmes of several scheduled carriers and changes in destination networks. In January 2025, the airline Transavia discontinued flights to Amsterdam, while in June the airline Wizz Air discontinued flights to Kutaisi. The situation was further affected by flight cancellations and reductions in flight frequencies by airBaltic and Ryanair on various routes during the summer season.

The steady increase in passenger satisfaction since 2022 is the result of targeted customer experience management, including the implementation of the Customer Experience Strategy, infrastructure improvements, development of new services, and staff training. A key role is played by the Customer Service Standard, which is binding for all Airport and partner employees.

As an example, the rest and work area created in 2025 in the C Terminal gallery improved comfort, strengthened the sense of place, and reduced passenger fatigue. In addition to practical improvements, employee awareness of their role in shaping customer experience has been enhanced. The outcome of these initiatives is the achievement of ACI Customer Experience Accreditation Level 3 in 2025.

The general approach to setting targets and adjusting them is described in the section "Policies and targets for the management of material sustainability matters." Information on the governance role in setting strategic and sustainability targets, their supervision, and control mechanisms is provided in the section "Information provided to the company's administrative, management and supervisory bodies and the sustainability matters considered by these bodies."

The shareholder, as an external stakeholder, provides strategic guidance through the Letter of Expectations. As indicated in the table above, the shareholder has set the following targets related to consumers and direct users: number of direct destinations (summer/winter), passenger satisfaction score, and implementation of Phase 6 of the Airport terminal expansion. The Supervisory Board has set one target—the connectivity index, which characterises the Airport's ability to ensure efficient, frequent, and high-quality direct and indirect connections with the world.

The Board, department directors, and employees responsible for sustainability issues are also involved in the target-setting process to ensure alignment with the Strategy and the requirements of the Letter of Expectations. Consumers and direct users are not involved in setting these targets.

Targets are coordinated by the Board and approved by the Supervisory Board and the shareholder. Information on the targets is published on the Airport's website in the Strategy | RIX section, in the Sustainability Report, and through other channels, including the media.

Regarding target performance, in line with good governance practices for state-owned enterprises, the Airport monitors the indicators included in the Strategy twice a year, submitting a performance report to the Supervisory Board, which then forwards it to the shareholder.

All consumers and direct users can track target performance through the Airport's published Sustainability Report, and airlines, tenants, and airfield service providers are also informed about target performance within the Airport Users Committee.

Abbreviations

Abbreviation	Explanation
ACA	Airport Carbon Accreditation programme
ACI	Airports Council International
ANO	United Nations
APBAD	Aviation Services and Business Development Department
ASQ	Airport Service Quality programme
DMA	Double Materiality Assessment
DPS	Safety Management System
DVS	Document Management System
ES	European Union
ESG	Environmental, Social and Governance factors
ESRS	European Sustainability Reporting Standards
ENCORE	Environment Conference of the Regions of Europe
ESAO	Organisation for Economic Co-operation and Development
GHG	Greenhouse gases
GPU	Ground Power Unit
GRI	Global Reporting Initiative reporting standard
HVO	Hydrotreated Vegetable Oil fuel
IATA	International Air Transport Association
IEA	International Energy Agency
IIL	Users of sustainability information
IPCC	Intergovernmental Panel on Climate Change
Instruction	Instruction for management of strategic, operational, sustainability and financial risks
IRO	Impacts, risks and opportunities
IVPN	Sustainability and Environmental Management Unit
KPI	Key Performance Indicator
MSCI	Morgan Stanley Capital International ESG rating
Airport	SJSC “Riga International Airport”
Law	Law on Governance of Capital Shares and Capital Companies of a Public Person
LPS	Airfield service providers
PRM	Passengers with Reduced Mobility
PVK	Project Management Committee
LTO	Landing and Take-Off cycle
Net Zero path map	Strategic document defining the pathway to achieving net-zero GHG emissions by a specified date
SAF	Sustainable Aviation Fuel
SASB	Sustainability Accounting Standards Board

SDO	International Labour Organization
SEG	Greenhouse gases
SIF	Society Integration Foundation
SIP	Affected stakeholders
SIRP	Strategy Implementation Action Plan
Strategy	SJSC “Riga International Airport” Medium-term Operational Strategy 2021–2027
TEN-T	Trans-European Transport Network
UICN	International Union for Conservation of Nature
VC	Value chain

Sustainability Report

Appendix No.1.

Airport revenues and operations in controversial industries

40 b Total revenue	80 674 839 EUR
40 d i The undertaking operates in the fossil fuel sector (coal, oil and gas)	No
40 d i Revenue from the fossil fuel sector (coal, oil and gas)	0 EUR
40 d i Revenue from coal	0 EUR
40 d i Revenue from oil	0 EUR
40 d i Revenue from gas	0 EUR
40 d i Revenue from taxonomy-aligned economic activities related to fossil gas	0 EUR
40 d ii The undertaking operates in the chemicals manufacturing sector	No
40 d ii Revenue from chemicals manufacturing	0 EUR
40 d iii The undertaking operates in the controversial weapons sector	No
40 d iii Revenue from controversial weapons	0 EUR
40 d iv The undertaking operates in tobacco cultivation and manufacturing	No
40 d iv Revenue from tobacco cultivation and manufacturing	0 EUR

Annex No. 2 to the Sustainability Report. EU Taxonomy Tables

Capital investment

				Criteria for a substantial contribution						DNSH criteria (do no significant harm)									
Economic activities (1)	Taxonomy code(s) (2)	Absolute turnover (3)	Turnover ratio (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Adaptation to climate change (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum protective measures (17)	Taxonomy turnover ratio 2023 (18)	Category (enabling action) (20)	Category (transitional action) (21)
		million EUR	%	%	%	%	%	%	%	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	V	P
A. TAXONOMY ACTIVITIES		EUR	%																
A.1. Taxonomy-relevant activities																			
Installation, maintenance and repair of electric vehicle charging stations in buildings and building-related car parks	7.4.	56 408	0,3 %	100							Yes	n/a	n/a	n/a	n/a		1,2 %	V	
Electricity generation using solar photovoltaic technology	4.1.	1 582 422	7,9 %	100							Yes	n/a	Yes	n/a	yes		3,4 %		
Renewal of wastewater collection and treatment systems	5.4.	306 144	1,5 %		100					Yes		Yes	n/a	Yes	Yes				
Passenger and freight transport by road (motorcycles, passenger cars and light commercial vehicles)	6.5.	174 666	0,9 %	100							Yes	n/a	Yes	Yes	n/a				
Ground handling services for air transport	6.20.	862 998	4,3 %	100							Yes	Yes	Yes	Yes	n/a				
Data-driven GHG emissions reduction solutions	8.2.	6 852	0 %	100							Yes	n/a	Yes	n/a	n/a		0 %		
Electricity transmission and distribution	4.9.	1 235 343	6,2 %	100							Yes	n/a	Yes	Yes	n/a		3,3 %	V	
Emergency services	14.1.	1 205 829	6,1 %		100					Yes		Yes	Yes	Yes	Yes			V	
District heating / cooling	4.15.	243 620	1,2 %																
Turnover of taxonomy-eligible activities (A.1)		5 674 282	28,5 %														8,4 %		p
A.2. Taxonomy but ineligible activities																			
Renovation of existing buildings	7.2.	2 479 920	12,4 %																
Turnover of taxonomy but non-compliant activities (A.2)		2 479 920	12,4 %																
TOTAL (A.1 + A.2)		8 154 202	41,9 %																
B. NON-TAXONOMIC ACTIVITIES		11 774 619	59,1 %																
TOTAL (A+B)		19 928 821	100 %																

Turnover

				Criteria for a substantial contribution						DNSH criteria (do no significant harm)									
Economic activities (1)	Taxonomy code(s) (2)	Absolute turnover (3)	Turnover ratio (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Adaptation to climate change (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum protective measures (17)	Taxonomy turnover ratio 2023 (18)	Category (enabling action) (20)	Category (transitional action) (21)
		million EUR	%	%	%	%	%	%	%	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	V	P
A. TAXONOMY ACTIVITIES		EUR	%																
A.1. Taxonomy-relevant activities																			
Installation, maintenance and repair of electric vehicle charging stations in buildings and in car parks associated with buildings	7.4.	2 599	0 %	100							Yes	n/a	n/a	n/a	n/a			V	
Emergency services	14.1.	53 300	0,07 %		100					Yes		Yes	Yes	Yes	Yes			V	
Turnover of taxonomy-eligible activities (A.1)		55 899	0 %														0		
A.2. Taxonomy but ineligible activities																			
Turnover of taxonomy but non-compliant activities (A.2)		0	0 %																
TOTAL (A.1 + A.2)		55 899	0 %																
B. NON-TAXONOMIC ACTIVITIES		80 618 940	100 %																
TOTAL (A+B)		80 674 839	100 %																

Operating costs

Economic activities (1)	Taxonomy code(s) (2)	Absolute turnover (3)	Turnover ratio (4)	Criteria for a substantial contribution						DNSH criteria (do no significant harm)							Taxonomy turnover ratio 2023 (18)	Category (enabling action) (20)	Category (transitional action) (21)
				Climate change mitigation (5)	Adaptation to climate change (6)	Water and marine [illegible]	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Adaptation to climate change (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum protective measures (17)			
		million EUR	%	%	%	%	%	%	%	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	V	P
A. TAXONOMY ACTIVITIES																			
A.1. Taxonomy-relevant activities																			
Electricity generation using solar photovoltaic technology	4.1.	2 665	0,00 %	100							Yes	n/a	Yes	n/a	Yes				
Urban and suburban passenger transport	6.3.	27 517	0,03 %																
Transport by motorcycles, passenger cars and commercial vehicles	6.5.	29 918	0,04 %	100							Yes	n/a	Yes	Yes	n/a				
Ground handling services for air transport	6.20.	19 716	0,02 %	100							Yes	Yes	Yes	Yes	n/a				
Installation, maintenance and repair of energy efficiency equipment	7.3.	444 698	0,56 %	100							Yes	n/a	n/a	Yes	n/a		0,1 %	V	
Installation, maintenance and repair of electric vehicle charging stations in buildings and in building-related car parks	7.4.	1 868	0,00 %	100							Yes	n/a	n/a	n/a	n/a			V	
Installation, maintenance and repair of building energy performance measurement, regulation and control instruments and devices	7.5.	675 231	0,85 %	100							Yes	n/a	n/a	n/a	n/a		0,8 %		
Computer programming, consultancy and related activities	8.2.	19 637	0,02 %	100							Yes	n/a	Yes	n/a	n/a		0,01 %		
Near-market research, development and innovation	9.1.	56 351	0,07 %																
Emergency services	14.1	2 808 105	3,55 %		100					Yes		Yes	Yes	Yes	Yes			V	
Turnover of taxonomy-aligned activities (A.1)		4 085 706	5,16 %														0,9 %		
A.2. Taxonomy-eligible but non-aligned activities																			
Urban and suburban passenger transport	6.3.	3 917	0,00 %																
Transport by motorcycles, passenger cars and commercial vehicles	6.5.	165 386	0,21 %																
Ground handling services for air transport	6.20.	693 653	0,88 %																
Renovation of existing buildings	7.2.	89 459	0,11 %																
Computer programming, consultancy and related activities	8.2.	108 616	0,14 %																
Turnover of taxonomy-eligible but non-aligned activities (A.2)		1 061 031	1,34 %																
TOTAL (A.1 + A.2)		5 146 737	6,50 %																
B. Non-taxonomy-eligible activities		74 060 108	93,50 %																
TOTAL (A+B)		79 206 845	100 %																