SUSTAINABILITY REPORT 2024

ANA AEROPORTOS DE PORTUGAL

POWERED BY VINCI AIRPORTS

TECHNICAL DETAILS

Title
Sustainability Report
ANA 2024 - Together,
for Positive Mobility

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OPENING MESSAGE

ANA AEROPORTOS DE PORTUGAL

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OPENING MESSAGE

For our passengers, airports are the first place they come into contact with the country where they land. In mainland Portugal, and even more so in the autonomous regions, airports are essential gateways to communities, cultures and destinations. ANA - Aeroportos de Portugal takes on this responsibility with pride and a sense of mission, and ensures that every visitor has the best experience, so that authentic and sustainable connections are made between people, places and opportunities.

Our awareness of our strategic position inspires our daily work and fuels our ambition to be more than just a point of arrival or departure: we want to be drivers of sustainable development and social inclusion in the regions in which we operate.

‘It was a year of continuity and active transformation, in which we strengthened our commitment to the energy transition (...)’

It was with this vision that we continued our Sustainability Journey in 2024, consolidating our commitment to each of the four ambitions which guide our Sustainability Strategy: striving for environmental excellence, being a employer of reference, promoting community development and transition in the aviation sector.

It was a year of continuity and active transformation, in which we reinforced our commitment to the energy transition, accelerating the decarbonisation of our operations, and our commitment to innovation and renewable energies to reduce our carbon footprint. Leadership in the Airport Carbon Accreditation Programme is testimony to our commitment to achieving the goal of Net Zero by 2030 at all our airports.
Our teams play a central role in implementing the company's sustainability strategy. It is essential to train them in this area, which is why we organised the ‘Sustainability in Motion’ Roadshow. This itinerary initiative toured our airports, involving hundreds of employees and strengthening everyone's knowledge, awareness and commitment to the organisation's strategic objectives.

Proximity to the communities in which we operate has remained a priority in our work. At each of the ten airports under our management, we are pursuing a local approach, respecting the specifics of each region and strengthening our social responsibility.

With 2025 already on our horizon, we want more than ever to be active agents of change, pushing the aviation sector towards more responsible, innovative and resilient practices. With the challenges facing our sector and the global agenda, it is crucial that we maintain an attitude of determination and optimism for the future. We are convinced that the path we have crossed, the potential for collective transformation and the strength of the values that inform our actions can make a difference. In this regard, we are achieving the uplift to fly ever higher and more safely, because sustainability is the path and the DNA that sets us apart.

‘Proximity to the countries and communities in which we operate has remained a priority for our actions.’

Finally, we would like to express our deepest thanks to all our employees, whose dedication, vision and commitment continue to be the driving force behind our journey, and to our partners for the path we have shared so far. It is thanks to everyone's contribution that it is possible to create a more sustainable, inclusive and responsible link between Portugal and the rest of the world.

Thierry Ligonnière
Chairman of the Executive Commission

2024
in retrospect

Our activity in figures

ANA: network of 10 airports

ANA COMMERCIAL TRAFFIC

Passengers	**69.2 million (+ 4.3%)**
Aircraft movements	**465 000 (+1.8%)**
Air freight	**243 000 tonnes (+15.4%)**
Average aircraft occupancy	**86%**
New routes	**35**
New markets	**4**
New companies	**6**

COMMERCIAL TRAFFIC

Movements (thousands)	Passengers (millions)	Cargo (thousand tonnes)	
225.3	35.1	191.9	Lisbon
104.0	15.9	38.1	Porto
63.5	9.8	0	Faro
37.2	3.3	8.1	Azores
34.5	5.1	4.8	Madeira

AVIATION

Regular routes	No. of Companies*
145	57
120	33
87	29
34	13
73	28

NON-AVIATION

No. of Concessionaires
181
99
70
56
66

TURNOVER

AVIATION	NON-AVIATION
73%	27%

* Companies with scheduled flights (minimum 10 weeks operation per IATA season)

2024 in retrospect

Our activity by ambition

EMPLOYER OF REFERENCE

1 152 ANA employees

23,500 Passengers per employee — **Productivity**

88 New hires

40.2% Women in positions of leadership

No. of external service providers 4 496

COUNTRY DEVELOPMENT

VINCI Programme for Citizenship

96 Applications
16 Winning projects
€372 m Donations

6 Mobility

5 Employment

2 Housing

3 Priority neighbourhoods

EXCELLENCE IN ENVIRONMENTAL PERFORMANCE

(2024 compared to 2023)

Energy consumption (Gj)	**-2%**
Natural gas consumption (Gj)	**-12%**
Waste produced (g/TU)[1]	**-4%**
Water consumed (L) **(in water-stressed areas)**	**-13%**
Water consumed per passenger	**-5%**

ACA CERTIFICATION

airport carbon accredited TRANSITION

Lisbon, Porto, Faro

airport carbon accredited LEVEL 5

Madeira, Ponta Delgada and Beja*

* Three of the world's top 10 airports with this feature

Airport Carbon Accreditation by the ACI - Airports Council International

[1]- Traffic Unit: 1 TU is equivalent to 1 passenger or 100kg of cargo/mail.

ANA
What defines us

01

ANA AEROPORTOS DE PORTUGAL

POWERED BY VINCI AIRPORTS

ANA
What defines us

ANA Aeroportos de Portugal, S.A. (ANA) is the concessionaire for the public airport service at Lisbon, Porto, Faro and Beja Civil Terminal airports, as well as at Ponta Delgada, Horta, Santa Maria and Flores airports in the Azores archipelago, and at Madeira and Porto Santo airports in the Madeira archipelago.

The purpose of the concession is to provide airport activities and services at these airports, as well as the maintenance and development of these infrastructures. Since 2013, ANA has been part of the VINCI Group and is wholly owned by VINCI Airports. By 2024, the Group was managing a global network of 72 airports in 14 countries, consolidating its position as the world's leading private airport operator.

In turn, ANA owns a stake in the following companies:

Our vision
To position itself as an airport manager of recognised competence, delivering performance based on the trust of partners and customers which is geared towards sustainability.

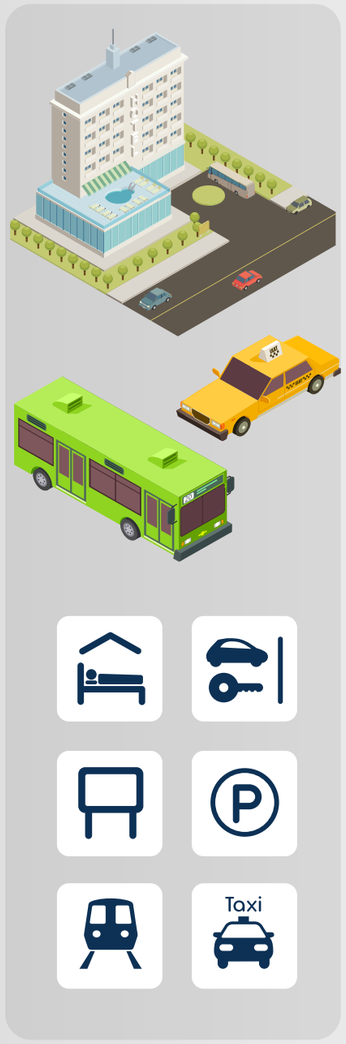
Our mission
To manage airport infrastructures efficiently, contributing to the economic, social and cultural development of the regions in which it operates. The company’s mission is also to offer its customers high-quality service, to create value for its shareholders and to ensure high levels of professional qualifications and motivation for its employees.

Find out about our Mission, Vision and Values, and the structure and composition of the governing bodies on the website.

AIRPORT MANAGEMENT

Airport management is the result of the activity of multiple stakeholders: public entities, airlines, cargo operators, handlers, suppliers, passengers and others, in a complex chain of interactions on which overall service provision depends.

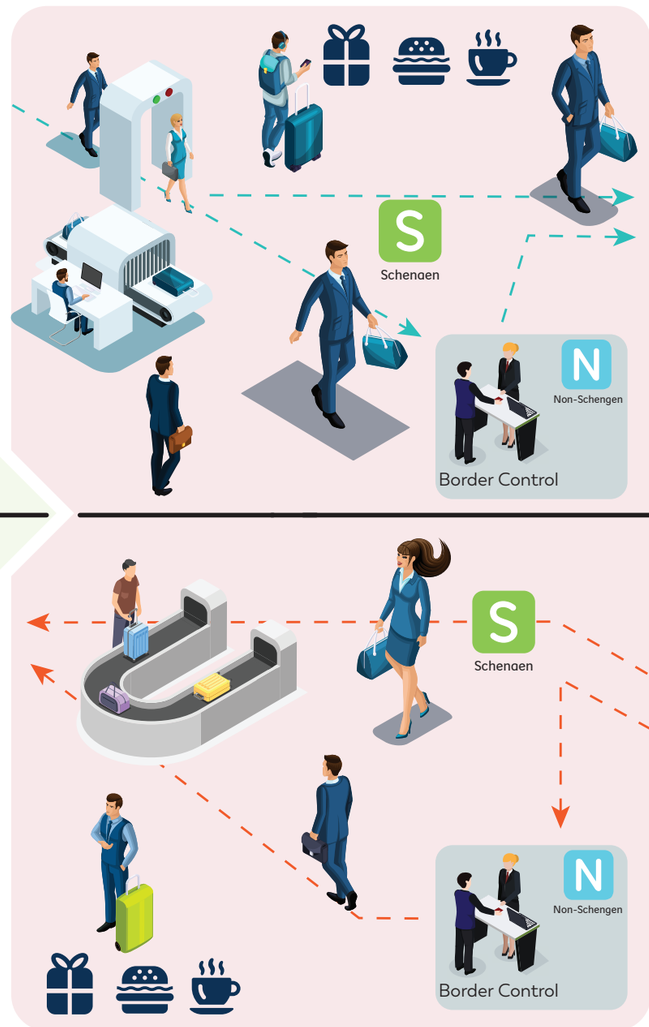
AIRPORT



PUBLIC AREA

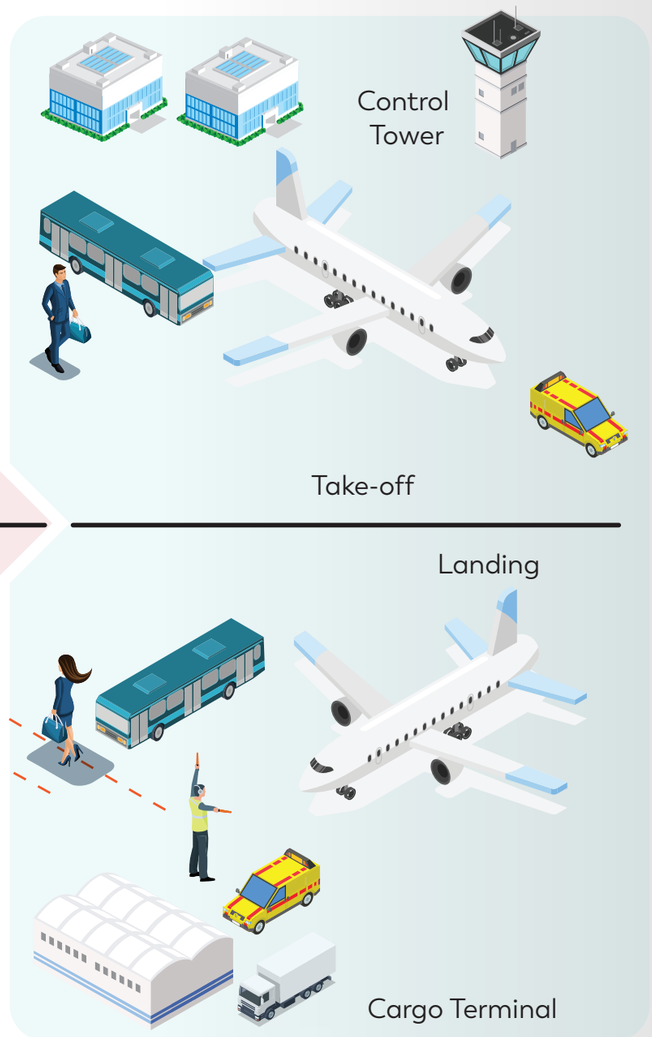
RESTRICTED AREA | LANDSIDE

SECURITY CHECKPOINT



RESTRICTED AREA | AIRSIDE

BOARDING GATE



STAKEHOLDERS

- Concessionaires: hotels/real estate, car parks, car rental, retail, catering, etc.
- Air traffic control (NAV-Air Navigation)
- Airlines
- Cargo and Express Cargo Operators
- Ground Handling Providers / *handlers*
- Service providers: security, fire brigade, fuel farm, maintenance, cleaning, etc.
- Official organisations: AIMA (border control), AT (customs control), PJ, PSP, DGV (veterinary control), IPMA (meteorology), etc.

SAFETY FIRST

The fundamental pillars of ANA's management of its airport network are safety, service quality and the passenger experience, as well as committed business conduct.

Airport security, in a broad sense, is governed by an extensive set of national and international legal and regulatory standards. It is also subject to demanding technical requirements defined in binding documents for the aeronautical sector and subject to periodic audits by the National Civil Aviation Authority (ANAC). For this reason, safety is an essential pillar of ANA's activity and has four dimensions:

SECURITY

SECURITY covers the protection of people (passengers, employees and the general public), as well as installations and equipment, against acts of unlawful interference.

SAFETY

Safety also extends to the more technical aspects of airport management, to ensure that operations - both landside and airside - comply with national and international technical requirements. This dimension makes a decisive contribution to operational efficiency and the quality of the service provided.

FACILITATION

Facilitation, or airport security, also includes the creation of conditions that ensure the smooth flow of traffic, and preventing and managing delays and other constraints on the operations of aircraft, crews, passengers, cargo and mail.

HEALTH AND SAFETY AT WORK

Occupational health and safety (OHS) is part of this whole approach, and applies not only to ANA employees, but also to service providers and licensed entities operating in the airport area.

A SERVICE THAT MATCHES THE BEST EXPERIENCE

ANA believes that airport service quality - tailored to the needs of different airlines and passenger segments - is a key competitive factor for its airports.

For this reason, company strategy is focused on systematically analysing and monitoring performance indicators, and designing suitable service solutions which boost our service value proposition to companies, passengers and business partners.

AIRPORT QUALITY OF SERVICE REGIME

The Concession Contract establishes a series of indicators and minimum levels of compliance to which ANA is committed. The Airport Service Quality Regime (ASQR) includes a total of 16 indicators (16 indicators in Lisbon, Porto and Faro, 14 indicators in Madeira and 12 in Ponta Delgada) concerning:

- **Infrastructure availability** - runway, parking positions and equipment, among others;
- **Systems and equipment availability** - such as the baggage handling system, critical information technology systems (CUPPS, GO, FIDS)[1] and mobility equipment (escalators, travelators and lifts);
- **Waiting times** - in security and passport control processes, as well as baggage delivery times on arrival.

The minimum service levels associated with the ASQR indicators are reviewed annually in consultation with the airlines and ground handling agents through the User Consultation.

LEVEL OF PASSENGER SATISFACTION

As part of the continuous monitoring of service quality, ANA assesses the level of passenger satisfaction on a quarterly basis through the Airport Service Quality Survey (ASQ Survey) programme run by the Airports Council International (ACI). Every year around 9,000 passengers are surveyed at airports. Indicators with negative evaluations for two consecutive quarters are subject to a corrective action plan, to ensure continuous improvement in the service provided. At the same time, ANA also annually assesses the level of airline satisfaction through a dedicated online tool.

Find out more at:
Service Quality on the ANA website

[1] - CUPPS: Common Use Passenger Processing System; GO: Operational Management System; FIDS: Flight Information Display Systems

THE BUSINESS

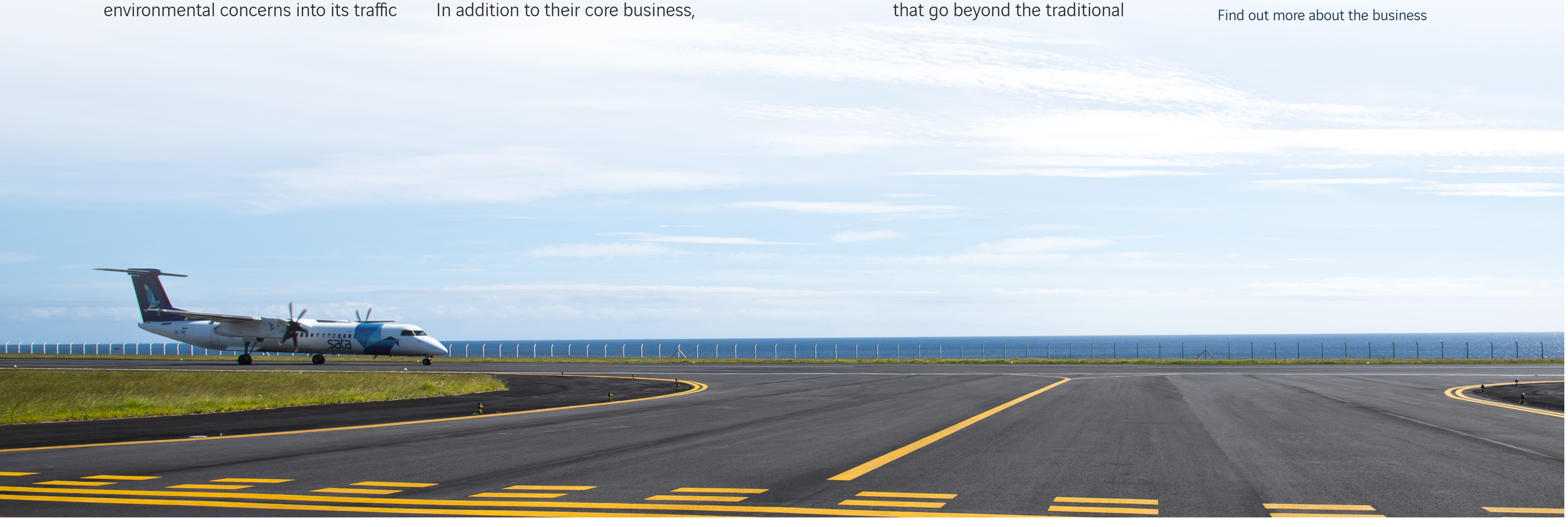
The increase in air traffic, aircraft movements, passengers and cargo is the basis for the development of airport activity.

Increasing airport connectivity, diversifying markets, increasing the number of airlines and reducing seasonality are key factors for sustained business growth and associated revenues. The **aviation** segment accounted for 73% of ANA's turnover in 2024.

In line with its commitment to sustainability, ANA integrates environmental concerns into its traffic charge schedule. The landing/take-off charge applied to airlines includes a noise factor that penalises the noisiest aircraft. This approach aims to encourage the use of aircraft with better environmental performance, in line with the recommendations of the International Civil Aviation Organisation (ICAO), in particular Annex 16, and the NRI (Noise Rating Index) developed by the Airports Council International (ACI).

In addition to their core business, airports also develop other business segments - **non-aviation**.
This covers a wide range of services for passengers and visitors and includes retail, *car rental*, car parks, real estate and advertising and telecommunications.
ANA's strategy in this area is based on enhancing the diversification of its offer by introducing new commercial concepts and innovative services that go beyond the traditional airport portfolio. The aim is to build a distinctive mixed offer, orientated towards quality with a balance between leading international brands and local products, representative of the region where each airport is located, thereby providing a *sense of place.* Currently, the non-aviation segment accounts for 27% of ANA's turnover.

Find out more about the business



GOVERNANCE

Governance at ANA is based on the integrated management of all its management systems. The series of rules, procedures, practices and processes by which the company is managed, including the relationship between the various decision-making levels and its *stakeholders*, is particularly reflected by the:

1. **Organisational structure**
   The hierarchical structure is designed to reflect the formal and representative leadership and its corresponding levels and lines of reporting, including some levels and lines of informal reporting, which mirrors the way the company is organised to pursue its strategic objectives.
   This structure includes the Ethics and Surveillance Committee, which is responsible for implementing, executing and continuously improving the Programme for **Integrity, Transparency and Compliance with the General Corruption Prevention Framework.**

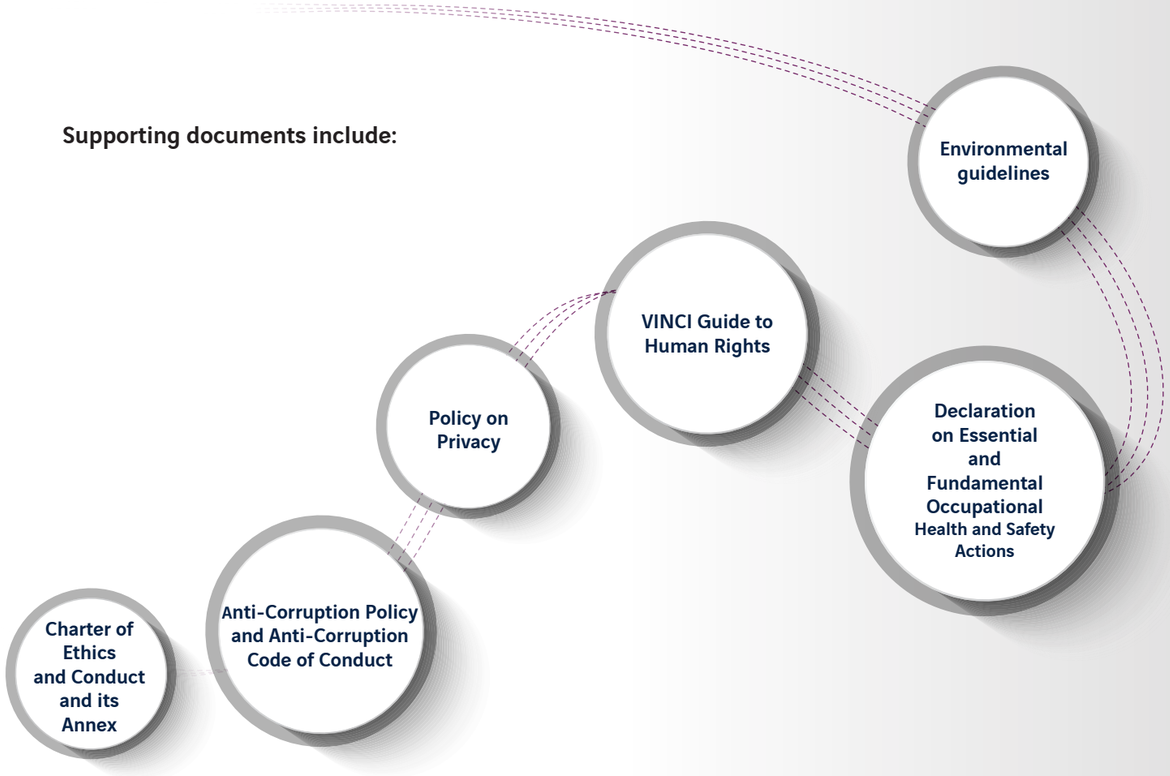
2. **Compliance** with a focus on committed business conduct

The principles of Ethics and Conduct are regarded by ANA as crucial for the development of its business, particularly in the relationships with its various stakeholders. In this regard, the company has a Programme for Integrity, Transparency and Compliance with the General Regime for the Prevention of Corruption.

The values enshrined in the Programme translate into commitments in the areas of corruption prevention, privacy, ethical conduct, human rights, health and safety at work and environmental protection, and are in line with the strategic guidelines for global performance set out in the **VINCI Manifesto**. This programme includes the following instruments:

Learn more about the VINCI Manifesto

Supporting documents include:



ANA developed the Plan for the Prevention of Risks of Corruption and Related Offences, in line with the VINCI Group methodology.
This plan is reviewed at least every three years, and its implementation is monitored and reflected in the Annual Evaluation Report.
All ANA employees are informed about the Charter of Ethics and Conduct and all the company's policies through sessions included in the training programme, which reinforce the culture of ethics and corporate integrity.
More details are available on the **ANA website**, under Ethics and Conduct.

Within the scope of the Programme, the following initiatives were of note in 2024:

- Awareness-raising campaign (Communicate Ethics) on International Anti-Corruption Day, in line with VINCI's Ethics week.

- Raising awareness of the programme Fitting of lettering in all Departments:

GOVERNANCE

- Training Programme
  Reinforcement of the need to raise awareness of the Programme, given that training up to 2024 had an attendance rate of around 62% of employees, with the goal being 100%.

- Revision of the Plan for the Prevention of Risks of Corruption and Related Offences.
  The first revision of the PPR, in April 2024, essentially reflects a new systematisation of the preventive and corrective measures and the updating of the risk matrix.

3) Risk Management

Throughout 2024, work continued on developing and finalising ANA's Corporate Risk Management Model. This model is based on:

- ensuring alignment with the VINCI Group's risk management procedures;
- demonstrating alignment with the COSO Framework 2017 and ISO 31000:2018;

- With regard to corporate risks, the challenges of the current context were taken into account, particularly in terms of ESG, as well as the Strategic Guidelines set out in the Strategic Plan 2023-2027.

‘At ANA, all the work carried out on Business Ethics aims to make it part of each employee's DNA, not as a one-off gesture, but as a daily practice, rooted in day-to-day interactions and reflected in behaviour based on transparency and integrity. This is the only way to establish relationships of trust with all their stakeholders and guarantee long-term success.’

Helena Correia
ANA | Audit, Risk, and Quality Department

Together, we can go further

02

ANA
AEROPORTOS
DE PORTUGAL

POWERED BY VINCI AIRPORTS

Together, for positive mobility

The **ANA Sustainability Strategy** has 2030 as its horizon but, in order to allow implementation more in line with evolving challenges, it is organised into two time cycles: 2022-2025 and 2026-2030.
The year 2024 is the penultimate year of the first cycle.

The strategy sets out four major ambitions, aligned with the main challenges facing the company and in line with the United Nations' Sustainable Development Goals (SDGs):

- Ensuring Environmental Performance Excellence (Excellence in Environmental Performance),
- Being a Employer of Reference (Employer of Reference),
- Playing a Central Role in other Countries' Success (Country Development)
- Accelerating the transition of the Aviation Industry (Transition in the Aviation Sector) to a more sustainable and resilient economy.

Each of these ambitions is made up of specific objectives, accompanied by performance indicators and an Action Plan.

ANA has already achieved results that were initially considered challenging, and the company is looking forward to reviewing the second cycle in 2025, when the action plan will be updated in the light of new needs and opportunities.

Summary of the main objectives by ambition:

Excellence in environmental performance

- Reducing direct and indirect emissions of Greenhouse Gases (GHG)
- Promoting the circular economy, the sustainable use of water and sustainable mobility
- Monitoring and minimising the noise inherent in airport operations
- Preserving biodiversity

Employer of reference

- Attracting, retaining and promoting employee development and training
- Creating opportunities for all
- Stimulating intergenerationality
- Encouraging knowledge sharing
- Ensuring the best conditions for health, safety and well-being

Development of territories

- Contributing to the prosperity of the country, the regions and the communities in which they operate
- Encouraging resilient value chains
- Encouraging sustainable and local purchases
- Promoting social support initiatives

Transition in the aviation sector

- Accelerating the transition in the aviation industry
- Encouraging collaborations in the aviation sector and in the airport community with a view to ecological transition

Direct responsibility

Influence & Co-operation

Throughout this report, each of the ambitions will be described and the results achieved in 2024 will be presented.

MILESTONES OF THE YEAR

Excellence in environmental performance

ENERGY AND CARBON EMISSIONS

01

Approach to **decarbonising the fleet** by replacing fossil fuel vehicles with low-emission vehicles, as well as the use of sustainable fuels - HVO.

Development and licensing of projects for new photovoltaic plants at ANA airports and the start of a wind project to supply renewable energy at Madeira airport.

Carrying out **studies into sustainable business mobility** with the involvement of local *stakeholders*, to create a plan to improve mobility around Faro and Porto airports.

CIRCULAR ECONOMY

02

Green Heart Certification (LIPOR) at Porto airport.

Contracting a new service provider for Ponta Delgada's waste management and beginning the **quantification of solid waste** at the airport.

Creation of a **ranking of concessionaires** in the catering industry, to reward the best waste management practices at Porto airport.

SUSTAINABLE USE OF WATER

03

Extension of predictive irrigation at Lisbon and Porto airports.

Start of implementation of the Skydrop at Porto airport, to **reuse rainwater** from the air terminal roof for service water, with the extension of this network to the car rental area (1st phase already completed).

Development of the **Wastewater Reuse Project** at the wastewater treatment plant (WWTP) at Faro airport.

PRESERVATION OF BIODIVERSITY

04

Completion of **biodiversity diagnostics** at all airports.

The **Seagrass Meadows** project at Faro airport won the VINCI Environment Prize 2024.

Carrying out the **e-DNA study** at Madeira airport, to learn about arthropods.

DAYS TO CELEBRATE

- **WORLD ENVIRONMENT DAY AT PORTO AIRPORT**

  This event included the launch of a video 'We Are All the Environment', with contributions from Porto airport employees, as well as an *open day* at the Recycling Centre, in which students from Prozela Primary School took part in an educational visit with activities about recycling.

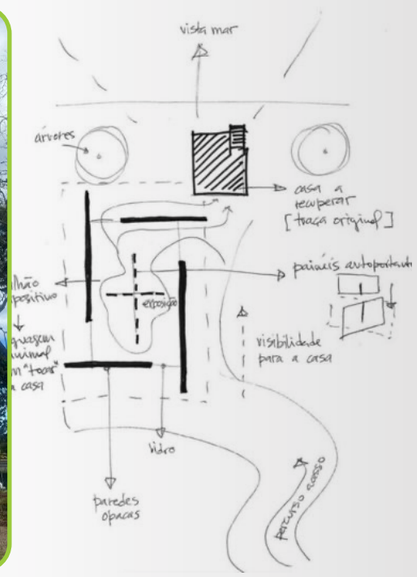
- **VINCI ENVIRONMENT DAY**

  The national session, broadcast throughout ANA from Faro, enabled the airports' environmental projects to be shared, reinforcing their commitment to sustainable practices.

  - **Porto Airport**
    The airport celebrated the 5th edition of VINCI Environment Day with a *workshop* dedicated to the Skydrop initiative, and a detailed presentation of the project, which was a candidate for the 2nd edition of the VINCI Environment Prize. The aim of the Skydrop is to make use of the water resources available at the airport, particularly rainwater from the air terminal roof, thereby contributing to the sustainable use of this precious resource.

  - **Faro Airport**
    The two winning projects were presented for the VINCI environment award in the Southern European Region: RestoreSeagrass and Reuse of treated wastewater from the WWTP.

  - **Madeira Airport**
    Presentation of the 'House of Sustainability', an innovative idea submitted to the 2nd Edition of the VINCI Environment Prize.



MILESTONES OF THE YEAR

Employer of Reference

Getting closer and sharing with employees

01

The ANA Talks sessions involved more than 500 employees in conversations about strategic issues and future challenges for the company.
Survey of all employees using organisational satisfaction questionnaires (ANA LISTENS).

Promotion of **Diversity, Equity and Inclusion** (DEI) through *talks* and *workshops* attended by senior management and external partners.

Employee well-being

02

Continuation of **women's leadership programmes**, such as the project **Promote and Progress**. Implementation of new activities under the TO CARE programme, to develop the health, family, physical and mental pillars. Preparing the **Next Level** programme on promoting longevity.

Encouraging **employee well-being**, through various sessions, such as *teambuilding* through sports activities and stress management programmes.

Training

04

A 56 % increase in training hours in 2024 compared to 2023. More than 95% of employees were guaranteed at least one course a year.

Occupational Health and Safety

03

Continued commitment to **safety training** with *workshops* and activities in the field that have resulted in zero accidents at work with serious consequences.

MILESTONES OF THE YEAR

Development of territories

Community involvement

01

The 6th edition of the **VINCI Programme for Citizenship** (PVPC) supported 16 more social organisations with a total value of €372.2 million.

Support, among others, for the CASA Association, contributing to the construction of an industrial kitchen for people in vulnerable situations.

PVPC impact assessment

02

The first PVPC impact assessment shows that it has strengthened social inclusion in countries, improved community participation and increased the financial robustness of social organisations.

Sustainable communities

03

Completion of the *roadmap* for implementing Sustainability in the Value Chain - Suppliers. Definition of a pilot for implementation of the first phase in 2025.

Socio-economic studies

04

Start of socio-economic impact studies on ANA airports in partnership with local universities

SUSTAINABILITY IN MOTION | ANA ROADSHOW

To consolidate sustainability issues at ANA, roadshows were held at various airports, centred on the **Sustainability Training Programme 2024.**

The aim of the events was to sensitise employees to the four ambitions behind commitments and objectives of ANA's Sustainability Strategy, as well as to the vision of the VINCI Group.

The travelling events brought together around 400 participants, to share good practices from each of the airports, encouraging participation in reflection groups and the development of ideas and projects.

Each airport hosted three roadshows, one for each of the ambitions, organised in four stages:

ANA Sustainability Strategy and Commitments

‘Chatting with’, a round table that brought together external speakers to share best practices from other organisations

‘Happenings’ where ongoing projects at each airport were highlighted

Practical activities with all participants

ROADSHOWS

AMBITION	LOCATIONS	PARTNERS / ENTITIES INVOLVED	ISSUES COVERED	NO. OF PARTICIPANTS
Excellence in environmental performance	**Lisbon**	Natural Business Intelligence CERVAS LIPOR Institute of Forestry and Conservation of Nature - Madeira SustainAzores	· Natural Capital · Ecological Transition · Climate Change · Biodiversity · Outdoor activities Identification of flora and fauna	Lisbon = 30 Porto = 26 Faro = 28 Madeira = 21 Azores = 23
Employer of Reference	**Porto** **Faro** **Madeira**	Michael Page Associação Salvador APPDI Café Joyeux	· Diversity, Equity and Inclusion (DEI) · Female leadership · Well-being · Active ageing · Micro-aggressions · Empathy and respect	Lisbon = 44 Porto = 32 Faro = 40 Madeira = 30 Azores = 40
Country development	**Azores**	Serralves Foundation CASA Banco Alimentar Lisbon Underground Sonae SGPS City Councils and local organisations	· Corporate Social Responsibility · Volunteering · Support for the elderly, children, people with disabilities · Fighting hunger · Local social impact	Lisbon = 31 Porto = 24 Faro = 20 Madeira = 11

OUR JOURNEY MATURES

In 2024, ANA consolidated its sustainability journey with a more integrated and transversal approach.

Sustainability issues have become central to the airports' agenda and engagement with *stakeholders* has been extended within the organisation, as well as with external partners. The ANA remains committed to leading responsibly, in liaison with employees, communities, partners and other *stakeholders*. It is through the active participation of everyone that the company's strategic cycle can mature and the impact of its initiatives deepen.

AMBITION

EXCELLENCE IN ENVIRONMENTAL PERFORMANCE

MATERIAL TOPICS	OBJECTIVES	INDICATORS	TARGET FULFILMENT 2024
Energy and Carbon Emissions	Reducing the carbon footprint - scopes 1 and 2, in absolute values - Localisation method	CO_2 emissions - scopes 1 and 2 (% compared to 2018)	
		Fossil energy consumption, without purchase of Guarantees of Origin (compared to previous year)	
	Increasing airport resilience and adaptation to climate change	No. of adaptation plans to Climate Change	
Circular Economy	Zero waste sent to landfill	Waste for landfill (%)	
Sustainable Use of Water	Reducing water consumption	Total water consumption per passenger (l/pax)	
Preserving Biodiversity	Promoting local and regional biodiversity	Reforested areas	
Noise Management	Raising awareness of noise in the airport ecosystem	No. of airline rankings on emissions	

fulfilment of target · non-fulfilment of target · very close to fulfilment of target

OUR JOURNEY MATURES

AMBITION

EMPLOYER OF REFERENCE

MATERIAL TOPICS	OBJECTIVES	INDICATORS	TARGET FULFILMENT 2024
Development and recognition Training	Improving employee training	Average number of training hours per employee	
		Employees with at least 1 course or 25 hours of training per year (%)	
Development and recognition Attractiveness	Strengthening the attractiveness of the company	No. of attendances at trade fairs	
		No. of ANA open days for students	
Development and recognition Awareness-raising and training on the issue of sustainability	Enhancing knowledge of sustainability issues	Employees participating in awareness-raising and training on Sustainability (%)	
		No. of internal initiatives to introduce and integrate the theme of sustainability	
Health and Safety	Achieving zero workplace accidents	Workplace Accident Frequency Rate (LTIR) (%)	
		Workplace Accident Severity Rate (SR)(%)	
Diversity, Inclusion and Equality of Gender Opportunities	Promoting equal opportunities for women in leadership positions	Leadership positions held by women (%)	

fulfilment of target · non-fulfilment of target · very close to fulfilment of target

OUR JOURNEY MATURES

AMBITION

DEVELOPMENT OF TERRITORIES

MATERIAL TOPICS	OBJECTIVES	INDICATORS	TARGET FULFILMENT 2024
Involving communities	Encouraging social responsibility	No. PVPC projects supported in the year (No.PVPC)	✓
	Assessing the socio-economic impact of airports within countries	No. of studies on social and economic issues	✓
	Proximity with the community and partners	No. of ANA initiatives, sponsorships / attendances	✓
Strengthening sustainability in the value chain	Integrating new social and environmental criteria into the Purchasing policy, including circularity, the impact on the local economy and greenhouse gas emissions	Volume (value) of purchases subject to environmental and social criteria (%)	n.a.
	Gradually increasing the volume of local purchases	Volume (value) of local purchases (%)	n.a.

fulfilment of target · non-fulfilment of target · very close to fulfilment of target

OUR JOURNEY MATURES

In 2024, 74% of the targets set in the three ambitions were met (14 of the 19 quantifiable indicators).
For the ambition **Excellence in environmental performance** the number of climate change adaptation plans remained unfulfilled.

This situation is deliberate and known by ANA, as a result of the need to review the methodological approach to the subject, following the realisation of this Plan for Faro airport and the publication of new sustainability reporting requirements as a result of European Directives.
The seven hectares of reforested area were not enough to achieve the target set for the year, seven and a half hectares. However, the fulfilment of the other indicators is noteworthy, namely the reduction in CO^2emissions, the reduction in fossil fuel consumption, and water consumption per passenger despite a significant increase in passenger traffic at ANA airports.

For the **Employer of Reference** the failure to meet three indicators was due to two fewer Open Days for students, a lower percentage of ANA participants in awareness-raising or training courses on sustainability than stipulated as a target, and a slight increase in the workplace accident frequency rate (LTIR) compared to the target value, but still lower when compared to 2023.
The significant increase in the number of hours of training and the number of employees covered by it, together with the high percentage of women in leadership positions, is a clear sign of the importance of equal opportunities at ANA.

In **Development of territories**, 2024 proved to be a fruitful year. In addition to the repeated success of the VINCI Citizenship Programme, which received 96 applications and supported 16 social projects, three socio-economic impact studies of the Lisbon, Azores and Faro airports began, with the support and collaboration of the respective local universities.

With regard to the topics of strengthening sustainability in the value chain, decisive steps were taken in 2024, with the start of the project 'Sustainable Purchasing for the progressive integration of environmental criteria and local supplies into ANA's procurement processes'. A survey was carried out, together with benchmarking, and the process was designed to include the aforementioned criteria, with a pilot being implemented at one of the airports for a specific type of contract (maintenance), with a view to later replicating other types at other ANA airports. With the implementation of this project, it will be possible to rigorously quantify and evaluate the fulfilment of the targets set for this topic.

In 2024, despite the challenges, we consolidated our sustainability journey.

Excellence in environmental performance

03

ANA AEROPORTOS DE PORTUGAL

POWERED BY VINCI AIRPORTS

Ambition | Excellence in environmental performance

ANA has demonstrated a solid commitment to the environment, in line with the VINCI Group's global environmental strategy, and focused on minimising the environmental impact of its operations, seeking innovative solutions for an efficient transition.

The environmental strategy defined by VINCI Airports for all its airports is organised around three axes: **energy and climate change, the circular economy and waste management, and water and the natural environment**, and ambitious targets have been set to be achieved by 2030. Reducing carbon emissions, achieving energy efficiency and the circular economy are priority objectives given the urgency of decarbonisation, but managing natural resources rationally and improving noise management are also an integral part of the agenda. This strategy made an important contribution to defining this ambition, which aims to ensure excellence in environmental performance.

As a result of this environmental strategy, **five pillars have been defined to form part of ANA's Sustainability strategy**: Energy, Carbon and Climate Change; Circular Economy; Sustainable Use of Water; Preservation of Biodiversity and Noise Management.

Pillars of ambition/Material issues

Energy, Carbon Emissions and Climate Change

01

- Reducing the carbon footprint - Scopes 1 and 2, in absolute values (Localisation method)
- Increasing airport resilience and adaptation to climate change

Circular Economy

02

- Zero waste direct to landfill

Sustainable Use of Water

03

- Reducing water consumption

Preservation of Biodiversity

04

- Encouraging local and regional biodiversity

Management of Noise

05

- Raising awareness of noise in the airport ecosystem

Find out more about Targets within reach on page 88.

TAKING ACTION ON CLIMATE CHANGE AND ENERGY

ANA is continuing with its plan to combat climate change, centred on achieving NetZero emissions by 2030, by reducing greenhouse gas (GHG) emissions and offsetting its residual emissions.

THE PLAN TO **REDUCE THE CARBON FOOTPRINT**[2] INCLUDES THESE MAIN MEASURES:

- Increased **energy efficiency**;
- Study and adoption of low-emission technologies;
- Collaboration on **innovation projects** for cleaner technologies;
- Use of the **reporting and monitoring model by airport**, known as the *carbon budget*, allowing detailed monitoring of emissions and the definition of more effective strategies.

Raising the awareness of ANA's teams about climate change is a key area of action for fulfilling the objectives timetable, as well as the company's commitment to implement the planned investments to reduce energy consumption and consequently reduce its emissions. This work resulted, in 2024, **in the successful renewal of Level 5 in ACI Europe's Airport Carbon Accreditation (ACA) Programme for the airports of Beja, Madeira and Ponta Delgada and the maintenance of the others at accreditation level 4+.**

These results also reflect the commitment and joint work with the entire value chain in a continuous collective effort for ANA to reduce the environmental impact of its operations and be an active agent in the transformation of the airport sector. The complexity of the airport activity value chain effectively requires collaboration with various stakeholders such as local authorities, organisations and partners to develop more effective solutions to reduce environmental impact.

Learn more about the Airport Carbon Accreditation Programme

- **- 1.6% of the total energy consumption** at all airports, falling from 487,936 GJ in 2023 to 480,045 GJ in 2024.
- **- 6.3% in energy intensity** falling from 0.0071 GJ/TU in 2023 to 0.0067 GJ/TU[3] in 2024
- **4% of energy consumed generated by renewable sources** (photovoltaics + HVO)
- **82% of energy** consumed associated with **electricity**
- **18% of energy consumed** comes from fossil fuels

ANA has a **fundamental role in reducing indirect emissions** at scope 3, through collaborative processes with its *stakeholders*.

Scope 01

6 641 tCO_2
An increase of 3.4% compared to 2023. Although there was an increase in emissions due to an increase in refrigerant gas leaks, there was also an effort to reduce energy consumption, particularly gas consumption, which fell by around 12% in total.

Scope 02

9 164 tCO_2
A reduction of -30.8% compared to 2023, due to energy efficiency measures such as the use of LED lighting systems, which also contributed to a reduction in the emission factor in electricity consumption on the mainland. It should be noted, however, that the fleet electrification process has an impact (albeit small) on overall electricity consumption.

Scope 03

6 078 372 tCO_2
(in the process of being verified by an external organisation)

2 - **ANA monitors and acts in three areas:**
- **Scope 1**: direct emissions associated with the burning of liquid and gaseous fuels in vehicles and equipment, fuel burning in first aid training and fluorinated greenhouse gas emissions associated with air conditioning equipment.
- **Scope 2**: emissions associated with the consumption of purchased electricity.
- **Scope 3**: indirect emissions, which account for most of ANA's environmental impact such as aircraft emissions and, to a lesser extent, passenger journeys to and from airports.

3 - Traffic Unit: 1 TU is equivalent to 1 passenger or 100kg of cargo/mail.

TAKING ACTION ON CLIMATE CHANGE AND ENERGY

Within the scope of the Climate Action Plan[4] 2021-2030, the following initiatives will be adopted and monitored:

Terminal temperature optimisation: adjustments to the climate control systems in the terminals ensure a balance between thermal comfort and energy efficiency. Optimisation involves defining ideal temperature ranges for each season, as well as improving thermal insulation to minimise energy losses. In 2024, ANA reduced natural gas consumption by around 12%.

Fleet decarbonisation: ANA has been replacing conventional fleet vehicles with more sustainable alternatives. In 2024, Lisbon Airport acquired three electric vehicles *Aviogei Airport Equipment* and two Adapted Transport Vehicles (ATVs), with the aim of renewing the fleet for people with reduced mobility and improving the capacity and quality of the MyWay service. In the Azores, the transition continues with the purchase of six hybrid and six electric vehicles. In 2024, the company also committed to changing the type of fuel used, replacing diesel with HVO (*Hydrotreated Vegetable Oil*) in operational vehicles and vehicles supporting maintenance activities at Faro and Lisbon airports, achieving average reductions in CO_2 emissions of around 80%.

LED lighting: traditional lighting systems are gradually being replaced by LED technology, which is more efficient, longer-lasting and has better light quality. Currently, Madeira and Beja airports already operate exclusively with LED lighting. At Porto airport, the conversion of buildings and streets is 97% complete, with the installation of LED lighting planned for the runway by the end of 2025, as part of the ongoing rehabilitation work. At Faro airport, only the runway is not yet served by LED lighting.

Photovoltaic production: photovoltaic energy is an excellent alternative because it doesn't depend on the electricity grid and contributes significantly to reducing carbon emissions. ANA has already installed a self-consumption photovoltaic power plant at Faro airport in 2022 and has installation projects underway at Lisbon, Porto, Madeira, Porto Santo, Ponta Delgada, Horta and Santa Maria airports. All of them are at the licensing stage, with the exception of the airports in the Azores and Madeira, where licences have already been obtained from the relevant official bodies.

CLEANER ENERGY VEHICLES IN THE AZORES

Ponta Delgada Airport:
3 electric vehicles and 2 hybrids
Horta Airport:
2 electric vehicles and 2 hybrids
Santa Maria Airport:
1 electric vehicle and 2 hybrids

[4] ANA's Climate and Action Plan is a long-term strategic tool that establishes a roadmap for achieving the various objectives, including the main goal of achieving carbon neutrality by 2030 at the ten airports.

TAKING ACTION ON CLIMATE CHANGE AND ENERGY

The photovoltaic plant at Faro airport is currently in operation and in 2024 it produced around 17,500 GJ of solar energy, representing 38.6% of the airport's electricity consumption.
In the search for alternative energy sources, the year 2024 was also marked by the process of designing and licensing a pilot for the production of electricity from **wind energy** at Madeira airport, thus transforming a negative factor impacting airport operations into a complement to photovoltaic panels, especially at night.

In the **area of mobility**, the following initiatives also stand out:

- European funding for the **LIFE-MOONSET** project, in which ANA is part of a consortium. This aims to analyse and implement pilots for requesting *on-demand* transport in electric mini-vans for commuting at night;

- Start of provision of Business Mobility Study services at Porto and Faro airports.

- ANA's active contribution as a key entity in the PMMUS (Metropolitan Sustainable Urban Mobility Plan), at the invitation of TML - Transportes Metropolitanos de Lisboa.

MORE PHOTOVOLTAIC ENERGY

It represents **38.6%** of Faro airport's electricity consumption in 2024. A 2.9 MWp installation comprising 6440 solar panels spread over 3.5 hectares.

1,926 tonne of CO_2 emissions saved, from 2022 to 2024, equivalent to planting 15,408 trees.

SOLAR TREE

ANA is committed to innovative projects that encourage the use of solar energy through accessible and sustainable solutions. One iconic example is the construction of the Solar Tree at Faro airport, made from recycled materials. Inspired by the shape of a tree, the structure consists of solar panels supported by leaves, with a cut-out evoking fig leaves.

This structure allows small electronic devices such as mobile phones, computers and tablets to be charged exclusively using solar energy.

As a continuation of this project, other creative solutions are being explored to create areas of shade in order to improve passenger comfort and experience.

ADAPTATION TO CLIMATE CHANGE

Climate change is one of today's main environmental challenges and should be on the agenda of the various decision-makers (political, institutional, business and others).

The Intergovernmental Panel on Climate Change (IPCC) considers that climate change will have an impact on society as a whole, including the aviation sector. Although aviation currently operates safely and efficiently in a wide range of climates, climate change could pose a number of risks for this sector in the future, including an increase in the frequency and intensity of climatic events in some regions of the world, potentially beyond the current resilience capacity of the aviation system. Despite increasing efforts to mitigate climate change at a global level, it is considered inevitable that climate change will occur.

The International Civil Aviation Organisation (ICAO), EUROCONTROL and the Airports Council International (ACI), entities associated with aviation, are working to identify the potential environmental impacts that climate change could have on airline and airport operations.
ANA's approach to this topics is therefore embodied not only through mitigation policies, but also through adaptation, centred on a general integrated approach that covers governance, evidence and knowledge issues, as well as the appropriate tools.

Within the scope of the **Climate Change Adaptation Plan Airports** the study of the risks associated with climate events at **Faro Airport** was completed. Based on this analysis, an action plan was developed with specific measures to mitigate the vulnerabilities identified and strengthen the airport's resilience.

Combined events	Planned changes	Potential impact on the AGC
Increase in average, maximum and minimum temperatures in the municipality of Faro	Annual and seasonal average Very hot days: more frequent and intense heatwaves	· Risk of exhaustion for platform employees and passengers · Increased frequency of forest fires · Lack of capacity in HVAC systems · High thermal loads, possibly unsupported, from solar radiation on buildings · Damage or deterioration to the structure and surface of runway pavements and taxiways
Reduction in average annual rainfall and increase in the anomalies of this variable	Decrease in average annual rainfall: Seasonal precipitation: Reduced rainfall in the autumn and spring months. More frequent episodes of intense precipitation More frequent and intense droughts:	· Increased periods of low water availability · Increase in situations of extreme precipitation, short periods of time
Increased occurrence of strong winds in short periods of time	Strong winds and increase in extreme phenomena:	· Periods of dry haze due to changes in wind direction · Displacement of parked aircraft due to extreme wind · Wind damage to terminals and buildings

ADAPTATION TO CLIMATE CHANGE

	Combined events	Planned changes	Potential impact on the AGC
	Increase in extreme phenomena	Increase in extreme phenomena, such as sudden rainstorms and strong winds	· Risk of flooding in areas adjacent to the SLCI (Firefighting and Rescue Services) barracks · Risk of flooding in areas adjacent to the DVOR (Doppler VHF Omni-directional Range) weather station · Risk of flooding on taxiways · Vulnerability of technical areas to flooding · Blockage of access to the airport
	Rise in average sea level	Rise in mean sea level (MSL): Extreme events: rising MSL with more serious impacts in storm situations	· Risk of flooding (combined with the occurrence of storms) in areas adjacent to the SLCI barracks · Risk of flooding (combined with the occurrence of storms) in areas adjacent to the DVOR and meteorological station · Risk of flooding on taxiways · Risk of flooding (combined with storms) at the weather station · Risk of flooding (in combination with storms) on taxiways
	Rising temperatures, reduced rainfall, increased frequency and duration of heatwaves and droughts.	Increased vulnerability to forest fires: an increase in the frequency, size and intensity of fires, particularly in the Mediterranean region.	· Reduced, considering the characteristics of the airport's surroundings and the predominance of the wind direction in that region. However, it should not be neglected due to the indirect effects (impossibility of transferring passengers on the ground and visibility, among others).

	Combined events	Planned changes	Potential impact on the AGC
	Increased periods of fog and/or dry haze from the Sahara desert	Increase in LVO (*Low Visibility Operations*) phenomena	Uncertain, given the short reference period of the phenomena and the lack of data. Even so, the LVO situation causes constraints on operations and aircraft movements, which is why its evaluation should be considered in the future.
	Heavy rainfall, rising minimum temperatures and warming waters	Increase in vector-borne diseases Appearance of new vectors/species	The AGC, as an infrastructure for passengers travelling to and from various parts of the world, is vulnerable to a potential increase in the proliferation of EVs and, consequently, an increase in vector-borne diseases. Because of its importance, it is part of the REVIVE programme as a sampling area.
	Reduction in rainfall days, increase in drought events, moderate groundwater scarcity index	Decreased water availability	Reduced, on the one hand, by the water needs of the airport and, on the other hand, by the location of the AGC on the coast of Faro and the Ribeiras do Algarve Water Region (RH8). Even so, a greater frequency of warning situations should be expected and the use of alternative water sources.
	Changes in temperature patterns	Variation in birdlife at regional level	Uncertain, since there is no confirmed trend in the observation of species. However, changes in the presence of birdlife can cause constraints on the movement of aircraft; it is important to continue monitoring this variable.

ADAPTATION TO CLIMATE CHANGE

One of the key elements of the action plan is training the teams to face challenges and apply the proposed strategies. The plan also includes the creation of monitoring mechanisms to evaluate the effects of the measures implemented, as well as the continuous monitoring of changes in climate variables.

As part of this plan, the risk of the proliferation of infectious disease vectors was also identified. The preventive measures adopted in 2024 include the installation of 20 mosquito catching equipment at strategic points around the terminal and temporary border controls. The programme to monitor mosquitoes, which vectors of infectious diseases, has been extended to areas with a high flow of passengers and now includes the sampling of adult mosquitoes as well as larval stages.

In the drainage ditches to the south of the airport, a survey of the vegetation cover was carried out in collaboration with the ICNF and the Algarve Regional Water Authority, in order to clean and maintain these areas, ensure proper drainage of rainwater and prevent flooding.
The next steps will be to introduce a flood monitoring system.

PROMOTE CIRCULARITY

The circularity of waste is an important topics for ANA, since airports are places where thousands of people pass through and work, which generates a high volume of waste every day. This is due, among other things, to the intense activity in the catering and retail areas of the airports. ANA is committed to the goal of zero direct waste sent to landfill by 2030.

To achieve this goal, ANA is committed to:

- Reducing the amount of waste produced;
- Increasing the rates of selective separation and recovery;
- Promoting reuse and recovery.

EUROPEAN WEEK FOR WASTE REDUCTION

In 2024, Porto airport took part in the European Week for Waste Reduction with various initiatives to raise awareness about food waste, carried out in partnership with LIPOR:
- Catering in action: session aimed at 34 airport catering professionals with practical tips for reducing food waste, in collaboration with the Portuguese Nutrition Association.
- From the airport to your table: session open to the airport community, with 58 people sharing good practices to reduce food waste.
- Continuous awareness-raising: distribution of information materials in the arrivals and restaurant areas, in partnership with airport operators AREAS and Food Collection.

GREEN HEART CERTIFICATION - LIPOR

Porto airport applied for Green Heart certification, a model promoted by LIPOR, which recognises positive environmental management practices adopted by the participating entities. This certification is based on a structured methodology that includes ongoing support from a LIPOR team manager to ensure compliance with the certification criteria. Following an environmental diagnosis of the airport, an action plan is drawn up with specific measures to improve waste management. In 2024, the formalisation of the application, the initial gathering of information, the preparation of a diagnosis and the definition of an action plan were completed.
In 2025, it is planned to introduce the improvement measures identified in the action plan for obtaining the Green Heart certification.

PROMOTING CIRCULARITY

CORK TO CORK PROJECT SOW THE HARVEST

As part of promoting the circular economy, Porto airport has started separating cork stoppers in its catering establishments, in partnership with LIPOR. The project aims to encourage cork recycling and contribute to reforestation in Portugal by planting one native tree for every 50 cork stoppers collected. With this initiative, the corks used at the airport are not sent as unsorted waste, thereby reinforcing the circular economy.

NEW URBAN SOLID WASTE MANAGEMENT AND AWARENESS-RAISING ACTIVITIES AT PONTA DELGADA AIRPORT

Ponta Delgada airport has taken over municipal solid waste management (MSW) with the support of an external service provider. Thus, in July 2024, AeroRecicla was installed, a central point for collecting, weighing and sorting waste. The new solution for MSW management enhances the efficient separation of waste, involving continuous monitoring and appropriate routing for recycling, with the aim of achieving zero waste sent to landfill.

This initiative included 14 awareness-raising sessions on good sorting and recycling practices, with the participation of 150 employees from 9 concessionaires and 22 from the airport's management.

WASTE SEPARATION IN THE CATERING SECTOR

ANA has organised various awareness-raising activities with its employees through workshops and talks on waste management.

Waste Management Ranking in catering

At Porto airport, catering establishments are responsible for producing a significant proportion of the solid urban waste. In order to promote awareness and the active involvement of these strategic partners, an evaluation system has been implemented that recognises and values commitment and performance in sustainable waste management.

The *ranking* is drawn up every quarter, based on previously defined criteria and monthly visits to the 17 establishments. The top three winners receive a certificate of merit, displayed in the public area of their respective spaces, as a way of recognising their contribution to the airport's sustainability.

Over the course of the year, there was generally a positive trend in the scores, reflecting the continuous efforts of operators to improve their environmental practices.

One of the measures adopted is the replacement of cardboard cups with reusable ones in some restaurants, representing a significant step towards reducing single-use waste and promoting a more sustainable culture.

RECYCLING UNIFORMS

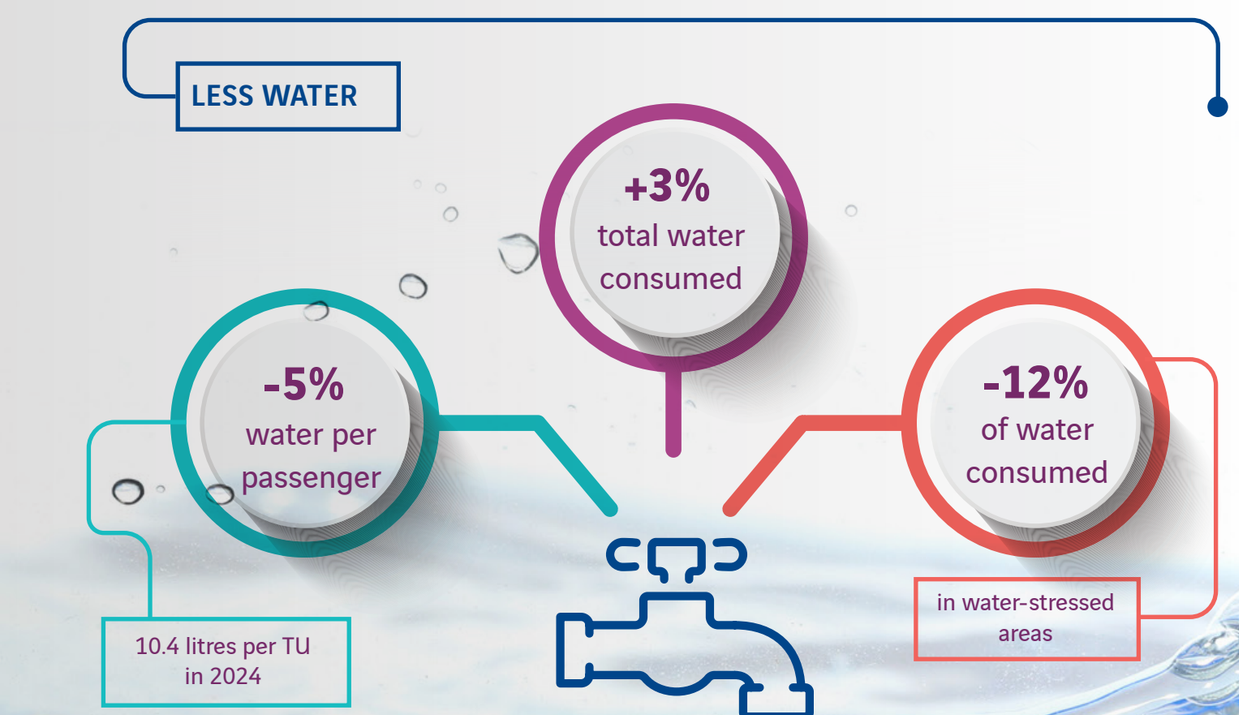
At Lisbon and Porto airports, uniform recycling projects have begun. The project, which is estimated to last six months, will last until the beginning of 2025 and is called 'Uniform Adventure'. This aims to implement a system for recycling staff uniforms. The garments collected will be processed to reuse the textile fibre and be turned into raw material for making new fabrics.

This includes the recycling of textiles - uniform clothing and PPE (waistcoats and jackets).

USE WATER RESPONSIBLY

Given the scale of activity at the airports managed by ANA and the potential impact this can have on natural resources, responsible water management is one of the central pillars of the company's sustainability strategy. Every year the commitment to reduce water consumption at airports is reinforced by promoting more efficient practices.

The result of this effort is visible: the consumption target of 11.4 litres per passenger by 2025 was not only reached early, in 2023, but exceeded in 2024, with an average consumption of 10.4 litres per passenger - a reduction of 5.1% compared to 2023.



To continue on this path of improvement, ANA has been introducing innovative technologies and good practices, which include:

- Real-time monitoring of water consumption at airport facilities;
- Reducing waste by optimising processes and using more efficient equipment;
- Early leak detection, through the application of various technologies such as *Waterbeep*;
- Reuse of water, encouraging reuse wherever possible, and minimising pressure on water resources.

In 2024, total water consumption at ANA airports was 149.3 megalitres, which represents an increase of +3.1% compared to 2023, but water consumption per passenger decreased. Also noteworthy is a reduction of -12.2% in water consumption in water-stressed areas (17.7 megalitres) compared to 2023, both clear results of continuous improvements in water efficiency.

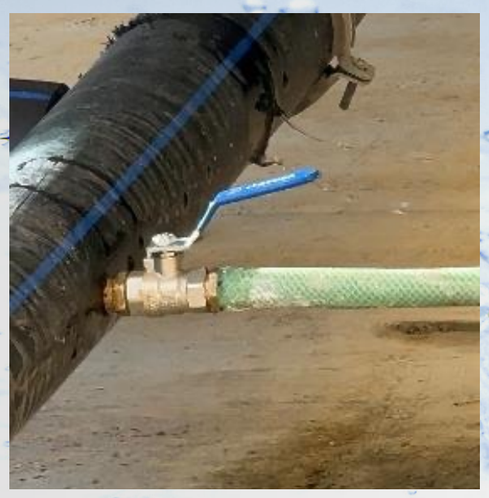
USE WATER RESPONSIBLY

PREDICTIVE IRRIGATION AT PORTO AIRPORT

During November and December 2024, a predictive irrigation system was installed at Porto airport, with the aim of optimising water use by reducing consumption by around 25 to 45%. Predictive irrigation has already been implemented at Lisbon, Faro and Madeira airports, where it has brought average savings of around 30%.
This system includes programmers and valves with remote control, a weather station for monitoring wind and rainfall and an application that allows remote management of the entire system. The impact of this equipment on this airport will be evaluated throughout 2025.

WATER EFFICIENCY IN THE RENOVATION OF FARO AIRPORT

During the renovation work at Faro airport, the '**Every Drop Counts**' approach was adopted for more efficient water management. As part of this initiative, we rethought the way we did the work of altering the path of the pipe, thereby achieving greater water utilisation.
Around 350 litres of water were recovered and reused for washing tools and preparing the cement mortar used on site.



SKYDROP AT PORTO AIRPORT

Start of implementation of *Skydrop* at Porto airport, the first phase of which has already been completed. The objectives of this project are:

- The use of rainwater from the airport terminal roof for activities that do not require drinking water: irrigation and washing;
- The separation of the main irrigation network from the fire-fighting network;
- Replacing the current use of drinking water for washing rental vehicles with non-potable water.

30 MWH/year
Energy savings

3.4 $TonCO_2eq$/year
Emissions avoided SCOPE 1

1.4 $TonCO_2eq$/year
Emissions avoided SCOPE 3

13,000 m^3/year
Saving drinking water

USE WATER RESPONSIBLY

RE-USE OF THE WATER TREATED AT THE WWTP AT FARO AIRPORT

The project consists of treating wastewater for reuse (ApR) from the municipal wastewater treatment plant at Faro NW (secondary treatment), in order to provide better water quality for uses such as unrestricted sprinkler irrigation, washing vehicles and equipment in the waste pit, water supply for fire attack vehicles and the possible future use of grey water in the (class A) toilets at Faro airport terminal.
The solution is designed to reuse around 100 m^3 of water per day, thereby avoiding this consumption from the drinking water supply network.
It is estimated that around 70% of the water consumption recommended in the project will be for irrigation. As such, this solution will make it possible to avoid discharge into the environment (Ria Formosa) of around 25,500 m^3/year of waste water, which, although previously subjected to secondary treatment, carries some organic and inorganic load for the surroundings.

ANA is also investing in awareness-raising and training as tools to promote rational water consumption among employees and passengers.
Through training activities and campaigns, the aim is to encourage more responsible behaviour in its use.

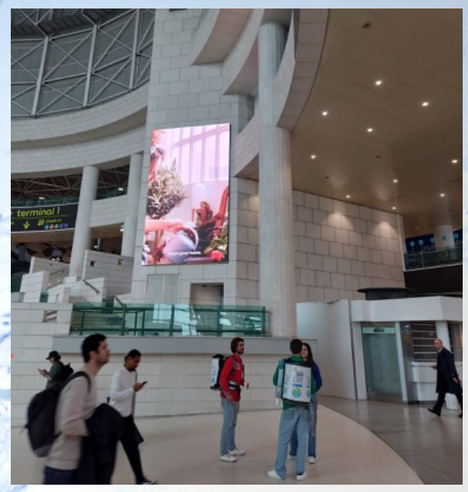
CAMPAIGN ‘SAVE WATER’

ANA has joined Turismo de Portugal's ‘Save Water’ campaign, with the aim of making passengers aware of the importance of using water responsibly in the Algarve region. The initiative included the display of suitcases full of water on the luggage carousels and outdoor posters with educational messages under the slogan ‘Be futuristic, save water’. The campaign is associated with the ‘Save Water’ label, which certifies local accommodation that adopts water efficiency measures.

EPAL TRAINING ON BETTER CONSUMPTION

In collaboration with EPAL - *Empresa Portuguesa das Águas Livres*, a talk was organised on the importance of water at Lisbon airport. The session covered issues such as quality control of tap water, disinfection processes and sustainable consumption of this resource.

Examples of measures to reduce water consumption and waste at airports were also presented.



PRESERVING BIODIVERSITY

Biodiversity is essential for the sustainability of ecosystems and the environmental balance of the areas in which ANA airports operate. In recognising its responsibility to preserve fauna and flora, the company has implemented strategic initiatives to conserve and monitor ecosystems, mitigate environmental impacts and enhance operational safety.

BIODIVERSITY STUDIES

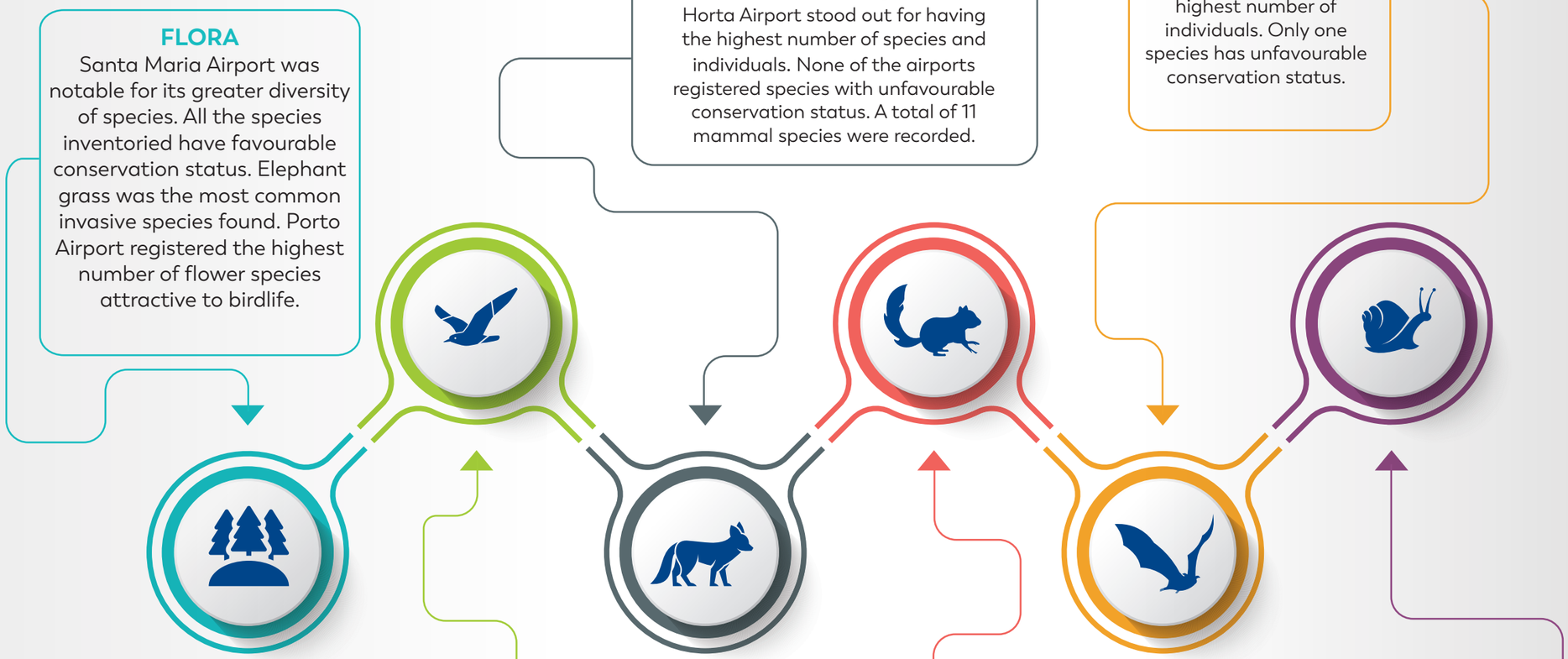
In 2024, ANA completed the biodiversity diagnostics begun in 2022 at all the airports in the network and drew up the necessary action plan for each one. The measures will be validated in 2025 to ensure that they meet the established targets and operational safety requirements. The measures outlined are part of the company's participation in the initiative **Act4Nature Portugal**, whose mission is to promote and conserve nature and biodiversity. These diagnoses made it possible to gain a more in-depth knowledge of the ecosystems present at the airports and their surroundings, as well as to identify potential threats.

These were the main conclusions:

FLORA
Santa Maria Airport was notable for its greater diversity of species. All the species inventoried have favourable conservation status. Elephant grass was the most common invasive species found. Porto Airport registered the highest number of flower species attractive to birdlife.

MAMMALS
Horta Airport stood out for having the highest number of species and individuals. None of the airports registered species with unfavourable conservation status. A total of 11 mammal species were recorded.

BATS
Lisbon, Beja, Ponta Delgada, Horta and Santa Maria airports have the highest number of confirmed species. Ponta Delgada Airport registered the highest number of individuals. Only one species has unfavourable conservation status.



BIRDLIFE
Faro Airport was notable for having the highest number of species inventoried and individuals recorded, and had the highest number of species with unfavourable conservation status and species belonging to risk groups. A total of 33 species with unfavourable conservation status were identified at the network's airports.

SMALL MAMMALS
Lisbon Airport had the highest number of species inventoried. None of the airports identified species with unfavourable conservation status.

GASTROPODS
Porto Santo airport recorded the highest number of gastropods. Most of the species inventoried have a conservation status of least concern, but three endemic species are threatened.

PRESERVING BIODIVERSITY

As a complement to the diagnostics carried out, a pilot project was developed to specifically study arthropods at Madeira airport, using an innovative methodology called e-DNA. The aim was to establish a biodiversity baseline, compare biodiversity levels between different habitats and identify the birds' food items, thereby helping to reduce the risk of collisions with aircraft.
The study used a molecular tool called environmental DNA (eDNA) as a cutting-edge approach to identifying biodiversity and broadly mapping communities. Unlike traditional methods that rely on direct observations or physical captures, eDNA allows species to be detected by analysing minimal traces of genetic material left in environmental matrices such as air, water, soil and vegetation. This non-invasive method provides a comprehensive picture of biodiversity, detecting organisms ranging from micro-organisms to large vertebrates. With the pilot project carried out, it was possible to identify arthropods (insects) as well as birds.

The study revealed 155 species/genera at the airport, 93.5% of which were arthropods and 6.5% birds. The arthropods were represented by 16 orders, especially flies, true bugs, beetles, bees and wasps. Seven orders of birds were identified, particularly doves, chickens and wading birds.
The birds found were classified as herbivores, carnivores and omnivores, with the former being the most common. This study provides important data for biodiversity management at the airport, helping to preserve and prevent fauna-related risks.

PROJECT 'RESTORESEAGRASS'

ANA has joined this project, an innovative initiative for the conservation and recovery of seagrass meadows, approved in 2024 under the European Union's LIFE programme, in partnership with the Centre of Marine Sciences at the University of the Algarve (CCMAR/UAlg). With a seven-year horizon and European co-funding, the project aims in particular to protect ecosystems that are essential for biodiversity, and for carbon capture and storage, in the Ria Formosa.
The main goal of 'RestoreSeagrass' is to protect 185 hectares of seagrass meadow and restore six hectares through the planting of seagrass.

The Seagrass Meadows Project won the VINCI Environment Prize. It includes scientific seagrass cultivation and transplantation services, community programmes such as the 'Adopt a seagrass meadow' initiative, and national and international partnerships. This award recognises the importance of the project in conserving marine ecosystems, capturing and storing blue carbon and mitigating climate change.

The project's main initiatives include:

- **Conservation of Seagrass Meadows**
  - Mapping of existing seagrass meadows for conservation measures.
  - Removal of competing invasive species.
  - ADOPT-A-SEAGRASS programme for citizens (main conclusion of the BIOMARES project: it is more efficient to monitor and conserve seagrass meadows in Portugal with social participation, which led to the creation of the 'Adopt a Seagrass Meadow' programme).
- **Marine Plant Recovery**
  - Nursery - cultivation of aquaculture plants for transplantation with minimal impact.
  - Seagrass Park - restoration, conservation and environmental education.
  - Seagrass Ecosystem Services.
  - Estimate of biodiversity services and blue carbon sequestration (official certification for ANA).

PRESERVING BIODIVERSITY

RESTORESEAGRASS PROJECT

These areas play a fundamental role in stabilising the seabed, purifying water and supporting marine life, as well as being efficient carbon sinks and contributing to climate change mitigation. RestoreSeagrass is a model of sustainability, combining the preservation of biodiversity and carbon offsetting, in line with VINCI Airports' environmental strategy and Act4Nature commitments.

SOS SHEARWATER CAMPAIGN

The SOS Shearwater Campaign, in which ANA has participated since 2010, aims to protect juvenile Azorean shearwaters during their first flight out to sea, avoiding the disorientation caused by artificial lighting. As in recent years, in 2024 ANA collaborated with the Regional Directorate in the rescue of these endemic birds at Ponta Delgada and Horta airports, as well as supporting awareness-raising with posters at the region's airports.
The rescued birds are handed over to birdwatchers who will then release them into the sea, where they can fly safely again. This also helps to reduce the risk of collisions with aircraft (*birdstrikes*).
Horta Airport is actively participating in the campaign by reducing outdoor lighting at night - a measure designed to prevent juvenile Cory shearwaters from becoming disorientated and falling to the ground - thus contributing to the preservation of this species and the sustainability of marine ecosystems.

CATCHING QUAILS

At Ponta Delgada airport, ANA has established a partnership with the Regional Directorate of Forest Resources to capture quail (*Coturnix coturnix conturbans*) in areas of dense vegetation close to the runway. As this is an endemic and sedentary species, the individuals captured are sent to the Breeding Centre in Furnas, which helps to strengthen the population and preserve the species in *appropriate* habitats.

CHILDREN'S MONTH AND ENVIRONMENT MONTH

ANA organised various activities at Madeira and Faro airports for employees' children as part of the celebration of Environment Day and Children's Day, under the name Aeroexplorers. The initiatives sought to combine fun moments with raising awareness on environmental protection and biodiversity by planting native species, building ‘bug hotels’ for pollinating insects and creating birdhouses.

In the field of biodiversity, it should also be noted that in 2024 no airport in the ANA network applied phytosanitary products to operational green areas, thus meeting the Zero Phytosanitary Products target set for 2025.

PRESERVING BIODIVERSITY

CELEBRATING WORLD TREE DAY AT PORTO AIRPORT'S ORGANIC GARDEN

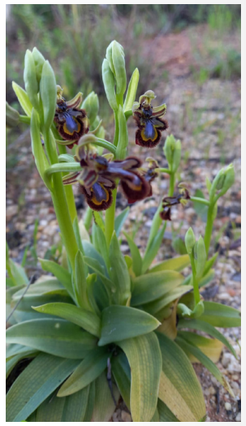
Since 2016, the airport has maintained an allotment with fourteen 25 m² plots, where employees and pupils from the neighbouring school (EB/JI da Prozela) grow their own vegetables, following the principles of **organic farming**.
This vegetable garden is more than a simple growing space, it is a true **biodiversity refuge**, with numerous benefits for the environment and the community. It helps to improve the quality and structure of the soil, creating a habitat for pollinators such as bees and butterflies, which aids the development of natural decomposers (earthworms and micro-organisms) and encourages healthier, local and sustainable eating.
This garden also includes a compost bin that transforms organic waste into natural fertiliser, completing nature's cycle and enriching the soil with essential nutrients.
In 2024, as part of the celebration of World Tree Day, a *workshop* on sustainable agriculture was held, in partnership with Lipor, involving the employees and students of the EB1/JI School of Prozela.

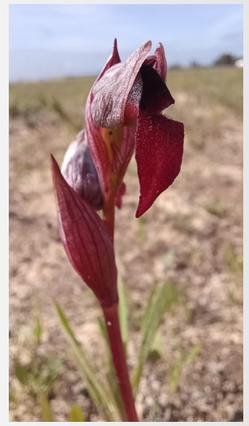
ORCHIDS AT LISBON AND FARO AIRPORTS

During a study carried out by ANA in 2012 to map the ecological factors that attract birds, wild orchids were found to exist in the area of **Lisbon Airport**. Aware of the interest in this occurrence, ANA carried out a systematic survey of these plants in 2019 and 2020, and a study of changes in their populations in 2024. In the spring of 2024, around 1,200 wild orchid sites of **twelve species** were recorded. In addition, the presence of a type of rush, *juncus valvatus*, a protected species found in temporarily waterlogged meadows, was noted.

In 2024, an exhibition and a themed video were held on the twelve species of orchids to be found at Lisbon airport.

On the airside of **Faro airport** there are **five species** of wild, native orchids, representative of the biodiversity of Iberian flora. Their presence is often used as an indicator of *good conservation habitats* of high ecological value. These species are sensitive to changes in land use and pollution. Even without legal protection status, the conservation of these orchids is important to maintain the integrity of the ecosystems in which they occur. Their presence in areas such as the airport space highlights the importance of the management practices adopted, which promote biodiversity and the preservation of natural *habitats* .





MANAGING NOISE IN THE AIRPORT ECOSYSTEM

ANA continuously monitors noise through the monitoring system installed at the airports where this environmental descriptor is most significant, and the relevant reports are issued.

In 2024, following a system update in line with the best international practices in this field, a review was also begun of the parameters defining routes and flight corridors, with a specific focus on Lisbon airport, due to the changes introduced by NAV Portugal to flight procedures - *Point Merge*.

Lisbon Airport's 2018-2023 Noise Action Plan has been approved by APA - Agência Portuguesa do Ambiente (Portuguese Environment Agency), and includes the **Neighbourhood Programme** - a programme to acoustically insulate the façades of sensitive (housing) and especially sensitive (health and education) buildings most exposed to noise.
In order to implement the Neighbourhood Programme, and applying the polluter pays principle, it is planned to create a funding mechanism to which the airlines must contribute. Even so, in 2023 ANA made a commitment to fund 100% of the insulation of buildings with particularly sensitive use for the Ln60 dB(A) isophone, and all nine protocols covering 18 receptors have been signed.
Work is underway on the *Academia Professor Voltinhas*, three buildings at ISCTE - *Instituto Superior de Ciências do Trabalho e da Empresa* and the *Centro de Apoio à Juventude João Paulo II* (Youth Support Centre).
In November 2024, ANA submitted the Noise Action Plan for a new 2024-2029 cycle for APA's consideration, which is based on the 2023 Strategic Noise Maps (MER).
At Porto airport, an acoustic barrier was installed at the end of 2022, along the Fox taxiway, in fulfilment of an obligation laid down in the Concession Contract, and its continuation in 2023 is in the final design phase.

This is an airport noise control measure provided for in the environmental impact statement for the ASC2000 Plan, which was later integrated into its Noise Management and Reduction Action Plan.

HIGHLIGHT | EXCELLENCE IN ENVIRONMENTAL PERFORMANCE ROADSHOW

The Excellence in environmental performance roadshows focused on ecological transition, adaptations to climate change and biodiversity, with an outdoor format. Practical activities were organised around the airport and specialised entities were invited, including NBI - Natural Business Intelligence, CERVAS - *Centro de Ecologia, Recuperação e Vigilância de Animais Selvagens* and IFCN - the Institute of Forests and Nature Conservation, who shared their knowledge and experience on environmental preservation and the sustainability of natural capital. More than 150 employees took part in these initiatives.

As a complement to the speakers' sharing of good practices, there were walks to identify flora species from different regions, generating competition between teams, as well as visits to biodiversity protection projects supported by ANA.

FARO

14 June

NBI
University of the Algarve

AZORES

26 June

NBI
Sustain Azores
CERVAS

MADEIRA

21 May

NBI - Natural Business Intelligence
DRAAC - Regional Directorate for the Environment and Climate Change IFCN

PORTO

28 May

NBI
LIPOR - Association of Municipalities for the Sustainable Management of Waste in Greater Porto
CERVAS

LISBON

28 June

NBI
Samouco Salt Pans

HIGHLIGHT | EXCELLENCE IN ENVIRONMENTAL PERFORMANCE ROADSHOW

‘At the roadshow for ANA's sustainability, my mission was to talk about biodiversity in the context of the airports of Faro, Lisbon, Porto, Madeira and Ponta Delgada. I was surprised to discover all the ground that ANA has already covered, with very significant projects such as the seagrass meadows in Faro, the salt pans in Samouco or the restoration of riverine forests in Porto. We found a playful way to harmonise airports with their host ecosystems using practical activities, in which all participants were invited to discover the nature of their ecosystem. The exchange of ideas with local actors and the organisation of *Sair da Casca* was very enriching for the whole experience. I hope it bears fruit and that all the teams start to see nature in a different light.’

Paulo Pereira
Operations Director and Partner, Natural Business Intelligence (NBI)

‘We were delighted to have the opportunity to take part in the *ANA's Environment roadshow*! This was an immersive event in which direct contact with nature was the framework for a varied group of local and national stakeholders to discuss important issues such as the importance of ecological transition in adding value to natural capital. We will follow the progress of the VINCI Group's ambitious sustainability commitments with great interest and hope to be able to embark on other such flights together in the near future.’

Marco Andrade
Marketing & Communications Strategist, Sustain Azores

‘The choice of Quinta do Bom Despacho to host the Excellence in environmental performance roadshow proved to be particularly inspiring, providing the ideal setting for us to reflect on the impact of our choices and the need to integrate sustainable practices into our daily lives. The moments of sharing, the practical sessions and the testimonies of those who are turning ideas into actions were undoubtedly the event's greatest highlights.’

Paula G. Oliveira
ANA | DAA

TARGETS WITHIN REACH

Targets within reach

MATERIAL TOPICS	OBJECTIVES	KPIS	2022	2023	TARGET 2024	2024	TARGET 2025
Energy and Carbon emissions	Reducing the carbon footprint - Scopes 1 and 2, in absolute values - Localisation method	CO_2 emissions - scopes 1 and 2 (% compared to 2018)	-49%	-56%	-60%	-62%	38
		Fossil energy consumption, without purchase of Guarantees of Origin (% compared to 2018)	13%	-14%	-4%	-6.5%	70%
	Increasing airport resilience and adaptation to climate change	No. of adaptation plans to Climate Change	0	1	3	1	7
Circular Economy	Zero waste sent to landfill	Waste for landfill (%)	30%	9.3%	<10%	9.6%	15%
Sustainable use of water	Reducing water consumption	Total water consumption per passenger (l/pax)	11.7	10.9	11.5	10.7	11.4
Preserving Biodiversity	Promoting local and regional biodiversity	Reforested areas	7 ha	7 ha	7.5h	7 ha	100 ha
Noise Management	Raising awareness of noise in the airport ecosystem	No. of *airline rankings* on emissions	n/a	1	1	1	2

The 2024 targets have been met globally for the energy and carbon emissions, circular economy, sustainable water use and noise management pillars.

ANA's efforts to decarbonise its operations can be seen in the reduction over the years of its direct and indirect emissions, as well as its energy consumption, to which the company's investments in this area have contributed. In the same way, even with growing challenges, the company has been reducing water consumption in its infrastructures.
With regard to Climate Change Adaptation Plans, the study for Faro airport was completed, but it was not possible to implement the Plan for 2024, as it will now be necessary to reassess the methodologies applied in the light of the new requirements of the Sustainability Reporting Directive - CSRD. This analysis will take place in 2025, with the aim of developing future plans for ANA airports, which will also begin this year.
In terms of the circular economy, the mainland's airports are already very close to achieving zero waste to landfill, with Porto airport maintaining this target for the second year running.
Despite the reforestation programme providing for the planting of a further 0.5 ha in 2024, it was not possible to meet this target. It should be noted that in 2024, together with the Common House for Humanity and the Gerês Landowners' Association, a 20-year agreement was developed to plant 100,000 trees in the Peneda Gerês National Park, which is intended to come into effect in 2025, 2026 and 2027.

Employer of Reference

04

ANA AEROPORTOS DE PORTUGAL

POWERED BY VINCI AIRPORTS

Ambition | Employer of reference

ANA's commitment to providing an ever-improving organisational climate and creating a strong and resilient corporate culture is leading it to continually invest in the development and recognition of its employees, promoting a safe, inclusive and sustainable working environment.

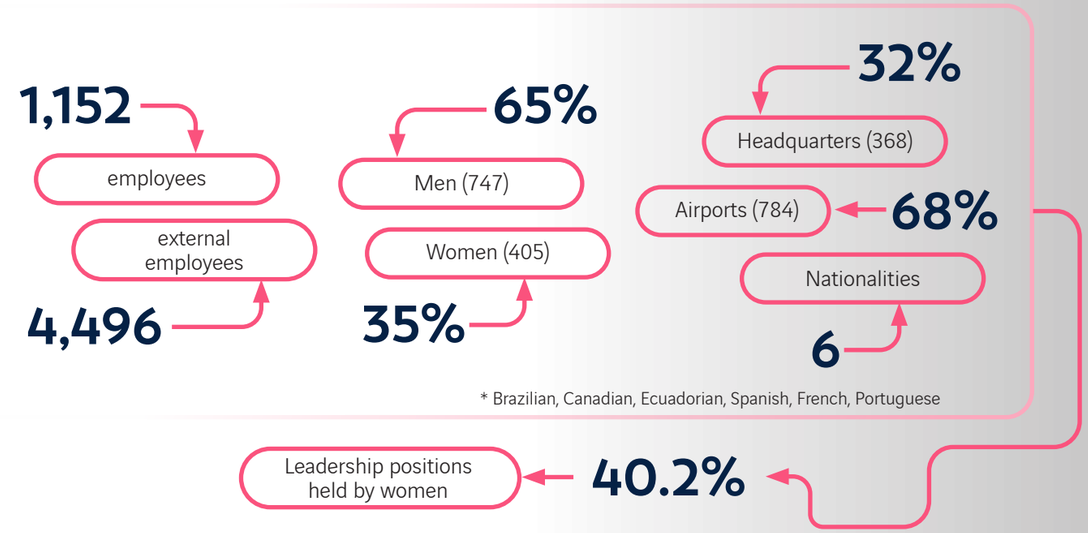
The pillars of this ambition correspond to axes with a strategic impact on the company, namely:

PILLARS OF AMBITION / MATERIAL TOPICS	OBJECTIVES
Development and recognition	Improving employee training
	Strengthening the attractiveness of the company
	Enhancing knowledge of sustainability issues
Diversity, inclusion and equality of opportunities	Promoting equal opportunities for women in leadership positions
Health and safety	Achieving zero workplace accidents

Find out more in Targets within reach (p. 108)

THE TEAM

KEY FIGURES



On 31 December 2024, ANA employed 1,152 permanent, full-time employees. The Board of Directors is made up of twelve members, ten men and two women, six of whom make up the Executive Committee.
Of the total ANA workforce, 16.4% currently hold management positions, 59.8% are men and 40.2% are women. Almost all of these positions (99%) are held by professionals over the age of 30 - 50.3% are aged between 30 and 50, and 49.7% are aged 50 or over. As far as the overall workforce is concerned, the average age is 48 and the average length of service is 20.2 years.

THE TEAM

As far as turnover is concerned, the overall rate fell from 5.7% in 2023 to 5.0% in 2024.

In 2024, 61% of the 88 new hires were people aged 30 or over and under 50, reflecting a commitment to profiles with consolidated experience and in line with the company's operational and strategic needs.
At the same time, there has been a continuous effort by the recruitment team to promote greater gender equity in the composition of the workforce. This commitment has resulted in an increase in the proportion of women hired, from 36% in 2023 to 41% in 2024, reinforcing ANA's ambition to promote a more diverse and inclusive environment.
Throughout 2024, the link to academia was strengthened, especially in vocational schools and universities, with the strategic objective of attracting, developing and inspiring young talent. In this regard, it was present at more than 15 job fairs, promoting direct contact with students and recent graduates from various fields. Also noteworthy was the Maintenance Open Day, an initiative that gave participants a privileged insight into the essential role of maintenance teams in ensuring the safe, efficient and continuous operation of infrastructure. This event was also an important opportunity to get close to the school community and enhance technical knowledge, strengthening the link between future professionals and the airport sector.

In addition to internal resources, the ANA working culture world also includes employees from subcontracted entities who are responsible for a wide variety of services necessary for airport operations, including surveillance and security, cleaning, first aid and firefighting, support for passengers with reduced mobility, disinfection, maintenance of green spaces, car parks and falconry. These external service providers total 4,496 people who, together with ANA's resources, contribute to operational efficiency and improving the passenger experience. The types of external service work that contribute to airport management are listed in the appendix.

STRENGTHENING KNOWLEDGE AND PROMOTING RECOGNITION

The health, well-being and professional development of employees are strategic priorities for ANA. Continuous investment in training, both technical and behavioural, has been an essential pillar for strengthening internal skills and team motivation.

In 2024, there was a significant increase in training activity, with a total of 43,651 hours of training, representing a growth of +56% compared to 2023. In total, 1,121 employees took part in training, which corresponds to 97% of the workforce. The average annual training per employee was 37 hours, with an average of 50 hours for those in management positions and 35 hours in other categories, reinforcing ANA's commitment to continuous learning and internal development.

STRENGTHENING KNOWLEDGE AND PROMOTING RECOGNITION

In addition to technical training, employee involvement in the company's sustainability strategy was also strengthened by promoting initiatives aimed at literacy, organisational culture and well-being in the workplace. As part of the **ANA Wellness Health Plan**, initiatives in the areas of physical, emotional and financial health were notable, with good levels of participation: 50.7% took part in physical well-being initiatives, 25.7% in emotional well-being activities, and 23.6% in financial well-being sessions. These initiatives have made an integrated contribution to promoting physical and mental health, personal balance and quality of life in the professional environment.

In addition to investing in training and well-being, ANA is firmly committed to promoting **gender equality**, in particular by developing programmes aimed at women's professional progression. In this regard, the company has joined leading initiatives, both at international level - such as the *Ellevate* programme, promoted by the VINCI Group - and at national level, in particular the *Promova* and *Progrida* programmes, supported by the Portuguese Business Confederation (CIP). These programmes have been designed specifically for women, with the aim of developing key competences for leadership roles, valuing internal talent and promoting greater balance in decision-making structures.

The diversification of development strategies is, moreover, a priority for ANA. As part of its leadership programme, the *Building Up* initiative was launched, a **training project aimed at the organisation's leaders**. This initiative aims to strengthen competences and provide tools to prepare our professionals to successfully face the emerging challenges of their jobs. Since its inception, *Building Up* has involved more than 45 leaders, helping to strengthen the organisation's leadership and culture of excellence.

In 2024, 43 employees took on leadership roles, reflecting ANA's ongoing commitment to developing internal talent and preparing new leaders. **Mobility** - both internal and international - is also encouraged as an opportunity for development and motivation. Throughout 2024, work was carried out to review, validate and communicate the functional and geographical mobility policy. In this regard, there were 51 internal moves, with employees taking up positions in different departments from where they were previously, and two moves between subsidiaries to broaden employees' range of competences.

For those who aspire to international experiences, ANA also offers access to the *Talent Energizer* programme, organised by the VINCI Group, which promotes mobility opportunities across borders.

Reinforcing its commitment to well-being and individual development, in 2024 the company endeavoured to make an ***upgrade*** **to its current benefits package and launched the *Benefits Class***: a flexible benefits plan available to its employees. This plan offers even more advantages and greater freedom of choice, allowing each employee to select the benefits that best suit their needs and lifestyle. With the *Benefits Class*, employees can allocate the value of their 'flex' grant to various benefit options in the area of health, education, retirement or others. This initiative reinforces the

STRENGTHENING KNOWLEDGE AND PROMOTING RECOGNITION

company's commitment to the well-being of its employees, and promotes a more personalised and efficient approach to benefits management. This plan had a participation rate of 99%.

ANA's ambition to establish itself as a Employer of Reference continues to follow a solid and consistent path. Continuous investment in training, the promotion of inclusive working environments and the reinforcement of well-being policies and benefits tailored to the needs of employees all contribute to a people-centred organisational culture. This commitment is reflected in the creation of an environment where each employee is valued, involved and recognised, actively contributing to collective success.
In addition to the training programme, the company has invested in other initiatives, such as the ANA Talks forum, which aims to train teams to deal with emerging issues in the context of society's accelerated transformation.

ANA TALKS

This is a forum for sharing and debate, which encourages a culture of open dialogue, strengthens the proximity between leadership and teams and empowers employees to deal with the emerging challenges in the sector. During the four sessions, ANA sought to encourage the active involvement of its professionals in the life of the organisation, encouraging joint reflection on strategic and operational issues.

In 2024, the year of the first edition, more than 500 employees were involved, in face-to-face and *online* sessions, in various locations. These sessions were attended by the Executive Committee and were organised around three strategic themes: 'Challenges and Opportunities', 'Benefits Plan' and a local issue related to airport development plans. The CEO, Thierry Ligonnière, addressed issues such as the management of the Concession and the New Lisbon Airport, offering a strategic vision of the company's future. For local topics, employees were invited to take part in debates on flexible benefits and infrastructure development. This initiative was enthusiastically received, reinforcing the teams' involvement with the ANA brand and their contribution to a more participatory organisational culture.

WELLBEING GAMES

Initiatives that encourage health and wellbeing inside and outside the workplace contribute to building a healthy and positive environment. One of the most important initiatives in this area took place in the gardens of the Cidade Universitária. Twenty-two ANA employees took part in a range of sporting and recreational activities such as paddle tennis, badminton, table tennis, running, walking and games without borders (gymkhana).

In 2024 ANA was amongst the Top20 most attractive companies to work for according to Randstad Employer Brand Research. It was considered the 9th most attractive company in Portugal and the 2nd in the aviation sector.

KEEPING DIVERSITY, EQUITY AND INCLUSION ON THE AGENDA

ANA recognises the importance of continuing to actively promote the principles of Diversity, Equity and Inclusion (DEI), with the aim of building an increasingly representative, accessible and inclusive working environment. In 2024, the awareness-raising initiatives already carried out were continued, with an inclusive recruitment process that resulted in the integration of an employee with reduced mobility. Before she took up her duties, an awareness-raising session was held for all the staff in the building where her new colleague was working, to ensure a mindful and respectful welcome.

At the same time, the necessary adaptations were made to the infrastructure, reinforcing the company's commitment to creating an accessible and welcoming environment for everyone.

Gender equality continues to be a priority running through the organisation's IED strategy. Currently, 40.2% of leadership positions at ANA are held by women, reflecting the commitment to equity in decision-making structures. In addition to this indicator, various initiatives were promoted throughout the year with the aim of encouraging internal dialogue and raising awareness of the importance of an organisational culture that values individual differences.

One of these initiatives was the 1st edition of ANA Inclusive Talks, which was attended by 132 people. The initiative had the collaboration of Randstad, which, under the motto 'Together for a more inclusive future', analysed the principles of DEI and held a debate on the role of each employee in building a truly inclusive culture.

With regard to the promotion of **female leadership**, ANA maintained its participation in the *Promova* and *Progrida* training programmes, developed in partnership with the NOVA School of Business and Economics and the Porto Business School, respectively. In 2024, one Director (*Promova*) and two middle managers (*Progrida*) took part in these programmes, reaffirming the organisation's investment in developing female talent with growth potential in leadership roles.

With regard to **active ageing**, ANA supports employees who wish to take early retirement or make career changes. With regard to *soft landing* (retirement), in 2024 ANA set up a working group with members from different airports to jointly reflect on and outline a plan of action that would ensure, on the one hand, the transfer and management of knowledge between senior and younger employees and, on the other, help their entry into this new stage of life in a lighter and more active way. With regard to career changes, the company encourages the acquisition of new skills and the reformulation of competences (*reskilling and upskilling*) in order to embrace new professional challenges.

DIVERSITY, EQUITY AND INCLUSION WORKSHOP

ANA organised this workshop in partnership with Diversity & Inclusion Journey, a consultancy and advocacy association for these matters. The session featured Catarina Oliveira (creator of the *Espécie Rara Sobre Rodas* project), Mariana Brilhante, Mariama Injai and Vanessa Ezequiel Lopes, whose personal and professional experiences challenged participants to reflect on the impact of their actions on building a fairer and more accessible society.

This initiative represents another milestone in ANA's commitment to the principles of DEI, serving as an inspiration for consolidating a working environment that values diversity and promotes a genuinely inclusive culture.

KEEPING DIVERSITY, EQUITY AND INCLUSION ON THE AGENDA

MYWAY

The MyWay service, provided by ANA in response to regulatory obligations, guarantees an accessible and inclusive route for passengers with reduced mobility at its airports, using adapted equipment and personalised assistance. The growth in the use of this service is the result of the company's efforts to make its airport infrastructures increasingly accessible. ANA continues to invest in this improvement to provide an inclusive environment where all travellers can move around safely and independently.

RENOVATION OF TOILETS FOR PASSENGERS WITH REDUCED MOBILITY

Work on Lisbon airport's toilets has increased capacity for passengers with reduced mobility and created more inclusive spaces, such as family and children's facilities, with private areas of a religious nature that allow the ritual of ablution to be carried out.

NEW ANIMAL FACILITIES AT THE COMPANY

Lisbon airport also has a new area dedicated to small pets travelling in the cabin. This space is designed to provide better comfort and hygiene, and is equipped with a water and washing area, synthetic grass, bag dispensers and other specific items for animals.

WORSHIP ROOM

Of particular note at Lisbon airport is the existence of a place of worship, unique in Portugal, designed to be used by any passenger, regardless of their religious identity. The creation of this space was assisted by the Working Group for Inter-religious Dialogue, currently under AIMA (Agency for Integration, Migration and Asylum), and the presence of the thirteen religious denominations who were part of it at the time.

PROTECTING HEALTH AND SAFETY AT WORK

With occupational health and safety as a priority objective in all its processes, ANA has an occupational health and safety management system. This commitment is in line with the VINCI Airports' strategy, which sets the goal of 'Zero Workplace Accidents'.

ANA's Management System has been certified to ISO 45001 since 2008 and includes an annual occupational health and safety training plan, which contributes to the continuous improvement of corporate performance.

With regard to 2024, the following are of note:

- The development of a document management platform, currently being piloted at Lisbon airport, which allows for the integration of all the activities carried out by partners at our facilities;
- The implementation of risk assessments for low and medium voltage electrical work, on roads without traffic interruption and for welding work;
- The continued implementation of fall arrest systems and collective protection to prevent risks related to working at heights and confined spaces;
- The suitability of Personal Protective Equipment to protect against the risk of electric arcing as part of the equipment to be adapted;
- The continuation and adaptation of the occupational safety and health training programme; and
- As part of the Radiological Protection Programme, we would highlight the obtaining of practice registers for Lisbon, Porto, Faro, Beja and Madeira airports.

Zero / Rate of workplace accidents with serious consequences or fatalities, em 2024

3.7 / Workplace accident frequency rate

96 / Workplace accidents

148.4 / Accident severity index

RAISING AWARENESS OF PREVENTION

In 2024 there was a significant fall in:

- LTIR - *Lost Time Injury Rate*, an index of the frequency of workplace accidents, 3.70 in 2024 compared to 7.07 in 2023 (-47.7%). However, this indicator did not meet the target set for 2024.
- SR - *Severity Rate*, severity index, 148.35 in 2024 compared to 445.68 in 2023 (-66.7%).

The reduction in LTIR in 2024 was due to the fall in the number of workplace accidents (7) compared to 2023 (13). With regard to the SR figure, in 2024, the number of sick leave days as a result of workplace accidents (281) was significantly lower than the figure recorded in 2023 (820).

Preventing health and safety risks involves fostering a culture of awareness and shared responsibility. To this end, ANA organised a series of initiatives at all its airports with the aim of encouraging safe behaviour and consolidating good practices in day-to-day work.

The '**Safety Week**' is one of the key moments. During the week, 'Safety Talks' were held, sessions led by team leaders, aimed at internal communication and raising awareness of risk behaviours and preventive measures. Lisbon airport also organised a 'Safety Day' under the motto 'Together for Safety: a commitment, a mission, a future', with the involvement of the main airline operating there.

In addition, over the course of a month, employees were invited to take part in a photographic challenge to record risk situations. An awareness-raising workshop on safe practices was also organised, as well as sessions at airports and at Head Office, which attracted 76 participants and focused on the importance of reporting near misses as an essential prevention tool.

ANA highlighted the themes of Diversity, Equity and Inclusion (DEI), the inclusion of people with disabilities, gender equality and active ageing, in roadshows dedicated to the internal social dimension.

IN THE SPOTLIGHT I EMPLOYER OF REFERENCE ROADSHOW

The sessions helped to deepen collective knowledge about the projects the company has been developing, especially in the areas of female leadership, building an inclusive culture and the physical and mental well-being of employees. At the same time, greater literacy was developed on fundamental concepts such as micro-aggressions and the distinction between fairness and equality. There was also a reflection on empathy and respect in the workplace, encouraging employees to share the challenges and barriers they face in their daily lives.

To enrich the debate, a number of external organisations considered to be experts in these matters were invited:

12 March	13 March	14 March	19 March	20 March
FARO	**LISBON**	**PORTO**	**MADEIRA**	**AZORES**
Airport	Airport	Airport	Airport	Airport
Portuguese Association for Diversity and Inclusion (APPDI) Associação Salvador APEXA	APPDI Café Joyeux Michael Page	APPDI Michael Page Natixis	APPDI Associação Salvador AAPNEM	APPDI Associação Salvador SustainAzores

‘We would like to thank ANA for the excellent opportunity to share our experience of social impact in their community, and in some way to help whet their appetite and enthusiasm for bringing the joy and professionalism evident in the intellectual difference into their teams. We will always be available to share the stories of success and transformation that we experience every day at Cafés Joyeux.’

Filipa Coelho
CEO Café Joyeux

‘It was a great privilege to take part in the ANA Employer of Reference roadshow on behalf of the Associação Salvador. I shared my experience as a disabled woman and architect, and we debated the importance of more inclusive recruitment - from good practices to support and the importance of valuing the talent of diverse people. It's comforting to know that the road is being travelled, and done well!’

Manuela Oliveira
Architect and Ambassador of the Associação Salvador

TARGETS WITHIN REACH

Targets within reach

MATERIAL TOPICS	OBJECTIVES	KPI	2022	2023	TARGET 2024	2024	TARGET 2025
Development and recognition	Improving employee training	Average number of training hours per employee	35	25	37	37	38
		Employees with at least 1 course or 25 hours of training per year (%)	63%	82%	67%	97.3%	70%
	Strengthening the attractiveness of the company	No. of attendances at trade fairs	5	8	Minimum 5, of which 2 are professional	12 trade fairs	Minimum 5, of which 2 are professional
		No. of ANA open days for students	n.a.	1	1 Lisbon + 2 airports	1	1 Lisbon + 2 airports
	Enhancing knowledge of sustainability issues	Employees participating in awareness-raising and training on sustainability (%)	n/a	21%	60%	36%	80%
		No. of internal initiatives to introduce and integrate the sustainability theme	n/a	2	3	14	4
Health and Safety	Achieving zero workplace accidents	Workplace Accident Frequency Rate (LTIR) (%)	7.07%	7.07%	<3.15%	3.70	<3.13%
		Workplace Accident Severity Rate (SR) (%)	0.45%	0.45%	<0.43%	0.15	<0.43%
Diversity, Inclusion and Equal Opportunities Gender	Promoting equal opportunities for women in leadership positions	Leadership positions held by women (%)	33%	33%	34%	40.2%	34%

In general, the objectives set for each of the material issues in this ambition were fully met. In Development and Recognition, only two more Open Days for students remained to be organised, although meanwhile one was held.
In Health and Safety, although the LTIR Index (3.70%) was not lower than the target of 3.15%, it was significantly lower in 2024 than in 2023. On the positive side, we must emphasize the rise in the percentage of women in management/ leadership positions.

Development of territories

05

ANA AEROPORTOS DE PORTUGAL

POWERED BY VINCI AIRPORTS

Ambition | Development of territories

ANA plays an active role in the development of the regions in which it operates, promoting links between countries, local communities and different economic agents.

Airports are more than just transport infrastructures; they are engines of growth, contributing to regions' social and economic dynamism.
The company's commitment to the regions and communities in which operates reflected in initiatives that encourage social responsibility, circularity and adding value to the local economy. Its areas of intervention range from education and culture to support for organisations in the social sector.

At the same time, as part of the value chain, ANA intends to strengthen the contracting of local suppliers and work to integrate social and environmental criteria into the company's procurement processes.

PILLARS OF AMBITION / MATERIAL TOPICS	INVOLVING COMMUNITIES	STRENGTHENING SUSTAINABILITY IN THE VALUE CHAIN
Objectives of each Material Topic	Encouraging social responsibility Assessing the socio-economic impact of airports in countries Proximity with the community and partners	Integrating new social and environmental criteria into Procurement Processes (scrutiny, evaluation, implementation), namely, circularity, water management, the impact on the local economy and greenhouse gas emissions Gradually increasing the volume of local purchases

Find out more in Targets within reach (p. 132)

INVESTING IN COMMUNITY DEVELOPMENT

By integrating social responsibility into its strategy, ANA is contributing to the sustainability and resilience of countries, developing a positive long-term impact and strengthening its connection to the surrounding communities.

VINCI PROGRAMME FOR CITIZENSHIP

ANA's involvement with local communities has been strengthened by synergies with the VINCI Group, enabling initiatives such as the VINCI Citizenship Programme (PVPC) to be implemented. As an integral part of the company's relationship with the communities in which it operates, the PVPC has since 2019 continued its commitment to regions with a long-term strategic approach, through four priority areas of action: access to employment, mobility in solidarity, inclusion through housing and intervention in priority neighbourhoods. In each of these areas, social organisations are selected and supported which work every day to improve the lives of their beneficiaries and the surrounding communities.
In this way, organisations in the social sector can submit their projects for donations. The winning projects are selected according to criteria such as the relevance or urgency of the intervention and its capacity for positive change.

Figures from the 6th edition:

AXIS	PROJECTS SUPPORTED	AMOUNT
Inclusion through housing	2	€43.5 m
Mobility in solidarity	6	€141.3 m
Access to employment	5	€115.6 m
Support for priority neighbourhoods	3	€71.8 m

IMPACT ASSESSED AS POSITIVE

In six years of intervention, PVPC has had a positive impact, supporting projects all around the country, in the islands of Madeira and the Azores, as well as internationally in Mozambique.

Based on the information gathered from a study on the programme's impact assessment carried out in 2024 with almost half of the projects supported and sponsors involved, it is clear that the PVPC has played an important role in promoting social cohesion and strengthening communities in the countries in which VINCI operates. Of particular note was the COVID-19 pandemic and the exceptional support the company gave to ongoing projects, so that they could respond to specific and emerging needs.
This additional support proved to be fundamental for many social organisations in keeping their doors open and continuing to support their beneficiaries at a time of great social fragility.

The PVPC's contributions were clear in three main areas: strengthening social inclusion in regions by creating opportunities for vulnerable groups; promoting the dignity and autonomy of beneficiaries through responses that encourage their active participation in society; and strengthening local social organisations by providing them with more resources and greater intervention capacity, providing a more resilient and effective support network.

INVESTING IN THE DEVELOPMENT OF COMMUNITIES

ACCESS TO EMPLOYMENT

Training projects for the labour market: scholarships, formal training, retraining and monitoring of labour market integration processes.

+ 400 beneficiaries in situations of social vulnerability: prisoners and ex-prisoners, the unemployed, migrants, homeless people, people with disabilities, institutionalised young people and single mothers.

Main changes observed: increased self-esteem to actively seek employment, improved family dynamics, more financial autonomy and personal empowerment.

SUPPORT FOR PRIORITY NEIGHBOURHOODS

Emotional empowerment and community integration projects aimed at non-formal training and social inclusion.

+ 300 beneficiaries: children from socially disadvantaged backgrounds, institutionalised young people or those at risk of dropping out of school, home users and the community in general.

Main changes observed: improvement in social inclusion and community spirit.

INCLUSION THROUGH HOUSING

Residential renovation projects in Portugal and the islands.

150+ beneficiaries: people in vulnerable housing situations, including residents of shelters or other support structures, the elderly, homeless people and households in precarious conditions.

The main changes identified: improved housing conditions; reduced social isolation; improved living conditions.

MOBILITY IN SOLIDARITY

Fleet renewal projects for institutions or adaptations of spaces to support people with reduced mobility and cover a wider geographical area.

1700+ beneficiaries: people in social isolation, with reduced mobility or disabilities.

Main changes observed: therapeutic improvement in terms of mental and physical health; increased quality of life.

ANA is going to introduce a system for monitoring impacts, using qualitative and quantitative indicators, in order to monitor and evaluate the next editions of the PVPC in an increasingly robust manner. This system will make it possible to channel an increasingly effective response to community needs in future editions.

CREATING PROXIMITY WITH THE COMMUNITY AND PARTNERS

ANA has built a solid, multi-faceted relationship with the communities in which it operates, and sees airports as open spaces, integrated into the regions and at the service of the community.

This liaison has made it possible to identify areas of support ranging from funding scholarships to financial support for social emergencies, in response to the immediate needs of the population.

These meetings are a structured platform for dialogue between airports and regional *stakeholders*, with representation from local and regional entities.
In addition to the information shared on the development of its business, the company obtains input on the situation and specific needs of the regions in which the airports are located and where they represent a centre of development.

ANA is also one of the companies supporting EPIS through its Social Scholarship programme, which focuses on education as a way of promoting social inclusion in Portugal. These scholarships encourage academic achievement in young people in the 1st, 2nd and 3rd cycles of schooling, secondary education and higher education.

For more than a decade, the company has held annual **Airport Consultative Councils** in fulfilment of its aim to strengthen relations with *stakeholders*.

SOCIAL AND EDUCATIONAL COMMITMENT

Social Emergencies

ANA has played an active role in supporting the fight against forest fires and mitigating their impacts.
In the Madeira Island fires, logistical support was provided to supply water to *Canadair* aircraft, ensuring rapid and efficient refuelling to reinforce firefighting operations. In Porto Santo, ANA was also involved in supporting the authorities in fighting the fires that affected the region.

At Porto airport, the company contributed to the recovery of areas affected by the September fires by collecting surplus dry vegetation and donating 100 rolls of hay to farmers in Vila Pouca de Aguiar. This solidarity initiative, which is normally intended for other purposes, had a positive impact on the community, with representatives from the airport and local authorities in attendance.

Allocation of EPIS Social Grants

In 2024, ANA once again supported the EPIS Association's Social Scholarships, a programme that supports students of academic merit. The funding, which has been in place since 2019, helps to reduce inequalities and provide opportunities for young people who would otherwise find it very difficult to progress in their studies. The award ceremony emphasised the importance of investing in education as a lever for social progress, reinforcing ANA's commitment to social responsibility and the development of the younger generations.

In addition, ANA is part of programmes such as the School of Leaders Bootcamp, an intensive training initiative to develop leadership and resilience skills, run in partnership with the Republican National Guard (GNR). The company's participation in this type of initiative is linked to the importance of preparing the next generations for demanding and constantly evolving professional environments.

Girl Move Academy

ANA supported the *Girl Move Academy* by hosting a young Mozambican intern for three weeks, giving her an exchange experience in the business world.
This collaboration is part of a circular and intergenerational mentoring programme that promotes education and leadership in women, recognised by UNESCO as the best education programme for girls and women.
Through this internship, participants develop leadership and social entrepreneurship skills, preparing them to become agents of change in their communities.

CREATING PROXIMITY WITH THE COMMUNITY AND PARTNERS

COMMITMENT TO CULTURE

ANA also values the promotion of local culture, making airport spaces available - with high visibility and accessibility - for exhibitions, events and visits by partners and external organisations, thereby contributing to cultural enrichment and strengthening links with the community. These spaces thus become meeting points for mobility, citizenship and social responsibility.

Porto and Faro airports open their doors to culture

Porto airport hosted the exhibition 'The Meteorite' by French artist and set designer Nadia Lauro, in partnership with the Serralves Foundation. To display this sculpture the baggage reclaim hall was chosen and transformed into a place where the permanent to-ing and for-ing of passengers contrasts with the immobility of the exhibit.

Exhibition

Meeting the Chameleon

The 'Meeting the Chameleon' exhibition, organised by Associação Vita Nativa, an environmental conservation organisation based in Olhão, presented curiosities and photographs of this charismatic species, showing the unique characteristics of the common chameleon, a species that can only be found in Portugal in the Algarve. It highlighted the threats these animals face and the importance of protecting them.

This exhibition was produced as part of the Chameleon Project, the winning initiative of the Participatory Youth Budget Portugal, with the collaboration of IPDJ, ICNF, the University of the Algarve and the municipalities of Loulé, Faro, Olhão, Tavira, Vila Real de Santo António and Castro Marim.

COMMITMENT TO COMMUNITIES

In an island and dispersed region, airports play a fundamental role in supporting local populations, particularly for airborne medical evacuation operations.

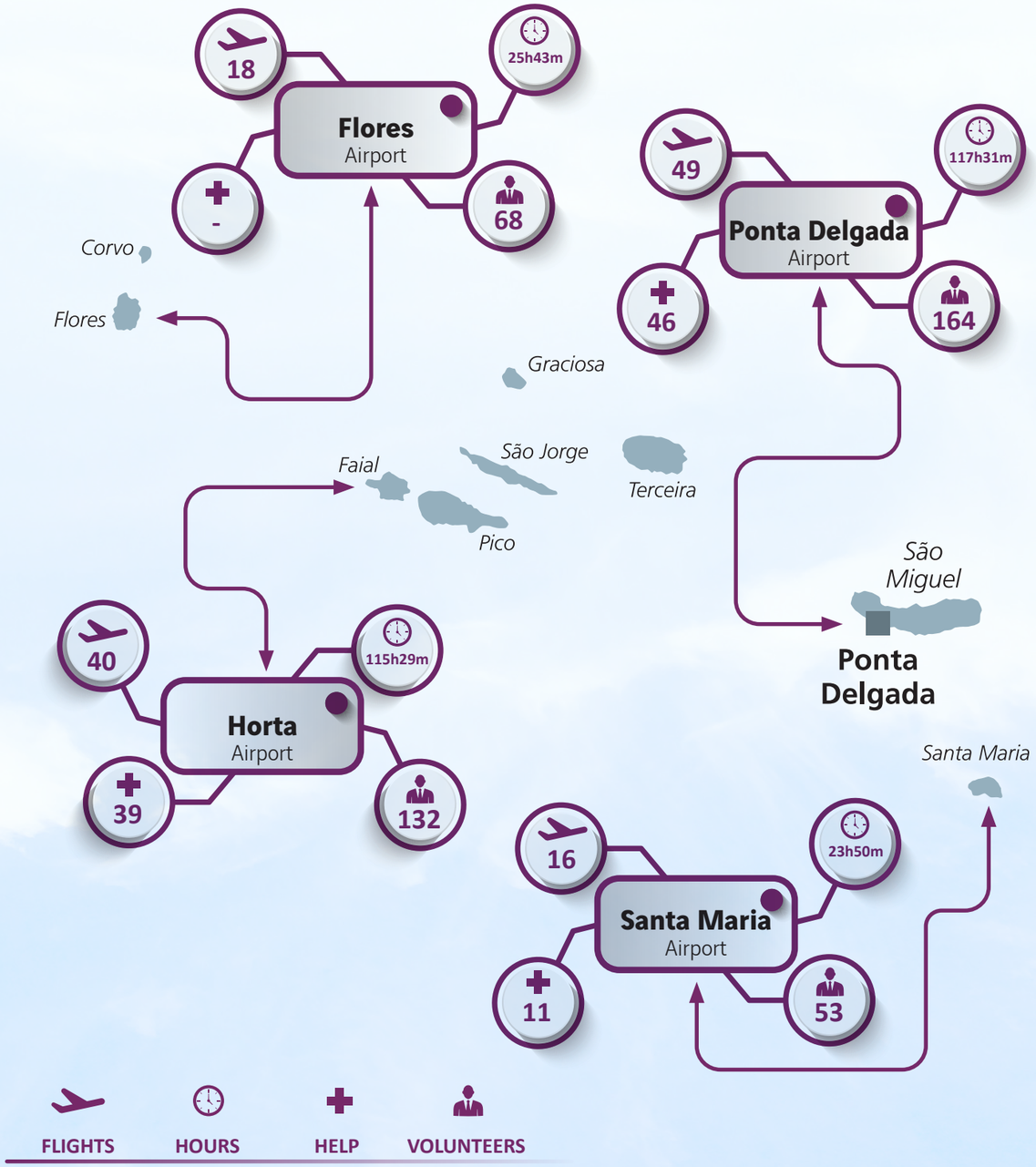
In the Azores, this type of flight is relatively frequent and is an organised response to the urgent need to transport patients to the regional hospitals on São Miguel, Terceira and Faial from other islands that don't have the appropriate facilities, using CS295 aircraft and EH101 helicopters from the Portuguese Air Force stationed at Lajes Air Base.

Most of the time, these missions take place during airport closures and involve the mobilisation of a significant number of employees and service providers outside of their working hours to restore operating conditions appropriate to the type of aircraft used.

This procedure also applies to other types of humanitarian missions, such as the transportation of organs to hospital facilities outside the region, Search and Rescue or Civil Protection operations.

Due to its underlying humanitarian aspect and public interest, ANA assumes the associated costs without any remuneration in return, which shows its commitment to the communities that depend on it.

In 2024, the Azores Airports reopened many times at night for evacuation purposes, as follows:



COMMITMENT TO THE DIFFERENT STAKEHOLDERS

ANA presented the main strategic challenges to APAVT - the Portuguese Association of Travel and Tourism Agencies - in a session that also included a visit to Lisbon Airport. This initiative presented a great opportunity to share, promote dialogue and strengthen proximity.

Porto airport welcomed Lufthansa Group's Director of Sustainability and Sales, who shared the airline's sustainability strategy with its business partners in Portugal. The Group's initiatives to reduce emissions by 50% by 2030 and achieve carbon neutrality by 2050 were presented.

COMMITMENT TO SUSTAINABILITY

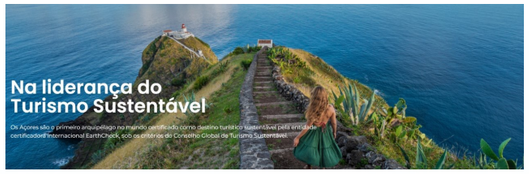
CASA DA SUSTENTABILIDADE PROJECT | MADEIRA AIRPORT

In 2024, ANA launched the *Casa da Sustentabilidade* project in Madeira, with a view to restoring an old house located in the Jardim da Boa Viagem, as well as rehabilitating the garden itself. The space will be designed to welcome *stakeholders*, members of the airport community, passengers, external guests and associations supported by the company. Inside, the aim is to create a space for sharing the company's four sustainability ambitions, VINCI Airports' objectives in this area and alignment with the Sustainable Development Goals (SDGs). The aim of rehabilitating the garden is to encourage contact with nature and create a favourable environment for outdoor events.

Visits to Faro Airport

ANA has developed educational initiatives at Faro airport, to encourage engagement with future generations and share practical knowledge about the airport sector. One of the activities involved a visit from children from the Oficina Divertida school to explore the 'invisible side' of the airport's essential services, such as the fire brigade, falconry, operations and maintenance. The experience included direct contact with specialised equipment and birds of prey.

The other initiative enabled mechanical engineering students from the University of the Algarve to find out about the air conditioning installations at the terminal from an energy efficiency point of view. The visit highlighted solutions that combine operations, costs and safety, in line with ANA's sustainability objectives and carbon neutrality.



Azores Sustainability Booklet

ANA is a subscriber to the Azores Sustainability Booklet, reinforcing its commitment to sustainable development practices in the Autonomous Region. This initiative, launched in 2017 by the Regional Government of the Azores, aims to facilitate the adoption of sustainable practices by public, private and non-profit organisations throughout the archipelago. The renewal of membership of the 'Sustainability Primer' programme reaffirms ANA's alignment with the principles of the Primer and with the region's environmental preservation objectives. The importance of this action is even greater considering that the Azores are the first archipelago in the world to be certified as a sustainable tourist destination by the international certifying organisation EarthCheck. Throughout 2024, the Azores airports actively participated in forums and training sessions organised by the Primer team, deepening their involvement with regional sustainability.

ASSESSING THE SOCIO-ECONOMIC IMPACT OF AIRPORTS

VINCI Airports commissioned Utopies to carry out a global study in 2024 to assess the socio-economic impact of its airports on the economies of the respective countries.

As a result of this global study, socio-economic impact studies were carried out on the regional and national economy of each of ANA's airports. Socio-economic impact studies make it possible to estimate the direct, indirect, induced and catalytic impacts of all airport activity on the regional and national economy. These impacts are measured through the variables of job creation by economic activity sector and contribution to GDP.

The studies carried out by ANA between 2024 and 2025 to assess the local impact of each airport on its region, awarded to Utopies in September 2024, also involved local universities in validating the methodology and assumptions, and issuing a final opinion.

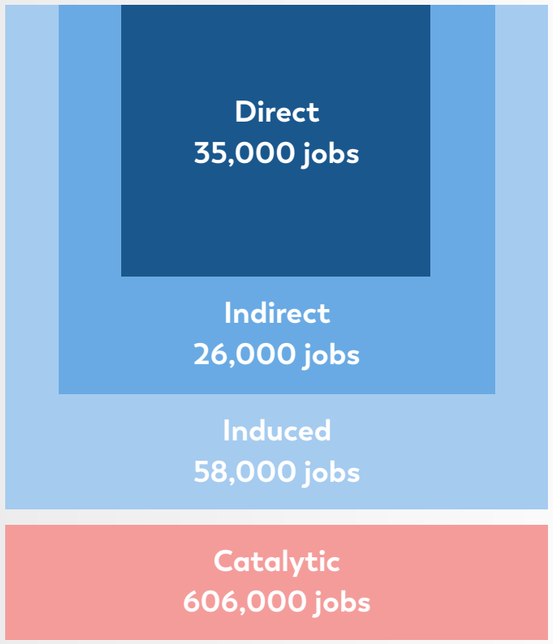
In 2024, the company began carrying out socio-economic impact studies of the Lisbon, Azores and Faro airports. Nova SBE in Lisbon, the University of the Azores and the University of the Algarve are ANA's partners in this area. These three studies are currently being finalised.

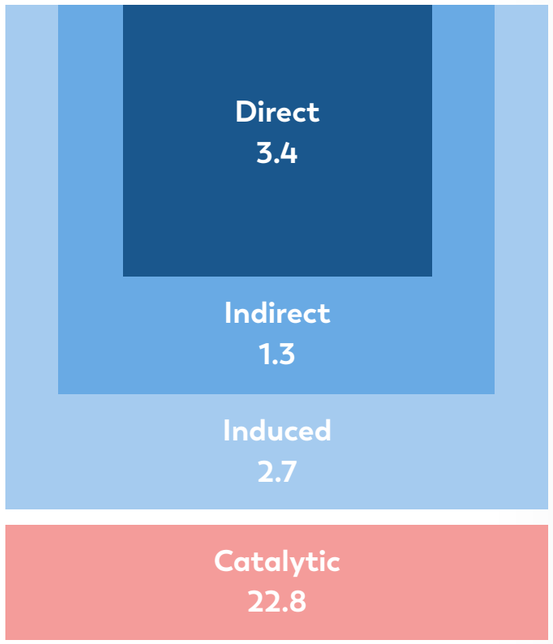
In April 2025, studies began on the airports of Porto and Madeira, which will be monitored by the Faculty of Economics of the University of Porto and the University of Madeira, respectively. Their completion is scheduled for the end of the first half of 2025.

RESULTS OF VINCI'S GLOBAL STUDY FOR PORTUGAL:

Reference year: 2023

IMPACT ON EMPLOYMENT
725,000 jobs
61% in Portugal





IMPACT _ GDP (B$)
30.2 billion dollars
64% in Portugal

B$ - billions of dollars

In terms of job creation, activity at the various airport platforms within the ANA network generates 84% of jobs in the tourism sector and 16% in airport and commercial activities correlated with it.
Employment multiplier: 3.4, i.e. for every 1 direct job on the airport platform, 2.4 additional jobs are created in Portugal.

In terms of added value (GDP), activity at the various airport platforms in the ANA network generates 75% of added value in the tourism sector and 25% in airport and related activities.

Additional note:
Direct: direct effects expected from consumption and investment by ANA and other airport platform companies.
Indirect: chain effects as a result of the direct effects. They reflect the effects generated by subcontractors and propagated in the supply chain.
Induced: effects induced by the direct and indirect effects on the employment and income cycle (household consumption + taxes).
Catalytic: effects of the air transport sector on other sectors, in our case the tourism sector.

STRENGTHENING SUSTAINABILITY IN THE VALUE CHAIN

ANA has been progressively integrating sustainability principles into its value chain, endeavouring to balance economic, environmental and social criteria in its purchasing practices and relationships with suppliers.
The adoption of sustainable criteria reflects the company's commitment to promoting a more responsible supply chain, in line with the best practices in the sector. Currently 40% of suppliers are selected on the basis of environmental and social criteria.
Given the multitude of functions that airports perform, our network of ANA suppliers is highly diverse and complex, which makes this path of continuous improvement more challenging. We have endeavoured to include considerations such as circularity, effective water management and the impact on the local economy in our procurement processes, with an emphasis on our targets for reducing greenhouse gas emissions. In line with the practices adopted by ANA, all suppliers must sign the Letter of Commitment to Social Responsibility as a condition for entering into a contract. In the case of works contracts, the specifications include specific requirements in these areas. In addition to the requirements, the aim is also to act on scrutinising, evaluating and monitoring purchases, contracts, supplies or services.

40% of suppliers based on sustainable criteria
54% local suppliers

ANA endeavours, whenever possible, to work with local suppliers - identified as those who supply only one airport and whose address is in the geographical area of that airport. This policy is reflected in the significant proportion of local suppliers, who in 2024 already accounted for 54% of total spending on suppliers.
However, contracting local suppliers continues to be a challenge, given the geographical dispersion of our business - which covers mainland Portugal and the Azores and Madeira archipelagos - and the limited availability of local supplies for some goods and services essential to airport operations.

Proportion of local supplies by airport:

Lisbon	**87%**
Porto	**17%**
Faro	**23%**
Beja	**1%**
Azores	**39%**
Madeira	**20%**

IN THE SPOTLIGHT | DEVELOPMENT OF TERRITORIES ROADSHOW

Corporate social responsibility was the main theme in the roadshow sessions, with activities for sharing experiences and good practices and volunteering activities with the local community. External organisations such as the Pestana Group, Metropolitano de Lisboa and Sonae SGPS took part, as well as local authorities such as town councils and social and spatial planning centres. Specific to this ambition, the roadshows had the participation of partner social organisations, and the practical activity was a volunteering initiative.

IN THE SPOTLIGHT | DEVELOPMENT OF TERRITORIES ROADSHOW

22 October	6 November	7 November	13 November
Faro Airport	**Porto** Airport	**Madeira** Airport	**Lisbon** Airport
Albufeira City Council	Maia City Council	Santa Cruz City Council	Lisbon City Council
Faro City Council	Porto City Council	University of Madeira	Associação Vida Autónoma
Vila Galé Albufeira	SONAE SGPS	Pestana Group	Metropolitano de Lisboa
C.A.S.A Albufeira	Serralves Foundation and APPACDM Maia	São Vicente de Paulo Refuge	Banco Alimentar
Support for the Homeless		Action to bring children and the elderly closer together	Organisation of hampers for distribution to families

C.A.S.A Albufeira

São Vicente de Paulo Refuge / Madeira

Banco Alimentar / Lisbon

‘The Municipality of Faro and ANA - Aeroportos de Portugal are linked by geography, with the municipality having one of the most important airports in the country, a structure that is fundamental to the development of the Algarve region. However, the link between the two organisations goes further, extending to a shared vision that aviation must be sustainable and go hand in hand with social cohesion, a situation that became clear at the Country Development roadshow held in the Algarve.

In 2024, as in previous years, ANA developed various initiatives to bring the airport closer to the community, involving its team of employees, promoting inclusion, quality and well-being among the most disadvantaged.

In partnership, we will continue to make Faro, as a city that welcomes, fly further with everyone on board.’

Carlos Baía
Leader of
Faro City Council

‘At the Banco Alimentar (Food Bank) we believe that sustainability is only possible with committed partners. ANA's encouragement of volunteering among its employees and partners deserves to be highlighted because it helps fight poverty and hunger, and is an example of effective commitment to building a more supportive and inclusive society’.

Ana Vara
Senior Social Policy Officer at the Lisbon Food Bank

TARGETS WITHIN REACH

Targets within reach

MATERIAL TOPICS	OBJECTIVES	KPIS	2022	2023	TARGET 2024	2024	TARGET 2025
Involving communities	Encouraging social responsibility	No. of PVPC projects supported in year n (No. PVPC)	10	17	12	16	13
	Assessing the socio-economic impact of airports within countries	No. of studies on social and economic issues	0	0	1	3	2
	Proximity to the community and partners	No. of initiatives/ sponsorships/ attendances ANA	15	22	19	160	21
Strengthening sustainability in the value chain	Integrating new social and environmental criteria into the Purchasing policy, including circularity, the impact on the local economy and greenhouse gas emissions	Volume (value) of purchases subject to environmental and social criteria (%)	n.a.	n.a.	55%	n.a.	70%
	Gradually increasing the volume of local purchases	Volume (value) of local purchases (%)	10%	n.a.	15%	n.a.	18%

The objectives of this ambition were met in 2024, but ANA is aware of the need to integrate environmental and local sourcing criteria into its procurement processes so that these indicators can be reliably achieved. In 2024 it began a project to design and implement sustainable purchasing, which will only begin to be gradually implemented in 2025. In practice, the company has these concerns in its management and encourages the increase of local supplies as well as environmental and social criteria, but it does so in a non-systematised way, which explains why the indicators are not presented.

Transition in the aviation sector

06

ANA AEROPORTOS DE PORTUGAL

POWERED BY VINCI AIRPORTS

Ambition | Transition of the aviation sector

The transition to a more sustainable airport sector requires the convergence of innovation, investment and strategic collaboration.

ANA has adopted a proactive approach to environmental and operational challenges, investing in solutions that lead to the decarbonisation of airport operations and electricity supply, energy efficiency and the modernisation of its infrastructure.

The company is at the forefront of national airport management, and plays a central role in accelerating this transition, liaising with the various players in the sector, from airlines and service providers to regulators and local communities. This is essential joint work, which drives innovative solutions and ensures that the sector evolves in a balanced and responsible way.

In a global context, where aviation is facing increasing environmental and economic pressures, ANA reaffirms its mission as an active agent of development that reconciles growth and sustainability, driving the sector's transition and guaranteeing the quality of the service provided to the millions of passengers who use the airports managed by the company.

Main challenges in the sustainable transition of the airport sector

Emissions: changes to emissions in the airport sector depend directly on technological innovations and changes in the fuels used.

Technology and infrastructures: the use of more sustainable technologies, such as SAF (*Sustainable Aviation Fuel*), or innovative technologies require high investments and adaptations to airport infrastructures. These adjustments imply higher costs and a significant operational impact.

Costs: solutions with a lower environmental impact generally have a higher investment than traditional solutions.

Regulation: regulatory support is essential to substantiate and globally align emission reduction objectives.

Consumer acceptance: low emission solutions tend to increase the cost for consumers/customers. It is therefore necessary to raise passenger awareness around the benefits and more sustainable alternatives.

The company has embarked on an ambitious innovation agenda, centred on new solutions for airport operational efficiency and improving the passenger experience. Faced with the current challenges, it reaffirms its strategic objectives of positioning itself as an airport innovation centre integrating more sustainable practices, namely:

- Encouraging the use of alternative fuels;
- Encouraging intermobility;
- Integrating new technologies.

ENCOURAGING THE USE OF ALTERNATIVE FUELS

The aviation sector faces significant challenges in reducing carbon emissions, which require innovative solutions. The transition to alternative fuels is therefore a priority in ANA's strategy for decarbonising airport operations, requiring the adoption of new technologies and practices that mitigate its environmental impact.

We now know that the measures outlined in the roadmap for decarbonising the aviation industry are no longer compatible with 1.5ºC in terms of global temperature rise, but with a trajectory of 1.7ºC. Even so, the sector is maintaining its ambition to achieve neutrality by 2050, so now is the time to act.

The importance of using sustainable fuels with *Sustainable Aviation Fuel* (SAF), as the biggest contributor to decarbonising the sector, has increased, with the European Union (EU) defining in 'Fit for 55' a legislative package to reduce GHG emissions by at least 55% by 2030, and their integration by up to 70% by 2050.
In ground operations, the transition to alternative fuels is also a priority in the company's strategy for decarbonising airport operations.

In this regard, ANA has been promoting the use of fuels with a low environmental impact, such as HVO (*Hydrotreated Vegetable Oil*) and accelerating the electrification of airport operations.

PROMOTING THE USE OF SUSTAINABLE AVIATION FUEL

ANA is committed to the use of SAF in its airports, in line with the European decarbonisation targets defined in 'Fit for 55'.

SAF is a sustainable alternative fuel produced from used cooking oil and renewable vegetable waste, which contributes significantly to this reduction and can be blended with fossil fuel (Jet-A1).
Both the aircraft and the airport infrastructure - from storage tanks to the hydrant network - are prepared to incorporate SAF.

> The European Union has established a progressive plan for the incorporation of SAF in the aviation sector. From 2025, it will be compulsory for 2% of the fuel used to be SAF, with a gradual increase over the coming decades. By 2050, at least 70% of SAF is expected to be incorporated. In the future, technological advances indicate that there will be no technical limitations to using 100% of this fuel.

ANA has been liaising with the *players* in the industry in Portugal to encourage the development of SAF and has participated in regulatory initiatives to ensure their adoption in accordance with European guidelines, in order to align and make airport infrastructure compatible with the latest certification and traceability methodologies. The company is playing a central and infrastructural role in the decarbonisation of this sector, focusing on the transparency and certification of this fuel.
The year 2024 was fundamental for carrying out tests and operational trials at European level, offering a more comprehensive understanding of the logistical, technical and methodological challenges of incorporating SAF into aircraft fuelling.

SUSTAINABLE FUELS IN GROUND OPERATIONS

Initiatives to reduce the carbon footprint of operations include investment in alternative energy sources such as biofuels for the ground fleet and associated infrastructures.

- **Faro Airport**: at the end of 2023, a pilot project was started, in collaboration with GALP, to test the use of HVO in ANA's ground fleet and third parties, as an alternative to diesel. In 2024, the consumption of HVO in the 26 ANA vehicles that use it was around 30,100 litres, thus avoiding the emission of 55,510 $kgCO_2eq$. In 2025, this supply will continue in all the remaining ANA vehicles whose electrification has not yet been possible.

ENCOURAGING THE USE OF ALTERNATIVE FUELS

- **Lisbon Airport**: Following the success of the pilot project at Faro airport, HVO was made available in December 2024 to supply 33 vehicles from the maintenance and operations areas and third parties.

The next steps are to extend the use of HVO to other vehicles in the ground fleet and to supply emergency generators at airports. Starting in 2025 with Porto Airport and under evaluation for the airports of the Madeira and Azores archipelagos.

A sustainable alternative

HVO is a 100% renewable biofuel treated with hydrogen and produced from vegetable oils and waste. Its use has several environmental and operational advantages:

- It emits between 80% and 90% less GHG over its life cycle compared to traditional diesel;
- It reduces fine particulate matter by 33% and carbon monoxide emissions by 24%;
- The use of HVO in the car fleet requires no changes to the engines and is compatible with biodiesel, allowing for a faster and more efficient transition.

ELECTRIFY WITH PROJECT eGOANA

ANA developed the eGOANA project - *Electrification of Ground Operations, in a consortium with* Portway and Sunmind to go ahead with the electrification of ground operations at the airports under its management. The initiative was approved for funding under the European Commission's CEF-AFIF programme (*Connecting Europe Facility - Alternative Fuels Infrastructure Facility*), thereby guaranteeing support for 30% of the total investment. The project provides for the installation of essential infrastructure for the electrification of airport operations, including:

- Loading points for ground support equipment (*Ground Support Equipment* - GSE)
- Preconditioned air units for parked aircraft (PCA)
- Ground Power Units (GPU)
- Chargers for GSE and plugs for PCA/ GPU
- Installation of solar panels at Madeira, Azores, Porto and Lisbon airports to ensure that all airside operations are powered by renewable energy.

The eGOANA project will ensure that the supply of electricity and air conditioning to parked aircraft is made from sustainable sources, making it possible to disable the use of the *Auxiliary Power Unit* (APU-off) by airlines. This initiative will help reduce CO_2 emissions, improve air quality and increase operational efficiency.

The project is currently at the technical and legal consultation stage, with a view to being implemented in early 2025.

BOOSTING POSITIVE MOBILITY

Sustainable mobility is another key factor in reducing the environmental impact of the airport sector and improving the quality of life of the surrounding communities. ANA is developing projects that promote greener, more efficient and more accessible transport solutions, encouraging alternatives to the use of individual fossil-fuelled vehicles.

PROJECT LIFE-MOONSET

ANA is part of *LIFE-MOONSET (IMplementing a NOcturnal, EcO-FrieNdly and Integrated SharEd Transportation Concept*), an innovative **night transport project for airport employees**. By analysing pilot results, the initiative aims to resolve the lack of public transport options at night, which leads many employees to rely on individual transport. Co-funded by the European Union through the LIFE Programme, the project is the result of collaboration between various entities specialising in sustainable mobility, including TML - Transportes Metropolitanos de Lisboa, Wiener Linien, VIA, Ruse Metropolitan Transport and the University of Innsbruck.
The main objectives of this project are to:

- Create sustainable alternatives to individual transport, reducing dependence on the use of own vehicles, particularly by employees.
- Implement an on-demand transport service suited to the needs of night employees.
- Reduce greenhouse gas emissions by pursuing ecological solutions, such as *shuttle* trams in areas close to Lisbon airport.

SUSTAINABLE MOBILITY IN PORTO

In response to the growing number of bicycle users and the demand for more environmentally-friendly transport options, Porto airport has created three areas dedicated to assembling bicycles (one area inside Level 0 and two areas in the arrivals area).
This initiative aims to encourage the use of bicycles as an alternative means of transport, reducing dependence on motorised vehicles and reinforcing ANA's commitment to sustainable mobility and the decarbonisation of urban transport.

PUBLIC TRANSPORT IN FARO

Positive mobility is a priority for ANA, with public transport playing a key role in reducing carbon emissions and promoting green travel.
In this regard, the company organised an awareness session at Faro airport, in partnership with VAMUS and PROXIMA, to encourage the use of public transport. During the session, the urban and interurban public transport offer was analysed, aligning it with the needs of the airport community and exploring alternatives to individual transport.
The initiative was attended by representatives of municipal authorities, companies and local transport management bodies, to encourage strategic collaborations and sustainable projects to guarantee efficient and accessible solutions for the mobility of employees and passengers.

ECO-GENERATOR IN FARO

Faro airport has contributed to positive mobility by installing an eco-generator, a large battery built from reused materials. This innovative solution has a charging point for two-wheeled electric vehicles, encouraging more sustainable alternatives for airport employees. This initiative aims to reduce dependence on fossil fuels and encourage more sustainable commuting, in line with ANA's global decarbonisation strategy.

OPEN INNOVATION

ANA has invested heavily in innovation as one of the pillars for improving its practices. By encouraging collaboration with *stakeholders*, the company is enhancing the development of solutions aligned with the real challenges in the sector. This approach has made it possible to accelerate the integration of emerging technologies such as robotics, artificial intelligence (AI) and sustainable solutions into the airport environment, with a direct impact on improving the passenger experience, optimising operations and boosting environmental efficiency.

Effective communication and collaboration with different stakeholders are fundamental to the smooth running of airports. In 2024, the following advances stood out:

- ***Chatbot* as a communication channel**: this AI software has established itself as an essential tool in passenger service, with 5.7 million messages exchanged, an increase of 7.5% compared to 2023. This reflects the growing use of this technology to provide real-time information and improve the passenger experience.
- **Expansion of the *Airport Community App***: the application aimed at the airport community was expanded to Ponta Delgada and Madeira airports and strengthened its presence in Lisbon, Porto and Faro. This platform has been an essential channel for communication and collaboration between the different teams operating at the airports.

ANA has been exploring new technologies to improve operational efficiency and interaction with passengers. In 2024, the following solutions are underway:

- **Humanoid robotics pilot project**: currently being tested at Lisbon airport, this technology for direct interaction with passengers provides assistance and personalised information. The results obtained are fundamental to the development of new initiatives in the future.
- **Artificial intelligence and computer vision**: new approaches in AI are being applied to optimise airport operations, including:
  - ***CarryOn Bags***: an innovative project to improve the control and management of hand luggage.
  - ***GateSphere***: a solution to improve boarding management and the passenger experience.

ANA played a central role in the 'World's Largest Programming Class', held on 12 October 2024 at the Técnico Innovation Center in Lisbon. As the official sponsor of this initiative - organised by Instituto Superior Técnico and Magma Studio - ANA contributed to an event that brought together more than 2,000 participants and set a new Guinness record. This participation reinforces the company's active role in the national technological and academic ecosystem, promoting digital transformation and empowering future generations.

The 6th edition of 'The Journey' bootcamp reinforced the company commitment to efficiency and sustainability in airports, through collaboration between *start-ups* and *stakeholders* to develop innovative solutions. The initiative, led by ANA, was supported by *Turismo de Portugal* and promoted by *Beta-i Collaborative Innovation*. Industry partners included organisations such as the National Civil Aviation Authority (ANAC), Bolt, Metro, Global Blue, SIXT, TAP and Ground Force Portugal. During the programme, opportunities were explored for collectively developing projects.

The Innovation Laboratory in Terminal 1 of Lisbon airport, to be inaugurated in 2025, will allow for the expansion of innovation activities and the strengthening of VINCI Airports' Centre of Excellence. This space will be a hub for developing and testing new technologies and new solutions.

INTEGRATING NEW TECHNOLOGIES

The adoption of new technologies makes it possible to optimise airport management, improve the passenger experience and strengthen the sustainability of airports. ANA has invested in innovative solutions in different areas, from biometrics in the passenger boarding procedure to the new infrastructure management system that will allow centralised and intelligent control of resources.

BIOMETRY PROJECT

The project Biometric Experience by VINCI Airports is an innovation project, supported by the European Union through the *Next Generation EU* programme, with the aim of improving the quality of service and the passenger experience in the boarding process through greater fluidity and operational efficiency, offering the following benefits:

- Agile and efficient flow: identification by facial biometrics eliminates the need for boarding passes and physical documents, reduces queues and simplifies the passenger's journey through the airport.
- Safety and innovation: technology guarantees a fast and safe boarding process.
- Data protection: passenger privacy is guaranteed with the automatic deletion of biometric data after flight departure.

Started in 2024 at Lisbon and Porto airports, this project was later extended to Faro, Madeira and Ponta Delgada. Ponta Delgada airport is 100% covered by biometrics. In 2024, more than 10,000 biometric boardings were carried out at ANA's five airports. A significant expansion in the number of biometric devices is planned for 2025, with the focus being Lisbon airport's Terminal 2, which is expected to reach 100% of boardings by biometrics.

Find out more at: Biometrics | Institutional

BUILDING MANAGEMENT SYSTEM

The company is developing another innovative project, co-financed by the Recovery and Resilience Programme, for the installation of a new generation of infrastructure management system (Building Management System - BMS) at its airports.

The aim is to optimise energy consumption, reduce the carbon footprint and increase operational efficiency. This new system will enable centralised and intelligent control of airport infrastructures, promoting more efficient management of resources. The initiative also includes the development of a Digital Twin pilot project, which will increase the capacity for integrated monitoring and management of infrastructures and energy.

TARGETS WITHIN REACH

Targets within reach

MATERIAL TOPICS	OBJECTIVES	KPI	2023	TARGET 2024	2024	TARGET 2025
Alternative fuels - Green Hydrogen	Exploring green hydrogen as an alternative fuel: ground and aircraft operations	Number of EU Projects/Applications with ANA participation [No.]	0	2	2	2
Alternative fuels	Explore low-emission renewable fuels alternatives to diesel	Total Fossil Fuel Consumed/Total Fuel Consumed [L]	1.3% (6,072 L)	3.5% (15,693 L)	6.6% (30,474 L)	20% (88,375 L)
Electricity production	Developing options for electricity production	Installed capacity [MWh]	2.9	4.7	2.9	15
	Explore other forms of renewable energy/ energy storage	Number of pilots/ projects installed [No.]	0	1	0	2
Sustainable Mobility	Encouraging intermodality between air and land transport	Number of charging points	117	150	161	200
		Number of Business Mobility Plans [No.]	1	3	1	3

The ambition for Transition in the aviation sector, which is common to ANA's other ambitions, was the most challenging due to its intrinsically exploratory nature and strong correlation with the actions of the various *stakeholders*. Therefore, at an early stage in the company's sustainability strategy cycle, it was decided not to set concrete targets. However, with a more mature ANA on its journey towards sustainability, in 2024 it was already possible to set targets for some of the issues considered.

The targets set for 2024 were challenging, but for the Hydrogen, Alternative Fuels and Sustainable Mobility pillars they were met overall.

In terms of applications for the development of hydrogen projects co-funded by the EU, ANA and VINCI are accompanying two initiatives:

- **GOLIAT**, whose aim is to accompany the development of technology and airport regulations in the area of liquid hydrogen refuelling in aircraft;
- **IMAGHyNE**, provision of a type of 'hydrogen voucher' with the aim of studying the replicability of a road hydrogen production and supply ecosystem around an airport.

TARGETS WITHIN REACH

With regard to alternative fuels and sustainable mobility, the company has made a great effort to decarbonise its fleet, both in terms of its electrification, resulting in a significant increase in charging stations for low-emission vehicles, and in terms of the use of HVO, having exceeded the targets set.
As far as the Electricity Production pillar is concerned, with the installation of a photovoltaic plant in operation since 2022 at Faro airport, the development of similar projects at other airports has begun. In this regard, we would like to highlight the licensing obtained for the airports of Madeira, Porto Santo, Horta, Santa Maria and Ponta Delgada. The implementation works in Madeira and Porto Santo are expected to be completed by 2025 and at the other airports in the Azores in 2026.
In the field of renewable energies, 2024 was marked by the progress of the micro-wind generation project in Madeira, which came into operation in 2025.

Although the Mobility pillar provides for two Mobility studies to be carried out by 2024, this target could not be met. It should be noted, however, that in 2024 the Sustainable Mobility Plans for Faro and Porto airports began, and are expected to be finalised in 2025.

New challenges, the same ambition

07

ANA AEROPORTOS DE PORTUGAL

POWERED BY VINCI AIRPORTS

New challenges, the same ambition

ANA's sustainability journey reflects a continuous and dynamic commitment to excellence, responsibility and significance.

By consolidating the progress made, the company is looking to the future, convinced that constant evolution is essential to meet the challenges and strengthen its role in building a more sustainable aviation sector.

In response to the demands of the new European regulatory framework, ANA began the transition to a sustainability reporting model aligned with the CSRD (Corporate Sustainability Reporting Directive), gradually replacing the benchmark currently adopted - the Global Reporting Initiative (GRI). This change represents an opportunity to deepen transparency, strengthen the reliability of the information reported and increase the capacity to generate positive, real and measurable impact.

Although, following the proposal for regulatory simplification set out in the Omnibus package, a possible postponement of the formal reporting obligation for several companies is anticipated, ANA has opted to bring this process forward. Thus, the **Sustainability Report for the financial year 2025, to be published in 2026, will already be drafted in accordance with the CSRD**, responding to the requirements of the European Sustainability Reporting Standards (ESRS) and reaffirming its commitment and leadership in the field of Sustainability.

At the same time, 2025 will mark the start of a new strategic cycle (2026-2030), during which ANA's sustainability objectives and targets will be reviewed, ensuring that they are in line with emerging trends, current and future risks, and the expectations of the different stakeholders.
This process will be supported by an analysis of **double materiality**, already carried out during 2024, which has made it possible to adjust the material issues to ANA's current circumstances and define the strategic pillars that will guide the new sustainability cycle. This analysis is fully aligned with CSRD requirements, and enables an integrated assessment of the main impacts, risks and opportunities (IROs), ensuring future-orientated strategic action.

This is, therefore, a turning point for sustainability at ANA, reflected in the reformulation of its strategy and the strengthening of its ambitions in environmental, social and governance (ESG) matters. The realisation of this vision will require strong internal involvement, based on empowering teams and fully integrating Sustainability into the company's governance model.

With the commitment of its employees, the collaboration of its partners and the trust of its passengers, ANA is ready to lead the transition to a more sustainable, humane and resilient mobility - holding firm to its ambition: **together, for positive mobility.**

ANNEXES

08

ANA AEROPORTOS DE PORTUGAL

POWERED BY VINCI AIRPORTS

GRI 1 - 2021 Foundations		Location/Answer
GRI 1	**Requirement 8: Provide a declaration of use**	ANA Aeroportos RS24 | About the report
GRI 1	**Requirement 7: Publish a GRI content index**	This table.

GRI 2 - General Disclosures 2021		Location/Answer
The organisation and its reporting practices		
GRI 2-1	**Organisational details**	· Legal name: ANA - Aeroportos de Portugal, S.A. · Corporate structure and legal form: ANA Aeroportos de Portugal was created by Decree-Law no. 404/98 of 18 December, which transformed the public company Aeroportos e Navegação Aérea, ANA, E.P., created by Decree-Law no. 246/79 of 25 July, into a legal person under private law with the status of a public limited company. · Location of registered office: Lisbon, Portugal · Countries of operation: Portugal
GRI 2-2	**Entities included in the organisation's sustainability reporting**	ANA - Aeroportos de Portugal, S.A.
GRI 2-3	**Reporting period, frequency and contact point**	ANA Aeroportos RS24 | About the report
GRI 2-4	**Restatements of information**	The severity rate (SR) for the year 2023 was revised, as it had been calculated by mistake on the basis of 1,000 hours instead of 1,000,000 working hours. In 2024, the calculation was made according to the planned methodology.
GRI 2-5	**External assurance**	The information reported in this Report has been verified externally by an independent entity, PricewaterhouseCoopers & Associados – Sociedade de Revisores Oficiais de Contas, Lda. For more information, please see the Independent Limited Reliability Assurance Report.
Activities and employees		
GRI 2-6	**Activities, value chain and other business relationships**	ANA RS24 I ANA_What defines us / Value chain diagram
GRI 2-7	**Employees**	

Employees	2023	**2024**
Total number of employees	1,122	**1,152**
Total number of permanent employees	1,122	**1,152**
Total number of temporary employees	0	**0**
Total number of employees without guaranteed working hours	0	**0**
Total number of full-time employees	1,122	**1,152**
Total number of part-time employees	0	**0**
REGISTERED OFFICE		
Total number of employees	333	**368**
Total number of permanent and full-time employees	333	**368**
Breakdown by gender		
Men	218	**190**
Women	115	**178**
LISBON		
Total number of employees	265	**264**
Total number of permanent and full-time employees	265	**264**
Breakdown by gender		
Men	207	**169**
Women	58	**95**
PORTO		
Total number of employees	125	**121**
Total number of permanent and full-time employees	125	**121**
Breakdown by gender		
Men	110	**93**
Women	15	**28**
FARO		
Total number of employees	127	**127**
Total number of permanent and full-time employees	127	**127**
Breakdown by gender		
Men	107	**92**
Women	20	**35**

		BEJA		
		Total number of employees	7	**6**
		Total number of permanent and full-time employees	7	**6**
		Breakdown by gender		
		Men	5	**4**
		Women	2	**2**
		AZORES		
		Total number of employees	95	**98**
		Total number of permanent and full-time employees	95	**98**
GRI 2-7	**Employees**	Breakdown by gender		
		Men	77	**78**
		Women	18	**20**
		MADEIRA		
		Total number of employees	170	**168**
		Total number of permanent and full-time employees	170	**168**
		Breakdown by gender		
		Men	131	**121**
		Women	39	**47**

Methodologies and assumptions used to compile the data: The total number of full-time equivalent employees (FTE), reported on 31 December.

			2023	**2024**
		Total number of workers who are not employees, but whose work is controlled by the organisation	4,475	**4,496**
		Most common types of workers and their contractual relationships with the organisation		External service providers
GRI 2-8	**Workers who are not employees, but whose work is controlled by the organisation**	Type of work they perform		• Surveillance/Security; • Cleaning; • Rescue and emergency services/First Aid/Fire Brigade; • Wastewater monitoring; • Fitness programme development services; • Maintenance of green spaces/Gardening;

			2024
GRI 2-8	**Workers who are not employees, but whose work is controlled by the organisation**	Type of work they perform	• IT consultancy/Digital application management/Software maintenance; • Nursing services; • Collection of Urban Waste/MSW/ Hazardous waste; • Inspection and cleaning of drainage systems; • Disinfection of facilities; • Maintenance and construction; • Mechanical maintenance; • Electrical maintenance; Coordination and Operation of Baggage Terminals, Baggage Service, PRM Services, Passenger Support; • Refilling and maintenance of fire extinguishers/foam; • Car washing; • Transport services; • Falconry service; • Maintenance of the access control system; • Parking lot services.

Methodologies and assumptions used to compile the data: Service providers with more than 30 working days as at 31 December.

Governance

GRI 2-9 — ***Governance* structure and composition**

***Describe the* governance *structure, including the committees of the highest* governance body:**
VINCI Airports is the sole shareholder of ANA Aeroportos de Portugal, S.A. According to the powers laid down by law (Commercial Companies Code) there are three corporate bodies:
- Board of Directors (BD)
- Supervisory Board
- General Shareholders Meeting

The Board of Directors is the highest *governance* body responsible for managing and representing the company, under the terms of the law and those conferred on it by the General Shareholders Meeting.
By delegation from the Board of Directors, there is also an Executive Committee (EC) whose work is also governed by a Regulation.
There are also Consultative Councils for each airport, convened periodically by the Executive Committee, where the regional *stakeholders* sit. Other committees have been set up at a more operational level, but always under the supervision of the Board of Directors (e.g. User Committee or Sustainability Committee, Ethics and Surveillance Committee).

List the committees of the highest governance body that are responsible for decision-making and overseeing the management of the organisation's impacts on the economy, the environment and people: The management of the company is centred on the Executive Committee, which includes 6 members of the Board of Directors.

Describe the composition of the highest governance body and its committees:
Of the 12 members of the Board of Directors, 2 are women and 10 are men, 6 of which make up the Executive Committee. The Executive Committee carries out the day-to-day management of the company independently, based on the guidelines of the Board of Directors.

The Advisory Councils are made up of representatives of local organisations of various kinds (institutional, commercial, university, among others) with significant public involvement in sectors related to ANA's activities.

GRI 2-10	Nomination and selection of the highest governance body	**Nomination and selection processes for the highest governance body and its committees:** The members of the Board of Directors are appointed by the General Meeting of Shareholders, which represents ANA Aeroportos' sole shareholder - VINCI Airports. The members of the Executive Committee are appointed by the Board of Directors. **Describe the criteria for nomination and selecting the members of the highest governance body, including whether and how the following criteria are taken into consideration:** The members of the Board of Directors and the Executive Committee are selected and appointed according to the criteria of the shareholder VINCI Airports, taking into account its knowledge of the competences required. In the future, it is also planned to include criteria that promote gender equality in the composition of company bodies.
GRI 2-11	Chair of the highest *governance body*	The Chairman of the Board of Directors has no executive functions.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	ANA's mission, vision and values, as well as strategies, policies and objectives are defined and approved by the Executive Committee, in accordance with the guidelines received from the Board of Directors. Decisions on realisation and implementation are the responsibility of the EC as part of the company's day-to-day management. The business's sustainable development strategy is established in coherence with the strategy defined within VINCI Airports. Stakeholders are involved through consultation processes on specific issues (without prejudice to issues subject to public consultation by law) and also within the framework of the Advisory Councils mentioned above. The results of the consultations are analysed and, as far as possible, incorporated into decision-making.
GRI 2-13	Delegation of responsibility for managing impacts	**Describe how the highest governance body delegates responsibility for managing the organisation's impacts on the economy, the environment and people:** The Board of Directors has delegated the day-to-day running of the company to an Executive Committee, under the terms of the Executive Committee Regulations. • **Whether it has appointed any senior executives with responsibility for the management of impacts:** Each of the members of the Executive Committee is responsible for different areas of activity (economy, people, environment, among others) and for managing their impacts. • **Whether it has delegated responsibility for the management of impacts to other employees:** Those responsible for each area are delegated responsibility for managing impacts. ***Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people*:** The head of the Environmental Sustainability Office reports to the member of the Executive Committee on a weekly basis, and whenever necessary.
GRI 2-14	Role of the highest *governance body* in sustainability reporting	**Report whether the highest governance body is responsible for reviewing and approving the information reported, including the organisation's material topics, and if so, describe the process for analysing and approving the information:** ANA also has a Sustainability Committee, made up of members of the Executive Committee and company directors, which encourages collective reflection and the definition of ANA's sustainability strategy in line with the shareholder's strategy. The Sustainability and Environment Department (DSA) is responsible for implementing sustainability and environment policies. The Occupational Health and Safety area (OHS/DSFA), which is part of the Airport Security and Facilitation Department, and the People and Culture Department (PCD) manage the internal impact on people. The annual Sustainability Report is coordinated by the DSA and is the result of collaboration between the different areas of the company and the contribution of the EC and the Sustainability Committee. ***If the highest* governance body is not responsible for analysing and approving the information reported, including the organisation's material issues, explain the reasons for this:** The Executive Committee is responsible for final approval of the Sustainability Report, which is subject to verification by an external organisation.

GRI 2-15	Conflicts of interest	**Describe the processes used by the highest governance body to ensure that conflicts of interest are prevented and mitigated:** The Charter of Ethics and Conduct and the shareholder Anti-Corruption Code of Conduct determine how to act in the event of conflicts of interest. The Chairman of the EC accesses these documents via the VINCI Diffusion platform, inviting the other ANA directors to take note of them. Subsequently, the directors share the Charter and Code with all the managers, who in turn share it with their employees, ensuring that its principles are covered and applied across the organisation. Specifically for ANA, the Executive Committee approved the 'ANA Conflict of Interest Prevention' procedure, which lays down the terms of application for the prevention and mitigation of potential conflict of interest situations: - Declaration of No Conflict of Interest_ applicable to all ANA employees who are in a relationship with third parties; - Declaration of Compliance with the Charter of Ethics and Conduct on the prevention of conflict of interest_ applicable to all members of the EC, Directors and Heads of Office; - Reporting actual or potential conflicts of interest_ applicable to all ANA employees ***Report whether conflicts of interest are reported to* stakeholders:** Only the internal reporting of one conflict of interest situation is foreseen so that a solution can be found to eliminate it.
GRI 2-16	Communication of critical concerns	The Executive Committee takes note of critical concerns through the Annual Integrated Cycle Evaluation Report I, issued following the joint meeting of the Ethics and Surveillance Committee. If any specific situation is identified as a result of an analysis carried out by the Ethics and Surveillance Committee, and if deemed necessary, it is reported to the Executive Committee. It should be noted that the Ethics and Surveillance Committee includes a member of the Executive Board, thus guaranteeing a channel between the two bodies. The Executive Committee communicates critical concerns deemed relevant to the Board of Directors.
GRI 2-17	Collective knowledge of the highest *governance body*	**Report on measures taken to develop the collective knowledge, skills and experience of the highest governance body on sustainable development:** Regular meetings between the Sustainability and Environment Department and the Executive Committee to follow up and monitor the Sustainability Strategy; ESG training programmes, such as the Climate Wall training; Participation in sustainability forums, among others.
GRI 2-18	Evaluation of the performance of the highest governance body	**Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people:** ANA's Board of Directors is assessed by VINCI using rules defined by the group's headquarters, taking into account the fulfilment of its objectives. **report whether the evaluations are independent or not, and the frequency of the evaluations:** On an annual basis. The evaluation is independent, and there are individual meetings with each member of the Board of Directors. **describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices:** The result of the evaluation has effects in terms of career progression and through the award of bonuses. As a result of the evaluations, areas for improvement are defined.
GRI 2-19	Remuneration policies	Describe how remuneration policies for members of the highest governance body and for senior executives are tied to their goals and performance vis-à-vis managing the organisation's impacts on the economy, the environment and people: The Board of Directors of ANA, S.A. is evaluated by VINCI Airports, with rules defined by the VINCI group headquarters, and taking into account the fulfilment of its objectives. The remuneration of members of the Board of Directors includes fixed and variable remuneration. Termination payments are not made if no ethical or behavioural principles are violated. Mechanisms for returning bonuses and incentives (clawback) apply. Retirement benefits, attraction bonuses or recruitment incentive payments are not applicable. Remuneration policies for senior executives are tied to their goals and performance in managing the organisation's impact on the economy, the environment and people. There are also long-term performance plans that award benefits vis-à-vis the VINCI group's results measured according to a weighting of one economic criterion (50%), two financial criteria (25%) and three ESG (Environmental, Social, and Governance) criteria (25%).

GRI 2-20	**Process to determine remuneration**	**Describe the process for developing remuneration policies and for determining remuneration:** This consists of an individualised remuneration path with a fixed and a variable component, and depends on the competences and individual performance of each member of the *governance*bodies, as well as progress of corporate performance in ESG matters, for the purpose of awarding long-term benefits. • **Describe the process for designing its remuneration policies and for determining remuneration, including:** Yes • **Whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration:** Yes, the shareholder decides or authorises the remuneration policy for the company's senior management, including directors. • **How the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration:** No • **Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.**

			2023	**2024**
GRI 2-21	**Annual total compensation ratio[1]**	Ratio between the total annual remuneration of the organisation's highest paid individual and the average total annual remuneration of all employees (excluding the highest paid)	1.68	**3.14**

[1] In April 2024, the salary headings for leadership positions were simplified, distributing the overall remuneration of their holders to just 2 headings - minimum monthly wage and working hours exemption. For this reason, the value of the minimum monthly wage (as of April 2024) is now part of the salary headings that were previously presented separately and which were not included in the calculation of the basic salary ratio.

Strategy, policies and practices

GRI 2-22	**Statement on sustainable development strategy**	ANA RS24 | Message from the CEO
GRI 2-23	**Policy commitments**	ANA Aeroportos de Portugal has a set of principles that are reflected in its internal policies, charters, codes and regulations, which aim to guarantee the best possible conduct associated with its business. These principles are set out in several documents, including: - Charter of Ethics and Conduct and its Annex; - Anti-Corruption Code of Conduct; - Anti-Corruption Policy; - Privacy Policy; - VINCI Guide to Human Rights; - Declaration on Essential and Fundamental Occupational Health and Safety Actions; - Letter of Commitment to Social Responsibility for suppliers; - Plan for the Prevention of Risks of Corruption and Related Offences; - Quality Policy - Environmental Policy - Research, Development and Innovation Policy - Occupational Health and Safety Policy
GRI 2-24	**Embedding policy commitments**	All ANA employees are aware of the Charter of Ethics and Conduct and the Anti-Corruption Code of Conduct through the VINCI Diffusion Platform, ensuring that their principles and scope are applied throughout the entire organisation. Since 2009, signing the Letter of Commitment to Social Responsibility has been a requirement for any entity wishing to become a supplier to ANA, as well as a prerequisite for access to market consultations. Endorsing the principles of this Charter is also reiterated at several points throughout the procurement process. The internal policies, charters, codes and regulations associated with the Integrated Management System are available at all times for employee consultation in the document management module of the IB computer tool.
GRI 2-24	**Embedding policy commitments**	The incorporation and application of the principles in policies of the areas where ANA is certified - Quality, Environment, and Occupational Health and Safety - are the subject of internal audits. The company also reserves the right to directly audit its suppliers and customers (namely concessionaires in the non-aviation business) to ensure their fulfilment of commitments made. The company organises regular training and awareness-raising activities, mainly on Occupational Health and Safety, which cover service providers operating on ANA premises. The company also organises training sessions on the 'Code of Ethics and Anti-Corruption' for all corporate employees and on 'Integrity and Prevention' specifically for employees in areas considered sensitive.
GRI 2-25	**Processes to remediate negative impacts**	ANA Aeroportos works to continuously improve its performance in different areas, implementing a series of measures with the ultimate goal of guaranteeing business growth in line with its environmental and social responsibility. To this end, the company has an Integrated Management System in the areas of quality, health and safety and the environment. In each of these areas, positive and negative aspects, impacts, dangers and risks are regularly identified and classified, and measures and actions are developed to reduce or annul potential negative impacts and boost positive impacts. Likewise, for each of these areas, priority areas of action have been defined with regard to the impacts resulting from our activity, which correspond to mechanisms that mitigate the existence of complaints or negative impacts. It also works in a preventive manner through projects at the various airports to identify anomalies and potential negative impacts, identifying and implementing remedial measures and actions to restore the situation, often going beyond its legal obligations. The main actions and initiatives for managing and remedying its business impacts are described throughout the Sustainability Report. All environmental and other complaints are recorded, and have an established management procedure that guarantees confidentiality, treatment and response. It also has an internal whistleblowing channel, created in 2022, supplementing the Group's whistleblowing channel (VINCI Alert Device). It also has Advisory Councils, which are consultative and support bodies for the development of its airports' strategy, which ordinarily meet twice a year and are attended by different stakeholder groups, such as companies and local associations representing the interests of the region's stakeholders. It also has teams dedicated to specific issues, such as the Wildlife Management Committees at each airport and the Ethics and Surveillance Committee, and is in permanent contact with regulatory and scientific bodies, including the National Civil Aviation Authority (ANAC), the University of the Algarve and its Centre for Marine Sciences and Marine and Environmental Research Centre, the Portuguese Environment Agency (APA), city councils and regional governments.
GRI 2-26	**Mechanisms for seeking advice and raising concerns**	Advice on how to implement the organisation's policies and practices for responsible business conduct can be sought via the Ethics and Surveillance Committee's clarification email (eticaeconduta@ana.pt), or by contacting the global and local managers/ representatives (at each Business Unit) provided for in the Integrated Management System's Governance Model. Concerns about the organisation's business conduct can be raised via the ANA Aeroportos whistleblowing channel.

			2023	**2024**
GRI 2-27	**Compliance with laws and regulations**	**Total number of significant cases of non-compliance with laws and regulations**		
		Cases resulting in fines	6	**5**
		Cases where non-monetary penalties were applied	0	**0**
		Fines paid for non-compliance with laws and regulations		
		Total number	6	**5**
		Monetary value	€77,638	**€34,479.91**

			2023	**2024**
		Describe significant cases of non-compliance		Significant cases of non-compliance entail administrative offence proceedings brought by ANAC, mostly related to airport security, as well as legal proceedings, especially those concerning the assessment and collection of fees/taxes, pursuant to Decree-Law 254/12 of 28 November establishing the general legal framework for the public airport service concession to support civil aviation in Portugal attributed to ANA.
GRI 2-27	**Compliance with laws and regulations**	**Describe how significant cases of non-compliance were determined**		Situations meeting the following requirements were considered significant cases of non-compliance: (i) situations of legal or regulatory non-compliance (thus disregarding any possible penalty proceedings of a contractual nature, especially those of the concession contract); (ii) situations resulting in the bringing of legal or administrative offence proceedings; and (iii) situations which could jeopardise or affect the company's legal validity or its legal or economic capacity to ensure the provision of the concession activity.

GRI 2-28	**Membership associations**	ANA Aeroportos RS24 I Creating proximity with the community and partners

	Stakeholder Engagement	
GRI 2-29	**Approach to stakeholder engagement**	RS24 ANA Aeroportos | Creating proximity with the community and partners For more than a decade, ANA has been organising annual Airport Consultative Councils to fulfil its goal of strengthening relations with stakeholders. These meetings are a structured platform for dialogue between airports and regional stakeholders, with representation from local and regional entities. In addition to the information shared on the development of its activity, ANA obtains input on the reality and specific needs of the regions where the airports are located and in which they represent a centre of development.

			2023	**2024**
GRI 2-30	**Collective bargaining agreements**	Percentage of total employees covered by collective bargaining agreements	100%	**100%**

GRI 3 - Material Topics 2021		**Location/Answer**
	Content on material Topics	
GRI 3-1	**Process to determine material topicss**	Once the governance for this sustainability cycle until 2025 had been defined, ANA's material issues for the next strategic cycle were worked out and the materiality exercise continued. The material issues were grouped into five dimensions: Employees, Environment, Airport Community, Countries and Business. For each of the material issues identified, a series of actions was defined to be developed in order to achieve the proposed goals, and monitoring this programme is essential to its success.
GRI 3-2	**List of material topics**	Employees: Professional development and recognition; well-being and quality of life; health and safety at work; equal opportunities; diversity and inclusion; work and active ageing (6) Environment: Energy, CO2 emissions and air quality; circular economy; sustainable use of water; noise management; sustainable mobility; preservation of biodiversity (6); Airport Community: Airport security; passenger experience and satisfaction; sustainability in the value chain; involvement of the airport community (4). Countries: Local economic development; investment and involvement with the community (2). Business: Operational efficiency; infrastructure development; business continuity; innovation and digitalisation (4).

GRI Topic Standards		**Location/Answer**			
	GRI 201 - Economic Performance 2016				
			Units	2023	**2024**
GRI 201-1	**Direct economic value generated and distributed**	Direct economic value generated	Millions of euros	1,075.9	**1,285.6**
		Economic value distributed	Millions of euros	912.9	**1,096**
		Retained economic value	Millions of euros	163.0	**189.6**
GRI 201-2	**Financial implications and other risks and opportunities due to climate change**	The risks associated with climate change with possible negative financial implications are, on the one hand, related to extreme phenomena that could disrupt ANA's infrastructures and operations, as well as those of its suppliers and service providers. This would result in disruptions to airport activities, impacting a high number of stakeholders and increasing overall business costs. On the other hand, there are also risks associated with the availability of the resources on which the company depends, namely fossil fuels, given the macroeconomic and/or regulatory context that influences price fluctuations, and water, given its possible scarcity. To manage these risks, ANA has Carbon and Energy Management Plans, with measures underway that extend until 2030, such as: replacing conventional lighting with LED; installing more efficient air conditioning equipment; investing in renewable energies; fleet electrification; and implementing predictive irrigation systems. The company has also developed and published a Climate Action Plan, one of the company's long-term strategic tools, which outlines a roadmap towards various goals, including the target of net-zero by 2030 at all of the airports in which it operates.			

GRI 201-2 — **Financial implications and other risks and opportunities due to climate change**

Since 2020, ANA has been working on its carbon footprint reduction commitments in partnership with various *stakeholders*. The initiatives include pilot projects for green lighting, hydrogen, SAF and biofuels, which are expected to be important complements to actions such as eliminating the use of natural gas for heating, replacing HVAC equipment with more efficient equipment, investing in photovoltaic plants for self-consumption, investing in new NZEB buildings, optimising infrastructure temperatures by season (summer and winter) and BMS.
Due to the need to accompany and respond to changes in external Climate Change challenges and the actual degree of availability of technology around decarbonisation issues in the aviation sector, the Climate Action Plan is an essentially dynamic document, even though it is quite robust, in order to form the basis of the objectives proposed by ANA and of work with the respective airport community - tenants, airlines, ground handling companies, the regulatory authority, air traffic and the surrounding community. Only with the involvement of all parties will it be possible to achieve the Netzero target (scope 3) by 2050, according to the criteria defined by the ACA. The Climate Action Plan is aligned with the Paris Climate Accords, European and National Regulations, the requirements of the *Airport Carbon Accreditation* and the Objectives of the VINCI group.
The company is also doing a Climate Change Adaptation Study led by the Sustainability and Environment Department, and is working to make its risk analysis methodologies compatible with the corporate risk analysis model. This involves a multidisciplinary team, to ensure a consistent, robust approach to the issue of climate change. ANA is considering implementing artificial measures to protect its infrastructures, but also to manage its surroundings, in coordination with other entities. The 'Long Term Business Plan' currently includes the mitigation component, and will include the adaptation component in the short term. In 2024, the first Climate Change Adaptation Plan Study was completed, specifically for Faro Airport.

GRI 201-3 — **Benefit plan obligations and other retirement plans**

ANA Aeroportos RGC24 | 18. RETIREMENT BENEFIT OBLIGATIONS (https://www.ana.pt/sites/default/files/2025-05/ANA_RGC_2024_PT_Website.pdf)

GRI 201-4 — **Financial assistance received from government**

	2023	**2024**
Total monetary value of financial support received by the organisation from governments (€M)	1.6	**2.3**
Portugal	1.6	**2.3**
Tax benefits and credits	0.8	**1.0**
Subsidies	0.0	**0.3**
Subsidies for investment, research and development, and other relevant types of subsidy	0.8	**1.0**

The Portuguese State does not participate in ANA's shareholder structure.

GRI 202 - Market Presence 2016

GRI 3 - Material Topics 2021
3-3- Management of material topics

ANA Aeroportos de Portugal is actively committed to having a local socio-economic impact by creating jobs in the regions where it does business, thereby helping to build more prosperous communities in the areas in which its various airports are located.

GRI 202-1 — **Ratios of standard entry level wage by gender compared to local minimum wage**

	2023	**2024**
REGISTERED OFFICE		
Male	1.67	**1.82**
Female	1.67	**1.70**
LISBON		
Male	1.27	**1.50**
Female	1.56	**1.50**
PORTO		
Male	1.11	**1.21**
Female	1.67	**1.82**
FARO		
Male	1.67	**1.50**
Female	1.97	**1.50**
BEJA		
Male	1.50	**1.50**
Female	1.85	**1.70**
AZORES		
Male	1.56	**1.50**
Female	1.67	**1.50**
MADEIRA		
Male	1.56	**1.50**
Female	1.67	**1.56**

GRI 202-1 — **Ratios of standard entry level wage by gender compared to local minimum wage**

Describe the measures taken to determine whether employees are paid above the minimum wage: The minimums are established in the Company Agreement applicable to all ANA employees (level R1), and are higher than the national minimum wage.

GRI 202-2 — **Proportion of senior management hired from the local community**

	2023	**2024**
GLOBAL	100.0%	**96.8%**
REGISTERED OFFICE	100.0%	**93.2%**
LISBON	100.0%	**100.0%**
PORTO	100.0%	**100.0%**
FARO	100.0%	**100.0%**
BEJA	100.0%	**100.0%**
AZORES	100.0%	**100.0%**
MADEIRA	100.0%	**100.0%**

Members of the Administration, Management and Airport Managers hired at the national level (excluding expatriates) were considered.

GRI 204 - Procurement Practices 2016

GRI 3 - Material Topics 2021
3-3- Management of material topics

Whenever possible, ANA invests in practices to foster local development by hiring suppliers and service providers from the regions where it operates, generating wealth and new jobs. In the archipelagos of Madeira and the Azores, contracting and preference for regional entities is a challenge due to the scarcity of organisations providing the services required, but even so, there is a corporate effort to create agreements with local organisations, as exemplified by partnerships with volunteer firefighters' associations. The signing of the Letter of Commitment to Social Responsibility is a requirement for any organisation wishing to become a supplier or service provider to ANA, and is therefore a necessary condition for access to market consultations. In 2024, with the collaboration of consultancy firm Deloitte, ANA began the 'Sustainable Purchasing' project, which aims to integrate the sustainability component into its purchasing processes and its implementation. The first phase of this initiative was completed in 2024, covering the survey, benchmarking and design of the process with the inclusion of sustainability criteria in scrutinising and evaluating tenders. The second phase is currently underway, a pilot to implement the process at one of the airports for a specific type of contract, building and equipment maintenance contracts. In subsequent years it will be replicated at other ANA airports and for other types of contracts.

GRI 204-1 — **Proportion of spending on local suppliers**

	2023	**2024**
GLOBAL	56.9%	**54.4%**
LISBON	79.3%	**86.9%**
PORTO	32.6%	**16.7%**
FARO	3.4%	**23.0%**
BEJA	1.6%	**0.8%**
AZORES	22.8%	**39.3%**
MADEIRA	20.2%	**19.5%**

Local suppliers are those who supply only one airport and whose address is in the same geographical area as that airport.

GRI 205 - Anti-corruption 2016

GRI 205-1 — **Operations assessed for risks related to corruption**

100% of ANA Aeroportos de Portugal's operations are assessed for risks related to corruption. The risks identified by the company can be consulted in the Plan for the Prevention of Risks of Corruption and Related Offences (link: https://www.ana.pt/pt/system/files/documents/ppr.pdf).

GRI 205-3 — **Confirmed incidents of corruption and actions taken**

During the reporting period, there were no confirmed cases of corruption or corruption-related legal proceedings against the organisation or against its employees.

GRI 302 - Energy 2016

GRI 3 - Material Topics 2021
3-3- Management of material topics

Given the sector's significant impact on energy consumption and global emissions, Energy Efficiency and Carbon Management are considered priority areas, and are reflected in the Energy and Climate Change pillar of VINCI's Environmental Strategy, as well as that of ANA Aeroportos de Portugal.
Since 2008, ANA has had an Environmental Management System at all of its airports, certified in accordance with Standard ISO 14001. Another guiding document is the Environmental Policy, which reflects ANA's commitment to continuous improvement and reducing its business impact, particularly in terms of lowering energy consumption and, consequently, greenhouse gas emissions. In this context, ANA has been calculating its carbon footprint since 2008, and has been accredited since 2010 under the Airport Carbon Accreditation (ACA) programme run by the Airport Council International (ACI). In addition, each airport has an Energy and Carbon Management Action Plan. It should also be emphasised that ANA's Climate Action Plan was published in 2023. ANA has also made a commitment to carbon neutrality by 2030, in accordance with the VINCI Environment Strategy.

Learn more at: RS24 ANA Aeroportos | Reducing carbon footprint and energy consumption
See also the Environmental Policy (https://www.ana.pt/pt/system/files/documents/politica_de_ambiente_0.pdf)

GRI 302-1 — **Energy consumption within the organisation**

	Units	2023	**2024**
Total energy consumption within the organisation	GJ	487,936	**480,046**
REGISTERED OFFICE	GJ	8,271	**8,346**
LISBON	GJ	258,683	**258,775**
PORTO	GJ	122,994	**118,231**
FARO	GJ	59,916	**51,204**
BEJA	GJ	1,696	**1,741**
AZORES	GJ	19,204	**20,226**
MADEIRA	GJ	21,998	**21,523**
Total consumption of fuels within the organisation from non-renewable sources	GJ	93,291	**85,351**
REGISTERED OFFICE	GJ	1,257	**1,206**
LISBON	GJ	46,210	**40,955**
PORTO	GJ	37,176	**34,963**
FARO	GJ	5,212	**4,881**
BEJA	GJ	46	**21**
AZORES	GJ	2,393	**2,354**
MADEIRA	GJ	997	**970**

	Units	2023	2024
Diesel from stationary sources: Generator set	GJ	1,749	**2,786**
REGISTERED OFFICE	GJ	5	**5**
LISBON	GJ	449	**614**
PORTO	GJ	957	**1,883**
FARO	GJ	161	**185**
BEJA	GJ	0	**0**
AZORES	GJ	153	**75**
MADEIRA	GJ	24	**25**
Diesel for fleet or other vehicles	GJ	14,741	**13,043**
REGISTERED OFFICE	GJ	483	**247**
LISBON	GJ	6,554	**6,070**
PORTO	GJ	3,073	**3,116**
FARO	GJ	2,186	**987**
BEJA	GJ	46	**14**
AZORES	GJ	1,520	**1,723**
MADEIRA	GJ	880	**886**
Petrol	GJ	1,836	**2,135**
REGISTERED OFFICE	GJ	769	**954**
LISBON	GJ	592	**673**
PORTO	GJ	119	**139**
FARO	GJ	168	**203**
BEJA	GJ	0	**7**
AZORES	GJ	98	**101**
MADEIRA	GJ	91	**57**
Butane/Propane/LPG	GJ	2,709	**3,521**
REGISTERED OFFICE	GJ	0	**0**
LISBON	GJ	0	**0**
PORTO	GJ	10	**15**
FARO	GJ	2,693	**3,505**
BEJA	GJ	0	**0**
AZORES	GJ	4	**0**
MADEIRA	GJ	3	**1**
Natural gas	GJ	71,549	**63,142**
REGISTERED OFFICE	GJ	0	**0**
LISBON	GJ	38,615	**33,598**
PORTO	GJ	32,934	**29,544**
FARO	GJ	0	**0**
BEJA	GJ	0	**0**
AZORES	GJ	0	**0**
MADEIRA	GJ	0	**0**

	Units	2023	2024
JETA1	GJ	708	**722**
REGISTERED OFFICE	GJ	0	**0**
LISBON	GJ	0	**0**
PORTO	GJ	84	**267**
FARO	GJ	5	**0**
BEJA	GJ	0	**0**
AZORES	GJ	619	**455**
MADEIRA	GJ	0	**0**
Total consumption of fuels within the organisation from renewable sources	GJ	18,055	**18,734**
Solar energy	GJ	17,849	**17,469**
REGISTERED OFFICE	GJ	0	**0**
LISBON	GJ	0	**0**
PORTO	GJ	0	**0**
FARO	GJ	17,849	**17,469**
BEJA	GJ	0	**0**
AZORES	GJ	0	**0**
MADEIRA	GJ	0	**0**
HVO	GJ	206	**1,033**
REGISTERED OFFICE	GJ	0	**0**
LISBON	GJ	0	**13**
PORTO	GJ	0	**0**
FARO	GJ	206	**1,020**
BEJA	GJ	0	**0**
AZORES	GJ	0	**0**
MADEIRA	GJ	0	**0**
Total consumption of electricity, heating, cooling and steam	GJ	394,439	**393,661**
Electricity	GJ	376,590	**393,661**
REGISTERED OFFICE	GJ	7,014	**7,139**
LISBON	GJ	212,474	**217,806**
PORTO	GJ	85,818	**83,268**
FARO	GJ	31,649	**45,303**
BEJA	GJ	1,650	**1,720**
AZORES	GJ	16,984	**17,872**
MADEIRA	GJ	21,001	**20,553**

Standards, methodologies, assumptions and/or calculation tools used: It only considers energy consumed by ANA, and not by third parties at airports.

Source of the conversion factors used: Conversion factors: Directorate-General of Energy and Geology (DGEG) - Density of oil products 2020; APA European Emissions Trading Scheme (EU ETS) 2013-2020. Learn more in the methodological notes.

GRI 302-2 Energy consumption outside the organisation

	Units	2023	2024
Energy consumption outside the organisation	GJ	n.a.	
Third-party handling	GJ	n.a.	**67,681**
Diesel consumption	GJ	n.a.	**67,479**
REGISTERED OFFICE	GJ	n.a.	**0**
LISBON	GJ	n.a.	**26,451**
PORTO	GJ	n.a.	**27,350**
FARO	GJ	n.a.	**9,268**
BEJA	GJ	n.a.	**0**
AZORES	GJ	n.a.	**4,410**
MADEIRA	GJ	n.a.	**0**
Petrol consumption	GJ	n.a.	**202**
REGISTERED OFFICE	GJ	n.a.	**0**
LISBON	GJ	n.a.	**26**
PORTO	GJ	n.a.	**106**
FARO	GJ	n.a.	**70**
BEJA	GJ	n.a.	**0**
AZORES	GJ	n.a.	**0**
MADEIRA	GJ	n.a.	**0**
Aviation (LTO+CCD)	GJ	n.a.	**n.a.**
REGISTERED OFFICE	GJ	n.a.	**n.a.**
LISBON	GJ	n.a.	**n.a.**
PORTO	GJ	n.a.	**n.a.**
FARO	GJ	n.a.	**n.a.**
BEJA	GJ	n.a.	**n.a.**
AZORES	GJ	n.a.	**n.a.**
MADEIRA	GJ	n.a.	**n.a.**

Standards, methodologies, assumptions and/or calculation tools used: In accordance with the GRI guidelines, consumption associated with aviation and third-party handling was taken into account.

Source of the conversion factors used: Conversion factors: Directorate-General of Energy and Geology (DGEG) - Density of oil products 2020; APA European Emissions Trading Scheme (EU ETS) 2013-2020. Learn more in the methodological notes.

GRI 302-3 Energy intensity

	Units	2023	2024
Total energy consumption within the organisation		0.0071	**0.0067**
LISBON		0.0073	**0.0070**
PORTO		0.0079	**0.0072**
FARO		0.0062	**0.0052**
BEJA		0.2380	**0.2739**
HORTA	TU[2]	0.0085	**0.0088**
PONTA DELGADA		0.0055	**0.0053**
SANTA MARIA		0.0165	**0.01467**
FLORES		0.0044	**0.0043**
MADEIRA		0.0041	**0.0038**
PORTO SANTO		0.0118	**0.0126**

[2] *Traffic Unit*: 1 TU equals 1 passenger or 100 kg of cargo/mail.

GRI 302-4 Reduction of energy consumption

Efficiency measures were implemented in 2024, but it is not possible to quantify the reduction in consumption corresponding to each of these, with the exception of more efficient operation of heating systems and a less severe winter, which led to an overall reduction from 2023 to 2024 of 12% in natural gas consumption, in absolute terms, at Lisbon and Porto airports.

GRI 303 - Water and effluents 2018

GRI 3 - Material Topics 2021
3-3- Management of material topics

ANA is fully aware of the importance of efficient water management, and aims to increase the sustainable use of water at its airport infrastructures, including catering services, toilets, watering green spaces, washing vehicles, floors and buildings, as well as consumption associated with firefighting training. Since 2008, ANA has had an Environmental Management System at all of its airports, certified in accordance with Standard ISO 14001. The Environmental Policy reflects ANA's commitment to continuous improvement and reducing its business impact, particularly in relation to monitoring and reducing water consumption. In this regard, best practices are pursued in monitoring the quality and quantity of water for human consumption, with a view to guaranteeing the health of airport users, as well as efficiency in consumption. In addition, it should be stressed that several innovative projects have been implemented in the area of controlling losses and reusing this resource.

Learn more at: RS24 ANA Aeroportos | Using water responsibly
See also the Environmental Policy (https://www.ana.pt/pt/system/files/documents/politica_de_ambiente_0.pdf).

GRI 303-1 Interactions with water as a shared resource

Description of how the organisation interacts with water: Responsible management of this resource is a strategic priority within the scope of ANA's environmental management system. The company uses smart metering to manage and control airport infrastructure water consumption, including catering services, toilets, watering green spaces, washing vehicles, floors and buildings, as well as consumption associated with firefighting training.

Description of the approach used to identify water-related impacts: At ANA airports, the water supply comes from specialised suppliers and/or their own catchments (Porto for irrigation, washing and use by the fire brigade, and Beja for irrigating green spaces).
Also noteworthy are the company's practices in monitoring the quality of water for human consumption, which aim to guarantee the health of users at all ANA airports and more efficient consumption. ANA monitors consumption using a smart metering system (with consumption recorded online every 15 minutes and alarms associated with potentially anomalous consumption). This system (or a similar one) is installed at all airports, with the exception of the Azores airports. Numerous measures to cut consumption and boost water efficiency are also underway.

Description of how water-related impacts are addressed: Only Faro Airport is in an area identified as under water stress. In order to prevent contamination of water drainage systems, the company has environmental emergency procedures for containing spillages of hazardous substances.

Explanation of the process of setting water-related goals and targets as part of the organisation's approach to water and effluents, and how they relate to public policies and the local context of each water-stressed area: The process of identifying annual water management goals and targets, whose strategic environmental goal is centred on cutting consumption (to less than 10L/TU) is carried out within the scope of the Integrated Management System. There are continuous monitoring systems for the quantity and quality of the water supply, of effluents and of rainwater, in accordance with the programmes defined in the licensing of each of these.

GRI 303-2 Management of water discharge-related impacts

Three different types of effluents are generated in ANA's activities:
· Effluents resulting from run-off from paved areas potentially contaminated with hydrocarbons (rainwater);
· Effluents resulting from the containment of spillages and domestic wastewater;
· Domestic wastewater.
With regard to rainwater, with a potentially greater impact, systems have been installed to pre-treat the water before it is discharged into public sewers or into the water environment. Thus, although not exhaustively, hydrocarbon separator boxes have been installed on aircraft aprons, in vehicle refuelling areas and in workshops.
Over the last decade, ANA has invested in improving the wastewater and rainwater drainage systems at its airports, in some cases overhauling the existing networks (Lisbon, Porto, Faro, Ponta Delgada and Horta) and introducing programmes to monitor the quality of the wastewater, rainwater and run-off produced.
Effluents produced by the company are routed to the following destinations:
· Porto and Beja Airports: Own wastewater treatment plants and, more recently, at the Ponta Delgada Airport;
· Lisbon and Faro Airport: connection to the municipal collector;
· Santa Maria Airport: connection to the septic tank followed by a filter trench managed by the city council;
· Flores and Horta Airports: septic tank followed by an absorption well under ANA's responsibility.
· The results obtained under the ongoing monitoring programmes have shown that, in the case of wastewater, rainwater and run-off water, all ANA airports have complied with legal parameters.

GRI 303-3 Water collection

	Units	2023	2024
Total water withdrawal in all areas	Megalitres	726	**746**
Total water withdrawal in all areas without water stress	Megalitres	625	**658**
Groundwater	Megalitres	69	**64**
PORTO	Megalitres	57	**55** (includes 1.242 ML of reused water)
BEJA	Megalitres	12	**9**
Third-party water	Megalitres	556	**594**
Surface water	Megalitres	367	**359**
REGISTERED OFFICE	Megalitres	6	**4**
LISBON	Megalitres	359	**352** (includes 0.39308 ML of reused water)
BEJA	Megalitres	1.42	**2**

GRI 303-3 Water withdrawal

	Units	2023	2024
Groundwater	Megalitres	172	**221**
PORTO	Megalitres	50	**53**
LISBON	Megalitres	11	**7**
PONTA DELGADA	Megalitres	21	**21** (includes 0.64586 ML of reused water)
SANTA MARIA	Megalitres	9	**9**
FLORES	Megalitres	1	**0**
MADEIRA	Megalitres	81	**130**
Sea water	Megalitres	17	**14**
PORTO SANTO (desalination plant)	Megalitres	17	**14**
Total water withdrawal in all water-stressed areas	Megalitres	101	**88**
Surface water	Megalitres	101	**88**
FARO	Megalitres	101	**88**

	Units	2023	2024
Water discharge			
Total water discharge in all areas by destination	Megalitres	581	**597**
Third-party water (Volume sent for use by other organisations)	Megalitres	500	**526**
REGISTERED OFFICE	Megalitres	5	**3**
LISBON	Megalitres	287	**282**
PORTO	Megalitres	86	**87**
BEJA	Megalitres	11	**9**
AZORES	Megalitres	32	**30**
MADEIRA	Megalitres	78	**115**
Total water discharge in all water-stressed areas	Megalitres	81	**71**
FARO		81	**71**

GRI 303-4 Water discharge

Considering that 80% of the area consumed is rejected.
According to Metcalf & Eddy (1991), around 10% to 12% of the water supply is lost through infiltration processes in new drainage systems. In older systems, this percentage rises to 15% to 30% (Metcalf & Eddy (1991)). Wastewater Engineering: treatment, disposal and reuse. 3rd ed. Tchobanoglous, G. & Burton, F. (Rev.). McGraw-Hill. Singapore. (1334 p.) Therefore, and because ANA's systems are old, it was conservatively assumed that 80% of all water consumed was wastewater.

GRI 303-5 Water consumption

	Units	2023	2024
Total water consumption of all areas	Megalitres	145	**149**
Total water consumption of all water-stressed areas	Megalitres	20	**18**
Specific indicator (ANA target): Consumption per person	Litres/ passenger	11	**10**

GRI 304 - Biodiversity 2016

GRI 3 - Material Topics 2021
3-3- Management of material topics

Airport Activities may cause various impacts on biodiversity, especially in the surrounding areas. Since 2008, ANA has had an Environmental Management System at all of its airports, certified in accordance with Standard 14001. Another guiding component is the Environmental Policy, which reflects ANA's commitment to continuous improvement and to reducing its business impact. In this regard, ANA's strategic keystone is to enhance and protect the natural and human environment by implementing measures to minimise and offset its impacts, through partnerships involving the recovery of wild animals and reforestation initiatives. In addition, the airports are developing individual initiatives to protect flora and fauna. It should be noted, however, that the existence of birds in the vicinity can also jeopardise the safety of airport activities. As such, each airport has Wildlife Management Committees through which various measures are applied to minimise bird collisions with aircraft, such as the use of bioacoustics, gas cannons, plant species control and falconry.

Learn more at RS24 Airports | Preserving biodiversity.
See also the Environmental Policy (https://www.ana.pt/pt/system/files/documents/politica_de_ambiente_0.pdf).

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

Faro Airport is the only airport where the perimeter includes 90 hectares of an area with special protection status in terms of nature conservation (Ria Formosa Natural Park) and 120 hectares adjacent to this classified area.

The Faro Airport site partially overlaps parts of the National System of Classified Areas (SNAC) as set out in Decree-Law 142/2008 of 24 July. The SNAC encompasses the National Network of Protected Areas (RNAP), the classified areas that make up the Natura 2000 Network and the other areas classified under international commitments undertaken by the Portuguese State, which include the Ria Formosa Natural Park (Decree-Law no. 373/87 of 9 December).

The Ria Formosa Natural Park is dominated by the presence of dunes, salt marshes, mud flats, pine forests and agricultural areas, dominated by a great diversity of species. The mammal community includes the Eurasian otter (*Lutra lutra*), Egyptian mongoose (*Herpestes ichneumon*), common genet (*Genetta genetta*), beech marten (*Martes foina*), European badger (*Meles meles*) and red fox (*Vulpes vulpes*).

Within the scope of the Natura 2000 Network, the Special Area of Conservation (SAC) under the Habitats Directive - Ria Formosa - Castro Marim stands out.
The Ria Formosa Special Area of Conservation (SAC) (code PTCON0013) includes the Castro Marim salt marsh, the coastal forest area of Vila Real de Santo António and the Ria Formosa estuary, which 'due to its diversity, structural complexity and size is the most important wetland area in southern Portugal'. The SPA defines the Eurasian otter (*Lutra lutra*), a species listed in Annex B-II to Decree-Law no. 49/2005 of 24/02, and the common genet (*Genetta genetta*), a species listed in Annexes B-IV and B-V to Decree-Law no. 49/2005 of 24/02, as mammal species of Community conservation interest.

In addition to those already mentioned, the Faro Airport site intersects two other conservation areas:
· Wetland of international importance on the List of Ramsar Convention Sites,
· Special Protection Area (SPA) under the Birds Directive - Ria Formosa.
From the standpoint of biogeography, the study area is part of the Mediterranean region, the Western Mediterranean sub-region, Ibero-Atlantic Mediterranean super-province, Gaditano-Onubo-Algarvish province, Algarvish sector, Algarve Super-district (Costa et al., 1998). According to Costa et al. (1998) the Algarve Super-district, in bioclimatic terms, is located on the Thermo-Mediterranean plateau and has a dry to sub-humid climate, with the exception of a small coastal area between Albufeira and Lagos, where it is located on the xeric-oceanic plateau. In terms of land use, the study area shows some homogeneity in terms of the most frequently found biotopes, characterised by the dominance of pasture areas and soils with little vegetation. There are also occasional areas of pine forest. According to the Environmental Atlas, this area is characterised by an average annual temperature of 17.5° C and annual rainfall of between 400 and 500 mm.

GRI 304-2 — Significant impacts of activities, products and services on biodiversity

Airport operations may cause a number of negative direct impacts on biodiversity, such as altering species' behaviour patterns as a result of aircraft noise, wildlife strikes with aircraft, and soil and watercourse contamination associated with traffic and equipment emissions. At the same time, ANA endeavours to generate positive indirect impacts by supporting various organisations whose work is centred on protecting fauna and flora. The company has been supporting the Centre for Ecology, Recovery and Surveillance of Wild Animals (CERVAS) and the Ria Formosa Wildlife Recovery and Research Centre (RIAS) for several years.

GRI 304-2 — Significant impacts of activities, products and services on biodiversity

ANA also signed an agreement with QUERCUS, the environmental NGO, to raise awareness among employees and engage in reforestation activities, as well as setting up a nationwide 'Together We are Planting the Future' reforestation programme, with the support of various bodies such as environmental organisations and municipal authorities. In 2024, the Biodiversity Diagnoses for all ANA airports were finalised and, consequently, the actions to be developed per airport were listed. Validation of each action is underway in relation to operational safety targets and requirements. The actions are also part of the Act4Nature Portugal initiative. The main conclusions of the diagnoses can be found in 'Chapter 3. Environmental performance excellence | Preserving biodiversity'.

GRI 304-3 — Habitats protected or restored

As a result of Faro Airport's environmental impact statement, restoration measures were implemented and are now complete.
There are partnerships to protect or restore habitat areas, such as the LIFE Programme's RestoreSeagrass project. The project, under a seven-year co-financing scheme, has the support of ANA for the Ria Formosa, with conservation of 168 ha and restoration of 6 ha.
It is coordinated by the Algarve Centre of Marine Sciences at the University of the Algarve and has significant carbon capture potential. Find out more at RS24 | Preserving biodiversity.

GRI 304-4 — Species included on the IUCN (International Union for Conservation of Nature) Red List and on national conservation lists with habitats in areas affected by the organisation's operations

	2023	**2024**
Total number of species, broken down by level of extinction risk	32	**25**
Critically endangered	0	**1**
Endangered	1	**1**
Vulnerable	4	**1**
Almost threatened	0	**0**
Of lesser concern	27	**22**

GRI 305 - Emissions 2016

GRI 3 - Material Topics 2021
3-3- Management of material topics

Given the sector's significant impact on energy consumption and global emissions, Energy Efficiency and Carbon Management were identified as operational priority areas and are reflected in the Energy and Climate Change cornerstone of VINCI's Environmental Strategy, as well as that of ANA Aeroportos.
ANA has had an Environmental Management System in place at all its airports since 2008, certified in accordance with Standard 14001, in addition to its Environmental Policy, which reflects the corporate commitment to continuous improvement and to mitigating the impact of its activities through the reduction of inherent energy consumption and greenhouse gas emissions. In this regard, ANA has been calculating its carbon footprint since 2008, and has been accredited since 2010 under the Airport Carbon Accreditation (ACA) programme run by the Airport Council International (ACI). In addition, each airport has an Energy and Carbon Management Action Plan. Along these lines, ANA has made a commitment to carbon neutrality by 2030, in accordance with the VINCI Environment Strategy. In terms of air quality, ANA monitors gaseous emissions at its airports in accordance with its legal obligations, particularly with regard to its sources. It also monitors the ambient air quality at the Lisbon, Porto and Madeira airports through monitoring campaigns during the summer and winter seasons. Concentrations of nitrogen dioxide and oxides (NO2 and NOX), carbon monoxide (CO), sulphur dioxide (SO2), ozone (O3), PM10 particles, PM2.5 particles and benzene (C6H6) are measured, along with local meteorological parameters. Ultra-fine particles are also found at Lisbon and Faro Airports.

Learn more at: RS24 ANA Aeroportos | Reducing carbon footprint and energy consumption
See also the Environmental Policy (https://www.ana.pt/pt/system/files/documents/politica_de_ambiente_0.pdf).

GRI 305-1 — Direct emissions GHG (Scope 1)

	Units	2023	**2024**
Total direct emissions	tCO_2eq	6,423	**6,641**
REGISTERED OFFICE	tCO_2eq	104	**153**
LISBON	tCO_2eq	2,990	**3,125**

GRI 305-1 Direct emissions GHG (Scope 1)

	Units	2023	2024
Total direct emissions	tCO_2eq	6,423	**6,641**
REGISTERED OFFICE	tCO_2eq	104	**153**
LISBON	tCO_2eq	2,990	**3,125**
PORTO	tCO_2eq	2,509	**2,397**
FARO	tCO_2eq	481	**451**
BEJA	tCO_2eq	3	**1.5**
AZORES	tCO_2eq	240	**277**
MADEIRA	tCO_2eq	96	**237**

Learn more in the methodological notes.

GRI 305-2 Indirect energy GHG (Scope 2)

	Units	2023	2024
Total direct emissions	tCO_2eq	13,246	**9,172**
REGISTERED OFFICE	tCO_2eq	168	**87**
LISBON	tCO_2eq	5,076	**2,662**
PORTO	tCO_2eq	2,050	**1,018**
FARO	tCO_2eq	756	**340**
BEJA	tCO_2eq	39	**21**
AZORES	tCO_2eq	2,102	**2,258**
MADEIRA	tCO_2eq	3,055	**2,785**

Learn more in the methodological notes.

GRI 305-3 Other indirect GHG emissions (Scope 3)

	Units	2023	2024
Total other indirect emissions (Scope 3)	tCO_2eq	5,277,010	**6,078,372**
REGISTERED OFFICE	tCO_2eq	793	**414**
LISBON	tCO_2eq	3,317,979	**3,800,922**
PORTO	tCO_2eq	860,481	**1,022,332**
FARO	tCO_2eq	605,135	**692,991**
BEJA	tCO_2eq	10,547	**11,390**
AZORES	tCO_2eq	159,425	**195,921**
MADEIRA	tCO_2eq	322,651	**354,402**
Scope 3 - LTO, CCD	tCO2eq	5,275,860	**5,608,420**
LISBON	tCO2eq	3,317,947	**3,597,542**
PORTO	tCO2eq	860,411	**863,508**
FARO	tCO2eq	605,083	**611,726**
BEJA	tCO2eq	10,545	**10,706**
AZORES	tCO2eq	159,329	**189,525**
MADEIRA	tCO2eq	322,546	**335,413**
Scope 3 - LTO	tCO2eq	518,872	**523,085**
LISBON	tCO2eq	273,561	**291,944**
PORTO	tCO2eq	132,956	**112,699**
FARO	tCO2eq	66,922	**65,089**
BEJA	tCO2eq	1,034	**919**
AZORES	tCO2eq	14,258	**21,420**
MADEIRA	tCO2eq	30,142	**31,013**

GRI 305-3 Other indirect GHG emissions (Scope 3)

	Units	2023	2024
Scope 3 - CCD	tCO_2eq	4,756,989	**5,085,335**
LISBON	tCO_2eq	3,044,386	**3,305,598**
PORTO	tCO_2eq	727,455	**750,810**
FARO	tCO_2eq	538,161	**546,637**
BEJA	tCO_2eq	9,511	**9,787**
AZORES	tCO_2eq	145,071	**168,105**
MADEIRA	tCO_2eq	292,404	**304,399**
Scope 3 - Business travel			
REGISTERED OFFICE	tCO_2eq	793	**845**
LISBON	tCO_2eq	32	**52**
PORTO	tCO_2eq	69	**52**
FARO	tCO_2eq	52	**50**
BEJA	tCO_2eq	2	**3**
AZORES	tCO_2eq	96	**146**
MADEIRA	tCO_2eq	105	**118**

The figures submitted for Scope 1 and 2 are verified by an external organisation.
The figures submitted for Scope 3 are in the process of being verified by an external organisation.
Find out more in the methodological notes.

GRI 305-4 GHG emissions intensity

	Units	2023	2024
Method Localisation	Total Scope 1, 2 and 3 GHG emissions per TU	0.077	**0.085**

GRI 305-5 Reduction of GHG emissions

Energy efficiency measures with implications for reducing overall consumption, but whose corresponding and individual emission reductions cannot be quantified.
Controlling the reduction of emissions through the carbon budget (scopes 1 and 2). Annual monitoring of emission reductions - Annual carbon footprint inventory (scopes 1, 2 and 3).
ACA N4 accreditation (base year 2014) and VINCI goals (base year 2018) - scopes 1 and 2; ACA N5 accreditation - scopes 1, 2 and 3 (base year 2014).

GRI 305-6 Emissions of ozone-depleting substances (ODS)

	Units	2023	2024
Production, import and export of ODS	tCO_2eq	0.18	**0.04**

The substance included in the calculation is the refrigerant R22. The calculation methodology and emission factors were taken from the APA (Portuguese Environment Agency).

GRI 305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions

	Units	2023	2024
LISBON			
Concentration of NO_2 (nitrogen dioxide)[3]	$\mu g/m^3$	39	**25**
Concentration of SO_2 (sulphur dioxide)[4]	$\mu g/m^3$	<9	**<9**
Concentration of PM_{10}[3]	$\mu g/m^3$	16	**46**
Concentration of $PM_{2.5}$[3]	$\mu g/m^3$	<10	**18**

		Units	2023	2024
	PORTO			
	Concentration of NO_2 (nitrogen dioxide)[3]	µg/m³	29	**23**
	Concentration of SO_2 (sulphur dioxide)[4]	µg/m³	<9	**<9**
	Concentration of PM_{10}[3]	µg/m³	17	**20**
	Concentration of $PM_{2.5}$[3]	µg/m³	11	**<10**
	MADEIRA			
	Concentration of NO_2 (nitrogen dioxide)[3]	µg/m³	7.6	**<6**
	Concentration of SO_2 (sulphur dioxide)[4]	µg/m³	<9	**<9**
	Concentration of PM_{10}[3]	µg/m³	13	**13**
	Concentration of $PM_{2.5}$[3]	µg/m³	<10	**<10**

GRI 305-7 — **Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions**

[3] Average of hourly values
[4] 99.7 percentile of the average hourly values

GRI 306 - Waste 2020

GRI 3 - Material Topics 2021
3-3- Management of material topics

In line with the VINCI Airports Environmental Strategy, ANA has committed to the target of 'Zero Waste to Landfill by 2030'. ANA has had an Environmental Management System at all airports, certified according to Standard 14001 since 2008. It is also governed by an Environmental Policy, which reflects ANA's commitment to continuous improvement and to reducing its business impact, in terms of reducing waste production and increasing the overall recovery rate. Similarly, Waste Management Diagnoses were carried out at all airports and Action Plans were defined, which are currently being implemented. In this regard, a Waste Management Manual was drawn up which compiles the best practices, procedures and measures for achieving the goals set.

Learn more at: RS24 | Encouraging the circularity of waste generated
See also the Environmental Policy (https://www.ana.pt/pt/system/files/documents/politica_de_ambiente_0.pdf).

GRI 306-1 — **Waste generation and significant waste-related impacts**

GRI 306-2 — **Management of significant waste-related impacts**

3. Environmental performance excellence | Encouraging the circularity of waste generated

	Units	2023	2024
Total weight of waste produced by waste composition	t	9,231	**9,316**
LISBON	t	6,042	**5,648**
PORTO	t	1,679	**1,753**
FARO	t	1,307	**1,397**
BEJA	t	0	**0**
AZORES	t	98	**334**
MADEIRA	t	104	**184**

GRI 306-3 — **Waste generated**

Waste from the registered office managed by Lisbon airport is included in the figures reported by this airport. At Madeira and the Azores Airports, MSW is not accounted for, since it is collected by municipal services (with the exception of paper and cardboard at Ponta Delgada). In Beja, only MSW is produced and managed by municipal services, which means this indicator is excluded from the accounting of this airport infrastructure.

	Units	2023	2024
Total weight of waste not directed to disposal	t	7,771	**8,101**
LISBON	t	5,406	**5,387**
PORTO	t	1,673	**1,743**
FARO	t	516	**590**
BEJA	t	0	**0**
AZORES	t	79	**197**
MADEIRA	t	97	**183**
Total weight of hazardous waste not directed to disposal	t		
Other recovery operations	t	192	**195**
LISBON	t	31	**45**
PORTO	t	99	**68**
FARO	t	27	**65**
BEJA	t	0	**0**
AZORES	t	17	**7**
MADEIRA	t	18	**10**
Total weight of non-hazardous waste not earmarked for final disposal by recovery operation	t		
Other recovery operations	t	7,579	**7,906**
LISBON	t	5,375	**5,343**
PORTO	t	1,574	**1,675**
FARO	t	489	**524**
BEJA	t	0	**0**
AZORES	t	63	**191**
MADEIRA	t	78	**173**

GRI 306-5 — **Waste directed to disposal**

	Units	2023	2024
Total weight of waste directed to disposal	t	1,459	**1,215**
LISBON	t	636	**261**
PORTO	t	6	**9**
FARO	t	792	**807**
BEJA	t	0	**0**
AZORES	t	19	**137**
MADEIRA	t	7	**0.9**
Total weight of hazardous waste directed to disposal			
Incineration (with recovery of energy)	t	0	**0**
LISBON[5]	t	0	**0**
PORTO	t	0	**0**
FARO	t	0	**0**
BEJA	t	0	**0**
AZORES	t	0	**0**
MADEIRA	t	0	**0**

GRI 306-5 — **Waste directed to disposal**

[5] In the case of Lisbon, a significant percentage of mixed waste is sent to an intermediate waste management centre. This mixed waste is then sent for different types of disposal (incineration or landfill) without any knowledge of its final destination.

GRI 306-5 — **Waste directed to disposal**

	Units	2023	2024
Total weight of non-hazardous waste earmarked for final disposal by operation	t		
Incineration (with recovery of energy)	t	10	**18**
LISBON	t	10	**15**
PORTO	t	0	**2**
FARO	t	0	**0**
BEJA	t	0	**0**
AZORES	t	0	**0.34**
MADEIRA	t	0.22	**0.12**
Total weight of hazardous waste earmarked for final disposal by operation	t		
Landfill	t	0	**6**
LISBON	t	0	**3**
PORTO	t	0	**0**
FARO	t	0	**0.1**
BEJA	t	0	**0**
AZORES	t	0	**3**
MADEIRA	t	0	**0**
Total weight of non-hazardous waste earmarked for final disposal by operation	t		
Landfill	t	19	**946**
LISBON	t	10	**4**
PORTO	t	0	**0**
FARO	t	2	**807**
BEJA	t	0	**0**
AZORES	t	0	**134**
MADEIRA	t	6	**1**
Total weight of hazardous waste earmarked for final disposal by operation	t		
Other disposal operations	t	507	**226**
LISBON	t	499	**219**
PORTO	t	6	**7**
FARO	t	0	**0**
BEJA	t	0	**0**
AZORES	t	2	**0**
MADEIRA	t	0	**0**
Total weight of non-hazardous waste earmarked for final disposal by operation	t		
Other disposal operations	t	923	**19**
LISBON	t	117	**19**
PORTO	t	0	**0**
FARO[1]	t	789	**0**
BEJA	t	0	**0**
AZORES	t	16	**0**
MADEIRA	t	1	**0**

[1]A conservative approach, since there are no solutions in the Algarve region and everything is sent to landfill.

GRI 308 - Supplier Environmental Assessment 2016

GRI 3 - Material Topics 2021
3-3- Management of material topics

In 2024, with the collaboration of consultancy firm Deloitte, ANA began the 'Sustainable Purchasing' project, which aims to integrate sustainability into its procurement processes. The first phase of the project ended in 2024 with the survey, benchmarking and design of the process with the inclusion of sustainability criteria in scrutinising and evaluating proposals. The second phase is currently underway, a pilot to implement the process at one of the airports for a specific type of contract, building and equipment maintenance contracts. In subsequent years it will be replicated at other airports and for other types of contracts.

GRI 308-1 — **New suppliers that were screened using environmental criteria**

	2023	2024
Percentage of new suppliers screened on the basis of environmental criteria	n.a.	**n.a.**

GRI 401 - Employment 2016

GRI 3 - Material Topics 2021
3-3- Management of material topics

ANA is committed to the development, recognition and training of its employees, which is crucial to the development of our business. The company continuously promotes their health and safety, which extends to its service providers, and invests in the well-being and quality of life of its team. To this end, it also has policies, charters, codes and regulations such as

the Charter of Ethics and Conduct, the Annex to the Charter of Ethics and Conduct, the Anti-Corruption Code of Conduct, the Anti-Corruption Policy, the VINCI Guide to Human Rights, the Declaration on Essential and Fundamental Occupational Health and Safety Actions, the Letter of Commitment to Social Responsibility for suppliers and the Occupational Health and Safety Policy, which is part of the ISO 45001 Standard certified management systems.

GRI 401-1 — **New employee hires and employee turnover**

	2023	2024
Total new hires of employees	50	**88**
New hires of employees by age group		
< 30 years	20	**31**
>= 30 and <50 years	28	**54**
>= 50 years	2	**3**
Rate of new hires by age group		
< 30 years	1.8%	**2.7%**
>= 30 and <50 years	2.5%	**4.7%**
>= 50 years	0.2%	**0.3%**
New hires by gender		
Men	17	**51**
Women	17	**37**
Rate of new hires by gender		
Men	2.9%	**4.4%**
Women	1.5%	**3.2%**
Total employee turnover by age group	64	**58**
< 30 years	4	**2**
>= 30 and <50 years	14	**16**
>= 50 years	46	**40**
Total employee turnover by gender		
Men	35	**39**
Women	29	**19**
Turnover rate of employees by age group		
< 30 years	0.4%	**0.2%**
>= 30 and <50 years	1.2%	**1.4%**
>= 50 years	4.1%	**3.5%**
Turnover rate of employees by gender		
Men	3.0%	**3.4%**
Women	3.0%	**1.6%**

GRI 401-3 **Parental leave**

	2023	2024
Total number of employees entitled to parental leave	1,050	**1,083**
Men	683	**702**
Women	367	**381**
Total number of employees who took parental leave	28	**27**
Men	16	**17**
Women	12	**10**
Total number of employees who returned to work in the reporting period after parental leave ended	28	**26**
Men	16	**16**
Women	12	**10**
Return to work rate	100.0%	**96.3%**
Men	100.0%	**94.1%**
Women	100.0%	**100.0%**
Total number of employees who returned to work after the end of parental leave and were still employed 12 months after their return to work	n/a	**26**
Men	n/a	**16**
Women	n/a	**10**
Retention rate	n/a	**100.0%**
Men	n/a	
Women	n/a	

403-1 **Occupational health and safety management system**

Management system implemented in accordance with legal requirements: Portuguese legislation and the Authority for Working Conditions (ACT).
ANA's occupational health and safety management system, implemented in accordance with the requirements of Portuguese legislation and the normative recommendations of the Authority for Working Conditions (ACT), aims to improve performance and achieve the occupational health and safety objectives set by the organisation. This system, which covers all employees and external service providers operating on ANA's premises, has been certified since 2008 and is kept up to date based on the ISO 45001 standard. The legal framework for the promotion of occupational health and safety (Law no. 102/2009 of 10 September, article 98, as amended) represents the general regulatory support for activities and responsibilities involving occupational health and safety.

403-2 **Hazard identification, risk assessment and incident investigation**

ANA Aeroportos de Portugal has a methodology for identifying hazards and assessing occupational health and safety (OHS) risks for all stakeholders in regard to the company's processes, activities and facilities, which determine the level of risk and the measures to be implemented. ANA defines the criteria, rating scales, calculation formulas and acceptability matrices for risk assessment, and continuously applies corrective and preventive measures, with control and monitoring mechanisms in place. Hazard identification and risk assessment are carried out by the teams responsible for the activities, in direct coordination with the Occupational Health and Safety teams, using internal and external consultancy services whenever needed.
The results of these processes are assessed through internal and external audits, inspections and checks, by official entities and internal teams. Monitoring is done using performance indicators so that the results of the processes can be overseen. This assessment is translated into risk assessment matrices that are periodically reviewed (at least once a year) when incidents occur, legislation changes, new raw materials, processes and products are introduced, among other factors that could have an impact on occupational health and safety.
Employees can report any hazards, dangerous situations or safety incidents through near-miss reporting. Although ANA does not have anonymous reporting mechanisms for incidents relating to OHS, the company does have general whistleblowing channels that may be used for this purpose, and is governed by the principles of the Codes of Ethics and Conduct, which safeguard employees against potential retaliation.
ANA has an OHS Incident Management Procedure to define the methodology for analysing incidents covering actions, recording, reporting, investigation, analysis of causes, preparation of the report and determining the measures to be implemented. This procedure applies to all OHS incidents involving company workers, temporary workers and service providers of ANA Aeroportos de Portugal.

403-3 **Occupational health services**

The occupational health doctor is responsible for protecting and monitoring the health of employees, taking into account the specific characteristics of each professional activity, in compliance with the legislation in force.
The occupational health nursing service focuses on well-being, the promotion, protection, monitoring and recovery of health, as well as the prevention of occupational risks, accidents, occupational illnesses and diseases related to and/or aggravated by work, in partnership with employees, with the aim of fostering healthy and safe working environments, taking into account the characteristics of the individual, the workplace and the socio-occupational environment.

403-4 **Worker participation, consultation, and communication on occupational health and safety**

ANA carries out two consultations with all employees and during its risk control visits to workplaces.
Consultations are also carried out during visits to third-party organisations and meetings with Specialist Service Providers.

403-5 **Worker training on occupational health and safety**

ANA has an Annual Occupational Health and Safety Training Plan that covers training in all the occupational health and safety risks identified at the various airports.

403-6 **Promotion of worker health**

Health promotion measures include:
- Health insurance, free for employees and with special rates for spouses and children;
- Free access to curative medicine;
- Medical assistance at home, out of hours and at weekends, for employees and their families, free of charge;
- Annual flu vaccination campaigns, which allow all employees to be vaccinated at no cost.

403-7 **Prevention and mitigation of occupational health and safety impacts directly linked to business relations**

ANA's approach is no different from the one described above, since it is a universally coordinated corporate function, although each region has a local OHS team.

GRI 403 - Occupational Health and Safety 2018

GRI 3 - Material Topics 2021
3-3- Management of material topics

ANA Aeroportos de Portugal adopts a vigilant and interventionist stance with regard to improving working conditions and mitigating occupational health and safety risks, with a view to preventing accidents and promoting the health of its employees and service providers. It has an Occupational Health and Safety Policy and a Health and Safety Management System, and monitors operations at all ANA facilities to continually improve performance, with a focus on eliminating workplace accidents and occupational diseases. This system promotes a safe working environment, helping to reduce absenteeism, avoid occupational diseases and prevent accidents at work. ANA has commitments related to occupational health and safety in line with the VINCI group's strategy, which sets the goal of 'Zero Workplace Accidents'.

Find out more in ANA RS24 | Protecting health and safety at work

GRI 403-8 **Employees covered by an occupational health and safety management system**

ANA's Occupational Health and Safety Management System applies to all employees and external service providers who use ANA's facilities.

403-9 **Wrok-related injuries**

	2023	2024
Number of deaths resulting from accidents at work	1	**0**
Employees	0	**0**
Workers who are not employees, but whose work and/or workplace is controlled by the organisation	1	**0**

	2023	2024
Rate of deaths resulting from accidents at work		
Employees	0.00	**0.00**
Workers who are not employees, but whose work and/or workplace is controlled by the organisation	0.23	**0.00**
Number of accidents at work with serious consequences (except fatalities)	4	**0**
Employees	1	**-**
Workers who are not employees, but whose work and/or workplace is controlled by the organisation	3	**-**
Rate of accidents at work with serious consequences (except fatalities)		
Employees	0.54	**0.00**
Workers who are not employees, but whose work and/or workplace is controlled by the organisation	0.70	**0.00**
Number of accidents at work subject to mandatory reporting	75	**96**
Employees	17	**10**
Workers who are not employees, but whose work and/or workplace is controlled by the organisation	58	**86**
Rate of accidents at work subject to mandatory reporting		
Employees	9.24	**5.28**
Workers who are not employees, but whose work and/or workplace is controlled by the organisation	13.53	**29.23**
Main types of accidents at work	In the case of both employees and non-employees whose work and/or workplace is controlled by the organisation, the main types of injury are bruises, contusions, concussions, inflammations, dislocations, fractures, strains and sprains.	
Number of hours worked	6,128,060	**4,836,856**
Employees	1,839,903	**1,894,206**
Workers who are not employees, but whose work and/or workplace is controlled by the organisation	4,288,157	**2,942,650**

403-9 **Work-related injuries**

The rates were calculated on the basis of 1,000,000 hours worked.
No workers were excluded from this analysis.
Data collection via two reporting platforms: one for ANA employees and another for Specialist Service Providers. The procedure described in the Occupational Health and Safety Management PRC Process Identification Sheet (Appendix 5) is also followed.

	2023	2024
Number of deaths as a result of work-related health problems	0	**0**
Employees	0	**0**
Workers who are not employees, but whose work and/or workplace is controlled by the organisation	0	**0**
Number of cases of work-related health problems	0	**0**
Employees	0	**0**
Workers who are not employees, but whose work and/or workplace is controlled by the organisation	0	**0**
Types of work-related health problems	n/a	**n/a**

403-10 **Work-related ill health**

GRI 404 - Training and Education 2016

GRI 3 - Material Topics 2021
3-3- Management of material topics

ANA Aeroportos de Portugal provides development opportunities such as training and continuing education programmes, which are essential for the team's professional growth in a sector as dynamic and complex as the airport industry, ensuring that the company is prepared to face constant changes associated with regulations, the energy transition and passenger demands, and grow in a sustainable manner.

Find out more in ANA RS24 | Strengthening employee knowledge

	2023	2024
REGISTERED OFFICE		
Average hours of training of employees by gender	24.97	**35.52**
Men	31.34	**32.7**
Women	12.9	**38.54**
Average hours of training of employees by category	19.17	**35.52**
Management	19.58	**39.83**
Staff	19.12	**34.17**
LISBON		
Average hours of training of employees by gender	38.76	**50.14**
Men	51.40	**62.73**
Women	14.47	**27.74**
Average hours of training of employees by category	38.76	**50.14**
Management	30.11	**49.91**
Staff	39.48	**50.18**
PORTO		
Average hours of training of employees by gender	25.49	**42.99**
Men	30.50	**42.30**
Women	8.85	**45.30**
Average hours of training of employees by category	25.49	**42.98**
Management	25.69	**90.60**
Staff	25.47	**35.20**
FARO		
Average hours of training of employees by gender	10.86	**24.25**
Men	12.45	**25.60**
Women	6.71	**20.79**
Average hours of training of employees by category	10.86	**24.28**
Management	19.50	**51.60**
Staff	10.21	**20.90**
BEJA		
Average hours of training of employees by gender	20.06	**63.20**
Men	18.59	**73.21**
Women	23.75	**43.17**
Average hours of training of employees by category	20.06	**63.20**
Management	15.50	**166.5**
Staff	20.82	**42.54**
AZORES		
Average hours of training of employees by gender	26.88	**49.07**
Men	30.05	**49.15**
Women	15.02	**48.76**
Average hours of training of employees by category	26.88	**49.10**
Management	32.53	**56.20**
Staff	25.99	**47.78**

404-1 **Average hours of training per year per employee**

404-1 Average hours of training per year per employee

	2023	2024
MADEIRA		
Average hours of training of employees by gender	24.71	**23.05**
Men	28.05	**20.90**
Women	16.30	**28.60**
Average hours of training of employees by category	24.71	**23.09**
Management	45.20	**51.50**
Staff	23.28	**20.10**

404-2 Programs for upgrading employee skills and transition assistance programs

Carrying out assessments in cases of mobility and/or taking on a position with greater responsibility, training in various areas (e.g. OHS and Environment, Diversity, Equity and Inclusion, Operational Activity, Engineering and Maintenance, Business, Legal, Technical, Leadership and Conduct), team-building, participation in female leadership empowerment projects.
ANA supports employees who want to take early retirement or change careers. In this chapter (career change), ANA encourages the acquisition of new skills and the repurposing of skills to embrace new professional challenges.

404-3 Percentage of employees receiving regular performance and career development reviews

	2023	2024
Percentage of employees receiving regular performance and career development reviews by gender	100.0%	**93.4%**
Men	65.1%	**64.9%**
Women	34.7%	**35.1%**
Percentage of employees receiving regular performance and career development reviews by category	100.0%	**93.4%**
Management	9.1%	**17.0%**
Staff	90.9%	**83.0%**

GRI 405 - Diversity and Equal Opportunity 2016

GRI 3 - Material Topics 2021
3-3- Management of material topics

ANA Aeroportos de Portugal subscribes to VINCI's principles and policies, namely the Charter of Ethics and Conduct, in which it undertakes to guarantee equal opportunities for everyone (https://www.vinci.com/publi/manifeste/eth-2017-12-pt.pdf). The company is committed to training programmes that promote diversity, equity and inclusion to create a gender pay equity index that monitors the pay gap, and achieved 40% of women in leadership positions in 2024.

Find out more in ANA RS24 | Keeping Diversity, Equity and Inclusion on the agenda

405-1 Diversity of *governance* bodies and employees

	2023	2024
Percentage of individuals who are members of the organisation's governance bodies		
Gender		
Men	83.3%	**85.7%**
Women	16.7%	**14.3%**
Age group		
< 30 years	0.0%	**0.0%**
>= 30 and <50 years	16.7%	**14.3%**
>= 50 years	83.3%	**85.7%**

405-1 Diversity of *governance* bodies and employees

	2023	2024
Percentage of employees by category		
Staff		
Gender		
Men	65.2%	**65.8%**
Women	34.8%	**34.2%**
Age group		
< 30 years	3.6%	**6.3%**
>= 30 and <50 years	50.9%	**46.9%**
>= 50 years	45.6%	**46.7%**
Management		
Gender		
Men	65.7%	**59.8%**
Women	34.3%	**40.2%**
Age group		
< 30 years	0.0%	**1.1%**
>= 30 and <50 years	47.1%	**49.7%**
>= 50 years	52.9%	**49.2%**

GRI 405-2 Ratio of basic salary and remuneration of women to men

	2023	2024
Technicians		
Ratio between base salaries	1.06	**1.06**
Ratio between remuneration (base salary + other financial compensation [commissions, bonuses])	1.01	**1.01**
Airport Operations Officials		
Ratio between base salaries	1.03	**0.95**
Ratio between remuneration (base salary + other financial compensation [commissions, bonuses])	1.01	**0.98**
Specialists		
Ratio between base salaries	0.99	**0.98**
Ratio between remuneration (base salary + other financial compensation [commissions, bonuses])	0.95	**0.96**

GRI 413: Local Communities 2016

GRI 3 - Material Topics 2021
3-3- Management of material topics

Airports are essential infrastructures for the development of the countries in which they operate. They are the gateway in and out for people, goods and services, facilitating connections between different regions and countries. What is more, airports contribute to employment and regional income, helping to boost the economy. They also play a strategic role in tourism and perform key functions in emergencies, enabling the swift mobilisation of resources and people to crisis-affected areas. The impact thus becomes decisive for the well-being of local populations. In fact, ANA's ambition is to develop a progressively more active role in the communities and society of which it is a part, in economic, social and environmental terms. This desire is also reflected in the VINCI Manifesto, which defines the positioning of the group's companies.

Learn more about some of ANA's initiatives at ANA RS24 | Investing in Country Development.

413-1 Operations with local community engagement, impact assessments and development programmes

Out of a total of seven (six regions with airport operations and one registered office), 100% of ANA's operations have community engagement, impact assessment or local development programmes.

413-2	**Operations with significant actual and potential negative impacts on local communities**	ANA values the environmental dimension as a fundamental element in its day-to-day management, taking on a central role in its commitment to innovation and the search for disruptive solutions that contribute to reducing the impact of its activity. This ambition is realised through management measures implemented on a daily basis in the company, as it assumes a commitment to responsibility, proactivity, technological progress and transparency. The company is committed to monitoring, controlling and reducing its business impact on local communities and surrounding areas, making every effort necessary to ensure responsible action, consistent with the principles of sustainable development, with the ultimate aim of striking a balance between environmental, social and financial standpoints. Considering the scope and inherent characteristics of airport operations, the potential negative impact on communities involves noise in particular. The management of noise emissions is enshrined in ANA's Environmental Policy, which prioritises its mitigation around all airports, while highlighting the strong dependence on airlines and the consequent noise generated by overflying aircraft. In this context, the company monitors noise continuously through a Noise Monitoring System installed at the airports where this environmental dimension is most significant (Lisbon, Faro, Porto, Madeira and Porto Santo Airports), with the issuance of Noise Monitoring Reports. Based on the preparation and regular sharing of Noise Maps, the company maps the acoustic environment around the larger airports, enabling it to keep on top of forecasts. These large-scale infrastructures are precisely the ones that can be expected to have major impacts in terms of aircraft noise. At the airports considered to be Large Air Transport Infrastructures, and in conjunction with the Portuguese Environment Agency, ANA is continuing to implement the measures contained in the Noise Reduction Action Plans for the Lisbon and Porto Airports, in accordance with applicable legal provisions. In this regard, there are different types of interventions for managing, monitoring, minimising and reducing noise, using a balanced approach, in line with current best practices and international directives. Recently, in order to adapt to the noise impacts caused by Lisbon Airport, ANA shared operational and acoustic information on aircraft movements via the Webtrack application, and continued to prepare the Neighbourhood Programme by acoustically insulating buildings around the airport.

GRI 414 - Supplier Social Assessment 2016

GRI 3 - Material Topics 2021 3-3- Management of material topics	Suppliers must sign the Letter of Commitment to Social Responsibility in order to sign the contract. In the contracting of works, the specifications themselves contain requirements on these matters.

			2023	**2024**
GRI 414-1	**New suppliers that were screened using social criteria**	Percentage of new suppliers screened using social criteria	n.a.	**n.a.**

GRI 415 - Public Policy 2016

			2023	**2024**
GRI 415-1	**Political contributions**	Total monetary value of direct and indirect political, financial or other contributions made by the organisation	€0	**€0**

GRI 416: Customer Health and Safety 2016

GRI 3 - Material Topics 2021 3-3- Management of material topics	Airport security is one of the main areas of activity at ANA Aeroportos, covering various aspects with the aim of protecting and safeguarding passengers. The certified airport security management system is an internal instrument that guarantees the safety of operations. The aspect of Security involves security standards and requirements, and the appropriate response to threats and/or unlawful interference against people and property, and extends to landside and airside operations to ensure that all activities comply with domestic and international technical requirements in place at each airport. In this way, security makes an essential and decisive contribution towards guaranteeing operational efficiency, as well as the overall quality of service provided by ANA airports.

			2023	**2024**
GRI 416-2	**Incidents of non-compliance concerning the health and safety impacts of products and services**	Cases of non-compliance with laws and/or voluntary codes in relation to health and safety impacts caused by products and services	0	**0**
		....with laws that resulted in a fine or penalty	0	**0**
		...with laws that resulted in a warning	0	**0**
		...with voluntary codes	0	**0**

GRI 417 - Marketing and Labelling 2016

			2023	**2024**
GRI 417-3	**Incidents of non-compliance concerning marketing communications**	Cases of non-compliance with laws and/or voluntary codes in relation to marketing communications, including advertising, promotion and sponsorship	0	**0**
		....with laws that resulted in a fine or penalty	0	**0**
		...with laws that resulted in a warning	0	**0**
		...with voluntary codes	0	**0**

Sector indicators

			2023	**2024**
AO1	**Total annual number of passengers**	**TOTAL COMMERCIAL PASSENGERS**	66,331,663	**69,196,802**
		LISBON	33,648,691	**35,093,164**
		PORTO	15,204,955	**15,929,697**
		FARO	9,640,232	**9,829,618**
		BEJA	4,964	**4,441**
		AZORES	2,995,916	**3,282,262**
		MADEIRA	4,836,905	**5,057,620**

			2023	**2024**
AO2	**Total annual number of aircraft movements**	**TOTAL COMMERCIAL AIRCRAFT MOVEMENTS**	456,702	**464,992**
		LISBON	222,753	**225,268**
		PORTO	101,710	**104,040**
		FARO	62,709	**63,530**
		BEJA	343	**422**
		AZORES	35,125	**37,185**
		MADEIRA	34,062	**34,547**

AO3 — **Total amount of cargo**

	2023	2024
TOTAL COMMERCIAL CARGO (TONNES)	210,477	**242,958**
LISBON	160,247	**191,892**
PORTO	38,695	**38,120**
FARO	51	**37.3**
BEJA	0	**1.5**
AZORES	7,514	**8,085.5**
MADEIRA	3,970	**4,821.4**

AO6 — **Used and treated aircraft and pavement de-icing/ anti-icing fluid per m3 and/or tonnes.**

De-icing/anti-icing fluid is not used for aircraft and flooring at ANA airports.

AO8 — **Number of people physically or economically displaced, voluntarily or involuntarily, by the airport operator or, on its behalf, by a governmental or other entity, and compensation offered**

No physical or economic displacement took place in 2023, whether voluntary or involuntary.

AO9 — **Total annual number of *wildlife strikes* per 10,000 aircraft movements**

	2023	2024
TOTAL		
BS/10,000 Movements	4.29	**4.02**
Bird strikes	196	**187**
Movements	456,702	**464,992**
LISBON		
Wildlife strikes/10,000 Movements	2.11	**2.04**
Wildlife strikes	47	**46**
Movements	222,753	**225,268**
PORTO		
Wildlife strikes/10,000 Movements	6.49	**6.34**
Wildlife strikes	66	**66**
Movements	101,710	**104,040**
FARO		
Wildlife strikes/10,000 Movements	3.19	**5.04**
Wildlife strikes	20	**32**
Movements	62,709	**63,530**
BEJA		
Wildlife strikes/10,000 Movements	n/a	**n/a**
Wildlife strikes	n/a	**n/a**
Movements	343	**422**

AO9 — **Total annual number of *wildlife strikes* per 10,000 aircraft movements**

	2023	2024
AZORES		
Wildlife strikes/10,000 Movements	11.10	**4.57**
Wildlife strikes	39	**17**
Movements	35,125	**37,185**
MADEIRA		
Wildlife strikes/10,000 Movements	7.05	**7.53**
Wildlife strikes	24	**26**
Movements	34,062	**34,547**

Scope 1 — **Chemical fire extinguishing powder**

	Units	2023	2024
Foaming	Litres		
Total quantity		16,183	**17,675**
LISBON		1,790	**3,250**
PORTO		2,431	**3,028**
FARO		800	**600**
BEJA		0	**0**
AZORES		6,800	**6,450**
MADEIRA		4,362	**4,347**

Scope 2 — **Plant protection products (herbicide)**

	Units	2023	2024
Quantity of plant protection products used (herbicide)	Litres	183	**0**
LISBON		0	**0**
PORTO		0	**0**
FARO		0	**0**
BEJA		0	**0**
AZORES		180	**0**
MADEIRA		3	**0**

METHODOLOGICAL NOTES

The GHG inventory was calculated in accordance with the Airport Carbon Accreditation (ACA) guidelines, in line with the Greenhouse Gas Protocol (GHGP) procedures and ISO 14064-1. Following the GHGP guidelines, when defining organisational boundaries, all infrastructures over which ANA has operational control of the business were considered, and operations in which ANA contributes financially (has an equity stake) but does not have operational control were excluded.

The carbon footprint thus took into account the 10 airports operated by ANA in mainland Portugal and the autonomous regions, as well as its headquarters in Lisbon, and did not therefore reveal any changes in organisational boundaries compared to previous years. The GHG considered in this inventory are carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF6), according to the published data. The calculation of GHG emissions can be described in simplified form by the following equation:

$$Emissions\ (CO_2and) = \sum Activity\ data\ x\ EF_{GHG}\ x\ GWP_{GHG}$$

The activity data provided by the various focal points in response to the distributed data collection list was taken into account.

The emission factors (EF) and the other necessary calculation parameters were adopted from the methods proposed by the Intergovernmental Panel on Climate Change (IPCC), adapted to national circumstances by the Portuguese Environment Agency (APA) and presented in the National Inventory Report (NIR). Where specific or national EF were unavailable, nationally or internationally recognised sources were used. The global warming potentials (GWP) used correspond to those published in the IPCC's sixth assessment report (2021).

Perimeter of emission sources by scope:

- Scope 1 emissions correspond to direct emissions that come from sources owned or controlled by the Company;
- Scope 2 sources correspond to indirect emissions that relate solely and exclusively to emissions resulting from the production of electricity and heat/cold consumed at the airports/registered office and purchased from an external supplier. Thus, the CO2 emissions associated with the production of electricity consumed by ANA were calculated, as well as the production of electricity estimated or measured but not billed to third parties. Emissions from electricity production were calculated using two calculation approaches: the location-based method and the market-based method. In the location-based method, emissions are calculated taking into account an emission factor for electricity generation stipulated for the national grid by a reference entity. Thus, the reference value for mainland Portugal published by the Renewable Energy Association (APREN) for the year 2024 was used, while in the case of the Azores and Madeira, the specific emission value published by the companies responsible for producing and distributing electricity on each of the islands was used, given that the energy in the grid on each of the islands comes from just one producer. In the market-based method, emissions are calculated using an emission factor specific to the electricity supplier to the organisation. Since, from 2021 onwards, ANA has purchased energy with renewable origin certificates for all its airports and headquarters, scope 2 GHG emissions, calculated using the market-based method, were zero;
- Scope 3 emissions correspond to indirect emissions from sources not controlled by the organisation. Total Scope 3 emissions are presented taking into account both electricity calculation methods: the location-based method and the market-based method. At the time the report was published, only the emissions from the following activities had been calculated: Wastewater treatment, commuting, teleworking, full flights, connection between terminals (only applicable to AHD), Ground Support Equipment consumption, passenger transport, cargo/mail, mains water supply, fuelling vehicles (to and from the airport), third-party gas and electricity consumption, construction activities, purchased fuels (well-to-tank) and third-party commuting. Emissions from the other activities were estimated from historical values (% of total emissions). During the month of June the calculations will be finalised and will be subject to verification by an independent entity, so the figures presented here may be subject to changes.

Activities considered in calculating emissions by scope:

Scope	Activity	Lisboa	Porto	Faro	Ponta Delgada	Santa Maria	Horta	Flores	Beja	Madeira	Porto Santo	Registered Office
1	Emergency generators											
	Boilers and other equipment											
	First aid training											
	Company fleet											
	Leaking refrigerant gases											
2	Purchased electricity generation											
Category 1	Purchase of products											
	Construction activities											
	Mains water supply											
Category 2	Purchase of goods/assets											
Category 3	Electricity, heat and purchased fuels (well-to-tank)											
	Losses in electricity transmission and distribution											
Category 4	Transportation and upstream distribution of purchased products											
Category 5	Treatment of municipal solid waste (MSW)											
	Wastewater treatment											
Category 6	Service journeys by plane											
	Service journeys by train											
	Service journeys by taxi											
	Service journeys by boat											
	Service journeys by hire car											
	Service journeys in a company car or own car											
Category 7	Home-work-home journeys (HWH)											
	Teleworking											
Category 8	Assets leased for cash											
3 Category 9	Transportation and downstream distribution of products sold											
Category 10	Processing of products sold											
Category 11	Landing and Take-Off (LTO)											
	Climb, Cruise and Descent (CCD)											
	Engine testing by operators											
	Operation of Auxiliary Power Units (APU)											
	T1-T2 and T1-TC connection											
	GSE fuel consumption (third parties)											
	Gas consumption (third parties)											
	Leakage of refrigerant gases (third parties)											
	Home-work-home journeys (HWH) (third parties)											
	Transportation and upstream distribution of purchased products (third parties)											
	Passenger journeys											
	Transportation of cargo/mail											
	Refuelling vehicles											
Category 12	End-of-life treatment of products sold											
Category 13	Purchased electricity generation (third parties)											
Category 14	Franchises											
Category 15	Investments											

List of emission factors and calculation parameters

	Parameter	Unit	Amount	Source
Natural Gas	FE CO_2	kg/GJ	56,4	APA – National Inventory Report 2023 Portugal
	FE CH_4	kg/GJ	0,001	
	FE N_2O	kg/GJ	0,0001	
	PCI	GJ/Nm^3	0,03844	APA – European Emissions Trading Scheme (EU ETS) 2013-2021: Lower Calorific Value, Emission Factor and Oxidation Factor
	Oxidation Factor	-	0,995	

	Parameter	Unit	Amount	Source
Propane Gas	FE CO_2	kg/GJ	63,1	APA – National Inventory Report 2023 Portugal
	FE CH_4	kg/GJ	0,001	
	FE N_2O	kg/GJ	0,0001	
	PCI	GJ/t	46,3	APETRO – Information Sheet no. 60 – The differences between natural gas and LPG (May 2017)
	Fator de Oxidação	-	0,995	APA – European Emissions Trading Scheme (EU ETS) 2013-2021: Lower Calorific Value, Emission Factor and Oxidation Factor
	Massa volúmica	kg/m^3	1,89	Gas Encyclopedia Air Liquide

	Parameter	Unit	Amount	Source
Butane gas	FE CO_2	kg/GJ	63,1	APA – National Inventory Report 2023 Portugal
	FE CH_4	kg/GJ	0,001	
	FE N_2O	kg/GJ	0,0001	
	PCI	GJ/t	45,80	APETRO – Information Sheet no. 60 – The differences betweennatural gas and LPG (May 2017)
	Fator de Oxidação	-	0,995	APA – European Emissions Trading Scheme (EU ETS) 2013-2021: Lower Calorific Value, Emission Factor and Oxidation Factor
	Massa volúmica	kg/m^3	2,54	Gas Encyclopedia Air Liquide

	Parameter	Unit	Amount	Source
Liquid Fuels	PCI Petrol	GJ/t	43,77	APA – National Inventory Report 2023
	PCI Diesel	GJ/t	42,70	
	PCI JET A1	GJ/t	43,00	
	PCI HVO	GJ/t	44,00	SEAI Conversion Factors
	Petrol density	kg/l	0,75	Directorate-General of Energy and Geology (DGEG) Density of oil products 2019
	Diesel density	kg/l	0,84	
	JET A1 density	kg/l	0,80	
	HVO density	kg/l	0,846	SEAI Conversion Factors
	Oxidation Factor (JET A1, petrol and diesel)	-	0,99	APA – European Emissions Trading Scheme (EU ETS) 2013-2021: Lower Calorific Value, Emission Factor and Oxidation Factor

	Parameter	Unit	Amount	Source
Mobile Sources	EF Petrol CO_2	kg CO_2/GJ	70,4	APA – National Inventory Report 2023 Portugal
	EF Petrol CH_4	g CH_4/GJ	10,1	
	EF Petrol N_2O	g N_2O/GJ	1,2	
	EF Diesel CO_2	kg CO_2/GJ	69,8	
	EF Diesel CH_4	g CH_4/GJ	1,1	
	EF Diesel N_2O	g N_2O/GJ	2,7	
	EF JET A1 CO_2	kg CO_2/GJ	71,5	
	EF JET A1 CH_4	g CH_4/GJ	0,5	IPCC Guidelines for National Greenhouse Gas Inventories (2006)
	EF JET A1 N_2O	g N_2O/GJ	2,0	APA – National Inventory Report 2023
	EF HVO CO_2e	g CO_2e/MJ	17,7	Galp (supplier)

	Parameter	Unit	Amount	Source
Stationary Sources	EF Petrol CO_2	kg CO_2/GJ	69,3	APA – National Inventory Report 2023 Portugal
	EF Petrol CH_4	g CH_4/GJ	9,9	
	EF Petrol N_2O	g N_2O/GJ	0,6	
	EF Diesel CO_2	kg CO_2/GJ	74,1	
	EF Diesel CH_4	g CH_4/GJ	3	
	EF Diesel N_2O	g N_2O/GJ	0,6	
	EF Diesel 100% mineral CO_2	kg CO_2/l	2,63	DEFRA 2023, Fuels, Diesel (100% mineral diesel)
	EF Diesel 100% mineral CH_4	g CH_4/l	0,29	
	EF Diesel 100% mineral N_2O	g N_2O/l	33,08	

	Parameter	Amount	Source
Refrigerant Gases	Installation losses (chillers and splits)	1%	IPCC Good Practice Guidance and Uncertainty Management in National Greenhouse Gas Inventories (2000). Note: amounts used if there are no leak verification sheets.
	Annual losses (chillers)	5%	
	Annual losses (splits)	5%	
	Annual losses (refrigeration equipment)	5,5%	

	Distribution company	Unit	Amount	Source
Electricity	Localisation method Azores Airports	kg CO_2/kWh	0,455	EDA (Energy Labelling 2024) – Year 2024
	Localisation method Madeira Airports (AM)	kg CO_2/kWh	0,470	EEM (Energy Mix RAM) – Year 2024
	Localisation method Madeira Airports (AM)	kg CO_2/kWh	0,605	
	Localisation method Mainland airports	kg CO_2/kWh	0,044	APREN - Changes in emissions specific to the Portuguese Electricity Sector (2024)

	Tipo de voo	Unidade	FE	Fonte
Transport – Aeroplane	Domestic flight EF CO_2	kg CO_2/pkm	0,1594200	DEFRA 2024, Business travel – air (Average passenger)
	Short-Haul Flight EF CO_2	kg CO_2/pkm	0,1088100	
	Long-Haul Flight EF CO_2	kg CO_2/pkm	0,1529300	
	Domestic flight EF CH_4	kg CO_2e/pkm	0,0002200	
	Short-Haul Flight EF CH_4	kg CO_2e/pkm	0,00001	
	Long-Haul Flight EF CH_4	kg CO_2e/pkm	0,00001	
	Domestic Flight EF N_2O	kg CO_2e/pkm	0,0013400	
	Short-Haul Flight EF N_2O	kg CO_2e/pkm	0,0009200	
	Long-Haul Flight EF N_2O	kg CO_2e/pkm	0,0012900	
	Take-off factor	%	109	DEFRA/IPCC 1999
	RFI (Radiative Forcing Index)	-	1,9	

	Tipologia de veículo (parâmetro)	Unidade	FE	Fonte
Non-public ground transport	Diesel passenger car	kg CO_2/km	0,193	NIR 2024, page 3-82 table 3-49
		kg CH_4/km	0,0000011	
		kg N_2O/km	0,000007	
	Petrol passenger car	kg CO_2/km	0,200	
		kg CH_4/km	0,0000272	
		kg N_2O/km	0,000004	
	LPG passenger car	kg CO_2/km	0,192	
		kg CH_4/km	0,0000329	
		kg N_2O/km	0,00000	
	Hybrid car	kg CO_2/km	0,139	
		kg CH_4/km	0,0000199	
		kg N_2O/km	0,000002	
	Motorcycle	kg CO_2/km	0,124	
		kg CH_4/km	0,0000523	
		kg N_2O/km	0,000002	
	Diesel truck	kg CO_2/km	0,562	
		kg CH_4/km	0,0000176	
		kg N_2O/km	0,000026	
	LNG truck	kg CO_2/km	0,810	NIR 2024, page 3-82 table 3-49
		kg CH_4/km	0,0005723	
		kg N_2O/km	0,00001056331	
	Freight train	kgCO_2e/ton.km	0,0278	DEFRA 2024, Freighting goods Transport capacity per container – 23 tonnes (information provided by MEDWAY)
	Transportation of cargo/mail	kgCO_2e/t	8,2709375	DHL

	Public transport	Unit	FE	Source
Public ground transport	Metro (Lisbon)	kgCO_2/km.pax	0,04	Lisbon Metro Consolidated Report 2023
	Metro (Porto)	kgCO_2/km.pax	0,04	Porto Metro Sustainability Report 2018
	Train	kgCO_2/km.pax	0,0258	Comboios de Portugal (CP) Sustainability Report 2020
	Fertagus Train	kgCO_2/km.pax	0,0210	Fertagus Sustainability Report 2013/2014
	Bus	kgCO_2/km.pax	0,13441	Carris Sustainability Report 2023
	General Bus	kgCO_2/km.pax	0,0272	DEFRA 2024, business travel-land
	Tejo Ferry	kgCO_2/km.pax	0,1900	Transtejo + Soflusa Sustainability Report 2014
	General Ferry	kgCO_2/km.pax	0,1127	DEFRA 2024, business travel-sea

	Public transport	Unit	FE	Source
Solid waste treatment	Landfill	kgCH_4/kg	0,03882	NIR 1990-2022, 2024: Common Report Format (CRF). (TABLE 5.A SECTORAL BACKGROUND DATA FOR WASTE - managed waste disposal sites)
	Incineration	kgCO_2/kg	1,25548	NIR 1990-2022, 2024: Common Report Format (CRF). (TABLE 5.C SECTORAL BACKGROUND DATA FOR WASTE - waste incineration)
		kgCH_4/km	0,00029	
		kgN_2O/kg	0,00009	
	Recycling	kgCO_2/kg	0,00641	DEFRA 2024, waste disposal
	CDR	kgCO_2/kg	0,00641	DEFRA 2024, waste disposal
	Composting	kgCH_4/km	0,010	NIR 1990-2022, 2024: Common Report Format (CRF). (TABLE 5.B SECTORAL BACKGROUND DATA FOR WASTE - composting)
		kgN_2O/kg	0,00060	

	Wastewater	Unit	FE	Source
Wastewater treatment	CH_4emissions	kgCH_4/p.dia	0,003	Calculated on the basis of the methodology and parameters considered in NIR 1990-2021, 2024
	CH_4 emissions ASM	kgCH_4/p.dia	0,018	

	Mains water supply	Unit	FE	Source
Mains water supply	Mainland Airports	kWh/m³.100m	0,84	Water and Waste Services Regulatory Authority, Volume 1 - Overview of the Water and Waste Sector – 2024
	Santa Maria Airport	kWh/m³	1,05	Vila do Porto Council, energy consumption data for the boreholes serving ASM (2015)
	Madeira Airport	kWh/m³.100m	0,565	Water and Waste in Madeira (ARM)
	Porto Santo Airports	kWh/m³.100m	3,63	

	Fuels purchased WTT	Unit	FE	Source
Teleworking		$kgCO_2$/working hour	0,334	DEFRA 2024 - Homeworking (office equipment + heating)
	Petrol	$kgCO_2e$/l	0,581	DEFRA 2024 - WTT Fuels - Liquid fuels - Petrol (average biofuel blend)
	Diesel	$kgCO_2e$/l	0,611	DEFRA 2024 - WTT Fuels - Liquid fuels - Diesel (average biofuel blend)
	Diesel 100% Mineral	$kgCO_2e$/l	0,624	DEFRA 2024 - WTT Fuels - Liquid fuels - Diesel (100% mineral diesel)
	HVO	$kgCO_2e$/l	0,559	DEFRA 2024 - WTT Bioenergy - Biofuels - Biodiesel HVO
	JET A1	$kgCO_2e$/l	0,528	DEFRA 2024 - WTT Fuels - Liquid fuels - Aviation turbine fuel
	Propane	$kgCO_2e$/kg	0,353	DEFRA 2024 - WTT Fuels - Gaseous fuels - Propane
	Propane	$kgCO_2e$/l	0,182	DEFRA 2024 - WTT Fuels - Gaseous fuels - Propane
	Butane	$kgCO_2e$/kg	0,344	DEFRA 2024 - WTT Fuels - Gaseous fuels - Butane
	Natural gas	$kgCO_2e/m^3$	0,337	DEFRA 2024 - WTT Fuels - Gaseous fuels - Natural gas

	GEE	PAG	Source
Global Warming Potential per Gas	CO_2	1	IPCC Sixth Assessment Report: Climate Change 2023 (6AR)
	CH_4	29,8	
	N_2O	273	
	R-1234ze	1,37	
	R-143A	1.530	
	R-22	1.960	
	R-32	771	
	SF6	24.300	
	R-407C	1.624	IPCC Fifth Assessment Report: Climate Change 2015 (5AR)
	R-410A	1.924	
	R-438A	2.059	
	R-417A	2.127	

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