10 YEARS
OF REPORTING
2014-2024

Malta International Airport p.l.c.

SUSTAINABILITY REPORT 2024

MALTA INTERNATIONAL AIRPORT

CONTENTS

01

CEO'S MESSAGE

CEO'S MESSAGE 01

INTRODUCTION

Our tenth ESG report, published in line with the Global Reporting Initiative (GRI) standards, marks a significant milestone in Malta International Airport's sustainability journey. The decision to transparently disclose our impacts through an independently audited report stems from a broader effort, initiated over a decade ago, to firmly embed corporate responsibility at the heart of our strategy. Through this annual commitment, we have voluntarily placed our environmental and social performance on equal footing with our financial results, reflecting a proactive shift towards a more purpose-driven definition of success.

Over the past decade, our ESG report has evolved alongside a growing understanding of our footprint. This publication has provided a vital platform to communicate our efforts to amplify positive contributions while minimising negative impacts, positioning us as a force for good and setting a standard that our stakeholders can recognise and actively support. With stakeholder inclusiveness being a core principle of GRI reporting, we take pride in the fact that, after focusing primarily on environmental aspects within our direct control for several years, we have recently embraced a more collaborative approach to sustainability.

A recent example of this collaboration is our collection of Scope 3 emissions data from stakeholders. This complex exercise not only fulfils key requirements of the Airport Carbon Accreditation programme—within which we progressed to Level 3 during the year under review—but also strengthens meaningful dialogue and cooperation with approximately 110 stakeholder companies operating on airport grounds. Another significant development was the introduction of environmental award criteria in our tender processes in 2024, enabling us to partner with companies and suppliers who share our commitment to environmental responsibility and sustainable business practices.

The year 2024 was certainly an important one for environmental sustainability; one that has put us firmly on track to achieving the goal of becoming a net zero carbon airport by 2050, as outlined in our Net Zero Carbon Roadmap published last year. But beyond environmental milestones, I am particularly proud that, despite handling a record number of passengers, service excellence remained the lodestar of every interaction between our people and our guests, as evidenced by our strong results in the Airport Service Quality survey. We take our role as the first and last touchpoint in visitors' journeys to the Maltese Islands very seriously and believe that passing through our airport should be a seamless and positive experience that adds value to each tourist's stay in Malta.

With this in mind, we go to great lengths to ensure the airport experience is accessible, safe, and welcoming for everyone, particularly individuals with specific needs and those in vulnerable situations. In 2024, we took important steps in this direction by joining the Sunflower Hidden Disabilities Programme, delivering basic sign language training to our frontliners, and raising awareness about the signs of human trafficking among our employees. These initiatives, which complement other efforts and our infrastructure investments, reflect our broader commitment to creating an environment that is not only efficient and enjoyable but also empathetic.

As part of our commitment to being a tourism player that not only operates responsibly but also actively contributes to the enhancement of the Maltese Islands' tourism product, we continued to seek opportunities to safeguard and promote Malta's heritage through the Malta Airport Foundation. The year 2024 marked a decade since the Foundation was established, and over the past ten years, we have partnered with numerous organisations and entities that, like us, hold our cultural and environmental heritage close to heart. This decade-long journey has been an invaluable learning experience that will shape the next ten years of the Foundation's work, making our efforts even more impactful.

Finally, I would like to express my gratitude to the entire team, both employees of Malta International Airport and stakeholders, for understanding the importance of our journey and accepting to be a part of it. The milestones we achieved in 2024, and throughout the past decade, show that there truly is strength in numbers, especially when we are all aligned to one vision: building a more sustainable future.

ALAN BORG
CHIEF EXECUTIVE OFFICER

02

ABOUT THIS REPORT

ABOUT THIS REPORT

02

This is Malta International Airport p.l.c.'s tenth sustainability report, covering the period between 1 January 2024 and 31 December 2024.

Malta International Airport p.l.c. has prepared this report in line with the Global Reporting Initiative (GRI) standards. The Company's initiatives and results are presented under the five United Nations Sustainability Development Goals listed below, with the aim of evidencing the Company's sustainability endeavours that are being made in parallel with wider global efforts to secure prosperity for people and the planet, now and for generations to come.

REPORTING INFORMATION
(GRI 2-3: REPORTING PERIOD, FREQUENCY AND CONTACT POINT)

Malta International Airport p.l.c. publishes a sustainability report on an annual basis. The present sustainability report, which covers the period between 1 January 2024 and 31 December 2024, is available at www.maltairport.com/sustainability. Any questions about this report should be addressed to the Communications Department, which is responsible for the publication of the said report, at comms@maltairport.com.

Malta International Airport p.l.c.'s operations as well as the operations of all the other entities included in this report are located in Malta. Therefore, there are no further segregations by region or significant location of operation when required by a particular GRI indicator.

The Corporate Responsibility Committee, which is chaired by Chief Executive Officer Alan Borg, engaged Pricewaterhouse Coopers (PwC) Malta, an independent assurance provider, to provide assurance about the selected sustainability information, marked with a tick, for the year ended on 31 December 2024. This Committee is responsible for approving Key Performance Indicators and action plans in relation to the Company's environmental, economic, and social performance. For the GRI content index, please refer to Appendix 4 on pages 95-98.

The Company also publishes a separate annual financial report in which its financial performance is presented in detail. This report is made available on the Company's website and sent out to Malta International Airport p.l.c.'s shareholders every April, in conformity with Listing Rule 5.56, which stipulates that the financial report should be made available to the public not later than four months after the end of each financial year. The Company has been including social, environmental, and economic highlights from its sustainability report in the financial report for the past 10 years.

THE COMPANY'S MATERIAL IMPACT

Given the extensive impacts of Malta International Airport, the Company identified the most material aspects for the business and its stakeholders, both internal and external, in preparation for its first sustainability report in 2015. The aspects identified in 2015 have remained unchanged for the purpose of this report. However, during the year under review, the Company carried out a double materiality assessment, further information on which is provided on page 36.

Category	Material Aspect	Internal	Internal and External
Social	Employment	•	
	Labour/Management Relations	•	
	Occupational Health & Safety		•
	Training & Education	•	
	Diversity & Equal Opportunity		•
	Equal Remuneration for Women & Men	•	
	Investment	•	•
	Non-Discrimination		•
	Freedom of Association & Collective Bargaining		•
	Security Practices		•
	Local Communities		•
	Anti-Corruption		•
	Public Policy		•
	Anti-Competitive Behaviour		•
	Compliance		•
	Supplier Assessment for Impacts on Society		•
	Grievance Mechanism for Impacts on Society		•
	Customer Health & Safety		•
	Product & Service Labelling	•	
	Marketing Communications		•
	Customer Privacy		•

Category	Material Aspect	Internal	Internal and External
Environmental	Energy		•
	Water		•
	Emissions		•
	Effluents & Waste		•
	Compliance		•
Economic	Economic Performance		•
	Market Presence		•
	Indirect Economic Impact		•
	Procurement Practices		•

03

ABOUT THE COMPANY

COMPANY SNAPSHOT 2024

480
Employees
at the end of the year

318 Male

162 Female

Luqa, Malta
Location of the Company's headquarters

5 Values
at the core of the Company's day-to-day decisions

- Integrity
- Teamwork
- Sustainability
- Empowerment
- Service Excellence

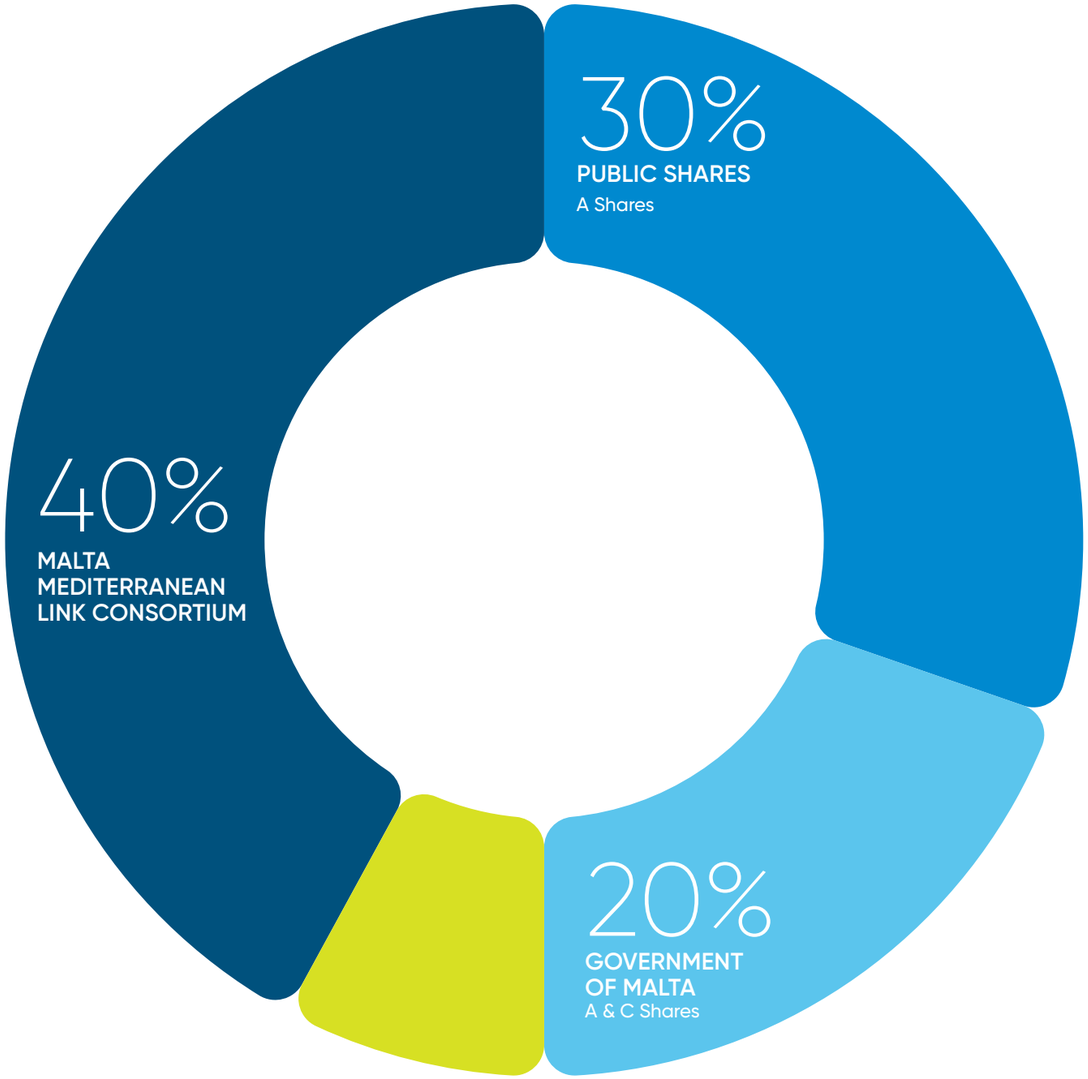
5 Entities
included in the sustainability report

- Malta International Airport p.l.c.
- SkyParks Business Centre Ltd
- SkyParks Development Ltd
- Airport Parking Ltd
- Kirkop PV Farm Ltd

6 Brands
owned by the Company

- SkyParks Business Centre
- La Valette Club
- Malta Meteorological Office
- Airport Shopping
- Airport Parking
- The Malta Airport Foundation

THE COMPANY'S SHAREHOLDING



10% VIE MALTA LIMITED
A Shares

2024 TRAFFIC PERFORMANCE AND CONNECTIVITY

8,957,451
Passengers
travelled through the airport

+14.8%
Over 2023

58,773
Aircraft Movements

Connected to
109
Destinations

30 Airlines
operated flights to and from the airport

86%
Average Seat Load Factor (SLF)

2024 FINANCIAL PERFORMANCE

€142.9M
Total Revenue Generated

€99.1M
Aviation-Related Activities

Revenue generated from airport infrastructure, including landing fees, parking fees, catering for commercial airlines, private jets, aviation schools, cargo and mail, VIP products and airline office spaces.

€43.7M
Non-Aviation Activities

Revenue generated from SkyParks Business Centre, retail, food and beverage offerings, parking, advertising, property, and the Meteorological Office.

04

CLIMATE ACTION AND RESPONSIBLE CONSUMPTION & PRODUCTION

CLIMATE ACTION

04

MAKING INROADS IN THE JOURNEY TO NET ZERO 2050

THE PUBLICATION OF A NET ZERO CARBON PLAN

During the year under review, Malta International Airport achieved an important milestone in its decarbonisation journey. As a signatory to Airports Council International's (ACI) Net Zero Resolution, which supports the European Commission's vision for a climate-neutral Europe, the Company published its net zero carbon roadmap in May 2024.

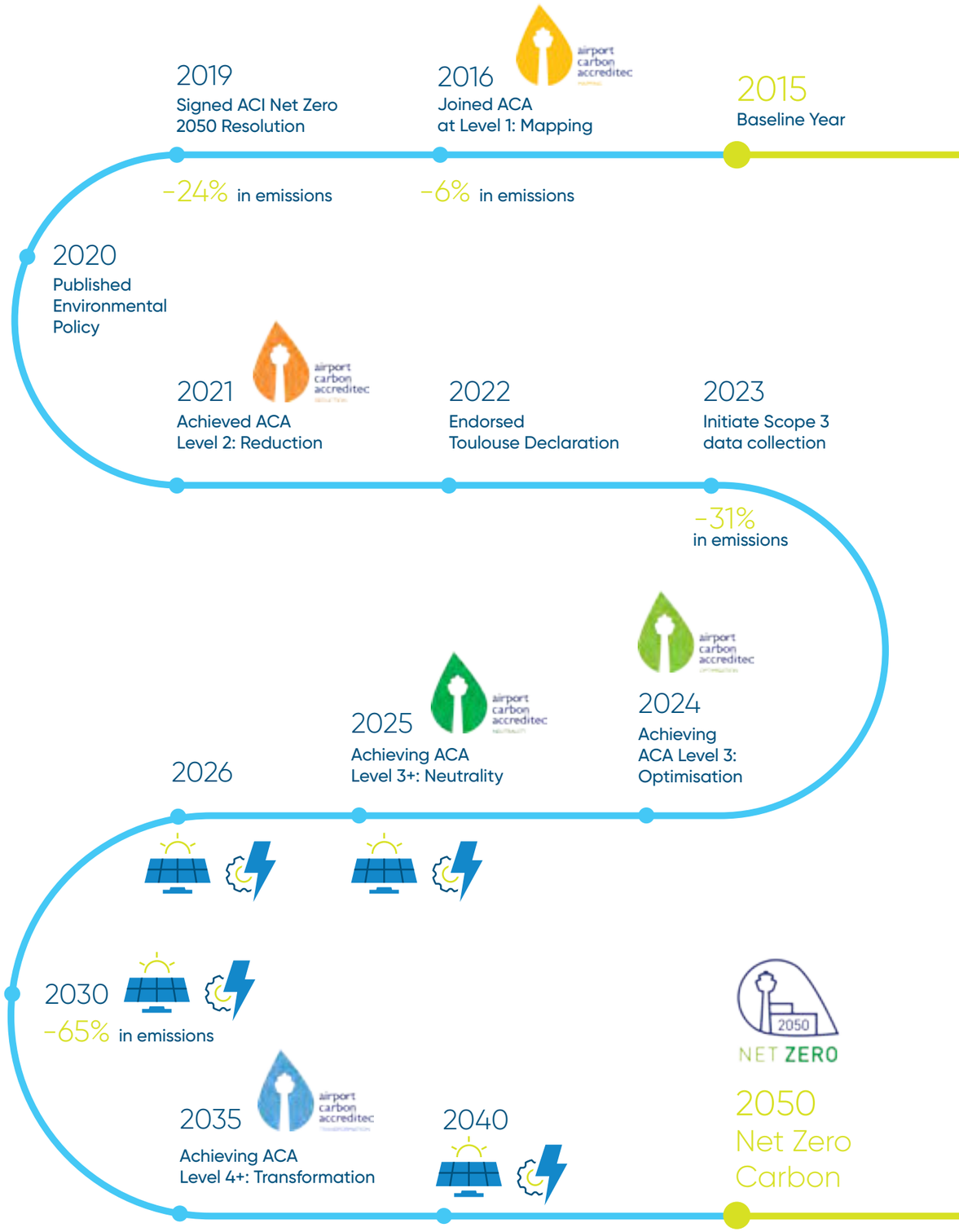
Two interim targets, becoming carbon neutral by 2025 in line with the Airport Carbon Accreditation (ACA) Programme and reducing emissions by 65% compared to the 2015 baseline by 2030, are established in this roadmap, together with the key actions required to achieve net zero carbon status by 2050. Such actions include continued investment in more energy-efficient systems, the expansion of the Company's clean energy generation capacity, and the purchase of emission avoidance or removal credits to offset residual emissions.

INVESTING IN ENERGY EFFICIENCY AND RENEWABLE ENERGY

Given that around 90% of Malta International Airport's Scope 1 and 2 emissions stem from electricity consumption, investments to enhance energy efficiency and expand clean energy generation have been central to the Company's decarbonisation strategy.

During the year under review, the Company's spend on projects to minimise its carbon footprint totalled around €4.5 million. Noteworthy progress was made in installing the airport's new heating, ventilation, and air conditioning (HVAC) system, alongside the replacement of the airfield ground lighting (AGL) control system and other lighting upgrades, which included the replacement of tungsten lamps with LED alternatives.

Additionally, Q4 2024 marked the start of the installation of the airport's fifth and largest photovoltaic farm, consisting of over 5,400 panels spread across 13,000 square metres. The new installation is expected to generate approximately 5.1 million kWh of clean energy annually, more than doubling the airport's current renewable energy capacity.



TRACKING ELECTRICITY AND FUEL CONSUMPTION[1]

While the full benefits of the afore-mentioned energy-related investments will materialise over time, past initiatives continued to yield encouraging results in 2024, allowing the Company to curb its electricity consumption.

In fact, although passenger traffic grew by nearly 15% compared to 2023, electricity consumption rose by 7%, reaching a total of 11.89 million kWh. Given that the growth in passenger numbers significantly outpaced consumption, the energy intensity per passenger dropped by 6.5% compared to 2023 to stand at 1.33 kWh/passenger.

Although the contribution of fuel to the airport's emissions is minimal compared to electricity, the Company's carbon-management efforts include the gradual electrification of its operational vehicle fleet. During the year under review, three electric vehicles were procured—one replacing an older model and two expanding the Company's growing fleet to meet the exigencies of an increasingly busy operation. Busier days were in part the reason for an increase of 3% in fuel consumption.

Fuel, along with refrigerants and other emitters, contributes to Scope 1 emissions. The 46% reduction in Scope 1 emissions, as shown in the table below, can be primarily attributed to a decrease in refrigerant purchases during the reporting year.

GRI 302-3 Energy Intensity

	2023	2024	Change 2023/2024**
Passenger Movements	7,803,021	8,957,391	14.8%
Energy Intensity net electrical consumption in kWh/passenger	1.42	1.33	-6.5%

Source of Emissions	2023	2024	Change 2023/2024**
Scope 1 CO_2 gas emissions in tons	773	418	-45.9%
Scope 2 energy indirect GHG emissions in total	4,358*	4,639	6.4%
CO_2 Emission Intensity per Passenger Kilos of CO_2/passenger	0.66*	0.56	-14.1%

The above calculations use the official Enemalta Residual Mix Emission factor for Scope 2 emissions for 2023, namely 0.396 kg of CO_2/kWh. At the time of publication, the updated emission factor for 2024 have not yet been received.

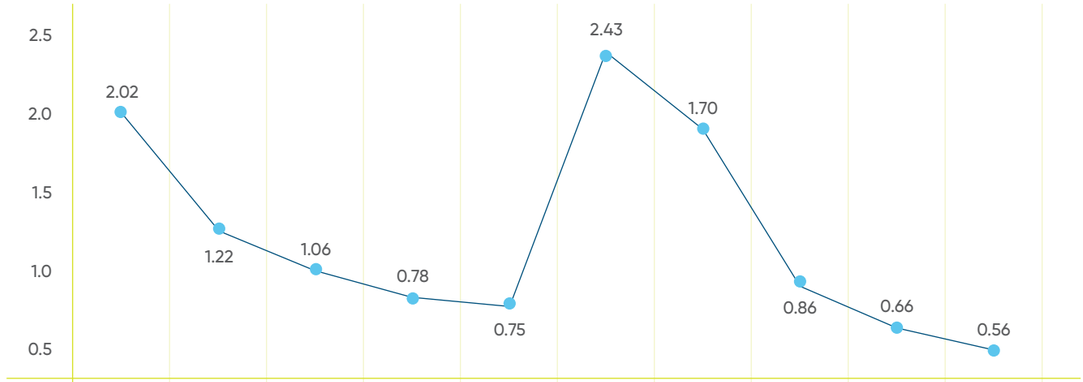
*These figures have been restated using the latest emission factor provided by Enemalta.

**The change 2023/2024 disclosed above may produce different results when recalculating using the figures above as they have been rounded. However, these percentages are consistent with the percentages being disclosed in other publications.

[1] For more detailed information about energy consumption, see GRI 302-1 on page 84.

GREENHOUSE GAS (GHG) EMISSIONS INTENSITY[2]

The GHG emissions intensity metric has been used as a key performance indicator from the outset of the Company's environmental journey to monitor progress specifically in relation to carbon dioxide emissions management, with targets being set each year in this regard. The target for 2024 was to achieve an emissions intensity of 0.8-1.0 kilograms of carbon dioxide per passenger. In 2024, the Company was successful in achieving a 14% reduction in its GHG emissions intensity, which stood at 0.56 kilograms of carbon dioxide per passenger.



THREE PROJECTS TO OFFSET RESIDUAL EMISSIONS

To offset emissions generated in 2024 and beyond, in line with the Company's carbon reduction plan, during the year under review, the Sustainability and Analytics Department began to explore investments in highly verified carbon offsetting projects that satisfy the requirements of the ACA programme. This exercise resulted in the identification of three projects.

The three projects, located in France, Madagascar, and Brazil, focus on reducing future carbon emissions through the adoption of clean energy solutions, including the conversion of waste into biogas. Alongside their environmental impact, these projects create socioeconomic value by empowering local farmers, fostering community engagement, and reinvesting a portion of the revenues generated back into the local communities.

% INVESTED IN EACH PROJECT

50%

France (2,550 Tonnes CO_2)

30%

Madagascar (1,600 Tonnes CO_2)

20%

Brazil (1,050 Tonnes CO_2)

[2] For more information about emissions and emissions intensity, see GRI 305-1 and 305-2 on page 87.

COLLECTING SCOPE 3 EMISSIONS DATA

MILESTONES IN THE DATA COLLECTION JOURNEY

In 2022, Malta International Airport began collecting Scope 3 data related to emissions generated by activities undertaken by its employees, namely business travel and work commutes. The scope of this exercise was widened a year later, with the Company bringing into the picture data related to the consumption of fuel and electricity by stakeholders operating on airport grounds together with data related to stakeholder employee commutes.

The collection of this data fulfilled one of the requirements of the ACA programme related to Level 3 (Optimisation), enabling Malta International Airport to climb up a rung of the initiative. Another key factor contributing to the airport's progress under this programme was the development of its first Stakeholder Engagement Plan.

This document now serves as a guiding framework for sustainability-related initiatives that impact stakeholders.

While the Company aims to reach Level 3+ (Neutrality) in 2025, to achieve further progress and reach Level 4, it will need to include a more comprehensive list of Scope 3 emission sources in its carbon footprint as well as prepare a Stakeholder Partnership Plan.

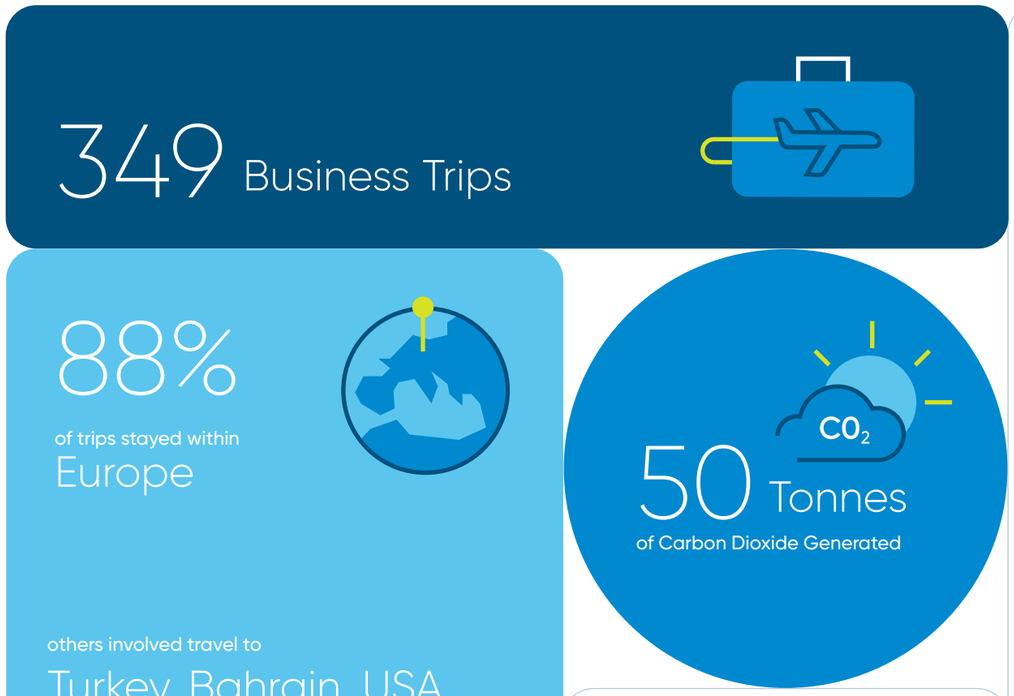
WHAT ARE SCOPE 3 EMISSIONS?

These are described as 'indirect', given that they stem from the third-party activities shown below over which the airport operator has no direct control but can exert influence.
In 2024, these emissions accounted for just over 95% of Malta International Airport's carbon dioxide output, highlighting the importance of collecting and analysing such data.

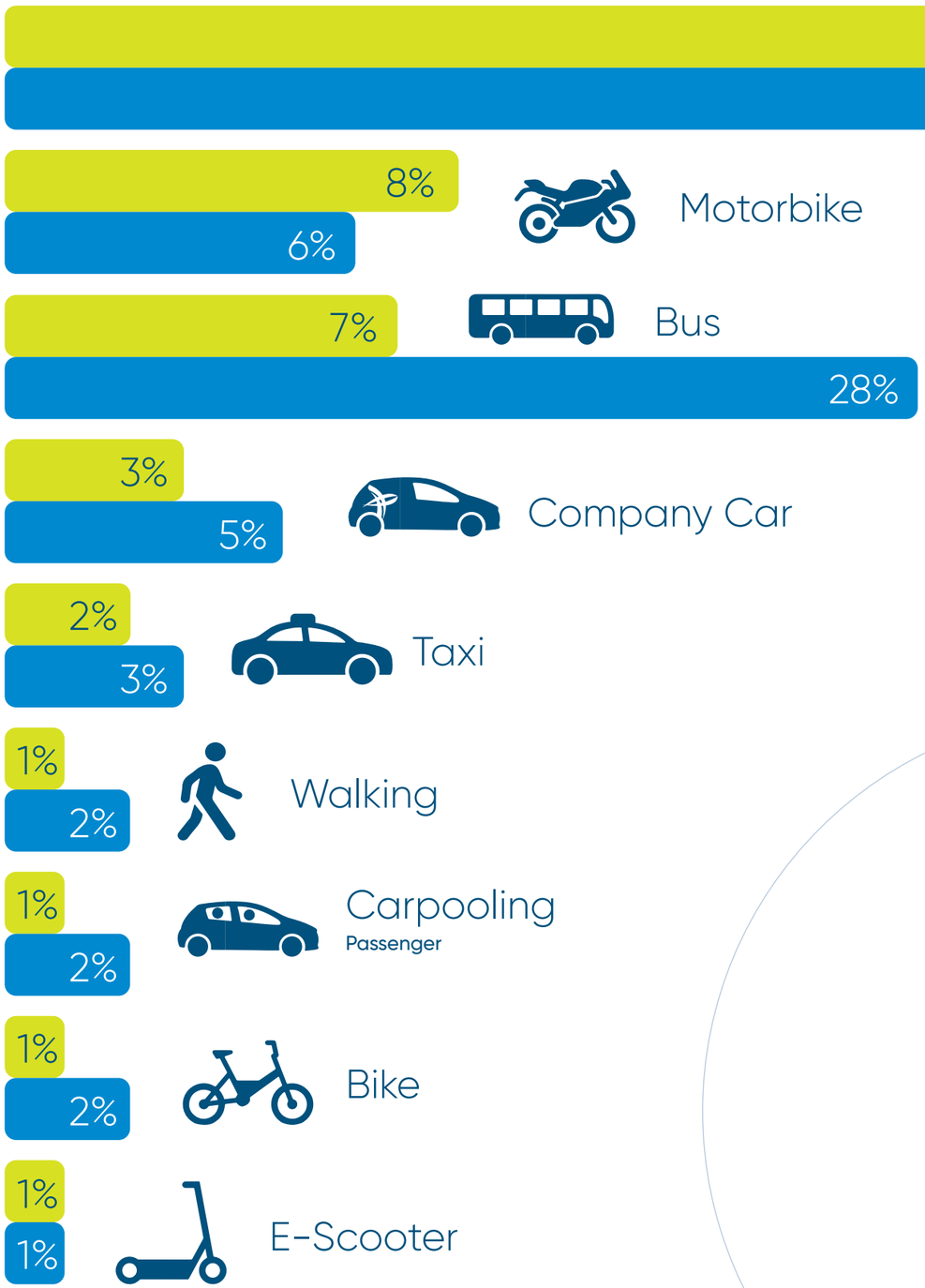
- Surface Access (how passengers get to the airport)
- Stakeholder Fuel & Electricity Consumption
- Waste Treatment & Disposal
- Employee Commutes
- Aircraft Operations
- Staff Business Travel

A CLOSER LOOK: EMPLOYEE BUSINESS TRAVEL

In 2024, employees undertook 349 business trips, generating just over 50 tonnes of carbon dioxide. While 88% of these trips remained within Europe, others involved travel to Turkey, Bahrain, Singapore, the United States, and the United Arab Emirates. Emissions from business travel are being addressed through the Company's ongoing investment in certified offsetting projects.



A CLOSER LOOK: THE EMPLOYEE AND STAKEHOLDER COMMUTE SURVEYS



During the year under review, the Company conducted its third employee commute survey, achieving a 71% response rate—a slight improvement over the previous year. Results showed that respondents collectively travelled over 6,000 kilometres commuting to and from work, generating 170 tonnes of carbon dioxide. This figure was extrapolated to 226 tonnes to reflect the commutes of the total workforce (including non-respondents), based on the distribution of employee localities. Commute patterns showed that, while the car remained the dominant mode of transport, its usage saw a slight decline compared to the previous year. Conversely, a slight increase in bus use was recorded.

This trend also emerged from the stakeholder commute survey. Distributed separately to stakeholders operating on airport grounds, this survey achieved a 33% response rate in 2024. Spearheaded by the Sustainability and Analytics department, efforts are being undertaken to improve this response rate.

MIA Employees | Third-party Stakeholders

RESPONSIBLE CONSUMPTION AND PRODUCTION

WATER STEWARDSHIP[3]

SETTING TARGETS FOR BETTER WATER MANAGEMENT

Water stewardship is an important environmental pillar for Malta International Airport, especially given that Malta ranks among the top 10 most water-stressed countries in the world. In addition to Malta's high population density, touristic activity, particularly during the peak summer months, places additional stress on the islands' limited water resources. To manage the Company's water consumption, the Environmental Working Group sets water-management initiatives at the beginning of each year, which take into account the traffic forecast for the year in question.

Malta International Airport's main water sources include potable water supplied by the Water Services Corporation (WSC), which is mainly used in kitchenettes and washroom hand basins, non-potable groundwater supplied by a third-party provider, and surface water, including harvested rainwater.[4]

Non-potable water is used primarily to supply toilet flushing and for irrigation. The volume of water used for the latter purpose experienced a significant increase of 19% on the back of a decrease of 23% in the volume of harvested rainwater. This drop stemmed from below-average rainfall amounting to 286.1 mm, which put down 2024 on record as the Maltese Islands' third-driest year.

Moreover, in 2024, Malta International Airport's total water withdrawal amounted to 191,513 m^3, representing an increase of 14% over the previous year, while water discharged totalled 158,061 m^3, representing a 24.6% increase compared to 2023. Based on the GRI calculation method, the Company's total water consumption (total water withdrawal deducted from total water discharge) amounted to 33,452 m^3, representing a decrease of 18.2%.

WATER TESTING

The Company conducts several tests on an annual basis to determine the quality of stormwater run-off, as the presence of certain pollutants and nutrients could have several negative impacts. In 2024, samples from several airfield locations were tested for nitrates and petroleum hydrocarbons, returning results that were up to par. Additionally, legionella testing was conducted twice on the primary water sources, together with monthly testing for different bacteria, including E. coli and Pseudomonas aeruginosa, to determine overall water safety.

[3] GRI 303-1 Interactions with water as a shared resource
[4] For information on water withdrawal by source and water discharged, see GRI 303-3 and GRI 303-4 on page 85-86.

ONGOING AND FUTURE INITIATIVES

The Company has a number of ongoing and planned initiatives that are expected to support it in achieving better results in terms of water consumption.

Works on the airport's 10,000 m^3 reservoir, which was constructed as part of the Apron 8 project, have been completed. The reservoir is expected to be connected to the terminal's non-potable water system by the end of 2025, allowing for improved rainwater harvesting and lessening the airport's dependence on the supply of non-potable water by bowsers.

Moreover, a project that has seen the gradual replacement of aesthetic turf with native flora (pictured below) requiring less water to thrive kicked off in 2023, with an 80% completion rate achieved in 2024. The project will lead to an increase in water usage in the short term. However, in the long term, once the newly planted flora establishes a strong root system that allows for less frequent irrigation, the Company expects to register significant drops in water consumption. The transition to native flora was completed in 2025, with a study set to be conducted in the near future to determine the impact of this initiative on irrigation. The study will also explore opportunities to adjust the irrigation time intervals and cut down on unnecessary watering.

Other planned initiatives include investigating the impact of fitting water taps in restrooms with different flow restriction devices.

INDIGENOUS PLANTS REQUIRING LESS WATER TO THRIVE HAVE BEEN INTRODUCED IN DIFFERENT AREAS OF THE AIRPORT.

WASTE MANAGEMENT[5]

2024 MILESTONES IN THE WASTE AND RESOURCE MANAGEMENT JOURNEY

Waste management represents the third pillar of Malta International Airport's environmental strategy, with the Company having made significant progress in this area over the past few years. In 2024, it continued to build on these achievements by limiting unnecessary consumption, procuring more eco-friendly and biodegradable products, identifying additional waste separation opportunities, and engaging stakeholders in its waste reduction efforts.

In 2024, the Sustainability and Analytics Department, supported by other teams, laid the groundwork for a waste awareness campaign, which was rolled out among terminal stakeholders in Q1 and Q2 2025. The aim of this campaign was to encourage better back-of-house waste separation and disposal to further decrease the amount of waste sent to landfill. In parallel, environmental criteria, including reductions in landfill waste and evidence of sound waste management practices, were integrated into the Company's tendering processes. These criteria allow bidders with established environmental policies and compliance with industry-specific environmental regulations to earn additional points during adjudication.

During the year under review, around 150,000 cubic metres of construction waste from various projects were used in upgrade projects, such as runway resurfacing works. Additionally, the airport's new VIP Terminal was constructed from salvaged materials from the old VIP Terminal building and a 40-year-old villa in Wardija, limiting the environmental impact of newly quarried limestone.

THE LANDFILL WASTE PER PASSENGER TARGET

Since its introduction in 2022, the landfill waste per passenger metric has been a key indicator of the Company's success in diverting waste from landfill. While the target for 2024 was 0.16 kilos of waste per passenger, the Company was successful in sending 0.11 kilos of waste per passenger to landfill. Waste sent to landfill increased by 2% during the year under review, while the amount of recycled waste increased by 30% as shown in the waste category table on the opposite page. The significant increase in recycled waste was in part the result of the recycling of tyres for the first time in 2024, alongside a significant increase in the amount of cardboard, glass and organic waste recycled.

30% INCREASE IN RECYCLED WASTE

2% INCREASE IN LANDFILL WASTE

[5] GRI 306-2 Management of significant waste-related impacts

Waste Categories and spills[6]

The table below presents data related to waste generated solely as a result of airport operations inside the terminal and on the airfield together with the disposal method for each waste category. The increases in most waste categories can be attributed to the airport's busier operation during the year under review, the higher number of projects undertaken compared to the previous year, or the Company improved efforts to separate waste.

Additionally, 81 fuel spills, with the majority of these being minor and medium, were reported during the year under review. A total of 130 kilos of absorbent, 65 sand bags and 411 litres of detergent were used to contain and clean these spills.

Type of Waste	Unit	Method of Disposal	2023	2024	Change 2023/2024
General Waste	kg	Landfill	803,440	825,204 ✓	2.7% ✓
Cooking Oil	ltrs	Landfill	225	543 ✓	141.3% ✓
Mixed Industrial Sand (incl. construction & sand)	kg	Landfill	145,948	126,170 ✓	(13.6%) ✓
Cardboard	kg	Recycling	118,220	134,970 ✓	14.2% ✓
Glass	kg	Recycling	37,480	54,180 ✓	44.6% ✓
Organic Waste	kg	Recycling	28,540	48,020 ✓	68.3% ✓
Wood	kg	Landfill	19,180	24,620 ✓	28.4% ✓
Plastic	kg	Recycling	12,460	13,410 ✓	7.6% ✓
Iron and Steel	kg	Recycling	4,810	11,585 ✓	140.9% ✓
Paper	kg	Recycling	4,960	4,895 ✓	(1.3%) ✓
Green Waste	kg	Landfill	4,100	16,100 ✓	292.7% ✓
Tyres	kg	Recycling	0	1,400 ✓	100% ✓
Total (Non-Hazardous Waste)	kg	Landfill	**972,893**	**992,637** ✓	**2%** ✓
Total (Non-Hazardous Waste)	kg	Recycling	**206,470**	**268,460** ✓	**30.0%** ✓
IT/Electronic Equipment	kg	Disposal / Destruction by Third Party	1,294	2,379 ✓	83.8% ✓
Batteries	kg	Disposal / Destruction by Third Party	329	0 ✓	100% ✓
Tyres	kg	Disposal / Destruction by Third Party	1, 820	0 ✓	- ✓
Other (includes electrical tubes, asbestos, waste oil, etc.)	kg	Action is being taken to separate other 'hazardous waste' at source	6,381	5,202 ✓	(18.5%) ✓
Total (Hazardous Waste)	kg		**9,824**	**7,581** ✓	**-22.8%** ✓
Open type skips emptied (general waste from various areas)			220 ✓	233 ✓	5.9% ✓

[6] GRI 306-3, 306-4 and 306-5: Waste generated, waste diverted from disposal and waste directed to disposal

A MORE ECO-CONSCIOUS WORKFORCE

Malta International Airport recognizes that operating sustainably is not the responsibility of one department but requires collective commitment. To this end, the Environmental Working Group, whose members represent a cross-section of the Company's departments, met four times during the year under review to set targets related to the airport's environmental pillars, monitor the progress achieved in this regard, and spearhead existing and new awareness initiatives. The Environmental Working Group was instrumental in organising GREENTalk, which invited employees to learn more about the importance of water management, as well as celebrating Earth Day, with each employee receiving a plantable pencil as a sustainable gift.

CONNECTING THE DROPS: THE THIRD GREENTALK IS HELD

During the year under review, the Company organised the third GREENTalk, which has become an important internal awareness-raising initiative since its inception in 2022. With water being one of the Company's three primary environmental pillars, the 2023 session focused on the importance of sustainable water management practices, particularly in light of the islands' limited natural freshwater availability and local precipitation patterns.

While a guest speaker from the WSC presented a detailed explanation of Malta's water supply and consumption patterns, an employee representing the Meteorological Office gave an in-depth understanding of local rainfall trends and climate norms. Additionally, the session featured presentations on the Company's potable and non-potable water consumption, as well as ongoing and planned initiatives, including rainwater harvesting, aimed at better water stewardship.

UNDERSTANDING THE IMPORTANCE OF THE APIARY PROJECT

Malta International Airport houses two apiaries, with the first one having been introduced on airport grounds back in 2016. Employees were given the opportunity to take a closer look at the airport's apiaries and gain a better understanding of their value to Malta International Airport's sustainability efforts through the launch of apiary visits in 2024.

During these visits, the managing beekeeper described the role of the bees that call Malta International Airport home in the Company's air quality monitoring efforts. Since 2016, samples of honey produced on airport grounds have been sent to an overseas laboratory for testing for heavy metals and polycyclic aromatic hydrocarbons (PAH).

The results for each year until 2023 consistently showed that the concentrations of these contaminants were within the limits permitted by Commission Regulation (EC) No 1881/2006. However, during the year under review, some results were unsatisfactory, indicating that the levels of lead in the honey samples exceeded the maximum limits established by Commission Regulation (EC) No 2023/915. The Company sought to investigate the cause of this rise in the level of lead and re-tested samples from other honey batches, eventually achieving satisfactory results.

These visits also allowed employees to get acquainted with the challenges bees are facing due to increased urbanisation, with the beekeeper highlighting that the vast open spaces on the airfield and the patchwork of varied melliferous flora they support provide the ideal habitats for these pollinators.

The positive feedback received from employees who participated highlighted their appreciation for the initiative and encouraged the Company's Environmental Working Group to extend it into 2025.

THE AIRPORT'S APIARY PROJECT IS A MEANS BY WHICH THE COMPANY MONITORS AIR QUALITY.

PREPARATION FOR COMPLIANCE WITH THE CORPORATE SUSTAINABILITY REPORTING DIRECTIVE

CONDUCTING A DOUBLE MATERIALITY ASSESSMENT

Many of the proposals falling under the Fit for 55 package as part of the EU Green Deal and having a direct impact on Malta International Airport were finalised in 2023. This allowed the Sustainability and Analytics Department to shift its focus on monitoring developments in relation to the Corporate Sustainability Reporting Directive (CSRD). Prior to the revisions proposed to this directive in February 2025 as part of the Omnibus Simplification Package, the Company had been obliged to begin reporting using the double materiality perspective in 2026 in relation to non-financial data for the year 2025.

To this end, a double materiality assessment identifying all potential negative and positive impacts, risks and opportunities considering the whole value chain was conducted in 2024. To ensure a well-rounded mix of both internal and external perspectives, representatives from 12 key stakeholder groups, including employees, suppliers, company shareholders, passengers, and neighbouring community members, were invited to participate through a survey.

The process began with the identification of over 100 environmental, social and governance (ESG) topics. Through a thorough assessment, this list was eventually narrowed down to 26 topics considered material to Malta International Airport's operations, strategic direction, business activities or value chain, with climate change adaptation standing out as a particularly important topic to participating stakeholders. Like many of the other material topics identified, such as energy and water consumption, climate change is an area the airport is already actively addressing as already outlined in the previous pages.

05

GOOD HEALTH AND WELLBEING

GOOD HEALTH AND WELLBEING

05

CARING FOR OUR PEOPLE

Malta International Airport continued to prioritise the wellbeing of its growing workforce, striving to ensure that every employee came to work feeling safe, physically healthy, and mentally equipped to realise their potential, work productively within a team, and cope with reasonable work demands. The Employee Wellbeing Programme together with several wellbeing-oriented policies, such as the Workplace Bullying and Harassment Policy, provided the framework for the Company's efforts in this regard.

These efforts were directly recognised by 88% of the employees who responded to the Annual Employee Survey in 2024 and showed their agreement with the statement: the Company focuses sufficiently on employee wellbeing. This indicator registered a marginal increase over the previous year, showing an improvement in employee satisfaction in this area. In addition, the Company received the ultimate vote of confidence from 89.5% of the respondents, who said they would recommend Malta International Airport as a good employer.

SAFEGUARDING PHYSICAL AND MENTAL HEALTH: THE EMPLOYEE WELLBEING PROGRAMME

Launched in 2016, the Employee Wellbeing Programme underscores the Company's commitment to supporting both the physical and mental health of the workforce. Over the years, the programme has evolved, incorporating a range of new initiatives—outlined here—that reflect the Company's dedication to employee care. For a detailed overview of the Company's benefits offering, please refer to GRI 401-2 on page 89.

Spend of
€20,000+
Covering Eye Care
& vouchers used towards glasses and lenses

Close to
7,000 KG
of fresh fruit delivered to the offices

General Practitioner
available on site thrice weekly.

Comprehensive Health Insurance
Ensuring Accessible Medical Care for everyone

2,834
Complimentary Gym Passes
used in 2024

Complimentary
Mental Wellbeing & Psychosupport Sessions
provided in collaboration with the Richmond Foundation and Caritas.

€119k+
of wellbeing allowances claimed

FOSTERING BETTER LEVELS OF SOCIAL WELLBEING

As part of its holistic approach to employee wellbeing, the Company also places strong emphasis on good social connections and community-building. Throughout the year, the Sports and Social Committee[7] curated a diverse calendar of events designed to foster informal interaction and strengthen relationships across teams, often in settings outside the workplace.

These activities were met with great enthusiasm, with the highlight of the year being the annual team-building event. Over five days, nearly 84% of employees voluntarily took part in an outdoor cooking challenge, where teams competed not only on flavour, but also on collaboration, creativity, and sustainability. Dishes were judged by two professional chefs, who scored the teams on how well they worked together, how sustainably they used the ingredients available, and how well they separated waste arising from the activity, thus better aligning the team-building event to the Company's values.

At Malta International Airport, however, social wellbeing extends beyond organised events. Understanding that the early days are crucial to a new employee's integration into both the team and the broader airport community comprising some 5,000 stakeholders, the Company continued to offer the buddy system. First introduced several years ago, this initiative matches new recruits with experienced colleagues, providing them with personalised guidance and support throughout their onboarding journey with the aim of helping them integrate within the work community faster.

In addition, through the Annual Employee Survey, the Company monitors how employees perceive their relationships with their managers, recognising that strong vertical relationships are conducive to higher levels of social wellbeing at work. In the section titled 'About My Manager', all indicators, including 'I feel trusted by my manager', garnered agreement from more than 88% of respondents.

THE EMPLOYEE WELFARE FUND

The Company also aims to provide its workforce with financial security through competitive salaries[8] and bonuses, with staff spend reaching €17.2 million during the year under review. Acknowledging, however, that some employees may encounter unforeseen financial difficulties, the Company revived its Welfare Committee in 2024. Comprising eight members during the year under review, the committee oversees the Welfare Fund, which is financed by voluntary monthly contributions from employees. These are then doubled by the Company.

THE COMPANY'S ANNUAL TEAM-BUILDING EVENT SAW EMPLOYEES GET CREATIVE IN AN OUTDOOR COOKING CHALLENGE IN 2024.

[7] For more information about the Company's committees, refer to GRI 102-18 and GRI 405-1 on page 93.
[8] For more information about wages, refer to GRI 202-1 on page 83.

CARING FOR THE COMMUNITY

The wider community, particularly neighbouring villages, has always been an important airport stakeholder group.[9] The Company not only seeks to address any concerns these communities may have regarding airport operations[10] but also goes a step further by giving back, primarily through philanthropic donations. Additionally, the Company supports other charitable causes and provides financial assistance to individuals who may be in need of an extra helping hand.

ADDRESSING THE CONCERNS OF NEIGHBOURING VILLAGES

Feedback received from local residents through various channels enables the Company to stay attuned to community sentiment regarding airport operations. The table below highlights the most recurrent concerns raised by locals and outlines the Company's corresponding actions, both current and planned.

CONCERN	ACTION
PARKING PROBLEMS	Lack of parking becomes an issue for neighbouring villages when the airport car parks are at capacity, creating a spillover effect. To address this pain point, the Company is looking into optimising current parking areas and introducing new spaces at Park East and the forthcoming SkyParks 2 business centre.
EMISSIONS & AIR QUALITY	Besides its efforts to reduce emissions, air quality is currently monitored through the testing of honey samples collected on airport grounds. Additionally, in 2024, air quality testing equipment were installed on the airfield, with data on carbon monoxide, carbon dioxide, nitrogen dioxide, sulphur dioxide, and PM 2.5 and 10 set to start being collected in 2025.
NOISE POLLUTION	Several noise mitigation measures are currently in place to minimise disturbances arising from aircraft. These include using noise preferential routes, implementing noise abatement procedures, limiting the extended use of reverse thrusting during the night, and enforcing curfews on aircraft engine run-up testing. Additionally, Malta International Airport is investing in the information technology framework necessary to enable on-the-go noise impact monitoring and enable noise impact forecasts, is set to install Fixed Electrical Ground Power (FEGP) on all new contact stands to help reduce ground noise from APUs, and is committed to extend the required support to the Environmental Resources Authority (ERA) to revise the National Noise Action Plan for the next five years.

[9] For a full list of stakeholder groups, refer to Disclosure 2-29 on page 79-82.
[10] GRI 413-2 Operations with significant actual and potential negative impacts on local communities

CARE THROUGH PREPAREDNESS FOR AN EMERGENCY

Recognising that an emergency scenario could have severe consequences for neighbouring villages and the wider community, Malta International Airport remains committed to continuously enhancing its preparedness for any crisis that may occur on airport grounds. During the year under review, the Rescue and Firefighting Services (RFFS) department made significant strides towards ensuring the highest levels of preparedness across all operations, most notably through the completion of new on-site training grounds. This investment allows the team to carry out aviation-specific training more frequently.

In 2024, the RFFS department also took on additional responsibilities by assuming control of the Terminal Emergency Plan and the Terminal Emergency Planning Committee (TEPC)[11]. The scope of the latter was expanded to cover evacuations in a broader range of scenarios, including bomb threats and active shooter situations, in addition to fire-related emergencies. New members were also appointed to the committee to ensure broader representation across the Company's departments. Under this new structure, the committee convened three times and organised several evacuation drills and walkabouts aimed at thoroughly reviewing emergency procedures and evacuation routes within specific areas.

In addition to this, the RFFS department took the lead in a full-scale emergency exercise simulating a hijack situation, organised in line with the European Union Aviation Safety Agency's (EASA) regulatory obligations. These biannual exercises offer the opportunity to test the provisions of the Aerodrome (Airside) Emergency Response Plan as well as to further refine the coordination and response capabilities of all stakeholders involved in the response to a crisis, including the Civil Protection Department, the Armed Forces of Malta, and Malta Air Traffic Services.

CARE THROUGH PHILANTHROPY

The Corporate Responsibility Committee serves as Malta International Airport's philanthropic arm. Chaired by the Company's Chief Executive Officer, the committee is responsible for evaluating requests for financial support submitted by various organisations and individuals throughout the year. In 2024, the committee approved donations amounting to nearly €190,000, benefiting a wide range of recipients and causes. Among the beneficiaries were youth centres, charitable organisations, and churches in the south of Malta, an area where the Company recognises its impact to be significant.

In parallel, employees raised more than €17,000 for charitable causes through a programme of internal events and initiatives. The larger part of this sum was divided between the employees' chosen charities for the year: the Equal Partners Foundation and the Women for Women Foundation. The remaining share, which was mainly raised through the sale of photovoltaic (PV) panels that had been dismantled to make way for newer models and topped up by the Company, was awarded to a soldier who had lost his limbs to a virus to buy a wheelchair.

[11] In 2024, the TEPC was composed of 11✓ members, representing 2.2%✓ of the total workforce.

06

INDUSTRY, INNOVATION AND INFRASTRUCTURE

INDUSTRY, INNOVATION AND INFRASTRUCTURE

06

MALTA INTERNATIONAL AIRPORT AS A KEY PLAYER IN THE TOURISM INDUSTRY

PASSENGER TRAFFIC OVERVIEW

The year 2024 was record-breaking for Malta International Airport, with passenger movements rising by nearly 15% compared to 2023 to reach 8.9 million. According to ACI data, this growth put Malta in the lead within the Southern European peer group, which includes Italy, Spain and Portugal. The airport also achieved its highest-ever average seat load factor (SLF) of 86%, underscoring demand for travel to the Maltese Islands.

The most popular markets were Italy (23%), the United Kingdom (19%), Germany (9%), France (7%) and Poland (6%). The top five airlines included a mix of low-cost carriers and national airlines, including Malta's flag carrier, reflecting a balanced connectivity strategy. On 30 March 2024, Malta's then-flag carrier, Air Malta, ceased operations, with KM Malta Airlines launching the following day, focusing on servicing strategic routes to key primary airports.

Other notable developments include route additions to Basel (easy Jet), Dublin (AerLingus) and Norwich (Ryanair), bringing Malta International Airport's connections up to 109 destinations. In 2024, total air connectivity, which includes direct and indirect connections, grew by 24%[12] over the previous year, not only expanding Malta's reach across key European markets but also strengthening links to major international hubs, facilitating smoother long-haul travel.

AERLINGUS'S FIRST TOUCH-DOWN AT MALTA INTERNATIONAL AIRPORT IN 2024, STRENGTHENING MALTA'S CONNECTIVITY WITH DUBLIN.

ADDRESSING SEASONALITY

Given that travel and tourism support approximately 30% of local employment, addressing seasonality has remained a key pillar of the joint tourism strategy between Malta International Airport and the Malta Tourism Authority (MTA)[13]. Attracting a more balanced distribution of passenger traffic throughout the year, through initiatives such as the Company's airline incentive programme, not only supports more sustainable employment but also helps alleviate pressure on local infrastructure and resources, while mitigating negative sentiment associated with overtourism during the summer months.

Year-on-year data shows that these efforts are delivering the intended results, with passenger growth during the winter months in 2024 (+21%) surpassing that registered during the summer months (+12%). This positive trend is further supported by longer-term data, with winter traffic increasing by 29% over the past five years, compared to a 20% increase in summer traffic. In addition to this, March was the fastest-growing month of 2024, registering an increase of 30% in passenger traffic to surpass 600,000 passenger movements for the first time.

[12] Source: ACI Industry Connectivity Report

[13] The CEO of Malta International Airport sits on the board of this authority. For a full list of Malta International Airport' memberships in national and international associations and bodies, see Disclosure 2-28 on page 78.

INVESTING IN MALTA'S TOURISM PRODUCT THROUGH THE MALTA AIRPORT FOUNDATION

The Malta Airport Foundation was established in 2014 as part of broader efforts undertaken by the Company to more deeply embed corporate responsibility into its strategic direction. Over the past decade, the Foundation has remained committed to its mission: supporting projects that enhance Malta's tourism product while enriching the island culturally, artistically, and environmentally for the benefit of both locals and visitors.

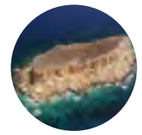
In the past 10 years, the Foundation has collaborated with various individuals and organisations, including the University of Malta and the island's leading heritage institution, Heritage Malta—on a total of 14 projects. With a strong belief that the sea and underwater heritage are central to the Maltese identity and a unique draw for visitors, many of these initiatives have focused on Malta's marine environment.

2014

Establishment of the Malta Airport Foundation on 10 September

2016

Launch of Filfla: An Incredible Malta Diving Experience Documentary



2017

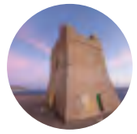
Production commences on Comino: A Secret Paradise, which launches in 2018

2018

The Foundation collaborates with the University of Malta on the Phoenician Shipwreck Excavation

2019

Re-opening of the newly restored Torri Xutu to the public

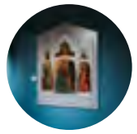


2020

Launch of Foundation Talks

2020

Completion of the restoration and conservation of the Triptych of the Madonna del Soccorso

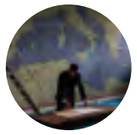


2020

Installation of two sea bins in Marsaxlokk and Marsascala

2021

Inauguration of the newly restored Combined Operations Room



2022

Unveiling of the restored and conserved *Saints Roque, Blaise, Dominic and Nicholas of Tolentino Interceding for the Plague Stricken* by Mattia Preti at the Church of Saint Catherine of Alexandria in Żurrieq

2022

The Malta Airport Foundation supports Heritage Malta's initiative to create the world's first underwater archaeological park

2022

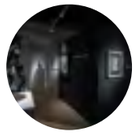
Launch of the Submerged World mini-documentary series

2022

Sponsorship of Żibel's newest sea clean-up boat, Żiblu

2023

Opening of the Victor Pasmore Gallery in Valletta



2023

The first deepwater archaeological park is inaugurated off Xlendi

2023

Completion of the restoration and conservation of the Via Sagra at the Church of Ta' Ġieżu in Valletta

2024

Completion of Villa Hay rehabilitation project

2025

Completion of the embellishment project inside the Kirkop Parish Church

CURATING BETTER AIRPORT EXPERIENCES FOR ALL

SERVICE EXCELLENCE THROUGH FEEDBACK COLLECTION AND TRAINING

In 2024, Malta International Airport continued to serve as the primary gateway to the island, welcoming 97.5% of all inbound tourists and playing a key role in shaping travellers' first and last impressions of Malta. The Company sought to enhance the passenger experience by delivering excellent service informed by guest feedback collected through multiple channels.

Input from digital platforms, such as the airport's website and on-site feedback stations located across key touchpoints, is centrally consolidated, enabling quicker responses to passenger queries and more efficient implementation of suggested improvements. In 2024, the average first response time stood at 4.3 hours, well below the 10-hour target set at the start of the year. Additionally, 92% of the respondents to a post-resolution satisfaction survey reported being satisfied with the response and support received.

Guest insights, particularly those gathered through the Airport Service Quality (ASQ) Survey, were also incorporated into training sessions delivered to employees and stakeholders, with the majority of participants indicating that they believed these sessions would contribute to an improved airport experience for passengers.

The Company's structured feedback collection efforts and customer experience training, along with other guest-centric initiatives, played a significant role in Malta International Airport becoming the second airport in Europe and the fifth globally to achieve Level 4 accreditation within ACI's Customer Experience Accreditation Programme.

A CLOSER LOOK AT SOME FEEDBACK COLLECTION INITIATIVES

THE ASQ SURVEY

The ASQ survey remained the primary feedback collection tool, allowing the Company to gather guest insights through surveys conducted among departing passengers. The overall satisfaction score for 2024 improved marginally over the previous year to stand at 4.39, highlighting the Company's commitment to curating excellent guest experiences despite the unprecedented volume of traffic. This score ranked Malta International Airport among the best in its size category in Europe for the seventh consecutive year and placed it eighth overall among all participating European airports.

Among the highest-scoring indicators were ease of navigation and waiting times within the Central Security Screening Area, the courtesy and helpfulness of check-in, security and border control staff, and Wi-Fi service. On the other hand, the availability of seating at the gates, entertainment options, and the value for money at shops and eateries were identified as areas for improvement.

MYSTERY SHOPPING EXERCISES

In the second quarter of 2024, mystery shopping exercises were reintroduced to evaluate the performance of the food and beverage and retail outlets across several key indicators, including staff appearance and customer service, hygiene standards, the speed and accuracy of service, and the overall customer experience. Scores for F&B outlets ranged from 57% to 92%, while retail outlet scores ranged from 35% to 94%. These evaluations have been extended into 2025, with results to be compared against 2024 scores to assess improvements, particularly among lower-performing outlets.

CUSTOMER FOCUS GROUPS

In 2024, three Customer Focus Groups (CFGs) were held with the participation of 11 travellers. Participants were selected from respondents to the Airport Feedback Programme, ensuring a mix of local and foreign travellers as well as representation of diverse passenger profiles, including a passenger with disabilities (PWD), frequent and business travellers, a solo traveller, and families. Each focus group explored a specific airport-related theme: processes, premises, or people.

Several suggestions for improvement, such as a more varied food offering, more charging stations, enhanced seating options, and the introduction of a sensory room, were presented to the Company's leadership for consideration within the East Expansion Project. This investment, which is currently in the preparatory phase, will see the terminal expand by 6,000 square metres towards the east. Other recommendations, such as improved signage to a water fountain identified as difficult to locate, were addressed immediately.

SERVICE EXCELLENCE THROUGH MORE ACCESSIBLE AIRPORT EXPERIENCES

Over the years, Malta International Airport has worked to make the travel experience more accessible and inclusive for passengers with specific needs, often going beyond its legal obligations as set out by the European Union and other regulatory bodies. One of the most successful initiatives in this regard has been the Journey Facilitation Programme, which provides additional support to passengers on the autism spectrum who request the service in advance. In 2024, this service was utilised 318 times.

During the year under review, several further steps were taken to foster a more inclusive airport environment. Malta International Airport became a member of the Sunflower Hidden Disabilities Association and, starting in March 2025, began offering related training to its employees and airport stakeholders. To date, 389 airport employees and 247 stakeholders have completed the online training. The Company aims to reach an 80% completion rate in order to officially be recognised as a 'sunflower-friendly business'.

Basic Sign Language courses were also held during the year in collaboration with the Deaf People Malta Association. Additionally, the Company had 35 trained mental health first-aiders in 2024, equipped to recognise and respond to signs of mental health challenges or emotional distress.

SERVICE EXCELLENCE THROUGH INCREASED AWARENESS OF HUMAN TRAFFICKING[14]

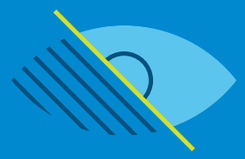
Recognising the airport's potential role as a channel for human trafficking, the Company engaged a leading expert in 2024 to deliver specialised training to security personnel and the customer service team. Over four days, these guest-facing employees received an overview of human trafficking in the context of air travel and were trained to identify potential victims through behavioural analysis and body language, which are two key detection tools. The sessions were well-received, and additional training is scheduled for the fourth quarter of 2025.

[14] GRI 410-1 Security personnel trained in human rights policies and procedures

CREATING SAFER AND MORE ACCESSIBLE AIRPORT EXPERIENCES

318
Journey Facilitation Services Delivered

helping guests on the autism spectrum enjoy less daunting airport experiences



389
Airport Employees Received Sunflower Training

allowing the team to recognise and support passengers with hidden disabilities

35
Mental Health First-Aiders

allowing for a faster response to episodes of emotional distress & mental health crises at the airport

40+ Employees Received Human Trafficking Training

equipped with essential victim-detection skills

INFRASTRUCTURE AND INNOVATION

Malta International Airport's commitment to investing in a well-designed, safe and efficient airport as a means by which it can sustain long-term growth and enhance the passenger experience is embedded in the Company strategy. In addition to this, by future-proofing its operations and embracing new technologies, the airport aims to meet evolving passenger expectations and contribute to the island's appeal as a leading Mediterranean destination. The Company's capital expenditure during the year under review amounted to €68.4 million, marking an increase of 54.4% over 2023.

INCREASING AIRCRAFT PARKING CAPACITY THROUGH THE APRON 8 PROJECT

Spanning 100,000 square metres, the Apron 8 project represents a €45 million investment. In 2024, the project's first phase, comprising the completion of four new aircraft parking stands, was successfully concluded, with the new apron being integrated into aeronautical charts in August of that year. A second set of four stands became operational in 2025, resulting in a 40% increase in the airport's total aircraft parking capacity. The construction of this apron has significantly enhanced Malta International Airport's flexibility in handling mixed-fleet operations, particularly during peak traffic periods.

In addition to enhancing parking capacity, the project has introduced a 10,000 cubic metre reservoir for improved rainwater harvesting, the installation of a state-of-the-art Airfield Ground Lighting (AGL) system, and the preparatory work for the electrification of aircraft parking stands in line with the European Union's Fit for 55 plan to reduce greenhouse gas emissions. The Apron 8 project has also improved facilities and operational space on the aerodrome through the construction of ancillary buildings that service the apron and serve as staging areas for ground support equipment (GSE).

Over 1,000 operators representing 47 service providers were involved in the Apron 8 project, with approximately 500 vehicles granted access to the construction site. These figures made health and safety management a significant undertaking in itself. To ensure the highest standards were maintained throughout, regular training sessions were delivered to all operators. Given the diverse nationalities of those involved, health and safety documentation was translated into multiple languages, and a translator was present during briefing sessions to help overcome potential language barriers.

REDESIGNED ARRIVALS ROUTES THROUGH THE WESTWARD EXPANSION

Initiated in Q4 2023, the 1,550-square-metre terminal expansion progressed significantly in 2024 and was completed in 2025. The most notable feature of this extension is the construction of a new Schengen arrivals corridor, which became operational in Q1 2025. This corridor now leads Schengen passengers directly into the upgraded Baggage Reclaim Area, which has been enhanced with a new reclaim belt, the extension of an existing belt, and the refurbishment of all other belts.

The creation of the new Schengen route has allowed an existing space to be fully dedicated to non-Schengen arrivals, enabling the Company to offer smoother and faster processing for all incoming passengers. In addition to the physical expansion, this area has also been equipped with the infrastructure required for the EU's Entry/Exit System (EES), ahead of its phased implementation starting in October 2025.

The completion of this expansion has paved the way for further growth towards the East, with plans for this next phase made public in Q1 2025. Preparatory works for the project, set to usher in a new era for Malta International Airport and its passengers, commenced in Q3 2025.

MIA EMPLOYEES AND STAKEHOLDERS INVOLVED IN THE APRON 8 PROJECT CELEBRATING THE SUCCESSFUL CONCLUSION OF PHASE 1.

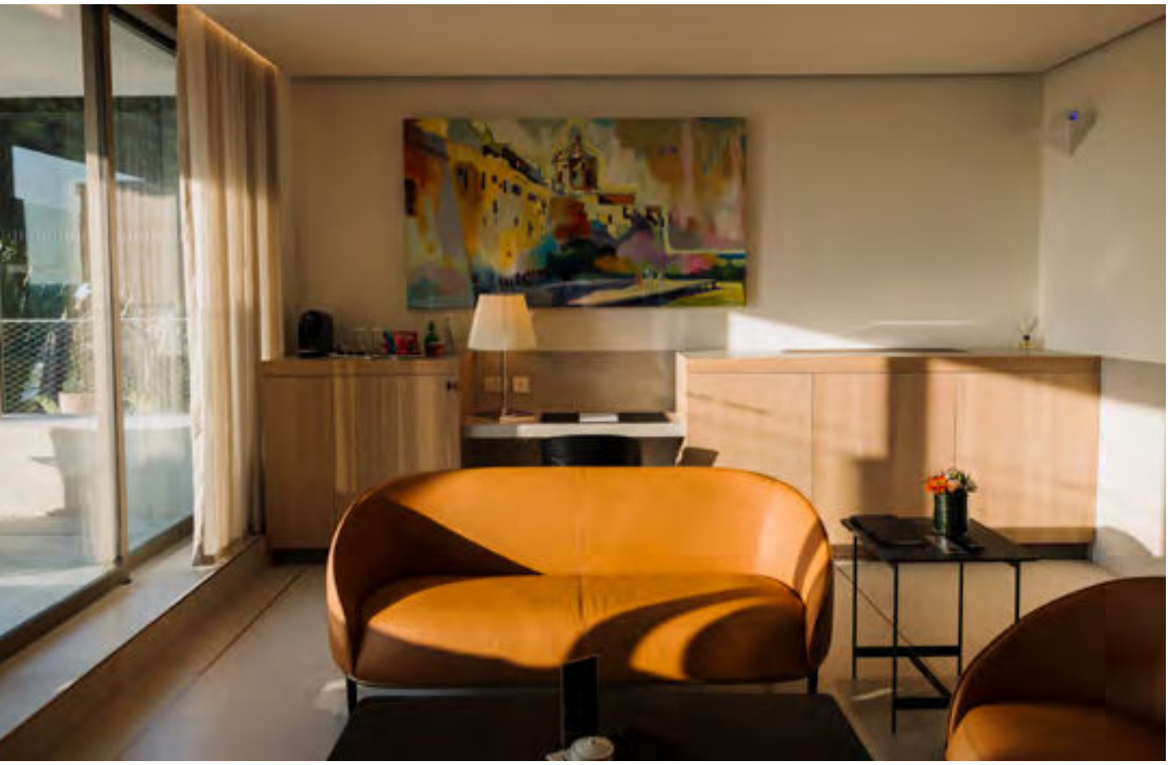
REDEFINING LUXURY TRAVEL WITH THE CONSTRUCTION OF A NEW VIP TERMINAL

In 2024, Malta International Airport's VIP product emerged as the second-largest contributor to the total revenue generated by the Company's retail and property segment. Revenue from this product reached €6.6 million, marking a 21.2% increase over 2023. This growth reflects growing demand for exclusive airport experiences, particularly through the one-time use of the La Valette lounge.

To alleviate pressure on this lounge while redefining the luxury travel experience in line with government's 2050 vision for tourism to "shift towards premium offerings that prioritise quality over quantity", the Company kick-started the construction of a new VIP Terminal in 2024. The structure of the new terminal, which was completed in Q3 that year, is composed of re-engineered stone collected from airport grounds and a 40-year-old demolished villa, thus aligning with the Company's vision of using materials more sustainably and limiting waste.

Traditional tools were used to give each brick a fresh yet authentic finish, reflecting the Company's commitment to celebrating Maltese architectural heritage in the design of the new building. Complementing these traditional elements, features such as skylights were incorporated to maximise natural light, infusing the space with Mediterranean warmth while reducing reliance on artificial lighting.

The project, which was concluded in Q2 2025, also provided employment opportunities for approximately 500 individuals representing 41 different companies and service providers.



THE VIP TERMINAL'S CITY SUITE FEATURES COMMISSIONED PAINTINGS DEPICTING MALTA'S CITIES, INCLUDING ITS OLD CITY, MDINA.

A SMOOTHER EXPERIENCE THROUGH SECURITY

The year under review saw Malta International Airport invest €3 million in the procurement of six new CT scanners and tray return systems, with the aim of enhancing both the security and operational efficiency and improving the passenger experience. This upgrade has tripled passenger throughput in the security area and eliminated the need for travellers to remove liquids and electronics from their hand luggage, transforming what is often seen as a stressful process into a seamless and stress-free part of the airport journey.

BOLSTERING ICT INFRASTRUCTURE AND SECURITY

Further investments were made in the core ICT infrastructure, encompassing both the Company's on-premises IT systems and cloud-based solutions. This ongoing investment ensures continued support for the ever-demanding business requirements placed on IT Services as the Company progresses towards becoming a completely digital airport. Last year, the department completed an ambitious multiyear project involving the implementation of a completely new IT network, thus benefitting from improved performance and resilience.

Another notable project involved the real-time capture of all environmentally significant data in an automated digital format. This enabled the airport to adjust its operations and proactively minimise its environmental impact, supporting its effort to become a top-class sustainable airport.

Building on the success of previous cybersecurity awareness campaigns targeting employees, the ICT Security department launched another comprehensive privacy and cybersecurity training initiative, further emphasising the Company's commitment to cybersecurity. This Company-wide programme, delivered in an engaging microlearning format, strengthened our employees' understanding of cybersecurity and the responsible handling of sensitive information.

The department successfully achieved ISO 20000 certification for IT Service Management, complementing its existing ISO 9001 and 27001 certifications. This milestone further reinforces Malta International Airport's commitment to security, quality and service management excellence, demonstrating how, apart from delivering high-end systems, it is done alongside exceptional service levels.

The IT Services department has also established a dedicated Governance, Risk and Compliance (GRC) function, streamlining processes and enhancing oversight through the implementation of a unified GRC system. This integration consolidated key components such as risk management, audits and opportunities for continuous improvement initiatives. In parallel, it also fully implemented advanced security tools to enhance monitoring, alerting and vulnerability management across all devices, significantly strengthening our cybersecurity framework and reducing risks.

07

DECENT WORK AND ECONOMIC GROWTH

DECENT WORK

07

One of the Company's highest priorities is to cultivate work environments and conditions that enable each employee to perform meaningful work and realise their full professional potential. According to the Annual Employee Survey, 88.5% of the respondents experienced a sense of achievement from their work. This indicator registered significant improvement over the previous year, highlighting that the Company's ongoing efforts to engage employees in opportunities that leverage their skills and deliver tangible results are proving effective. The following pages provide a brief overview of the Company's key initiatives to promote decent work.

FAIR REMUNERATION

As a fundamental pillar of decent work, the Company seeks to provide its workforce with a liveable wage, complemented by four performance-based bonuses linked to Company and team results, along with a wellbeing allowance for employees covered by the Collective Agreement. For more information on the entry level wage split by gender and employment category, see GRI 202-1 on page 83.

BETTER HEALTH AND SAFETY FOR ALL

Recognising that employees spend a significant portion of their day at work, the Company is committed to maintaining a workplace free from risks, harmful practices, and behaviours that could prevent individuals from reaching their full potential.[15] In addition, the Company actively engages employees in health and safety matters through initiatives such as Occupational Health and Safety (OHS) elections and the Annual Health and Safety Survey.

During the year under review, employees were given the opportunity to vote for a colleague of their choice to represent them on the OHS Committee. For the first time in 2024, this election was held online, replacing the paper-based method that had been previously used. Through the participation of 69% of the workforce, six new health and safety representatives were elected for a term of three years. The responsibilities of these representatives are clearly stipulated in the Company's Health and Safety at Work Policy.

Ninety-two per cent of the respondents to the Annual Occupational Health and Safety Survey agreed that health and safety representatives play a critical role in[16] facilitating employee participation in health and safety matter. This survey helps the Health and Safety Department understand the perception of employees on topics ranging from workplace hazards to policies and procedures, while identifying areas for improvement in health and safety management. Encouragingly, 96% of the respondents to the survey felt very satisfied or satisfied with the Company's efforts in this regard.

While employee participation is strongly encouraged, the Health and Safety Department remains the lead in these matters. To better serve employees and stakeholders while enhancing operational efficiency, this department underwent an important restructuring in 2024, with two teams created. While the Operational Safety team is responsible for internal health and safety processes, including training, employee medical screening and office ergonomics, the Infrastructure Safety team is responsible for overseeing the health and safety provisions related to major infrastructure projects, in line with regulatory requirements such as L.N. 88 of 2018.

[15] For more information about work-related injuries and ill-health, see GRI 403-9 and 403-10 on page 91.

[16] GRI 403-4 Worker participation, consultation and communication on occupational health and safety

[17] Employees are familiarised with the Company's policies during their induction training. Employees can access these important documents through the Company's internal portal.

TRAINING, INTERNAL MOBILITY AND HANDS-ON OPPORTUNITIES FOR STUDENTS

During the year under review, employees received a total of 16,546 hours of training[17] across 11 different categories, aligned with both business needs and workforce development priorities. Each employee availed of an average of 35 hours of training, thus surpassing the average training per employee target of 25 hours set at the beginning of the year.

Employees showed their satisfaction with the Company's training initiatives in the Annual Employee Survey, with 88.5% of the respondents agreeing that they are equipped with the right skills for their job, even if, at times, they are presented with challenges.

In addition to upskilling its workforce, the Company continued to prioritise internal mobility as a means by which to reward performing employees and retain valuable institutional knowledge. During the year under review, 85% of vacant leadership positions were filled through internal promotions, with the remaining vacancies necessitating external recruitment due to the specific nature of the skills and competencies required.

In line with its commitment to be a force for good within the community, the Company also provided 14 students from the Malta College of Arts, Science and Technology (MCAST) with work opportunities within the Technical and Information Technology Departments. These students approached Malta International Airport following the Company's efforts to attract and train new talent on the college's portal. Besides bringing fresh perspectives to the respective teams, these students created mentorship opportunities for existing employees. One of these students transitioned from apprentice to full-time employee with the Technical Department, once he completed his studies.

Additionally, 15 summer workers were engaged across four different departments during the airport's busiest months. Here, these students benefitted from hands-on experiences in relation to performing under pressure, service excellence and the tourism industry in the unique airport environment.

FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING AND DIVERSITY[18]

The year 2024 saw Malta International Airport's workforce grow by 10.3% over 2023, with the headcount at the end of the year standing at 480. Sixty-nine per cent of the workforce was represented by one of two workers' unions and covered by Malta International Airport's Collective Agreement 2023-2027.[19] Employees' right to join a union of their choice without the fear of intimidation or discrimination is safeguarded by the Company's Human Rights Policy, which also stipulates the Company's obligation to enter into meaningful discussions with the unions representing the team.

The Human Rights Policy also commits Malta International Airport to promoting diversity among employees that are directly hired by the Company. The Company's workforce is becoming increasingly diverse, with 21 nationalities, in addition to Maltese, represented by the team during 2024. However, 86%[20] of the Company's senior management, including the Chief Executive Officer, were locals.

Striking the right balance between fostering diversity and hiring locally is key to building a workforce that brings fresh perspectives to the company, while also possessing a deep understanding of the local culture, which can enhance trust with certain stakeholders.

Moreover, recognising the unique perspectives female leaders bring to the table, the Company introduced a new leadership goal during the year under review, aiming to improve female representation in senior positions. While in 2023, 23% of leadership roles were occupied by women, in 2024 this improved marginally to reach 24%.

FREEDOM OF EXPRESSION AND ACTIVE PARTICIPATION

Throughout the year, employees are given multiple opportunities to share their views on a wide range of topics; from the Company's leadership to the management of occupational health and safety at the airport. Employees are also encouraged to actively contribute to shaping the future of Malta International Airport, both as an airport operator and as the workplace of a growing team. Below is an overview of the initiatives in place to ensure that employees have the opportunity voice their opinions to anonymously as well as to participate in open, collaborative discussions.

The Annual Employee Survey	Regarded as the primary feedback collection method among employees, this survey allows respondents to submit their feedback anonymously about their work, their department, their manager and the company in general.	82% response rate in 2024, with scores increasing across all sections
The Occupational Health & Safety Survey	Allows the H&S Department to get a better understanding of employees' perception of health and safety.	63% response rate in 2024
My CEO Time	One-on-one sessions through which employees get the opportunity to discuss their ideas with the CEO. A number of employees are invited for these sessions on a yearly basis.	6 sessions held in 2024
Employee Focus Groups	Led by the Operations Quality Team, employee focus groups allow participants to discuss the processes, people and premises at Malta International Airport, while brainstorming ideas.	12 focus groups held in 2024, with the participation of 14 employees in addition to two moderators
The Committees	The Company has 10 committees, some of which are chaired by the CEO, in which subjects as varied as risk management and corporate responsibility efforts are discussed by members. The full list of committees is found on page 93.	More than 50 employees had a seat on one or more of the committees in 2024.

[18] GRI 407-1 Freedom of association and collective bargaining
[19] GRI 2-30 Collective bargaining agreements
[20] GRI 202-2 Portion of senior management hired from the local community

ECONOMIC GROWTH

THE COMPANY'S FINANCIAL PERFORMANCE

During the year under review, the Company's total revenue increased by 18.8% over 2023, reaching €142.9 million. Both of the Company's main income streams recorded year-on-year growth, with aviation revenue rising by 20.4%, primarily due to a surge in passenger traffic, and non-aviation revenue growing by 15.5%.

In line with the Company's strategic objective of maintaining a balanced revenue mix to support long-term financial sustainability, aviation activities accounted for 69.4% of total revenue and non-aviation activities contributed 30.4%. The remaining 0.2% resulted from other activities.

The strong increase in revenue helped the Company achieve an improved operational performance, with earnings before interest, tax, depreciation and amortisation (EBITDA) growing by 16% to reach €87.1 million. Similarly, the airport's net profit increased by 15% to reach a record €46.3 million.

The increase in net profit together with an equity base of €212.8 million supported the growth of the Company's return on equity (ROE) from 22.3% in 2023 to 23.0% in 2024.

In addition, the Company's enhanced financial performance led to an increase of 18.8% in the direct economic value generated together with an increase of 20.9% in the economic value distributed as shown in the table below.[21]

Direct Economic Value Generated	2024	2023	% Chng
Revenue	€142,869,458	€120,247,948	18.8%
Sale of Assets	€283,659	€283,603	0.0%
Financial Investments	€1,772,097	€1,481,698	19.6%
	€144,925,214	**€122,013,249**	**18.8%**

Economic Value Distributed	2024	2023	% Chng
Operating Costs	€37,906,051	€30,089,586*	26.1%
Employee Wages and Benefits	€17,198,709	€14,327,716	20.0%
Payments to Providers of Capital	€26,503,107	€22,467,154	18.0%
Payments to Government	€25,848,217	€21,944,766	17.8%
Community Investments	€690,645	€607,672	13.7%
	€108,146,729	**€89,436,894**	**21.0%**

*Figure has been restated due to a change in methodology to include other figures.

Economic Value Retained	2024	2023	% Chng
EVG - EVD	**€36,778,485**	**€32,576,355**	**12.9%**

THE COMPANY'S SUPPLIERS AND STAKEHOLDERS[22]

During the year under review, Malta International Airport collaborated with nearly 900 suppliers and stakeholders who played a key role in supporting the airport maintain high service standards and advance its ambitious investment programme. Their contribution spanned a wide range of services, including employee training, security, ICT expertise, as well as construction and architectural services, among others. Collectively, these suppliers and stakeholders received over €113 million, with local businesses benefitting from 90% of the total spend. Although the Company is committed to fairness and impartiality in its procurement and tendering processes, local suppliers are generally prioritised in order to strengthen the local economy and shorten the supply chain, thus reducing the environmental impact.

	2024	Share in 2024	2023*	Share in 2023
Non-EU	€2,576,379 ✓	2% ✓	€813,095	1%
EU	€8,296,273 ✓	7% ✓	€6,503,266	8%
Local	€102,370,463 ✓	91% ✓	€74,807,375	91%
Total	**€113,243,115** ✓	**100%** ✓	**€82,123,736**	**100%**

*Figures for 2023 have been restated due to a change in methodology.

SCREENING OF SUPPLIERS[23]

In 2024, environmental award criteria were introduced in tenders, giving companies that have environmental policies in place and comply with industry-specific environmental regulations the opportunity to score additional points during the adjudication process. Additionally, the operators of any new outlets are now required to disclose an electricity plan, which allows the airport operator to estimate the future consumption of that outlet as well as identify any areas for energy optimisation.

[21] For information about the Company's significant indirect impacts, see GRI 203-2 on page 82.
[22] GRI 204-1 Proportion of spending on local suppliers at significant locations of operations.
[23] GRI 414-1, GRI 414-2, GRI 308-1 and GRI 308-2 New suppliers that were screened using social/environmental criteria and negative social/environmental impacts in the supply chain and actions.

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APPENDICES

APPENDIX 1 CRITERIA FOR REPORTING ON SELECTED SUSTAINABILITY INFORMATION 31ST DECEMBER 2024

Category	Aspect	Indicator	Description of Indicator	Specific	Basis of Measurement	Page in Report
Economic	Market Presence	GRI 202-1	Ratio of standard entry level wage by gender compared to local minimum wage	1. 2024 entry level salaries 2. 2024 actual lowest salary paid	1. Information extracted from the most recent Collective Agreement (2023-2027) 2. Information extracted from the Company's payroll records	83
	Procurement Practices	GRI 204-1	Proportion of spending on local suppliers	% of procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally)	Information was extracted from the Group's purchase ledger, adjusted to include accruals, and is inclusive of VAT	66
Environment	Energy	GRI 302-1	Energy consumption within the organisation	1. Indirect energy consumption in kWh (electricity) 2. Direct energy consumption in litres (fuel: diesel & petrol)	1. Electricity consumption was based on MIA meter readings and supplier invoices (net of metered energy consumption by tenants/ airport partners) 2. Consumption of fuel purchased was based on supplier invoices	84
	Water	GRI 303-3	Water withdrawal	Water sourced from: 1. Water Services Corporation 2. Groundwater 3. Rainwater Collection	1. Water consumption was based on MIA meter readings and supplier invoices 2. Information for groundwater extraction was based on third party invoices and meter readings 3. Estimates based on catchment areas and Meteorological Office rainfall readings	85
	Emissions	GRI 305-1	Direct (Scope 1) GHG emissions	GRI 302-1 Scope 1 measurements converted to GHG emissions using standard emission factors for fuels	Reference Document: Airport Carbon Accreditation Document; Issue 12: published in November 2020 by Airports Council International	87
		GRI 305-2	Energy indirect (Scope 2) GHG emissions	GRI 302-1 Scope 2 measurements converted to GHG emissions for emission factors provided by the National Utility Provider (Enemalta plc)	Emission factors provided by Enemalta plc for 2023 have been used	87

Continued on the next page.

APPENDIX 1 CRITERIA FOR REPORTING ON SELECTED SUSTAINABILITY INFORMATION 31ST DECEMBER 2024

Social	Employment	GRI 401-1	New employee hires and employee turnover	Total number of new employees hired and employee turnover by age, group, gender and region	Information was extracted from the Company's payroll records	88
	Occupational Health & Safety	GRI 403-9 GRI 403-10	Work-related injuries & work-related ill health	1. Injury rate 2. Lost day rate 3. Absentee rate	1. Information extracted from the Occupational Health & Safety Report 2. Information extracted from MIA's payroll system 3. Information extracted from MIA's payroll system	91
	Training & education	GRI 404-1	Average hours of training per year per employee	1. By gender 2. By employee category	Information based on records kept by the Company	92
		GRI 404-3	Percentage of employees receiving regular performance and career development reviews	1. By gender 2. By employee category	Information based on records kept by the Company	92
	Diversity & equal opportunities	GRI 405-1	Composition of Governance Bodies and breakdown of employees	Including a breakdown of employees per employee category, age group, minority, group membership, and other indicators of diversity	Information based on terms of reference for each committee and payroll records	93
	Equal remuneration for men & women	GRI 405-2	Rate of basic salary and remuneration of women to men	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation	Information extracted from the company's payroll	94

APPENDIX 2 INDEPENDENT ASSURANCE REPORT

Independent practitioner's limited assurance report on the Identified Sustainability Information in Malta International Airport plc's 2024 sustainability report

TO THE CORPORATE RESPONSIBILITY (CR) COMMITTEE OF MALTA INTERNATIONAL AIRPORT PLC

We have conducted a limited assurance engagement on selected sustainability information ('Identified Sustainability Information') of Malta International Airport plc (the 'Company' or 'MIA'), as listed below and identified with a ✓, included in the Company's sustainability report for the year ended 31 December 2024 ('2024 Sustainability Report').

IDENTIFIED SUSTAINABILITY INFORMATION

The Identified Sustainability Information for the year ended 31 December 2024 is summarised below:

Economic indicators, including:

- GRI 202-1: Ratio of standard entry level wage by gender compared to the local minimum wage;
- GRI 203-1: Infrastructure investments and services supported; and
- GRI 204-1: Proportion of spending on local suppliers.

Environmental indicators, including:

- GRI 302-1: Energy consumption within the organisation;
- GRI 303-3, GRI 303-4 and GRI 303-5: Water withdrawal, discharge and consumption;
- GRI 305-1 and GRI 305-2: Greenhouse gas emissions (Scope 1 and 2) ('GHG'); and
- GRI 306-3, GRI 306-4, and GRI 306-5: Waste generated, waste diverted from disposal and waste diverted to disposal.

Social indicators, including:

- GRI 401-1: New employee hires and employee turnover;
- GRI 403-9 and 403-10: Work-related injuries and work-related ill health;
- GRI 404-1 and 404-3: Average hours of training per year per employee and percentage of employees receiving regular performance and career development reviews; and
- GRI 405-1 and 405-2: Diversity of governance bodies and employees and ratio of basic salary and remuneration of women to men.

Our assurance relates to information pertaining to the year ended 31 December 2024 only. We have not performed any procedures with respect to any other elements included in the 2024 Sustainability Report and, therefore, do not express any conclusion thereon.

REPORTING CRITERIA

The reporting criteria used by MIA to prepare the Identified Sustainability Information is set out in Appendix 1 'Criteria for reporting on selected sustainability information 31st December 2024' on pages 69 - 72 of the 2024 Sustainability Report (the "Criteria').

MIA'S RESPONSIBILITY FOR THE IDENTIFIED SUSTAINABILITY INFORMATION

MIA is responsible

- the preparation of the Identified Sustainability Information in accordance with the Criteria;
- designing, implementing and maintaining such internal control as management determines is necessary to enable the preparation of the Identified Sustainability Information, in accordance with the Criteria and the GRI Standards, that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances

MIA is also responsible for maintaining responsibility for the content of the 2024 Sustainability Report, including responsibility for determining the material aspects (as defined in GRI Standards), indicators (as so defined) and other content of the 2024 Sustainability Report; and retaining sufficient and appropriate evidence to support the aforementioned.

INHERENT LIMITATIONS

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

OUR INDEPENDENCE AND QUALITY MANAGEMENT

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards), issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour, together with the ethical requirements of the Accountancy Profession (Code of Ethics for Warrant Holders) Directive issued in terms of the Accountancy Profession Act (Cap. 281).

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements

APPENDIX 2 INDEPENDENT ASSURANCE REPORT

PRACTITIONER'S RESPONSIBILITIES

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Identified Sustainability Information.

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance engagements other than audits or reviews of historical financial information', and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional skepticism throughout the engagement. We also:

- determine the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information;
- perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal control; and
- design and perform procedures responsive to where material misstatements are likely to arise in the Identified Sustainability Information. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

SUMMARY OF THE WORK PERFORMED

A limited assurance engagement involves performing procedures to obtain evidence about the Identified Sustainability Information. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgment, including the identification of where material misstatements are likely to arise in the Identified Sustainability Information, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- Obtained an understanding of the Company's reporting process relevant to the preparation of its Identified Sustainability Information;
- Evaluated whether all information identified by the process to identify the information reported in the Identified Sustainability Information is included in the Identified Sustainability Information;
- Performed inquiries of relevant personnel and analytical procedures on selected information in the Identified Sustainability Information;
- Performed substantive assurance procedures on selected Identified Sustainability Information;
- Evaluated the methods and data for developing estimates; and
- Considered the disclosure and presentation of the Identified Sustainability Information.

Our procedures were limited to the Identified Sustainability Information, and we have not performed any procedures in relation to any other disclosures included in the 2024 Sustainability Report, including the completeness thereof.

LIMITED ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Sustainability Information for the year ended 31 December 2024 is not prepared, in all material respects, in accordance with the Criteria.

RESTRICTION ON DISTRIBUTION AND USE

This report, including the conclusion, has been prepared solely for the CR Committee of MIA as a body, to assist them in reporting on MIA's sustainable development performance and activities. We permit the disclosure of this report within the 2024 Sustainability Report, to enable the CR Committee to demonstrate that it has discharged its governance responsibilities by commissioning an independent assurance report in connection with the 2024 Sustainability Report. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone ot

For and on behalf of
PricewaterhouseCoopers
78 Mill Street, Zone 5,
Central Business District,
Qormi CBD 5090,
Malta

STEPHEN MAMO
Principal
15 October 2025

APPENDIX 3 GENERAL DISCLOSURES

This appendix includes additional details on certain general, economic, environmental and social disclosures.

Disclosures 2-7 Employees & 2-8 Workers who are not employees

Number of Employees		**480**	
	Full-Time	**Part-Time**	**Total**
Indefinite Contract	265	8	273
Definite Contract	175	32	207
Indefinite Contract	**Female**	**Male**	**Total**
Full-Time	89	176	265
Part-Time	4	4	8
Definite Contract	**Female**	**Male**	**Total**
Full-Time	56	119	175
Part-Time	13	19	32
All	**Female**	**Male**	**Total**
Full-Time	145	295	440
Part-Time	17	23	40

Other Workers	
Contracted	**Total**
Cleaning (Servizi Malta)	76
Security (G4S)	134
SITA	
Management	4
Project Management	2
Applications	3
IT	7
Networks	4
Electronics	7
Self-employed	
Maintenance (JB)	1
Employed with JB	2

Disclosure 2-28 Membership Associations A list of the main memberships of industry and other associations, and national or international advocacy organisations

- Participant in ACI's Airport Service Quality Survey (joined in 2006)
- Participant in ACI's Airport Carbon Accreditation Programme (joined in 2016 and advanced to Level 3 (Optimisation) in 2024)
- Participant in ACI's Customer Experience Programme (joined in 2019 and advanced to Level 4 in 2024)
- Signatory to Airport Council International's NetZero 2050 Resolution (2019)
- Airport CEO has a seat on ACI Europe's regional board (2023-to date)
- Endorsed the Toulouse Declaration (2022)
- Member of the Malta Hotels & Restaurants Association (MHRA)
- Member of the Sunflower Hidden Disabilities Association (2024)

DISCLOSURE 2-29 APPROACH TO STAKEHOLDER ENGAGEMENT

Stakeholder Group	Type of Engagement	Frequency of Engagement	Key Interests
All	Website	Daily	Airport operations Investments Passenger experience Retail offering Airport route network Facilities and services
	Social Media Channels	Daily	
	Email / Website Contact	As needed	
Passengers	ASQ Survey	Quarterly	Passenger experience Retail offering Facilities and services Waiting times, cleanliness and airport ambience Flight information Airport route network
	The Airport Feedback Programme	As needed	
	The Airport Visitor Experience Survey	As needed	
	Customer Focus Groups	As needed	
	On-site Advertising	Daily	
	Front-line Team Interaction	Daily	
	Website	Daily	
	Social Media Channels	Daily	
	Flight Information Display System	Daily	
Investors	Company Announcements	As needed	Traffic performance Financial performance Investments Malta Airport Foundation projects
	Traffic Results	Monthly	
	Shareholders' Newsletter	Biannual	
	Annual Report	Annually	
	Shareholders' Event	Annually	
	Phone / Email	As needed	
Media	Press Releases, including traffic results	Monthly	Airport operations Investments Traffic performance Financial Performance Route development Weather Safety and security Environmental Impacts
	Email / Phone Contact	As needed	
	Meetings	As needed	
	Events	As needed	
Landside / Local Visitors	Local advertising	Periodically	Retail offering Parking availability
	On-site advertising	Daily	
	Events	As needed	
Students	Job shadowing, placements and apprenticeships	Ongoing	Hands-on work experience
Airlines	Day-to-day communications	As needed	Operational matters – slots Charges and incentives Airport services Route development opportunities Safety and security Airport planning and investments
	Conferences	As needed	
	Meetings	As needed	
	Events	Annually	
	Newsletter	Periodically	
Local Community	Local council meetings to discuss ongoing & new concerns	Biannual	Road congestion Parking limitations Air Quality Noise Impact of airport developments
	Focus groups	As needed	

Continued on the next page.

DISCLOSURE 2-29 APPROACH TO STAKEHOLDER ENGAGEMENT

Stakeholder Group	Type of Engagement	Frequency of Engagement	Key Interests
Tenants	Meetings with main operators	Monthly	Passenger experience Traffic performance Financial performance Operational issues Business continuity & long-term planning Customer feedback & consumption trends
	Marketing incentive meetings	Quarterly	
	Ad hoc meetings	As needed	
Suppliers	Day-to-day communications	As needed	Airport safety & Security Ethics and integrity Health and safety Service performance Supply chain management Procurement practices
	Key supplier meetings	Monthly	
	Presentations (pax. survey)	Semi-annually	
	Feedback & improvements meetings (fuel services provider)	Monthly	
	ASQ feedback	As needed	
	Feedback on existing procedures & airline comments (MATS)	Bi-monthly	
Ground handling services	Occurrence report meetings	Monthly	Capacity constraints Airport planning Operational efficiency Safety and security Passenger experience
	Resource allocation	Quarterly	
	Customer experience improvements	Quarterly	
	Aircraft turnaround meetings & other operational requirements	Quarterly	
	ASQ feedback	Quarterly	
	Staff training & airport competency (PRM providers)	Bi-monthly	
Tourism Bodies MTA & MHRA	Meetings	Monthly	Connectivity & network development Airline satisfaction Top markets Passenger experience
	Day-to-day communications	As needed	
	Conferences	Quarterly	
Regulators & Committees (incl. Customs, Immigration, Airline Operator Committee, Airport User Committee)	Aircraft and passenger handling meetings (Airline Operator Committee)	Bi-monthly	Capacity constraints Airport planning, investments & development
	Terminal and airfield operations (Airport User Committee)	Semi-annual	
	Day-to-day communications on aviation & airport security (OMAS/AVSEC)	As needed	
	Airport emergency planning meetings (AFM, CPD, MDH, Malta Police)	As needed	
	Aerodrome Regulatory Meetings (TM-CAD)	Bi-monthly	
	ASQ feedback	As needed	
	Resource allocation meetings	As needed	
Employees	Employee Survey	Annual	Occupational health and safety Business continuity and strategic planning Investments Staff remuneration, employee wellbeing and benefits Job satisfaction New employees and reorganisations Route development Operational issues
	Internal newsletters	As needed	
	Employee magazine	Bi-annual	
	Exit interviews	As needed	
	Informatory management meeting	Quarterly	
	Performance reviews	At least annual but depends on the department	
	Occupational Health & Safety Committee	Bi-monthly	
	Departmental meetings	Quarterly	
	Employee Focus Groups	As needed	
	Communications as part of operational management	Daily	
	Digital noticeboards	Updated as needed	
	Intranet (Compass)	Updated as needed	
	My CEO Time	By appointment as needed	
	Employee Focus Groups	As needed	

DISCLOSURE 2-16 COMMUNICATION OF CRITICAL CONCERNS

As per the Company's Collective Agreement, employees can report grievances through Clause 39 of the Grievances Procedure. No such grievances were reported during the year under review.

GRI 202-1 RATIO OF STANDARD ENTRY WAGE LEVEL BY GENDER COMPARED TO THE LOCAL MINIMUM WAGE

Entry level wages include only staff falling under the Collective Agreement, thereby excluding special workers, professionals and management. The company employs several female employees within the technical category, however, none fall under the collective agreement, hence no minimum wage has been disclosed.

	Entry Level Wage 2024 (per Collective Agreement)	Ratio to Minimum Wage	Minimum Wage Full-time
18 Years +			
Administration	€17,918 ✓	161% ✓	€11,104 ✓
Operational	€19,934 ✓	180% ✓	€11,104 ✓
Technical	€19,509 ✓	176% ✓	€11,104 ✓

	Actual Entry Level Wage 2024	Ratio to Minimum Wage
Female		
Administration	€20,105 ✓	181% ✓
Operational	€20,059 ✓	181% ✓
Technical	-	-
Male		
Administration	€19,395 ✓	175% ✓
Operational	€19,896 ✓	179% ✓
Technical	€21,920 ✓	197% ✓

GRI 203-2 SIGNIFICANT INDIRECT IMPACTS

Source: Malta International Airport: Economic Impact Assessment, January 2021. Analysis by ICF.

	Gross Output (in € million)	GVA (in € million)	Taxes (in € million)	Employment
Direct impacts	€488 m	€218 m	€136 m	3,774 jobs
Indirect impacts	€299 m	€100 m	€82 m	3,563 jobs
Induced impacts	€276 m	€122 m	€77 m	2,264 jobs
Total (direct, indirect & induced impacts)	€1,063 m	€440 m	€295 m	9,601 jobs

ENVIRONMENTAL

GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANISATION

Electrical Energy

Description	2023 (kWh)	2024 (kWh)	Change 2023 / 2024 (kWh)
Electricity consumption from Enemalta	10,430,261	11,353,068 ✓	922,807 ✓
Electricity consumption from PV systems under FIT agreement	575,892	362,305 ✓	(213,587) ✓
Electricity consumption from terminal PV system (with no FIT)	76,283	179,392 ✓	103,109 ✓
Total net electrical energy consumed for MIA* operations	**11,082,436**	**11,894,765** ✓	**812,329** ✓

*MIA's operation includes energy consumption from airfield, terminal operations, multi-storey car park, the service station and SkyParks Business Centre. Additionally, MIA's airfield has a separate PV system whose electricity is sold directly to Enemalta under a FIT agreement but does not directly consume this energy.

Description	2023 (kWh)	2024 (kWh)	Change 2023 / 2024 (kWh)
Electricity generated from PVs and exported	2,561,630	2,457,175 ✓	-104,455

FUEL

Description	Fuel Type	2023 (litres)	2024 (litres)	Change 2023/2024 (in litres)
Fuel used by Generators	Diesel	15,998	9,945 ✓	(6,053) ✓
Fuel used by Vehicles	Diesel	89,684	97,876 ✓	8,192 ✓
Fuel used by other Machinery	Diesel	1,171	290 ✓	881 ✓
Total volume of Diesel consumed by the organisation	**Diesel**	**106,853**	**108,111** ✓	**1,258** ✓
Fuel use by Generators	Petrol	0	127 ✓	127 ✓
Fuel used by Vehicles	Petrol	9,609	11,389 ✓	1,780 ✓
Fuel used by other Machinery	Petrol	0	433 ✓	433 ✓
Total volume of Petrol consumed by the organisation	**Petrol**	**9,609**	**11,949** ✓	**2,340** ✓

GRI 303-3 WATER WITHDRAWAL BY SOURCE

Explanation: This represents all the water utilised by the organisation (net of water sold/used by third parties) including water supplied by the WSC, harvested rainwater and borehole water delivered by a third-party contractor.

Water withdrawal by source	2023 (litres)	2024 (litres)	Change 2023/2024 (in litres)
*Surface Water	29,357	22,463 ✓	(6,894) ✓
Ground Water	63,098	54,160 ✓	(8,938) ✓
Third-Party Water	75,268	114,890 ✓	39,622 ✓
Total Water Withdrawal	**167,723**	**191,513** ✓	**23,790** ✓

*Surface water represents rainwater harvested in reservoirs placed across Malta International Airport's grounds. The amount of rainwater harvested is estimated based on the respective capacity and catchment areas of the reservoirs together with the rainfall data obtained from the Meteorological Office office for the reporting year.

GRI 303-4 WATER DISCHARGE

Explanation: This represents the water discharged back to the WSC (through the sewer system) as well as the net potable water supplied from the WSC and the portion of groundwater and surface water pumped to the terminal building and used for the flushing of the toilets and for other cleaning operations.

Water Withdrawal by Source	2023 (litres)	2024 (litres)	Change 2023/2024 (in litres)
Third party water	75,268	114,890 ✓	39,622 ✓
Surface and groundwater	51,543	43,171 ✓	(8,372) ✓
Total water discharged	**126,811**	**158,061** ✓	**31,250** ✓

GRI 303-5 WATER CONSUMPTION

Explanation: Finally, water consumption is calculated by subtracting the water discharged from the total water withdrawn.

Water Consumption	2023 (litres)	2024 (litres)	Change 2022/2023 (in litres)
Total water consumption (water consumption = total water withdrawal – water discharged)	**40,912**	**33,452** ✓	**(7,460)** ✓

GRI 305-1 DIRECT (SCOPE 1) GHG EMISSIONS

Description	Fuel Type	2023 (litres)	2024 (litres)	Emissions Factor *	2023* (CO_2 Tonnes)	2024 (CO_2 Tonnes)
Fuel used by generators	Diesel	15,998	9,945	2.66	42.6	26.5
Fuel used by vehicles	Diesel	89,684	97,876	2.66	238.7	260.5
Fuel used by other machinery	Diesel	1,171	290	2.66	3.1	0.8
Subtotal	Diesel	106,853	108,111	2.66	284.4	287.7
Fuel used by generators	Petrol	0.0	127	2.35	0.0	0.3
Fuel used by vehicles	Petrol	9,609	11,389	2.35	22.6	26.8
Fuel used by other machinery	Petrol	0.0	433	2.35	0.0	1.0
Subtotal	Petrol	9,609	11,949	2.35	22.6	28.1
Consumption of:						
Refrigerant gases					466.4	101.1
CO_2 extinguishers used for fire-fighting					0.1	0.4
Propane		0.0	118	1.54	0.0	0.2
LPG		0.0	416	1.50	0.0	0.6
Total for Organisation	All fuel & Gasses				**773.1**	**418.2**

* Calculations are based on the respective reporting year's emission factors published by the UK Department for Environment, Food and Rural Affairs (DEFRA) Greenhouse Gas Reporting Conversion Factors.

GRI 305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

Description	2023	2024
Energy consumed by MIA contributing to emissions	11,006,153	11,715,373
Emission factor	0.396*	0.396
CO_2 emissions (kg)	4,358,437	4,639,288
CO_2 emissions (Tonnes)	4,358	4,639

*The above calculations/results use the official Enemalta Residual Mix emission factor for Scope 2 emissions for 2023.
*This was updated following the publication of updated emission factors by Enemalta.

GRI 307-1 NON-COMPLIANCE WITH ENVIRONMENTAL RULES AND REGULATIONS

No fines or non-monetary sanctions for non-compliance with environmental laws and regulations were imposed on Malta International Airport, and no complaints regarding environmental issues were reported to Malta International Airport during the year under review. Data regarding regulatory visits and subsequent correspondence has yet to be compiled.

SOCIAL

GRI 205-1 OPERATIONS ASSESSED FOR RISKS OF CORRUPTION

The company's risk register includes a section that which presents a potential risk of corruption.

Department	Procurement
Key Business Function	Procurement Management
Main Objective	Ethical conduct in supplier relationships
Key Risk	Bribery / corruption of Malta International Airport officials in the award and administration of supplier Purchase Order to contracts

GRI 205-3 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

The company has never been involved in allegations relating to corruption and no incidents of corruption have been reported or confirmed.

GRI 206-1 TOTAL NUMBER OF LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOUR, ANTI-TRUST, AND MONOPOLY PRACTICES

There were no antitrust or anti-competitive actions involving MIA during the reporting period.

GRI 401-1 TOTAL NUMBER OF NEW EMPLOYEES HIRED AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION

Age Groups	Male				Female			
	Hired	%	Left	%	Hired	%	Left	
Under 30 years	18 ✓	3.75 ✓	7 ✓	1.46 ✓	25 ✓	5.21 ✓	15 ✓	3.13 ✓
30 - 50 years	39 ✓	8.13 ✓	18 ✓	3.75 ✓	10 ✓	2.08 ✓	11 ✓	2.29 ✓
Over 50 years	8 ✓	1.67 ✓	3 ✓	0.63 ✓	0 ✓	0 ✓	1 ✓	0.21 ✓

*The figures represented above exclude short-term workers, in line with GRI's requirements. However, some trainees were offered a contract extension, resulting in their inclusion in the above employee headcount.

GRI 401-2 BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES, BY SIGNIFICANT LOCATIONS OF OPERATION

Sixty-nine per cent of full-time employees were covered by the Collective Agreement in 2024. The Collective Agreement splits employees into three categories: Administration, Technical and Operations. All employees in the three categories enjoy the benefits listed under 'Collective Agreement Employees' in the table below. Part-time employees are also eligible for these benefits.

List of Benefits	Management	Professionals	Collective Agreement Employees
Health Insurance	•	•	•
Group Life Insurance	•	•	•
Redundancy Payments	•	•	•
Allowances for working in dangerous areas			•
Transport Arrangements			•
Uniforms			•
Dry Cleaning			•
Well-being Allowance			•
Welfare Fund	•	•	•
Employee Car Parking	•	•	•
Company Bonus			•
Disability & Retirement Benefit	•	•	•
Injury Benefit	•	•	•
Bereavement Leave	•	•	•
Marriage Leave	•	•	•
Study Leave	•	•	•
Birth of Child Leave	•	•	•
Reward & Recognition Scheme	•	•	•
Company Doctor	•	•	•
Monetary Discounts - at MIA outlets	•	•	•
Non-Discretionary Performance Bonus	•	•	
Communication Allowance	•	•	
Mobile Allowance	•		
Airport VIP Lounge membership	•		
Gym membership	•	•	•
Unpaid Special Leave	•	•	•

GRI 401-3 PARENTAL LEAVE

During the year under review, four employees availed of parental leave. Employees are also given the opportunity to take up to a year of unpaid special leave after maternity leave.

GRI 403-9 WORK-RELATED INJURIES

	2023	2024
Average FTE	391	444 ✓
Hours Worked	725,696	740,965 ✓
Nr. of fatalities	0	0 ✓
Nr. of high-consequence	**0**	**0** ✓
Other recordable	**5**	**2** ✓
Rate for calculation	**200,000**	**200,000** ✓
Rate of fatalities	**0**	**0** ✓
Rate of high-consequence	**0**	**0** ✓
Rate of recordable	**1.38**	**0.54** ✓

GRI 403-10 Work-related ill health

	2023	2024
Average FTE	391	444 ✓
Hours Worked	725,696	740,965 ✓
Nr. of fatalities	0	0 ✓
Other recordable	**0**	**0** ✓
Rate for calculation	**200,000**	**200,000** ✓
Rate of fatalities	**0**	**0** ✓
Rate of recordable	**0**	**0** ✓

GRI 404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

	Male	Female	Management	Administration	Operations	Technical	Total
Formal Training	12,594.3 ✓	3,951.5 ✓	743.3 ✓	1,495.4 ✓	11,451.5 ✓	2,855.6 ✓	16,545.8 ✓
Number of Employees	318 ✓	162 ✓	39 ✓	98 ✓	241 ✓	102 ✓	480 ✓
Average Number of Hours (of formal training per employee)	**39.6** ✓	**24.4** ✓	**19.1** ✓	**15.3** ✓	**47.5** ✓	**28.0** ✓	**34.5** ✓

GRI 404-3 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER REVIEWS BY GENDER AND BY EMPLOYEE CATEGORY

	Collective Agreement Employees	Management	Professionals	Total Reviews Conducted	Total Employees	% of Total Eligible Employees Completing Review
Male	175	29	40	244	318	90%
Female	95	6	25	126	162	90%
Total	**270**	**35**	**65**	**370**	**480**	**90%**

*Out of a total of 480 employees, 411 were eligible to receive a performance appraisal.

DISCLOSURE 102-18 GOVERNANCE STRUCTURE / GRI 405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

The Company has 11 different committees and executive bodies in place that govern different aspects that are of interest to the Company. These committees and bodies convene regularly, creating a space where employees from different departments share their skills, expertise, and concerns.

Committee	Females	Males	Total	Under 30	30 to 50	Over 50	Total
Board of Directors	1 ✓	7 ✓	**8** ✓	0 ✓	5 ✓	3 ✓	**8** ✓
Executive Committee	3 ✓	9 ✓	**12** ✓	0 ✓	7 ✓	5 ✓	**12** ✓
Welfare Fund Committee	4 ✓	5 ✓	**9** ✓	1 ✓	6 ✓	2 ✓	**9** ✓
Corporate Responsibility Committee	5 ✓	6 ✓	**11** ✓	2 ✓	7 ✓	2 ✓	**11** ✓
Sports & Social Committee	11 ✓	1 ✓	**12** ✓	5 ✓	5 ✓	2 ✓	**12** ✓
Occupational Health & Safety Committee	3 ✓	7 ✓	**10** ✓	0 ✓	7 ✓	3 ✓	**10** ✓
Terminal Emergency Planning Committee	5 ✓	6 ✓	**11** ✓	2 ✓	7 ✓	2 ✓	**11** ✓
Audit Committee	1 ✓	3 ✓	**4** ✓	0 ✓	3 ✓	1 ✓	**4** ✓
Customer Experience Committee	4 ✓	4 ✓	**8** ✓	1 ✓	4 ✓	3 ✓	**8** ✓
Risk Management Committee	2 ✓	6 ✓	**8** ✓	0 ✓	6 ✓	2 ✓	**8** ✓
Finance Committee	2 ✓	6 ✓	**8** ✓	1 ✓	3 ✓	4 ✓	**8** ✓

GRI 405-1 BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY ACCORDING TO GENDER, AGE GROUP AND MINORITY GROUP MEMBERSHIP, AND OTHER INDICATORS OF DIVERSITY

Employment Category / Gender	Age			
	Under 30	30-50	Over 50	**Total**
Management	5	23	11	**39**
Males	3	18	11	32
Females	2	5	0	7
Administration	27	55	16	**98**
Males	7	21	8	36
Females	20	34	8	62
Operations	73	109	59	**241**
Males	35	74	43	152
Females	38	35	16	89
Technical	28	45	29	**102**
Males	27	42	29	98
Females	1	3	0	4
Total	**133**	**232**	**115**	**480**

GRI 405-2 RATIO OF BASIC SALARY AND REMUNERATION OF MEN TO WOMEN, BY EMPLOYEE CATEGORY AND SIGNIFICANT LOCATIONS OF OPERATION

Employment Category / Gender	Male Employees	Female Employees
Management		
Average FTE Basic	1.00 ✓	0.75 ✓
Average FTE Gross	1.00 ✓	0.73 ✓
Administration		
Average FTE Basic	1.00 ✓	0.99 ✓
Average FTE Gross	1.00 ✓	1.00 ✓
Operations		
Average FTE Basic	1.00 ✓	1.03 ✓
Average FTE Gross	1.00 ✓	1.00 ✓
Technical		
Average FTE Basic	1.00 ✓	1.21 ✓
Average FTE Gross	1.00 ✓	1.16 ✓

*The salaries of the Executive Directors, the CEO, Alan Borg, and the CFO, Karl Dandler, are omitted from the above calculations. Disclosure of their annual earnings can be found separately in the remuneration report in the Financial Statements for the respective reporting period.

GRI 415-1 POLITICAL CONTRIBUTIONS

As stipulated in the Company's Business Conduct & Ethics Policy, this is not acceptable, and it is specified in Point 3.1.3 of same policy that:

"Political contributions on behalf of MIA to a political campaign, political party or to any activity in support of a political party, shall not be made. Political contributions can include monetary items, non-monetary items (such as loaned or donated equipment, or free technology services) or use of corporate resources (such as facilities, e-mail, stationery, or personnel time)."

GRI 416-1 PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENT

The company does not carry out such assessments of its product and service categories.

GRI 416-2 TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES DURING THEIR LIFE CYCLE, BY TYPE OF OUTCOMES

There were no incidents of non-compliance with regulation and voluntary codes concerning the health and safety impacts of products and services.

GRI 417-3 INCIDENTS OF NON-COMPLIANCE REGARDING MARKETING COMMUNICATIONS

The Marketing and Communications Department confirmed that there is nothing to report on this point.

GRI 418-1 SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA

The company did not receive any complaints from outside parties or from regulated bodies in relation to breaches of customer privacy and losses of customer data.

APPENDIX 4

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