Malta International Airport p.l.c.

2025

Sustainability Report

MALTA INTERNATIONAL AIRPORT

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CEO's Message

INTRODUCTION

Our sustainability report is a reflection of what we stand for, as well as the different roles we play as a company. Beyond operating the airport that serves the Maltese Islands, we are an employer and a contributor to the local economy, as well as a neighbour to the communities around us. Each of these roles carries significant responsibilities towards different stakeholder groups. Yet, we increasingly view them not simply as obligations, but as opportunities to build relationships, strengthen collaboration and create long-term value.

Operating on a small island comes with a particular set of challenges. Resources and space are naturally limited but, at the same time, connectivity and year-round tourism remain essential to the island's prosperity. Over the past years, we have accelerated our efforts to minimise the environmental impact of our growing operations by focusing on three priorities: energy and climate; water; and waste. During 2025, we made significant progress in each area, but a milestone moment was the progression to Level 3+ of the Airport Carbon Accreditation Programme. This achievement illustrates our steadfast commitment to reducing and offsetting our emissions as we edge closer to 2050.

It also gives me great satisfaction that for the first time in the present publication, we are reporting on all greenhouse gas emission categories deemed relevant to our operation, reflecting the strides we have made in mapping our carbon footprint since we published our first sustainability report in 2015. This ongoing mapping exercise relies on extensive data collection in relation to Scope 3 emissions and cooperation from stakeholders across the organisation, including our employees, highlighting the collaborative nature of a truly sustainable operation.

Our employees are empowered to help chart the course towards a more responsible operation. Through the opportunity to participate in bodies such as our Corporate Responsibility Committee, the more recently established Energy Optimisation Working Group, and other standing and temporary committees, our people are encouraged to actively help identify opportunities to translate our ESG ambitions into action and tangible results.

Employee participation is but one element of our broader efforts to be a good employer. Through our policies and continued efforts to go beyond our legal obligations, we strive to create a workplace that allows our people to reach their full potential and attain their professional goals. I am pleased to say that, in 2025, we reached all our employee-focused social targets, encouraging us to remain ambitious as we seek to retain the talented people we have within the organisation, while attracting new individuals that share our values.

In 2025, we welcomed 137 new employees, with our doors also remaining open to interns, students looking to gain summer work experience, and educational school visits. These opportunities allow us to engage with the next generation, giving them a glimpse of both the rewards and the challenges of working in an airport environment. At a time when we are being held to increasingly higher standards of accountability for our activities, we need people who can think differently, bring fresh perspectives and apply new skills to ensure the continued success of our industry.

The conversation around what constitutes success for the tourism industry within which we operate has gained momentum locally, with growing recognition of the need for new benchmarks that go beyond volumes. While 2025 was a record year for passenger numbers, what is equally important is how we served the 10 million guests who passed through our doors. This includes initiatives such as our Journey Facilitation Programme and hidden disability awareness training to make the airport journey more accessible, within our wider efforts to provide excellent service to each guest. It was particularly encouraging to see this commitment reflected in the feedback collected in 2025 through the Airport Service Quality survey, with passengers recognising us among Europe's best-performing airports in our size category.

Beyond enhancing the experience within the terminal, we have also sought to contribute to the quality and diversity of Malta's tourism product through the Malta Airport Foundation. In 2025, the Foundation embarked on a new partnership with Heritage Malta to support the phased restoration and embellishment of the Siege Bell Memorial in Valletta. This project is testament to the Foundation's longstanding commitment to investing in our capital as a destination in its own right, having already supported the restoration of the Combined Operations Room and the historic Via Sagra at Ta' Ġieżu, as well as the opening of the Victor Pasmore Gallery.

I am proud of where we stand today and of the strong foundations we have built for the next chapters of our ESG journey. None of this progress would have been possible without the collaboration and commitment of our stakeholders. I am confident that, by continuing to work together and identifying opportunities to embed sustainable considerations across our operations, we can continue making a positive impact on the people and the communities that surround us.

Alan Borg Chief Executive Officer

02

About This Report

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About This Report

Identifying Our Priorities

Malta International Airport's sustainability journey began more than a decade ago, with the Company's annual sustainability report serving as a key tool for transparently communicating its results, progress and plans for future action. The present publication is Malta International Airport's eleventh sustainability report, covering the period from 1 January to 31 December 2025 and prepared voluntarily in accordance with the Global Reporting Initiative (GRI) standards.

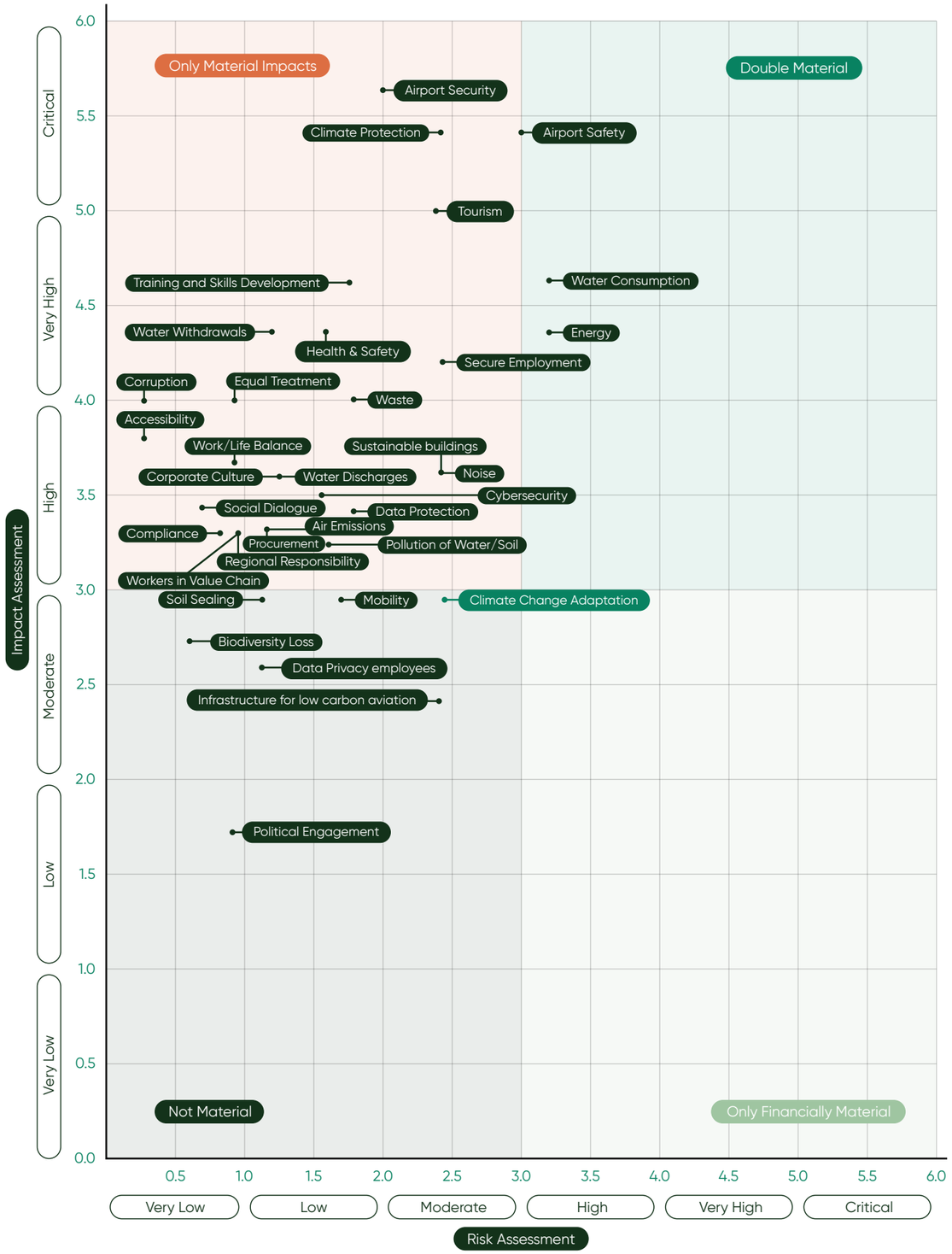
To identify the environmental, social and governance (ESG) topics that are most relevant to our business and our stakeholders, the Company undergoes a materiality assessment process. Our most recent double materiality assessment, undertaken to achieve a more holistic ESG view and ensure more comprehensive reporting, was conducted in 2024 in line with the requirements of the European Sustainability Reporting Standards (ESRS) established in accordance with the mandate in the Corporate Sustainability Reporting Directive (CSRD).

The process began with the identification of more than 100 ESG-related topics. Following a comprehensive assessment, this list was narrowed down to 26 topics considered to be material to Malta International Airport's operations, strategic direction, business activities, and value chain.

To ensure a balanced representation of internal and external perspectives on these topics, representatives from 12 key stakeholder groups, including employees, suppliers, shareholders, passengers, and neighbouring communities, were invited to participate in this exercise through a stakeholder survey.

While water consumption and energy emerged as material both from a financial and an impact perspective, climate change adaptation was deemed to be material following internal discussions and the airport's focus on climate change mitigation. This focus is demonstrated through ongoing initiatives in relation with energy savings, water conservation, and waste management, more information on which may be found on pages 24 to 35.

Materiality Matrix



Reporting Information And External Assurance

To ensure that the information presented in this report is credible, the Company's Corporate Responsibility (CR) Committee, chaired by Chief Executive Officer Alan Borg, engaged PricewaterhouseCoopers (PwC) Malta to provide independent assurance regarding the selected sustainability information marked with a ✓ throughout this document. The same committee is also responsible for approving the Key Performance Indicators (KPI) and action plans related with the Company's ESG performance.

PwC were engaged to provide limited assurance in accordance with International Standard on Assurance Engagements 3000 (revised) 'Assurance engagements other than audits or reviews of historical financial information' (ISAE 3000) and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, 'Assurance engagements on Greenhouse Gas Statements' (ISAE 3410), issued by the International Auditing and Assurance Standards Board.

More Information

The Marketing and Communications Department is responsible for collating ESG-related information and data in a single publication each year. Queries and feedback regarding the sustainability report may be sent to this department on marketingandcommunications@maltairport.com.

In line with its commitment to use resources responsibly, the Company makes this report primarily available in digital format on www.maltairport.com/sustainability. A limited number of printed copies are produced and made available to individuals, mostly working within the organisation, requesting a hard copy.

03

About The Company

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About the Company

Our Employees and Partners

Malta International Airport plc is the Company responsible for operating the Maltese Islands' only air terminal, which welcomes around 97% of Malta's inbound tourists.

In 2025, more than 10.06 million passengers travelled through the airport, translating into a 12.3% increase in traffic over the previous year. This increase can be partly attributed to an improved schedule offering flights operated by 34 airline partners to 111 airports across 37 markets.

Airlines are one of more than 110 stakeholder groups working on airport grounds, cumulatively employing some 5,000 persons. In 2025, Malta International Airport plc's own workforce amounted to 538 employees. Ninety per cent of the Company's leadership positions, including the Chief Executive Officer role, were occupied by Maltese, reflecting the importance placed on familiarity with the local landscape as the tourism industry seeks to deliver more authentic experiences.

At the same time, the Company continued to nurture an inclusive and diverse workplace that reflects the breadth of the community within which it operates, with more than 20 nationalities represented on the team and female representation in senior roles increasing by three percentage points over the previous year to stand at 26.8% at the end of 2025.

During the year under review, the Company engaged more than 1,000 suppliers and business partners to deliver services related to security, auditing, architecture and construction, IT and cybersecurity, vehicle maintenance, catering, and cleaning, among others. This diverse supplier base reflects the complexity of airport operations and the specialised expertise required to maintain high standards of safety, security, operational efficiency, and service quality.

The Company issued several calls for tenders and expressions of interest during the year, with the aim of strengthening the resilience of its value chain by encouraging broader participation and fair competition, while creating opportunities for new and existing suppliers. Bidders that had environmental policies in place and were compliant with industry-specific environmental regulations were given the opportunity to score additional points during the adjudication process, in line with the environmental award criteria introduced in the tendering process in 2024.

In 2025, local suppliers continued to benefit from the largest share of the company's total purchasing spend, while foreign suppliers were mostly engaged for projects that required highly specialised skills or products that were not easily available on the local market.

Our spend on local & foreign suppliers

	2025	Share in 2025	2024	Share in 2024
Non-EU	€4,743,515 ✓	4% ✓	€2,576,379	2%
EU	€11,305,166 ✓	10% ✓	€8,296,273	7%
Local	€91,553,848 ✓	85% ✓	€102,370,463	91%
Total	**€107,602,528** ✓	**100%** ✓	**€113,243,115**	**100%**

The Company's Shareholding

40%
Malta Mediterranean Link Consortium

30%
Public Shares
A SHARES

20%
Government of Malta
A & C SHARES

10%
VIE MALTA LIMITED
A SHARES

Our Values

Integrity

We embrace the highest standards of integrity in all our actions, particularly honesty and commitment.

Sustainability

We cherish sustainable strategies that balance the interests of the community on which we have an impact, the environment, and our economic performance over the long term.

Teamwork

We seek to build the success of this Company on the teamwork of our people and collaboration with our airport and tourism partners in order to satisfy the needs of our guests.

Service Excellence

We want our people to provide excellent service to each and every guest. We aim to be caring and meticulous in everything we do and continually seek to exceed our visitors' expectations.

Empowerment

We want to provide our employees with all the support, trust, resources, autonomy, and recognition that they need in order for them to become responsible and accountable for their actions and accomplish their goals and succeed.

Our Mission

Our mission is to operate Malta's airport in a sustainable manner, provide an enjoyable and safe visitor experience, and deliver value to our stakeholders.

Our Vision

Our vision is to offer the best airport experience in Europe that consistently seeks to delight our guests.

Our Company Strategy In Action

"Guided by our vision to offer the best airport experience in Europe, we continually invest in a well-designed, safe, and efficient airport that meets and exceeds the needs and expectations of our guests".

In 2025, we unveiled a multi-million-euro investment programme built around three pillars: operations, retail and property, and sustainability. Through this programme, the centrepiece of which is a 6,000 m² terminal expansion towards the east, our built footprint will increase by around 50%, not only creating more circulation space but also providing new opportunities to introduce upgraded facilities and elements that contribute to a more authentic guest experience.

Last year, several notable projects under this programme were concluded successfully, including the westward expansion of the terminal, which has been critical to the implementation of the Entry/Exit System (EES), the extension of the Baggage Reclaim Hall, and the release of the second set of aircraft parking stands as part of the Apron 8 project.

At the same time, we continued to work towards minimising our carbon footprint, notably through the commissioning of a new photovoltaic farm with more than 10,000 panels and the progress achieved in relation to the overhaul of our heating, ventilation, and air-conditioning (HVAC) systems.

The capital expenditure for the year under review totalled €61.6 million. More information about the Company's investment in its physical assets during the year under review may be found throughout this document.

A render of how the new terminal will look once the East Expansion project is completed.

"In addition, and by way of diversifying our business model from our core aviation business, the Company is to continue investing in its retail and property segment, capitalising on the SkyParks Business Centre brand".

Over the years, the Company has built a portfolio of subsidiaries, including SkyParks Business Centre Ltd, SkyParks Development Ltd, Airport Parking Ltd, and Kirkop PV Farm Ltd, together with brands that support revenue diversification, enhancing our resilience to fluctuations in the aviation sector.

In 2025, our retail and property segment was strengthened significantly with the opening of a new VIP Terminal halfway through the year. Shortly after the terminal's inauguration, construction works commenced on SkyParks 2, for which we have received two 'Very Good' BREEAM certifications at design stage. The new business centre will not only provide additional retail, F&B, and office space but will also introduce a business hotel operated under Accor Group's lifestyle brand, TRIBE.

"Therefore, our twin strategy of constantly enhancing the guest experience and diversifying our business model is how we, as a Company, can achieve sustainable growth while delivering shareholder returns".

In 2025, the aviation segment remained the main contributor to the Company's total revenue of €157 million, accounting for 68%, while the retail and property segment contributed 31.6%. The remaining 0.4% was generated from other activities.

Our ongoing investment in non-aviation activities, including the above-mentioned projects, is expected to support us in maintaining an aviation and non-aviation revenue mix in the ratio 70:30, reducing our reliance on one industry as uncertainty continues to dominate the global agenda.

Our diversification strategy has continually allowed us to return better value to our main stakeholders, including employees and shareholders, with the economic value distributed in 2025 increasing by 7.3% over the previous year as can be seen in the table on the opposite page.

Direct Economic Value Generated	2025	2024	% Change
Revenue	€156,967,649	€142,869,457	9.9%
Sale of Assets	€283,691	€283,659	0.0%
Financial Investments	€1,048,817	€1,772,097	(40.8%)
	€158,300,157	€144,925,214	9.2%

Economic Value Distributed	2025	2024	% Change
Operating Costs	€41,545,728	€37,696,237	10.2%
Employee Wages & Benefits	€20,164,911	€17,198,709	17.2%
Payments to Providers of Capital	€26,442,253	€26,503,107	(0.2%)
Payments to Government	€27,151,824	€25,848,217	5.0%
Community Investments	€507,126	€690,645	(26.6%)
	€115,811,842	€107,936,915	7.3%

Economic Value Retained	2025	2024	% Change
EVG-EVD	€42,488,315	€36,988,299	14.9%

"Finally, supporting our people and their talents is fundamental to reaching our strategic objectives. The latter, together with our pursuit of constant innovation from our internal modus operandi to our business model and strategy, is the ultimate way in which we can compete and remain market leaders."

The airport team is the main driver of our strong year-on-year performance, with the Company investing in employee development through over 19,000 hours of training in 2025, career advancement opportunities, and wellbeing initiatives. These efforts supported workforce capability, employee engagement, and retention, contributing to several achievements, including winning ACI's Best Airport Award. More information about our efforts to be a good employer may be found in the chapter *A Great Workplace for the Airport Community.*

Our Membership Associations

The Company recognises the importance of membership associations as a means of contributing to the advancement of the aviation industry at both the local and international levels. These memberships facilitate collaboration, enable the exchange of knowledge and best practices, and help the Company remain informed about emerging developments relevant to airport operations.

At a European level, we are active members of Airports Council International Europe (ACI), with different employees representing us in many of the organisation's fora and committees, including those dedicated to leadership and human resources, aviation security, environmental strategy, retail, and communications.

> Being part of ACI's HR and Leadership Forum is beneficial for our airport as it gives us access to industry best practices, emerging HR trends, and a network of aviation professionals facing similar challenges.

Through biannual in-person meetings and an online platform, we have an opportunity to learn from other airports' experiences in areas such as talent attraction and retention, leadership development, employee engagement, diversity and inclusion, and organisational transformation. Being actively involved in the forum helps us ensure our HR function remains proactive to changes related to digitalisation, sustainability, and workforce expectations, enabling us to prepare our leaders and workforce for future challenges.

Alexia Aquilina — Head of People & Culture at MIA

In addition to our respresentation in these fora, our Chief Executive Officer, Alan Borg, had a seat on ACI Europe's regional board, where he represented the airports making up the European southern sub-region between 2023 and 2026.

We are also members of ACI's Airport Carbon Accreditation (ACA) Programme, with 2025 seeing us become accredited at Level 3+, and signatories to ACI's NetZero 2050 Resolution as well as the Toulouse Declaration.

ACI's Customer Experience Programme, within which we became the second European airport to reach Level 4 in 2024, supports our efforts to better manage the guest experience, while the Airport Service Quality (ASQ) survey has enabled us to measure guest satisfaction with the airport experience and benchmark our performance against that of airports of a similar size for more than a decade.

We are passionate about airport experiences that are smooth, accessible, and enjoyable for all passengers. To this end, we offer a journey facilitation service for guests who are on the spectrum, which was availed of more than 200 times in 2025, and are affiliated with the Hidden Disabilities Sunflower Programme.

With our VIP products making a significant contribution to our non-aviation revenues and demand for these services continuing to grow, our participation in the World Aviation VIP Forum provides valuable insights into how other airports are raising the bar in VIP services, as well as how we can seize the opportunities that lie ahead. During last year's forum, Malta International Airport was given the opportunity to deliver a presentation on its newly inaugurated VIP Terminal, whose intelligent, eco-conscious design garnered particularly positive feedback from fellow attendees.

At a local level, we are members of the Malta Employers' Association as well as the Malta Chamber of Commerce, Enterprise and Industry and the Malta Business Network. Through these memberships, we remain engaged with the local business community, contribute to discussions on matters of national economic importance, and strengthen collaboration across a range of sectors. Additionally, our Chief Executive Officer sits on the Malta Tourism Authority (MTA) Board alongside other professionals from different backgrounds who contribute towards the industry's growth and its sustainable development.

04

Our Planet, Our Responsibility

04

Our Planet, Our Responsibility

Managing Our Environmental Performance

As the operator of Malta's only air terminal, we recognise our dual responsibility of keeping our islands connected while mitigating the impact of an increasing number of flights and guests through effective waste, water, and energy management.

In 2019, we formalised our commitment to reaching net zero status for emissions under our control by signing ACI Europe's NetZero 2050 Resolution, renewing this commitment in 2022 by endorsing the Toulouse Declaration. Our Net Zero Carbon Plan, published in 2024, together with our internal Environmental Policy, made available to employees in 2025, are key documents that guide our sustainability efforts.

One of the priorities established in the latter document is to seek continual improvements in our environmental performance. Delivering on this commitment requires a robust understanding of our environmental impacts, underpinned by the collection and analysis of accurate and consistent data. By monitoring key metrics, such as the emission intensity per passenger and the landfill waste per passenger, and tracking trends over time, we are better equipped to identify opportunities for improvement, measure the effectiveness of our initiatives, and make informed decisions.

To support this approach, in 2025 we introduced a centralised data cube to streamline the collection and management of our environmental data. The data cube provides a central repository of data, allows for granular data collection, and, whenever possible, enables us to collect data automatically. It also enables more efficient analysis and is expected to support us in setting more realistic year-on-year targets in relation to waste, water, and energy.

Recognising that achieving our environmental objectives also requires the collective efforts of our employees and stakeholders, we continue to foster a culture of shared responsibility for sustainability. We encourage active participation in our journey through initiatives such as the payment of an annual Company bonus, a component of which is linked to an environmental KPI, and the integration of environmental criteria into our tender evaluation processes.

We also recognise that education is fundamental to building a culture of shared environmental responsibility, with initiatives such as our annual GREENTalk, internal newsletters, campaigns, and organised visits to our apiaries helping to raise awareness of environmental issues and demonstrate the impact of individual actions.

In addition, our CR Committee, which approves the annual targets relating to our main action areas, and the Environmental Working Group provide employees with the opportunity to play a more active role in setting these targets and monitoring progress towards their achievement.

Energy Management and Climate Action

Climate Change and the Future of Tourism

Energy management and climate action remain at the forefront of our environmental sustainability efforts, enabling us to contribute to European airports' collective net zero ambition, which is aligned with the European Union's goal of achieving a climate-neutral continent by 2050.

Climate action remains a priority as we understand that our failure to act in order to mitigate climate change can have detrimental effects on the tourism industry in Malta, within which we are an important stakeholder.

Malta's small size, high population density, and reliance on coastal infrastructure and resources increase its vulnerability to the impacts of climate change. We recognise that, together with rising temperatures and marine heatwaves, these factors may reduce Malta's appeal both as a tourist destination and as a place to live. The latter could have wider implications for the country's ability to attract and retain the skilled workforce needed to support sustainable economic growth, including within the aviation and tourism sectors.

The tourism industry is identified as one of the sectors that are vulnerable to climate change in *Climate Change Adaptation: Evaluating Malta's efforts relating to Flooding and Sea Level Rise* (2025) published by the National Audit Office. Moreover, tourism is mentioned more than 40 times in *Malta's National Energy and Climate Plan* (2024), both as a sector that needs to adapt to climate change impacts and as a sector whose contribution to climate change needs to be mitigated.

As an island economy that depends heavily on international connectivity and tourism, Malta's climate resilience cannot be considered in isolation. The risks we face at a local level mirror those affecting Europe as a whole, with The World Meteorological Organisation's publication *European State of the Climate 2025* reporting that Europe is the fastest-warming continent, as well as that increases in heatwaves are projected to be greatest across the southern Mediterranean.

The next pages outline our initiatives in relation to climate action.

Our Scope 1 & 2 Emissions
Electricity

Eighty-five per cent of Malta International Airport's Scope 1 and 2 emissions stemmed from electricity consumption in 2025. For this reason, we dedicate significant efforts and resources to enhance energy efficiency and expand our clean energy generation capabilities.

Our ongoing Lighting Replacement Programme is a key initiative through which we are gradually replacing outdated lighting fixtures with more energy-efficient alternatives. In 2025, we completed an important phase of this programme, having eliminated approximately 400 kW of fluorescent lighting from our terminal over the years. In parallel, we replaced more than 800 lighting fixtures at airside, translating into a project completion rate of approximately 42% on our airfield.

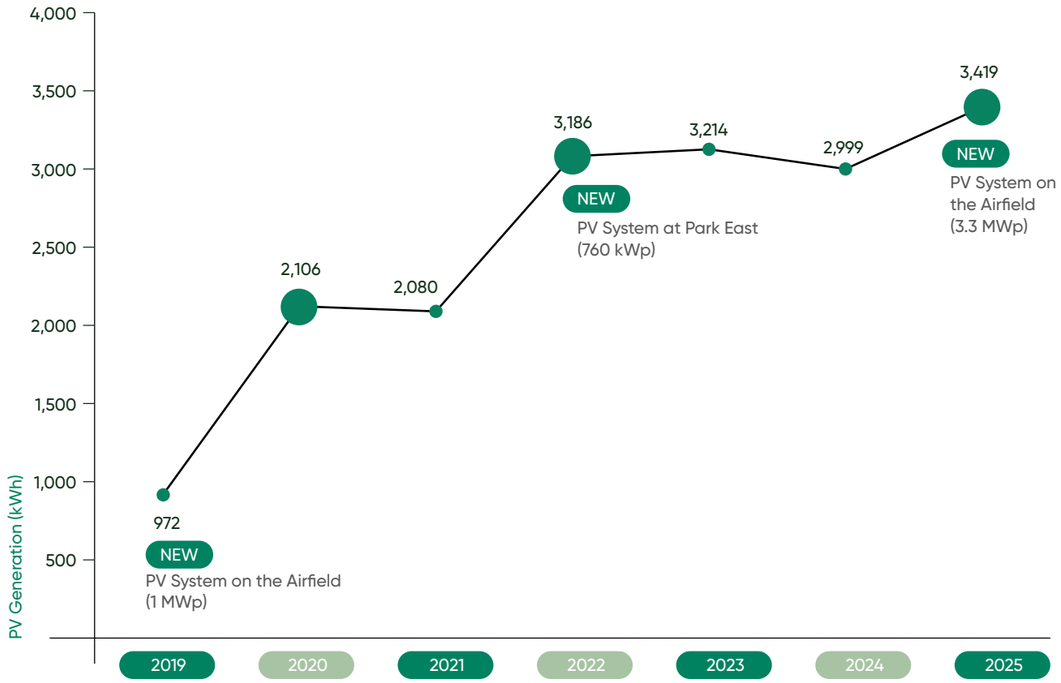
Works on the upgrade of our terminal's HVAC systems continued apace during the year under review. In 2025, two major zones within the terminal, encompassing non-Schengen Arrivals, Baggage Reclaim, the Welcomers' Hall, and parts of the Departure Hall, began to operate on a modern chilled water system designed to improve energy efficiency and operational reliability.

Our modernised HVAC system supports both climate mitigation and adaptation objectives. While its improved efficiency contributes to lower energy consumption and emissions, its enhanced ambient control capabilities also enable the terminal to respond more effectively to rising temperatures and shifts in passenger volumes, maintaining better levels of comfort.

To identify further opportunities for energy optimisation, even as the terminal's built footprint continues to grow, we established the Energy Optimisation Working Group in 2025. Meeting monthly throughout the year under review, the Group has already led several initiatives aimed at improving energy performance. These include an ongoing study to assess potential energy savings from dimming advertising screens across the terminal, the deployment of air curtains, and the optimisation of HVAC operations.

Finally, in line with our ongoing commitment to expanding renewable energy generation, in December 2025, we commissioned our fifth photovoltaic farm. Comprising more than 10,000 panels installed across approximately 27,600 m², the installation is the largest on airport grounds to date and is expected to generate around 5.1 million kWh of clean electricity annually. As can be seen in the graph on the opposite page, this installation contributed to an increase of 14% in clean energy output for 2025.

PV Energy Generation over the Years



Managing our Scope 1 and 2 Emissions

Ongoing HVAC Upgrade

Lighting Replacement Programme

Terminal	100%	Completed
Airfield	42%	Completed

Vehicle Fleet Replacement Programme

29%

of fleet hybrid or electric

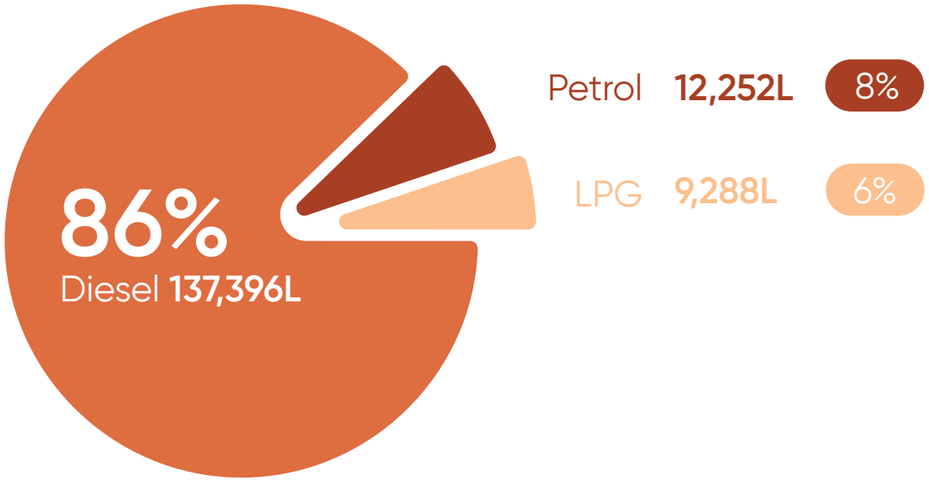
Ongoing clean energy generation expansion

10,000+ Panels commissioned in 2025

Our Scope 1 & 2 Emissions
Fuel

In 2025, fuel accounted for 15% of our Scope 1 and 2 emissions. Diesel used by operational vehicles and generators represented the largest share of our fuel consumption, while petrol accounted for a much smaller segment. As our operations continue to grow, this represents an opportunity to reduce emissions through a cleaner and more efficient operational fleet. In 2025, we continued implementing our Vehicle Fleet Replacement Programme, thanks to which almost 30% of our fleet now comprises lower-emission vehicles.

Share of Fuel Consumption



In addition, liquefied petroleum gas (LPG) is being included in the report for the first time. LPG powers one of the vehicles used by the Rescue and Firefighting department. During the year under review, the same department began using a new in-house training rig to simulate live fires using LPG, eliminating the need to travel to external premises to train on a more polluting diesel/kerosene-based rig. The department's new LPG-based system has removed the need to use diesel, kerosene, or unleaded petrol for fire training purposes, contributing to the Company's efforts to operate in a more environmentally responsible way.

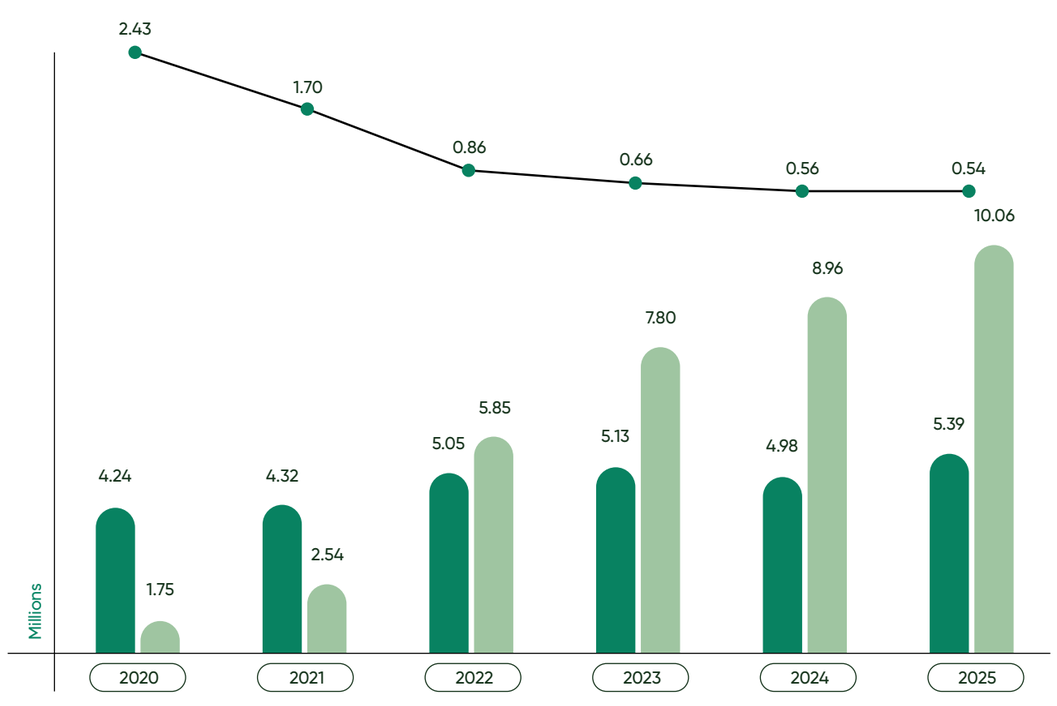
Tracking the Emission Intensity (Scope 1 & 2)

Our efforts to manage our energy performance led us to register a marginal increase of 0.5% in electricity consumption, despite a rise of 12.3% in traffic, with passenger movements exceeding the 10 million mark.

On the other hand, total fuel consumption increased by 32% during the year under review. Contributing factors include the more frequent use of operational vehicles to meet increased demand and the Rescue and Firefighting Department's relocation of fuel-intensive training from third-party facilities to airport grounds. In addition, petrol and diesel consumption increased due to the use of generators to power works on the department's training facility, which is not connected to the mains electricity network.

Considering both electricity and fuel consumption, we were successful in reducing our emission intensity by 3%, with the metric used to track our performance standing at 0.54 kg of CO_2 per passenger. This result is slightly below the Company's target range of 0.6 to 0.8 kg of CO_2 per passenger set at the beginning of 2025. For more information, refer to GRI 102 on page 124.

Drop in Emission Intensity (Scope 1 & 2) Per Passenger



Our Scope 3 Emissions

Scope 3 emissions represent the largest portion of our airport's carbon footprint. Our efforts to collect data in relation to these emissions began in 2022, with the roll-out of the first Employee Commute Survey among our team members, which was extended to stakeholders the following year.

In 2025, 79% of our employees completed this survey, representing an increase of eight percentage points, while the response rate among stakeholders remained unchanged from the previous year at 33%. We remain committed to increasing stakeholder participation through initiatives such as our Annual Stakeholder Meeting, which provides an opportunity to present our environmental results to leadership representatives of stakeholder companies and to strengthen collaboration.

Employee commutes represent one of the 15 categories listed in the Greenhouse Gas (GHG) Protocol, which is the standard we follow to map and measure our Scope 3 emissions.

GHG Protocol Categories

● Continued Reporting ● First Year of Reporting ● Not relevant to our operation

Upstream Activities

- Waste Generated in Operations
- Business Travel
- Employee Commuting
- Fuel & Energy-Related Activities
- Purchased Goods & Services
- Capital Goods
- Upstream Transportation & Distribution*
- Upstream Leased Assets

Downstream Activities

- Downstream Leased Assets
- Use of Sold Products
- Downstream Transportation & Distribution
- Processing of Sold Products
- End-of-Life Treatment of Sold Products
- Franchises
- Investments

*These emissions are being captured in Category 1 (Purchased Goods & Services) and Category 2 (Capital Goods).

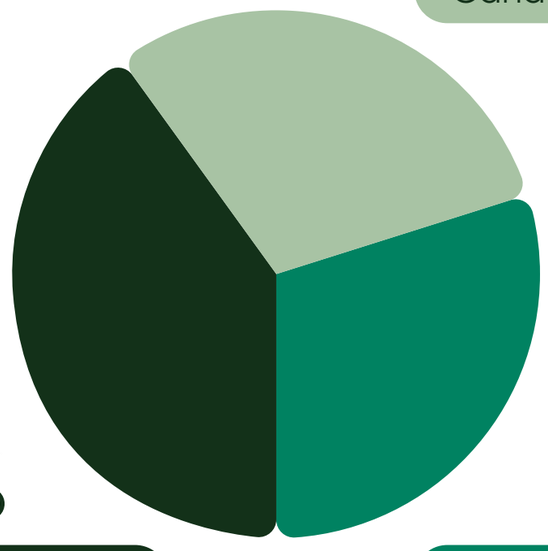
During 2025, we made further progress in strengthening our Scope 3 reporting by developing methodologies to support new data collection. This has enabled us to report on all eight relevant GHG categories for the first time in the present report, as well as extend the scope of aircraft emissions reporting, which falls under the 'Use of sold products' category, from the Landing and Take-Off (LTO) cycle to the full flight path. For the full Scope 3 emissions reporting table, refer to GRI 102 on page 124.

Offsetting Residual Emissions

An important milestone in our journey towards net zero was our progression to Level 3+ in ACI's ACA Programme during the year under review, having satisfied criteria related to the reduction of direct emissions and the offsetting of residual emissions, namely 5,450 tonnes of carbon dioxide, through the purchase of verified carbon credits.

The three projects we invested in in 2025 will prevent future emissions through the circular use of waste to generate renewable energy for the grid in France, building insulation that stores carbon dioxide and improves energy efficiency in Canada, and a clean water programme that eliminates the need for boiling in Uganda. The offset certificate may be found in the Appendix on pages 140 to 141.

% Invested in Each Carbon Offsetting Project



Canada 1,670 Tonnes of CO_2 — 30%

More information
registry.goldstandard.org/credit-blocks/details/585497

France 2,160 Tonnes of CO_2 — 40%

More information
registry.rainbowstandard.io/ledger/transactions/9e16ced5-8874-4ea6-8e0d-3f0344b137e8

Uganda 1,620 Tonnes of CO_2 — 30%

More information
registry.goldstandard.org/credit-blocks/details/585497

Water Stewardship

Our Water Sources

Water stewardship remains a key environmental priority for our airport, particularly as Malta is recognised as one of the most water-stressed countries in the European Union. According to the European Environment Agency, Malta experiences permanent water scarcity, with climate change expected to further increase pressure on the country's water resources.

Based on the GRI calculation methodology, our total water consumption decreased by 9% in 2025 to 30,440 m^3. Increased rainfall together with the commissioning of our new 10,605 m^3 water reservoir in January 2025, enabled us to harvest 175% more rainwater than in the previous year. In 2025, we introduced the use of the runoff coefficient across all our reservoirs to improve the accuracy of rainwater harvesting calculations. Increased rainfall, combined with the completion of our native flora landscaping project during the reporting year, also contributed to an 11% reduction in water used for irrigation.

Groundwater consumption, comprising borehole withdrawals and water delivered by bowser, increased by 7% in 2025. While the introduction of borehole withdrawals did not contribute to a reduction in non-potable water consumption, it reduced our reliance on water delivered by bowser. As a result, 967 bowser deliveries were avoided, eliminating 1,934 two-way vehicle trips during the reporting year.

Potable water supplied by the Water Services Corporation (WSC) decreased by 35% in 2025. Potable water is primarily used in staff kitchenettes and washroom hand basins, while non-potable water is used for operational activities, including irrigation, where appropriate. For more information, refer to GRI 303 on page 128.

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 2025, samples from several airfield locations were tested for nitrates and petroleum hydrocarbons, returning results that were within an acceptable range. 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.

Our Initiatives

Our Water Sources

Rainwater — Harvested from our reservoirs

Groundwater — Bowser deliveries & borehole*

Third Party — Supplied by WSC

Our Initiatives

New 10,605 m^3 Reservoir

Collection of condensate from HVAC Systems

Trialling of waterless urinals
approved for implementation in 2026

Completion of the **native flora landscaping** project

Ongoing water meter automation
for improved readings

The Results

-9% Total water consumption

-11% Water used for irrigation

+175% Harvested Rainwater

*New water source for 2025, which helped us avoid around 967 deliveries of water by bowser.

Waste and Resource Management

Reaching the Landfill Waste Per Passenger Target

The Company has adopted an incremental approach to improving waste management practices over recent years. Initial efforts focused on replacing selected single-use items with more sustainable alternatives and introducing waste separation bins across the terminal and the offices. These measures have laid the foundation for broader initiatives aimed at improving waste management and fostering greater awareness among employees and stakeholders.

During the year under review, the Sustainability team led a Waste Management Campaign targeting stakeholders operating within the terminal. In all, 33 stakeholder companies were invited to participate in awareness sessions aimed at promoting responsible waste separation practices. These sessions were complemented by additional measures aimed at reinforcing correct waste disposal, including the introduction of new contractual clauses addressing waste streams and the introduction of better signage at waste disposal points.

The importance of proper waste disposal was also discussed with Malta International Airport employees during the Company's annual GREENTalk. A guest speaker from Wasteserv Malta delivered a presentation about waste management efforts at a local level, while a representative from the Sustainability Department spoke about the Company's waste management initiatives.

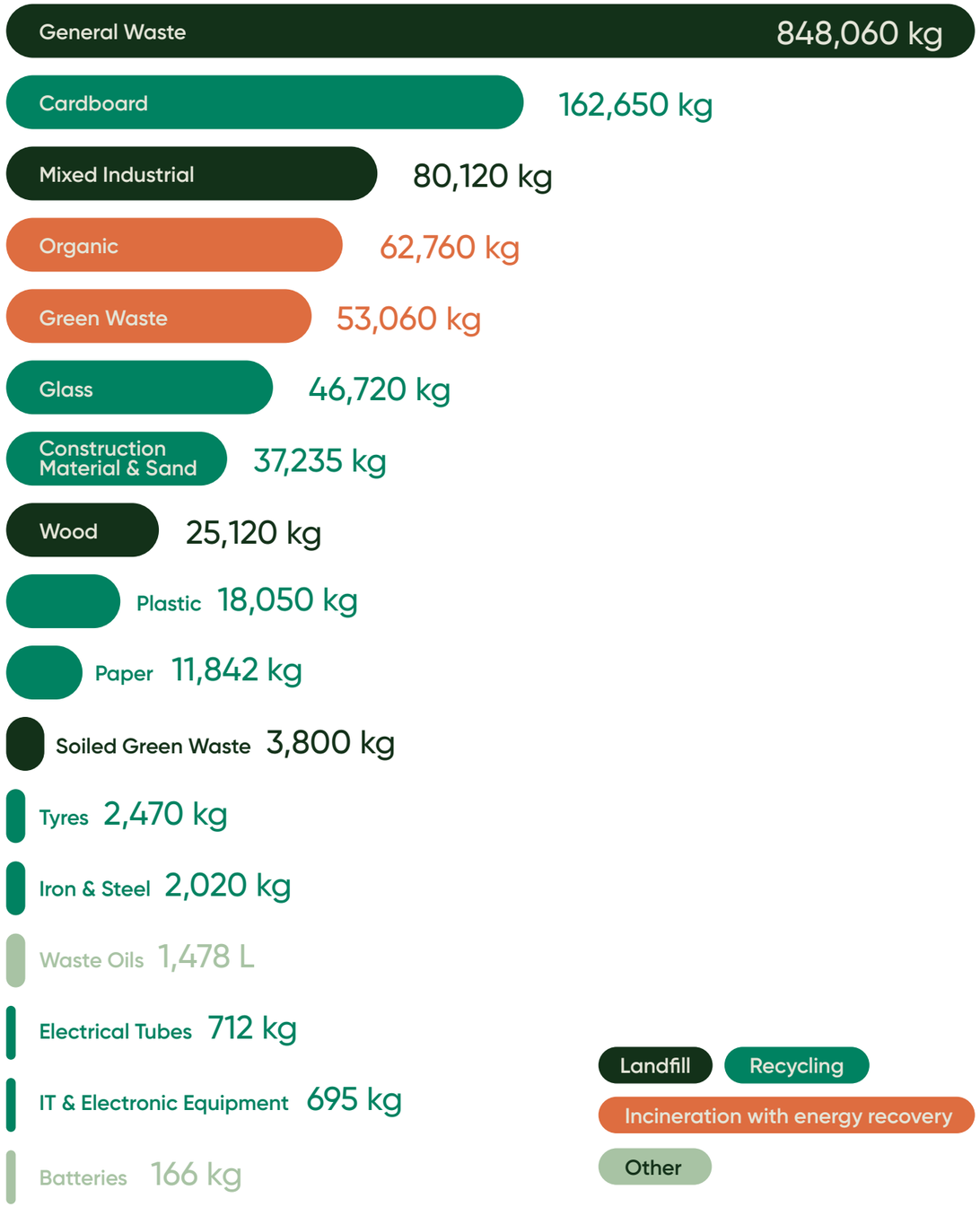
While the Company seeks to manage overall waste generation, currently performance is primarily evaluated based on the effective diversion of waste from landfill through improved recycling rates. As can be seen in the table on page 130, in 2025, recycled waste volumes increased by 9.7%, while the volume of organic and green waste incinerated for energy recovery increased by 141.2%. During the year under review, the disposal of green waste was handled by the Company. On the other hand, waste sent to landfill recorded only a marginal increase of 0.2% compared to the previous year. This resulted in landfill waste per passenger standing at 0.10 kg, significantly below the target set at the beginning of the year.

Waste Categories and Spills

The bar graph on the opposite page presents our waste categories together with their methods of disposal. For a more comprehensive waste breakdown and a comparison with 2024, please refer to GRI 306-3, 306-4, 306-5 on pages 130 to 131.

In addition to these waste categories, 54 spills were reported in 2025, with 61% of these being medium and minor spills. These spills were cleaned and contained through the use of 1,478 kilos of absorbent and 1,200 litres of detergent. While the detergent used contains readily biodegradable surfactants, every effort is made to prevent the product from entering the storm water drains due to its highly alkaline nature.

Our Waste Categories & Disposal Methods 2025



05

A Great Workplace For The Airport Community

05

A Great Workplace For The Airport Community

Supporting a Growing and More Diverse Airport Community

Our People at the Heart of our Business

Our people are fundamental to the safe, reliable and sustainable operation of our airport. As our operations continued to grow during 2025, so did our workforce to support operational efficiency and safety, while ensuring that workloads could be appropriately distributed across the team. As a result, our workforce grew by 12.1%, with headcount reaching 538 employees at the end of the year.

The material social impacts identified through our double materiality assessment continued to guide our efforts to create a fair, healthy and supportive work environment that enables our people to grow professionally. These efforts are underpinned by a range of policies, practices and initiatives, whose effectiveness was recognised in 2025 through the award of the HR Quality Mark. We also received a strong vote of confidence from our people, with 88% of the respondents to the Annual Employee Survey saying they would recommend the Company as a good employer.

What is the HR Quality Mark?

Developed by the Foundation for Human Resources Development (FHRD), the HR Quality Mark recognises local organisations for placing effective human resource practices at the heart of their business. For Malta International Airport, this recognition represents an important milestone in our ongoing efforts to place our people at the centre of our operations, while providing independent assurance that our HR frameworks, policies and practices align with recognised industry standards.

HR QUALITY MARK
FOUNDATION FOR HUMAN RESOURCES DEVELOPMENT

Workforce Snapshot

538
Employees at year end

349 Male **189** Female

+12.1% Over 2024

26.8%
female representation in senior positions
+3pp vs 2024

Average length of service
6.5
Years

137 New Employees

81 Employees left the Company

38.6
Years **Average age of employees**

15.9%
Turnover Rate

Training and Development

Training continued to be an important part of our commitment to supporting our people's growth. Each year, the Company sets a target of providing every employee with the opportunity to undertake a minimum number of training hours.

In 2025, this commitment translated into more than 19,000 hours of learning across a diverse range of topics, from the customer experience to aerodrome safety and security.

Despite an increase in headcount during the year under review, average training hours increased slightly to 35.5 hours per employee, surpassing the previous year's figure and exceeding our annual target of 30 hours per employee. For a break-down of the training hours, refer to GRI 404-1 on page 135.

This investment in our people was also reflected in their feedback in the 2025 Annual Employee Survey as can be seen below.

OF EMPLOYEES
said that they are well inducted when assigned new tasks.

81%

OF EMPLOYEES
felt supported in their professional development.

86%

OF EMPLOYEES
expressed that their work is challenging yet well matched to their skill set.

88%

Recognising the importance of equipping new recruits with the knowledge and skills to integrate into the Company faster, induction accounted for 13% of all training hours delivered. During their induction training, new employees are familiarised with internal policies and other important documents, which can all be accessed easily from the Company's internal portal.

As the diversity of nationalities represented across our workforce continued to grow, conversational Maltese lessons delivered by an external provider were introduced as part of our training programme. In 2025, 16 employees each completed around 21 hours of learning, helping them build their confidence in using Maltese and strengthen their connection with the local community.

In addition, 20 employees from different departments had the opportunity to participate in a Staff Exchange Programme with Vienna Airport. The programme, which had been revived in 2024, gives employees from both airports the opportunity to gain first-hand insights into each other's operations and exchange best practices, while strengthening the collaboration between the two airports.

"While I wouldn't say I can have a conversation in Maltese, I can now pick up and understand more individual words in a conversation. If someone calls to ask something about the airport, the words I understand help me figure out what is being asked to reply in English.

The conversational Maltese course helped me strengthen my confidence and reinforce what I had learnt before, and if the opportunity to do a refresher or a similar course comes up, I would be keen to attend. I have also kept the course notes, which I sometimes go through.

Tamlin Puckett — Customer Services Administrator at MIA

Female employees from our Customer Services, Commercial Development & Strategy, Human Resources, Security Services, and Firefighting Departments.

Internal Mobility and Female Representation

Internal mobility remained another priority for the Company, with a target set at the beginning of the year to fill 65% of leadership positions through internal promotions. This target was achieved as 86% of vacant leadership positions were filled internally in 2025, while the remaining vacancies were filled through external recruitment to address specific skills and experience gaps. An encouraging 85% of the respondents to the Annual Employee Survey agreed that the Company provides opportunities for employees to progress in their careers.

Our commitment to diversity was reflected in the growing representation of women across the Company. Women accounted for almost 27%* of our management team in 2025, while progress was also made in areas where they have traditionally been underrepresented. Our Rescue and Firefighting Department, for example, was until relatively recently an all-male team. In 2025, women represented around 10% of the department, marking a positive step towards greater gender diversity in a traditionally male-dominated area of our operations. For a comprehensive breakdown of employees by category and gender, please refer to GRI 405-1 on pages 136 to 137.

*This percentage includes females falling under senior categories that are not necessarily managerial roles, who can progress in their careers. On the other hand, the table on page 137 includes females that are in managerial roles in line with the GRI definition.

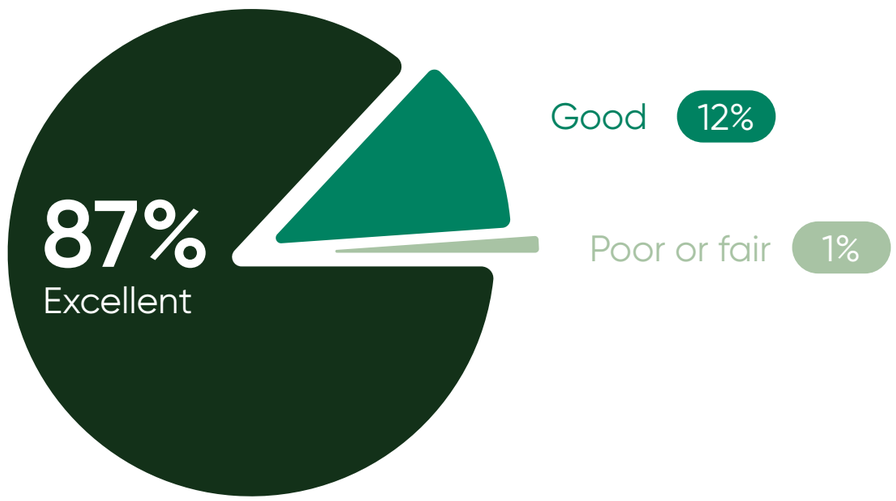
Training Sessions for our Stakeholders

Our commitment to learning and development extends beyond our own workforce to stakeholders working on airport grounds. During the year under review, 33 training sessions were delivered to six key stakeholder groups that interact with passengers every day, including border control personnel and employees of the two ground handling companies operating at the airport.

The sessions provided participants with an understanding of the Company's vision, mission and values, as well as its key projects and sustainability initiatives. They also served as an opportunity to share insights from ASQ survey results and passenger feedback collected through various channels, helping participants better understand guests' expectations and where further improvements can be made. In addition, two basic sign language sessions were held in the second quarter of 2025 in collaboration with Deaf People Association Malta.

Following the training sessions, attendees had the opportunity to complete an online feedback form to rate the quality of the training and the opportunity for engagement, suggest areas for improvement, and list the knowledge and skills they had gained. Ninety-two per cent of the respondents agreed that it was very likely or likely that their participation in these training sessions would lead to improvements to the guest experience.

How our Stakeholders Rated their Training



Social Dialogue

We understand that employees should have opportunities to express their views, raise concerns and contribute to discussions on matters that affect their work environment, while staying informed of the Company's projects, decisions, developments and financial standing. Through a range of formal and informal channels, we facilitate open communication between employees and management, in line with the Company's commitments formally set out in the HR Engagement Policy, published in 2025.

This is not the only policy through which we seek to create an environment where people can express their views, raise concerns and participate in workplace discussions without unnecessary obstacles. Our Human Rights Policy clearly stipulates that employees are free to join or form a trade union without fear of retaliation, intimidation or harassment, with the Company committing itself to "establishing constructive dialogue and bargaining in good faith with the employees' freely chosen representatives."

In 2025, 73.7% of our workforce was represented by one of Malta's two major trade unions, Union Ħaddiema Magħqudin (UĦM) and the General Workers' Union (GWU). Our relationship with these unions is strengthened by a collective agreement, which is reviewed every five years, with interim amendments made where necessary to reflect developments such as cost-of-living adjustments. This document provides a structured framework for ongoing dialogue and negotiation on matters affecting unionised employees.

Channels for Open Communication and Engagement

The Annual Employee Survey*

A survey through which employees can anonymously submit their feedback about the Company, their manager, the team, and career progression.

77%
response rate in 2025

The Annual Health & Safety Survey*

A survey that seeks employee feedback on the Company's OHS initiatives, including the value of having OHS representatives.

52.5% response rate in 2025

The Airport Employee Engagement Survey*

A recent addition the Company's surveys, the AECX Survey focuses on the customer experience at the airport and how employees feel they contribute to it.

This survey is also extended to stakeholders, with 217 responses collected in 2025.

49.4%
response rate in 2025

My CEO Time

Each year, a number of employees are invited to sit down for a one-on-one session with the CEO, during which they are encouraged to share any concerns they may have about the workplace and ideas for improvement.

11 Employees
were invited to a My CEO Time session in 2025.

Informational & Team Meetings

Meetings providing the team with the opportunity to stay abreast of Company decisions, projects and developments.

Informational meetings are held quarterly, while three team meetings were held in 2025.

Employee Focus Groups

Led by the Operations Quality Team, employee focus groups allow participants to discuss the people, processes and premises at Malta International Airport, brainstorming ideas of how to improve the main touchpoints of the airport journey.

Six sessions were organised with the participation of 16 employees.

This initiative is also extended to stakeholders, with 37 participants contributing to four focus groups in 2025.

Committees

The Company has more than 10 committees that bring together employees from different departments to discuss and address a range of matters, from risk management to corporate responsibility.

In 2025, more than 60 employees had a seat on one or more of these committees.

For more information on the Company's committees, please refer to GRI 405-1 on page 136.

*The results from these surveys are shared with the Company's managerial team, including the Chief Executive Officer and the Senior Vice-Presidents.

Health, Safety and Wellbeing

Two ISO Certifications Awarded to Malta International Airport

Health and safety are at the heart of our operations, going beyond the safe movement of aircraft and guests to the holistic wellbeing of the people behind our operations and projects.* Through our Annual Occupational Health and Safety (OHS) Survey 2025, 92% of the respondents said that they were very satisfied or satisfied with the Company's efforts in this regard.

Our continued drive towards a stronger culture of health and safety was rewarded with the attainment of the ISO 45003 (managing psychological hazards and risks) and ISO 45001 (managing occupational health and safety risks and improving workplace safety performance) certifications in 2025. The achievement of the former was particularly significant as Malta International Airport became the first airport in the European Union to attain this certification, marking an important milestone in our approach to workplace health and psychological wellbeing.

We also recognise that maintaining a strong health and safety culture requires the active participation of our people. Through an array of mechanisms and initiatives, we seek to ensure that employees have a voice in matters that directly affect their OHS. One such mechanism is the biannual election of OHS representatives, which gives employees the opportunity to vote for colleagues to represent their interests and concerns in relation to health and safety, in line with the requirement established under the General Provisions for Health and Safety at Work Places Regulations (L.N. 36 of 2003), Subsidiary Legislation S.L.646.11.

The results of the Annual OHS Survey 2025 highlighted the value of having such representatives, with 88% of the respondents agreeing that elected colleagues play a critical role in facilitating employee participation in OHS matters, and 87% saying that they feel reassured that OHS concerns are being addressed through this set-up.

In 2025, we introduced Health, Safety and Wellbeing Focus Groups as an additional platform through which our employees can discuss health and safety concerns in view of their experiences at work. During the year under review, 45 employees participated in these focus groups, supporting the Health and Safety Department in identifying emerging or previously unrecognised risks, exploring themes that affect health and safety at work, and generating practical solutions for improvement. The key findings and trends that emerge from the collected feedback are presented to the OHS Committee and management for action where needed, as well utilised to continuously improve the OHS Management System.

* For more information on work-related injuries and ill health, refer to GRI 403-9 and GRI 403-10 on page 134.

Spotlight on LunCHats

LunCHats is a conference-style educational and awareness-raising initiative led by the Health and Safety Department, with support from a number of other teams. Each year, a proportion of the workforce is invited to attend the off-site conference, which coincides with the World Health and Safety Day.

The 2025 edition was attended by 60 employees, who had the opportunity to hear from guest speakers on topics including the Company's recently attained ISO certifications and practical approaches to managing stress. The keynote speech, delivered by Prof. Luke Fiorini from the Department of Labour Studies within the University of Malta, reflected the theme of last year's World Health and Safety Day - Revolutionising Health and Safety: The Role of AI and Digitalisation at Work.

The conference also featured a panel discussion, bringing together representatives from different areas of the Company to share perspectives and practical examples of behavioural safety (pictured below), as well as a presentation on the Company's wellbeing programme delivered by the Head of People and Culture.

Employees discussing practical examples of behavioural safety during the panel discussion.

Health and Safety on our Construction Sites

We are committed to safeguarding all those working on airport grounds. Given the specific risks associated with construction activities, particular emphasis is placed on promoting safe working practices and maintaining appropriate health and safety controls on our construction sites.

The recent introduction of facial recognition at major sites, such as SkyParks 2 and the East Expansion, has helped prevent unauthorised access and reduce the associated risks. The system also enables us to maintain a more accurate record of who is on site at any given time, supporting effective and efficient evacuation and emergency response in the event of an incident.

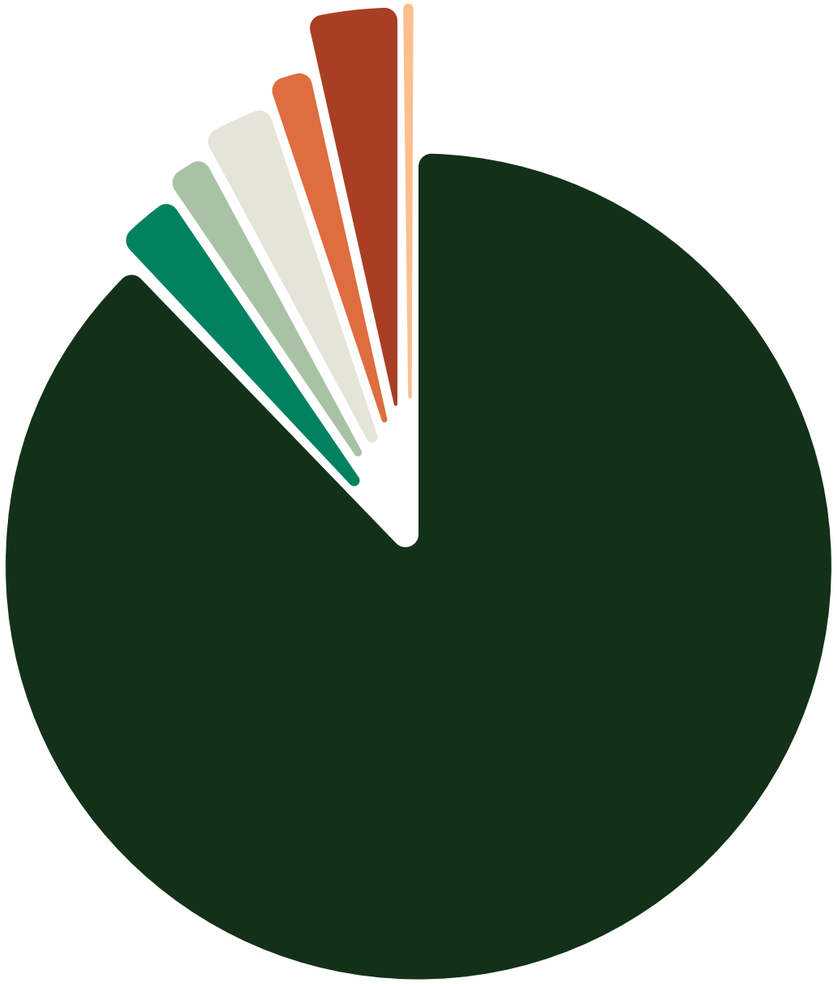
To help prevent OHS-related incidents, during 2025, 333 site inspections were carried out to proactively monitor works on infrastructure projects, including the construction of our VIP Terminal and SkyParks 2, and to ensure that activities were being undertaken in line with applicable health and safety legislation and other established procedures.

Beyond meeting our legal obligations, we take additional steps to safeguard the health and safety of those working on our sites, with particular emphasis on clear communication and accessible information. Health and safety documentation is translated into languages understood by workers, while Toolbox Talks are delivered in multiple languages to ensure that key safety messages and expectations are clearly communicated and understood by all.

We also recognise those who go above and beyond in promoting a strong health and safety culture on our construction sites. Stakeholders working on our construction sites who follow good practices and demonstrate an exceptional commitment to health and safety are recognised through our health and safety champions initiative, helping us reinforce and reward positive behaviours on active sites.

In 2025, 333 site inspections were carried out to proactively monitor works on infrastructure projects from an OHS perspective.

% of Site Inspections Per Project



SkyParks 2	86.7%
VIP Terminal	3.3%
Apron 8 (Block B)	2.7%
Apron 3 Service Road	2.7%
Main Tower Repairs	1.8%
Park East Repairs	1.5%
PV Farm	0.6%

Our Wellbeing Programme

2,500+
complimentary daily gym passes issued in 2025

€22,000+
spent on eye care for employees

€91K+
Spent on wellbeing allowances

8,300+
kilos of fruit delivered to the office

5
educational talks about wellbeing

Access to

Complimentary **Mental Wellbeing support sessions** provided by Richmond Foundation & Caritas

Comprehensive **Health Insurance**

Internal **Welfare Fund**

Safeguarding our people's physical and psychosocial wellbeing

Our wellbeing programme, developed collaboratively by the Human Resources and Health and Safety Departments, takes a holistic approach, with initiatives designed to promote both physical and psychosocial wellbeing. In 2025, the Company further strengthened this programme through a series of educational talks covering topics such as hormonal health, nutritious food choices and strategies for preventing burnout.

We also encourage our employees to stay active and participate in sporting activities by covering participation fees for those taking part in organised races and runs. While the majority of employees benefitting from this initiative in 2025 participated in local races and marathons, one employee took part in the Wizz Air Milano Full Marathon.

During the year, 27 employees completed refresher training in Mental Health First Aid, strengthening their skills in recognising mental health challenges and providing initial support to guests and colleagues experiencing mental health difficulties or struggling with substance abuse. For our frontline employees in particular, these skills help them feel better prepared to respond appropriately to delicate situations that may involve disruptive airport guests, while also contributing to a workplace culture where people feel supported and comfortable seeking initial help.

The Company's Alcohol and Substance Abuse Policy also reflects our commitment to supporting employees who may be experiencing substance use difficulties. Employees who come forward voluntarily, before testing or disciplinary action is initiated, can approach the Head of People and Culture confidentially to access professional and on-the-job support, including a possible change in their role or working hours where applicable.

Recognising that unexpected circumstances can place significant financial and emotional strain on our people, the Company maintains a welfare fund to provide support during times of hardship. Employees facing challenging circumstances can apply for assistance to help ease the financial burden that often arises from such circumstances, with applications reviewed by the Welfare Committee on a case-by-case basis.

06

A Good Neighbour to Local Communities

06

A Good Neighbour to Local Communities

Managing our Impact and Creating Value

Engaging with Locals

We are proud to be Malta's only airport and to connect the islands with the rest of the world. However, as one of the largest players in the local tourism industry, our responsibilities do not stop at developing our route network. We recognise that our operations bring significant social and economic benefits, while also having less desirable impacts that need to be managed and mitigated.

We place particular importance on hearing from the people who live in Malta and experience the airport as part of their everyday lives. Locals can share their views through several channels, including our Airport Feedback Programme, the Airport Visitor Experience Survey and Customer Focus Groups, through which we gain valuable insight into what matters to the community and where improvements can be made to the airport experience.

Listening to our neighbours also means understanding concerns that stretch beyond the airport experience. Feedback from people living around the airport gives us insight into how our operations are experienced by the communities in our vicinity, with aircraft noise emerging as one of the main concerns.

While we operate in full compliance with applicable EU aviation noise standards and seek to minimise noise impacts wherever operationally possible through a range of noise abatement procedures, we also recognise the importance of exploring ways to reduce our impact.

Emergency Preparedness

As a critical piece of national infrastructure, we understand it is our responsibility to protect not only our passengers and employees, but also the communities around us in the event of an emergency. Ongoing training, biannual full-scale emergency response exercises, investments and close collaboration with the relevant authorities and emergency services, ensure we continuously strengthen our ability to respond to incidents effectively.

A major upgrade in this regard was our investment of €200,000 over five years in the creation of a dedicated training environment covering approximately 3,000 m^2, which was inaugurated in 2025. While the rig primarily enables aircraft-related fire simulations, it also offers broad training versatility, supporting scenarios such as confined-space firefighting and rescue and domestic fire scenarios. This ensures that fire crews train in conditions that closely mirror real-world emergencies.

Further to this, the introduction of a new domestic fire truck marked an important enhancement to the airport's emergency response and overall resilience. With a 4,000-litre water tank, a 200-litre foam system, and high-performance pumping capability, the vehicle is a versatile asset that further strengthens the team's readiness for a range of specialist interventions, including electric vehicle fire response.

In parallel, our Terminal Emergency Planning Committee continued to meet and organise fire drills during the year under review. Fifteen employees had a seat on this committee in 2025, representing 2.8% of the workforce. In November 2025, this committee was dissolved and was later incorporated into the Emergency Response Plan Committee as part of the Company's new emergency resilience structure.

Supporting a More Sustainable Tourism Model

Given the nature of our business, one of our key contributions to managing the impacts of tourism on our islands is by addressing seasonality. We work closely with other tourism stakeholders, including the MTA, to encourage growth in passenger traffic during the shoulder months, supporting a more balanced distribution of tourism activity throughout the year and helping to spread its economic benefits beyond the traditional peak season.

Our continued efforts bore positive results in 2025, with the fastest growth in passenger numbers occurring in December (+19.9%) and February (+18.2%). Additionally, growth in winter outpaced that of the summer months by five percentage points. These results were supported by enhanced connectivity and increased flight frequencies during the winter months. As more airlines recognise Malta's potential as an all-season destination, six extended their summer operations into the winter season, improving year-round connectivity on important routes such as Basel, Copenhagen and Istanbul.

As highlighted in the chapter *Our Planet, Our Responsibility*, we also recognise that increasing visitor numbers bring with them a greater responsibility to manage the environmental impacts associated with our operations. Through initiatives focused on energy efficiency, water stewardship, waste reduction and the responsible use of resources, we are working to minimise our environmental footprint while supporting the sustainable growth of Malta's tourism industry.

Investments aimed at enhancing the quality and authenticity of Malta's tourism offering are another important element of our approach to a more sustainable tourism product. In 2025, we inaugurated our new VIP Terminal, strengthening our ability to cater to higher-value travellers while creating an experience that reflects Malta's distinctive character. Later in the year, we also commenced enabling works for the development of extended terminal facilities, further supporting the long-term evolution of our airport.

We also sought to use our position within the tourism sector to contribute to the national conversation on how Malta can manage tourism more sustainably. In various publications and at industry conferences, our CEO called for stronger national measures and stricter enforcement to improve the quality of Malta's tourism product and attract higher-value visitors. These calls came against a backdrop of growing public concern about overtourism, particularly among residents of areas experiencing significant visitor pressure.

Spotlight on **Sustainability and Sense of Place at the VIP Terminal**

Offering an alternative to the main terminal building, our VIP Terminal opened its doors in June 2025 to guests seeking greater privacy and comfort.

Sustainability and a strong sense of place are central to the building's design. These principles are reflected in the use of limestone, a Maltese building material, which was textured by hand using a traditional chisel. Rather than using newly quarried stone, limestone was salvaged from the former terminal building and a demolished villa in Wardija, giving existing materials a new lease of life while reducing the project's environmental impact.

The design also seeks to make the most of Malta's sunshine. Natural light has been maximised throughout the terminal by introducing large apertures and skylights, reducing reliance on artificial lighting while creating a warm and welcoming environment. This connection to place is complemented by commissioned artworks by prominent local artists, which present aspects of the Maltese Islands' tangible and intangible heritage.

The building's refined design, which thoughtfully integrates materials and is sensitive to the local cultural context, was recognised with the Hospitality Design Award at the 2025 Premju Emanuele Luigi Galizia, a prestigious national awards programme celebrating excellence, leadership and impact across Malta's built environment.

Sustainable choices are also an important part of the food offering at the VIP Terminal. Our menus evolve with the seasons, allowing us to make the most of fresh, readily available produce while offering repeat guests a changing selection throughout the year.

Our Economic Contribution

Tourism remains an important pillar of Malta's Gross Domestic Product (GDP), with our airport playing an important role in enabling tourist activity through the connectivity we have built and strengthened over the years. In 2025, our direct connectivity grew by 6.8% compared to 2024, with the Airport Industry Connectivity Report showing that every 10% increase in direct air connectivity leads to a 0.5% increase in GDP per capita. Reliable air connectivity does not only support Malta's attractiveness as a tourist destination but also as a destination for business and investment.

As an employer, we also create economic value through the benefits and wages we pay our employees, which increased by 17.2% compared to 2024 to amount to €20 million. While our team supports our core operations, throughout the year we work with an array of service providers and third parties, including architects, contractors, ground handlers, and auditors, whose expertise complements our in-house capabilities. As noted in the chapter *About the Company*, in 2025, we engaged with more than 1,000 service providers and business partners, with 85% of our spend benefitting local suppliers.

Malta International Airport plc is also one of the largest companies on the Malta Stock Exchange with a market capitalisation of €777 million at year-end 2025, providing investors with the opportunity to participate in the ownership of a strategically important Maltese company. In addition, during the reporting period, the Company distributed €24.4 million in dividends.

Safeguarding our Cultural, Artistic and Marine Heritage

The Malta Airport Foundation (MAF) is an independent, not-for-profit organisation that supports Malta International Airport's commitment to creating value that goes beyond its direct economic contribution.

Since its establishment in 2014, the MAF has supported several local NGOs and institutions in delivering cultural, artistic and environmental projects that safeguard our islands' heritage. By broadening Malta's tourism offering and encouraging visitors to explore a wider range of sites, these initiatives help alleviate the pressure of overcrowding at popular heritage sites. This not only helps protect these sites from the degradation associated with excessive visitor numbers but also contributes to a more enjoyable visitor experience.

The MAF has also sought to facilitate access to Malta's underwater heritage, much of which is traditionally accessible primarily to divers and researchers, while contributing to efforts to safeguard the health of the seas surrounding the Maltese Islands. Our marine environment forms an intrinsic part of Malta's identity and is an important element of our tourism offering, making its protection an important part of the MAF's mission.

The MAF is governed by an independent Board of Administrators (pictured on the right) comprising six members with diverse and complementary expertise, including architecture, engineering, archaeology, academia, and artistic curatorial practise. During the year under review, Elyse Tonna and Lorna Refalo joined the Board, alongside existing members Josef Formosa Gauci (Chairman), Kevin-James Fenech (Secretary), Inġ. Andre Cauchi (Treasurer), and Prof. Timothy Gambin (Co-Administrator). Meanwhile, long-standing Board member Frank Salt stepped down from the Board.

THE MALTA AIRPORT FOUNDATION'S WORK IN 2025

New Ceiling Artworks Within The Parish Of Saint Leonard — Ħal Kirkop

An artistic commission in one of the parishes within the airport's neighbourhood, which was unveiled during the year under review.

Restoration & Embellishment of Siege Bell Memorial — Valletta

An ongoing multi-year project in collaboration with Heritage Malta that seeks to enhance our capital's offering, particularly our wartime-heritage.

Deep-Water Archaeological Park — Off Xlendi Bay, Gozo

An ongoing partnership between the MAF and Heritage Malta, through which an underwater archaeological site measuring 67,000 m² was declared the world's first deep-water archaeological park and is now accessible to technical divers and researchers.

The Ghost Net Retrieval Project — Various Locations

During the year under review, the MAF supported a newly established marine conservation NGO in procuring the necessary equipment to safely and efficiently conduct ghost net retrieval dives.

Underwater Clean-Ups — Wied Iż-Żurrieq & Kalkara

An annual initiative through which the MAF supports two local underwater clubs to do a seabed clean-up in different coastal locations. More than 14 tonnes of underwater waste have been retrieved in five years.

Providing Different Educational Opportunities To Students

As the islands' only airport, we recognise our unique position to provide students with valuable insight into the many facets of airport operations and the diverse career opportunities at the airport.

Our doors are open throughout the year to primary and secondary school students wishing to visit the airport for an educational tour conducted by our employees. In 2025, we facilitated more than 40 school visits, as well as welcomed tertiary-level students studying within the Tourism Management Department at the University of Malta and reading for a Master's Degree in International Tourism Management at Université de Cergy in France. These university students had the opportunity to hear from key professionals from our Operations Quality, Airport Operations, Security and Customer Services departments, gaining first-hand insight into the complexities of running an airport and the supporting roles involved in the day-to-day operations.

Our engagement with the education sector stretches beyond the airport itself. Throughout the year, we are present at events organised by key educational institutions, including the Malta College for Arts, Science and Technology (MCAST) and the Institute of Tourism Studies (ITS), as well as other professional bodies such as the Chamber of Engineers, providing students with an opportunity to learn more about the career paths available within the Company as they start thinking about their careers.

In 2025, 14 students pursuing their studies with MCAST and the University of Malta (UOM) undertook apprenticeships and internships within three of the Company's departments. Through these initiatives, the Company seeks to strengthen its talent pipeline by offering employment opportunities to students who demonstrate promise and an interest in pursuing a career with us.

Additionally, 22 summer workers, representing a 46% increase over 2024, joined our teams during the airport's busiest months, gaining valuable experience in a fast-paced environment while developing their ability to work under pressure and strengthening their understanding of service excellence.

Charitable Donations and Support for Community Events

We do philanthropy through two channels: employee-led initiatives and the more structured work of our CR Committee.

During the year under review, €21,000 was raised through employee-driven events led by the Sports and Social Committee. This sum benefitted the employees' chosen charities for 2025: the Ursuline Sisters (€11,000) and the Soup Kitchen (€10,000). A further €5,000 was raised through ticket sales for the SkyParks annual anniversary party and donated to Puttinu Cares, while food vouchers worth €1,300, together with several food boxes, were collected as part of the annual Christmas food drive in aid of the St Jeanne Antide Foundation.

In parallel, our CR Committee evaluated more than 80 requests for support, approving donations amounting to more than €220,000 that went towards good causes, families with children battling illnesses that required overseas treatment, and community artistic, cultural or sporting events. The CR Committee is also responsible for managing the four donation boxes located across the terminal, which are allocated to two different organisations each year. The beneficiaries of this initiative for 2025 were Richmond Foundation and Fondazzjoni Sebħ.

> Malta International Airport has been a steadfast supporter of Inspire Foundation for many years, standing with us in our mission to empower children and adults with disabilities to reach their full potential.

Their commitment to social impact once again shone through last year, with a generous contribution that is enabling us to purchase essential resources for our STEP Programmes; specialised early intervention and school readiness services supporting over 205 autistic children aged 3 to 6.

Thanks to MIA's support, Inspire can continue enhancing our Dark Room and Play Room environments with fit-for-purpose sensory equipment designed to promote calm, focus, and developmental progress. These multisensory spaces are lifelines for autistic children, helping them develop self regulation, confidence, coordination, and meaningful participation in daily activities. MIA's donation is directly contributing to valuable tools that make a measurable difference in a child's ability to learn, engage, and thrive.

We are deeply grateful to Malta International Airport for their continued trust, generosity, and belief in our work. Their partnership strengthens families, enriches learning journeys, and helps build a more inclusive Malta.

Claire Galea — Fundraising – Corporates at Inspire Foundation

Other Long-Standing Partnerships

Over the years, we have built lasting relationships with organisations that contribute to different segments of Malta's local community. Our support for the Malta Aviation Outlook (MAViO), a local newsroom dedicated to civil aviation in and around Malta, and Women in Aviation Malta (WiAM), an organisation that advocates for female participation in aviation, reflects our commitment to contributing to a sector that encourages greater inclusion and offers better opportunities for the local aviation community.

We have also supported the Malta Business Awards since their inception, recognising that their mission to recognise companies that contribute positively to the community, promote wellbeing and advance sustainable initiatives closely aligns with our own commitment to creating a positive and lasting impact on the people, communities and environment around us. Recognising that Malta's built environment forms an important part of the visitor experience and can influence the quality of visitors' stays, we also support the Building Excellence Awards, which celebrate excellence and innovation within the construction sector.

We maintain strong relationships with Malta's media houses, providing information and responding to requests for comment on matters relating to passenger traffic, airport developments and other topics of public interest. Beyond our regular engagement with the media, we also support the Institute of Maltese Journalists' annual Malta Journalism Awards, helping to recognise journalists' important role in keeping the community informed.

In line with our belief that sport can promote higher levels of wellbeing and a better work-life balance, we support the Malta Employees Sports Association (MESA), which provides both local and overseas opportunities for people from different public and private organisations to come together through sporting activities.

07

The Guest Experience

07

The Guest Experience

Understanding Guests' Expectations and Experiences

We believe that an exceptional airport experience starts with listening to our guests and understanding their expectations. That is why we gather feedback through several different channels, ensuring that we capture a broad range of perspectives and leave no opportunity to improve unexplored.

Guest feedback from all sources is discussed at Customer Experience Committee meetings held throughout the year. The committee is chaired by the CEO and brings together permanent representatives from six different departments, alongside two frontline guest members. The CEO also led 20 terminal walkabouts in 2025, which provided an opportunity to observe the customer experience in real time and identify issues that may not surface through guest feedback or formal reporting.

Together with guest feedback, we use mystery shopping exercises to conduct an independent and structured assessment of the experience offered at our retail and F&B outlets. In 2025, three mystery shopping exercises were carried out by anonymous shoppers, who assessed their experience against a range of performance indicators, including staff appearance and demeanour, order accuracy and speed of service, and product or service quality. The results were encouraging, with most of our outlets achieving an overall score of more than 80% in each exercise.

How We Collect Feedback

Unprompted and Prompted Feedback

The feedback we gather can be divided into two categories: unprompted and prompted. Most unprompted feedback, with the exception of feedback collected through the Airport Feedback Programme survey and QR codes placed in high-visibility areas and important touch-points, feeds into a centralised platform managed by our Marketing and Communications Department. This allows us to quickly share feedback, complaints and queries with the relevant departments and respond as efficiently and effectively as possible. In 2025, a follow-up survey conducted to gauge how happy people who had got in touch with us were with our response, found that 77% of the respondents were satisfied.

In parallel, prompted feedback is gathered through two main surveys: the ASQ Survey and the Airport Visitor Experience Survey together with Customer Focus Groups. As can be seen in the table each survey serves a specific purpose, with the Airport Feedback Programme also helping us build a database of participants for our Customer Focus Groups. In addition, passengers using the La Valette Lounge can share feedback through a survey dedicated to the lounge experience.

Our Surveys	How They Help Us Improve The Airport Experience	2025 Highlights
The ASQ Survey	A survey provided by ACI and conducted by third-party agents that helps us benchmark our performance at all airport touchpoints against that of other European airports in our size category.	Our airport outperformed the European average on all 31 performance indicators, earning its highest score for its security screening process. These results helped us rank among Europe's top airports for the eighth year running.
The Visitor Experience Survey	A survey conducted by third-party agents that is specifically aimed at understanding the visitor experience at our airport, as well as important demographics. Most of the respondents to this survey are locals.	1,300 surveys were carried out across the year, with the cleanliness of our terminal and washrooms and the airport ambience consistently being awarded top scores.
The Airport Feedback Programme	A programme that encompasses three surveys covering the experience upon arrival, on departure and in our outlets. This allows us to collect area-specific feedback.	Over 250 responses were received.

Our Customer Focus Groups

Led by the Customer Experience team, our Customer Focus Groups provide an opportunity to explore guests' airport experiences in greater depth and understand the needs, expectations and challenges of different customer groups. Participants are selected from respondents to the Airport Feedback Programme who express an interest in taking part, with a particular focus on ensuring that the groups reflect our airport's different customer personas.

In 2025, three focus groups were held involving nine passengers, including a frequent traveller, an assisted passenger and a passenger travelling with a family member requiring special assistance for a hidden disability. The latter participant specifically highlighted the value of the sunflower lanyard, expressing her appreciation that it is recognised by our teams and helps ensure passengers with different needs feel seen and supported.

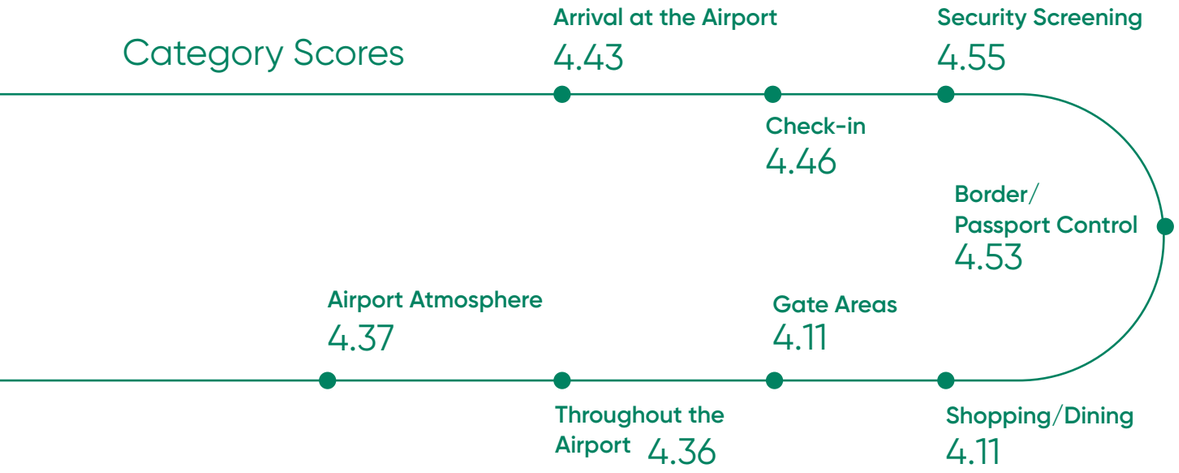
Other noteworthy and recurring feedback emerging from the 2025 focus groups include opportunities to enhance wayfinding through additional signage, despite the airport's relatively small size, suggestions to broaden the diversity of the retail offering as well as to provide a dedicated are for children.

Participants also highlighted several positive aspects of their airport experience. These include the efficiency of the security screening process and the convenience of being able to keep liquids in their baggage, the helpfulness and approachability of most of our teams, and the comfort offered at the La Valette lounge.

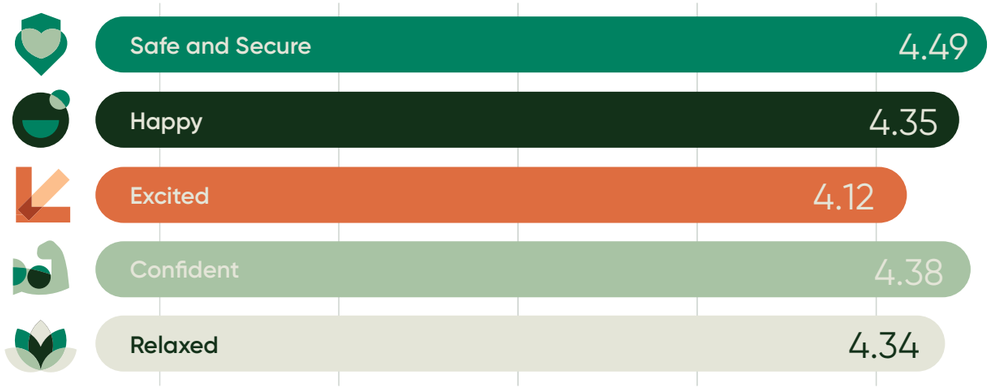
How Our Passengers Rated Us

Overall satisfaction score with the airport experience

Category Scores



How Our Passengers Felt While Travelling



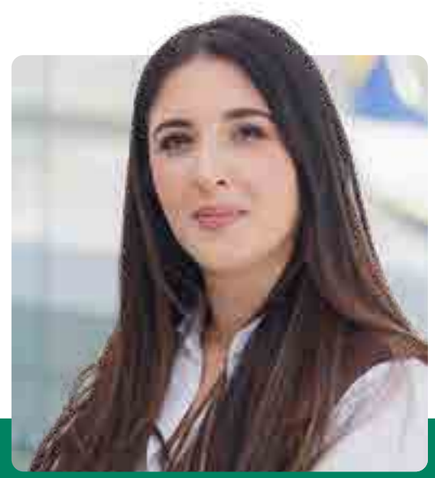
One of Europe's Best Airports According to our Guests

In 2026, Malta International Airport was named one of Europe's best airports in the 5 to 15 million passenger category for the eighth consecutive year, based on the feedback collected from departing passengers through the ASQ survey in 2025.

Our airport outperformed the European average across all 31 satisfaction indicators covering each aspect of the airport journey, from the quality of the signage inside the terminal to the helpfulness of the frontline staff. Strong satisfaction with the various aspects of the airport experience led our airport to achieve an overall satisfaction score of 4.41 on a five-point scale, placing us above the European average.

Our airport earned its top score of 4.60 for the ease with which the security screening process is conducted, reflecting the airport's recent investment in state-of-the-art scanners and the resulting improvements at this stage of the journey. This is one of the three KPIs on the basis of which the wider security screening touch point is assessed. In 2025, our airport achieved a score of 4.55 for security screening, registering an increase of 0.07 points over 2024.

We also secured ACI's Cleanliness Award for the first time, following increased passenger satisfaction with sanitation standards across the terminal, particularly our washroom facilities. Our airport received consistently high scores throughout the year, even during the peak season, achieving a final cleanliness score of 4.39, surpassing the European average of 4.05.



> Cleaning rarely takes centre stage when we think of service excellence, but we recognise that it is a vital contributor to passengers' perception of our airport and an overall positive experience. Careful coordination between the cleaning teams, cleaning schedules that are aligned with passenger flows, and real-time monitoring help us maintain high sanitation standards regardless of footfall.

Rosemarie Barbara — Administration & Housekeeping Specialist at MIA

More Inclusive, Pleasant and Safer Journeys for All

Accessibility and Special Assistance

In addition to providing assistance to persons with disabilities in accordance with applicable regulations, our airport runs a voluntary Journey Facilitation Programme. In 2025, more than 200 journey facilitation services were delivered to persons on the autism spectrum and their families, helping them navigate their journey with greater confidence and reducing the potential for an overwhelming airport experience.

We also began working on a major update of our Airport Visual Guide, which helps passengers on the autism spectrum and their families prepare for the airport journey in advance. In 2025, the Inspire Foundation, an NGO that helps persons with disabilities reach their potential, toured our terminal and provided valuable input to ensure that the guide reflects the passenger journey as accurately as possible, including identifying common triggers that may affect persons on the autism spectrum. The collaboration is helping us develop a more user-friendly resource, with the updated guide planned for public release in 2027.

As an affiliate of the Hidden Disabilities Sunflower Programme, we continued to strengthen awareness of hidden disabilities across the airport community. In 2025, just over 80% of our workforce completed hidden disability awareness training, and we are now working to achieve a similar level of participation among stakeholders operating across the airport. To further build an inclusive airport experience, we also offered all employees the opportunity to undertake basic sign language training delivered by Deaf People Malta.

Human Trafficking Awareness

Based on case data from the International Organisation for Migration (IOM), it is estimated that nearly 20% of trafficking victims are transported across international borders by air. This highlights the important role that airport frontliners can play in identifying potential cases of human trafficking and supporting national law enforcement bodies in preventing this crime.

In 2025, our frontliners were given the opportunity to enrol in online training on combating human trafficking designed specifically for airports. In the final quarter of the year, we extended similar awareness training to stakeholders working in passenger-facing roles by introducing a human trafficking awareness component in our Customer Experience and Service Quality training, helping ensure that all teams on the ground are equipped to identify potential cases.

In addition, we supported the Human Rights Directorate in designing and installing awareness-raising posters in some of the high-visibility areas throughout the terminal, as part of the implementation of Malta's first National Strategy on Combating Trafficking in Human Beings. These posters highlight the red flags of trafficking and encourage victims to seek assistance by contacting a member of staff or the police.

Curating Better Experiences for Families

One of the most recurrent suggestions from our guests is to consider the introduction of a dedicated children's play area. While we are currently working on creating a dedicated space within our non-Schengen departures area, we also organise temporary activations during key holiday periods when family travel increases, such as Carnival, Easter and Christmas.

During these periods, we offer a programme of free activities designed to keep younger travellers entertained, including magic shows, face painting sessions and photo opportunities with mascots. In 2025, we also launched a new children's activity book which aims to simultaneously entertain and educate young passengers about airport processes and travel in general.

A Revamped Website

Research shows that the airport journey begins well before passengers reach the terminal, with an increasing number of travellers seeking information beforehand to help them plan their journey and make the most of the airport experience.

Recognising that an airport's website is often one of the first touchpoints passengers engage with, in 2025, we unveiled newly redesigned websites for both Malta International Airport and the Meteorological Office, which is one of our sub-brands, providing passengers with a more user-friendly and accessible digital experience.

The airport website has been reorganised into clear passenger and corporate sections to ensure that both guests and stakeholders can easily access the information they need, with new passenger-focused tools being introduced to help guests prepare for and navigate their journey seamlessly. During the year, we also worked on a set of wayfinding videos that will be made available on our website, with the aim to help passengers understand how to navigate our airport before they arrive while setting expectations and reducing passenger anxiety.

Our Investments in a Better Airport Experience

In 2025, our capital expenditure amounted to €61.6 million, with a sizeable share directed towards improving airport facilities and delivering a more seamless and enjoyable experience for passengers as highlighted below. Our investment also supported the continued development of our retail and property portfolio, as well as enabled more efficient and safer operations.

A number of significant projects were completed or progressed during the year under review. These included the extension of Apron 8, with the final phase successfully concluded in 2025, as well as the ongoing rehabilitation of aircraft parking stands on Apron 9 and service roads, further strengthening the safety and efficiency of airside operations. The year also saw the inauguration of a new VIP Terminal, enhancing our premium passenger offering, and the commencement of construction works on SkyParks 2, marking another important milestone in the development of our property portfolio.

Together, these investments reflect our commitment to continually improving the airport experience while strengthening the infrastructure, commercial assets and operational capabilities that support the airport's long-term growth.

Completion of Schengen Arrivals Project

a 1,550 m² extension towards the west, including a more spacious Baggage Reclaim Hall

Start of the East Expansion Project

a 6,000 m² extension of the terminal facilities

Extension of non-Schengen Arrivals area

enabling the installation of new immigration booths and adding circulation space

Phased implementation

of a new parking system, adding convenience and accessibility to guests

€61.6M
CAPEX

Replacement of all sliding doors

increasing pre-security gates, circulation space, and shopping outlets

Start of the Central Reconfiguration Project

increasing pre-security gates, circulation space, and shopping outlets

Ongoing HVAC upgrade

besides environmental benefits, this project will enhance guest comfort through better temperature control

08

Good Governance

08

Good Governance

Corporate Structures in Place

Good governance is essential to the effective and sustainable management of an organisation, requiring a combination of checks and balances that best suit the Company and its business, while ensuring that those responsible for managing the organisation act with integrity, fairness and accountability in the best interests of all stakeholders.

The following section provides an overview of the principal bodies forming part of the Company's corporate governance structure, outlining their respective roles and responsibilities. In addition to these bodies, the Company has established a number of other committees that provide employees with opportunities for active dialogue and participation. More information on the composition of the Company's committees may be found on page 136 as part of GRI 405-1, while reference to the work of these committees is made throughout the report.

These governance bodies are supported by policies and procedures, including those related to business ethics, the award of concessions and whistleblowing, that guide the Company's conduct and decision-making, helping to ensure that sound business principles are embedded across the organisation. The Company regularly reviews and updates its policies to ensure that they remain aligned with evolving regulatory requirements, stakeholder expectations and best practices.

The Board of Directors

A central body of Malta International Airport's corporate governance structure is its Board of Directors, which is responsible for determining the Company's strategic direction and organisational requirements, whilst ensuring that the Company has the appropriate combination of financial and human resources to meet its objectives and improve its performance.

The Board is composed of a maximum of five non-executive directors and three executive directors. This balance is entrenched in the Company's Memorandum and Articles, which requires that the Chief Executive Officer is an ex officio director and allows for two other senior Company executives to sit on the Board. The Board assigns specific responsibilities to a number of committees, notably the Executive Committee, which is headed by the Chief Executive Officer, and the Audit Committee, each of which operates under formal terms of reference.

During 2025, the members of the Board were Nikolaus Gretzmacher, Rita Heiss, Dr Cory Greenland, Dr Wolfgang Koeberl, Florian Nowotny, Alan Borg, Karl Dandler and Christian Schroetter. Mr Dandler stepped down from his role as Chief Financial Officer and the Board of Directors on 31 August 2025 and was succeeded by Christian Schroetter.

Mr Schroetter's appointment as the Company's Chief Financial Officer and a member of the Board of Directors was announced to the market through two Company Announcements issued on the Malta Stock Exchange on 4 August and 9 September 2025. This change in leadership was also communicated to employees through the Company's internal channels.

The Board of Directors met six times in 2025

Mr Nikolaus Gretzmacher

Chairman

Mr Alan Borg

Chief Executive Officer

Mr Christian Schroetter

Chief Financial Officer

From 1 September 2025

Mr Karl Dandler

Chief Financial Officer

Until 31 August 2025

Ms Rita Heiss

Non-Executive Director

Dr Wolfgang Koeberl

Non-Executive Director

Mr Florian Nowotny

Non-Executive Director

Dr Cory Greenland

Non-Executive Director

Dr Louis De Gabriele

Company Secretary

The Executive Committee

The separation of responsibilities between the Chairman and the Chief Executive Officer is an important aspect of Malta International Airport's approach to good governance.

While the Chairman's main function is to lead the Board and set its agenda, the CEO heads the Executive Committee and is accountable to the Board for the Company's business operations. Thus, the Board's link to the Executive Committee is principally the CEO, together with the other executive director on the Board, namely the CFO, both of whom are members of the Executive Committee.

In addition to the executive directors, the Executive Committee's members include the Company's senior vice presidents and the heads of department who report directly to the CEO. The Company's legal adviser also attends the Executive Committee meetings. The role of the Executive Committee is to implement the Company's strategy and policies through the various departments within the organisation, while also making recommendations to the Board on matters which are beyond its remit.

The Executive Committee met 38 times in 2025

Ing. Martin Dalmas

Senior Vice President of Operations and Business Continuity

Mr Ian Maggi

Senior Vice President of Innovation and Technology

Mr Patrick Murgo

Senior Vice President of Safety and Security, Fire Services and Procurement

Ms Tina Lombardi

Senior Vice President of Commercial Development and Strategy

Mr Alex Cardona

Senior Vice President of Traffic Development, Customer Services and Administration

Ing. Kevin Alamango

Senior Vice President of Technical Services

Ms Alexia Aquilina

Head of People and Culture

Mr Robert Mizzi

Head of Aerodrome Safety and Compliance

Ms Justine Baldacchino

Head of Sustainability and Analytics

The Audit Committee

The Audit Committee was established in line with the requirements of the Capital Markets Rules, with the responsibilities of this body including oversight for the integrity and transparency of the Company's financial reporting, as well as the effectiveness of the Company's internal controls, risk management and, where applicable, internal audit functions in relation to financial reporting.

In addition, the Committee monitors the independence and performance of the statutory auditors, reviews reports issued by them, oversees the auditor selection process, and makes recommendations to the Board regarding their appointment. The Committee also reports to the Board on the outcome of the statutory audit and the Committee's role in safeguarding the integrity of the financial reporting process.

When the Audit Committee's monitoring and review activities reveal cause for concern or scope for improvement, it makes recommendations to the Board on the action needed to address the issue or make such improvements.

The Audit Committee met seven times in 2025

Risk Management and Business Continuity

Malta International Airport's primary champion for risk identification and control is the Risk Management Committee. This committee convenes several times a year to discuss recent developments and review the Company's risk management approach, which is based on the guiding principles of the International Risk Management Standard ISO 31000:2018 and the COSO (Committee of Sponsoring Organisations of the Treadway Commission) standard for Enterprise Risk Management.

The Risk Management Committee is responsible for developing and reviewing the Company's Corporate Risk Register and, together with risk owners, assessing risks against the risk appetite established by the Board of Directors. In line with the Company's Risk Management Policy, the risk assessment criteria are reviewed annually and updated where necessary. Key risks are also included in regular risk reports submitted to the Audit Committee, while any emerging risks or significant changes in risk exposure warranting the Audit Committee's or the Board's attention are reported as soon as they are identified.

During the year under review, the committee comprised representatives from these departments: Finance; ICT Management Systems; Sustainability and Analytics; Operations Quality; Technical Facilities; Security Services; and Airport Operations together with an independent advisor. This cross-functional composition is largely a reflection of the eight principal risk categories (strategic; operational; financial; regulatory; reputational; fraud; aviation safety; and security) established by the Company.

The Company's business continuity framework, encompassing a Business Continuity Policy together with a Business Continuity Manual that defines the scope of our Business Continuity Management System, complements our risk management efforts, assuring the preparedness of the Company in the resumption of critical business processes in the event of a disruptive incident.

Transparency and Shareholder Engagement

Company Announcements and Guidance

As a local listed company, Malta International Airport issued 40 Company Announcements on the Malta Stock Exchange during the year under review, keeping the market informed of its traffic and financial performance, changes in leadership, corporate actions, particularly the Share Buyback Programme approved by the Company's shareholders during its 33rd Annual General Meeting, Board meeting dates and decisions taken by the Board.

Through such announcements, the Company also provided guidance that went beyond its obligations as a listed company on its expected traffic performance, revenue generation, EBITDA, net profit and capital expenditure, increasing levels of transparency and enabling shareholders and investors to make informed decisions based on the Company's outlook. All these key performance indicators, which were listed in the guidance issued on 4 August 2025, were exceeded except for capital expenditure.

The Annual General Meeting and Other Initiatives

In 2025, the Company held its 33rd Annual General Meeting in accordance with Article 128(1) of the Maltese Companies Act. Shareholders, members of the leadership team, local stockbrokers and representatives of the press were invited to attend. The AGM provided shareholders with an opportunity to exercise their voting rights on a number of resolutions, including the approval of a Share Buyback Programme, and to direct questions related to the Company and its performance to the Board of Directors.

Beyond fulfilling its statutory obligation to hold an Annual General Meeting, the Company continues to place strong emphasis on meaningful and transparent engagement with its shareholders. During the year under review, shareholders were invited to participate in an exclusive airport tour, providing them with a better understanding of the Company's day-to-day operations, investments and ongoing and planned developments. Shareholders were also invited to attend an exclusive event held at the Mediterranean Conference Centre in Valletta, during which they had the opportunity to learn more about the preservation of wartime heritage and the Malta Airport Foundation's role in this regard.

Complementing these initiatives, the Company issued two shareholders' newsletters during the year, providing updates on key developments, as well as held two meetings with local stockbrokers, helping support informed investment decisions, and a meeting with the Malta Association of Small Shareholders (MASS).

09

Appendices

Appendix 1

Criteria for reporting on selected sustainability information as at 31st December 2025

Environmental Reporting Criteria

GRI Standard	Indicator	Subject to PwC Assurance	Units		Source	Methodology	Activity Data	Conversion Rates	Other comments
GRI 103	GRI 103-2	Energy Consumption and Self-generation within the organisation	Yes	MWh	Energy consumption for MIA consists of non-renewable fuel, purchased electricity consumption, and self-generated renewable electricity consumption. Self-generated renewable electricity is also separately fully exported to the grid	Fuel Consumption	All fuel consumed by MIA is derived from non-renewable sources; including: 1. Diesel for company vehicles and generators 2. Petrol for company vehicles and generators 3. LPG & Propane for operating forklifts and training purposes	a. Vehicles - supplier fuel invoices are used to source litres consumed b. Generator - supplier fuel invoices are used to source litres purchased and meter readings for the net change in generator levels is used to calculate the consumption during the reporting year c. LPG - LPG is measure either through a flow meter or else through supplier invoices. For Propane, supplier fuel invoices are used to source litres consumed	DEFRA 2025 Conversion rates are used to convert the litres/ kgs of fuel into MWh. The Net calorific value is used in these conversions. Rates: Diesel: 9.927kWh/Litre Petrol: 9.201kWh/Litre LPG: 6.761kWh/Litre // 12.762kWh/kg Propane: 6.637kWh/Litre // 12.889kWh/kg	2025 is the first reporting year, where LPG was included in the fuel consumption. 2024 figures were updated to reflect the inclusion of these two new sources in the calculation
						Purchased Electricity consumption	Purchased Electricity consumption includes electricity supplied through the electricity supplier in Malta (Enemalta). Any third party electricity consumption within the organisation's upstream and downstream value chain, which is being metered and recharge by the organisation is excluded from the calculation.	Monthly readings of electricity meters. All main meters include third party consumption, which is separately metered by MIA. These third party consumptions are deducted to calculate net MIA consumption.	All readings are taken in kWh	
						Self Generated renewable electricity consumption	This includes all photovoltaic energy generated at the airport and consumed (including those with a FIT agreement). Any clean energy generated which is exported is excluded from this calculation.	Monthly readings of meters	All readings are taken in kWh	
						Self Generated renewable electricity sold	This includes all photovoltaic energy generated at the airport and fully exported to the grid.	Monthly readings of meters	All readings are taken in kWh	
	GRI 103-4	Energy Intensity Ratio	No	MWh/ pax	Energy intensity ratio measures the total energy consumed within the organisation for every passenger handled. It is derived by dividing the energy consumption by the total number of passengers during the reporting year.	Energy consumption	NET Energy consumption during the reporting year (as per GRI 103-2)			
						Passengers	This is defined as the total number of schedule and charter passengers during the reporting year.			
	GRI 103-5	Reduction in Energy consumption	No	MWh	This is the reduction in energy consumption from the previous reporting year.	Energy consumption	NET Energy consumption during the reporting year (as per GRI 103-2)	The comparison with previous reporting periods are reported separately for each Energy source		

GRI Standard	Indicator	Subject to PwC Assurance	Units		Source	Methodology	Activity Data	Conversion Rates	Other comments
GRI 102	GRI 102-5 Scope 1 GHG Emissions	Yes	Tonnes CO_2	Scope 1 emissions include the CO_2 equivalent emissions coming from fuel consumption, which for MIA these emissions are from direct energy production from the use of fuels, refrigerants, fire-fighting operations, CO_2 refilling and LPG usage. These are from sources owned and controlled by an organisation, and are a direct result of activities undertaken by the organisation.	Fuel Consumption		Activity data explained in 'Energy Consumption' above	DEFRA 2025 Conversion rates are used to convert the litres into $kgCO_2e$ per litre Emission Factors: Diesel: 2.66$kgCO_2e$/litre Petrol: 2.34CO_2e/litre	
					LPG & Propane		Activity data explained in 'Energy Consumption' above	Emission factors provided by the national supplier are used to convert kgs into $kgCO_2e$ Emission Factors: LPG & Propane: 1.5$kgCO_2e$/litre LPG & Propane: 3CO_2e/kg	
					Fugitive Sources	Emissions from fugitive sources include: a. CO_2 emissions released during refilling of CO_2 extinguishers within the organisation b. Emissions from refrigerant leakages of air conditioning units operated within the premises	CO_2 refilling is calculated based on CO_2 supplier invoices. Refrigerant leakages are reported according to the quantity of refrigerants purchased during the reporting year.	CO_2 refilling is quantified at 1$kgCO_2e$ per kg of CO_2 lost. DEFRA 2025 Conversion rates are used to convert the litres of refrigerants into $kgCO_2e$. Emission Factors: Freon 134a: 1300$kgCO_2e$/kg Freon 410A: 1924$kgCO_2e$/kg HFC 32: 677$kgCO_2e$/kg	It is assumed that all refrigerant purchased is equal to the amounts refilled. This figure fluctuates significantly from one reporting year to another, since the calculation is based on purchasing efforts rather than actual consumption.
	GRI 102-6 Scope 2 GHG Emissions	Yes	Tonnes CO_2	Scope 2 emissions include those indirect emissions from grid electricity consumption. For MIA these emissions are from the consumption of purchased electricity.		This is calculated by multiplying the grid electricity consumption with the appropriate location or market based emission factor; such that: a. location based (average emissions from national grid; using national production mix emission factor) b. Market based (emissions from electricity the organisation has chosen)	NET Energy consumption during the reporting year (as per GRI 103-2) ; excluding any energy consumption within the organisation's upstream and downstream value chain. In addition, the renewable energy generated onsite with a FIT agreement is also included since this makes up part of the grid electricity consumption and is still responsible for carbon emissions	a. Location based: National Grid emission factor for 2024 is used, since this is latest emission factor published by Enemata plc., the sole electricity provider in Malta. Emission factor: 0.389$KgCO_2$/kWh b. Market based : European Attribute Mix factor for 2024 is used, since this is latest emission factor published by AIB. Emission factor: 0.3984$KgCO_2$/kWh	
	GRI 102-7 Scope 3 GHG Emissions	No	Tonnes CO_2	Scope 3 emissions include all indirect emissions that occur across an organisation's upstream and downstream value chain. These emissions are reported in line with the 15 Scope 3 categories defined by the GHG Protocol. Where data is not yet available or a category is not applicable, this is clearly disclosed in this document.	Category 1: Purchased Goods & Services	This includes the upstream emissions associated with the production of goods and services purchased by the organisation during the reporting year. These emissions are calculated using a spend-based approach, by multiplying the annual expenditure for each purchased good or service by the relevant emission factor.	The Trial Balance Sheet provided by the Finance Department is reviewed and relevant OPEX expenditure is identified for inclusion in the Category 1 emissions calculation. Expenditure is mapped to appropriate emission factors, with additional ledger information used to refine the calculation for high-emitting accounts.	Emission factors are primarily sourced from the Open CEDA database, with proxy factors from Climatiq and US EEIO used where required. Expenditure is reported in EUR and mapped to the most appropriate sector. Emission factors are based on a 2025 EUR purchaser price basis and a cradle-to-gate boundary. Where required, currency conversion is applied using a EUR/USD rate of 1.13 based on Eurostat data available at the beginning of 2026. No inflation adjustment is applied.	

GRI Standard	Indicator		Subject to PwC Assurance	Units		Source	Methodology	Activity Data	Conversion Rates	Other comments
						Category 2: Capital Goods	This includes the upstream emissions associated with the production of capital goods purchased or acquired by the organisation during the reporting year. These emissions are calculated using a spend-based approach, by multiplying the annual expenditure for each capital good by the relevant emission factor.	The final CAPEX Sheet provided by the Finance Department is used as the primary source of activity data and includes major asset investments and pre-payments during the reporting year. CAPEX expenditure is mapped to appropriate emission factors, with project-level information used to refine the mapping for high-emitting projects where available.	Emission factors are primarily sourced from the Open CEDA database, with proxy factors from Climatiq and US EEIO used where required. Expenditure is reported in EUR and mapped to the most appropriate sector. Emission factors are based on a 2025 EUR purchaser price basis and a cradle-to-gate boundary. Where required, currency conversion is applied using a EUR/USD rate of 1.13 based on Eurostat data available at the beginning of 2026. No inflation adjustment is applied.	
GRI 102	GRI 102-7	Scope 3 GHG Emissions	No	Tonnes CO_2	Scope 3 emissions include all indirect emissions that occur across an organisation's upstream and downstream value chain. These emissions are reported in line with the 15 Scope 3 categories defined by the GHG Protocol. Where data is not yet available or a category is not applicable, this is clearly disclosed in this document.	Category 3: Fuel and Energy Related Activities	This includes the well to tank emissions from Energy sources reported under Scope 1 and Scope 2. This is calculated by multiplying the yearly consumption by the well to tank emission factor for each source. The Transmission & distribution losses for Electricity between the producer and the consumer are also taken into consideration	Activity data explained in 'Energy Consumption' above	DEFRA 2025 well to tank emission factors are used to report the $kgCO_2e$ released Emission Factors: Diesel: 0.62$kgCO_2e$/litre Petrol: 0.61$kgCO_2e$/litre LPG: 0.19$kgCO_2e$/litre Electricity: 0.05$kgCO_2e$/kWh Electricity T&D: 0.00397$kgCO_2e$/kWh	2025 is the first reporting year for this category
						Category 4: Upstream Transportation & Distribution	NA: Scope 3 Category 1 & Category 2 emissions are calculated using a spend-based approach, applying emission factors from Watershed's Comprehensive Environmental Data Archive (CEDA) data warehouse. The emission factors applied are based on a purchaser price basis, meaning they incorporate not only the direct production (producer-price) emissions of the purchased good or service, but also the wholesale, retail, and transportation margins embedded in the final price paid by the airport to its suppliers. Because these margins reflect the actual distribution and delivery costs incurred in bringing purchased goods from the supplier to the airport, the associated transportation and distribution emissions are inherently captured within the Category 1 and Category 2 figures reported.			

GRI Standard		Indicator	Subject to PwC Assurance	Units		Source	Methodology	Activity Data	Conversion Rates	Other comments
GRI 102	GRI 102-7	Scope 3 GHG Emissions	No	Tonnes CO_2	Scope 3 emissions include all indirect emissions that occur across an organisation's upstream and downstream value chain. These emissions are reported in line with the 15 Scope 3 categories defined by the GHG Protocol. Where data is not yet available or a category is not applicable, this is clearly disclosed in this document.	Category 5: Waste generated	This includes solid waste processing which is done by the external contractor, together with any emissions from wastewater treatment	a. Solid processing waste: Waste data is obtained from invoices provided by the supplier b. Waste water treatment :This is obtained from the calculation of Water Discharge. This includes potable water from WSC which is discharged to sewers and non-potable water from harvested and ground water deliveries which is pumped to the terminal and discharged to sewers.	DEFRA 2025 emission factors are used to report the $kgCO_2e$ released, per waste category & for the water treatment Emission Factors: Waste: _ $kgCO_2e/kg$ (depending on waste category per disposal type) Wastewater : $0.17088kgCO_2e/m^3$	
						Category 6: Business Travel	This includes all flight emissions from business travel for MIA employees and other employees which the flight ticket is paid for by the Organisation. It currently excludes travel by road/train when on business trips.	Business Travel per flight & employee is recorded through logs in an excel sheet.	The kgs of Aircraft Emissions are derived from ICAO Calculation (https://www.icao.int/ENVIRONMENTAL-PROTECTION/CarbonOffset/Pages/default.aspx), depending on the origin and destination of flights recorded	
						Category 7: Employee Commute	This includes the staff commute of both MIA and stakeholder employees on airport grounds. Currently excludes work from home emissions	Internal Survey is carried out amongst all employees to extract the kms travelled during the reporting year, per mode of transport. Extrapolation of results using the organisation's or national locality distribution is used to derive the total emissions.	Emission Factors: by mode of transport from DEFRA UK.	
						Category 8: Upstream Leased Assets	NA: MIA does not lease assets from other entities. All relevant emissions associated with airport operations are therefore accounted for under Scope 1 and Scope 2.			
						Category 9: Downstream Transportation & Distribution	NA: MIA does not sell physical products requiring downstream transportation or distribution by third parties.			
						Category 10: Processing of Sold products	NA: MIA's activities do not involve the sale of products requiring further processing or transformation by third parties.			

GRI Standard	Indicator	Subject to PwC Assurance	Units		Source	Methodology	Activity Data	Conversion Rates	Other comments
GRI 102	GRI 102-7	Scope 3 GHG Emissions	No	Tonnes CO_2	Scope 3 emissions include all indirect emissions that occur across an organisation's upstream and downstream value chain. These emissions are reported in line with the 15 Scope 3 categories defined by the GHG Protocol. Where data is not yet available or a category is not applicable, this is clearly disclosed in this document.	Category 11: Use of Sold Products	This includes the emissions from all relevant products sold by the organisation in the reporting year across the portfolio, including; a. Aircraft Emissions including flight emissions, APU & GPU usage, and engine testing b. Scope 1 emissions from tenants and partners b. All landside traffic from passengers. This currently excludes visitor and visitor access traffic	a. Aircraft Emissions including: i. Full flight emissions: Full flight emissions are extracted from a software tool, which captures all observed flight activity, including taxiing time. ii. GPU usage: Fuel consumed provided by the relevant ground handlers & the emissions released are calculated by multiplying the kgs of fuel burnt by the emission factor for Jet A1 fuel iii. APU usage: APU operation timings are obtained from the respective ground handlers & the emissions released are calculated by multiplying the kgs of fuel burnt by the emission factor for Jet A1 fuel iv. Engine Testing: Internal company records is used to calculate the count of engine run-ups performed. Otherwise, fuel data provided by airport stakeholders is used to calculate emissions. b. Scope 1 emissions: Fuel consumption data is obtained through direct data collection from airport stakeholders. If data is not provided, corresponding assumptions are taken to extrapolate any missing information. c. Landside Traffic: Information derived from surveys with data extrapolated to reflect the total emissions from the total passenger traffic during the reporting year.	For Aircraft Emissions, the software tool converts automatically the kgs of fuel burnt during the full flight into emissions. Other emission factors used for engine testing were extracted from the ACERT tool mainly: Emission Factors: 3.163kgCO_2e/kg fuel for JetA1 fuel 3.33949kgCO_2e/kg for Piston aircraft group during Engine Testing 3.16279kgCO_2e/kg for Piston aircraft group for Jets Fuel Emission Factors: Same emission factors used as per Scope 1 Landside Emission factors: Same emission factors used for Employee Commuting (Category 7)	
						Category 12: End of life treatment of sold products	NA: MIA does not sell physical products that generate end-of-life waste requiring treatment or disposal by third parties.		
						Category 13: Downstream leased assets	This includes the electricity emissions of assets of the airport operators, leased to airport tenants. Fuel emission factors already included under Category 11.	Electricity consumption data is either based on meter readings acquired directly by the Organisation, or else provided by stakeholders as yearly consumption	Same emission factors used as per Scope 2 (location based method only considered)	
						Category 14: Franchises	NA: MIA does not operate a franchise business model whereby third-party franchisees operate under the MIA brand or business model.		
						Category 15: Investments	NA: MIA does not have material investments within the reporting boundary that give rise to Scope 3 Category 15 emissions. The airport's activities are primarily operational in nature and do not involve significant investment activities requiring reporting under this category.		

GRI Standard		Indicator	Subject to PwC Assurance	Units		Source	Methodology	Activity Data	Conversion Rates	Other comments
GRI 102	GRI 102-8	GHG Emission Intensity	No	Tonnes CO_2/ pax	This measure the total emissions for every passenger handled. It is derived by dividing the gross total emissions by the total number of passengers during the reporting year.	Gross Total Emissions	Only Scope 1 and Scope 2 emissions are included in this calculation since these emissions are within the organisational's control			
						Passengers	This is defined as the total number of schedule and charter passengers during the reporting year.			
GRI 303	GRI 303-3	Water withdrawal	Yes	m^3	This measure includes the total amount of water taken from source for use by the Organisation namely from: a. Surface Water b. Ground Water c. Third party Water	Surface Water	This includes a calculation of all rain water harvested on airports ground through reservoirs. The calculation is derived by multiplying the catchment area of the reservoirs, rainfall and runoff coefficient.	Rainfall data is collected daily and multiplied with the catchment areas and run off coefficient for each reservoir on airport grounds	2025 was the first year where the biggest reservoir (10,605m^3) was operational and the first year which borehole ground water extraction was performed	
						Ground water	This includes water which is being held in and recovered from underground formation. The organisation has two sources which are either through water deliveries from an external suppliers and water extraction from borehole supply	The volume of extracted water is monitored through monthly readings of water meters.		
						Third Party Water	This refers to municipal water suppliers, which in Malta is specifically the Water Services Corporation.	Monthly readings of water meters. All main meters include third party consumption, which is separately metered by MIA. These third party consumptions are deducted to calculate net MIA consumption		
	GRI 303-4	Water discharge	Yes	m^3	This measure indicates the volume of water leaving the organisation boundaries; namely from: a. Surface Water & Groundwater discharged to sewers b. Third party Water discharged to sewers	Surface Water & Groundwater discharged to sewers	This includes the amount of non-potable water (either from rain water harvesting or from ground extraction) which is discharged back to the sewers	Monthly consumption readings of water meters, excluding irrigation uses since this is not pumped back into sewers		
						Third party Water discharged to sewers	Non-hazardous waste is defined as all waste which does not meet the definition of hazardous as described above.	Same as third party water in 'Water Withdrawal'		
	GRI 303-5	Water consumption	Yes	m^3	This measure is the portion of withdrawn water that is not returned to the environment	Water consumption	This is calculated using Water Withdrawal - Water Discharge			

GRI Standard		Indicator	Subject to PwC Assurance	Units		Source	Methodology	Activity Data	Conversion Rates	Other comments
							Waste composition refers to the classification of waste as hazardous or non-hazardous and broken down by waste stream.			
	GRI 306-3	Waste generated	Yes	Tonnes	Waste is defined as any substance or object that MIA discards, intends to discard, or is required to discard as per national Waste Regulations and due to the organisations own activity.	Total Waste	Hazardous waste is defined in accordance with local waste regulations which includes waste that, due to its chemical composition or other properties, poses substantial risks to human health or the environment if not properly managed. Non-hazardous waste is defined as all waste which does not meet the definition of hazardous as described above.	The amount of waste is provided by a third party contractor who collects and weighs the waste from the Organisation's designated disposal areas. The total weight of waste is categories by waste stream waste type and disposal method		
GRI 306	GRI 306-4	Waste diverted from disposal	Yes	Tonnes	This refers to waste that is prevented from being sent to disposal operations (such as landfilling or incineration with or without energy recovery) and instead undergoes a recovery operation which can either be preparation for reuse, recycling or other recovery option.	Recycled Waste	The waste diverted from disposal includes the following waste streams: i. Cardboard ii. Plastic iii. Glass iv. Iron & Steel vi. Paper vii.Electrical Tubes vii. Tyres	Same activity data as 'Waste generated'		
	GRI 306-5	Waste directed to disposal	Yes	Tonnes	This refers to all waste which is not diverted from disposal. In MIA's context, waste directed to disposal is either landfilled or incinerated for energy recovery	Landfill Waste + Hazardous Waste+ Incinerated for energy recovery	The waste diverted to disposal and is being sent to landfill includes: i. Wood ii. Construction Material and Sand iii. Cooking Oil (litres) iv. General Waste v. Mixed Industrial Waste vi. Soiled Green Waste vii. Hazardous Waste : Electronic Equipment, Batteries, Asbestos, Waste Oil, Electrical tubes The waste diverted to disposal and incinerated for energy recovery includes: i. Organic Waste ii. Organic Green Waste	Same activity data as 'Waste generated'		

Social Reporting Criteria

GRI Standard	Indicator	Indicator Definition	Relevance to MIA	Source of Activity Data	Methodology	Conversion Factors	Assumptions & Estimates
GRI 401-1	New Employee Hires & Employee Turnover	This indicator measures the total number and rate of employees who joined and left Malta International Airport plc (MIA) during the reporting period. It provides insight into workforce growth, employee retention and workforce stability.	As the operator of Malta's only international airport, MIA relies on a skilled and stable workforce to ensure operational continuity and service excellence. Monitoring employee hiring and turnover enables the Company to assess workforce planning, identify retention trends and support long-term talent management.	Data is extracted from MIA's Human Resources Information System and payroll records, which record all employee commencements and terminations.	New hires include all employees who commenced employment with MIA during the reporting period excluding students and summer workers Employee turnover includes all voluntary and involuntary employment terminations occurring during the reporting period. Demographic breakdowns are based on employee records as at the date of hire or termination.	NA	Internal transfers and changes in employment position are not considered new hires or employee turnover. Employee category classifications are based on the Company's organisational structure at year-end. Summer workers, interns, apprentices or students are not considered as employees for this report, unless they are hired as a full-time employee during the year. Turnover includes both voluntary (eg. resignations, retirement, etc) and (eg. retirement, end of term contracts, redundancies, etc.) employment terminations.

GRI Standard	Indicator	Indicator Definition	Relevance to MIA	Source of Activity Data	Methodology	Conversion Factors	Assumptions & Estimates
GRI 403-9	Work-related Injuries	This indicator measures the occurrence of work-related injuries sustained by employees while performing work activities. Work-related injuries are defined as injuries that arise from exposure to hazards at work. Other incidents that occur at the workplace but are not connected with the work itself are not considered work-related.	Ensuring the health and safety of employees is fundamental to maintaining safe airport operations. Monitoring injury rates enables MIA to identify safety risks, evaluate the effectiveness of occupational health and safety programmes, and drive continual improvement.	Occupational Health & Safety incident reporting records. Payroll records for employee headcount and hours worked.	Formula Used: Number of recordable work-related injuries/Number of hours worked) x 1,000,000 Rates were calculated based on 1,000,000 hours works as a rate based on 1,000,000 hours worked indicates the number of work-related injuries per 500 full-time workers over a one-year timeframe, thus allowing for comparability with organisations of a similar size. The total number of hours worked used as the denominator is calculated by first determining full-time equivalent employees (FTEs) based on actual hours worked during the reporting period. The resulting FTE figure is multiplied by the standard annual working hours applicable to a full-time employee, excluding annual leave entitlements, public holidays and other leave or absence entitlements, including sick leave. The calculation therefore reflects estimated productive hours worked during the reporting period.	NA	Only recordable work-related injuries are included. Contractor injuries are excluded unless otherwise stated (eg. Employees of third-party companies. Subcontractors, consultants, or temporary workers hired through another company). Incidents are recorded based on the date on which they occur. However, reporting is carried out in accordance with regulatory requirements. Specifically, incidents are reported to the OHSA where applicable within three days of the incident, and to the Social Security Department within ten days, as required. Both the incident date and the reporting date are documented to ensure compliance and provide a clear audit trail.
GRI 403-10	Work-related ill health	This indicator measures reported cases of work-related ill health experienced by employees as a result of workplace exposures or work activities.	Monitoring occupational illness supports MIA's commitment to protecting employee wellbeing and identifying workplace health risks.	Occupational Health & Safety records.		NA	Only confirmed work-related illnesses reported during the reporting period are included.

GRI Standard	Indicator	Indicator Definition	Relevance to MIA	Source of Activity Data	Methodology	Conversion Factors	Assumptions & Estimates
GRI 404-1	Average Hours of Training Per Employee	This indicator measures the average number of hours of training completed by employees during the reporting period. These activities may include internal training courses organised by the Company, such as onboarding, technical training, compliance training, and leadership programmes; external training courses that are paid for or supported by the Company, such as certifications, workshops, seminars, and conferences; structured learning programmes with defined objectives, content, and duration; and job-related skills development activities designed to enhance employees' knowledge, capabilities, and ability to perform their roles effectively.	Continuous learning is essential to maintaining operational excellence, regulatory compliance and employee development across airport operations. Training is also necessary for regulatory purposes.	Learning and Development records maintained by the Human Resources Department through the Learning Management System.	Formula used: Average training hours per employee = Total number of training hours completed by employees during the reporting period ÷ Total number of employees For the purpose of this calculation, an employee is defined as an individual who has an employment relationship with the company. Summer workers, interns, apprentices, trainees are excluded, and the total employees represent the total headcount as at year-end. This includes individuals who are recognised as employees and are subject to the organisation's employment terms, policies, and conditions. The employee count used in the calculation should reflect the average number of employees during the reporting period and should be consistent with the organisation's approach to reporting workforce data. Contractors, consultants, and other workers who do not have an employment relationship with the organisation are excluded unless otherwise stated.	NA	Mandatory, technical and professional development training are included. Informal on-the-job coaching as well as physical training are excluded. In this context, physical training refers to exercise, fitness, sports, wellness or recreational activities primarily intended to improve physical health or conditioning, rather than employees' job-related knowledge, technical competence or professional skills. Operational or safety training involving physical activity remains included where it has defined learning objectives and is required for employees to perform their roles safely and effectively.

GRI Standard	Indicator	Indicator Definition	Relevance to MIA	Source of Activity Data	Methodology	Conversion Factors	Assumptions & Estimates
GRI 404-3	Percentage of Employees Receiving Regular Performance & Career Development Reviews	This indicator measures the proportion of employees who received a formal performance and career development review during the reporting period.	Regular performance reviews support employee development, succession planning and organisational performance.	Human Resources digital performance management records		Formula used: Percentage of employees receiving regular performance and career development reviews = (Number of eligible employees who completed a documented performance and career development review during the reporting period ÷ Total number of eligible employees as at year-end) × 100 For this indicator, the definition and scope of employees are aligned with those applied across the other GRI workforce indicators, including GRI 401 and GRI 404. Accordingly, the denominator comprises employees who have a direct employment relationship with the Company and are included in the eligible year-end headcount; summer workers, interns, apprentices, trainees, contractors, consultants and other individuals without a direct employment relationship are excluded.	Only completed and documented reviews are included. Reviews that are done outside of the performance review cycle are not included.
GRI 405-1	Diversity of Governance Bodies & Employees	This indicator measures diversity within MIA's governance bodies and workforce.	A diverse workforce supports innovation, better decision-making and reflects MIA's commitment to equal opportunity and inclusion.	Human Resources employee records. Committee terms of reference and governance records.	For the purposes of this indicator, a governance body is a formally constituted body within the Company that has authority and accountability for overseeing the Company's strategic direction, executive management, risk, controls and governance matters. Accordingly, MIA's governance bodies comprise the Board of Directors and the committees to which the Board has formally delegated governance responsibilities, namely the Executive Committee and the Audit Committee, in line with their respective terms of reference.	NA	Only diversity characteristics voluntarily disclosed or legally permitted to be reported are included.

GRI Standard	Indicator	Indicator Definition	Relevance to MIA	Source of Activity Data	Methodology	Conversion Factors	Assumptions & Estimates
GRI 405-2	Ratio of Basic Salary & Remuneration of Women to Men	This indicator measures the ratio of average basic salary and remuneration received by women compared with men within equivalent employee categories.	Monitoring pay equity supports MIA's commitment to equal remuneration for work of equal value and helps identify potential pay disparities.	Payroll and remuneration records.	For this indicator, the definition and scope of employees are aligned with those applied under GRI 401 and GRI 404. Employees are individuals who have a direct employment relationship with the Company and are subject to its employment terms, policies and conditions. Summer workers, interns, apprentices, trainees, contractors, consultants and other individuals without a direct employment relationship are excluded. The employee population used for the calculation is consistent with the eligible year-end headcount reported for the other workforce indicators.	NA	Calculations are based on employees in comparable roles and employee categories. Basic salary includes contractual salary only unless otherwise stated. Remuneration includes salary and applicable contractual remuneration components recorded within payroll. For employees who did not work for the full reporting year, basic salary and applicable remuneration components are annualised to ensure comparability within the same employee category. The annualised amount is calculated by dividing the actual salary or remuneration earned during the period of employment by the number of months worked and multiplying the result by 12. This adjustment reflects the equivalent full-year value and does not represent the amount actually paid to the employee during the reporting period.

Appendix 2 Independent Assurance Report

Independent practitioner's limited assurance report on the Identified Sustainability Information in Malta International Airport plc's 2025 sustainability report

To the Corporate Responsibility ('CR') Committee of Malta International Airport plc

LIMITED ASSURANCE CONCLUSION

We have conducted a limited assurance engagement on the 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 2025 ('2025 Sustainability Report').

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 is not prepared, in all material respects, in accordance with Reporting Criteria.

BASIS FOR CONCLUSION

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance engagements other than audits or reviews of historical financial information ("ISAE 3000 (Revised)") issued by the International Auditing and Assurance Standards Board.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under these standards are further described in the Practitioner's responsibilities section of our report.

IDENTIFIED SUSTAINABILITY INFORMATION

The Identified Sustainability Information for the year ended 31 December 2025 is summarised below:

Type	GRI Standard	Disclosure
Economic	202-1	Ratio of standard entry-level wage by gender compared to the local minimum wage
	204-1	Proportion of spending on local suppliers
Environmental	102-5	Scope 1 GHG emissions
	102-6	Scope 2 GHG emissions
	103-2	Energy consuption and self-generation within the organisation
	303-3	Water withdrawal
	303-4	Water discharge
	303-5	Water consumption
	306-3	Waste generated
	306-4	Waste diverted from disposal
	306-5	Waste directed to disposal
Social	401-1	New employee hires and employee turnover
	403-9	Work-related injuries
	403-10	Work-related ill-health
	404-1	Average hours of training per year per employee
	404-3	Percentage of employees receiving regular performance and career development reviews
	405-1	Diversity of governance bodies and employees
	405-2	Ratio of basic salary and remuneration of women to men

REPORTING CRITERIA

The Identified Sustainability Information needs to be read and understood together with the Reporting Criteria. The Criteria are included as an attachment to this report, included in Appendix 1 'Criteria for reporting on selected sustainability information 31st December 2025' on pages 88 – 111 of the 2025 Sustainability Report (the 'Criteria').

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

RESPONSIBILITIES FOR THE IDENTIFIED SUSTAINABILITY INFORMATION

MIA is responsible for:

- selecting and establishing the Criteria;
- the preparation of the Identified Sustainability Information in accordance with the Criteria and with reference to the GRI Sustainability Reporting Standards (the 'GRI Standards');
- 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, 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 2025 Sustainability Report, including responsibility for determining the material aspects (as defined in GRI Standards), indicators (as so defined) and other content of the 2025 Sustainability Report; and retaining sufficient and appropriate evidence to support the aforementioned. The CR Committee of the Company is also responsible for overseeing the Company's sustainability reporting process.

INHERENT LIMITATIONS IN PREPARING THE IDENTIFIED SUSTAINABILITY INFORMATION

Non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating and sampling or estimating such data. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgements.

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, greenhouse gas ('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.

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.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) and ISAE 3410, we exercise professional judgement and maintain professional scepticism 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.

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 judgement, 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 processes, the control environment and the information systems relevant to the preparation of the Identified Sustainability Information;
- Performed inquiries of relevant personnnel and analytical procedures on selected information in the Identified Sustainability Information;
- Performed substantive assurance prcoedures on selected information in the Identified Sustainability Information;
- Evaluated the appropriateness of quantification methods and reporting policies as disclosed within the Reporting Criteria;
- Evaluated methods, assumptions, and data for developing estimates, noting that our procedures did not involve testing the data on which the estimates are based or separately developing our own estimates against which to evaluate MIA's estimates.

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 sustainability report, including the completeness thereof.

RESTRICTION ON DISTRIBUTION AND USE

Our report, including the conclusion, is intended solely for the CR Committee of MIA as a body, to assist them in reporting on MIA's sustainable development and activities. We permit the disclosure of this report within the 2025 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 2025 Sustainability Report. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the CR Committee as a body and MIA for our work or this report save where terms are expressly agreed and with our prior consent in writing.

NORBERT VELLA
Principal
2 October 2026

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

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 538

	Full-Time	Part-Time	Total
Indefinite Contract	283	9	292
Definite Contract	215	31	246

Indefinite Contract	Female	Male	Total
Full-Time	92	191	283
Part-Time	2	7	9

Definite Contract	Female	Male	Total
Full-Time	82	133	215
Part-Time	13	18	31

All	Female	Male	Total
Full-Time	174	324	498
Part-Time	15	25	40

Other Workers

The below information includes individuals who work on site or on behalf of the organisation but are not recognised as an employee under national law or practice.

Contracted	Total
Cleaning (Servizi Malta)	96
Security (G4S/Securital)	136

SITA	Total
Management	3
Project Management	3
Applications	3
IT	7
Networks	4
Electronics	6
Part-timers	4
Apprentices	3

Self-employed	Total
Maintenance (JB)	1
Employed with JB	3

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	
	Annual General Meeting	Annually	
	Shareholders' Event	Annual	
	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	Annual	
	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	
Tenants	Meetings with main operators	Monthly	Passenger experience Traffic performance Financial performance Operational issues Business continuity and long-term planning Customer feedback and consumption trends
	Marketing incentive meetings	Quarterly	
	Ad hoc meetings	As needed	

Continued on the next page.

Disclosure 2-29 Approach to stakeholder engagement

Stakeholder Group	Type of Engagement	Frequency of Engagement	Key Interests
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 and MHRA	Meetings	Monthly	Connectivity and 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 and development
	Terminal and airfield operations (AIRPORT USER COMMITTEE)	Semi-annually	
	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	

Stakeholder Group	Type of Engagement	Frequency of Engagement	Key Interests
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	Biannual	
	Exit interviews	As needed	
	Informatory management meeting	Quarterly	
	Performance reviews	At least annual but depends on department	
	Occupational Health and Safety Committee	Bi-monthly	
	Departmental meetings	Quarterly	
	Communications as part of operational management	Daily	
	Digital Noticeboards	Updated as needed	
	Intranet (COMPASS)	Updated as needed	
	Employee Focus Groups	As needed	
	My CEO Time	By appointment 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 Wage 2025 (per Collective Agreement)	Ratio to Minimum Wage	Minimum Wage Full-time
18 Years +			
Administration	€18,483 ✓	160% ✓	€11,533 ✓
Operational	€20,534 ✓	178% ✓	€11,533 ✓
Technical	€20,103 ✓	174% ✓	€11,533 ✓

	Actual Entry Level Wage 2025	Ratio to Minimum Wage
Female		
Administration	€20,103 ✓	174% ✓
Operational	€20,438 ✓	177% ✓
Technical	€0 ✓	0% ✓
Male		
Administration	€20,069 ✓	174% ✓
Operational	€20,036 ✓	174% ✓
Technical	€22,555 ✓	196% ✓

Entry level wages include only staff falling under the Collective Agreement, thereby excluding special workers, professionals and management. The entry level wage discrepancy between male and female employees in the Operational category stems from the fact that only males occupy the lower ranks within this category.

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	€439 m	€295 m	9,601 jobs

Environmental **GRI 102 CLIMATE CHANGE (102-5 TO 102-8)**

				Base Year	Reporting Period -1	Reporting Period	25/24	
GRI Standard	**Indicator**	**Units**		2015	2024	2025	Change	% Change
GRI 102-5	Scope 1 GHG Emissions	Tonnes CO_2		174	418	813 ✓	395	94%
GRI 102-6	Scope 2 GHG Emissions	Tonnes CO_2	Location based	6,775	4,557	4,582 ✓	25	1%
			Market based	NA	4,668	4,693 ✓	25	1%
GRI 102-7	Scope 3 GHG Emissions	Tonnes CO_2	Category 1: Purchased Goods & Services	NA		24,213	24,213	-
			Category 2: Capital Goods			24,905	24,905	-
			Category 3: Fuel and Energy Related Activities			618	618	-
			Category 4: Upstream Transportation & Distribution			*	-	-
			Category 5: Waste generated		490	540	50	-
			Category 6: Business Travel		50	49	(1)	(3%)
			Category 7: Employee Commute		1,758	2,936	1,178	67%
			Category 8: Upstream Leased Assets			NA	-	-
			Category 9: Downstream Transportation & Distribution			NA	-	-
			Category 10: Processing of Sold products			NA	-	-
			Category 11: Use of Sold Products		92,705	673,004	580,299	626%
			Category 12: End of life treatment of sold products			NA	-	-
			Category 13: Downstream leased assets		6,535	6,649	114	2%
			Category 14: Franchises			NA	-	-
			Category 15: Investments			NA	-	-
			Total		**101,538**	**732,913**	**631,375**	**622%**
GRI 102-8	GHG Emission Intensity	Tonnes CO_2/pax	Scope 1		418	813	395	94%
			Scope 2 - Location based**		4,557	4,582	25	1%
			Passengers		8,957,391	10,061,292		12%
			Total		**0.00056**	**0.00054**	**(0.00002)**	**(3%)**

**The above calculations/results use the official Enemalta Residual Mix emission factor for Scope 2 emissions of 0.389 kg of CO_2 available at the time of analysis.

*Data is being reported under Category 1 and Category 2.

GRI 103 ENERGY (103-2, 103-4 & 103-5)

						Renewable Energy Source				Non-renewable Energy Source				Total			
GRI Standard	Indicator	Units	Disclosure			2024	2025	Chng.	% Chng.	2024	2025	Chng.	% Chng.	2024	2025	Chng.	% Chng.
GRI 103-2	Energy Consumption and Self-generation within the organisation	MWh	103-2-a	Fuel Consumption *out of which:*	Diesel					1,073	1,364 ✓	291	27%	1,073	1,364 ✓	291	27%
					Petrol					110	113 ✓	2	2%	110	113 ✓	2	2%
					LPG & Propane					4	63 ✓	59	1646%	4	63 ✓	59	1475%
					Total					**1,187**	**1,540** ✓	**353**	**30%**	**1,187**	**1,540** ✓	**353**	**30%**
			103-2-b	Purchased electricity consumption	Renewable electricity from PV systems under FIT agreement / Electricity from Enemalta	362	634 ✓	272	75%	11,353	11,145 ✓	(208)	(2%)	11,715	11,779 ✓	64	0.5%
					Total	**362**	**634** ✓	**272**	**75%**	**11,353**	**11,145** ✓	**(208)**	**(2%)**	**11,715**	**11,779** ✓	**63**	**1%**
			103-2-c	Self-generated renewable electricity consumption	Self-consumed energy	179	176 ✓	(3)	(2%)					179	176 ✓	(3)	(2%)
					Total	**179**	**176** ✓	**(3)**	**(2%)**					**179**	**176** ✓	**(3)**	**(2%)**
			Total			**541**	**810** ✓	**269**	**50%**	**12,540**	**12,685** ✓	**145**	**1%**	**13,081**	**13,494** ✓	**413**	**3%**
			103-2-d	Self-generated renewable electricity sold	Energy which is exported	2,457	2,608 ✓	151	6%					2,457	2,608 ✓	151	6%
					Total	**2,457**	**2,608** ✓	**151**	**6%**					**2,457**	**2,608** ✓	**151**	**6%**
					Energy Consumption (MWh)									13,082	13,495	413	3%
					Passengers									8,957,391	10,061,292	1,103,901	12%
GRI 103-4	Energy Intensity Ratio	MWh/pax	**Total**											**685**	**745**	**60**	**9%**
					Electricity intensity Ratio									0.00133	0.00119	(0.0001)	(11%)
					Fuel intensity Ratio									0.00013	0.00015	0.0000	15%
GRI 103-5	Reduction in Energy consumption	MWh	**Total**			**-**								**13,082**	**13,495**	**412**	**3%**

GRI 303 WATER AND EFFLUENTS (303-3 TO 303-5)

GRI Standard	Indicator	Units	Disclosure		2024	2025	Change	% Change
GRI 303-3	**Water withdrawal** This represents all the water utilised by the organisation (net of water sold/used by third parties) including supplied by the WSC, harvested rainwater and borehole water delivered by a third-party contractor.	m^3	303-3-a	Surface Water*	22,463	61,782 ✓	39,319	175%
				Groundwater	54,160	57,793 ✓	3,633	7%
				Third Party Water	114,890	74,716 ✓	(40,174)	(35%)
			Total		191,513	194,291 ✓	2,778	1%
GRI 303-4	**Water discharge** This represents the water discharged back to the WSC (through the sewer system) as well as the net potable water supplied from the WSC together with 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.	m^3	303-3-b	Surface Water* & Groundwater	43,171	89,136 ✓	45,965	106%
				Third Party Water	114,890	74,716 ✓	(40,174)	(35%)
			Total		158,061	163,852 ✓	5,791	4%
GRI 303-5	**Water consumption** Finally, water consumption is calculated by subtracting the water discharged from the total water withdrawn.	m^3		Water Withdrawal - Water Discharge	33,452	30,440 ✓	(3,012)	(9%)

*Surface water is the GRI terminology used to refer to water occurring on the Earth's surface, such as water in rivers, lakes, wetlands, and reservoirs. Rainwater harvested on airport grounds and stored in reservoirs may therefore be classified as surface water depending on the circumstances and how the water is sourced and managed. In the main text of the report, notably pages 32 and 33, this source is referred to as rainwater.

GRI 306 WASTE (306-3 TO 306-5)

GRI Standard	Indicator	Units	Category	Waste Diverted From/To Disposal	Hazardous/ Non-hazardous	Disposal Operation	2024	2025	Change	% Change
GRI 306-3	Waste generated	kgs	Cardboard	Diverted From	Non-Hazardous	Recycling	134,970	162,650 ✓	27,680	20.5%
			Plastic	Diverted From	Non-Hazardous	Recycling	13,410	18,050 ✓	4,640	34.6%
			Glass	Diverted From	Non-Hazardous	Recycling	54,180	46,720 ✓	(7,460)	(13.8%)
			Organic	Directed To	Non-Hazardous	Incineration with energy recovery	48,020	62,760 ✓	14,740	30.7%
			Wood	Directed To	Non-Hazardous	Landfill	24,620	25,120 ✓	500	2.0%
			Iron & Steel	Diverted From	Non-Hazardous	Recycle	11,585	2,020 ✓	(9,565)	(82.6%)
			Construction material and Sand	Directed To	Non-Hazardous	Landfill	45,750	37,235 ✓	(8,515)	(18.6%)
		ltrs	Waste Oils	Directed To	Hazardous	Other	0	1,478 ✓	1,478	
			Cooking Oil	Directed To	Non-Hazardous	Landfill	543	0 ✓	(543)	(100.0%)
		kgs	General Waste	Directed To	Non-Hazardous	Landfill	825,204	848,060 ✓	22,856	2.8%
			Mixed Industrial Waste	Directed To	Non-Hazardous	Landfill	80,420	80,120 ✓	(300)	(0.4%)
			Paper	Diverted From	Non-Hazardous	Recycle	4,895	11,842 ✓	6,947	141.9%
			Soiled Green Waste	Directed To	Non-Hazardous	Landfill	16,100	3,800 ✓	(12,300)	(76.4%)
			Green Waste	Directed To	Non-Hazardous	Incineration with energy recovery	0	53,060 ✓	53,060	
			Tyres	Diverted From	Non-Hazardous	Recycle	1,400	2,470 ✓	1,070	76.4%
			IT/Electronic Equipment	Diverted From	Hazardous	Recycle	2,379	695 ✓	(1,684)	(70.8%)
			Batteries	Directed To	Hazardous	Other	0	166 ✓	166	
			Electrical Tubes	Diverted From	Hazardous	Recycle	587	712 ✓	125	21.3%
			Other	Directed To	Hazardous	Other	4,615		(4,615)	(100.0%)
			TOTAL in kgs				**1,268,678**	**1,356,958** ✓	**88,280**	**7%**
			TOTAL in Tonnes				**1,269**	**1,357** ✓	**88**	**7%**
				Total out of which are:	Hazardous		7,581	3,051 ✓	(4,530)	(59.8%)
					Non-Hazardous		1,261,097	1,353,907 ✓	92,810	7.4%
						Landfill	992,637	994,335 ✓	1,698	0.2%
						Recycle	223,406	245,159 ✓	21,753	9.7%
						Incineration (with energy recovery)	48,020	115,820 ✓	67,800	141.2%
						Other	4,615	1,644 ✓	(2,971)	(64.4%)
GRI 306-4	Waste diverted from disposal	kgs	**TOTAL in kgs**				**223,406**	**245,159** ✓	**21,753**	**10%**
		Tonnes	**TOTAL in Tonnes**				**223**	**245** ✓	**22**	**10%**
GRI 306-5	Waste directed to disposal	kgs	**TOTAL in kgs**				**1,045,272**	**1,111,799** ✓	**66,527**	**6%**
		Tonnes	**TOTAL in Tonnes**				**1,045**	**1,112** ✓	**67**	**6%**

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 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	23 ✓	4.28 ✓	8 ✓	1.49 ✓	32 ✓	5.95 ✓	14 ✓	2.60 ✓
30 - 50 years	43 ✓	7.99 ✓	25 ✓	4.65 ✓	27 ✓	5.02 ✓	19 ✓	3.53 ✓
Over 50 years	6 ✓	1.12 ✓	10 ✓	1.86 ✓	6 ✓	1.12 ✓	5 ✓	0.93 ✓

Note: The figures presented above exclude summer workers and interns.

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

73.7% of full-time employees were covered by the Collective Agreement in 2025. 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			•
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	•	•	
Gym membership	•	•	•
Unpaid Special Leave	•	•	•

GRI 401-3 PARENTAL LEAVE

In 2025, seven employees took parental leave. Additionally, eight employees took maternity leave.

GRI 403-9 WORK-RELATED INJURIES

	2024	2025
Average FTE	444	496.6 ✓
Hours Worked	740,965	834,054 ✓
Nr. of fatalities	0	0 ✓
Nr. of high consequence	0	0 ✓
Other recordable	2	5 ✓
Rate for calculation	200,000	1,000,000 ✓
Rate of fatalities	0	0 ✓
Rate of high consequence	0	0 ✓
Rate of recordable	0.54	5.99 ✓

GRI 403-10 WORK-RELATED ILL-HEALTH

	2024	2025
Average FTE	444	496.6 ✓
Hours Worked	740,965	834,054 ✓
834Nr. of fatalities	0	0 ✓
Other recordable	0	0 ✓
Rate for calculation	200,000	1,000,000 ✓
Rate of fatalities	0	0 ✓
Rate of recordable	0	0 ✓

Note: Rates were calculated based on 1,000,000 hours works as a rate based on 1,000,000 hours worked indicates the number of work-related injuries per 500 full-time workers over a one-year timeframe, thus allowing for comparability with organisations of a similar size.

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

	Male	Female	Management	Administration	Operations	Technical	Total
Formal Training	13,210 ✓	5,881 ✓	748 ✓	1,949 ✓	12,150 ✓	4,243 ✓	19,091 ✓
Number of Employees	349 ✓	189 ✓	39 ✓	111 ✓	265 ✓	123 ✓	538 ✓
Average Number of Hours (OF FORMAL TRAINING PER EMPLOYEE)	**37.8** ✓	**31.1** ✓	**19.2** ✓	**17.6** ✓	**45.8** ✓	**34.5** ✓	**35.5** ✓

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

	Management	Professionals	Collective Agreement Employees	Total Reviews Conducted	Total Employees	% of Eligible Employees Completing Review
Male	24	53	217	294	349	84.2%
Female	6	35	111	152	189	80.4%
Total	**30**	**88**	**328**	**446**	**538**	**82.9%**

Disclosure 102-18 Governance Structure / GRI 405-1 Diversity of governance bodies and employees

The Company has 11 permanent 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 shares their skills, expertise, and concerns. In addition to the permanent committees, the Company establishes a number of steering committees as the need arises with the aim of overseeing the progress of large-scale projects such as the eastward expansion of the terminal and the construction of SkyParks 2.

Additional notes: In November 2025, the Terminal Emergency Planning Committee was dissolved and was later incorporated into the Emergency Response Plan Committee as part of the Company's new emergency resilience structure.

In addition to the permanent members of the Customer Experience Committee, two front liners from the Customer Services and Security Services departments whose shift coincides with the dates of the meetings attend as guest members. The details of these guest members are not included in the table below.

Board/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 ✓	4 ✓	**8** ✓	1 ✓	5 ✓	2 ✓	**8** ✓
Corporate Responsibility Committee	4 ✓	6 ✓	**10** ✓	1 ✓	7 ✓	2 ✓	**10** ✓
Sports & Social Committee	10 ✓	1 ✓	**11** ✓	4 ✓	5 ✓	2 ✓	**11** ✓
Occupational Health & Safety Committee	2 ✓	9 ✓	**11** ✓	1 ✓	7 ✓	3 ✓	**11** ✓
Terminal Emergency Planning Committee	5 ✓	10 ✓	**15** ✓	0 ✓	14 ✓	1 ✓	**15** ✓
Audit Committee	1 ✓	3 ✓	**4** ✓	0 ✓	3 ✓	1 ✓	**4** ✓
Customer Experience Committee	3 ✓	5 ✓	**8** ✓	0 ✓	5 ✓	3 ✓	**8** ✓
Risk Management Committee	2 ✓	6 ✓	**8** ✓	0 ✓	6 ✓	2 ✓	**8** ✓
Finance Committee	2 ✓	5 ✓	**7** ✓	1 ✓	3 ✓	3 ✓	**7** ✓

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

Category / Gender	Under 30	30 - 50	Over 50	Total
Management	2	27	10	**39**
Males	2	19	10	**31**
Females	0	8	0	**8**
Administration	31	60	20	**111**
Males	8	20	9	**37**
Females	23	40	11	**74**
Operations	81	124	60	**265**
Males	39	83	44	**166**
Females	42	41	16	**99**
Technical	39	54	30	**123**
Males	34	51	30	**115**
Females	5	3	0	**8**
Total	**153**	**265**	**120**	**538**

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 ✓	0.93 ✓
Average FTE Gross	1.00 ✓	0.93 ✓
Administration		
Average FTE Basic	1.00 ✓	1.06 ✓
Average FTE Gross	1.00 ✓	1.03 ✓
Operations		
Average FTE Basic	1.00 ✓	1.03 ✓
Average FTE Gross	1.00 ✓	0.99 ✓
Technical		
Average FTE Basic	1.00 ✓	1.26 ✓
Average FTE Gross	1.00 ✓	1.17 ✓

Note: The salaries of the Executive Directors, the CEO, Alan Borg, and the CFO, are omitted from the above calculations. Disclosure of their annual earnings can be found separately in the remuneration report prepared as part of the financial statements for the respective reporting period. This report may be found online on www.maltairport.com.

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.

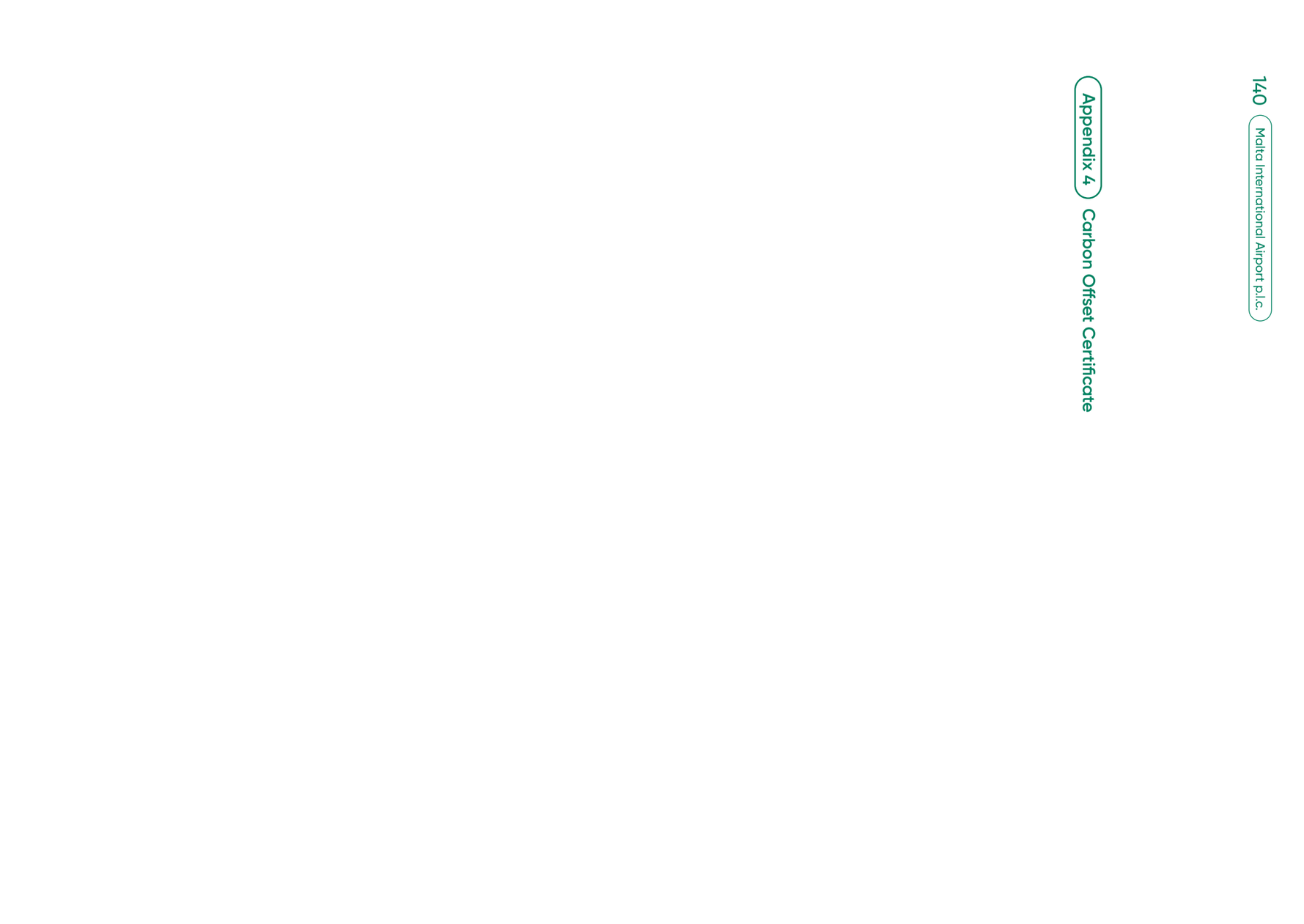
GRI 417-3 INCIDENTS OF NON-COMPLIANCE REGARDING MARKETING COMMUNICATIONS

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 Carbon Offset Certificate



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