

2024

SUSTAINABILITY
REPORT



GENÈVE
AÉROPORT

The logo for Geneva Airport features the word "GENEVE" in a large, bold, black, sans-serif font. A thin, light blue curved line is positioned above the "E" in "GENEVE". Below "GENEVE", the word "AÉROPORT" is written in a smaller, black, sans-serif font, with wide letter spacing.

GENEVE
AÉROPORT

S U S T A I N A B I L I T Y R E P O R T

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S U S T A I N A B I L I T Y R E P O R T

Editorial



Gilles Rufenacht

Chief Executive
Officer

Connecting people, cultures and economies: this is the primary mission of an airport. A mission of great significance. It is therefore with pride and a sense of honour that I took over as Chief Executive Officer of Genève Aéroport in autumn 2024. I discovered an organisation with multiple dimensions. Its core mission is to connect Switzerland to the international air transport network, to meet the expectations of the State (its owner), and those of the public, while preserving the well-being of neighbouring communities. As CEO, I am committed to finding the best possible balance between economic vitality, social expectations and environmental protection.

Genève Aéroport's catchment area is distinctive: it is home to a large number of international organisations, sports federations, innovation centres, academic think tanks and company headquarters. All of them have a strong need for connectivity, which we are committed to meeting. At the same time, Genève Aéroport has made a firm commitment to lead by example in matters of sustainability. I am fully aware that a successful and enduring airport cannot exist without a proactive and forward-looking sustainability strategy. We have put in place a framework that enables us to reach our targets. These targets, particularly regarding the reduction of greenhouse gas emissions, are ambitious. In a world where sustainability has become a global imperative, they match the scale of the challenge.

Our sector faces particularly complex challenges. Some solutions already exist; others are still to be developed. In the meantime, our employees and partners are fully committed to providing sustainable responses and putting them into practice. We are proud to share our strategies, targets and actions in this report, and to continue working transparently, collaboratively and ambitiously towards a more sustainable future.

S U S T A I N A B I L I T Y R E P O R T

Editorial



Nathalie Rossier-Iten

Head of Environment and Sustainable Development

Fully aware of its social and environmental responsibilities, Genève Aéroport places sustainability at the heart of all its strategies. Our sustainability commitment is built on three core pillars.

The first is to take action to reduce the airport's environmental footprint. In 2024, a major milestone was reached with the development of our Greenhouse Gas (GHG) Reduction Strategy. As part of this, we have set ourselves the target of cutting GHG emissions (Scopes 1 and 2) across the entire airport platform by 90% by 2037 compared with 1990 levels. In addition, we are actively working alongside the aviation industry to achieve a 90% reduction in Scope 3 emissions by 2050, relative to 1990.

This major transition is based primarily on the replacement of the oil-fired heating plant with the innovative GeniLac project, increased use of renewable energy sources, and the electrification of airside vehicles (Scopes 1 and 2). It also includes financial incentives for airlines to operate next-generation aircraft and, from 2026, financial contributions for airlines that use more SAF than the legal minimum (Scope 3). Genève Aéroport has already achieved substantial results in decarbonisation since 2011.

The second pillar of our commitment is social. The airport works in close collaboration with all its stakeholders and implements initiatives aimed at promoting health and safety for staff, suppliers, passengers and neighbouring communities. Genève Aéroport is a responsible employer that places great importance on employee well-being. Remaining attractive to young talent and fostering employee loyalty are key priorities. For example, the agreement reached this year with social partners on salary increases is a source of satisfaction and reassurance for all.

Finally, the airport's sustainability also relies on appropriate governance. Genève Aéroport aims to lead by example in this area. The goal is to develop and implement innovative solutions that will put the airport and the aviation sector on a path to lasting success.

Today, the entire organisation, from the Board of Directors to department heads and staff, is fully engaged in addressing sustainability challenges. Our strategy will continue to evolve over time and advance in partnership with our stakeholders. The aim of this Sustainability Report is to shed light on the results of our commitments, our objectives and the related initiatives.



Executive Summary

Genève Aéroport's Sustainability Strategy

Genève Aéroport is implementing its sustainability strategy through to 2030, built around three priority commitments across the three pillars of Environment, Social and Governance (ESG). These commitments are based on the updated materiality matrix completed in early 2024, which reflects the key challenges identified by the airport's stakeholders.

Overall, our stakeholders have highlighted three core expectations, which can be summarised as follows:

Taking action to reduce our **environmental footprint**

Preserving the planet and its natural resources



Collaborating with our **stakeholders**

Promoting the health and safety of employees, suppliers, passengers and local communities



Leading by **example** in governance and sustainability

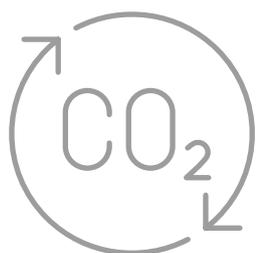
Designing innovative solutions to guide the airport, our sector and our planet towards long-term success



A new action plan will be developed for the 2026–2030 period to support these three commitments.

This sustainability strategy is grounded in the United Nations Sustainable Development Goals (SDGs) and reflects the priorities for 2030 set out by the Swiss Confederation. Genève Aéroport is actively contributing to 12 of the 17 SDGs.

E C O V A D I S R A T I N G 2 0 2 4



71/100

EcoVadis rating on its governance practices and its social and environmental impact.

Top 15%

of companies assessed

Silver Medal

100,000

companies assessed

In 2024, Genève Aéroport was reassessed by the EcoVadis rating agency for its governance practices and its social and environmental impact. The airport achieved a score of 71 out of 100 and was awarded a Silver Medal, placing it in the top 15% of companies assessed for its CSR performance. With over 100,000 companies assessed across more than 175 countries, EcoVadis is the world's leading and most trusted provider of business sustainability ratings, helping organisations improve their ESG performance. The EcoVadis rating reflects the quality of Genève Aéroport's non-financial management system.

Genève Aéroport is committed to further strengthening this recognition, in the interest of the organisation, its stakeholders and future generations.

Greenhouse Gas Emissions Reduction Strategy

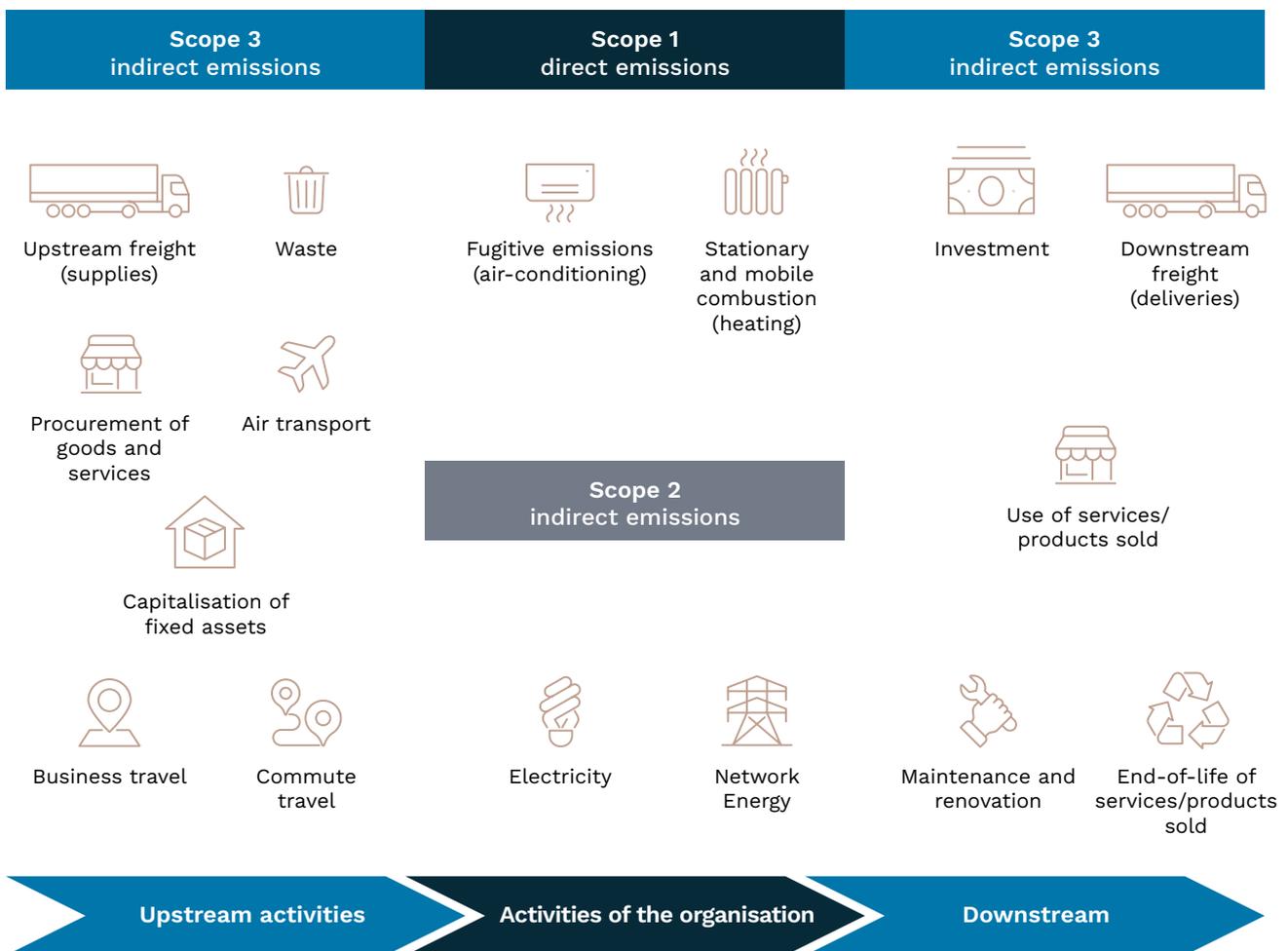
In 2024, Genève Aéroport reached a major milestone with the development of its greenhouse gas emissions reduction strategy.

This strategy covers emissions from Scopes 1 and 2 (under the direct control of Genève Aéroport) and Scope 3 (partners and value chain).

The airport has set the following targets:

Scopes 1 and 2: reduce GHG emissions by 90% by 2037, compared with 1990 levels, across the entire airport platform (Scope 1 and 2).

Scope 3: actively contribute to a 90% reduction in GHG emissions by 2050, compared with 1990, in partnership with the wider aviation industry.



Net Zero is defined as the maximum feasible reduction of CO₂ emissions across Scopes 1, 2 and 3, with up to 10% of residual emissions (compared with 1990 levels) considered unavoidable and to be sequestered through appropriate measures.

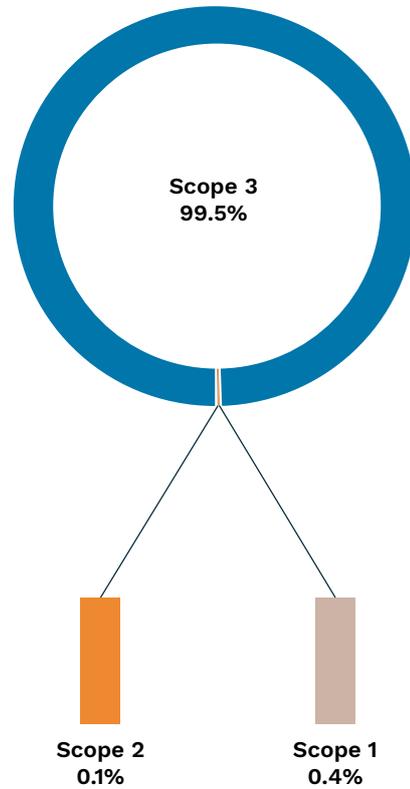


1,576,923

tonnes of CO₂ in 2023

The total carbon footprint of the entire airport for the year 2024 is not yet available. In 2023, it was 1,576,923 tonnes of CO₂ emitted. For Scope 3 emissions, a new calculation methodology has been introduced, taking into account the full flight emissions of departing aircraft, rather than limiting the assessment to the LTO cycle. The result of this recalculation will be published in the Sustainability Report starting next year.

Genève Aéroport would like to clarify that readers will find two separate emission scopes and calculation methodologies presented for greenhouse gas emissions. The official CO₂ footprint of Genève Aéroport on its Scope 3 – namely 184,853 t CO₂e – is based on the definition used for ACA 3+ certification. Notably, aircraft emissions are calculated according to the LTO cycle. This footprint was audited for the 2024



financial year. In 2024, Genève Aéroport was awarded Airport Carbon Accreditation (ACA) Level 4+. The vast majority of these emissions are attributable to Scope 3 (99.5%), while emissions from Scopes 1 and 2 represent 0.4% and 0.1% of the carbon footprint, respectively.

Action Plan

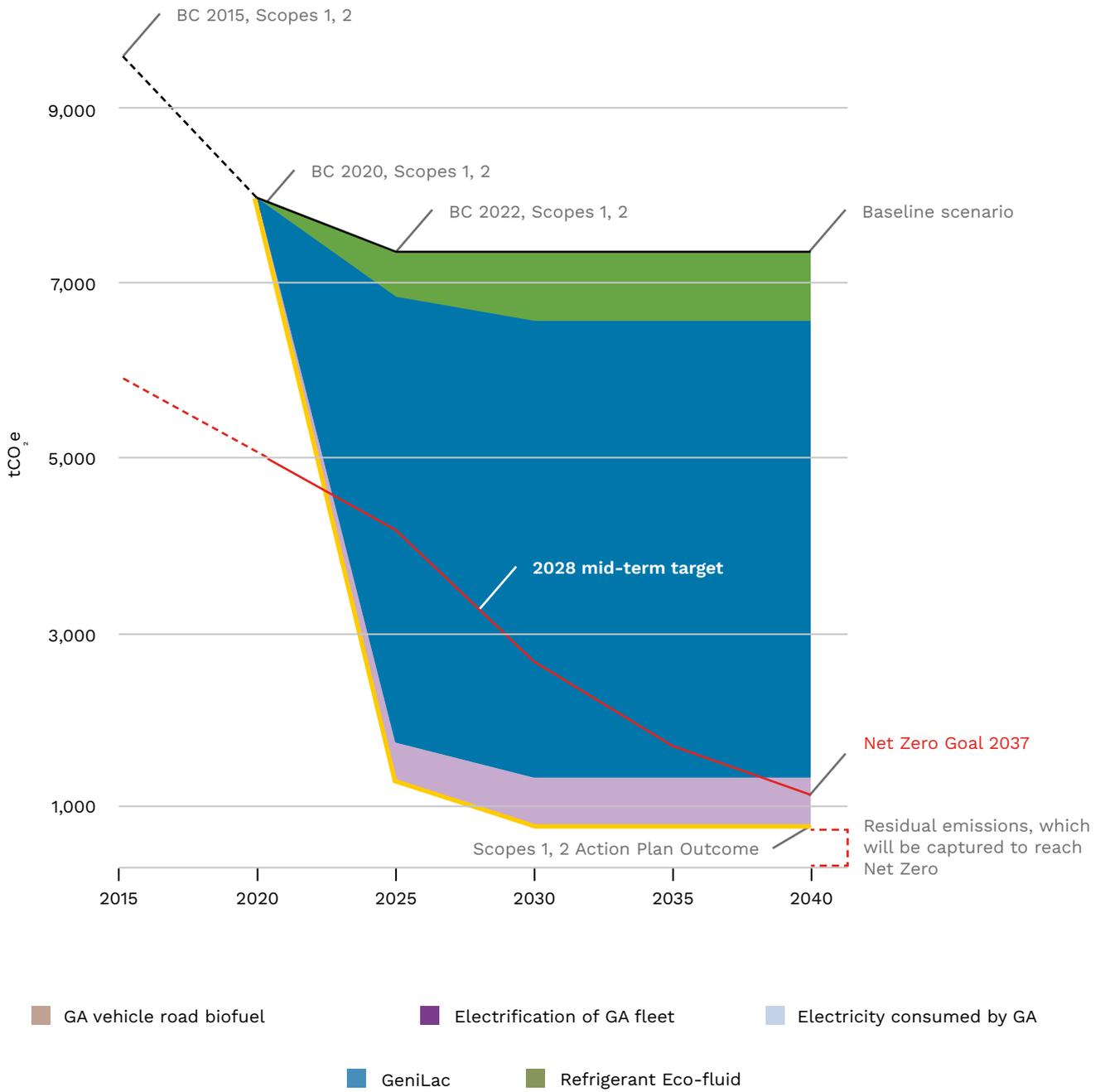
Scopes 1 and 2: towards Net Zero in 2037

The transition of Genève Aéroport is essentially based on more sustainable infrastructure and the increased use of renewable energy. The measures implemented are expected to reduce 2022 emissions by 80% by 2028. The mid-term target of a 60% reduction by 2028 is on track to be met. The planned measures are sufficient to exceed the target set and to achieve Net Zero by 2037.

The airport's three main measures to reduce Scopes 1 and 2 emissions are:

- **Connection to the innovative GeniLac project**, which uses water from Lake Geneva and will enable the airport to eliminate all fossil fuels for heating and cooling its buildings by 2028.
- **Replacement of high-global-warming-potential refrigerants.**
- **Electrification of airside vehicles** (with 37% already electric and a target of 90% by 2030).

Other measures underway:





Electrification of airside vehicles and ground support equipment by 2030

Increase in sustainable modal shares by 2030:



44%

employees



58%

passengers



2050

carbon neutrality of the industry

Scope 3: towards Net Zero in 2050

Genève Aéroport is actively contributing to the industry's overall objective of carbon neutrality by 2050, i.e. a 90% reduction in 1990 emissions, with a maximum level of 10% of residual emissions to be sequestered and stored. To this end, it integrates Scope 3 into its greenhouse gas reduction strategy.

The airport's three major measures to reduce aviation emissions, representing 79% of Scope 3, are:

- **financially encourage airlines to operate with latest-generation**, more fuel-efficient and less noisy aircraft (incentive for New Gen aircraft) as well as an incentive for higher passenger load factors;
- **from 2026, financial support for airlines using Sustainable Aviation Fuel (SAF) beyond the legal minimum;**
- **maintaining and expanding the provision of 400Hz electrical power and Pre-Conditioned Air (PCA) systems at aircraft parking stands.** These devices reduce the need for aircraft auxiliary power units, which are both energy-intensive and noisy.

Genève Aéroport also undertakes to reduce other Scope 3 indirect emissions

- Electrification of airside vehicles and ground support **Target: 90% by 2030**
- Increased sustainable modal shares for passengers and employees. **Target: 44% for employees and 58% for passengers by 2030**
- Promoting more responsible and sustainable purchasing

ACA 4+ Certification

At the end of 2023, the ACI introduced new levels of certification, 4 and 4+, and level 5, «carbon neutral». Genève Aéroport saw its commitment to decarbonisation recognised by being awarded Level 4+ in October 2024.

Genève Aéroport obtained for the first time in 2011 the ACA (Airport Carbon Accreditation) certification set up by ACI Europe (Airports Council International), Level 3. Starting in 2017, it achieved Level 3+ certification, the highest at the time, by offsetting its residual CO₂ emissions.

Reducing Noise Pollution

Aware of its proximity to the city, Genève Aéroport has been striving for several years to reduce the noise pollution generated by its activities. This reduction was enshrined in the Sectoral Aviation Infrastructure Plan (SAIP) with an exposed surface area reduction target of 20% by 2030.



reduction in exposed surface
by 20% by 2030

As a reminder, the SAIP determines a binding framework for the development of air traffic in Geneva in the form of a 'noise framework', which includes:

- a medium-term noise contour, setting the maximum noise perimeter to be respected from now;
- a target noise contour, defining the reduction objective to be achieved by 2030.

Favourable Trends in the Noise Footprint

The airport's 2024 noise footprint is not yet known. The noise impact associated with air traffic in 2023 is lower than that of the previous year, despite an increase in traffic (+6%). Daytime noise levels and those during the first hour of the night continued to decline. However, noise levels during the second hour of the night increased compared to 2019.

Overall, the 2023 noise footprint remained within the SAIP reference framework. This progress reflects sustained efforts to reduce air traffic after 10 p.m., especially in terms of take-offs.

Action Plan to Limit Noise

How will Genève Aéroport achieve a **20%** reduction in exposed surface area **by 2030**? By implementing measures to reduce nocturnal aircraft movements, whose limit values are more restrictive and more

disrupting from the point of view of residents: in noise contour modelling, these periods are weighted ten times more heavily than daytime operations.

For several years, Genève Aéroport has not allocated any take-off slots after 10 p.m., except for three intercontinental destinations.

Since 1 January 2025, Genève Aéroport has been implementing its noise quota system. This mechanism is designed to discourage late departures after 10 p.m. through substantial surcharges. This system, applied in test mode in 2024, reduced late flights: the number of take-offs after 10 p.m. decreased by 36.2% compared to 2023.

In addition, for several years, the airport has been providing airlines with financial incentives to operate the most modern and therefore less noisy aircraft. This strategy continues to yield results. In 2024, 31.85% of aircraft movements were operated by new-generation aircraft.

Soundproofing Programme



4,326

homes have been soundproofed for a
total amount of CHF 63.13 million.

In 2003, Genève Aéroport set up a soundproofing programme for buildings near the airport. It is financed by fees levied on airlines. This charge varies depending on the aircraft's noise classification and is collected for each landing. An additional charge for take-offs after 10 p.m. is also applied. The environmental fund¹, largely dedicated to residential soundproofing, remained well-funded and was underutilised during the pandemic; the collection of the noise levy was suspended between 2021 and 2023. It was reinstated on 1 January 2024. Since 2004, 4,326 homes have been soundproofed, to an amount of CHF 63.13 million.

The programme will continue in 2025, accompanied by a dedicated communication campaign targeting property owners of eligible buildings.

¹ The environmental fund is also supported by a 'gas emissions charge'

Sustainable Resource Management

Energy Transition at Genève Aéroport

In 2016, Genève Aéroport made ambitious commitments by joining the Confederation's Exemplary Energy and Climate (EEC) programme. Renewed in 2024, its ISO 50001 certification reflects the implementation of an organisational process to ensure optimal energy management.

Today, the energy transition strategy of Genève Aéroport is structured around three axes:

- Decarbonising heat production and fuels
Target: 60% CO₂ reduction by 2028.
100% renewable energy supply for Genève Aéroport's district heating network through the operation of heat pumps connected to the water network of GeniLac from 2028
- Electrification of Genève Aéroport's vehicle fleet. **Target 90% electric vehicles and ground support by 2030.**
- Improve energy efficiency compared to 2019
Target: +15% efficiency in 2026 and +25% in 2030.
- Renovation of energy-intensive buildings to the high energy performance standard, efficient design of new infrastructures (very high energy performance, DGNB Gold label).
- Expanding solar photovoltaic production
Target: 5 GWh/year in 2026 and 8 GWh/year in 2030

Sustainable Mobility

For several years, one of the main strategic objectives of Genève Aéroport has been to promote the use of soft and shared public transport, for both passengers and employees.

In order to encourage them to abandon their cars, this year the airport reiterated its partnership with CFF, setting up 'early morning' trains during the summer travel period. This morning offer was renewed during the holiday season.

In addition, Genève Aéroport and CFF have set up 'late night' trains from the airport during several weekends in December and January.

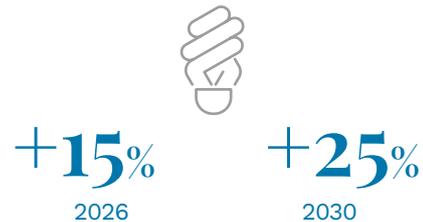
Decarbonising heat production and fuels by 2028 (Scopes 1 and 2):



Expanding solar photovoltaic production:



Energy Efficiency:



Genève Aéroport maintains the Aérobus service. These lines, fully funded by the airport, allow morning travellers to benefit from a free service between 3 a.m. and 6 a.m. to access the platform.

Sustainable Building Certification

Since 2023, all major new buildings must achieve at least the DGNB Gold certification (including the CAP2030 project), while major renovation projects must meet at least DGNB Silver standards. The DGNB label is one of the most comprehensive sustainability certifications, covering aspects such as planning quality, noise management, and lifecycle analysis.

Preserving Biodiversity

Genève Aéroport is the largest 'priority flora site' in the canton, thanks to the many rare species growing across its 137 hectares of meadows. Aware of the ecological value of the platform's green spaces, it contributes to the conservation and promotion of biodiversity. The airport implements anticipatory measures, for example, to preserve many protected plant species by relocating them to dedicated areas as part of earthworks projects. The airport renewed its 'Nature and Economy' label on 30 April 2024, based on the continued presence of natural qualities in the site's landscaping.

Reducing Waste

In 2024, the airport approved its new waste management strategy with ambitious objectives, including a 20% reduction in incinerable waste by 2030 compared with 2019, achieving a 60% waste recovery rate by 2030 compared with 2019, and recycling 100% of organic waste (kitchen waste) by 2030.



20%

reduction of incinerable waste by
2030 compared to 2019

These targets may be revised, in particular in the event of amendments to or suspension of cantonal law. The implementation of an associated policy will be preceded in 2025 by a reassessment of the waste producers' perimeter. An operational waste action plan for 2030 has been drawn up in line with cantonal objectives.

Commitment to Employees

Attracting New Talent

In its 2040 vision, Genève Aéroport defines itself as an attractive and responsible employer. Genève Aéroport relies on the skills and commitment of its employees to respond in a relevant, effective and efficient way to the expectations of its various stakeholders. The introduction of a teleworking policy (Flexiwork) contributes to this goal.



21.4%

of management positions are
held by women in 2024

Ensuring Gender Diversity at Work

Recruitment processes favour, where qualifications are equal, the hiring of candidates of the underrepresented gender, in order to promote gender balance within teams. At the end of 2024, the company's workforce included nearly 28.7% women. 21.4% of managerial positions are held by women in 2024.

Surveying Employees

Since 2021, the Pulse Survey barometer has regularly monitored employee engagement and satisfaction. The aim of these short, anonymous surveys is to ask employees about key topics while measuring their level of satisfaction in their professional situation. Intentionally put on hold in 2023 due to the employee engagement survey conducted at the end of the year, the Pulse Surveys were reinstated in 2024.

Development of Managerial Skills

The partnership launched in 2021 between Genève Aéroport and HEG-Genève continued to bear fruit in 2024, with the ongoing training of managers with supervisory responsibilities.

This training is based on the management charter, which outlines expected behaviours. It aims to empower managers in the development of their teams, with particular attention to the working environment and well-being.

New Regulation on Salary Increases

On 17 September 2024, the Board of Directors approved the Regulation on the Determination of Salary Increases at Genève Aéroport. It was developed jointly by Genève Aéroport's Executive Management and the social partners, following the agreement reached after the strike on 30 June 2023. A mediation process conducted in 2024 led to the establishment of a new principle for determining salary increases. From now on, the parties will meet each autumn to negotiate the amounts allocated for salary increases for the following year. This key milestone contributes to achieving a major objective: improving payroll management.

Occupational Health

The prevention of occupational health and safety risks aims to protect the physical and mental health of airport employees. It also aims to ensure their fitness for work and to avoid occupational accidents and diseases.

In 2024, Genève Aéroport obtained the renewal of the Friendly Work Space certification, which highlights the efforts made for the well-being of employees.



Certification

In 2024, Genève Aéroport obtained the renewal of the Friendly Work Space certification

Business Integrity

Combating Fraudulent Behaviour

The strong commitment of Executive Management is reflected in its continued efforts to combat corruption and fraudulent behaviour. Every staff member is required to contribute to the prevention and detection of illegal or fraudulent acts within the organisation and receives training on these matters. In line with the zero-tolerance policy, any breach of anti-corruption standards or violation of conflict of interest rules may result in the launch of an internal investigation, criminal charges or disciplinary sanctions, including dismissal.

Preventing Conflicts of Interest

Genève Aéroport's Directive on the Prevention and Management of Conflicts of Interest, along with its Code of Conduct, defines the behaviours expected, particularly with regard to integrity. Adopted in June 2021, the Code of Conduct provides a number of specific examples of potential conflicts of interest or inappropriate behaviours that airport employees may encounter.



June 2021

Code of Conduct outlining expected behaviours

Responsible Purchasing

The airport expects its suppliers and their subcontractors to comply with the sustainability requirements communicated by Genève Aéroport through its Responsible Procurement Charter.

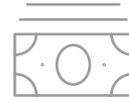
The airport has set the objective of evaluating its priority suppliers on their sustainability performance by the end of 2024.

Local Suppliers

Genève Aéroport's activities generate thousands of direct and indirect jobs. In 2023, the airport worked with a network of over 1,600 suppliers of goods and services. The percentage of Swiss contractors awarded public tenders was 88% in 2024. This represents 86.89% of the airport's tender-related spending awarded to Swiss contractors.

Redistribution of Value

Each year, Genève Aéroport distributes half of its profits to the State of Geneva, amounting to CHF 55 million in 2024, and generates CHF 4.1 billion in added value for the regional economy, according to the 2017 economic impact study.* According to the same study, 33,600 direct, indirect and induced jobs are generated by airport activities, including 11,000 on-site jobs across the 200 businesses hosted on the airport platform. Beyond its direct contribution to job creation in the canton, Genève Aéroport aims to further strengthen the use of local labour and subcontracting.



4.1 billion

added value to
the regional economy



33,600

direct, indirect and induced jobs
generated by airport activities

*BAK- INFRAS 2017

01

Scope and Methodology



In this section

- 1.1. Methodology for Published Indicators
- 1.2. External Reporting Standards
- 1.3. ESG Ratings and Indices

This report constitutes Genève Aéroport's non-financial performance statement, as required under Articles 964a–964c of the Swiss Code of Obligations (CO), and includes numerous quantitative and qualitative indicators.

It was published in March 2025 following approval by the Board of Directors and covers the full 2024 financial year, following an initial publication in March 2024 for the 2023 financial year. In line with applicable regulations and in a spirit of transparency towards its stakeholders, Genève Aéroport includes in this report data on environmental and social matters, as well as issues relating to personnel, human rights and anti-corruption.

Examples of actions and initiatives implemented in relation to social, ethical and environmental challenges are provided.

The business model, underlying concepts, measures taken and the evaluation of their effectiveness, the main risks and how these are managed by Genève Aéroport, along with the airport's key performance indicators, are all presented in this report. Non-financial data is provided in section 6.

1.1. Methodology for Published Indicators

Reporting Scope

GRI 2-2 Entities included in the organisation's sustainability reporting

In general, Genève Aéroport reports the company's non-financial data relating to its 1,079 employees (1,019 full-time equivalents) performing nearly 200 roles in 2024. For certain indicators (e.g. mobility-related expenditure), the reporting scope is extended to the entire airport platform and not just to the 1,079 employees.

Reference Year, Period and Frequency

GRI 2-3-a-b-c Reporting period, frequency and contact point

Annual sustainability data is reported for the calendar year prior to publication, i.e. 2024 for this report, in accordance with the financial reporting calendar. The

report therefore covers the period from 1 January to 31 December 2024. Any exceptions are specified at the beginning of the relevant sections. These notably include 2023 non-financial data related to climate and environmental performance (see section 4). Data for 2024 will become available during 2025 and will be included in the next sustainability report. The report is published in March, together with Genève Aéroport's management and financial reports.

Internal Control and Point of Contact

GRI 2-3-d Reporting period, frequency and contact point

This non-financial performance report was prepared with the involvement of several departments and units within Genève Aéroport – including the Finance, Human Resources, Operations, Commercial and Development, Infrastructure, Legal Affairs, Communication, Safety Office, and Environment and Sustainable Development teams. The Sustainable Development Project Manager acts as the single point of contact for any questions concerning the report or the information presented herein. The data in this report is the responsibility of the above-mentioned departments.

Restatements of Information

GRI 2-4-a Restatements of information

Restatements of information are used to correct errors or account for changes in measurement methods or in the nature of activities. Restatements help ensure consistency and allow information to be compared across reporting periods.

In 2024, Genève Aéroport made two restatements of information during the reporting period.

The first restatement concerns energy reporting. The energy balance scope was corrected to align with Scopes 1, 2 and 3 in the greenhouse gas emissions calculation, in line with GRI indicators. The scopes for Genève Aéroport and for the entire airport platform were clarified to correspond to Scopes 1 and 2 (Genève Aéroport perimeter), and to reflect the platform's overall targets for Scopes 1, 2 and 3, whether or not the infrastructure is owned directly by Genève Aéroport or by partner entities (entire airport platform).

Furthermore, in February 2025, Genève Aéroport was informed by its energy efficiency partner and network operator, Services Industriels de Genève (SIG), that the connection of GeniLac to the airport and the commissioning of the Eastern Heating Plant had been postponed from 2026 to winter 2028–2029. This decision was taken by SIG due to the identification of a major industrial risk, in order

to ensure long-term stability for the operation of GeniLac. The new timeline is reflected in this report and in our Greenhouse Gas (GHG) Reduction Strategy.

Finally, Genève Aéroport would like to clarify that readers will find two separate emission scopes and calculation methodologies presented for greenhouse gas emissions. The official CO₂ footprint of Genève Aéroport for Scope 3 – 184,853t CO₂e – is based on the ACA3+ certification definition. Notably, aircraft emissions are calculated according to the LTO cycle. In 2024, Genève Aéroport was awarded Airport Carbon Accreditation (ACA) Level 4+. In this context, for Scope 3 emissions, a new calculation methodology has been introduced, taking into account the full flight emissions of departing aircraft, rather than limiting the assessment to the LTO cycle. The result of this recalculation will be published in the Sustainability Report starting next year.

In 2024, Genève Aéroport also published its Greenhouse Gas Reduction Strategy, presented in section 4.1. As part of the development of this strategy, the Scope 3 carbon footprint was calculated based on full-route emissions from departing flights. Additional sources were also included, such as emissions related to waste treatment, employee and passenger mobility or procurement. As a result, the amount of CO₂ emissions calculated is about 10 times greater than that calculated according to ACA3+ certification, namely 1,569,484t CO₂e.[FB1] The second restatement in the 2024 reporting period relates to the indicator for the number of hours worked, which had previously been reported in millions (2023) instead of in thousands of hours for the entire workforce.

External Assurance

GRI 2-5 External assurance

Genève Aéroport's Board of Directors approves this report each year in accordance with Article 964c, para. 1 of the Swiss Code of Obligations. A number of the data points in this report have been subject to limited external assurance. This external assurance practice was introduced by Genève Aéroport as of the 2023 reporting period. The applicable assurance standard is the International Standard on Assurance Engagements (ISAE) 3000 (Revised). For more details, please refer to the assurance report in section 9 of this document.

1.2. External Reporting Standards

Genève Aéroport considers transparency to be a fundamental principle for building trust-based relationships with its stakeholders and embedding the company in a continuous improvement process.

Pending the adoption of a harmonised international non-financial reporting framework, Genève Aéroport ensures that it reports on its performance using various commonly applied external guidelines and sustainability reporting frameworks:



Genève Aéroport follows the principles of the UN Global Compact and the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015. Genève Aéroport has committed to contributing to 12 of the 17 SDGs through its sustainability action plans.



The report is based on the guidelines on social responsibility issued by the International Organisation for Standardisation (ISO 26000). Genève Aéroport also applies other ISO standards and certifications, notably ISO 50001.



Genève Aéroport has prepared this report in accordance with the Global Reporting Initiative (GRI) standards for the period from 1 January 2024 to 31 December 2024. The indicator mapping table is available in section 8 of this report.



The Airport Operator Sector Supplement (AOSS) is the GRI sector-specific supplement for airports. This report also refers to these reporting guidelines, which cover four categories: economic, environmental, social and responsible product.



Genève Aéroport has prepared this report in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) for the period from 1 January 2024 to 31 December 2024. The indicator mapping table is available in section 8 of this report.

1.3. ESG Ratings and Indices

Ecovadis Silver Medal

In 2024, Genève Aéroport was reassessed by the EcoVadis rating agency for its governance practices and its social and environmental impact. The airport achieved a score of 71 out of 100 and was awarded a Silver Medal, placing it in the top 15% of companies assessed for its CSR performance. With over 100,000 companies assessed across more than 175 countries, EcoVadis is the world's leading and most trusted provider of business sustainability ratings, helping organisations improve their ESG performance. The EcoVadis rating reflects the quality of Genève Aéroport's non-financial management system. Genève Aéroport is committed to further strengthening this recognition, in the interest of the airport, its stakeholders and the sustainability of its activities.

Unsolicited ratings

Genève Aéroport is regularly assessed by rating agencies. There are over one hundred such agencies. Genève Aéroport pays particular attention to the ratings issued by MSCI, Sustainalytics, ISS, Inrate and Ethos.

These rating agencies pursue two main objectives: to help companies and their management assess whether the assets they hold create long-term value, and to help regulators or potential employees gain a better understanding of the company's social performance. ESG ratings are based on assessments of indicators, which each agency combines using its own aggregation and weighting methods to assign an overall score to a company.

As part of its sustainability approach, Genève Aéroport is working to improve how its sustainability performance is evaluated by rating agencies. Given that its projects are exposed to environmental, social and governance risks, ESG ratings can represent an important risk management tool for external investors.

Other distinctions in 2024

Genève Aéroport is recognised for its commitment to integration and vocational training, as well as for health, safety and well-being at work, through the Friendly Workspace, Entreprise formatrice and 1+ pour tous labels.

On 30 April 2024, the airport renewed its Nature et Economie label, following confirmation that the natural quality of the site's landscaping had been maintained.

In October 2024, Genève Aéroport was officially awarded Airport Carbon Accreditation (ACA) Level 4+, issued by Airports Council International (ACI) following the audit conducted in 2023. Genève Aéroport had held ACA certification (Level 3 and then 3+) since 2011.

Since 2023, for large-scale projects, a minimum DGNB Gold certification (sustainable construction label – Deutsche Gesellschaft für Nachhaltiges Bauen) is required for new buildings, and DGNB Silver certification is required for major renovation projects. DGNB is a comprehensive sustainable building label that includes numerous criteria, from the quality of planning to noise management during construction, including CO₂ emission reduction and accessibility for people with reduced mobility (PRM).

At the same time, Genève Aéroport has gradually identified and increased the criticality of risks related to rising energy costs, energy shortages, and the risk of not achieving its energy transition objectives defined in 2023. The airport's ISO 50001-certified energy management system, in place since 2017 (recertified in 2024), addresses enterprise-level risks and is strongly focused on the development opportunities associated with renewable energy on the airport site.

Finally, in December 2024, Genève Aéroport obtained Level 1 of the Sustainable IT label within its Technology Division. By 2028, the airport aims to achieve Level 2 of the Sustainable IT label across the entire organisation. This advanced level requires a global commitment to ethical, inclusive and environmentally responsible practices in all digital activities.

02

Sustainability at the Heart of Our Strategy



In this section

- 2.1. Management's Commitment to Sustainability
- 2.2. Our Strategic Vision for Long-Term Positive Impact
- 2.3. Our Business Model and Value Chain
- 2.4. Our Three Long-Term Commitments and Tools for Measuring Progress
- 2.5. Contribution to the United Nations Sustainable Development Goals (SDGs)
- 2.6. Open Dialogue with Stakeholders
- 2.7. Materiality Analysis
- 2.8. Our Objectives, Initiatives and Indicators
- 2.9. Risk, Opportunity and Impact Analysis in Sustainability Matters
- 2.10. Integrated and Cross-Functional Sustainability Governance
- 2.11. Global and Local External Partnerships to Progress Collectively
- 2.12. Measuring the Impact of Our Sustainability Efforts

2.1. Management's Commitment to Sustainability

A long-standing commitment

GRI 2-22 Statement on the Sustainable Development Strategy

GRI 2-23 Policy Commitments

GRI 2-24 Embedding Policy Commitments

To guide its sustainability commitments, the Board of Directors of Genève Aéroport adopted a 2040 Vision and a 2030 Strategy in 2022. In addition, the organisation has made formal commitments in the form of strategies and policies that guide its actions in various areas: environment, energy, occupational health and safety, continuing education, etc. All of these are approved by Executive Management and published on the website.

Genève Aéroport also complies with all regulations applicable to its activities, in all sectors (safety, security, operations, health, sustainability, environment, finance, information technology, etc.).

For over 20 years, Genève Aéroport's sustainability approach has grown and strengthened through the following key milestones (non-exhaustive list)¹:

2002

- Creation of the **Environment and Legal Affairs Division**, which joined Executive Management in 2008

2003

- Publication of the first **soundproofing plan** (revised in 2017)

2006

- Revision of the **staff regulations** (initially adopted in 1995, current version dated 13 December 2022)

2011

- First **Nature & Economie Certification** (quality label for nature-based landscaping, recognising contribution to biodiversity conservation)
- 2010 **Data Protection and Transparency Award**, issued by the Cantonal Data Protection Authority
- First year of **Airport Carbon Accreditation** (ACA) Level 3 certification from ACI Europe, verified by an independent third party

2012

- Award in the **Swiss Ethics Prize** framework
- Adoption of Genève Aéroport's **Public Procurement Directive** (current version dated 12 November 2018)

2013

- **1+ pour tous label** awarded by the Canton of Geneva (employment and social inclusion).
- **Friendly Workspace** label from Promotion Santé Suisse.
- Adoption of the Occupational Health and Safety (OHS) Manual and policy signature.
- Adoption of the Safety and Fire Protection Manual (SFPM) and policy signature

2014

- Adoption of the first version of the **Paternity Leave Directive**.
- Publication of the first **Sustainability Report**

2016

- Creation of the **Environment and Sustainable Development Department**, replacing the Environment and Legal Affairs Division
- Adoption of the Information and Communication Technology **Use Directive**
- Adoption of the first version of the **Organisation and Governance Regulations for AIG**.
- Voluntary commitment to the **Exemplary Energy and Climate** programme of the Confederation
- Construction and commissioning of the **noise barrier**.

¹The main regulations adopted by Genève Aéroport are published on the website of the Canton of Geneva (Recueil systématique genevois rs/GE)

2017

- Adoption of the first **Master Planning Strategy**.
- Adoption of the **Safety Policy** and Procurement Process.
- **ACA 3+** certification (CO₂ management), annually renewed
- Approval of the revised **soundproofing concept** by the Federal Office of Civil Aviation (FOCA) (first version in 2003).

2018

- Adoption of the **Conflict of Interest Prevention and Management Directive** (amended in 2020 and 2023).
- Publication of the third **Sustainability Report** (2016–2018).
- Publication of the **Environmental Policy**.
- **Construction** of the Vengeron watershed.
- Adoption of Genève Aéroport's SAIP dossier by the FOCA.
- Publication of the **Energy Policy**.
- **ISO 50001 certification** for the energy management system.
- Publication of the Accessibility Manual (PRM) and policy signature.
- Adoption of the **Procurement Process**

2019

- Adoption of the **Diversity Charter** and the PRM Manual.
- Adoption of the **Responsible Procurement Directive**.
- Adoption of the Environmental Directive for services carried out on-site at Genève Aéroport.

2020

- Launch of the **secure external whistleblowing platform** for fraud, inappropriate behaviour or personality rights violations.
- Publication of the **ARCS Document** – Roadmap Project for the Decarbonisation of Aviation in Switzerland.

2021

- Introduction of **Noise Charges with financial incentives**² to promote the use of next-generation aircraft.
- Adoption of the **Sustainable Development Policy**.
- Adoption of the **Code of Conduct**.
- Publication of the **Safety and Fire Protection Manual** (SFPM).
- Revision of the **Paternity Leave Directive** (current version dated 5 February 2021).
- Revision of the **Organisation and Governance Regulations for AIG** (current version dated 11 October 2022)

- Amendment of the **Information and Communication Technology Use Directive** (current version dated 15 January 2024).

2022

- Receipt of the **Ecomobile** Label from the Canton of Geneva (mobility) and the **1+ Label**.
- **FOCA** approval of the **new Operating Regulations** (pending appeal before the Federal Administrative Court in the context of the civil engineering procedure for the PAP/MRE plans – post-Sectoral Aviation Infrastructure Plan (SAIP))
- Inauguration of the **East Wing Building**.
- Publication of the **2040 Vision**.

2023

- Recognition of ESG performance with a **Silver Medal from EcoVadis** (CSR management).
- Renewal of the Friendly Workspace label.
- Publication of the **Safety and Fire Protection Manual** (SFPM).
- Amendment of the Directive on the Prevention and Management of Conflicts of Interest and Personality Rights Protection Regulations, following the entry into force of the Cantonal Whistleblower Protection Act (LPLA) in 2022.

2024

- Publication of the first **Sustainability Report (non-financial performance report)** for Genève Aéroport (2023 financial year), audited.
- Approval of the **Greenhouse Gas Reduction Strategy**.
- Approval of the **Waste Strategy**.
- Approval of the **Strategy for the Development of EV Charging Infrastructure**.
- Update to the Master Planning Strategy (initially introduced in 2017).
- Receipt of Airport Carbon Accreditation (ACA) Level 4+ (greenhouse gas management and inclusion of indirect emissions)
- Renewal of **EcoVadis Silver Rating** (CSR management).Renewal of **ISO 50001 certification**
- Renewal of the **Nature & Economie Certificate**.
- Signature of the **Légion du cœur Charter**.
- Amendment of the **Information and Communication Technology Use Directive** (current version dated 15 January 2024).
- Receipt of the Level 1 Sustainable IT Certificate (December 2024).

2025

- Introduction of the Noise Quota System on 1 January 2025.

²Direct financial incentives introduced since 2021 include: a CHF 0.40 discount on the Passenger Service Charge for passengers transported on new-generation aircraft; a 20% discount on landing fees for flights operated by new-generation aircraft; an annual growth bonus for new-generation flights; and a discount based on aircraft load factor.

2.2. Our Strategic Vision for Long-Term Positive Impact – Sustainability at the Heart of the Strategy

By 2040, Genève Aéroport will be a competitive and welcoming mobility hub, with air services that meet the needs of the population, economic stakeholders and international Geneva.

To ensure its long-term viability, Genève Aéroport has adapted to social and technological developments and offers a dynamic framework for all stakeholders. Genève Aéroport leads by example in the fields of sustainable development and innovation in collaboration with its partners. It is an attractive and responsible employer.

Five strategic objectives guide the daily activities of Genève Aéroport: the operability of the platform, customer satisfaction, economic sustainability, human resources and skills management, and the affirmation of a responsible identity.

As a key player in the Swiss air transport network, Genève Aéroport has been committed to a sustainability approach for over twenty years. This approach is reflected in numerous environmental, social and governance measures. Since 2024, and now on an annual basis, Genève Aéroport reports on its non-financial performance to all stakeholders through its Sustainability Report (formerly the Non-Financial Performance Report).

This approach is set out in detail in this document and is based on the conviction that investing in the transition to a more sustainable world is not only essential but also a necessity for future generations, and a driver of competitiveness, innovation and resilience for the organisation. It encompasses continuous improvement across environmental, social and ethical dimensions throughout its value chain and stakeholder relationships. This approach helps mitigate risks and also creates tangible added value by increasing stakeholder engagement and fostering innovation. This document presents Genève Aéroport's ambition and sustainability commitments, its objectives, initiatives and indicators through to the next decade.

The services provided by Genève Aéroport help citizens, businesses, political and diplomatic players to connect with the rest of the world. As an essential link in the national transport infrastructure, Genève Aéroport must sustainably meet current and future demand for air mobility. To fulfil this mission, the

Board of Directors of Genève Aéroport adopted the 2040 Vision and the 2030 Strategy. These will influence the airport's business model.

2.3. Our Business Model and Value Chain

GRI 2-6 Activities, value chain and other business relationships

GRI 2-27 Compliance with laws and regulations

GRI AOSS G4-7 Regulatory framework in which the airport operates

Active in the airport sector, Genève Aéroport is one of the three national airports and constitutes a central element of Switzerland's aviation infrastructure. It connects Switzerland to the international air transport network and adapts accordingly. The airport's mission is to meet demand while limiting its environmental and social impact.

Genève Aéroport is operated by Aéroport International de Genève (AIG), an autonomous public law institution. The airport is fully Swiss and located entirely on Swiss territory. Genève Aéroport is subject to the Aviation Act (AviA) of 21 December 1948 (RS 748.0), the Environmental Protection Act (EPA) of 7 October 1983 (RS 814.01), the Aviation Ordinance (AviO) of 14 November 1973 (RS 748.01), and the Ordinance on Aviation Infrastructure (AviO) of 23 November 1994 (RS 748.131.1).

The operating framework is defined in the Federal Operating Concession approved on 31 May 2001 by the Federal Office of Civil Aviation (FOCA). This framework designates Genève Aéroport for national, international and intercontinental traffic in line with the provisions of the International Civil Aviation Organization (ICAO), European Union regulations, and the Sectoral Aviation Infrastructure Plan (SAIP) for Genève Aéroport, adopted in 2018. This concession was renewed on 31 May 2001 for the period from 1 June 2001 to 31 May 2051. The SAIP is the result of a cooperation between the Confederation, the Canton of Geneva and Genève Aéroport, and was adopted for a period extending to 2030. According to the mandate issued by the Confederation, national airports covered by the SAIP must be developed to meet demand, in accordance with the principles of sustainable development. The Confederation grants AIG the right to operate. In return, strict compliance with numerous international and national standards is required. These relate to safety, infrastructure, environmental protection and traffic flow.

Finally, at the cantonal level, the mission and operation of Genève Aéroport are defined in the Geneva Law on the International Airport of Geneva (LAIG) of 10 June 1993 (RS GE H 3 25) and its implementing regulation (RAIG) of 13 December 1993 (RS GE H 3 25 01).

The LAIG describes the purpose of Genève Aéroport as follows: «The institution is responsible for managing and operating the airport and its facilities by providing, at the best possible cost, optimal conditions of safety, efficiency and comfort for its users. In all its activities, which must contribute to the development of economic, social and cultural life, the institution shall take into account the general interests of the country, the canton and the region it serves, as well as environmental protection objectives.»

Genève Aéroport is owned by the Canton of Geneva and is subject to cantonal legal obligations concerning how the platform is managed. Both quantitative and qualitative objectives are defined, notably in the Performance Agreement signed between the canton and Genève Aéroport for the period 2024–2029, in accordance with Article 7 of the Legal Framework for Public Institutions (LOIDP) of 22 September 2017 (A 2 24). These objectives also stem from the 2030 Strategy, established with the Board of Directors and based on the 2040 Vision adopted in 2022 by the Board of Directors.

Genève Aéroport's role is to provide airlines, passengers and freight operators with efficient infrastructure and services tailored to their needs, which involves regularly adapting airport facilities and carrying out necessary maintenance and development works.

In 2024, Genève Aéroport generated 64.4% of its turnover from aeronautical revenue (charges, landings and passengers, etc.), and 35.6% from non-aeronautical revenue (retail, car parks, rentals, etc.). Aeronautical charges are defined and governed by the Ordinance on Airport Charges. This ordinance also outlines the use of a portion of non-aeronautical revenue in the calculation of airport charges.

In 2024, the institution employed 1,079 staff (or 1,019 full-time equivalents), performing nearly 200 different functions.

In terms of its activities, value chain and business relationships, Genève Aéroport is connected to 146 scheduled destinations (2024), operated by 55 airlines. Primarily focused on point-to-point traffic, the airport connects Geneva to major European capitals and cities, including major hubs such as

London, Amsterdam and Frankfurt. The airport also serves intercontinental destinations such as New York, Washington, Montreal, and major hubs in Istanbul, the Gulf, China and Africa.

Genève Aéroport is the gravitational centre of a vast cross-border region with a population of around 6.5 million people. It plays a decisive role in attracting multinational corporations and supporting the development of international Geneva, which today hosts the European headquarters of the United Nations (UN) and numerous non-governmental organisations (NGOs).

Airport activities generate overall economic added value of CHF 4.1 billion and result in the creation of 33,600 jobs. Good air connectivity has a positive impact on the cantonal and regional economy. It benefits international Geneva, which comprises 42 international organisations (IOs) in the Lake Geneva region (out of 45 in Switzerland), 750 NGOs, 32,000 international civil servants, diplomats and civil society representatives, more than 4,000 annual visits by heads of state and government, ministers and other dignitaries, and over 5,000 conferences per year, held in person, by videoconference or in hybrid format, and attended by approximately 523,000 delegates from around the world.

Genève Aéroport also benefits more than 2,200 multinational companies based in Geneva, which in 2019 alone directly generated 40% of the canton's added value, 32% of jobs and CHF 2.52 billion in tax revenues, including income tax from employees and VAT. Major sectors of our economy benefit from airport activities, including watchmaking, speciality chemicals, commodity trading and tourism, as well as local small and medium-sized enterprises (SMEs), in the transport of people seeking access to international markets, in the rapid import/export of goods, and in ensuring a good quality of life for employees wishing to visit their families abroad, etc.

GRI 2-6 Activities, value chain and other business relationships

Genève Aéroport's value chain, simplified into six key steps, provides a means to understand the interactions and collaboration between the airport and all its stakeholders. The aim is to better understand their concerns and expectations in order to incorporate them into the airport's strategy. The way in which Genève Aéroport creates value for all these stakeholders is set out in section 2.6 of this chapter.

	Clients	Partners & Suppliers	Public Authorities and Regulators	Employees	Civil Society, NGOs, Political Parties, Local Communities	Investors and the Financial Community	Peers and Professional Associations
Production and processing of raw materials (fuel)							
Aircraft manufacturing, assembly, maintenance and repair							
Transport, logistics (third-party companies) - Ground handling services - Refuelling, cleaning, catering							
State services - Air traffic control - Police, border guards, customs - Meteorology							
Direct operations - Infrastructure adaptation and renovation - Ground traffic control - Airside operations (aircraft stand maintenance and management) - Car park management - Protocol services - Passenger and airport perimeter security - Passenger transport - Airport operation and activity coordination (finance, marketing, commercial and aeronautical concessions management, ESG management, IT systems)							
Passenger use of third-party services - Passenger and luggage check-ins - Airlines - Shops & Services							

**Third-party companies are bound by contracts requiring them to comply with certain standards defined by Genève Aéroport (notably including ESG criteria). In addition, they – like state service providers – must comply with rules and guidelines issued for the airport site by the Federal Office of Civil Aviation (FOCA).*

2.4. Our Three Long-Term Commitments and Tools for Measuring Progress

Genève Aéroport is rolling out its Sustainability Strategy through to 2030, structured around three key components:

- The vision and ambition driven at the highest level of the organisation: by 2040, Genève Aéroport will be a competitive and welcoming mobility hub with air services that meet the needs of the population, economic stakeholders and international Geneva (see section 2 of this document);
- A materiality analysis to determine priority challenges aligned with Group priorities and stakeholder expectations (see section 3 of this document);
- A non-financial risk analysis to precisely identify the main non-financial risks across the entire value chain (see section 5 of this document).

Three major priority commitments therefore shape the airport's sustainability approach and address the most critical sustainability challenges facing aviation:

Act to reduce our environmental footprint

Preserve the planet and its natural resources

A company committed to its stakeholders

Promote the health and safety of staff, suppliers, passengers and local communities

Responsible business conduct based on trust

Lead by example in business ethics and sustainability to place the airport, our sector and our planet on the path to sustainable success

These three commitments are aligned with the Environmental, Social and Governance (ESG) dimensions. They are interconnected and ensure a cross-cutting approach to sustainability. For all these 3 commitments, a review of progress will be carried out at the end of 2026, and a new action plan will be developed for the period 2027–2030.

2.5. Contribution to the United Nations Sustainable Development Goals (SDGs)

Based on the United Nations Sustainable Development Goals (SDGs), Genève Aéroport's Sustainability Strategy aligns with the 2030 priorities adopted by the Swiss Confederation in its own strategy and by the Republic and Canton of Geneva in its Cantonal Sustainable Development Concept 2030. The 17 UN SDGs aim to protect the planet, reduce poverty and promote peace and justice worldwide. Genève Aéroport's programmes contribute to these global goals, either directly or indirectly, and for all stakeholders across the organisation's value chain. Genève Aéroport is actively contributing to 12 of the 17 SDGs.

2.6. Open Dialogue with Stakeholders

GRI 2-25 Remediation of negative impacts

GRI 2-29 Approach to stakeholder engagement

Genève Aéroport engages in open and continuous dialogue with all its stakeholders. Stakeholder feedback, ratings and evaluations on the airport's strategy and sustainability programmes are systematically taken into account. This input informs the design of the materiality matrix (sustainability risks), the Sustainability Report, and new improvement plans and sustainability programmes, which are updated every 3 to 5 years.

Our stakeholders have varying interests, expectations and interactions with the airport, which help identify the sustainability challenges that Genève Aéroport considers important.

Airport Platform

Staff Members

Main Stakeholders

- Executive Management
 - Divisions and Departments
 - 1,079 employees (2024)
 - Trade unions
 - Staff advisory commission
-

Main Consultation and Dialogue Methods

- Satisfaction surveys and questionnaires
 - Staff advisory commission
 - Board of Directors (staff representatives)
 - Works councils
 - Information sessions and meetings
 - Working groups
 - Development interviews
-

Main Tools and Information Frameworks

- GVA commUnity (corporate social network)
 - Qualintra survey
 - Pulse Survey
 - Whistleblowing process in cases of suspected fraud and/or personality rights violations: the process was updated in 2023 with the implementation of whistleblower protection (LPLA)
 - Annual round table on Environmental, Social and Governance (ESG) challenges held during the European Sustainable Development Week at Genève Aéroport
 - Website
 - Intranet and Genève Aéroport Portal (formerly extranet)
 - Annual, financial and sustainability reports
-

Main Entities and Teams Involved

- Executive Management
 - All Divisions and Departments of Genève Aéroport
-

Key Shared Interests and Identified Expectations

- Working conditions (career development, pay, leave, hardship, training, retirement)
 - Occupational health and safety (OHS)
 - Transparency on Genève Aéroport's objectives and results
-

How Genève Aéroport creates value

- Professional training
- Initiatives to promote occupational health and safety (OHS)
- Initiatives to promote skills development and continuing training

Clients

Main Stakeholders

- Airlines
 - Passengers and visitors
 - Forwarders
 - Private aviation
-

Main Consultation and Dialogue Methods

Airlines

- Information sessions and meetings
- Working groups
- Conferences & Trade Shows

Passengers

- Satisfaction and quality surveys
- Social media

Forwarders

- International Conferences
 - Air freight commission
 - Information sessions and meetings
 - Works councils
-

Main Tools and Information Frameworks

- Ongoing customer satisfaction surveys (published quarterly)
 - Complaint and feedback management
 - Website
 - Extranet
 - Annual, financial and sustainability reports
 - Airport tours
-

Main Entities and Teams Involved

- Executive Management
- Sales & Development Division
- Operations Division
- Technology Division
- Infrastructure Division
- Environment and Sustainable Development Department
- Communication Department

Key Shared Interests and Identified Expectations

Airlines

- Negotiation of airport charges
- Energy prices
- Flight delays after 10 p.m. (Quota Counts)
- Infrastructure suitability
- Smooth and secure operations
- General information (traffic statistics)

Passengers

- Waiting time and speed of checks
- Mobility management
- Signage
- Comfort, cleanliness and safety
- Courtesy of security personnel

Forwarders

- Infrastructure suitability
- Process efficiency
- Security

How Genève Aéroport creates value

Airlines

- Offer a competitive environment
- Infrastructure development and renovation
- Safety Policy and Security Management System
- Competitive commercial policy
- Access to promotional tools
- Newsletters and traffic reports

Passengers

- Infrastructure development and renovation, ease of access, etc.

Forwarders

- Infrastructure development and renovation
- Flow optimisation
- Security Plan

Partners & Suppliers

Main Stakeholders

- Network of more than 1,600 suppliers
- Aeronautical concessions (ground handling, catering, fuelling, aircraft maintenance)
- Fixed-base operators (FBOs)
- Commercial concessions (shops, restaurants and bars, services)
- Energy provider (SIG)
- Contractors (services, goods, construction)
- Air navigation
- Customs
- Police
- MeteoSwiss
- Civil aviation authority – FOCA
- International organisations (IATA)
- Ground transport companies (buses, taxis)
- Technology providers

Main Consultation and Dialogue Methods

- Information sessions and meetings
- Working groups (integration into projects)
- Works councils

Main Tools and Information Frameworks

- Principles of the Responsible Procurement Charter
- Website
- Genève Aéroport Portal (formerly Extranet)
- Annual, financial and sustainability reports
- Genève Aéroport specifications
- Contracts (leases, concession agreements)

Main Entities and Teams Involved

- Sales & Development Division
- Strategic Planning, Project Coordination and Procurement
- Infrastructure Division
- Technology Division
- Environment and Sustainable Development Department

Key Shared Interests and Identified Expectations

Commercial concessions

- Traffic growth
- High-quality working infrastructure
- Quality commercial environment
- Development opportunities

Aeronautical concessions

- Infrastructure suitability
- Clear contractual framework
- Safe working environment
- Traffic growth

Suppliers

- Clarity on practices, values and selection criteria

How Genève Aéroport creates value

Commercial concessions

- Meeting user needs
- Dynamic commercial policy
- Infrastructure development and renovation
- Maintaining product mix, monitoring and meeting with local, national and international brands

Aeronautical concessions

- Infrastructure development and renovation
- Concession agreements, specifications
- Safety policy
- Competitive commercial policy

Suppliers

- Responsible procurement policy
- Application of the public procurement directive and publication of general terms and conditions online

Civil Society, NGOs, Political Parties, Local Communities

Main Stakeholders	<ul style="list-style-type: none">- Local residents, neighbouring municipalities and their representative associations- Political parties- Media- International organisations and NGOs- Universities and research centres- General public
--------------------------	--

Main Consultation and Dialogue Methods	<ul style="list-style-type: none">- Consultative commissions- Board of Directors (represented members)- Information sessions and meetings- Working groups- Surveys and questionnaires- Meetings, encounters and workshops- Conferences and trade fairs
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Main Tools and Information Frameworks	<ul style="list-style-type: none">- Website- Annual, financial and sustainability reports- Conferences- Airport tours
--	--

Main Entities and Teams Involved	<ul style="list-style-type: none">- Board of Directors- Executive Management- External Relations (Public and Aeronautical Affairs)- Environment and Sustainable Development Department- Communication Department- Marketing Department
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Key Shared Interests and Identified Expectations	<ul style="list-style-type: none">- Environmental impact (noise, air quality, carbon footprint reduction, etc.)- Soundproofing and compensation- Transparency (information)
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How Genève Aéroport creates value	<ul style="list-style-type: none">- Environmental and social initiatives- Driving the energy transition, notably through the <i>Exemplarité énergie et climat</i> programme- Regional connectivity hub- Positive influence on Switzerland's economic and social dynamism
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Public Authorities and Regulators

Main Stakeholders

- Confederation
 - Canton and State of Geneva
 - Neighbouring France (Parliament and administration)
-

Main Consultation and Dialogue Methods

- Information sessions and meetings
 - Working groups, notably within the framework of the partnership programme for Autonomous Public Institutions (EPA) with the Canton of Geneva
 - Consultative commissions (CCAEP)
 - Environmental Consultative Committee (CEE)
 - Board of Directors (with representatives from the Canton)
 - Surveys and questionnaires
 - Website (contact form)
 - Conferences & trade shows
-

Main Tools and Information Frameworks

- Objectives agreement with the state of Geneva
 - Website
 - Annual, financial and sustainability reports
 - Airport tours
-

Main Entities and Teams Involved

- Board of Directors
 - Executive Management
 - All Divisions and Departments of Genève Aéroport
-

Key Shared Interests and Identified Expectations

- Compliance with laws
 - Requests for information
 - Objectives agreement with the State of Geneva
 - Impact on airport-adjacent communities
 - The Sectoral Aviation Infrastructure Plan (SAIP)
-

How Genève Aéroport creates value

- Consultation and position statements
- Environmental initiatives
- Measures to support safety and public procurement
- Aerodrome manual and emergency plan
- Submission of reports
- Regional and national connectivity hub
- Positive influence on Switzerland's economic and social dynamism

Investors and the Financial Community

Main Stakeholders

- Banks
 - Financial institutions
 - Non-financial rating agencies (ESG rating)
 - Financial rating agencies
-

Main Consultation and Dialogue Methods

- Regular and ongoing meetings and discussions (bilateral relations), including specific exchanges with rating agencies on the topic of sustainable finance since 2023
 - Information sessions and meetings
 - Surveys and questionnaires
 - Reports from rating agencies and analysts (financial and/or ESG)
-

Main Tools and Information Frameworks

- Annual, financial and sustainability reports
-

Main Entities and Teams Involved

- Executive Management
 - Finance Division
 - Environment and Sustainable Development Department
 - Quality Control, ICS, Risk and Compliance
-

Key Shared Interests and Identified Expectations

- Non-financial performance
 - Economic performance
 - Outlook
-

How Genève Aéroport creates value

- Improved non-financial performance
- Financial assessment and financial ratios
- Positive influence on the Swiss economy

Peers and Professional Associations

Main Stakeholders

- Tourism sector
 - Business community (SMEs and large enterprises)
 - Airport sector (ACI, UAF)
-

Main Consultation and Dialogue Methods

- Information sessions and meetings
 - Working groups
 - Meetings, encounters and workshops
 - Trade shows and conferences
-

Main Tools and Information Frameworks

- Website
 - Extranet
 - Annual, financial and sustainability reports
-

Main Entities and Teams Involved

- Executive Management
 - Environment and Sustainable Development Department
 - Sales & Development Division
 - External Relations (Public and Aeronautical Affairs)
-

Key Shared Interests and Identified Expectations

- Decarbonisation of the aviation sector
 - Efficient air network
 - Socio-economic benefits
-

How Genève Aéroport creates value

- Collaborations on innovation and sustainability projects
- Positive influence on Switzerland's economic and social dynamism

2.7. Materiality Analysis

Materiality lies at the heart of Genève Aéroport's sustainability approach. This process makes it possible to identify the airport's priority challenges in relation to its vision and activities, based on their economic, environmental and social impacts, as well as governance matters, and the assessments of the main stakeholders of the organisation.

2.7.1 Methodology of the Materiality Analysis and Stakeholder Consultation Process

GRI 3-1 Process to determine material topics

At the end of 2023 and the beginning of 2024, Genève Aéroport conducted a consultation with its stakeholders to inform its materiality analysis. This process took place in three stages, drawing on various existing guidelines for stakeholder engagement (GRI, AOSS G4 DMA, ISO 26000 and the Global Compact). In the first stage, 32 challenges were identified for consultation; stakeholders were then engaged in a second phase via a quantitative study and strategic interviews.

Nearly 180 internal and external stakeholders (see details in section 2.7 of this report) were consulted, including members of the Board of Directors, Executive Management, and staff. A steering committee representing the main functional divisions of Genève Aéroport was involved throughout the project, which was carried out with the support of an independent consulting team. In the final stage, results were consolidated and prioritised within the materiality matrix.

2.7.2 Analysis of Results

GRI 3-2 List of material topics

The materiality matrix of Genève Aéroport includes 32 challenges of generally high importance, divided into three categories: Environment – Social – Governance. Structured into a three-level hierarchy, their categorisation provides useful insight to better understand, manage and prioritise actions in the short and medium term.

Overall, our stakeholders have highlighted three core expectations, which can be summarised as follows:

1. Taking action to reduce our environmental footprint

- Reduce carbon footprint
- Air quality control and improvement
- Sustainable mobility
- Reduction of energy consumption and use of renewable energy
- Waste management and reduction
- Management and conservation of water resources

2. A company committed to its stakeholders

- Noise management
- Occupational health and safety
- Dialogue between staff members and the organisation
- Diversity and equity in opportunities

3. Responsible business conduct based on trust

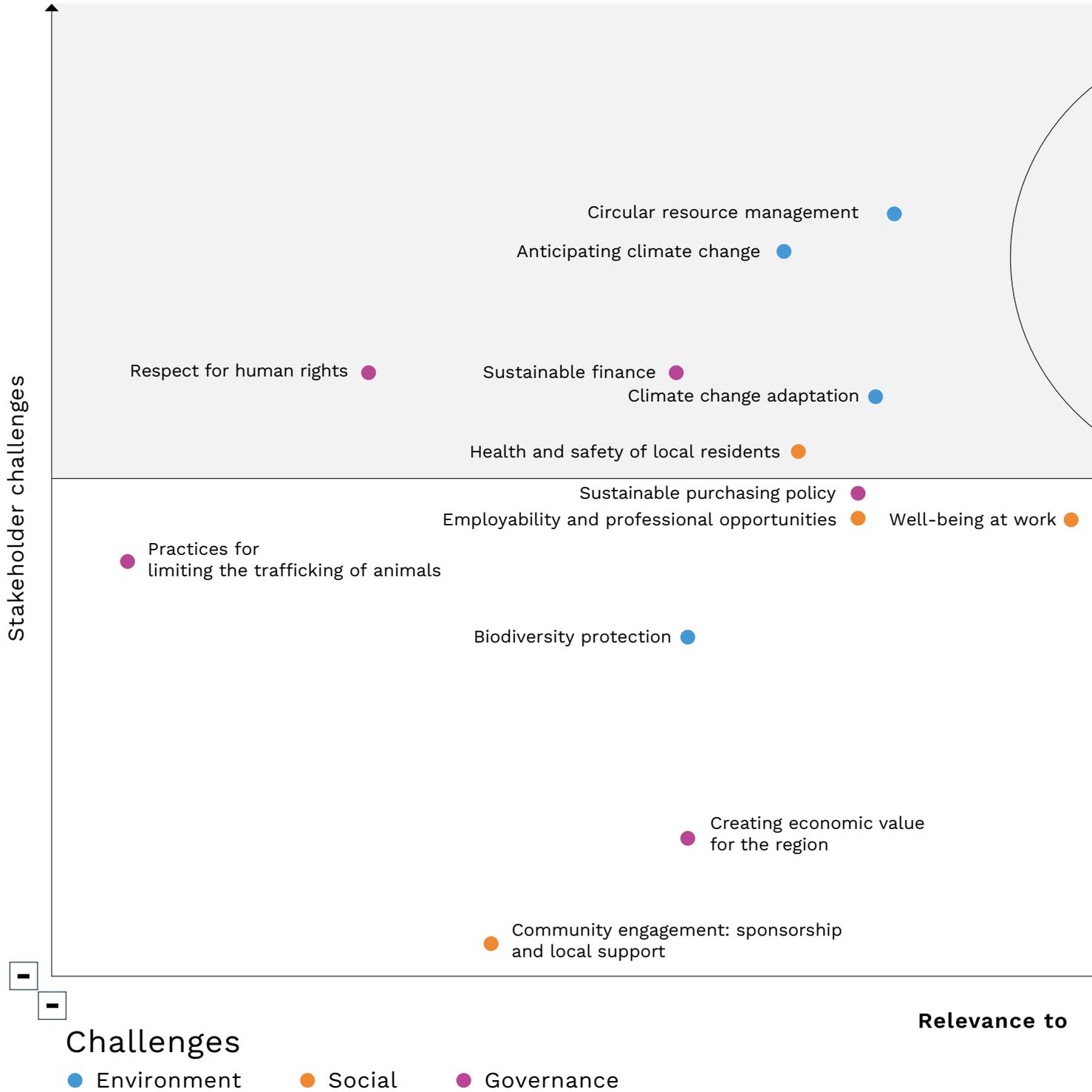
- Ethical conduct of business
- Management's commitment to sustainability
- Sustainability at the heart of our strategy
- Supplier responsibility
- Data protection

These expectations form and define our three sustainability commitments or strategic pillars for 2030.

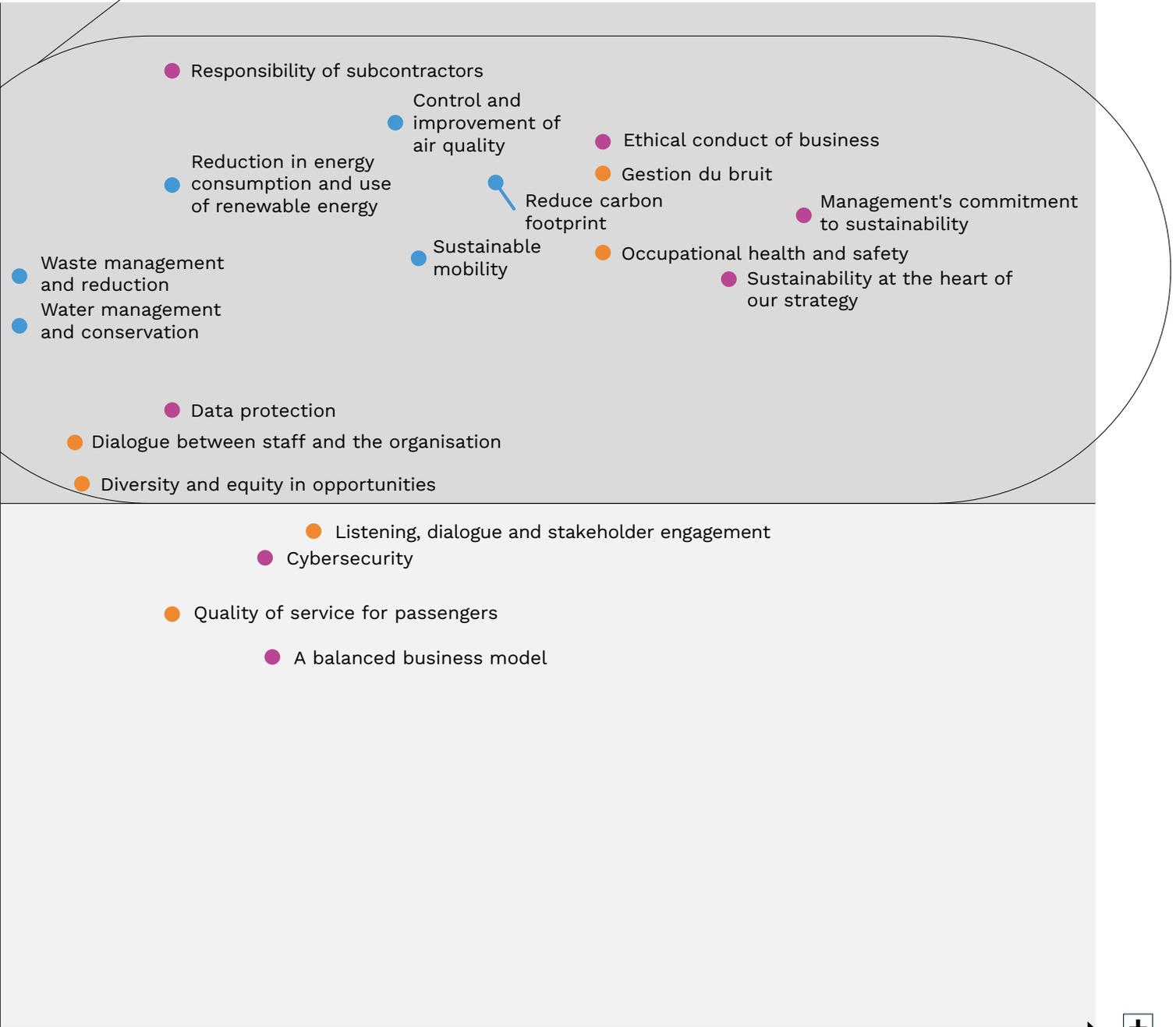
Based on these, new medium- and long-term sustainability objectives, both quantitative and qualitative, have been defined and are presented in section 2.9 of this document. Measures taken to address these expectations and any related impacts will be reviewed annually in the sustainability report, along with the triennial action plans.

Materiality Matrix

GRI 3-2 For the purposes of this sustainability report, the materiality matrix has been prepared in accordance with the principles of the Global Reporting Initiative (GRI)



Priority challenges



2.8. Our Objectives, Initiatives and Indicators

The three commitments outlined above, along with our 14 priority sustainability challenges stemming from the materiality matrix, are supported by a set of cross-cutting initiatives and indicators that underpin and guide the implementation of the Sustainability Strategy and its action plans.

GRI 3-3 Management of material topics

Our 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Act to reduce our environmental footprint</p> <p>Preserve the planet and its natural resources</p>	<p>Reducing the carbon footprint</p> <ul style="list-style-type: none"> • Reduce our greenhouse gas (GHG) emissions from Scopes 1 and 2 by 90% by 2037 compared to 1990 • Contribute to reducing Scope 3 greenhouse gases by 90% by 2050 compared to 1990 	<p>Initiatives to achieve full decarbonisation of GHG emissions (Scopes 1 and 2)</p> <ul style="list-style-type: none"> • Decarbonise heating by implementing the GeniLac hydrothermal network by 2030, aimed at replacing oil and gas heating systems with renewable energy-based systems (excluding emergency generators), thereby avoiding the emission of 5,300 tonnes of CO₂e annually (representing a 60% reduction in CO₂ emissions from Genève Aéroport) • Reduce emissions linked to refrigerant fluids • Electrify all airside vehicles (37% in 2024 compared to 31% in 2023; target: 90% by 2030) • Offset all residual emissions from the airport's own operations – NET capture <p>Initiatives to contribute to the reduction of industry GHG emissions (Scope 3)</p> <ul style="list-style-type: none"> • Support the introduction of sustainable aviation fuel (SAF) on the platform by 2025 through a system of financial incentives to encourage airlines (from 2026 onwards) • Provide financial incentives for fleet renewal with latest-generation aircraft • Operational aviation measures Centralised power supply for aircraft and prohibition of Auxiliary Power Unit (APU) use • Procurement 	<p>Indicator 1:</p> <p>Total greenhouse gas (GHG) emissions in tonnes CO₂ e (Scopes 1 and 2)</p> <p>Observed trend: 6,520 (2024)</p> <p>Target/Goal: Net Zero Scope 1 and 2 GHG emissions (2037)</p> <p>Note: Scope 1 and 2 emissions decreased by approximately 2,000 tonnes between 2012 and 2019</p> <p>Indicator 2:</p> <p>Total greenhouse gas (GHG) emissions in tonnes CO₂ e (Scope 3)</p> <p>Observed trend: 184,853 (2023)</p> <p>Target/Goal: Contribute to achieving Net Zero GHG emissions for the entire industry (2050)</p>

Our 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Act to reduce our environmental footprint</p> <p>Preserve the planet and its natural resources</p>	<p>Air quality control and improvement</p> <ul style="list-style-type: none"> • Ensure compliance with ambient air quality limit values (ILVs) <p>Sustainable Mobility</p> <ul style="list-style-type: none"> • Increase the modal share of passengers travelling to the airport by sustainable means (public transport), to reach a target of 58% by 2030 (target set by the SAIP) • Increase the modal share of employees travelling to the airport by sustainable means (public transport + walking + cycling + carpooling), to reach a target of 44% by 2030 (target set by the SAIP) 	<p>Initiatives to monitor and improve air quality on the airport platform</p> <ul style="list-style-type: none"> • Reduce emissions of atmospheric pollutants (NOx, fine particles, etc.) • Electrify all airside vehicles and ground support equipment • Continue the deployment of ground power and pre-conditioned air supply for aircraft <p>Initiatives to encourage passengers to use public transport</p> <ul style="list-style-type: none"> • Continue expanding the measures and services implemented under the mobility plan • Continue developing passenger incentive schemes • Optimise traffic flow and access management, particularly passenger drop-off and pick-up arrangements • Maintain the Entreprise Ecomobile label from the Canton of Geneva until 2030 and continue the partnership with public authorities and transport providers to strengthen public transport access to the airport (CFF, TPG, Léman Express), contributing to further CO₂ emissions reductions in the mobility sector • Develop a multimodal transport hub as part of the CAP2030 project, to significantly enhance connectivity • Partnership between Genève Aéroport and the CFF to offer early morning and late-night train services during school holidays and public holiday weekends 	<p>Indicator 3:</p> <p>Values recorded at the Eole monitoring station</p> <p>Observed change: 22 µg/m³ (2023)</p> <p>Target/Goal: Remain within the ILVs</p> <p>Indicator 4:</p> <p>Increase in sustainable modal share of passengers arriving at the airport via public transport</p> <p>Observed change: 49% (2023)</p> <p>Target/Goal: 58% (2030)</p>

Our 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Act to reduce our environmental footprint Preserve the planet and its natural resources</p>	<p>Reduction of energy consumption and use of renewable energy</p> <ul style="list-style-type: none"> • Improve energy efficiency by 25% by 2030, compared to 2018–2019: +15% efficiency by 2026 compared to 2020 (15% in 2026): +15% efficiency in 2026 and +25% in 2030. • Achieve a 70% share of renewable energy for the airport platform (Genève Aéroport and partners) from 2026 	<p>Initiatives to improve energy efficiency</p> <ul style="list-style-type: none"> • Decarbonise heat production • Renovate energy-intensive buildings. For large-scale projects, a DGNB Gold certification is targeted for new constructions and a DGNB Silver Minimum for full renovation projects (Scopes 1 and 2) • Implement energy performance measures • Support our partners in reducing their consumption • Reduce digital impact by obtaining the Sustainable IT label and providing training • Develop local renewable energy production (photovoltaic objective by 2030: 55,000 m² (equivalent to 8 GWh)) 	<p>Indicator 5: Energy efficiency ratio compared with baseline year 2018–2019 (EEC commitment)</p> <p>Observed trend: alignment underway with the CO₂ legislation (2024) Target/Goal: 20% improvement in energy efficiency (2030)</p> <p>Note: As a general rule, energy production increases year on year, while consumption decreases.</p>
	<p>Waste management</p> <ul style="list-style-type: none"> • Reduce incinerable waste by 20% by 2030 compared to 2019 • Achieve a waste recovery rate of 60% by 2030 compared to 2019 • 100% of organic waste (kitchen waste) to be recycled by 2030 <p>Note: These targets may be reassessed, in particular in the context of amendments or suspension of cantonal legislation.</p>	<p>Initiatives for waste management</p> <ul style="list-style-type: none"> • Publish the new waste management strategy in 2024 and define Genève Aéroport’s waste policy • Redefine the scope of stakeholders and waste producers, then adjust the indicators accordingly • Upgrade existing infrastructure • Sort organic waste in food service activities • Improve procurement, tendering and contract policies 	<p>Indicator 6: Share of renewable energy in the thermal energy and fuel mix (EEC scope)</p> <p>Observed trend: 3,337 MWh (2024) Target/Goal: 70% renewable energy (2028)</p> <p>Indicator 7 : Total amount of waste</p> <p>Observed trend: 3045 t (2023) Target/Goal: 20% less incinerable waste (2030)</p> <p>Indicator 8: Rate of recycling</p> <p>Observed trend: 42.5% (2023) Target/Goal: Achieve 60% recycling (2030)</p>

Our 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Act to reduce our environmental footprint Preserve the planet and its natural resources</p>	<p>Water management</p> <ul style="list-style-type: none"> • Monitor and encourage the responsible use of drinking water • Control water pollution linked to aircraft de-icing activities during winter periods 	<p>Initiatives to manage water consumption</p> <ul style="list-style-type: none"> • Limit the environmental impact of de-icing products (by replacing them with more biodegradable substances and recovering more product for conversion into biogas) <p>Initiatives to manage water quality</p> <ul style="list-style-type: none"> • Create two retention basins for the Nant d'Avanchet watershed (the retention basin for the Vengeron watershed already exists) by 2026 • Continue separating rainwater and wastewater networks (target: 100% separation by 2040) • Create a rainwater recovery system for new buildings • Limit ground waterproofing 	

Our 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>A company committed to its stakeholders Promoting the health and safety of staff, suppliers, passengers and neighbouring communities</p>	<p>Noise management</p> <ul style="list-style-type: none"> • Reduce the acoustic footprint of air traffic by 2030 to protect residents from airport-related noise pollution, in compliance with the SAIP target noise exposure scenario 	<p>Initiatives to meet demand while protecting our neighbours</p> <ul style="list-style-type: none"> • Reduce departures after 10 p.m. No departures are scheduled, except for three long-haul destinations operated with aircraft offering the best acoustic performance (as per SAIP) • Introduce, as of 1 January 2025, a quota system to reduce delayed departures after 10 p.m. with strongly dissuasive charges. • For arrivals, maintain the ability to bring passengers back to Geneva from hub airports (9% reduction for capacity between 10 p.m. and 10:59 p.m., and 55% between 11 p.m. and 11:59 p.m. approved in 2017). • Participate in a research project with Eurocontrol to identify late-night delays in advance and encourage partners to make changes. • Online contact form made available for residents to submit noise complaints • Implementation, since 2003, of a building soundproofing programme for properties near the airport. The pace of this programme is being accelerated in order to soundproof 1,714 buildings and cover the entire Swiss perimeter (as at 31 December 2024, 578 buildings have been soundproofed since 2004). 	<p>Indicator 9: Number of night-time movements (22:00 – 05:59) Observed trend: 9,879</p> <p>Indicator 10: Surface area of the VP DSII envelope curve Observed trend: 32km² (2023)</p> <p>Indicator 11: Movements by noise class – scheduled and charter flights, passengers only (excluding ferry flights) – Class V Observed trend: 31.85%</p> <p>Note: In 2023, 32.53% of movements were carried out by next-generation aircraft.</p> <p>Indicator 12: Total number of soundproofed buildings in CH Observed trend: 578</p>

Our 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>A company committed to its stakeholders Promoting the health and safety of staff, suppliers, passengers and neighbouring communities</p>		<p>Initiatives to renew the aircraft fleet at the airport to reduce noise and CO₂ emissions</p> <ul style="list-style-type: none"> • Encourage the arrival of next-generation aircraft. Continue financial incentives for airlines to promote movements with next-generation aircraft. <p>Initiatives to adapt flight paths and procedures to reduce the impact of aircraft movements</p> <ul style="list-style-type: none"> • Closure of the KONIL short route after 10 p.m., a route that flies along the foot of the Jura and over the town of Saint-Genis-Pouilly. • Continue applying the Continuous Descent Approach (CDA) procedure. The CDA is a flight procedure that reduces aircraft emissions and noise during approach. • Maintain runway usage direction in the evening. Reverse runway usage is no longer permitted to avoid overflying sensitive areas. 	

Our 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>A company committed to its stakeholders Promoting the health and safety of staff, suppliers, passengers and neighbouring communities</p>	<p>Occupational health and safety</p> <ul style="list-style-type: none"> The operational objectives for 2024 implemented by the CSST are subject to monitoring and aim to reduce the frequency rate of non-occupational accidents (ANP) by 15% and occupational accidents (AP) by 20% 	<p>Initiatives to reduce and control the risks of incidents and accidents</p> <ul style="list-style-type: none"> Reduce and control the risks of incidents and accidents, and ensure the health of staff and passengers Training sessions, coaching, workshops and awareness campaigns provided to staff by the Safety Office. Regular monitoring of employee sentiment through pulse surveys in the context of their professional activities 	<p>Indicator 13: Number of occupational and non-occupational accidents</p> <p>Observed trend: Decrease in non-occupational accidents (ANP) by 81% in 2024 Target/goal: -15% ANP and -20% occupational accidents (AP) in 2025 compared to 2024</p>
	<p>Dialogue between staff and the organisation</p> <ul style="list-style-type: none"> 4 plenary meetings with employees 	<p>Initiatives to foster dialogue</p> <ul style="list-style-type: none"> Hold regular meetings in which staff representatives may be invited to participate 	
	<p>Diversity and equity in opportunities</p> <ul style="list-style-type: none"> To ensure a high level of employee engagement, Genève Aéroport is developing a human resources policy focused on diversity and non-discrimination 	<p>Initiatives to foster diversity and equity</p> <ul style="list-style-type: none"> By 2030, develop the skills and careers of employees Training and awareness for all line managers on the selection and recruitment process, in line with the Charter on Workplace Diversity Implementation of remote working via the Flexiwork programme and easier access to part-time working for better work-life balance. Maintain a wage gap of less than 1% between women and men – next review in 2025 	

Our 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Responsible business conduct based on trust</p> <p>Lead by example in business ethics and sustainability to place the airport, our sector and our planet on the path to sustainable success</p>	<p>Ethical business practice</p> <ul style="list-style-type: none"> • Ensure airport employees act with integrity at all times 	<p>Initiatives to ensure that staff always act with integrity</p> <ul style="list-style-type: none"> • Raise awareness and provide training for staff on anti-corruption, conflicts of interest and fraud prevention, and on respecting rules that ensure fair commercial practice • Maintain an alert platform available to staff (whistleblower platform) 	
	<p>Management's commitment to sustainability</p> <ul style="list-style-type: none"> • By 2030, obtain the Gold level of the EcoVadis label and improve our ratings in terms of non-financial performance • By 2030, 80% of the members of the Board of Directors, Executive Management and staff will be trained on ESG challenges 	<p>Initiatives to strengthen senior management's commitment to sustainability</p> <ul style="list-style-type: none"> • Monitor and improve Genève Aéroport's evaluation by unsolicited rating agencies on non-financial performance • Have Genève Aéroport's non-financial practices assessed by a solicited rating agency (EcoVadis) • Have ESG data on non-financial performance audited annually by an external auditor • Raise awareness and provide training for members of the Board of Directors, Executive Management and staff on sustainability • Organise an annual roundtable on environmental, social and governance (ESG) challenges during the European Sustainable Development Week for staff and Executive Management of Genève Aéroport 	
	<p>Sustainability at the heart of our strategy</p> <ul style="list-style-type: none"> • By 2030, implement the sustainability strategy and the three-year action plans aimed at embedding sustainability into the overall strategy of Genève Aéroport 	<p>Initiatives to place sustainability at the heart of the strategy</p> <ul style="list-style-type: none"> • Adopt the 2030 Sustainability Strategy supported by Genève Aéroport's governance – namely the Board of Directors, Executive Management, and the various Departments and Divisions of the airport • Implement three-year action plans to achieve the objectives set out in the 2030 Sustainability Strategy • Establish an ESG coordination committee to monitor and implement sustainability at the heart of Genève Aéroport's strategy 	

Our 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Responsible business conduct based on trust</p> <p>Lead by example in business ethics and sustainability to place the airport, our sector and our planet on the path to sustainable success</p>	<p>Supplier responsibility</p> <ul style="list-style-type: none"> By 2030, reflect on the process for raising supplier awareness of the public procurement policy. From 2025, implement sustainable public procurement governance. 	<p>Initiatives to ensure ethical conduct among our service providers and suppliers</p> <ul style="list-style-type: none"> Continue implementing the Supplier Compliance Commitment (SCC), which ensures the ethical conduct of our service providers and suppliers, in accordance with applicable public procurement regulations Regularly revise internal standards to reflect regulatory and legislative changes applicable to Genève Aéroport Raise awareness among suppliers about sustainability in our calls for tenders Implement sustainable public procurement governance from 2025. The aim is to provide a framework and the tools necessary to efficiently integrate sustainability indicators into Genève Aéroport's calls for tenders. Suppliers will therefore be assessed on sustainability, and requirements relating to these aspects may be set out. This process will apply to calls for tenders where the subject matter is directly linked to sustainability 	
	<p>Data protection</p> <ul style="list-style-type: none"> Ensure that IT systems, data and information are managed confidentially and with integrity, and that they are protected against threats 	<p>Initiatives to prevent breaches and information security</p> <ul style="list-style-type: none"> Train and raise awareness to prevent breaches and on information security Maintain a due diligence programme on information security Establish an alert procedure available to stakeholders to report information security issues Monitor the evolution of risks related to information security Establish an incident response procedure to manage breaches of confidential information Implement measures to protect third-party data from unauthorised access or disclosure of information Implement measures to obtain stakeholder consent regarding the processing, sharing and retention of confidential information Audit control procedures to prevent breaches of information security 	<p>Indicator 14: Total number of leaks, thefts or losses identified concerning client and staff data</p> <p>Observed trend: 0 (2024)A</p> <p>Target/Goal: 0</p>

2.9. Risk, Opportunity and Impact Analysis in Sustainability Matters

Risk Management System

*GRI 3-3 Management of material topics
GRI AOSS G4-DMA Business continuity and emergency management*

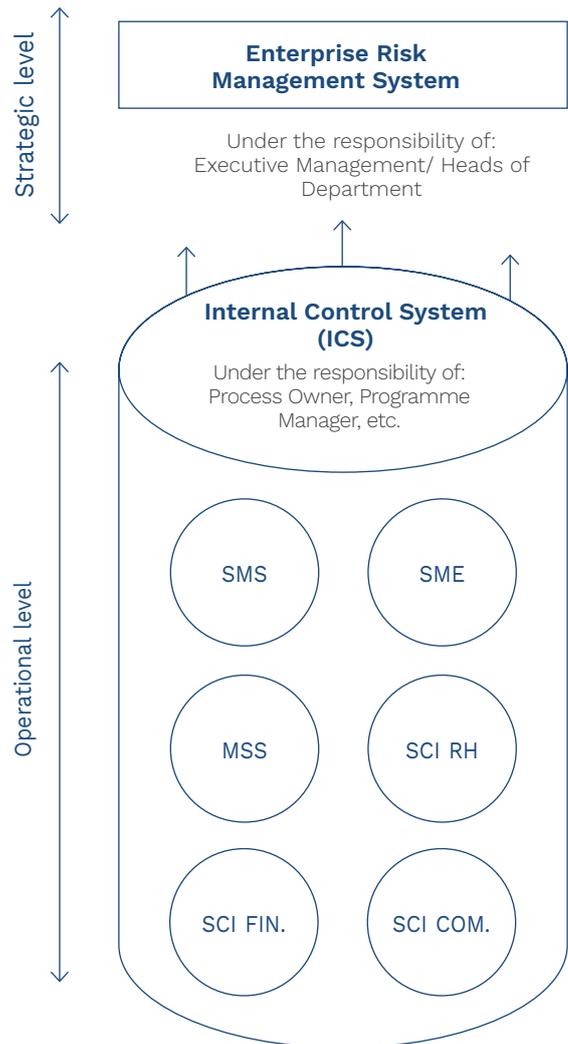
Genève Aéroport has implemented an integrated and cross-functional risk management system across the organisation, comprising the internal control system (ICS) and enterprise risk management (ERM).

The ICS is documented at the level of the company’s key processes. It aims to ensure that inherent risks, including sustainability risks, are controlled and that additional action plans are defined where necessary.

Enterprise risk management (ERM), on the other hand, is intended to identify, assess and methodologically address all types of events (endogenous or exogenous) that may have a negative impact on Genève Aéroport’s activities at a given time, and to define a mitigation strategy (including action plans) in line with Genève Aéroport’s risk appetite.

This analysis is based on an internal methodology, including an assessment matrix that incorporates four categories of impact (strategic, operational, financial, legal) and seven sub-categories of impact (environment, safety, disruption to activities and/or quality of service, materiality, strategy, reputation/image, non-compliance).

Integrated risk management



Risk, Opportunity and Impact Analysis in Sustainability Matters

Genève Aéroport conducts an annual assessment of the impacts, risks and opportunities it may face, including non-financial risks that could affect the establishment's ability to maintain its overall performance in the short term (3–5 years), medium term (5–10 years) or long term (10–30 years).

The assessments are based on a range of internal and external tools, take into account stakeholder expectations, and are coordinated by various teams. In particular, the airport's sustainability and risk management functions play a key role.

The main internal tools are:

- A consultation of internal and external stakeholders (materiality analysis), focused on assessing stakeholder expectations, is carried out every two to three years (the most recent took place at the end of 2023 and beginning of 2024).
- The airport's risk matrix, drawn up by its risk management function, is updated annually and aims to identify the risks considered by Genève Aéroport as specific to its activity and identified as likely to affect its operations, image, financial situation, results or the achievement of its objectives.

Internal tools are supplemented by external information:

- Regulatory frameworks: for example, the key topics listed in Articles 964a et seq. of the Swiss Code of Obligations (CO) or the forthcoming European Sustainability Reporting Standards (ESRS)

- International institutions and NGOs
- Analyses by unsolicited ESG rating agencies
- Analyses by solicited ESG rating agencies (EcoVadis)
- Specific client requests
- Recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD) and various other frameworks (Global Reporting Initiative (GRI), Airport Operators Sector Supplement (AOSS), etc.)

Risks relating to the categories of 'non-financial matters' as defined by Articles 964a et seq. CO – namely environmental matters (including CO₂ targets), social matters, personnel matters, respect for human rights, and anti-corruption – are therefore fully integrated into Genève Aéroport's overall risk identification and management process.

This risk analysis extends beyond the airport platform's operations and takes into account the entire value chain, from the sourcing of raw materials to the use of airport services, in full alignment with the materiality analysis of sustainability-related challenges. As a result, five main risks have been identified under the categories of Article 964 CO.

The table below presents the impacts, risks and opportunities in relation to the key challenges arising from Genève Aéroport's materiality matrix.

Sustainability challenges	Corr. SDGs	Impacts, risks and opportunities	Criticality	Timeframe	Risk management: key policies and actions
Environment					
Reduce carbon footprint		Risk of greenhouse gas (GHG) emissions being higher than our commitments			
	    	<p>Failure to reduce our carbon footprint, particularly by exceeding CO₂ and GHG emissions related to air traffic compared to the target set in the cantonal climate plan and the new Federal CO₂ Act (Objective Agreement with the Canton), would result in contributing to global warming and could lead to operational issues and increased opposition during the plan approval procedures.</p> <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> Reinforcing a responsible identity 	****	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> - GHGs emissions reduction strategy - Sustainability report (non-financial performance report for the 2023 financial year) - Environmental policy - ACA Certification - Building Energy Exemplarity Programme - Mobility Programme - Certification of major projects with the DGNB label – Deutsche Gesellschaft für Nachhaltiges Bauen) Gold certification is required for new building projects and Silver certification is required for major renovation projects <p>Key actions and 2024-25 performance:</p> <ul style="list-style-type: none"> • Financial incentives provided by the airport to airlines for using next-generation aircraft, reducing kerosene consumption by up to 15% and noise emissions by up to 40% • Initiatives and stakeholder engagement to enable the supply and demand of SAF (sustainable aviation fuel) at the airport to reach 2% in 2025 • Measures implemented to limit air pollutants • Facilitation of the use of PCA and centralised 400Hz electricity • Replacement of centralised heating and cooling systems in buildings with 100% renewable energy: GeniLac in 2028 • Electrification of airside vehicles and ground support equipment (target: 90% by 2030)

Sustainability challenges	Corr. SDGs	Impacts, risks and opportunities	Criticality	Timeframe	Risk management: key policies and actions
Environment					
Air Quality Control		Exceeding local air pollution limit values			
	 	<p>The risk of exceeding local air pollution limit values would have the following impacts:</p> <ul style="list-style-type: none"> • Impact on the health of local residents and employees • Non-compliance with exposure limit values • Impact on image and reputation <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> • Reinforcing a responsible identity 	**	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> • Airport charges linked to ‘gaseous emissions’ • Mobility plan with the EcoMobile enterprise label from the canton • Incentive plan to phase out the most polluting vehicles and equipment (target of 90% electric by 2030) • Genève Aéroport’s energy policy <p>Key actions and 2024-25 performance:</p> <ul style="list-style-type: none"> • Provision of a carpooling tool • Equipping aircraft parking stands with more efficient PCA systems (reducing use of APU) and 400Hz positions • New campaign to promote the mobility programme • Participation in the integration of self-service bicycles • Promotional campaign for the Aérobus service • Installation of electric vehicle charging stations on the airside • Promotional campaign for trains running ‘early in the morning’ and ‘late in the evening’ to and from Genève Aéroport at the start of school holidays and bank holiday weekends
Reducing energy consumption and using renewable energy		Failure to meet energy transition targets			
	   	<p>A failed energy transition at Genève Aéroport would have the following impacts:</p> <ul style="list-style-type: none"> • Legal non-compliance • Political impacts • Reputational and image deficit • Increase in operating expenses • Ineligibility for potential grants <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> • Economic sustainability • Reinforcing a responsible identity 	***	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> • THPE (Very High Energy Performance) standard • Partnership with OCEN • ISO 50001 certification • Energy specifications • WATTELSE Regulation • Management of energy performance actions (APE) • Solar strategy <p>Key actions and 2024-25 performance:</p> <ul style="list-style-type: none"> • DGNB Gold certification (sustainable construction label – Deutsche Gesellschaft für Nachhaltiges Bauen) is required for new buildings, and DGNB Silver certification is required for major renovation projects • GeniLac Programme • Implementation of the airport platform’s energy transition strategy

Sustainability challenges	Corr. SDGs	Impacts, risks and opportunities	Criticality	Timeframe	Risk management: key policies and actions
Social					
Noise management		Noise and soundproofing targets			
	  	<p>Risk of exceeding noise standards</p> <p>Delay in the execution of the soundproofing programme:</p> <ul style="list-style-type: none"> • Unsuitable execution capacity • Spending pace misaligned with the rhythm of revenue collection • Image and reputational impact <p>Suspension or reduction of revenues</p> <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> • Reinforcing a responsible identity 	***	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> • Quantitative and qualitative annual review • Monitoring of outsourced services • Progress tracking methods • Monthly monitoring of indicators <p>Key actions and 2024 performance:</p> <ul style="list-style-type: none"> • Programme assessment submitted to the FOCA to evaluate current implementation capacity • Adaptation of the execution process to accelerate rollout by: • Increasing execution capacity • Engaging in dialogue with the enforcement authority to influence decision-making • Launch of a promotional campaign in the municipalities to raise awareness of the soundproofing programme
		<p>Risk linked to increased noise load caused by air traffic which may result in:</p> <ul style="list-style-type: none"> • Decisions by Genève Aéroport or obligations imposed by the FOCA to apply restrictive measures on air traffic (traffic reduction or rejection of infrastructure projects) and/or generating significant costs (infrastructure) • Undermining of the financial plan due to lack of income <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> • Economic sustainability • Reinforcing a responsible identity • Customer Satisfaction 	****	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> • Genève Aéroport noise strategy in partnership with relevant stakeholders • Operating regulations • Noise quota systems <p>Key actions and 2024 performance:</p> <ul style="list-style-type: none"> • Implementation of the quota noise system in order to reduce delayed take-offs after 10 p.m. • Monitoring the evolution of the sound load • Monitoring the evolution of the number of scheduled and delayed movements • Monitoring the evolution in the proportion of aircraft by noise class • Monitoring publications of low-noise operational procedures • Restriction of the KONIL short route to the most acoustically efficient aircraft • Operational restriction during night-time periods • Regulatory monitoring • Prohibition of intersection take-offs at night • Balancing runway direction usage

Sustainability challenges	Corr. SDGs	Impacts, risks and opportunities	Criticality	Timeframe	Risk management: key policies and actions
Social					
Occupational health and safety		A responsible workplace			
	   	<p>An illness or serious accident involving a staff member could lead to the following consequences:</p> <ul style="list-style-type: none"> • Loss of employees or impact on employees, staff shortages in an exposed department potentially causing disruption to operations • Property damage • Impact on image and reputation • Decline in stakeholder trust • Opportunities created through sound risk management: • Management of people and skills • Reinforcing a responsible identity • Economic sustainability • Customer Satisfaction 	***	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> • Absence rate measurement • Health and Safety Guidelines • OHS measures • Insurance <p>Key actions and 2024 performance:</p> <ul style="list-style-type: none"> • Analysis of causes and establishment of working groups when the absence rate in a department exceeds 8% • Definition of contingency plans for critical positions • Implementation of the new Flexiwork policy promoting hybrid work • Pulse Surveys • Training and awareness workshops on well-being, nutrition, and stress management • Strengthening support for long-term absences
Dialogue between staff and the organisation		Staff strike at Genève Aéroport			
	    	<p>A lack of attention and dialogue between staff members and the organisation could lead to the following consequences:</p> <ul style="list-style-type: none"> • Disruptions/shutdown of activities • Absenteeism • Disengagement • Impact on image and reputation <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> • Operability of the platform • Customer Satisfaction • Management of people and skills • Reinforcing a responsible identity 	****	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> • Airport's attractive policy • Negotiation with potential strikers when the risk of strike action is confirmed <p>Key actions and 2024 performance:</p> <ul style="list-style-type: none"> • Promote dialogue between the Executive Management, ComPers, trade unions, and staff • Strengthen dialogue between Executive Management and line management • Analysis and action taken where applicable following the Pulse Survey

Sustainability challenges	Corr. SDGs	Impacts, risks and opportunities	Criticality	Timeframe	Risk management: key policies and actions
Social					
Diversity and equity in opportunities		Loss of attractiveness of Genève Aéroport as an employer (internally or externally)			
	   	<p>A lack of diversity and equity in opportunities, linked to the inability to attract, develop and retain the best available essential talents on the market, could lead to the following consequences:</p> <ul style="list-style-type: none"> • Shortage of resources in essential skill areas, resulting in disruption to operations • Recruitment costs • Succession pipeline for critical roles • Less positive perception of the organisation <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> • Operability of the platform • Management of people and skills • Economic sustainability 	***	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> • Diversity Charter • Regulations on the protection of personality. <p>Key actions and 2024 performance:</p> <ul style="list-style-type: none"> • Update of the legal framework following the entry into force of the Act on the Protection of Whistleblowers. • For equal skills, recruitment of individuals of the minority gender within the relevant team. • Training and enforcement of the regulation on the protection of personality. • Pulse surveys

Sustainability challenges	Corr. SDGs	Impacts, risks and opportunities	Criticality	Timeframe	Risk management: key policies and actions
Governance					
Management's commitment to sustainability		Compliance with sustainability commitments and regulatory requirements			
	     	<p>Failure to uphold long-term public commitments on sustainability such as the Net Zero CO₂ emissions target, or failure to meet regulatory requirements, could result in the following consequences:</p> <ul style="list-style-type: none"> • Lower ESG ratings from rating agencies, potentially leading to reduced attractiveness to investors • Poor management of sustainability issues, leading to a risk to the company's resilience • Financial loss (risk of legal or civil proceedings with potential compensation penalties) • Mistrust on the part of stakeholders, potentially resulting in reduced attractiveness to clients and new talent. • Impact on image and reputation <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> • Meeting the requirements of contracting authorities requesting ESG information from their suppliers • Fulfilling the expectations of investors and banks that demand ESG information • Improving sustainability management to help build a sustainable future and ensure business resilience • People and skills management (increased credibility and attractiveness for stakeholders – particularly new talent and clients) • Reinforcing the responsible identity (risk mitigation through EcoVadis continuous improvement process) • Economic sustainability (enhanced credibility with investors and clients, commercial opportunities through innovation and transformation) 	**	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> • Implementation of an internal structure and governance to monitor performance and ensure progress in sustainability, ensure compliance with regulatory requirements, and oversee risks • 2030 Sustainability Strategy • Three-year sustainability action plan implemented by the various departments and divisions • Annual sustainability report (non-financial performance report) compliant with Swiss legal requirements (Art. 964a et seq. CO), aligned with recognised international standards. • Annual audit of non-financial data <p>Key actions and 2024 performance:</p> <ul style="list-style-type: none"> • Publication of the first non-financial performance report in compliance with regulatory requirements • Establishment of an ESG Committee mandated by Executive Management • Development of the 2030 Sustainability Strategy • Implementation of a sustainability governance structure • Increase in ESG rating awarded by EcoVadis from 60/100 to 71/100 (continuous improvement process) • Organisation of a roundtable featuring Jean-Luc Chenux, Lawyer and Professor at the University of Lausanne, and Christian Lüscher, Lawyer and Chairman of Genève Aéroport, on governance challenges and sustainability management as part of the European Sustainable Development Week at Genève Aéroport • Raising awareness among the Board of Directors of the new sustainable governance rules • Implementation of ESG data management software

Sustainability challenges	Corr. SDGs	Impacts, risks and opportunities	Criticality	Timeframe	Risk management: key policies and actions
Governance					
Ethical business practices		Fraud/Corruption			
	    	<p>Corruption in B2B relations and corporate projects may occur through third-party activities (partners, suppliers, intermediaries, acquisition targets, public agents, etc.) and may have various impacts:</p> <ul style="list-style-type: none"> • Impact on image and reputation • Legal proceedings, prosecution and sanctions • Financial loss with increased costs • Potential termination of contract with a supplier, leading to operational impact • Institutional instability <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> • Management of people and skills • Reinforcing a responsible identity • Economic sustainability 	***	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> • Directive on the prevention and management of conflicts of interest • Fraud reporting platform • Code of Conduct • Third-party liability insurance
Supplier resp.		Recourse to suppliers not complying with labour legislation			
		<p>Violations of human rights and fundamental freedoms, particularly in the supply chain, due to lack of transparency of suppliers or identified poor practices in terms of human rights, may have the following impacts:</p> <ul style="list-style-type: none"> • Impact on image and reputation • Possible contract termination with a supplier found guilty of fraud, leading to operational impact • Legal impact • Internal organisational disruption <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> • Reinforcing a responsible identity • Enhanced cooperation with suppliers • Increased trust from our clients 	***	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> • Responsible procurement charter • Targeted collection of supplier compliance commitments for all engagements <p>Key actions and 2024 performance:</p> <ul style="list-style-type: none"> • Systematic check before the use of a supplier • Proactive intervention from the on-site inspection office • Implementation of software to facilitate compliance control and information sharing.

Sustainability challenges	Corr. SDGs	Impacts, risks and opportunities	Criticality	Timeframe	Risk management: key policies and actions
Governance					
Data protection		Violation of data protection standards			
	    	<p>The risk of violating data protection standards (compliance with GDPR, FADP and LIPAD), notably the collection/sharing of personal data that must be protected; the retention of personal data beyond the authorised period; or a failure to control data protection and storage techniques, could result in the following impacts:</p> <ul style="list-style-type: none"> • Impact on productivity, data privacy and operations • Financial cost and loss of stakeholder trust • Non-compliance (including any penalties and fines) <p>Opportunities created through sound risk management:</p> <ul style="list-style-type: none"> • Management of people and skills • Reinforcing a responsible identity 	***	Short to medium term	<p>Policies:</p> <ul style="list-style-type: none"> - LIPAD Directive - Catalogue of files declared to Cantonal Data Protection and Information Commissioner - Data classification policy <p>Key actions and 2024 performance:</p> <ul style="list-style-type: none"> • Adoption of a data classification policy • Launch of the notification process for Genève Aéroport's activities to the federal authorities (Register of Processing Activities).

2.10. Integrated and Cross-Functional Sustainability Governance

Structure

GRI 2-9 Structure and composition of the highest governance body
GRI 2-10 Nomination and selection of the highest governance body members

GRI 2-11 Chair of the highest governance body

GRI 2-12 Role of the highest governance body in overseeing the management of impacts

GRI 2-13 Delegation of responsibility for managing impacts

GRI 2-14 Role of the highest governance body in sustainability reporting

GRI 2-15 Conflicts of interest

GRI 2-16 Communication of critical concerns

GRI 2-17 Collective knowledge of the highest governance body

GRI 2-18 Evaluation of the performance of the highest governance body

Genève Aéroport is under the supervision and oversight of the Federal Office of Civil Aviation (FOCA) and the Council of State. On 1 July 2024, Genève Aéroport and the Council of State signed a new Objectives Agreement for 2024–2029, formally endorsed by the Chair of the Board of Directors. This agreement is aligned with federal priorities and will, for instance, support the airport in reducing its environmental footprint by 2030.

Possessing full legal personality under Article 37 of the LOIDP, the institution comprises four bodies: the Board of Directors, the Executive Committee (composed of five members of the Board of Directors), the Executive Management and the Statutory Audit, appointed by the Board of Directors.

Sustainability governance and organisation at Genève Aéroport, simplified into four key phases (validation, vision impetus, implementation, dissemination), reflect the interactions and collaborative processes in this area.

Validation

The Board of Directors

As the supreme authority of the institution, the Board of Directors is responsible for managing the airport in accordance with the federal operating concession. Its composition is governed by the Act on Geneva International Airport (LAIG) and the Act

on the Organisation of Public Institutions (LOIDP), which notably stipulate the duration of mandates. Members are appointed for five-year terms (with a maximum of 15 consecutive years on the Board) as per Article 7 LAIG, and include: 1 member from each party represented on the Grand Council, appointed by the latter; 5 members appointed by the Council of State; 1 member appointed from among its members by the Administrative Council of the municipality of Grand-Saconnex; 1 member appointed from among its members by the Administrative Council of the municipality of Meyrin; 2 members appointed by the Council of State, on the proposal of the Conference of Heads of Public Economy Departments of Western Switzerland; 1 member appointed by the Council of State, on the proposal of the Departmental Councils of the bordering French Departments; 3 members elected by the staff of the organisation; 2 members appointed from among them by the Administrative Councils of 2 Geneva municipalities affected by the airport noise zones, designated by the Council of State.

In light of the complementary nature of the financial report and the sustainability report, Corporate Social Responsibility (CSR) matters have, since 2023, been handled by the Audit and Finance Commission (CAF) of the Board. This commission meets at the initiative of its Chair, who drafts meeting agendas in collaboration with the Board Secretary. On average, the CAF convenes ten times per year (ten meetings held in 2024). The CAF may hear from any individual it deems necessary for the fulfilment of its tasks.

Following its work, the CAF submits proposals to the Board of Directors, which is ultimately responsible for decisions relating to Genève Aéroport's sustainability strategy, just as it is for all strategic matters. CAF's main responsibilities in terms of sustainability:

- Monitor risks and opportunities related to ESG performance, including climate-related aspects
- Oversee sustainability issues and monitor progress on ESG performance
- Review and advise on Genève Aéroport's Sustainability Strategy, arising from Vision 2040 and Strategy 2030, including the Greenhouse Gas Emissions Reduction Strategy 2024–2050;
- Approve the Annual Sustainability Report

Putting the Vision into Action

The Extended Executive Management

The Extended Executive Management of the airport comprises ten individuals. In 2024, it includes the Chief Executive Officer, the Director of Commercial and Development, the Director of Operations, the Director of Human Resources, the Chief Financial Officer, the Chief Technology Officer, and the Director of Infrastructure. The General Secretary and Head of Legal Affairs, the Head of Communications and Spokesperson, and the Head of the Environment and Sustainable Development Department are associate members of Executive Management.

Key responsibilities of the Extended Executive Management in terms of sustainability:

- Manage risks and opportunities related to ESG performance, including those linked to climate
- Propose and support Genève Aéroport's Sustainability Strategy arising from Vision 2040 and Strategy 2030, including the Greenhouse Gas Emissions Reduction Strategy 2024–2050
- Validate the sustainability-related action plans, monitor and foster progress in ESG performance
- Establish an operational ESG Committee and delegate responsibility for implementing initiatives
- Provide annual input on the content of the Sustainability Report (non-financial performance report)

The CCAEPA

In 2024, the Consultative Commission for the Support of the Evolution of the Airport Platform (CCAEPA), established by the Council of State, met quarterly. Under the leadership of the canton, Genève Aéroport, neighbouring municipalities, business associations, residents' and environmental protection associations, as well as aviation stakeholders, engage in discussions on a wide range of topics. Three core themes are addressed by the CCAEPA and its subcommissions:

- Noise and environmental impacts
- Flight trajectories
- Business strategies and planning

Implementation

The Environment and Sustainable Development Department (ESD)

The Environment and Sustainable Development (ESD) department was created in 2016 to succeed

the former Environmental and Legal Affairs Division. Integrated within the extended Executive Board, its mission is to coordinate the entities concerned, while being the central point of contact for internal and external stakeholders concerning noise and soundproofing, the environment, sustainability and ESG aspects. The ESD department is structured around three divisions:

- Sustainability, responsible for the sustainable transformation of the airport by implementing the ESG approach, managing impact programmes and the non-financial performance of Genève Aéroport.
- Noise and soundproofing, aiming to reduce the noise footprint on neighbouring communities and to protect the most impacted residents through the soundproofing programme.
- Environment, responsible for the implementation of Genève Aéroport's environmental and climate-related policies and actions.

The ESG Committee

An operational committee, mandated by the Executive Board, whose mission is to implement the 2030 strategy, the three-year action plans, and to monitor ESG performance data (+ audit). The committee is chaired by the Sustainability Project Manager. It meets at least six times a year.

Main responsibilities of the ESG Committee in terms of sustainability:

- Relays and/or coordinates the implementation of the action plans at the airport level with the entities concerned in order to achieve the objectives, KPIs and targets
- Drafts the sustainability reports (non-financial performance report) and takes part in the audits of ESG data
- Updates the ESG performance

Dissemination

Ambassador Network

The implementation of all programmes is ensured by the members of the Executive Board, the operational managers and ambassadors, in order to ensure proper control, effective implementation of the programme and the reporting of information.

Other key organisations

Several other committees and organisations advance all the pillars of the sustainability strategy, including:

- the Ethics Committee, which ensures the monitoring and coordination of the system and

conducts an annual overall assessment of the actions and processes existing at Genève Aéroport in ethical matters. Its mission is to ensure the implementation of the major ethical principles (system for the protection of personality, fight against the risks of fraud or conflicts of interest, compliance process for procurement and tender procedures, etc.). The Ethics Committee is composed of the Chief Executive Officer, the Director of Human Resources, the Secretary General and Head of Legal Affairs, and the Ethics Officer. The results of its annual evaluation are presented to the Board of Directors. Its analysis is based on various reports related to ethics (external reports on personality protection and fraud prevention, report of the appeals commission).

- The COTech and COPIL of the noise quota aim to reduce noise caused by unplanned departures after 10 p.m.
- The working group for electric charging stations
- The Health and Safety at Work Committee (CSST) monitors, directly or indirectly, the health, safety and well-being of our passengers, Genève Aéroport employees and all platform partners
- The EHS (Environmental, Health and Safety) GVA Group includes among its members the EHS managers of the main companies on the platform in order to address shared health and safety issues collectively, such as air quality on the tarmac
- The PRM committee (CMPR) meets regularly to continuously improve accessibility for persons with reduced mobility in our buildings
- The Safety/Fire Protection and Infrastructure Group meets 4 to 5 times a year to plan and implement measures to continuously secure all our infrastructures
- The Families Committee coordinates all actions aimed at improving the passenger experience for families
- The Road Safety Committee manages improvements aimed at securing our access roads
- The Energy Committee, created in December 2024, enables the monitoring of the energy transition of cross-functional projects within the Infrastructure Directorate

2.11. Global and Local External Partnerships to Advance Collectively

GRI 2-28 Memberships in associations

In 2024, a new partnership was launched with the Association of Sustainability Specialists (ASD). The objectives pursued by the association are as follows:

- Represent and defend the interests of sustainability stakeholders
- Inform and raise awareness through various media, organise events to drive the local ecosystem towards greater sustainability
- Connect sustainability stakeholders, whether they are looking for or offering solutions
- Be recognised by the various bodies as a legitimate spokesperson on the subject of sustainability
- Unite its members around a charter

Other partnerships exist and are expanding, particularly with the canton of Geneva and autonomous public enterprises in various environmental topics, including with the Group of Aeronautical Companies of French-speaking Switzerland (GAIN) and AERIA+, as well as with several French and German airports, notably through the EnvStrat group organised by ACI, which brings together many European airports around sustainability topics.

Finally, Genève Aéroport continues its collaboration with the Ornithological Rehabilitation Centre (COR), notably through the 'Martinet Noir' project in July 2024.

2.12. Measuring the Impact of Our Sustainability Efforts

Reporting

For each commitment and priority sustainability challenge, objectives, initiatives, indicators and targets are defined in the action plan in order to enable monitoring of progress in the implementation of the sustainability strategy. A sustainability report (non-financial performance report) is published annually. This document is based on the guidelines and recommendations relating to the report on non-financial matters (Article 964b CO), the Global Reporting Initiative (GRI) and its supplement for airports, the Airport Operator Sector Supplement (AOSS), as well as the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD).

Transformation Tool

The implementation of Genève Aéroport's 2030 Sustainability Strategy is monitored by means of quantitative key performance indicators (KPIs), using a data monitoring document. From 2025 onwards, this monitoring will be carried out within an additional tool: Reporting 21, a software for processing ESG data. The 14 indicators constitute the airport's sustainability roadmap in the short term.

They comply with the requirements of Art. 964a et seq. of the Swiss Code of Obligations and contribute to the United Nations Sustainable Development Goals. These 14 indicators are monitored and their performance is published annually in the sustainability report. They reflect our 3 long-term commitments – namely Acting to reduce our environmental footprint; A company committed to its stakeholders; Responsible business conduct based on trust.

Long-term commitment and measurement tools	
Tool	Reporting table – Reporting software 21
KPI	14
Scope	Genève Aéroport
Reporting	Annual
Internal Audit	Yes
Environmental, social and governance (ESG)	Materiality analysis updated in early 2024
Impacts Governance	Yes, the Executive Board and the Board of Directors are informed quarterly of the airport's non-financial performance.
Strategy aligned with risk management system	Yes

2030 Action Plan

The 2030 sustainability strategy is implemented through the execution of an action plan.

03

Responsible Business Conduct Based on Trust



In this section

- 3.1. Ethical business conduct
- 3.2. Sustainable relations with suppliers
- 3.3. Data protection and confidentiality
- 3.4. Respect for human rights
- 3.5. Quality of service for passengers
- 3.6. Creating value for Geneva and Switzerland
- 3.7. Responsible business technology

3.1. Ethical Business Conduct



The strong commitment of Executive Management is reflected in its continued efforts to combat corruption and fraudulent behaviour. To this end, Genève Aéroport has adopted several key measures, including a Directive on the Prevention and Management of Conflicts of Interest – principles regarding gifts and invitations – whistleblower protection (hereinafter Directive on the prevention and management of conflicts of interest adopted in 2018 and updated regularly), as well as a Code of Conduct. Managers are bound by a duty of exemplary behaviour and are responsible for encouraging a culture of integrity and dialogue.

Every staff member is required to contribute to the prevention and detection of illegal or fraudulent acts within the organisation and receives training on these matters. Behaviour is considered fraudulent in particular when it is aimed at obtaining an undue or illegal advantage. Liable to criminal prosecution, it may notably consist of theft, fraud, breach of trust, corruption, or breach of business secrecy.

This commitment is also reflected in regular addresses by the Chief Executive Officer on this subject and in communication actions, such as publications on the intranet for Genève Aéroport staff and on the Genève Aéroport website for the establishment's partners and suppliers.

3.1.1. Combating Fraudulent Behaviour

GRI 205-1 Activities assessed for risks related to corruption

Genève Aéroport has integrated the risk related to corruption and fraudulent behaviour into its risk management since 2017. These risks are defined by Genève Aéroport as being a criminal offence causing financial or material damage. This risk includes corruption

but also other criminal offences such as breach

of trust, fraud, theft, acceptance of an advantage, mismanagement of public interests, etc.

The mechanisms allowing advice to be sought and/or concerns to be raised are as follows (non-exhaustive list):

- Establishment of a compliance committee for the tendering process, through the selection of certain tenders and portfolio review;
- Establishment of a Directive concerning the prevention and management of conflicts of interest – invitations and gifts;
- Implementation of a secure IT platform for reporting fraud ;
- E-learning training completed by all employees of Genève Aéroport – carried out every three years;
- Establishment of an ethics committee, composed of the Chief Executive Officer, the Director of Human Resources, the General Secretary and the Ethics Officer. The committee meets once a year to define actions if necessary. Its analysis is based on various reports related to ethics (external reports on personality protection and fraud prevention, report of the appeals commission).
- Appointment of an ethics officer to ensure proper application of the ethical code. This person reports to the Executive Board;
- Establishment of a Code of Conduct;
- Recording/updating of secondary activities and public duties.

GRI 2-26 Mechanisms for seeking advice and raising concerns

Genève Aéroport is a major player in aviation, a sector where public administrations and authorities are regularly involved. Alerts concerning economic matters reported on the secure external platform (Integrity24.com) are handled by a Committee composed of specialists who may issue recommendations, trigger the opening of an administrative inquiry, or even report the facts to the criminal authorities.

To prevent the risks of fraudulent behaviour, Genève Aéroport has adopted strict procedures regarding public procurement, particularly from the perspective of corruption risk and conflicts of interest. The procurement function of Genève Aéroport, upon receipt of offers, requires from its suppliers a robust Supplier Compliance Commitment (SCC). In addition, verification of the SCC of a panel of suppliers is a complementary approach to specific public procurement procedures. Non-compliance with legislation relating to transparency, public procurement, the fight against corruption and fraud is likely to entail a high criminal, financial and reputational risk.

Efforts in this area are ongoing, with the aim of

ensuring sustainability and continuous improvement in terms of combating corruption. Training is provided regularly to maintain the level of knowledge and expertise of Genève Aéroport staff: training of project managers in public procurement and tendering, e-learning training on the prevention and management of conflicts of interest, etc.

GRI 205-2 Communication and training about anti-fraud policies and procedures

In 2023, awareness-raising actions were carried out for all employees. A section dedicated to fraud risks and inappropriate behaviour on Genève Aéroport's intranet provides employees with various resources, such as internal regulations, FAQs, diagrams, user guides and contact details for the secure external platform, etc. Two online training courses on Conflicts of interest, everyone's business?' and 'Protection of personality' were deployed for this purpose in 2023.

Information is mainly reported through a global annual reporting process carried out by the Ethics Committee. This reporting monitors the deployment and implementation of the anti-corruption, conflict of interest and fraud programme, using quantified indicators relating to key elements of the programme, such as the number of training courses or reports received via the secure external platform.

Genève Aéroport does not tolerate any retaliation or discrimination against a whistleblower acting in good faith and is committed to protecting confidentiality. In 2022, with the entry into force of the new cantonal Act on the Protection of Whistleblowers (LPLA), Genève Aéroport adapted its regulations in order to strengthen the protection of whistleblowers (creation of a partnership with an independent external entity dedicated to whistleblowers; validation of Genève Aéroport's system by the Council of State on 11 January 2023).

In line with the zero-tolerance principle, and in accordance with the regulations applicable to Genève Aéroport, any breach of anti-corruption standards, any behaviour violating the rules on the management of conflicts of interest, the acceptance of advantages, gifts or invitations, the exercise of a secondary activity or any other fraudulent behaviour may give rise to the opening of an administrative investigation, a criminal report, and disciplinary sanctions, which may extend to dismissal.

Genève Aéroport's firm stance on this issue is reiterated not only in the regulations and the Code of Conduct, but also in communication materials intended for employees and on the intranet.

Finally, it is through the compliance procedure that

Genève Aéroport verifies whether suppliers and/or their subcontractors and/or their co-bidders submit the legal declarations concerning them, as well as a conflict of interest declaration, which they are required to sign. Genève Aéroport's website and general terms and conditions set out its position on this matter.

GRI 205-3 Confirmed cases of corruption and measures taken

Genève Aéroport was not the subject of any confirmed cases of corruption in 2024.

3.1.2. Conflicts of interest

GRI 2-15 Conflicts of interest

Genève Aéroport's Directive on the Prevention and Management of Conflicts of Interest, along with its Code of Conduct, defines the behaviours expected, particularly with regard to integrity. These documents aim to guide behaviours, actions and decisions through ethical principles and a reminder of the applicable laws. The Directive on the Prevention and Management of Conflicts of Interest defines the processes for preventing and managing situations of conflict of interest, the use of non-public information, the exercise of secondary activities and public duties, and sets out the principles to be followed with regard to gifts, advantages and invitations, as well as recruitment, so that Genève Aéroport staff may carry out their activities in a responsible, honest and loyal manner, and uphold zero tolerance in this regard.

Adopted in 2021, the Code of Conduct provides a number of specific examples of potential conflicts of interest or inappropriate behaviours that airport employees may encounter.

In terms of compliance due diligence, implementing the Supplier Compliance Commitment (SCC) ensures the ethical conduct of our service providers and suppliers, in accordance with applicable public procurement regulations. Due diligence is based on the collection of information and declarations required by Genève Aéroport (payment of social security contributions and taxes, company statement certifying that the principle of equal treatment between men and women is respected, compliance with collective labour agreements or industry practices, etc.).

Official registers relating to companies in breach are also verified. Supplier compliance rules are included in all Genève Aéroport tender documents (contracts, general terms and conditions, tender documents). Penalties are included in contracts and in the general terms and conditions.

In general, internal standards are regularly updated to reflect regulatory and legislative developments applicable to Genève Aéroport.

3.1.3. Compliance with laws and regulations

GRI 2-27 Compliance with laws and regulations

Genève Aéroport was not the subject of any significant case of non-compliance with laws and regulations in 2024 that resulted in a sanction or conviction.

GRI 206-1 Legal actions for anti-competitive behaviour and antitrust practices

Genève Aéroport is an autonomous public institution with a federal operating concession. The risks of anti-competitive behaviour and antitrust practices are negligible in this instance.

3.2. Sustainable Relations with Suppliers



3.2.1. Procurement practices

The compliance of 100% of suppliers submitting tenders is verified by the procurement function. All legal declarations are reviewed prior to supplier evaluations.

Responsible procurement charter

Genève Aéroport's procurement policy defines the airport management's missions, guiding principles, orientations and general intentions in the field of procurement. The fundamental procurement principles form the basis of the sustainable relationships that Genève Aéroport wishes to build with its suppliers. Genève Aéroport expects them to respect these principles and ensure that their own suppliers and subcontractors also respect them:

- Principle 1: respect the principle of transparency and vigilance, prevent corruption and conflicts of interest, and combat fraud (p. 5).
- Principle 2: respect human rights and fundamental labour rights (p. 5)
- Principle 3: take action to prevent and mitigate any environmental risk (p. 6).
- Principle 4: respect competition law, commit to

sustainable finance and promote local economic development (p. 7).

The procurement policy is available on Genève Aéroport's website.

During the procurement process, suppliers undertake to comply with these principles. The airport's rules require the Responsible Procurement Charter to be systematically included in contracts signed with suppliers.

Responsible procurement and partnership policy

This programme aims to ensure the integration of several strands of Genève Aéroport's sustainability approach at the heart of its procurement strategy and processes.

To this end, the DPC – Strategic Planning, Project Coordination and Procurement department defines four priorities:

• Raising awareness and training buyers

To effectively integrate the various aspects of sustainability into public procurement, buyers must be sufficiently trained in these issues and have the tools needed to implement sustainability concepts. Genève Aéroport has set itself the objective of training all procurement function staff in responsible procurement. Adequate training will be sought in 2025. In addition, the procurement function also takes part in the responsible procurement group of autonomous public institutions in the canton of Geneva.

The drafting of sustainable public procurement governance will be implemented as from 2025. The aim is to provide a framework and tools necessary to efficiently integrate sustainability indicators into the airport's calls for tenders. Suppliers will be assessed on sustainability. Requirements on these same aspects may be specified. This procedure will apply to calls for tenders whose subject is directly related to sustainability concepts.

• Raising supplier awareness

Supplier commitment is key to the success of a sustainable procurement approach. It is necessary to raise awareness among Genève Aéroport's suppliers to ensure that they commit to sustainability. Upon receipt of bids (calls for tenders), Genève Aéroport verifies the suppliers' compliance commitment and also updates this verification as part of a complementary approach on a panel of suppliers.

• Integration in the procurement process

Genève Aéroport implemented in 2019 a Responsible Procurement Charter setting out its requirements and recommendations on social, environmental and economic topics. During the procurement process, this

charter is mentioned in the tender dossier, and bidders must adhere to its principles. If a supplier refuses to commit to these points, they are excluded. Since 2020, 100% of suppliers selected through open or selective calls for tenders have committed to respecting Genève Aéroport's values in terms of sustainable development.

• Supplier evaluation

Genève Aéroport has set the objective of evaluating its priority suppliers by the end of 2024, through an internal audit of their performance in terms of sustainable development (human rights and working conditions, environment and climate, business ethics), thereby verifying the commitments made in this area. The approach implemented in 2024 through the KYS (Know your supplier) process on a limited panel of suppliers will be continued. The results of the study will be published in the 2025 sustainability report.

3.2.2. Local suppliers

GRI 204-1 Proportion of spending on local suppliers

The percentage of Swiss successful bidders in our calls for tenders (including direct awards under exemption and a few direct awards issued by the procurement function) amounts to 88% in 2024. This represents 86.89% of our call for tender spending going to Swiss contract awardees

3.3. Data Protection and Confidentiality

GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data Training and awareness-raising to prevent breaches and ensure information security

Genève Aéroport attaches great importance to the protection and confidentiality of data, considered a key challenge within our materiality matrix. No reports of data confidentiality breaches have been received from our partners.

In order to strengthen our commitment, we have implemented the following measures:

- Regular training and awareness sessions are organised for all employees in order to prevent information security breaches
- A due diligence programme is designed to verify and strengthen the security of information managed by our third-party partners
- A whistleblowing procedure is in place to give stakeholders the opportunity to report any incident or problem relating to information security
- A risk assessment is regularly conducted to identify

and mitigate potential threats

- Control audits are carried out periodically to ensure compliance with best practices in information security
- A specific incident response procedure is in place to respond quickly and effectively to breaches of confidentiality
- Third-party data protection measures are applied to prevent any unauthorised access or disclosure of information
- Confidential information is handled, shared and stored in accordance with legal and contractual obligations

3.4. Respect for Human Rights



GRI 2-23 Policy Commitments

GRI 2-24 Embedding Policy Commitments

The main challenges relating to the airport's activity in terms of respect for human rights have been identified using the methodology of the United Nations Guiding Principles Reporting Framework (UNGP) for 'salient risks', i.e. the human rights that are most at risk of being seriously affected by the negative impact of the company's activities or those of its business relationships.

Based on this, the airport identified in 2023 six salient risks, distributed across three key themes for Genève Aéroport:

- human rights in the workplace of Genève Aéroport staff and employees of its suppliers and other business partners
- discrimination, moral and sexual harassment
- fair, satisfactory and safe working conditions
- the right to health and an adequate quality of life
- respect for the human rights of local communities (notably residents near Genève Aéroport)

Furthermore, since Genève Aéroport does not carry out activities abroad, the company does not present any risks in terms of child labour within the meaning of Art. 964j para. 3 of the Swiss Code of Obligations (CO) and the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO). Moreover, Genève Aéroport complies with internationally recognised equivalent regulations as provided for in Art. 964j para. 4 CO and Art. 9 of the DDTrO and its Annex 2, Part B, concerning the supply chain policy.

3.4.1. Freedom of association and collective bargaining

GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Genève Aéroport pays close attention to the respect of working conditions by its partners and concessionaires. In the event of disputes reported by trade unions, Genève Aéroport intervenes to promote social dialogue between service providers and unions. Trade union secretaries may request facilitated access to the premises of companies located airside and may, if security conditions are met, obtain an airport identity badge allowing them to enter the security restricted area.

Moreover, the regulations applicable to Genève Aéroport personnel on key labour relations topics (general remuneration conditions, workplace safety, working time arrangements, etc.) are adopted by the Board of Directors in consultation with representative employee organisations (namely the Staff Consultative Commission and the trade unions). In September 2024, Genève Aéroport adopted a regulation on the determination of annual salary increases, which establishes an annual salary negotiation involving the trade unions, the Staff Consultative Commission and executive management, before formal approval by the Board of Directors.

3.4.2. Child labour and forced or compulsory labour

GRI AOSS G4-DMA Forced or compulsory labour – human trafficking

Child labour, forced labour and human trafficking are not risks that Genève Aéroport needs to manage since it has no foreign operations, subsidiaries or interests in foreign companies that would require such control. Moreover, as part of its public procurement procedures, the airport requires certificates guaranteeing that its partners comply with applicable laws in Geneva.

In its activities, Genève Aéroport pays attention to the working conditions of its staff, which are framed by the human resources policy (see point 6 of this report).

Genève Aéroport promotes an inclusive corporate culture that allows everyone to develop their potential. It excludes all discrimination based on origin, gender, sexual orientation or identity, disability, age or affiliation with a political, trade union, religious organisation or minority group (see point 6.3 of the report, in particular for the airport's objectives in terms of gender diversity).

Dedicated organisation

GRI 2-25 Remediation of negative impacts

GRI 2-27 Compliance with laws and regulations

Since 2020, the airport has reorganised itself to accelerate positive impact through its activities, notably:

- the provision of a secure external whistleblowing platform for suspected fraud or complaints regarding personality violations. This platform is open to Genève Aéroport staff, but also to all third parties. All reports received on the secure external platform are treated confidentially. At the conclusion of the report handling, recommendations are issued which may lead to the implementation of various measures (opening of an administrative investigation, criminal referral, disciplinary sanction, enhanced information and/or training, etc.)
- the creation of a Compliance Committee responsible for monitoring compliance with Genève Aéroport's internal processes (calls for tenders, contracting, etc.)
- the Ethics Committee, which ensures the monitoring and coordination of the system and conducts an annual overall assessment of the actions and processes existing at Genève Aéroport in ethical matters. Its mission is to ensure the implementation of the major ethical principles (system for the protection of personality, fight against the risks of fraud or conflicts of interest, compliance process for procurement and tender procedures, etc.). The Ethics Committee is composed of the Chief Executive Officer, the Director of Human Resources, the Secretary General and Head of Legal Affairs, and the Ethics Officer.

The results of its annual evaluation are presented to the Board of Directors. Its analysis is based on various reports related to ethics (external reports on personality protection and fraud prevention, report of the appeals commission).

Respect for the human rights of neighbouring communities



The operational activities of Genève Aéroport may have an impact on the rights of neighbouring communities, in particular due to noise emissions. Dust and other potential impacts may also have consequences on the livelihoods of local neighbouring communities. Therefore, the issue of their right to health and to an adequate standard of living are two key matters for Genève Aéroport. These points are further developed under point 5.1 of this report.

The airport is committed to respecting internationally recognised human rights, as set out in the United Nations Universal Declaration of Human Rights. Genève Aéroport also adheres to the guidelines of the International Civil Aviation Organization (ICAO), the European Convention on Human Rights and the European Union Directive on Preventing and Combating Trafficking in Human Beings, as well as to the various Swiss regulations in this area



The activities of Genève Aéroport generate thousands of direct and indirect jobs. In 2023, the airport worked with a network of over 1,600 suppliers of goods and services.

Genève Aéroport purchases goods and services and awards public contracts for a significant amount. The airport's purchases alone represent an amount of more than CHF 145 in 2023. The distribution of purchases at the airport is approximately 45% goods (products, equipment, etc.) and 55% services (in particular intellectual services, works including the supply of materials, transport, etc.).

This substantial volume of purchases gives the airport leverage to promote responsible practices. The cantonal regulation on public procurement represents, in this respect, an indisputable reference in matters of contract awarding. The transition to the new inter-cantonal agreement on public procurement, which the canton is expected to initiate in the coming months, will facilitate more sustainable purchasing practices as well as competition focused on quality.

Genève Aéroport purchases products, services and works that meet high economic, social and environmental standards throughout their life cycle.

In terms of environmental, social and governance responsibility, the activities of the airport's subcontractors and suppliers are likely to present the same risks as those associated with the activities of Genève Aéroport. The main risks primarily concern human rights in the workplace (discrimination, decent working conditions), health, safety and security, corruption, fraud, the environment including climate, biodiversity, the circular economy and the responsible use of natural resources (fresh water, forests).

The airport places particular importance on working with compliant and responsible suppliers who respect human rights and the environment throughout its value chain. All purchases made by Genève Aéroport are subject to the Inter-Cantonal Agreement on Public Procurement (AIMP), from the very first franc spent and regardless of the market concerned. This regulation defines public procurement thresholds which, depending on the type of contract concerned (supply, service, construction) and the total amount thereof, will determine the choice of award procedure to be applied.

Moreover, the airport expects its suppliers to comply with the sustainability requirements communicated by Genève Aéroport. In this respect, it notably adheres to the Responsible Procurement Charter of Genève Aéroport. In cases where the place of performance of the services is the airport site, subcontractors must also comply with the Directive for works carried out on the airport site, as well as the Environmental Directive applicable to services performed on the airport site. The documents are freely accessible on the Genève Aéroport website.

3.5. Quality of Service for Passengers

GRI 416 Health and safety of users

As part of its Occupational Health and Safety Committee (CSST), Genève Aéroport ensures the health, safety and well-being of all users of the platform. No cases of non-compliance with regulations were recorded in 2024.

AOSS G4-DMA Service quality

Genève Aéroport has implemented a performance measurement programme for assistance agents and various airport services (AQI). A continuous measurement system makes it possible to assess whether the quality of service offered to passengers corresponds to the objectives set by the airport for partner companies. Automatic or manual measurements are carried out to determine, for example, waiting times at baggage check-in, security checks or baggage delivery. Every month, the airport's General Management receives a summary of these results in order to identify points of improvement in infrastructure or existing processes.

Service quality is also measured through surveys. These make it possible to assess the satisfaction of the airport's users, evaluate their needs and establish their profile. One example is the ASQ (Airport Service Quality) benchmark survey, supervised by the Airports Council International (ACI). Since its launch in 2006, Genève Aéroport has participated in the ASQ survey, which in 2024 involved 365 airports around the world.

For the second time in its history, excluding the Covid period, overall passenger satisfaction reached the 'very good' level, with a score of 4.00 (on a scale of 1 to 5). The results notably highlight passenger satisfaction with airport staff as well as waiting times at security checks. The study also reveals that with the recovery of traffic in 2024, the profile of passengers has come closer to that observed before 2020. For example, the proportion of business travellers as well as those visiting Switzerland or France via Genève Aéroport has increased compared to recent years.

In this context of recovery and heightened attention to passenger satisfaction, Genève Aéroport has also strengthened its commitment to the travel experience. In this spirit, it joined the 'World Passenger

Day' initiative in 2024 and, alongside around twenty French, French-speaking and European airports, organised various events and festivities on 18 November. By honouring its passengers, the airport wished to express its gratitude to those who transit through its terminals every day, whether they are travelling for professional, personal or tourist reasons. This desire to improve the passenger experience is fully aligned with the strategy of Genève Aéroport.

3.6. Creating Value for Geneva and Switzerland



In accordance with the 2040 vision and the resulting strategy adopted by the Board of Directors, with its strategic objectives and in line with its values formalised in its Sustainable Development Policy, Genève Aéroport strives to reconcile its environmental, social and governance responsibilities. These commitments are reflected in concrete solutions deployed in the management of the entire airport infrastructure and the services offered on the platform.

In this context, Genève Aéroport has identified its main risks and opportunities in terms of value creation and sharing:

- promote the economic development of Geneva and Switzerland by sustainably responding to the need for air connectivity
- manage social challenges by limiting the negative impacts linked to the operation of the airport.

3.6.1. Direct economic value

GRI 201-1 Direct economic value generated and distributed

GRI 203-2 Significant indirect economic impacts

GRI AOSS G4-EC7 The development and impact of investments in infrastructure and supported services - DI

The Geneva region is an economic, diplomatic, cultural and tourist hub of the highest order. Directly connected to more than 146 destinations in 2024 (compared to 148 in 2023), Genève Aéroport holds a strategic position at the heart of the European continent and Geneva's economic fabric.

The proximity of the airport and the quality of its connections are key elements for business tourism and international Geneva. 3,000 multinational companies and 350 international and non-governmental organisations are established on the shores of Lake Geneva. Genève Aéroport carried out more than 4,000 protocol welcomes in 2024, one of the highest frequencies in the world.

Genève Aéroport's activities generate overall economic added value of CHF 4.1 billion and result in the creation of 33,600 jobs. Good air connectivity has a positive impact on the cantonal and regional economy. It benefits international Geneva, which comprises 42 international organisations (IOs) in the Lake Geneva region (out of 45 in Switzerland), 750 NGOs, 32,000 international civil servants, diplomats and civil society representatives, more than 4,000 annual visits by heads of state and government, ministers and other dignitaries, and over 5,000 conferences per year, held in person, by videoconference or in hybrid format, and attended by around 523,000 delegates from around the world. The airport also benefits more than 2,200 multinational companies based in Geneva, which in 2019 alone directly generated 40% of the canton's added value, 32% of jobs, and CHF 2.52 billion in tax revenues, including income tax from employees and VAT. Major sectors of our economy benefit from airport activities, including watchmaking, speciality chemicals, commodity trading and tourism, as well as local small and medium-sized enterprises (SMEs), in the transport of people seeking access to international markets, in the rapid import/export of goods, and in ensuring a good quality of life for employees wishing to visit their families abroad, etc.

Each year, Genève Aéroport distributes half of its profits to the State of Geneva, amounting to CHF 55 million in 2024, and generates CHF 4.1 billion in added value for the regional economy, according to the 2017 economic impact study.

3.6.2. Indirect economic impact

GRI AOSS G4-8 Declare the markets served

GRI AOSS G4-9 Declare the markets served

GRI AOSS AO1 Total number of passengers per year

GRI AOSS AO2 Total annual number of aircraft movements by day and night

In 2024, Genève Aéroport welcomed 17,796,333 passengers, an increase of 7.97% compared to 2023. The total number of landings and take-offs reached 179,107 movements, or 3.62% more than in 2023.

Last year, the increase in the number of passengers was significantly greater than that in the number of movements. Explanations: use of larger aircraft, increased load factors and a financial policy by Genève Aéroport encouraging airlines to increase the occupancy rate per aircraft.

Compared to 2019, the pre-Covid year, the number of passengers is down by 0.73% and the number of aircraft movements decreased by 3.73%. As a reminder, in 2019, Genève Aéroport recorded 17,926,625 passengers and 186,043 movements.

Latest generation aircraft: success of an incentive policy

For several years, through financial incentive measures, Genève Aéroport has encouraged airlines to favour latest generation aircraft that help limit noise emissions. These aircraft, which are quieter and consume less kerosene, accounted for 31.85% of scheduled and charter aircraft movements in 2024 (32.53% in 2023). This share of latest generation aircraft has increased by 208.1% since 2017.

Another point of attention: in 2024, movements between 10 p.m. and 6 a.m., all categories combined including medical flights, amounted to 9,879, i.e. 5.52% of flights (5.56% of flights in 2023 and 5.68% in 2022).

The market shares of the ten largest airlines for the past year are distributed as follows: easyJet (46.9%), SWISS (12.4%), British Airways (4.5%), Air France (3.2%), Iberia (2.9%), KLM Royal Dutch Airlines (2.4%), TAP Portugal (1.9%), Emirates (1.8%), Turkish Airlines (1.8%) and Air Dolomiti/Lufthansa (1.6%).

3.7. Responsible Digital Technology

Responsible digital technology aligns the digital and environmental transitions of Genève Aéroport. This approach is consistent with the airport's sustainability objectives and aims to reduce the environmental and social impacts of Genève Aéroport's information system and to improve digital governance. Responsible Digital Technology is based on concrete actions such as reducing the carbon footprint of the IT infrastructure, extending the lifespan of equipment, responsible management of IT waste, and raising awareness among employees.

Genève Aéroport obtained Level 1 of the Sustainable IT label within its Technology Division (DT). This first level commits the DT to adopt specific measures to limit its environmental and social impact, notably through the optimisation of ethical data management and the awareness of its employees.

This also involves the integration of sustainability and good governance principles into each project and process.

By 2028, Genève Aéroport aims to achieve Level 2 of the Sustainable IT label across the entire organisation. This advanced level requires a global commitment to ethical, inclusive and environmentally responsible practices in all digital activities. For this purpose, an action plan will be implemented, with key measures such as the eco-design of digital services, the reuse of end-of-life equipment, the awareness-raising of all employees, and partnerships focused on sustainable digital technology. Regular monitoring and specific indicators will make it possible to assess the effectiveness of our approach.

This initiative embodies our commitment to sustainably transforming our organisation and to making digital technology a key lever for ecological transition and good governance.

04

Taking Action to Reduce Our Environmental Footprint



In this section

- 4.1. Decarbonisation management
- 4.2. Air quality control and improvement
- 4.3. Reduction of energy consumption and use of renewable energy
- 4.4. Sustainable mobility
- 4.5. Waste management and reduction
- 4.6. Water management and conservation
- 4.7. Circular resource management
- 4.8. Biodiversity protection

4.1. Decarbonisation Management

4.1.1. Anticipation and adaptation to climate change, opportunities and impact management

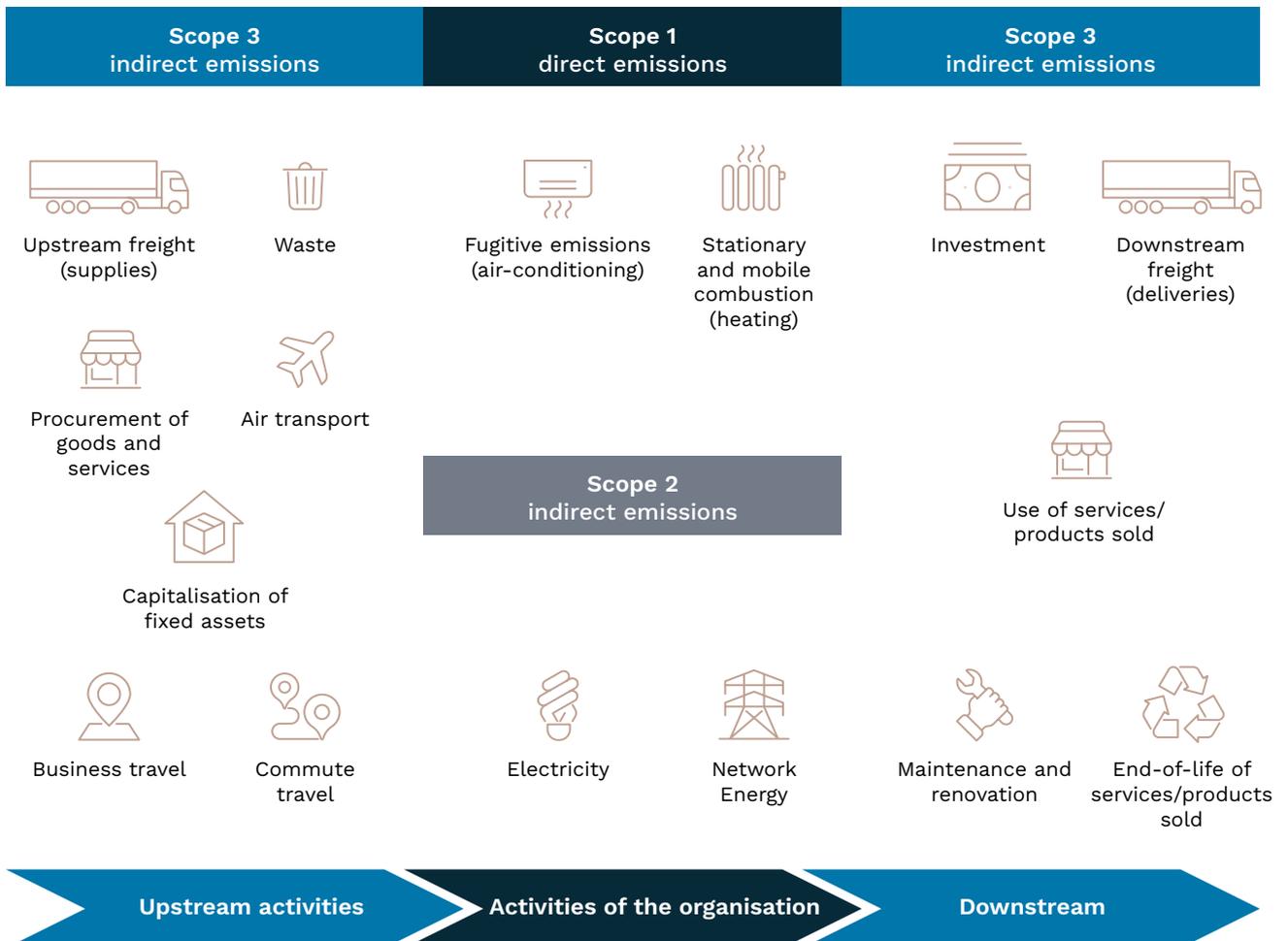


The activities of Genève Aéroport generate environmental risks for which the airport is developing a structured management policy. In the context of greenhouse gases, the airport has identified the following risk: greenhouse gas (GHG) emissions higher than our commitments. This is managed according to Genève Aéroport’s risk management process, see chapter 2.10 of this report.

4.1.2. Genève Aéroport’s greenhouse gas (GHG) footprint

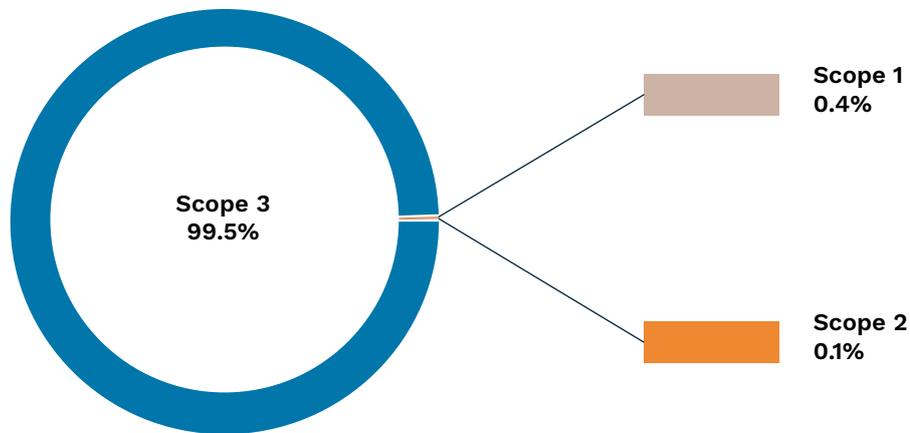


The carbon footprint of Genève Aéroport includes scopes 1, 2 and 3 (illustration in the diagram below), namely emissions generated directly by fixed and mobile sources owned or controlled by Genève Aéroport (Scope 1), indirect emissions generated by energy consumption (Scope 2), and other indirect emissions linked to the airport’s activity (Scope 3). Scopes 1 and 2 cover emissions under our control, while Scope 3 encompasses those from partners and the value chain.



In 2023, the total carbon footprint of the entire airport, as defined in the Greenhouse Gas Emissions Reduction Strategy, was 1,576,923 tonnes of CO₂ emitted. The vast majority of these emissions are

attributable to Scope 3 (99.5%), while emissions from Scopes 1 and 2 represent 0.4% and 0.1% of the carbon footprint, respectively.



GRI 305-1 Direct GHG emissions (Scope 1) according to GHG Protocol methods

This indicator is monitored by Genève Aéroport, see the table of indicators in point 6.3.

GRI 305-2 Indirect GHG emissions (Scope 2) according to GHG Protocol methods

This indicator is monitored by Genève Aéroport, see the table of indicators in point 6.3.

GRI 305-3 Indirect GHG emissions (Scope 3) according to GHG Protocol methods

This indicator is monitored by Genève Aéroport, see the indicators table in point 6.3. Genève Aéroport wishes to specify that this 2024 reference period includes two scopes and calculation methods for greenhouse gas emissions. The official CO₂ footprint of Genève Aéroport for Scope 3 - 184,853 t CO₂e - is based on the ACA3+ certification definition. Notably, aircraft emissions are calculated according to the LTO cycle. In 2024, Genève Aéroport was awarded Airport Carbon Accreditation (ACA) Level 4+. In this context, for Scope 3 emissions, a new calculation methodology has been introduced, taking into account the full flight emissions of departing aircraft, rather than limiting the assessment to the LTO cycle. The result of this recalculation will be published in the Sustainability Report starting next year.

GRI 305-4 Total GHG emissions per employee

This indicator is not monitored by Genève Aéroport, as it is not representative of the activities of an airport. Genève Aéroport monitors an indicator related to airport activity which is made up of the sum of Scope 1 and Scope 2 emissions relative to traffic units, traffic units being the sum of the number of passengers and the quintals of freight transported. The unit of this indicator is therefore in kg CO₂/TU.

Airport Carbon Accreditation (ACA) Certification

The ACA (Airport Carbon Accreditation) certification was set up by ACI Europe (Airports Council International) starting in 2011, with the aim of harmonising airport decarbonisation efforts. The certification included four levels, 'Mapping', 'Reduction', 'Optimisation' and 'Neutrality', also numbered 1, 2, 3 and 3+.

Genève Aéroport obtained for the first time in 2011 the ACA level 3 certification. This certification has been renewed every year. Starting in 2017, Genève Aéroport achieved Level 3+ certification, the highest at the time, by offsetting its residual CO₂ emissions. This certification was renewed in 2023.

The certification is granted following an independent on-site audit, then validated by the WSP office.

At the end of 2023, the ACI introduced new levels of certification, 4 and 4+, and level 5, 'carbon neutral'. Genève Aéroport wished to have its commitment to decarbonisation recognised by aiming for level 4+. It obtained this certification in October 2024.

Greenhouse Gas Emissions Reduction Strategy

Genève Aéroport established its greenhouse gas emissions reduction strategy in October 2024.

In line with the framework defined by international and national bodies, the airport has set the following targets for GHG reduction.

Scope	Target (base year: 1990)	Basis/Source of the target	Stakeholders
Scope 1 and 2	Achieve Net Zero by 2037	Internal GVA	GA mainly
Mid-term target	2028: 60% GHG reduction	Internal GVA	
Extension to Scope 3	Actively contribute to Net Zero by 2050 in partnership with the entire air transport industry	ICAO, FOCA	All companies on the site including airlines
Mid-term target	Support the reduction of GHG emissions by at least 55% by 2030	EU, Fit for	

Net Zero is defined as the maximum reduction of CO₂ from Scopes 1, 2 and 3, with a level of 10% residual emissions (compared to 1990) considered as ‘unavoidable’ to be subsequently sequestered.

Scopes 1 and 2 Action Plan - Net Zero Action Plan 2028-2037

The measures currently implemented at Genève Aéroport should already enable, by 2028, an 80% reduction in 2022 emissions, which far exceeds the mid-term target of a 60% reduction by 2028. The planned measures are sufficient to achieve a 93% reduction in 1990 emissions, so exceeding the set target and reaching Net Zero in 2037.

Scope 3 – Action Plan towards Net Zero 2050

L’objectif ultime et commun pour l’ensemble de l’industrie est l’atteinte de l’objectif Net-Zéro pour 2050, soit la réduction de 90 % des émissions de 1990, avec un niveau maximum de 10 % d’émissions résiduelles à séquestrer et à stocker.

In this context, Genève Aéroport actively contributes by deploying three major measures to reduce aviation emissions, representing 79% of Scope 3:

- Genève Aéroport financially encourages airlines to operate with latest-generation aircraft, more fuel-efficient and less noisy.
- Starting in 2026, it will support airlines using a quantity of SAF higher than the legal minimum through financial participation.
- It continues to install 400Hz electrical power supply systems on aircraft stands. These devices avoid the use of auxiliary engines of parked aircraft.

Furthermore, Genève Aéroport is committed to reducing other indirect emissions from Scope 3. This includes the electrification of airside vehicles and ground support equipment with a target of 90% by 2030, increasing sustainable modal shares for passengers and employees, as well as promoting more responsible and sustainable purchasing.

4.1.3. Genève Aéroport Net Zero Commitment



In order to reach its Net Zero objective, with a minimum irreducible emission level of 1,093 tCO₂e (10% of 1990 emissions), Genève Aéroport must reduce Scope 1 and 2 emissions by 6,346 tCO₂e. In defining its Net Zero trajectory, it has set a mid-term target of reducing 1990 emissions by 60% by 2028, i.e. a reduction of 4,372 tCO₂e. Measures are therefore planned to reduce these emissions accordingly.

Action Plan Measures for Scopes 1 and 2

The table below presents the reduction measures underway or proposed by Genève Aéroport to reduce emissions under the direct control of Genève Aéroport (Scope 1 and 2)

Measure	Impact	Implementation date	Gain (tCO ₂ e)
Implementation of low GWP (<10) refrigerants	Massive decrease in climate impacts. Current refrigerants have a GWP of 1,400 to 3,800 kgCO ₂ e per kg of fluid, new ones are below 10 kgCO ₂ e per kg	Gradual renewal to reach 90% by 2030	774
Replacement of oil-fired heating plant with GéniLac	Elimination of oil as an energy source for building heating, replaced by hydrothermal heat pumps in collaboration with SIG	2028	5,298
Change in emission factor of SIG Vital Vert electricity	Change in emission factor of electricity used (SIG split: 20% Vital Vert, 80% Vital Bleu)	SIG estimates	22
Electrification of airside vehicle and ground support equipment fleet owned by Genève Aéroport	Reduction in fossil fuel consumption, replaced by electricity consumption	Gradual renewal to reach 90% by 2030	555
Use of partially renewable road fuel for airside vehicles and ground support equipment owned by Genève Aéroport that cannot be electrified (ARFF, snow equipment, etc.)	Decrease in the CO ₂ impact of the fuel used	2035	45
Total CO₂ gains			6,694

The graph below represents the emissions reduction trajectory for each measure of the airport's action plan. It also includes the Net Zero trajectory according to Genève Aéroport's reduction targets for its Scope 1

and 2 (final and mid-term). This trajectory is based on 1990 Scope 1 and 2 emission levels and includes the maximum of 10% residual emissions (1,093 tCO₂e) to be sequestered and stored to reach Net Zero.

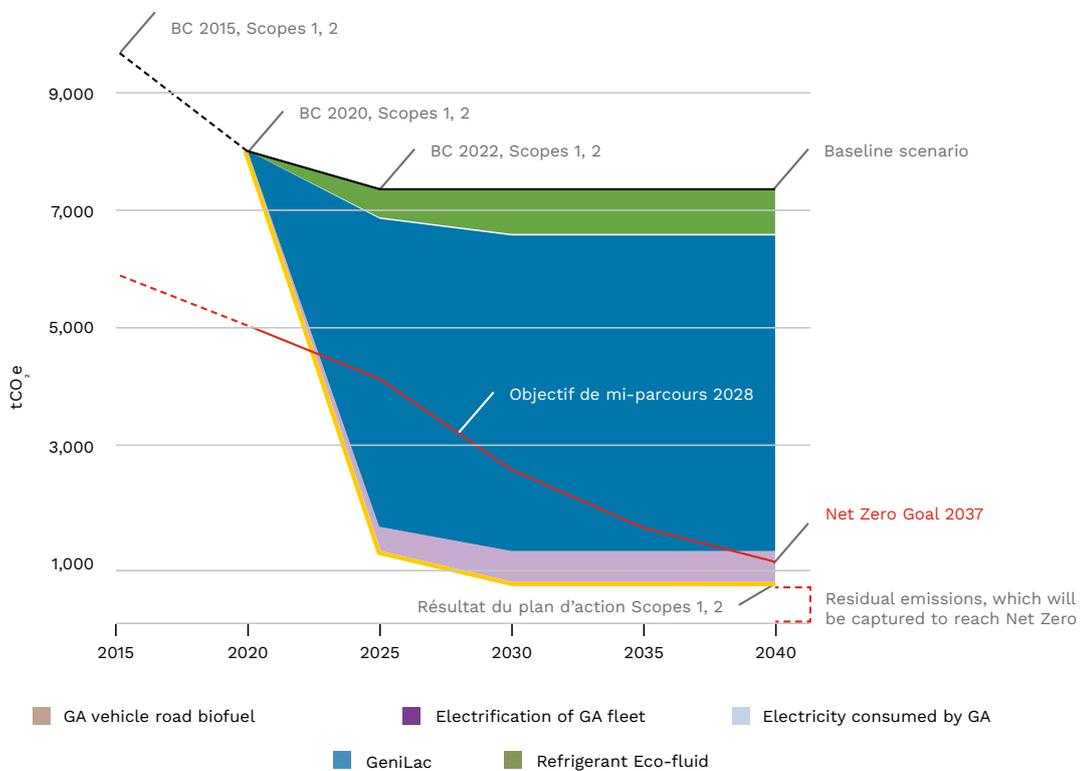


Figure 1: Scopes 1 and 2 - contribution of the Genève Aéroport action plan to the Net Zero trajectory 2025-2037, in tCO₂e

Offsetting residual emissions

Carbon offsetting aims to reduce or eliminate CO₂ emissions by taking measures outside the scope of the emitting organisation. This approach allows for the funding of offsetting measures for sectors where mitigation potential is limited. Certificates are documents issued by an independent third party that certifies that CO₂ emissions have been avoided through a project that has been funded in part by the company receiving the certificate. The certificates are therefore always linked to a specific project, which could not have been carried out without the financing obtained through the sale of the certificates.

Since 2017, Genève Aéroport has been offsetting all emissions related to its own activities (Scopes 1 and 2). Following the Objectives Convention between the Republic and Canton of Geneva and Genève Aéroport, it has been required since 2024 by the latter to continue to offset all its Scope 1 and 2 emissions. Although continuing to make efforts to reduce its emissions, as long as they are not sufficiently low, Genève Aéroport will continue to offset its emissions through the purchase of carbon credits from projects certified under the Gold Standard label.

The projects concerned and the quantities purchased for each of them are as follows:

		2017	2018	2019	2020	2021	2022	2023	2024
Project 1	Project reference	Bachu, China	Dora II, Turkey	Dora II, Turkey	Dora II, Turkey	Dora II, Turkey	Dora II, Turkey	Upenergy cooking device, Malawi	Upenergy cooking device, Malawi
	Quantity purchased (t)	4,750	5,200	4,450	4,200	5,100	8,900	7,550	6,600
Project 2	Project reference	Hifadhi, Kenya	Hifadhi, Kenya	Hifadhi, Kenya	Hifadhi, Kenya	Erzurum Solar, Turkey	-	-	-
	Quantity purchased (t)	4,750	5,200	4,450	4,000	2,900	-	-	-
Total for the year		9,500	10,400	8,900	8,200	8,000	8,900	7,550	6,600

Table 1: Quantity of carbon certificates purchased, and projects concerned. The year is the year of purchase, and it refers to the offsets of the previous year's emissions.

Among the certified projects:

- **Bachu**, using biomass to generate energy
- **Hifadhi**, production of domestic cooking ovens
- **Dora II**, electricity from geothermal energy
- **Erzurum Solar**, photovoltaic solar power generation
- **Upenergy Upenergy cooking device**, Malawi

4.1.4. Participate in decarbonising airport and industry activities by 2050



In order to go further in its commitments and actively contribute to the Net Zero 2050 objective of the air transport industry, the airport includes Scope

3 in the application framework of its greenhouse gas emissions reduction strategy. Scope 3 considers emission sources outside the direct control of Genève Aéroport, including those of the airport’s concessionaires and airlines. It accounts for the vast majority of emissions recorded in the 2022 carbon inventory (section 3.2, figure 6). The chart below details the emission sources of Scope 3.

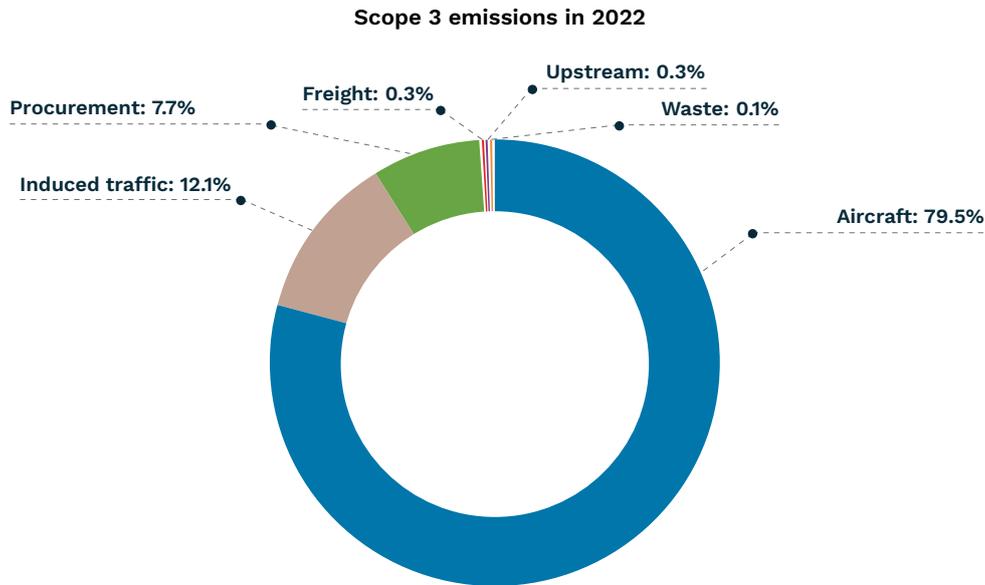


Figure 2: 2022 carbon footprint Scope 3 - emissions detail, in %

Since the reduction targets for Scope 3 do not have the same deadline as those for Scopes 1 and 2, a specific reduction trajectory for Scope 3 is developed below.

Indeed, Genève Aéroport has set targets for all scopes of its activities. Firstly, it wishes to actively contribute to the 55% reduction of 1990 emissions by 2030, a mid-term target aligned with the European Union’s Fit for 55 (section 1.2). With a Scope 3 emissions balance amounting to 1,569,484 tCO₂e, this commitment implies a reduction of 910,312 tCO₂e by 2030.

Secondly, the airport wants to actively contribute to achieving the Net Zero target for the air transport industry by 2050, which is defined in this report as a 90% reduction of 1990 emissions, with a maximum level of 10% residual emissions to be sequestered and stored, i.e. 146,483 tCO₂e. This target implies a reduction of 1,423,001 tCO₂e.

As a reminder, the reduction measures presented in the following chapter are not solely the responsibility

of Genève Aéroport. These concern indirect emissions on which the airport is dependent to pursue its activities. However, Genève Aéroport’s influence over certain emission sources remains limited. Therefore, the aim of these measures is to support and encourage other private or institutional actors to reduce Scope 3 emissions in order to reach Net Zero by 2050.

Scope 3 Action Plan, 2025-2050

Air traffic emissions

Scope 3 emissions mainly originate from air traffic, followed by, in order of importance, induced traffic and procurement. Other sources account for less than 1% of the total. Regarding air traffic emissions, stakeholders (airlines, authorities, etc.) collaborated within the framework of the Aviation Research Center Switzerland (ARCS)³ roadmap to establish an action plan and quantify it.

³Feuille de route suisse pour une aviation durable : Vers une décarbonisation du transport aérien. Ecoplan, mandaté par Aviation Research Center Switzerland (ARCS). 27 mai 2021

Other Scope 3 sources

For Scope 3 emission sources other than air traffic, a series of actions are to be implemented, with an estimate of the quantity of CO₂ saved.

Measure	Impact	Implementation date	Gain (tCO ₂ e)	Stakeholders
Technological measures				
Electrification of airside vehicles and ground support equipment not owned by the airport	Reduction in fossil fuel consumption, replaced by electricity consumption	Gradual renewal to reach 90% by 2030	1,956	Airport companies, Genève Aéroport, fuel suppliers
Use of partly renewable road fuel for airside vehicles and ground support equipment not owned by the airport and which cannot be electrified	Decrease in the CO ₂ impact of the fuel used	2035	159	Airport companies, Genève Aéroport, fuel suppliers
Measures on GA stakeholders				
Increase in sustainable modal shares for passengers	Decrease in the use of private motorised transport (PMT), and therefore in CO ₂	Target for 2030: 58% excluding PMT	8,066	TPG, CFF, OCT, Municipalities
Increase in sustainable modal shares for employees	Decrease in the use of private motorised transport, and therefore in CO ₂	2030 target: 44% excluding PMT	2,026	TPG, CFF, OCT, Municipalities
Strengthening of sustainability and CO ₂ objectives in the airport's purchasing criteria	Reduction of embodied energy included in procurement by Genève Aéroport and its concessionaires	Target: 60% CO ₂ reduction by 2050	72,528	Genève Aéroport
Passive measures				
Electrification of the private vehicle fleet for passengers and employees	Electrification of private vehicles and buses according to national and European legislation	20% fewer emissions by 2030, then increasing to 90% by 2050	170,879	
Change in the emission factor of SIG's Vital Vert electricity	Change in the emission factor of non-operated electricity (SIG split: 20% Vital Vert, 80% Vital Bleu)	SIG estimates for 2030 and 2050	16	SIG
Change in network losses	Decrease in grid losses as a result of reducing emissions from heating (GeniLac, CAD) and electricity (SIG split)	SIG estimates for 2030 and 2050	40	SIG
Freight transport	Electrification of vehicles according to national and European legislation	75% fewer emissions in 2050	4,096	
Total CO₂ gains in 2050			247,677	

The following table compares the Scope 3 emission sources in 2022 with the savings related to the action plan.

	Scope 3 2022	Scope 3 2050	
Air traffic	1,247,532	82,418	ARCS actions
Induced traffic	189,865	8,895	Modal share change and fleet electrification
Procurement	120,880	48,352	Introduction of sustainability criteria in procurement
Waste	1,244	1,244	
Freight transport (freight)	5,461	1,365	Freight fleet electrification
Airside vehicles excluding Genève Aéroport and upstream	4,501	2,330	Fleet electrification and biodiesel
Total	1,569,483	144,603	These emissions will be sequestered by relevant stakeholders

Residual emissions sequestered as part of the ARCS action plan

Residual emissions sequestered as part of the Confederation's Net Zero objective

Table 2: Summary of residual emissions in 2030 following the implementation of the action plan

This table illustrates the expected decrease of the different emission sources for Scope 3, applying the measures discussed above. These actions would reduce emissions to below the target of 10% of 1990 emissions.

Finally, sustainable aviation fuels (SAF), made from sustainable resources, are a substitute for kerosene. Their use reduces CO₂ and fine particle emissions. For the International Air Transport Association (IATA), their use is the main short-term solution to achieve the sector's carbon neutrality objective. The mandatory incorporation rate will begin at 2% annually from 2025, rise to 6% in 2030, and reach 70% by 2050, the date by which the sector has committed to achieving carbon neutrality (net zero

GHG emissions). Genève Aéroport will support the introduction of sustainable aviation fuel (SAF) on the platform by 2025 through a system of financial incentives aimed at airlines (from 2026 onwards). As mentioned in Chapter 4.1, by obtaining ACA 4+ certification, the Scope 3 emissions calculation method has been updated. Aircraft emissions are now calculated based on the entire flight rather than solely on the LTO cycle. The emission quantity is therefore increased by a factor of 9 to 10. Other additional emission sources are also now taken into account, such as those resulting from waste treatment, wastewater, or procurement. The Scope 3 figures published this year, therefore, cannot be compared with those in last year's report.

Summary of Scopes 1, 2, 3: trajectory towards Net Zero 2050

With regard to Scopes 1 and 2, the initiatives currently implemented at Genève Aéroport will allow an 80% reduction of 2022 carbon emissions by 2026, which largely exceeds the mid-term target of a 60% reduction by 2028.

To reach Net Zero in 2037 from Scopes 1 and 2, the measures currently planned are sufficient to reach a 93% reduction in 1990 emissions, so exceeding the target by 3%.

The Net Zero 2050 target concerns Scope 3, which contains the main carbon footprint emissions of the airport, grouped under the headings 'Air transport',

'Movement of people' and 'Procurement'. The Scope 3 action plan brings together measures targeting these main emission items. The measures proposed in the action plan will allow the airport to reach a total carbon footprint of just over 144,000 tCO₂e by 2050, so achieving the target of a 90% reduction in 1990 emissions.

The planned measures involve collaboration and involvement of all air transport stakeholders and society. The airport will of course play its full part and is already implementing numerous initiatives to support this roadmap.

Year	1990	2022	2037 Target*	Expected emissions in 2037 after application of the action plan	
Scope 1+2	10,181	7,439	1,018	806	These residual emissions will be sequestered by Genève Aéroport
Year	1,990	2,022	2050 Target*	Expected emissions in 2050 after application of the action plan	
Scope 3	1,464,827	1,569,484	146,483	144,603	These residual emissions will be sequestered by the relevant stakeholders

*objective: one tenth of 1990 emissions

Table 3: summary of measured emissions and those projected following application of the action plan

Residual emissions from scopes 1 and 2 have been offset by the airport since 2017, in accordance with the Objectives Agreement with the canton. As carbon capture technologies develop, offsets will be replaced by carbon capture and storage (Neutral Emission Technology).

With regard to Scope 3 emissions, the offsetting and capture of residual emissions are foreseen by the various programmes concerned, as presented in Table 5 above.

For further information, please consult the [Greenhouse Gas Reduction Strategy on the Genève Aéroport website](#).

4.2. Air Quality Control and Improvement



The scope of this chapter covers the entire airport platform

Genève Aéroport operates an air quality monitoring station whose data is analysed and validated by the canton. It also manages a network of 16 passive sensors located within the airport perimeter and along the runway axes up to two kilometres from the airport. Measured data is presented in a dedicated chapter of the canton's annual air quality report⁵.

⁵<https://www.ge.ch/document/8928/telecharger> , annex 3

The air pollution index at the airport's monitoring station is at level 2 'moderate' on a scale ranging from 1 'low' to 6 'very high'.

Over the past two years, the canton of Geneva has also carried out air quality measurements near the airport to determine its impact on neighbouring municipalities. The conclusions of this measurement campaign are reassuring⁶.

The measures to limit pollutant emissions are for the most part similar to those taken to reduce CO₂ emissions: improvement of the vehicle fleet, limitation of fossil fuel use, etc.

A gas emissions tax, the amount of which is directly linked to the quantity of nitrogen oxides emitted by aircraft, has been in place for many years to encourage airlines to operate fewer polluting aircraft. This tax is based on a European reference system and applies at all airports in Switzerland in order to have a greater impact⁷.

4.3. Reduction of Energy Consumption and Use of Renewable Energy

GRI 302-1 Energy consumption within the organisation

Genève Aéroport tracks energy consumption by scope and type of final energy:

- Scope 1: fuels used by Genève Aéroport and fossil energy from the airport's thermal networks
- Scope 2: electricity consumed by Genève Aéroport
- Scope 3: fuel and electricity consumption by partners operating on the platform

See the table of indicators in section 6.3.

GRI 302-3 Energy consumption per employee

Genève Aéroport does not calculate energy consumption per employee as it is not considered particularly relevant. However, the overall energy consumption of the site is measured in relation to air traffic (passengers and 100 kg-freight). See the table of indicators in section 6.3..

GRI AOSS G4-EN6 Reduction of energy consumption

For this indicator, Genève Aéroport accounts for the energy savings that are declared, recorded, validated and verified as part of the SIG eco21 programme. See the table of indicators in section 6.3.

GRI AOSS G4-DMA Reduction of energy consumption by companies operating at the airport

For this indicator, Genève Aéroport reports the energy savings of companies operating on the platform that are declared, recorded, validated and verified under the SIG eco21 programme.

See the table of indicators in section 6.3.

Genève Aéroport has been concerned with its energy consumption and its CO₂ emissions from Scopes 1 and 2 for many years. As early as 2005, it included 'Control of energy and natural resource consumption' in its environmental policy. In 2008, it extended its scope to the platform's partners by creating the WATTelse support initiative to unite and help companies on the platform reduce their consumption and improve energy efficiency (Scope 1 and 2 of the partners) In 2016, the airport made additional ambitious commitments by joining the Confederation's Exemplarité énergie et climat (EEC) programme.

At the same time, Genève Aéroport has progressively identified and raised the level of concern over the risks of increasing energy costs, energy shortages, and more recently in 2023, the risk of not achieving its energy transition targets. The airport's energy management system, ISO 50,001 certified since 2017 and renewed in 2024, addresses these business risks and is strongly based on opportunities to develop renewable energy sources on the airport site.

Genève Aéroport's energy transition strategy is structured around three main areas: decarbonisation, reducing energy and water consumption, and increasing the use of renewable energy. The objectives set for 2030 with the Confederation under the EEC programme are as follows:

- Decarbonise heat production and fuels: 60% CO₂ reduction by 2028 compared to 1990
- Improve energy efficiency relative to 2019: +15% efficiency by 2026 and +25% by 2030.
- Develop photovoltaic solar power production: 5 GWh/year by 2026 and 8 GWh/year by 2030.

⁶<https://www.ge.ch/document/campagnes-mesure-qualite-air-resultats-rassurants-proximite-aeroport-du-traffic-routier>

⁷<https://www.bazl.admin.ch/bazl/fr/home/themen/umwelt/schadstoffe/taxes-d-aterrissage-liees-aux-emissions.html>

To achieve these goals, the airport follows the roadmaps below:

Decarbonisation and elimination of greenhouse gases

- 100% renewable heat production from Genève Aéroport's district heating network, through the operation of heat pumps connected to the lake water network GeniLac from 2028, replacing the oil-fired thermal power plant.
- Replacement programme for refrigerants with high global warming potential.
- Electrification of Genève Aéroport's vehicle fleet. Target: 90% of airside vehicles and ground support equipment belonging to Genève Aéroport and its partners to be electric by 2030

Energy efficiency

Energy efficiency improvements at the airport focus on three areas:

- Buildings: renovation of energy-intensive buildings to the high energy performance standard, efficient design of new infrastructures (very high energy performance, DGNB Gold label).
- Equipment: energy Performance Actions (EPA): lighting replacement programme with LEDs and optimised management systems, replacement of ventilation monoblocs and hydraulic pumps, replacement of equipment with more efficient models, and optimisation of control and monitoring systems.
- Users: awareness and support for Genève Aéroport and partner users as part of the WATTelse programme.

Development of photovoltaic solar energy (target 8 MWh/year by 2030)

- Installation on all new buildings
- Installation during building renovations
- Feasibility studies for ground and façade installations: solar roads, fields, fences.

2024 Assessment

- Decarbonisation:
 - Commissioning of a heat production plant using heat pumps (HP) to reduce oil consumption for the district heating network.
 - New electric vehicles and equipment added on the tarmac in 2024, raising the share of electric vehicles and equipment in use to 37% (31% in 2023).
 - These decarbonisation measures have led to an increase in electricity consumption in 2024.

- Energy efficiency:
 - Reduced heat consumption of 3.77 GWh following the renovation of the heating network and distribution substations.
 - Replacement of approximately 5,000 light fixtures under the lighting replacement programme. Electricity savings will be validated in 2025.
 - Replacement of ten lifts and freight elevators in the FREIGHT building. Electricity savings will be validated in 2025.
 - Replacement of fans in four ventilation monoblocs in the Satellite 10 building. Electricity savings will be validated in 2025.
- Solar production:
 - Three study projects were approved in 2024 for implementation in the coming years. Furthermore, solar production in 2024 was lower than the previous year due to less sunshine.

4.4. Sustainable Mobility

GRI AOSS G4-DMA Intermodality

The scope of this chapter covers the entire airport platform.

Once again this year, Genève Aéroport carried out numerous initiatives to promote sustainable mobility among its passengers and platform employees. Genève Aéroport has set itself the goal of increasing the share of employees commuting to the airport using sustainable modes of transport to reach 44% by 2030. The same applies for passengers (58%).

For the summer holiday departures, the airport renewed its partnership with the CFF to implement 'early morning' trains for passengers travelling from Biel, Fribourg and Sion to Genève-Aéroport⁸. These trains enabled passengers from the aforementioned cities to travel under optimal comfort conditions while leaving their vehicles at home. This morning offer was renewed during the holiday season.

In addition, Genève Aéroport and CFF have set up 'late night' trains from the airport during several weekends in December and January.

This initiative involved test runs of trains from Biel at Christmas 2023, Easter, Ascension and Pentecost 2024, which were successful. This new service concerned the Sion and Fribourg routes. In addition, the airport introduced a CHF 10 discount voucher offer for passengers from the cantons of BE, NE,

⁸ <https://www.gva.ch/fr/Site/Geneve-Aeroport/News/News/trains-tot-le-matin>

FR, JU and VS travelling to the airport by train⁹. This offer was tested in 2024 and will be extended and developed in 2025.

A joint communication campaign with TPG was carried out this summer to promote the Aérobus lines. These lines, fully funded by the airport, allow morning travellers to benefit from a free service between 3 a.m. and 6 a.m. to access the platform from the main urban areas of the city. The communication campaign included an advertisement on a bus and a tram that circulated through the districts served by the Aérobus lines. It was accompanied by targeted digital communication, a mailing campaign, and distribution on the airport's social media channels. Finally, TPG also relayed the campaign via on-board vehicle screens.

Following this campaign, the dedicated Aérobus webpage saw increased traffic¹⁰. Bus ridership returned to its 2019 level. At the end of 2024, a survey was launched to determine the share of employees and passengers using this service.

For airport platform employees, a partnership was established with the carpooling company BlablaCar Daily, and a communication campaign was organised to inform as many site employees as possible.

Genève Aéroport is currently working on introducing new regulations regarding the parking of motorised two-wheel vehicles. The aim is to provide better service quality to users by encouraging vehicle turnover. At the same time, an expansion of the bicycle parking offer was implemented, along with the installation of racks for scooters.

The quality of public transport service is essential for the airport, both for achieving modal shift targets and more broadly for its operation and development. Representatives from the Executive Management, the Infrastructure Division, and the Strategic Planning Service regularly engage with various stakeholders, particularly federal and cantonal authorities, on these issues, in order to defend our interests and communicate our needs and requests for improvement. In this context, Genève Aéroport takes part in various consultations related to mobility planning and strategies, notably the States General of Mobility in the canton and the different roadmaps that resulted from it.

4.5. Waste Reduction and Management

GRI AOSS G4-DMA Effluents and Waste

Following the validation of the new waste management strategy, which concerns the 200 companies operating on the platform, actions have been undertaken to reduce environmental impact and comply with cantonal and federal regulations. The targets set for Genève Aéroport by 2030 are as follows:

- -20% incinerable waste
- 60% waste recovery rate
- 100% of organic waste (kitchen waste) recycled.

Genève Aéroport's waste strategy is ambitious and therefore aims to first reassess its functional perimeter of waste producers in order to highlight its KPIs and define an associated policy.

An operational waste action plan for 2030 has been established in alignment with the cantonal objectives for public law institutions (PGDC 2020–2025). Genève Aéroport seeks to minimise waste production and maximise its recycling within a circular and sustainable approach. A wide variety of waste is produced at airports, both during operations and during the maintenance and development of infrastructure. Their diversity makes their management complex but also offers significant opportunities to implement efficient recycling and reduction processes.

With the presence of landfill staff and the support of ADR advisors (regulations for the transport of dangerous goods by road), Genève Aéroport manages the identification of waste (technical and regulatory); on-site storage (soil protection and discharge management); ensures traceability (registers, deposit slips, declarations); and treatment, with technical and regulatory knowledge of the relevant channels, under the responsibility of the collection site.

Genève Aéroport is not responsible for the waste generated by catering activities, which is managed specifically by the catering companies themselves.

It manages the treatment of water polluted by aircraft de-icing products discharged into the wastewater system and conveyed by it for treatment at the Aire wastewater treatment plant (STEP).

⁹ <https://www.gva.ch/fr/Site/Passagers/Acces-Transports/Transports-publics-aeroport/Trains-Suisse-France/Ma-reduction-de-train>

¹⁰ <https://www.gva.ch/fr/Site/Passagers/Acces-Transports/Transports-publics-aeroport/Bus-urbains-Geneve#Aerobus>

Genève Aéroport includes all platform stakeholders in this approach through technical specifications, contracts, or calls for tenders, as well as awareness training and targeted on-site communication.

A second awareness training session on waste management for cleaning agents was delivered in December in collaboration with a contractor, a partner of SIG.

4.6. Water Management and Conservation

GRI 302-5 Water Consumption

Genève Aéroport monitors its overall potable water consumption using invoices.

GRI AOSS AO4 Stormwater Quality

The missions are:

- To control potable water consumption
New meters were installed in 2024 on potable water inlets to enable remote reading and consumption monitoring.
- To control water pollution linked to aircraft de-icing activities during winter periods

Since 2023, Genève Aéroport has changed its type I de-icing product (propylene glycol-based de-icer for on-ground aircraft), thereby improving the product's biodegradability with better COD (chemical oxygen demand) and BOD (biochemical oxygen demand) performance.

For winter 2024–2025, a new type IV de-icing product with lower COD will be used.

The airport organises and implements the necessary means to ensure efficient and guaranteed winter operations, particularly on the runway and the southern area, while ensuring the environmentally responsible disposal of polluting products.

It is updating the PGEE for the Nant d'Avanchet catchment basin to align with the environmental strategy by creating water retention basins.

4.7. Circular Resource Management



GRI 301-1 Materials Used by Weight or Volume

GRI 2-25 Remediation of negative impacts

Calls for Tender

Genève Aéroport also considers resource circularity by including sustainability evaluation criteria in its calls for tender, such as:

- the availability of spare parts and the length of the warranty;
- the proportion of recycled materials used in the production of the good and the recyclability of the product components at end-of-life;
- the modularity of the product depending on needs.

Converting Thermal Buses

In 2024, two new 100% electric, less polluting and quieter passenger buses arrived on the tarmac of Genève Aéroport. Along with 12 other electric buses already in operation, they transport passengers from boarding gates to aircraft and from aircraft to the terminal. Thanks to this acquisition, Genève Aéroport will save more than 50 tonnes of CO₂ per year.

Genève Aéroport intends to further increase its electric bus fleet using the retrofit solution. This method involves replacing the diesel engine in an existing vehicle with an electric motor. This technique preserves the entire structure of the bus and is economical: a retrofitted bus costs half as much as a new electric one. This solution is also more economical and environmentally friendly.

Genève Aéroport already has two such buses, acquired in 2016. Genève Aéroport plans to decarbonise 90% of its vehicle fleet by 2030.

Buildings and DGNB Certification

In 2023, Genève Aéroport's Executive Management expressed its intention to target, in future, DGNB certification (sustainable construction label – Deutsche Gesellschaft für Nachhaltiges Bauen) Gold as a minimum for new infrastructure projects (including the CAP2030 project), while aiming for DGNB Silver certification at minimum for overall renovation projects.

DGNB is a comprehensive sustainable building label that includes numerous criteria, from the quality of planning to noise management during construction, including CO₂ emission reduction and accessibility for people with reduced mobility (PRM).

The DGNB label integrates the principles of resource circularity through the following core elements:

- Sustainable design: the DGNB label encourages minimising the use of non-renewable resources and promotes waste reduction and material circularity in the design and construction of buildings and infrastructure.
- Responsible resource management: the DGNB label requires optimising the use of resources during the operation of buildings to limit consumption and waste, and to promote reuse and recycling.
- Building life cycle: the DGNB label takes into account the full life cycle of buildings, from construction to demolition, encouraging the reuse and recycling of construction materials at the end of a building's useful life.
- Sustainable innovation: the DGNB label motivates companies to develop and integrate innovative practices, such as the use of bio-based materials or the implementation of sustainable technologies to reduce the consumption of renewable resources.
- Comprehensive evaluation: the DGNB label evaluates the performance of construction projects using a set of rigorous criteria covering aspects such as energy efficiency, indoor air quality, water use and waste management, so promoting a holistic approach to resource circularity.

4.8. Biodiversity Protection

4.8.1. Biodiversity policy

GRI 101-1 Policies to halt and reverse biodiversity loss

Genève Aéroport limits land use to the areas required to safely carry out its operations and ensures that no damage is caused to the soil during construction work. The airport has had a Landscaping and Management Manual since 2009, whose objectives are to:

- maintain and promote biodiversity;
- maintain and enhance landscape value within the defined areas.

4.8.2. Managing the impacts on biodiversity

GRI 101-2 Management of impacts on biodiversity

Genève Aéroport renewed its 'Nature et Economie' label on 30 April 2024, based on findings confirming the preserved natural qualities of the site's outdoor landscaping. Indeed, the airport site hosts species-rich flowering meadows and numerous structures favourable to wildlife. Flora and fauna surveys have revealed the presence of several threatened species, enabling the implementation of targeted protection measures.

Genève Aéroport continues to roll out biodiversity-supporting measures:

- A flora and fauna survey is planned for 2024–2025 to record changes since 2018, which will include, in addition to previously surveyed groups, amphibians, odonates and reptiles.
- A pond for the protection of the natterjack toad, a protected species, approved by cantonal and federal authorities in October 2024.
- A project to clean, maintain and replace nesting boxes for swifts and swallows. Additional boxes to be installed.
- Restoration of habitats for stoats.
- A risk analysis of bird collisions with glazed surfaces, to provide recommendations for future construction projects, in collaboration with the Ornithological Centre of Genthod in 2025.
- Reducing or avoiding the use of fertilisers and phytosanitary products across the entire site (manual uprooting campaigns to remove invasive neophytes).

The airport implements anticipatory measures to preserve many protected plant species by relocating them to dedicated areas (including many wild orchids) as part of earthworks projects. In 2024, mosses that are several decades old were harvested from the airport platform. These will be transplanted onto the roofs of bus shelters in the Zimeysa area, where they will continue to grow. Seeds of rare species collected in the airport meadows have been submitted for conservation to the Geneva Botanical Garden.

Fully aware of the ecological value of the platform's green spaces, Genève Aéroport contributes to the conservation and promotion of biodiversity.

- The mowing plan was updated in 2024 to differentiate the various maintenance frequencies for meadows across the platform.
- Genève Aéroport integrates the study of green roofs into its future construction or renovation projects.

GRI AOSS G4-DMA Policies and procedures to reconcile wildlife management and aviation safety at the airport

GRI 101-5 Sites with impacts on biodiversity

The airport encompasses 137 hectares of grassland, which are likely to have the most significant impacts. Thanks to the airport's fencing, a mosaic of different habitats offers animals and plants a haven where they can remain largely undisturbed. The airport aims to preserve these habitats within the airport perimeter, particularly as they are of a type and quality that have become rare elsewhere on the central plateau.

Indeed, although the outdoor spaces of the airport may appear to be in unfavourable areas, they actually provide a network of refuge areas for biodiversity, allowing rare or threatened species to reproduce, thanks to extensive management of green spaces and the creation of high-quality natural structures.

The airport collaborates annually with the Ornithological Rehabilitation Centre of Genthod (COR) for the project to reintroduce juvenile swifts into the nesting boxes at the Grand Hangar.

The projects for 2025 are as follows:

- A risk analysis of bird collisions with glazed surfaces, to provide recommendations for future construction projects, in collaboration with the Ornithological Centre of Genthod in 2025
- Renovation/compliance programme for lighting on the tarmac masts from 2025 onwards. An initial phase involves assessing the current status of outdoor lighting, with the start of lighting measurements expected in the first quarter of 2025.

Green roofs

As part of a multi-phase project launched in 2022, the roof of the BLC building was seeded in May 2023. A final phase of vegetation installation on the current buildings is planned for spring 2025, bringing the total area of green roofing to approximately 10,800 m².

Bird Strikes

GRI AOSS A09

Damage caused by collisions between wildlife and aircraft costs airlines hundreds of millions of Swiss francs each year. About 34,000 impacts occur in civil aviation during a year. Fifteen percent are considered serious. The airport platform, located near the lake and mountains, lies on a major migratory route and attracts a large number of bird species, which pose a risk to aircraft safety. Collisions between birds and aircraft (known as 'bird strikes') can have serious consequences. Genève Aéroport implements various measures to prevent and mitigate potential collisions, particularly through the Wildlife Hazard Management Team (known as PPA), which is permanently present on the tarmac. This unit includes 11 people (3 SPPA and 8 SOAA). They carry out preventive action using deterrent methods such as acoustic signals (distress and predator calls/synthetic sounds), pyrotechnic means (blank cartridges/flares) and lasers. In 2024, the number of collisions with wild animals was 4.08 strikes per 10,000 aircraft movements.

05

A Company Committed to its Stakeholders



In this section

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5.1. Limiting Noise Disturbance

5.1.1. Strategy to stabilise and reduce noise exposure

Genève Aéroport, aware of its urban setting, has for several years endeavoured to reduce its noise footprint, while efficiently responding to travel demand from the population, businesses and organisations in the region, so fulfilling its mission as a national airport. The reduction of the noise footprint has, moreover, been enshrined in the Sectoral Aviation Infrastructure Plan (SAIP), with a 20% reduction in exposed area by 2030 (target noise contour compared to the ceiling contour). Genève Aéroport is also continuing its programme of soundproofing buildings of the most exposed local residents in order to protect them from aircraft noise.

Stabilising noise exposure

The territory exposed to noise determines the maximum margin for the development of noise linked to air traffic (Map 1, SAIP factsheet). The medium-term noise contour is binding on the authorities and the airport operator. It corresponds to the planned development of the airport in the medium term. It is set under the 'regulated coordination' status.

The admissible noise level (Art. 37a of the Noise Abatement Ordinance, NAO), with its legal implications under the NAO (in-flight noise, Annex 5 NAO), is currently the subject of a legal challenge as part of the plan approval and operational regulation amendment procedure for Genève Aéroport before the Federal Administrative Court (TAF).

Indeed, this admissible noise level must fall within the limits of the territory exposed to noise shown on Map 1 in the SAIP factsheet, namely, the medium-term noise contour set under 'regulated coordination'.

The new admissible noise level will only come into force and be fixed once the outcome of this legal procedure has been validated at the federal level. The noise exposure register will then be updated.

Reducing noise exposure

The territory exposed to noise determines the maximum margin for the development of noise linked to air traffic. The '2030' long-term noise contour represents the projected long-term noise exposure scenario by 2030. The operator is responsible for implementing the necessary measures to reach this objective. This '2030' long-term noise contour is under 'ongoing coordination' status and remains a target that is not binding on third parties.

5.1.2. Measures to limit nuisance from aircraft in flight

Numerous measures have been implemented to, on the one hand, reduce noise at source and, on the other hand, preserve quiet zones within the airport perimeter.

The main measures adopted by the airport are as follows:

- Financial incentives for airlines to use next-generation aircraft with improved acoustic performance (New GEN aircraft incentive), as well as incentives for higher passenger loads
- The decision to prohibit scheduled departures after 10 p.m., except for three long-haul flights
- Implementation of operational noise mitigation procedures (e.g. continuous descent approaches, requirement to shut down auxiliary power units, ban on noisy braking such as thrust reversers, etc.)
- Establishment of a soundproofing programme for residential buildings in the eight neighbouring municipalities.

Genève Aéroport is also actively contributing again to the 'All Together Now 2024' initiative led by the Eurocontrol Network Manager. This initiative is aimed at improving air traffic flows across Europe, directly affecting evening delays and consequently night flights. The initiative was structured around four key pillars:

- Prioritising the first rotation to enable on-time departures and minimise disruptions
- Delivering agreed capacities
- Disciplined execution of flight plans
- Establishing realistic plans and sharing them across the network

A global and platform-specific communication campaign was launched to raise awareness among all stakeholders.

Particular attention is given to take-offs after 10 p.m. Nocturnal aircraft movements are the most disrupting from the point of view of residents: in noise contour modelling, these periods are weighted ten times more heavily than daytime operations.

Initial effects of the new noise quota system

Concerned with reducing night flights, particularly delayed take-offs after 10 p.m., Genève Aéroport officially implemented a system of dissuasive charges, which came into effect on 1 January 2025.

Practically speaking, each aircraft is allocated a certain number of points based on its noise level; the noisier the aircraft, the higher the point allocation. If an aircraft departs after 10 p.m., its points are deducted from the airline's overall quota. Once the total points are exhausted, a highly dissuasive charge is applied.

This programme, discussed with all airlines operating evening flights, was presented and tested during 2024. Finding: many airlines adjusted their flight schedules between 8 p.m. and 10 p.m., and modified their rotations and flight plans to reduce delayed take-offs. With very concrete results. The number of take-offs after 10 p.m. decreased by 36.2% compared to 2023.

The dissuasive charge under the new noise quota system ranges between CHF 5,000 and CHF 20,000 for European flights, and between CHF 10,000 and CHF 40,000 for intercontinental flights.

Latest generation aircraft: success of an incentive policy

For several years, through financial incentive measures, Genève Aéroport has encouraged airlines to favour latest generation aircraft that help limit noise emissions. These aircraft, which are quieter and consume less kerosene, accounted for 31.85% of scheduled and charter aircraft movements in 2024 (32.53% in 2023).

5.1.3. The soundproofing programme

In 2003, Genève Aéroport launched a soundproofing programme for buildings near the airport, supported by a substantial budget funded through charges collected from airlines. This charge varies depending on the aircraft's noise classification and is collected for each landing. An additional charge applies for take-offs after 10 p.m.

The environmental fund dedicated to building soundproofing had a healthy balance and was underutilised during the pandemic and, as a result, the collection of this charge was temporarily suspended for 2021, 2022 and 2023. The noise charge has been reinstated as of 1 January 2024. Indeed, due to the pandemic and the delay in implementing the soundproofing programme, the collection of the noise charge – used to fund the dedicated environmental fund – had to be paused between 2021 and 2023. The accumulation of funds in the

programme's account had grown disproportionately. The charge was reinstated as of 1 January 2024.

This temporary measure, validated by the FOCA, has helped to rebalance the fund in line with spending needs and will not in any way hinder the progress of the residential soundproofing programme, which remains fully funded through to its completion.

The total expenditure for the entire programme (2004–2024) currently stands at CHF 63.13 million.

To date, over 4,326 dwellings have benefited from the soundproofing programme between 2004 and 2024. The current objective is to continue supporting the protection of local residents.

The programme will continue in 2025, accompanied by a dedicated communication campaign targeting property owners of eligible buildings.

The programme's activities are described in section 5.4.

5.1.4. Managing dialogue with neighbouring communities

GRI 2-25 Remediation of negative impacts

Genève Aéroport maintains ongoing dialogue with neighbouring communities through commissions, working groups, information sessions, exchanges and site visits. These help better understand expectations and concerns relating to Genève Aéroport. They foster the pursuit of balanced solutions.

In addition, Genève Aéroport provides local residents with a dedicated and easily accessible channel for reporting issues and submitting complaints. The airport handles all requests and complaints relating to aircraft movements or activities on the platform. These enquiries come from residents disturbed by aircraft passing overhead. The number of noise-related complaints fell from 87 in 2023 to 74 in 2024.

As part of a continuous improvement approach, the analysis of all complaints received helps to improve the management of operations. The handling of complaints forms part of the airport's social reporting and is one of its performance indicators.

GRI 413-1 Activities involving the local community, impact assessment and development programmes

In June, four information sessions were organised to present the soundproofing programme to the owners of potentially eligible buildings. Progress on the programme is described under point 5.3.

Genève Aéroport has had an aircraft noise monitoring system in place for almost 40 years.

The Aircraft Noise Monitoring and Identification System (SIMBA) consists of six fixed noise monitoring stations located in the municipalities of Genthod, Bellevue, Versoix, Ferney, Vernier and more recently Aire-la-Ville, as well as a mobile measurement station.

SIMBA enables Genève Aéroport to monitor trends in noise exposure, identify potential preventative measures, analyse situations and provide responses to local residents regarding specific flights or developments.

The noise measurements are made available to the public [on a dedicated interactive website](#).

Everyone can access the desired information based on operational or acoustic parameters (flight paths, statistics on night-time flights, etc.).

Furthermore, the system provides visual data on various aspects (noise levels, trends in noise exposure, flight paths, evolution of routes).

In 2024, a new microphone was installed on a trial basis in the municipality of Aire-la-Ville to serve as a mirrored measurement point to the one in Versoix.

GRI 413-2 Activities with substantial, actual or potential negative impacts on local communities

The noise impact associated with air traffic in 2023 is lower than that of the previous year, despite an increase in traffic (+6%).

Traffic in 2023 continued the growth observed in 2022 and is drawing even closer to pre-COVID-19 levels.

In 2023, the airport's noise footprint was once again comparable to that observed before the COVID-19 pandemic. Daytime noise exposure and the first hour of the night period continued to show a downward trend. There were, however, in 2022, increases in noise emissions during the second hour of the night period compared to 2019. That said, an improvement in noise impact was noted in comparison with 2022. The 2023 noise footprint remained within the SAIP ceiling reference framework.

With regard to noise emissions as defined in the Noise Abatement Ordinance (NAO), the extension of noise footprints for different time periods and sensitivity levels remained below the curves for the newly defined admissible noise levels. However, excesses were observed during the Night 2 period. These zones, where 2023 noise emissions exceeded the newly defined admissible levels, were limited in area (0.04 km²). Outside the airport perimeter, the difference between the 2023 noise emissions and those of the new admissible threshold remained below +1 dB(A).

This progress reflects sustained efforts to reduce air traffic after 10 p.m., especially in terms of take-offs. It also stems from the dialogue held with airlines during the trial phase of the Noise Quota. This has enabled some airlines to bring forward their departure slots to reduce the risk of late evening delays.

5.2. Protecting our Neighbouring Communities

Tile-fixing programme on rooftops of neighbouring residences

Genève Aéroport has launched a programme to secure the tiles on sloped rooftops of villas located in areas exposed to potential damage caused by aircraft wake turbulence in neighbouring municipalities. The purpose of tile fixing is to prevent tiles from being dislodged by wake vortices generated by aircraft approaching the runway.

In practice, it is rare for rooftops to be damaged by wake turbulence, and legally the responsibility lies with the airlines. Nonetheless, Genève Aéroport wishes to prevent any potential damage as far as possible. To this end, the airport has conducted an assessment of the affected rooftops within a perimeter previously defined through a dedicated study. Based on this assessment, Genève Aéroport is currently working towards signing an agreement with each property owner to allow the work to be carried out, with the costs covered by Genève Aéroport. Approximately 250 rooftops are affected, located in the municipalities of Vernier, Meyrin, Genthod and Bellevue.

5.3. Occupational Health and Safety



5.3.1. Occupational Health and Safety Management System

GRI 403-1 Occupational health and safety management system

Genève Aéroport has implemented a management system compliant with the Federal Coordination Commission for Occupational Safety (FCOS), directly deployed across all users of the platform and aimed at continuous improvement.

GRI AOSS G4-DMA Occupational health and safety

The Health and Safety Committee (CSST), through the Safety and Compliance Office, is responsible for implementing the OHS policy.

The Safety & Compliance Office monitors the noise exposure of Genève Aéroport staff. Periodic inspections are conducted by our supervisory body, SUVA.

Air quality analyses are occasionally carried out by experts to ensure that atmospheric pollutants do not affect employee health.

Accidents and incidents must be reported to the Safety & Compliance Office. Investigations are conducted to determine the actions required to prevent such events from recurring.

Based on our accident statistics and absence rates, prevention campaigns are carried out. Current campaigns focus on ground level falls, musculoskeletal disorders and mental health.

403-9 Work-related injuries and absences due to illness

403-10 Occupational illnesses

The operational systems and performance indicators of Genève Aéroport are structured around its core values of quality, reliability and well-being, in full compliance with legal frameworks and the strictest standards.

Airport activities entail health and safety risks for employees (1,079 staff members in 2024), as well as for the staff of commercial and aeronautical concessionaires and for local residents near the airport.

5.3.2. Risk identification

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

In this context, Genève Aéroport has identified the main health and safety risks as follows:

- the risk of a security
- breach the risk of harm to health and well-being at the workplace
- the risk of building fire accidents
- the risk to the safety of structures such as from earthquakes
- the risk to accessibility for persons with reduced mobility within the airport premises
- the risk of transport accidents and road safety on the landside
- the risk of accident, incident or fire linked to Genève Aéroport

The identification of risks and challenges relating to the health and safety of individuals is based on a process that draws in particular on feedback integrated into the reference framework of the Federal Coordination Commission for Occupational Safety (FCOS).

To address these challenges, Genève Aéroport relies on its OHS-IS team, which reports hierarchically to the Director of Operations via the Safety & Compliance Manager.

In line with the various professions within Genève Aéroport, the management coordinates the promotion and implementation of its policies to help prevent or limit risks. The monitoring of indicators aims to constantly adapt Genève Aéroport's actions in the field of health and safety protection.

Genève Aéroport relies on its policies and on its Occupational Health and Safety Manual (MSST), its Fire Safety and Protection Manual (MSPI), based on the AEAI standard and directives, and its Manual for Persons with Reduced Mobility (MPMR), all available on its website. These form the common foundation of Genève Aéroport's management frameworks and define the fundamental principles applicable in the areas of safety, health and well-being, infrastructure safety, accessibility and quality.

5.3.3. Preventing accident risks



Genève Aéroport implements policies and appropriate risk management measures, which apply to all operational activities. The Safety Office provides support in the implementation of this policy.

Accidents and fire protection

The fire and infrastructure damage risk management policy at Genève Aéroport applies from the design stage and throughout the life of the facilities in order to minimise potential impacts related to its activities. All of these processes are described in the MSPI. A fire protection-specific risk matrix, based on the probability of occurrence and the human, operational and economic impact, is regularly updated and used to prioritise projects aimed at improving the safety of our infrastructure.

In 2024, six investigations were conducted. They involved three fire outbreaks and three major instances of infrastructure damage. No casualties were reported. Training sessions on fire protection are regularly delivered to all staff.

The indicators monitored by Genève Aéroport include work-related accidents, whether they occur at the workplace or during non-occupational activities. Genève Aéroport has set itself the objective of continuously reducing the 'Accidents' indicator.

In 2025, major projects will be undertaken to increase the sprinkler coverage in certain critical areas of our buildings.

Road Safety



In the field of road transport, Genève Aéroport has long had a policy aimed at reducing accidents by enforcing the Swiss Road Traffic Act (RTA) and carrying out on-site inspections in close collaboration with the airport police and with the car park managers and mobility managers at Genève Aéroport.

In 2025, efforts in road safety prevention will continue, notably with the implementation structural measures to reduce the speed of certain sections of our services.

5.3.4. Preventing occupational health and safety risks



Genève Aéroport identifies health risks at the workplace in the short, medium and long term. The analysis of these health risks focuses on chemical, physical, biological, ergonomic and psychosocial risks.

The aim of occupational health and safety prevention is to preserve the physical and mental health of airport employees by implementing an appropriate risk analysis and prevention policy. It also aims to ensure their fitness for work and to avoid occupational accidents and diseases. A psychosocial risk prevention policy will be launched in 2025, forming part of a broader framework dedicated to well-being and quality of life at work, which also encompasses social protection, working conditions and work environment.

In 2024, several projects were successfully completed by the OHS-IS team, including:

- Ongoing training on personality protection
- Ergonomic analysis of a large number of workstations
- Drafting of hazard portfolios for many of Genève Aéroport's departments

- Workshop on accident prevention when cycling
- Workshops on accident prevention during winter sports
- Well-being workshops.

Despite these efforts, Genève Aéroport recorded 210 accidents, including 40 occupational accidents (19%) and 170 non-occupational accidents (81%). Compared to 2022, the number of occupational and non-occupational accidents decreased by 6.25%.

The operational targets for 2024, approved by the CSST, are to stabilise the absence rate set by the Executive Management and to reduce the frequency of non-occupational accidents (NOA) by 15% and of occupational accidents (OA) by 20%. The following activities were carried out in 2024 to achieve these two targets:

- Implementation of action plans resulting from the analysis of hazardous phenomenon portfolios carried out in 2023.
- Personalised sports coaching for all employees,
- Training on balance and healthy living
- Workshop to improve muscle tone
- Wellness Workshops

5.3.5. Occupational health services

GRI 403-3 Occupational health services

Our occupational health and safety objectives and actions (2025)

Maintain an absence rate below 7.5% by promoting the following actions targeting employee health and well-being and raising awareness of musculoskeletal disorders:

- Specialised physical coaching for our SSLIA firefighters
- 'Boost your energy' conference on the theme of resilience
- Awareness campaign on healthy, seasonal eating by offering a monthly basket of local fruit
- Yoga and Pilate classes
- Nutrition workshop with a renowned nutritionist
- Introduction to sophrology
- Setting up distributors offering healthy and local products
- Coffee coaching on interpersonal relationships
- Personality protection tutorial
- Sports Day
- Participation in the global initiatives Octobre Rose and Movember to promote cancer screening

Reduce non-occupational accidents by 10%

- Road Safety Month

- ‘Be seen and stay visible’ awareness campaign for cyclists
- Awareness campaign on winter sports risks

Our accessibility goals for people with reduced mobility

- Implementation of the ‘invisible disabilities’ project enabling affected individuals to be identified with a sunflower lanyard. They will therefore receive special attention from the staff.
- Prioritisation of the action plan based on the FOCA audit in relation to the implementation of the LHand.

Our objectives for road safety and fire protection

- Enhanced fire protection for the second basement of the terminal with automatic extinguishing systems
- Enhanced fire protection for the first basement of the freight building with automatic extinguishing systems
- Installation of speed limiters at the baggage sorting facility
- Increasing the safety of our facilities housing pressurised gas
- Update of Genève Aéroport’s alarm supervision system

Training and health promotion

GRI 403-6 Promotion of employee health

A dedicated campaign to promote employee health, safety and well-being has been in place for many years. It has been praised by organisations such as SUVA, BPA and the OFS. Numerous videos illustrating this campaign are available on YouTube.

Work-related accidents

GRI 403-9 Work-related injuries

In 2024, the identification of hazardous phenomena was completed for all activities at Genève Aéroport, which includes over 200 different occupations. 2025 will focus notably on the implementation of the action plan arising from this portfolio.

Occupational illnesses

GRI 403-10 Occupational illnesses

Genève Aéroport does everything possible to ensure that its employees’ work environment complies with applicable standards and to prevent the development of any occupational illness.

In 2024, no occupational illness was reported.

Improving accessibility for people with visible or invisible disabilities



Genève Aéroport is committed to improving accessibility for persons with reduced mobility, particularly by ensuring that its infrastructure is accessible to all types of disabilities. It regularly consults with associations that advocate for people with visible or invisible disabilities. In 2023, the focus was placed on the latter group, notably by offering individuals with such disabilities the possibility to be identified by a sunflower-patterned lanyard and thereby receive dedicated attention from staff.

Health

Preserve the physical and mental health of all staff.

- Carry out a medical examination at the time of hiring for all airport employees to ensure fitness for duty (or a simple medical questionnaire for certain functions).
- Organise periodic medical examinations for all employees exposed to occupational risks that could have harmful effects on physical and mental health
- Offer preventive health measures (vaccines, screenings, etc.)

Work environment and working methods

Promote a flexible, modern, and attractive work organisation for staff members, while maintaining collective efficiency in a safe working environment (Flexiwork, flexible hours, part-time work, family support).

- Provide equipment for employee health prevention (height-adjustable desks)
- Provide training and practical guides for rapid adoption of digital working environments
- Conduct information campaigns or organise events related to employee well-being (offering yoga, gym classes, etc.)

5.4. Human Resources Policy



GRI 2-7 Employees

GRI 401-1 Turnover rate

401-3 Parental leave beneficiaries

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

405-1 Gender distribution across total staff, Executive Board, Board of Directors and management population

405-2 Pay equity

AOSS G4-DMA Sector-specific additions

The Human Resources policy of Genève Aéroport:

- supports the development of skills and the employability of staff members by encouraging internal mobility, professional and continuing training, and professional reintegration
- guarantees gender pay equity and promotes gender diversity within teams
- promotes diversity, non-discrimination in recruitment, and health and safety at work.

Genève Aéroport is recognised for these commitments through the following certifications:

- 1+ pour Tous label
- Friendly Workspace
- Entreprise formatrice label

Genève Aéroport has identified its main risks and challenges in human resources management:

- lack of key resources
- loss of attractiveness as an employer
- decreased staff performance and motivation
- the impact of problematic interpersonal relationships at work

To mitigate these risks, the key challenges are:

- **Attract and retain staff members** in all their diversity, based on the key competencies sought by the airport, with non-discrimination and equal opportunity as a guiding principle;
- **Develop the skills of staff members** in the context of evolving roles and technologies, and maintain their long-term employability;
- **Ensure a high level of engagement** based on mutual respect, a company culture focused on diversity, and improved social dialogue and quality of working life.

In its 2040 vision, Genève Aéroport defines itself as an attractive and responsible employer. Genève Aéroport relies on the skills and commitment of its employees to respond in a relevant, effective and efficient way to the expectations of its various stakeholders.

To enable its staff to fully contribute to the achievement of the organisation's objectives, Genève Aéroport has set development goals: to create an attractive and responsible working environment, to develop management culture, and to encourage an innovative spirit.

In addition, particular attention is paid to the continuous adaptation of the organisation with a view to relevant and efficient development.

- In the short term, the structure and system of Genève Aéroport must be adapted to the activities planned in the coming years. Following a workforce reduction of nearly 10% during the Covid crisis, moderate growth was defined starting in 2023 and will continue in the years ahead to support activity development. Many economic sectors have resumed their activities and are recruiting talent in many areas, particularly in engineering and digitalisation. Companies compete to offer conditions that meet the expectations of new generations: an interesting and stimulating job, flexible working hours (including teleworking), work-life balance, training opportunities, internal prospects and fair and competitive pay are among the most frequently expressed expectations. Adding to this is the growing awareness of climate challenges: Genève Aéroport now faces a significant challenge in terms of attractiveness, particularly for non-aeronautical roles.

- Genève Aéroport must have adapted HR policies, systems and reference frameworks. The introduction of a teleworking policy ('Flexiwork') contributes to this goal. Other adjustments will be required, particularly regarding working time management, to evolve towards a modern and suitable company culture.

Genève Aéroport faces strict compliance requirements, both in its airport management and in its own corporate governance. Moreover, the complexity of its environment, with multiple stakeholders, a wide diversity of professions, and evolving expectations in management, demands strong leadership and management capabilities from its managers. Although Genève Aéroport's values are clearly defined, their implementation differs across departments and professions, resulting in several subcultures. The same applies to the management culture, which remains heterogeneous and in development.

- A programme has been launched to both develop healthy working environments and a culture of responsibility and accountability, and to strengthen the management culture at Genève Aéroport. The introduction of a code of conduct, a management charter, and the development of a management training programme for managers are all measures that will help reinforce and harmonise the desired culture. As with any cultural change, these efforts will need to be sustained and reinforced through appropriate actions.

The ongoing digital transformation and the rise of artificial intelligence will bring significant changes to the activities carried out at the airport, both operational and non-operational. Some functions will disappear, others will change in nature, and new skills will be required.

- Training will remain an important focus of our action.

The goal is to enable employees to meet the ever-evolving requirements of their fields by developing new skills and maintaining employability, whether within the airport or in the broader job market. Managers must also be equipped to ensure high-quality supervision.

To guide its action, the Human Resources Division relies on:

- a variety of quantitative indicators (HR dashboard);
- results from Pulse Surveys;
- results from the Qualintra engagement survey;
- recommendations from the Friendly Workspace label and analysis of annual development interviews

5.4.1. Recruitment and Staff Turnover

GRI 401-1 Recruitment of new employees and staff turnover

Genève Aéroport had 1,079 employees as at 31 December 2024. The annual turnover rate was 6.01%.

5.4.2. Full-time benefits

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Employees with a permanent contract benefit from a monthly contribution to health insurance.

Depending on operational needs and possibilities, it is possible to purchase a 6th week of holiday. Working from home may be authorised, depending on the needs of the department, for up to three days per week, provided the employee works full-time (100%).

5.4.3. Parental Leave

GRI 401-3 Parental leave

Maternity leave is 20 weeks. In 2024, 11 female employees took maternity leave.

Paternity leave is set at 10 days with full salary payment, and it may be supplemented, upon request, by an additional 10 days of unpaid leave. This clause also applies to same-sex couples for the birth of a child. In 2024, 26 fathers made use of paternity leave.

5.4.4. Our employees

GRI 2-7 Employees

Being a responsible player in the airport world also mean contributing to people's well-being by being recognised as a responsible employer. This ambition primarily concerns the employees, i.e., the 1,079 staff members (in 2024), whose commitment and skills are the key drivers of Genève Aéroport's long-term performance.

5.4.5. Our remuneration policy

GRI 2-19 Remuneration policies

GRI 2-20 Process for determining remuneration

On 17 September 2024, the Board of Directors approved the Regulation on the Determination of Salary Increases at Genève Aéroport. It was developed jointly by Genève Aéroport's Executive Management and the social partners, following the agreement reached after the strike on 30 June 2023.

This agreement, signed with the support of State Councillor Nathalie Fontanet, allowed one year for the parties to reach a consensus on the parameters and methods for implementing the salary policy reform from January 2025, while also calling for the selection of a mutually agreed mediator and the creation of a joint committee. The mediation process resulted in the establishment of a new principle for determining salary increases.

From now on, each year, the parties will meet each autumn to negotiate the amounts allocated for salary increases for the following year. This key milestone contributes to achieving a major objective: improving payroll management.

5.5. Dialogue between staff and the organisation

5.5.1. The staff consultative commission

GRI 2-30 Collective bargaining
GRI AOSS G4-DMA Labour relations

Social dialogue includes all types of collective negotiation, consultation, discussion or exchange of information between the management bodies of Genève Aéroport and the employees and their representatives on economic and social issues related to the company's operations.

The themes covered include current regulations, occupational health and safety, working hours and organisation, the remuneration policy including social benefits and its implementation, as well as skills development and training.

The Staff Consultative Commission, made up of members elected by the personnel and representing all departments of Genève Aéroport, is the Executive Management's main dialogue partner. Regular meetings are organised each year, and the representatives of the employees may be invited to attend. According to the Rules of Procedure of the Staff Consultative Commission, the Executive Management holds meetings with the Commission at least three times a year. Likewise, the Administration and Human Resources Committee of the Board of Directors meets with the Commission at least once a year.

5.5.2. Gathering the opinions of staff members

To guide its action, the Human Resources Division relies in particular on:

- a variety of quantitative indicators (HR dashboard);
- results from the Qualintra engagement survey;
- results from Pulse Surveys;
- the recommendations from the Friendly Workspace label and the analysis of annual development interviews.

Employee engagement survey

Since 2008, Genève Aéroport has conducted an employee engagement survey approximately every three years. Each survey builds on the results of the previous one, gathering staff feedback on:

- adherence to the company's strategy and values;
- organisational effectiveness (team, department, company);
- team and managerial dynamics;
- professional development opportunities;
- working conditions, health and safety at work.

In autumn 2023, a new engagement survey was conducted among Genève Aéroport employees, with a participation rate of nearly 82%.

The results and action plans were presented and communicated by Directors and Department and Service Heads to their respective teams, and action plans were implemented.

Regarding Executive Management, the main areas for improvement concern better communication of Genève Aéroport's strategy, greater dialogue between Management and managers, and the need to reduce administrative constraints and foster agility.

Pulse surveys

Since 2021, the Pulse Survey barometer has regularly monitored employee engagement and satisfaction. This communication channel consists of a quick survey, aimed at asking staff questions on various topics while measuring their level of satisfaction with their professional situation. These surveys are conducted anonymously.

Voluntarily paused in 2023 due to the deployment of the engagement survey at the end of the year, they resumed in 2024, with three surveys conducted in February, June and October to monitor the morale of teams and their trust in Executive Management. They also made it possible to assess the impact of the initial actions taken following the results of the engagement survey conducted at the end of 2023.

5.6. Diversity and Equity in Opportunities

To ensure a high level of staff engagement, the airport promotes human resource development based on respect and diversity.

5.6.1. Diversity in governance bodies and among employees

GRI 405-1 Diversity of Governance Bodies and Employee

Genève Aéroport is committed to respecting the principle of equal treatment between men and women, which it actively promotes and ensures is applied. This is reflected in the implementation of a comprehensive gender diversity policy, agreements aimed at improving work-life balance, and awareness and training initiatives. Teleworking through the Flexiwork programme and improved access to part-time work are illustrations of this commitment. An

internal pay equity analysis conducted in March 2022, as required by law for companies with at least 100 employees since 1 July 2020, demonstrated that the pay gap between men and women — based solely on gender, with all other factors equal — is below 1%. This result meets the legal threshold set at 5%. The next salary analysis will take place in 2025.

Recruitment processes favour, where qualifications are equal, the hiring of candidates of the underrepresented gender, in order to promote gender balance within teams.

At the end of 2024, the company's workforce included nearly 28.7% women. 21.4% of managerial positions are held by women in 2024.

Paternity leave is two weeks and may be supplemented with unpaid leave.

Genève Aéroport is committed to anticipating and planning succession, particularly for critical positions, by developing the skills of staff members and promoting internal mobility.

As of 2024, the Executive Management team comprises seven members, including three women directors (Commercial & Development, Human Resources, Finance). The extended Management includes the departments of Communication, Environment & Sustainable Development, and the General Secretariat & Legal Affairs, all three headed by women.

5.6.2. Charter on workplace diversity and protection of personal integrity

The diversity of talent and the quality of management are decisive for the airport's competitiveness, capacity for innovation, attractiveness and social acceptance. Genève Aéroport is committed to developing the skills and careers of its staff in line with the Charter on Workplace Diversity to which the organisation has subscribed.

This commitment excludes all forms of discrimination, including — but not limited to — national, ethnic or social origin, gender, sexual orientation or identity, marital or parental status, disability, health status, age, or affiliation to a political, trade union, religious or minority group.

Diversity at work is not only conveyed through the Charter but is also one of the organisation's eight core values. The Regulation on the Protection of Personality Rights ensures the protection of the physical and moral integrity of all staff members.

Following the rollout at the end of 2023 of an e-learning module on the protection of personal integrity, a survey was conducted among the same employees in the first quarter of 2024, which clearly showed that the process in place for reporting a breach of personal integrity, as well as the role of the external trusted person, was well known to them. The awareness-raising and communication efforts on this topic have therefore borne fruit and will be regularly reinforced. All new members of staff joining Genève Aéroport are also made aware of this subject.

5.6.3. Developing skills



The long-term employability of staff remains one of the airport's social priorities and one of the key success factors in the implementation of its corporate strategy.

Internal mobility

Genève Aéroport is strongly committed to internal mobility, enabling its employees to apply their skills in different departments and to acquire new ones. Whether it is a professional reorientation opportunity or a necessity arising from a health issue, the Human Resources department prioritises internal candidates with the required qualifications on an equal footing with external applicants for any advertised position. In 2024, 72 employees took on a new role within the company. In total, nearly 40% of the positions advertised in 2024 were filled internally.

Development of managerial skills

The partnership launched in 2021 between the airport and HEG-Genève continued to bear fruit in 2024, with the ongoing training of managers with supervisory responsibilities. Based on the management charter, which outlines the expected behaviours, this training is designed to make participants more accountable for the development of their teams, with a focus not only on operational oversight but also on the work environment and the well-being of the staff they manage daily. This six-day programme includes a component on psychosocial risk awareness and strengthens managers in their coaching role.

Following its introduction in 2023, the managerial community continued to grow throughout 2024. Several workshops were organised, with a deliberately more participative approach in the facilitation of discussions and the choice of topics. These themes are intended to be varied and aligned with the concerns of those in managerial positions. Discussions and debates were held on managerial agility, how to deal with uncertainty, innovation, conflict management, and managerial courage. The aim of these workshops is to encourage critical reflection on real-life experience, the exchange of perspectives, and the sharing of best practices, while also creating opportunities for dialogue that help break down organisational silos.

Commitment to supporting young people into employment

Genève Aéroport continues its efforts in training and supporting the professional integration of young people. In 2024, internship opportunities were offered to students from EPFL. Additionally, the company welcomed 12 new apprentices at the start of the September school year.

06

Indicators and Concordance Table



In this section

- 6.1. Index relating to the report on non-financial matters (Article 964b CO)
- 6.2. Index of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- 6.3. Index of the content of the Global Reporting Initiative (GRI) standard and its Airport Operators Sector Supplement (AOSS)

6.1. Index relating to the report on non-financial matters (Article 964b CO)

The information contained in the sections referenced in the index on the right constitutes the non-financial report within the meaning of Article 964b of the Swiss Code of Obligations (CO). The vote by the Board of Directors on the non-financial report, as required by Article 964c CO, applies to the information contained in the present referenced section.

Information required under Art. 964a et seq. CO

2024 Sustainability Report Section

GRI Index

General aspects

Description of the business model (Art. 964b, para. 2, c. 1 CO)

Organisation details	2.3. Our Business Model and Value Chain 2.10. Integrated and Cross-Functional Sustainability Governance	GRI 2-1
Activities, value chain and other business relationships	2.3. Our Business Model and Value Chain; 2.6. Open Dialogue with Stakeholders	GRI 2-6
Employees	5.4. Human Resources Policy 5.6. Diversity and Equity in Opportunities	GRI 2-7
Commitment to the sustainability strategy	2.1. Management's Commitment to Sustainability 2.2. Our Strategic Vision for Long-term Positive Impacts 2.4. Our 3 Long-term Commitments and our Progress Measurement Tools	GRI 2-22
Political engagement	2.1. Management's Commitment to Sustainability 2.2. Our Strategic Vision for Long-term Positive Impacts	GRI 2-23
Memberships	2.6. Open Dialogue with Stakeholders 2.11. Global and Local External Partnerships to Advance Collectively	GRI 2-28

Description of the main risks (Art. 964b, para. 2, c. 4 CO)

Process for defining material topics	2.7. Materiality Analysis	GRI 3-1
List of material challenges	2.7. Materiality Analysis 2.8. Our objectives, initiatives and indicators	GRI 3-2
Management of material challenges	2.8. Our Objectives, initiatives and indicators 2.9. Risk, Opportunity and Impact Analysis in Sustainability Matters	GRI 3-3 (b)
Role of the highest governance in supervision of material impacts	2.10. Integrated and Cross-Functional Sustainability Governance	GRI 2-12
Delegation of responsibility for Managing Impacts	2.10. Integrated and Cross-Functional Sustainability Governance	GRI 2-13

Environmental issues (including our CO₂ targets)

Policies adopted (Art. 964b, para. 2, c. 2 CO)

Management of material topics	4.1. Decarbonisation Management	GRI 3-3(c)
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Measures taken to implement these policies (Art. 964b, para. 2, c. 3 CO)

Management of material topics	4.1. Decarbonisation Management	GRI 3-3(d) (e) (l)
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Indicators (Art. 964b, para. 2, c. 5 CO)

Indicators (Art. 964b, para. 2, c. 5 CO)	Unit	2023		
Total energy consumption of Genève Aéroport	MWh	58,970	4.3. Reduction of energy consumption and use of renewable energy	GRI 302-1
Direct GHG emissions (Scope 1)	t CO ₂ e	6,057	4.1. Decarbonisation management 6.3. Index of the content of the standard Global Reporting Initiative (GRI) and its supplement for airports Airport Operators Sector Supplement (AOSS)	GRI 305-1
Indirect GHG emissions related to energy (Scope 2)	t CO ₂ e	463	4.1. Decarbonisation management 4.3. Reduction of energy consumption and use of renewable energy 6.3. Index of the content of the standard Global Reporting Initiative (GRI) and its supplement for airports Airport Operators Sector Supplement (AOSS)	GRI 305-2
Estimated indirect emissions of GHGs (Scope 3) according to ACA reporting	t CO ₂ e	184,853	1. Decarbonisation management 6.3. Index of the content of the standard Global Reporting Initiative (GRI) and its supplement for airports Airport Operators Sector Supplement (AOSS)	GRI 305-3
GHG Emission Intensity	kgCO ₂ e/ TU	11.2	1. Decarbonisation Management 6.3. Index of the content of the standard and its supplement for airports Airport Operators Sector Supplement (AOSS)	GRI 305-4
Reduction in GHG emissions	Kg CO ₂ e	2.3	1. Decarbonisation Management 6.3. Index of the content of the standard Global Reporting Initiative (GRI) and its supplement for airports Airport Operators Sector Supplement (AOSS)	GRI 305-5
Climate disclosure based on TCFD recommendations			6.2. Index of recommendations of the Task Force on Climate-related Financial Disclosure (TCFD)	

Staffing issues

Policies adopted (Art. 964b, para. 2, ch. 2 CO)

Material topics management	5.4. Human Resources Policy 5.6. Diversity and Equity in Opportunities	GRI 3-3(c)
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Measures taken to implement these policies (Art. 964b, para. 2, ch. 3 CO)

Material topics management	5.4. Human Resources Policy 5.6. Diversity and Equity in Opportunities	GRI 3-3(d) (e) (l)
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Indicators (Art. 964b, para. 2, c. 5 CO)	Unit	2024		
New hires	Nb	96	5.4. Human Resources Policy	GRI 401-1
Percentage of female members of the Board of Directors	%	40.9	5.4. Human Resources Policy 5.6. Diversity and Equity in Opportunities	
Benefits for full-time employees			5.4. Human Resources Policy	GRI 401-2
Average number of hours of managerial training per year per manager	No.	15.83	5.4. Human Resources Policy 5.6. Diversity and Equity in Opportunities	GRI 404-2
Total number of employees who benefited from a review of performance and career development	No.	924	5.4. Human Resources Policy 5.6. Diversity and Equity in Opportunities	GRI 404-3
Percentage of women in new hires	%	30.2	5.4. Human Resources Policy 5.6. Diversity and Equity in Opportunities	GRI 405-1
Governance structure and composition			2.10. Integrated and Cross-Functional Sustainability Governance	GRI 2-9
Appointment and selection of the highest level of governance			2.10. Integrated and Cross-Functional Sustainability Governance	GRI 2-10

Social challenges

Policies adopted (Art. 964b, para. 2, ch. 2 CO)

Material topics management	3.1. Ethical Business Practice 3.2. Sustainable Relations with Suppliers 3.3. Data Protection and Confidentiality 3.6. Value Creation for Geneva and Switzerland 5.6. Diversity and Equity in Opportunities	GRI 3-3(c)
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Measures taken to implement these policies (Art. 964b, para. 2, ch. 3 CO)

Material topics management	3.1. Ethical Business Practice 3.2. Sustainable Relations with Suppliers 3.3. Data Protection and Confidentiality 3.6. Value Creation for Geneva and Switzerland 5.6. Diversity and Equity in Opportunities	GRI 3-3(d) (e) (l)
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Indicators (Art. 964b, para. 2, c. 5 CO)

Direct economic value generated and distributed	3.6. Value Creation for Geneva and Switzerland	GRI 201-1
Defined benefits and retirement plans	5.4. Human Resources Policy	GRI 201-3

Respect for human rights

Policies adopted (Art. 964b, para. 2, ch. 2 CO)

Management of material topics	3.4. Respect for Human Rights	GRI 3-3(c)
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Measures taken to implement these policies (Art. 964b, para. 2, ch. 3 CO)

Management of material topics	3.4. Respect for Human Rights	GRI 3-3(d) (e) (l)
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Indicators (Art. 964b, para. 2, ch. 5 CO)

Accessibility for people with disabilities	5.3. Occupational Health and Safety	GRI 203-1
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Fight against corruption

Policies adopted (Art. 964b, para. 2, ch. 2 CO)

Material topics management	3.1. Ethical Business Practice 3.2. Sustainable Relations with Suppliers	GRI 3-3(c)
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Measures taken to implement these policies (Art. 964b, para. 2, ch. 3 CO)

Material topics management	3.1. Ethical Business Practice 3.2. Sustainable Relations with Suppliers	GRI 3-3(d) (e) (l)
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Indicators (Art. 964b, para. 2, ch. 5 CO)

Indicators (Art. 964b, para. 2, ch. 5 CO)	Unit	2024	
Communication and training on anti-corruption issues			3.2. Lasting Relationships with Suppliers GRI 205-2
Corruption incidents and actions taken	No.	1	3.1. Ethical Business Practice 3.2. Sustainable Relations with Suppliers GRI 205-3

Material risks and how the company manages these risks

	Sustainability Report 2024 2.9. Materiality Analysis
	The key risks relating to a specific non-financial matter, for which information must be disclosed in accordance with Article 964b of the Swiss Code of Obligations (CO), are included in the sections referenced in this index.

Key Performance Indicators Relevant to the Company's Activities

	Sustainability Report 2024 2.8. Our Objectives, Initiatives and Indicators 6. Indicators and Concordance Table
	The relevant performance indicators for a specific non-financial matter, for which information must be published in accordance with Article 964b CO, are included in the sections referenced in this index.

Reference to National, European and International Regulations

	Sustainability Report 2024 1.2. External Standards 6. Indicators and Concordance Table
	6.1. Index relating to the report on non-financial matters (Article 964b CO)
	6.2. Index of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
	6.3. Index of the content of the Global Reporting Initiative (GRI) standard and its Airport Operators Sector Supplement (AOSS)

6.2. Index of recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)

	Sustainability Report 2024	Review of our alignment with the Task Force on Climate-related Financial Disclosures (TCFD)
Governance		
Vision of the Board of Directors on matters relating to climate	2.10. Integrated and Cross-Functional Sustainability Governance	<p>The Board of Directors oversees issues related to sustainability, including those related to climate, and monitors progress on ESG performance.</p> <p>The Board of Directors is responsible for the strategy and organisation of Genève Aéroport and monitors its performance and its financial and non-financial reports. The Board approves the Sustainability Strategy, including the Greenhouse Gas (GHG) Emissions Reduction Strategy 2024-2050 as well as the Sustainability Report.</p>
Role of management	2.10. Integrated and Cross-Functional Sustainability Governance	<p>At the operational level, the Extended Executive Management manages ESG performance risks and opportunities, including those related to climate. It proposes and supports the Sustainability Strategy, including the Greenhouse Gas (GHG) Emissions Reduction Strategy 2024-2050 and validates the sustainability-related action plans. Finally, it provides annual advance notice of the content of the sustainability report.</p> <p>The implementation of an ESG approach, impact programmes and extra-financial performance is managed by the Environment and Sustainable Development Department and more specifically by the Sustainability Division of Genève Aéroport.</p>
Strategy		
Identification of risks and opportunities relating to climate	2.9. Analysis Risk, Opportunity and Impacts in Sustainability Matters	Greenhouse gas emissions (GHG) are considered a criticality risk 4 for Genève Aéroport. As part of our business risk management, Genève Aéroport performs an annual climate change risk assessment and reviews the strategies and plans to mitigate them.
Description of the impacts of risks and opportunities on business, strategy and financial planning	2.9. Analysis Risk, Opportunity and Impacts in Sustainability Matters	Our assessment establishes the main risks and opportunities identified by Genève Aéroport with regard to non-compliance with public commitments in terms of Net Zero GHG emissions. The latter may result in impacts on global warming and may lead to a damage of image and to increased opposition during plan approval procedures, as well as threaten the continuity of the following activities.
Reduction of potential impacts of different scenarios on the business of the organisation, the strategy and on financial planning	2.9. Analysis Risk, Opportunity and Impacts in Sustainability Matters	
	4.1. Decarbonisation management	

Risk management

Description of processes for identify and assess risks and climate-related opportunities	2.9. Analysis of Risks, Opportunities and Impacts Related to Sustainability
Description of processes for identify and assess risks and climate-related opportunities	2.9. Analysis of Risks, Opportunities and Impacts Related to Sustainability
Description of how identification processes, risk assessment and opportunities are integrated into comprehensive risk management	2.9. Analysis of Risks, Opportunities and Impacts Related to Sustainability

Key figures and objectives

Dissemination of information on key figures used to evaluate risks and opportunities	2.9. Analysis of Risks, Opportunities and Impacts Related to Sustainability 4.1. Decarbonisation Management	<p>In 2024, the Strategy to Reduce greenhouse gas (GHG) emissions 2024-2050 was adopted and published.</p> <p>Consistent with the framework defined by the international and national bodies, Genève Aéroport has set itself the following objectives in terms of GHG reduction (base year: 1990)</p> <ul style="list-style-type: none"> • Achieve Net Zero by 2037 (Scope 1 and 2) with an mid-term GHG reduction target of 60% by 2028. • Genève Aéroport is also committed to actively contributing to Net Zero by 2050 in partnership with the entire air transport industry (Scope 3) with a mid-term objective of supporting the reduction of GHG emissions by at least 55% by 2030. This also includes electrifying 90% of airside vehicles and ground support equipment by 2030, encouraging more sustainable modes of transport for passengers and employees, as well as promoting more responsible and sustainable purchasing. <p>In 2023, the total carbon footprint of the entire airport defined within the Strategy of greenhouse gas reduction is 1,576,923 tonnes of CO₂ emitted. The vast majority of these emissions are attributable to Scope 3 (99.5%), while emissions from Scopes 1 and 2 represent 0.4% and 0.1% of the carbon footprint, respectively.</p>
Dissemination of information on Scopes 1, 2 and if relevant, of Scope 3	4.1. Decarbonisation Management	
Description of objectives used to manage risks and climate-related opportunities, as well as performance against these goals	4.1. Decarbonisation Management	
	4.1. Decarbonisation Management	

	Unit	2021	2022	2023	2024	Related commitments
Metrics						
Reduced GHG emissions corresponding to the direct result of reduction initiatives of the last 10 years	kg CO ₂ e	7.9	1.4	2.3	996.7	In line with the framework defined by international and national authorities, the airport has set the following GHG reduction targets (base year: 1990)
Direct emissions of GHG (Scope 1)	t CO ₂ e	7,890	6,657	6,057	NA (06.25)	• Achieve Net Zero by 2037 (Scope 1 and 2) with an interim GHG reduction target of 60% by 2028.
Indirect energy-related GHG emissions (Scope 2)	t CO ₂ e	979	824	463	NA (06.25)	• Genève Aéroport is committed to actively contributing to Net Zero by 2050 in partnership with the entire air transport industry (Scope 3) with an intermediate objective of supporting the reduction of GHG emissions by at least 55% by 2030.
Estimation of indirect GHG emissions (Scope 3) – according to ACA reporting	t CO ₂ e	108,407	172,268	184,853	NA (06.25)	
Total GHG emissions (Scopes 1, 2, 3)	t CO ₂ e	117,276	179,719	191,370	NA (06.25)	
Total energy consumption	MWh	67,369	61,971	58,970	58,073	

6.3. Global Reporting Initiative (GRI) and Airport Operators Sector Supplement (AOSS) Content Index

Our reporting scope and methodology for ESG KPIs provides details and definitions and can be found in section 1.1.

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Baseline 2021								GRI 1	
General information 2021								GRI 2	
Scope and Methodology									
The organisation and its reporting practices									
Organisation Details								2-1	1.1. Methodology for Published Indicators
Entities included in the organisation's sustainability reporting								2-2	1.1. Methodology for Published Indicators
Timeframe, frequency and contact for reporting								2-3	1.1. Methodology for Published Indicators
Restatements of information								2-4	1.1. Methodology for Published Indicators
External Assurance								2-5	1.1. Methodology for Published Indicators
Sustainability at the Heart of Our Strategy									
General Information									
Organisation Profile								G4-4	2.3. Our business Model and Value Chain
Regulatory framework in which the airport operates								G4-7	2.3. Our business Model and Value Chain
Markets served								G4-8	3.6.2. Indirect Economic Impact
Activities and workers									
Activities, Value Chain and Other Business Relations								2-6	2.3. Our Business Model and Value Chain
Employees								2-7	5.3. Human Resources Policy 5.3.4. Our Employees
Workers who are not employees								2-8	5.3. Human Resources Policy 5.3.4. Our Employees

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Governance									
Structure and composition of governance								2-9	2.10. Integrated and cross-cutting sustainability governance
Nomination and selection of the members of the highest governance body								2-10	2.10. Integrated and cross-cutting sustainability governance
Chair of the highest governance body								2-11	2.10. Integrated and cross-cutting sustainability governance
Role of the highest governance body in the supervision of impact management								2-12	2.10. Integrated and cross-cutting sustainability governance
Delegation of responsibility for impact management								2-13	2.10. Integrated and cross-cutting sustainability governance
Role of the highest governance body in sustainability reporting								2-14	2.10. Integrated and cross-cutting sustainability governance
Conflicts of interest								2-15	2.10. Integrated and cross-cutting sustainability governance; 3.1.3. Conflict of Interest
Communicating major concerns								2-16	2.10. Integrated and cross-cutting sustainability governance
Shared knowledge of the highest governing body								2-17	2.10. Integrated and cross-cutting sustainability governance
Evaluation of the performance of the highest governance body								2-18	2.10. Integrated and cross-cutting sustainability governance
Remuneration policies								2-19	5.3.5. Our remuneration policy
Remuneration determination process								2-20	5.3.5. Our remuneration policy
Total annual remuneration ratio									5.3. Human Resources Policy 5.3.5. Our remuneration policy

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Average Salary	CHF	-	-	102,824	104,381	105,684	107,348		5.3. Human resources policy 5.3.5. Our remuneration policy
Median salary	CHF	-	-	96,026	97,194	98,843	100,594		5.3. Human resources policy 5.3.5. Our remuneration policy
Strategy, policies and practices									
Strategy statement and sustainable development								2-22	2.1. Management's commitment to sustainability
Political commitments								2-23	2.1. Management's commitment to sustainability; 3.4. Respect for human rights
Integration of political commitments								2-24	2.1. Management's commitment to sustainability; 3.4. Respect for human rights
Negative impacts remediation process								2-25	2.6. Open dialogue with stakeholders; 3.4.2. Child labour and forced or mandatory labour 4.7. Circular resource management; 5.1.4. Dialogue with local communities
Procedure for seeking advice and raising concerns								2-26	3.1.2. Anti-competitive behaviour
Compliance with legislation and regulations								2-27	2.3. Our business model and our value chain; 3.1.4. Compliance with legislation and regulations; 3.4.2. Child labour and forced or compulsory labour
Memberships in associations								2-28	2.11. External global and local partnerships for collective progress

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Stakeholder Engagement									
Stakeholder engagement approach								2-29	2.6. Open dialogue with stakeholders
Collective bargaining								2-30	5.4.1. Staff consultative commission
Representation of staff - Composition of ComPers	No.	22	22	22	22	22	22		5.4.1. Staff consultative commission
Gathering the opinion of employees									
Internal investigations (Pulse Survey)*	No.	-	-	4	4	1	4		2.6. Open Dialogue with Stakeholders
Commitment score of employees	/10	-	-	-	-	6.5	-		2.6. Open Dialogue with Stakeholders
Employee morale based on their last two weeks at the professional level/ declarative data	%	-	-	73.63	72.38	70.75	68.58		2.6. Open Dialogue with Stakeholders
Relevant topics 2021								GRI 3	
Process to determine relevant topics								3-1	2.7. Materiality analysis
List of relevant topics								3-2	2.7. Materiality analysis
Management of relevant topics								3-3	2.8. Our objectives, initiatives and indicators; 2.9. Analysis of risks, opportunities and impact in terms of sustainability
Business Continuity and Emergency Preparedness								G4-DMA	2.9. Analysis of risks, opportunities and impacts in terms of sustainability
Annual total remuneration ratio									5.3. Human Resources Policy 5.3.5. Our Remuneration Policy

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
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Responsible business conduct based on trust

Economic performance

Direct economic value generated and distributed								201-1	3.6.1. Direct economic value
Turnover	MCHF	494	191	209	423	490	534	201-1	Idem
EBITDA*	MCHF	157	-60	-16	158	189	211		Idem
Net income	MCHF	42	-129	-89	46	44	55		Idem
Cash flow investments	MCHF	-233	-127	-121	-61	-68	-90		Idem
Net debt/EBITDA	MCHF	2.0	na	na	4.3	3.1	2.3		Idem

Shared Value

Directly generated economic value	MCHF	492	236	195	388	493	538	201-1	Idem
Operating expenses	MCHF	178	105	99	119	154	166		Idem
Investment cash flow	MCHF	233	127	121	61	68	90		Idem
Supplier and subcontractor expenses	MCHF	411	232	220	180	222	244		Idem
Personnel Expenses	MCHF	145	123	110	128	141	148		Idem
Sponsorship	MCHF	0.9	0.7	0.2	-	0.3	0.4	203-1	Idem
Financial expenses	MCHF	3	3	7	8	8	5		Idem
Public contribution (State of Geneva)	MCHF	43	42	-	-	44	55		3.6.2. Indirect economic impact
Direct economic value	MCHF	599	416	349	300	387	442		Idem
Economic value allocated to reserves	MCHF	-107	-180	-154	88	106	96		Idem

Initiatives of general interest

Sustainable mobility expenditure	KCHF	2,412	1,636	1,655	2,115	2,273	2,420		
Significant investments in infrastructure and sustained services	MCHF	8	1	2	4	11	14		G4-EC7
Total monetary value of any financial assistance during the reporting period	MCHF	1	21	24	27	-	-		201-4

Obligations

Total contribution to pension benefits	%	37.25	37.55	37.6	37.6	37.6	37.6	201-3	
The contribution in salary percentage of employee	%	14.13	14.28	14.3	14.3	14.3	14.3		201-3
The contribution in percentage of employer	%	23.13	23.28	23.3	23.3	23.3	23.3		201-3

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Passengers (scheduled flights only)	No.	17,926,625	5,600,895	5,923,038	14,085,274	16,482,713	17,796,334	A01	
Origin and destination	No.	150	147	138	146	148	146	A01	
Transit	No.	17,943	12,633	25,124	42,323	80,972	74,321	A01	
Transfer	No.	290,679	44,954	47,421	215,388	254,386	243,049	A01	
National arrivals	No.	324,065	89,343	92,349	169,906	193,054	240,990	A01	
International arrivals	No.	7,509,961	2,316,424	2,448,040	5,973,632	7,096,128	7,696,598	A01	
Arriving sector France to France	No.	1,123,378	377,827	417,834	918,527	964,586	984,241	A01	
National departing	No.	319,579	90,625	99,421	174,228	199,891	239,043	A01	
International departing	No.	7,586,190	2,364,733	2,509,527	5,974,280	7,111,546	7,696,408	A01	
From sector France to France	No.	1,063,452	361,943	355,867	874,701	917,508	939,054	A01	

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Total annual number of daytime aircraft landings (06:00 - 21:59)									
National commercial passengers	No.	280,793	78,445	85,929	149,886	165,879	205,602	AO2	
International commercial passengers	No.	6,588,206	2,066,270	2,098,279	5,196,977	6,251,909	6,765,880	AO2	
Commercial passengers sector France to France	No.	937,733	319,453	331,482	748,071	792,559	784,587	AO2	
National commercial freight	No.	0	0	0	0	0	0	AO2	
International commercial freight	No.	26,896	1,6514	1,9520	1,9591	22,533	36,535	AO2	
Commercial freight sector France destination France	No.	48	83	36	480	211	136	AO2	
National general aviation	No.	2,225	3,037	3,311	2,501	2,253	1,947	AO2	
International general aviation internationale	No.	3,050	1,785	2,493	2,933	2,636	2,526	AO2	
General aviation sector France destination France	No.	2,227	1,657	1,827	2,244	2,137	2,031	AO2	
National state aviation	No.	41	28	109	95	72	66	AO2	
International state aviation	No.	206	86	153	187	209	172	AO2	
State aviation sector France destination France	No.	25	14	28	21	40	29	AO2	
Total annual number of night aircraft landings (22:00 - 05:59)									
National commercial passengers	No.	39,201	7,105	3,612	16,490	22,421	31,535	AO2	
International commercial passengers	No.	851,461	217,360	323,689	727,516	795,075	882,100	AO2	
Commercial passengers sector France to France	No.	173,934	51,684	78,445	159,544	160,788	189,002	AO2	
National commercial freight	No.	-	0	-	-	-	-	AO2	
International commercial freight	No.	221	92	20	62	80	75	AO2	
Commercial freight sector France destination France	No.	7	6	2	3	8	16	AO2	
National general aviation	No.	0	0	1	0	0	0	AO2	
International general aviation	No.	0	0	2	0	0	0	AO2	
General aviation sector France destination France	No.	2	0	0	0	0	0	AO2	
National state aviation	No.	1	1	0	4	5	0	AO2	
International state aviation	No.	2	1	1	1	5	5	AO2	
State aviation sector France destination France	No.	0	0	0	0	2	0	AO2	

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Total annual number of daytime aircraft departures (06:00 - 21:59)									
National commercial passengers	No.	315,488	86,809	96,621	171,445	194	234,736	AO2	
International commercial passengers	No.	7,325,934	2,296,623	2,433,664	5,698,470	6,823,307	7,498,022	AO2	
Commercial passengers sector France to France	No.	1,049,754	354,772	347,846	862,345	902,497	925,328	AO2	
National commercial freight	No.	-	0	-	-	-	0	AO2	
International commercial freight	No.	32,551	16,606	17,159	25,846	24,895	31,207	AO2	
Commercial freight sector France destination France	No.	290	90	126	658	329	234	AO2	
National general aviation	No.	2,249	3,053	3,336	2,536	2,284	1,950	AO2	
International general aviation	No.	3,078	1,818	2,511	2,990	2,653	2,565	AO2	
General aviation sector France destination France	No.	2,250	1,674	1,801	2,203	2,103	1,988	AO2	
National state aviation	No.	42	30	106	95	76	68	AO2	
International state aviation	No.	204	80	146	187	193	185	AO2	
State aviation sector France destination France	No.	26	13	24	22	46	20	AO2	
Total annual number of night aircraft departures (22:00 - 05:59)									
National commercial passengers	No.	0	0	43	115	134	385	AO2	
International commercial passengers	No.	190,547	35,103	50,674	229,477	240,272	152,116	AO2	
Commercial passengers sector France to France	No.	2,716	175	137	1,407	3,858	2,952	AO2	
National commercial freight	No.	-	0	-	-	-	0	AO2	
International commercial freight	No.	765	672	1,722	1,436	1,150	1,139	AO2	
Commercial freight sector France destination France	No.	1	0	0	22	18	8	AO2	
National general aviation	No.	0	0	0	0	0	0	AO2	
International general aviation	No.	0	0	0	1	0	1	AO2	
General aviation sector France destination France	No.	0	0	0	0	0	0	AO2	
National state aviation	No.	1	1	3	2	7	0	AO2	
International state aviation	No.	2	0	3	2	5	2	AO2	
State aviation sector France destination France	No.	0	0	0	0	0	1	AO2	

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Procurement practices									
The total number of providers with whom policies and procedures to fight corruption of the organisation have been communicated	No.	33	31	55	25	47	44		
Percent suppliers who signed the Responsible procurement charter	%	100	100	100	100	100	100		
Percentage or number of buyers who received training on responsible procurement	%	-	-	-	-	-	1		
Participation in a training for project managers (procurement and calls for tender)	No.	24	22	0	12	15	15		
Share of expenses with local suppliers								204-1	3.2.2 Local suppliers
Ethical Business Practices									
Total number of legal actions, ongoing or completed, related the ethical conduct of business	No.	1	0	0	0	0	1	AO2	3.6.2 Indirect economic impact
Fight against corruption									
Activities assessed in terms of risk related to corruption								205-1	3.1.1. Fight against fraudulent behaviour
Communication and training relating to anti-corruption policies and procedures								205-2	3.1.1. Fight against fraudulent behaviour
Total number of business partners to whom the policies and control procedures against corruption in the organisation have been communicated	No.	33	31	55	25	47	44	205-2 c	
Percentage of business partners to whom the policies and control procedures against corruption in the organisation have been communicated	%	100	100	100	100	100	100	205-2 c	

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Anti-Fraud/Corruption									
Number of incidents recorded on the Integrity24 platform in terms of ethical business practice (excluding complaints for breach of integrity)	No.	-	4	2	2	1	1	205-3	
Total number of proven cases where employees have been dismissed or disciplined for corruption	No.	2	0	0	0	0	0	205-3	
Total number of proven cases for which contracts with business partners have been terminated or not renewed due to violations related to corruption	No.	3	0	0	0	0	0	205-3	
Responsible Digital Technology									
Sustainable IT label <i>Note: Level 1 for Technology Direction</i>		-	-	-	-	-		NR1	
Human Rights									
Forced/compulsory labour – human trafficking								G4-DMA	3.4.2. Child labour and forced or compulsory labour
Service Quality									
Assessment of health and safety impacts of product and service categories								416-1	3.5. Quality of passenger service
Service quality								G4-DMA	3.5. Quality of passenger service

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Taking action to reduce our environmental footprint									
Decarbonisation management									
Total Greenhouse gas emission	t CO₂e	223,768	107,210	117,276	179,719	191,370	NA (06.25)		
Direct emissions of GHG (Scope 1)	t CO ₂ e	7,051	7,148	7,890	6,657	6,057	NA (06.25)	305-1	4.1.2. Genève Aéroport's greenhouse gas (GHG) footprint
Of which									
Heating, oil	t CO ₂ e	5,136	5,225	6,292	4,385	4,499	NA (06.25)		
Heating, gas	t CO ₂ e	804.9	744.5	728.9	586.7	657.3	NA (06.25)		
Fuel GA vehicles and ground equipment	t CO ₂ e	997.8	521.8	578.8	691.9	715.6	NA (06.25)		
Emergency units	t CO ₂ e	70.8	44.7	28.5	131.9	94.1	NA (06.25)		
Indirect emissions of GHG (Scope 2)	t CO ₂ e	840	799	979	824	463	NA (06.25)	305-2	4.1.2. Genève Aéroport's greenhouse gas (GHG) footprint
Scope 1+2	t CO ₂ e	7,891	7,947	8,869	7,481	6,520	NA (06.25)		
Estimates of indirect GHG emissions (Scope 3) - according to ACA3+ reporting (LTO aviation emissions, induced traffic, fuel for vehicles and machinery excluding GA, business trips)	t CO ₂ e	215,877	99,263	108,407	172,268	184,853	NA (06.25)	305-3	4.1.2. Genève Aéroport's greenhouse gas (GHG) footprint
Intensity of GHGs for all Scopes (+ information relating to TU denominator)	kg CO ₂ e/TU	11.9	17.5	18.0	12.2	11.2	NA (06.25)	305-4	4.1.2. Genève Aéroport's greenhouse gas (GHG) footprint
Reduced GHG	kg CO ₂ e	3.4	1.6	7.9	1.4	2.3	996.7	305-5	4.1.2. Genève Aéroport's greenhouse gas (GHG) footprint
<i>Note: Measures to reduce electricity and heating oil consumption</i>									

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
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Taking action to reduce our environmental footprint

Air quality control and improvement

Nitrogen Dioxide (NO2) annual average	µg/m3	23.2	16.1	17	24	22	NA (01.25)	G4 A05
Sulphur Dioxide (SO2) annual average	µg/m3	2.4	1.6	1.6	2.5	2.4	NA (01.25)	G4 A05
Fine particulate matter annual average (PM10)	µg/m3	14.6	14	12.9	14.4	12.4	NA (01.25)	G4 A05
Fine particulate matter annual average (PM2.5)	µg/m3	9.8	9.4	8.6	9.1	8.2	NA (01.25)	G4 A05

Reduction of energy consumption and use of renewable energy

Net renewable electricity production									
<i>Note:</i> Total production from all the solar PV plants of the site (including third-party plants and production which is resold on the network)	MWh	1,650	2,055	2,030	2,329	3,494	3,337		
Energy consumption within the organisation								302-1	4.3. Reduced energy consumption and use of renewable energy
GA fuel consumption from non-renewable sources	MWh	3,772	1,972	2,188	2,615	2,704	2,616	302-1 a	
Total fuel consumption for the platform from non-renewable sources	MWh	16,806	8,134	8,516	11,852	12,871	11,599		
GA power consumption*									
<i>Note:</i> Power consumption corresponding to Scope 2 of CO ₂	MWh	36,101	29,738	31,298	35,921	34,527	36,439	302-1 ci	
Total power consumption for the airport site*	MWh	56,734	45,663	46,609	53,664	52,962	55,136	302-1 ci 302-1 di	
Total energy consumption*	MWh	68,386	60,526	67,369	61,971	58,970	58,073	302-1 e	
Total energy consumption for the airport platform*	MWh	102,053	82,613	89,008	88,951	87,572	85,753		
Energy intensity								302-3	4.3. Reduced energy consumption and use of renewable energy

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Total airport platform energy consumption per traffic unit	kWh/TU	5.44	13.48	13.66	6.01	5.11	4.58	302-3	
Reduced energy consumption of companies operating at the airport								G4-DMA	4.3. Reduced energy consumption and use of renewable energy
Reduced energy needs of products and services								302-5	4.6. Water management and conservation
Reduced energy consumption								G4-EN6	4.1.2. Genève Aéroport's greenhouse gas footprint; 4.3. Reduced energy consumption and use of renewable energy
Sum of savings on fuel oil energy over the last 10 years	kWh	0	0	0	0	0	3,777	G4-EN6	
Sum of savings on electrical energy over the last 10 years	kWh	477	238	1,192,248	120,547	243,055	0	G4-EN6	
Sustainable Mobility									
Intermodality								G4-DMA	4.4. Sustainable mobility
Passenger sustainable modal share	%	50.5	-	48.5	-	49	NA	G4-DMA	
Employee sustainable modal share	%	38	-	-	39	-	NA	G4-DMA	
Airport staff subsidised by Geneva Airport	No.	1,587	1,390	1,231	1,248	1,278	1,277	G4-DMA	
Shuttle users	No.	68,230	48,675	40,617	88,613	105,218	151,216	G4-DMA	
Electrification of vehicles and airside machinery	%	25	26	26	28	31	37	G4-DMA	

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Waste reduction and management									
Total waste volume	t	3,706	1,694	1,612	2,751	3,045	NA (03.25)	306-3	
of which recyclable waste	t	1,546	684	871	1076	1,271	NA (03.25)	306-4 c	
of which special waste	t	367	48	249	144	206	NA (03.25)	306-4 b	
of which incinerable waste	t	1,776	695	669	1,363	1,613	NA (03.25)	306-5	
Recycling rate									
<i>Note:</i> <i>*Calculation estimated after sorting</i>	%	46.2	49.1	50.4*	47.3*	42.5	NA (03.25)		
Number of significant Kerosene spills (> 2m ²)	No.	-	-	-	6	10	10	G4-306-3	
Number of significant Kerosene spills (>2m ²) with infiltration into drains	No.	-	-	-	1	5	1	G4-306-3	
Number of significant oil spills (>2m ²)	No.	-	-	-	2	0	0	G4-306-3	
Number of significant oil spills (>2m ²) with infiltration into drains	No.	-	-	-	1	0	1	G4-306-3	
Effluents and waste								G4-DMA	4.5. Reduction and waste management
Water management and conservation									
Interactions with water as a shared resource								303-1	4.7. Circular resource management
Water consumption	m ³	259,751	259,751	222,158	213,009	214,098	198,416	303-5	
Water per passenger	L/pas-sager	14.5	46.4	37.5	15.1	13.0	11,1		
Type I de-icing product volume	m ³	567	220	232	439	360	NA (02.25)	G4 A06	
Type IV de-icing product volume	m ³	611	201	201	525	211	NA (02.25)	G4 A06	
Average water used for de-icing	L/avion	402	264	337	409	306	NA (02.25)		

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Water management and conservation									
Average glycol used for aircraft de-icing	L/ aircraft	341	234	266	368	546	NA (02.25)		
Percentage of de-icing material recovered in relation to the untreated liquid released*	%	-	-	-	-	79	NA (02.25)	G4-AO6	
Percentage of de-icing material released without treatment*	%	-	-	-	-	21	NA (02.25)	G4-AO6	
Rainwater quality								AO4	4.6. Water management and conservation
Materials									
Materials used by weight or volume								301-1	4.7. Circular resource management
Biodiversity									
Policies to halt and reverse biodiversity loss								101-1	4.8.1. Biodiversity policy
Sites that have impacts on biodiversity								101-5	4.8.2. Management of impacts on biodiversity
Policies and procedures to reconcile wildlife management and aviation safety at the airport								G4-DMA	4.8.2. Management of impacts on biodiversity
Bird Impacts								AO9	4.8.2. Management of impacts on biodiversity
Rates of wildlife collisions per 10,000 aircraft movements	Nb Birds / 10,000 aircraft	3.01	3.82	5.04	3.92	3.82	4.08	AO9	

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
A company committed to its stakeholders									
Limit noise footprint									
Calculated air traffic noise									5.1 Limit noise-related nuisances
Surface of VLI DSII contour	km ²	29.9	8.9	11.8	35.1	32	NA (06/25)		
Movements according to noise class									
Class IV	%	70.03	67.46	69.88	66.03	58.45	58.73		
Class V	%	18.75	22.78	22.25	24.95	32.53	31.85		
Nocturnal movements (22:00-05:59)	No.	10,084	3,058	2,089	9,261	9,618	9,879	G4-AO2	
Movements (22:00-22:59)	No.	6,801	2,406	3,045	6,055	6,228	6,176	G4-AO2	
Movements (23:00-23:59)	No.	3,009	551	970	2,933	3,108	3,422	G4-AO2	
Movements (00:00-00:29)	No.	227	35	36	239	240	257	G4-AO2	
Movements (00:30-05:59)	No.	47	66	38	34	42	24	G4-AO2	
Soundproofing programme									
Cumulative amount of soundproofed dwellings CH + FR	No.	4,009	4,056	4,170	4,188	4,214	4,326		
Cumulative amount of soundproofed dwellings CH	No.	3,240	3,287	3,401	3,419	3,445	3,557		
Cumulative amounts of soundproofed buildings CH	No.	416	460	491	507	530	578		
Dialogue with neighbouring communities									
Number and percentage change of people residing in noise-affected areas	No.	20,135	4,433	7,211	25,403	21,163	NA (06/25)	A07	
Complaints from neighbouring	No.	205	625	167	78	87	74		
Number of complainants	No.	46	31	29	35	27	48		
Local communities									
Activities involving the local community, impact assessment and development programmes								413-1	5.1.4. Dialogue with local resident communities
Activities generating Substantial negative impacts on the local communities, whether real or potential								413-2	5.1.4. Dialogue with local resident communities

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Occupational health and safety									
Occupational Health and Safety Management System								403-1	5.2.1. Occupational Health and Safety Management System
Identification of hazards, risk assessment and investigation of adverse events								403-2	5.2.2. Risk identification
Occupational health services								403-3	5.2.3. Occupational health services
Number of participants in health, safety and well-being training	No.	-	-	-	-	-	529	403-5	
Worker health promotion								403-6	5.2.3. Occupational health services
Workers covered by an occupational health and safety management system	%	100	100	100	100	100	100	403-8	
Occupational accidents								403-9	5.2.1. Health and occupational management system; 5.2.3. Occupational health services
Number of accidents, both occupational and non-occupational	No.	250	176	173	188	224	210		
Accident frequency rate, both occupational and non-Occupational	/ 1,000 FTE	165	174	193	228	241	206		
Occupational accidents and absences due to illness	No.	35	23	20	21	49	40	403-9	
Percentage of occupational accidents	%	34	22,1	20	11	22	19		
Percentage of occupational accidents with serious consequences	%	0	0	0	0	0	0	403-9	
Frequency of occupational accidents	/ 1,000 FTE	34	22,1	20	22	50	39		
Non-occupational accidents	No.	215	153	153	167	175	170		

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Occupational health and safety									
Percentage of non-occupational accidents	%	207	147	153,3	89	78	81		
Non-occupational accident rate	/ 1,000 FTE	207	144	153,3	172	178	167		
Total absence rate	%	7.79	5.52	4.41	7.49	7.4	6.8		
Absence rate due to illness	%	5.89	4.56	3.6	6.29	6.18	5.2		
Absence rate due to accidents	%	1.9	0.96	0.81	1.2	1.22	1.6		
Number of deaths due to accidents	No.	0	0	0	0	0	0	403-9	
Occupational illnesses								403-10	5.2.1. Health and safety management System; 5.2.3. Health at work services
Number of cases of recordable occupational illnesses	No.	0	0	-	-	-	0	403-10	
Number of days compensated due to occupational and non-occupational accidents	No.	6,243	1,286	-	-	-	6,405		
Number of days lost due to workplace accidents, death or health problems	No.	-	-	-	-	-	0		
Programmes to monitor employees' direct exposure to excessive levels of aircraft noise in the workplace								G4-DMA	5.2.1. Occupational Health and Safety Management System
Activities/programmes that control employees' direct exposure to air pollutants and/or other hazardous substances, and measures to mitigate workers' exposure to such pollutants/substances.								G4-DMA	5.2.1. Occupational Health and Safety Management System

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Employment									
Total members of Staff	No.	1,136	1,105	1,059	1,032	1,050	1,079	401-1-b	
Thousands of hours worked - All staff members	No.	1,640	1,224	1,081	1,409	1,518	1,554		
Number of women	No.	333	331	313	299	303	310		
Number of men	No.	803	774	746	733	747	769		
Percentage of women	%	29.1	30	29.6	29	28.9	28.7	405-1-b	
Percentage of men	%	70.7	70	70.4	71	71.1	71.3	405-1-b	
by age: less than 30 years old	No.	104	70	55	58	69	88		
by age: from 30 to 50 years old	No.	700	697	657	630	627	659		
by age: more than 50 years old	No.	332	338	347	344	354	332		
Staff flow									
Turnover	%	4.79	9.28	4.44	8.51	5.38	6.01		
by gender: men	%	4.49	9.77	4.21	7.84	4.73	5.80	405-1-b	
by gender: women	%	5.5	8.13	4.97	10.13	6.98	6.53	405-1-b	
by age: under 30 years old	%	8.82	17.24	11.20	12.39	6.30	14.01	405-1-b	
per age: from 30 to 50 years old	%	4.37	7.73	3.84	5.44	4.77	4.35	405-1-b	
by age: more than 50 years old	%	4.42	10.45	4.38	13.60	6.30	7.29	405-1-b	
Hires	No.	115	50	16	54	82	96		
Men hires	No.	83	34	11	40	55	67	G4-LA1	
Men hiring rate	%	72	68	69	74	67	70	401-1	
Women hires	No.	32	16	5	14	27	29		
Women hiring rate	%	28	32	31	26	33	30	401-1	
Total hires (permanent contracts – CDI)	No.	88	51	20	41	61	61		
Permanent contracts (CDI)	No.	67	32	8	33	51	53		
Changes from fixed-term to permanent contracts	No.	21	19	12	8	10	8		
Promotion	No.	69	33	38	60	45	72		
Number of hires by internal mobility	No.	0	0	0	0	0	40		
Breakdown by industry									
Executives	No.	38	41	39	40	42	42		
Ressources Human	No.	17	18	17	17	18	17		
Ressources Human	No.	17	18	17	17	18	17		
Finance	No.	22	24	21	21	22	23		
Technology	No.	62	61	63	58	62	63		
Infrastructures	No.	195	186	176	178	181	193		
Communication	No.	12	12	9	9	12	11		
Environment and sustainable development	No.	16	15	11	12	14	14		
Operations	No.	742	717	693	667	668	683		
Commercial & Development	No.	32	31	30	30	31	33		

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Share of women in management	%	20.8	20	18.9	19.7	20.4	21.4		
Headcount Executives	No.	7	7	7	7	7	7		
Women Executives	No.	2	2	2	2	3	3		
Men Executives	No.	5	5	5	5	4	4		
Management staff*	No.	144	140	132	137	142	154		
Women Management	No.	30	28	25	27	29	33		
Men Management	No.	114	112	107	110	113	121		
Percentage of women as board Members	%	15	15	15*	13.6	13.6	40.9**		
Distribution (managers) management/non-management by age group*									
Management									
Less than 30 years old	No.	2	0	0	0	0	0		
30 to 50 years old	No.	62	62	67	72	73	78		
Over 50 years old	No.	56	58	76	76	81	76		
Non-management									
Less than 30 years old	No.	102	70	55	58	69	88		
30 to 50 years old	No.	638	635	590	558	554	581		
Over 50 years old	No.	276	280	271	268	273	256		
Types of employment contract									
Permanent position (CDI)	No.	1,068	1,065	1,041	1,008	1,009	1,013	GRI 2-7	
Fixed-term contract (CDD)	No.	58	32	14	18	31	53	GRI 2-7	
Apprentices	No.	10	8	4	4	7	12		
Auxiliaries	No.	0	0	0	0	0	0		
Trainees	No.	0	0	0	2	3	1		
Departures									
Number of departures	No.	53	104	48	89	56	64		
Retirement	No.	3	2	2	11	7	7		
Early retirement	No.	9	16	7	22	13	10		
Death	No.	1	0	1	0	0	0		
Resignations	No.	15	34	20	21	18	21		
Dismissal	No.	16	22	9	30	14	19		
Invalidity	No.	0	4	0	0	0	0		
End of contract	No.	9	26	9	5	4	7		
According to gender									
Women	No.	18	27	16	31	21	20		
Men	No.	35	77	32	58	35	44		
By age group									
Less than 30 years old	No.	9	15	7	7	4	11		
30 to 50 years old	No.	30	54	26	35	30	28		
Over 50 years old	No.	14	35	15	47	22	25		

* first six months
** from 01.02.2024

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Recruitment of new employees and staff turnover								401-1	5.3. Human Resources Policy; 5.3.1. Recruitment and rotation
Benefits granted to full-time employees and not to temporary or part-time employees								401-2	5.3.2. Full-time benefits
Parental Leave								401-3	5.3. Human Resources Policy 5.3.3. Parental Leave
Total number of women employees who have been entitled to a parental leave	No.	79	53	35	60	75	71		
The rate of return to work and retention of female employees who took parental leave, by gender	%	100	100	100	100	100	100		
Total number of male employees who have been entitled to parental leave	No.	130	78	55	110	139	147		
Return to work and retention rate of male employees who have taken parental leave, by gender	%	100	100	100	100	100	100		
Remote work									
% of employees covered by a remote work agreement	%	-	-	-	-	32.4	31.0		
% of employees who have the possibility of working remotely	%	-	-	-	-	40.8	40.3		
% of employees working remotely among those who have the opportunity	%	-	-	-	-	79.4	77.0		
Part-time work									
Number of employees who choose to work part-time	No.	269	252	242	240	241	250		
Number of women who choose to work part-time	No.	189	184	178	168	160	162		
% of employees who choose to work part-time	%	23.7	22.8	22.9	23.3	23.0	23.2		
% of women who choose to work part-time	%	56.8	55.6	56.9	56.2	52.8	52.3		
Total number and rates of staff hiring and turnover by age group, gender and region	No.	20,135	4,433	7,211	25,403	21,163	NA (06/25)	G4-LA1	
Sector Additions								G4-DMA	5.3. Human Resources Policy

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Occupational health and safety								G4-DMA	5.2.1. Health and Safety at Work Management System
Training and education									
Percentage of employees benefiting from performance and career development reviews	%	-	-	-	-	87.81	85.63	404-3	
Total number of employees having benefited from a performance and career development review	No.	-	-	-	-	922	924	404-3	
Executives	%	-	-	-	-	100	90.26	404-3	
Non-executives*	%	-	-	-	-	87.81	84.86	404-3	
Average number of hours of managerial training per year per manager	No.	-	-	-	-	-	15.83		
Women		-	-	-	-	-	13.63		
Men		-	-	-	-	-	16.51		
Employee Skills Upgrade Programs and Transition Assistance Programs									
Number of people who follow the retirement preparation workshops	No.						13		
Number of people benefiting from assessments of skills	No.						5		
Diversity and equal opportunities									
Diversity within governance bodies and employees								405-1	5.3. Human Resources Policy 5.5.1. Diversity within governance and employee bodies
Ratio of base salary and remuneration of women and men								405-2	5.3. Human Resources Policy
Equal pay - pay gap	No.	-	-	0,09	-	-	-	404-3	
Percentage of women									
Percentage of women out of total staff	%	29.3	30.0	29.6	29.0	28.9	28.7		
Number of women with permanent contract	No.	306	318	307	294	290	289	GRI 2-7	
Percentage of women with a permanent contract	%	91.9	96.1	98.1	98.3	95.7	93.2	405-1-b	
Number of women as executives	No.	33	31	28	30	33	33		
Percentage of women as executives	%	9.9	9.4	8.9	10.0	10.9	10.6	405-1-a	
Percentage of women as members of the extended executive management	%	40.0	40.0	40.0	50.0	60.0	60.0	405-1-a	

Category and Indicator	Unit	2019	2020	2021	2022	2023	2024	GRI	Report Section
Percentage of permanent contracts (CDI) per age group									
Percentage of less than 30 with a permanent contract (CDI)	%	-	-	-	-	-	4.54	GRI 2-7	
Percentage of 30 to 50 years of age with a permanent contract	%	-	-	-	-	-	63.18	GRI 2-7	
Percentage of over 50 years of age with a permanent contract	%	-	-	-	-	-	32.28	GRI 2-7	
Percentage of women among new hires									
New hires	No.	115	50	16	54	82	96		
Total number of women among new hires	No.	32	16	5	14	27	29		
Total number of women hired in an executive position	No.	11	6	1	3	4	0		
New female hires	%	27.8	32.0	31.3	25.9	32.9	30.2		
New female executives hired	%	9.6	12.0	6.3	5.6	4.9	0.0		
Breakdown of staff by gender and age group									
Women									
Less than 30 years of age	No.	29	20	12	6	9	19		
From 30 to 50 years of age	No.	202	208	194	192	188	193		
Over 50 years of age	No.	102	103	107	101	106	98		
Men									
Less than 30 years of age	No.	75	50	43	52	60	69		
From 30 to 50 years of age	No.	498	489	463	438	439	466		
Over 50 years of age	No.	230	235	240	243	248	234		
Freedom of association and collective bargaining									
Operations and suppliers where the right to freedom of association and collective bargaining may be at risk								407-1	3.4.1. Freedom of association and collective bargaining

07

**Limited assurance
report on selected
sustainability
indicators for
the year ended
December 31, 2024**



Geneva International Airport
Le Grand-Saconnex

Independent Limited Assurance Audit Report

On selected ESG indicators

For 2023 and 2024 regarding the environment
and for 2024 regarding social and governance

Independent Limited Assurance Audit Report on Selected ESG Indicators of the Sustainability Report to the Board of Directors of Geneva International Airport, Le Grand-Saconnex

We were engaged by the Board of Directors of Geneva International Airport to provide limited assurance on selected ESG (Environmental, Social, and Governance) indicators of its Sustainability Report, specifically for the years 2023 and 2024 regarding environmental indicators and for the year 2024 regarding social and governance indicators. Our assurance engagement is limited to the indicators presented in the appendix.

Responsibility of the Board of Directors

The Board of Directors of Geneva International Airport (“GIA”) is responsible for the preparation and presentation of its Sustainability Report. This responsibility includes presenting the business model and activities, identifying key non-financial issues, defining objectives, implementing internal measures, and calculating the indicators on which the reported information is based. These indicators have been prepared in accordance with GIA’s internal procedures and, for certain specific information listed in the appendix, with reference to the GRI (Global Reporting Initiative), while complying with the provisions of Article 964b (para. 1 and para. 2) of the Swiss Code of Obligations.

Our responsibility

Our responsibility is to conduct a limited assurance engagement and express a conclusion based on the work performed. We conducted our assurance engagement in accordance with ISAE 3000 (Revised) – International Standard on Assurance Engagements other than Audits or Reviews of Historical Financial Information – issued by the International Auditing and Assurance Standards Board.

This standard requires us to examine the processes and systems used to calculate the indicators on which we provide limited assurance. It also requires us to comply with independence and ethical requirements and to plan and perform our assurance engagement to obtain sufficient and appropriate evidence to support our limited assurance conclusion. However, this does not include detailed testing of source data within IT systems or the operational effectiveness of processes and internal controls. Therefore, the level of assurance obtained is limited and significantly lower than that of a reasonable assurance engagement.

Our report serves solely to fulfill the objectives outlined above and to provide information to you. It may not be used for any other purpose or by any other party. It pertains only to the work performed as described below and does not cover any other non-financial information of GIA as a whole.

Declaration of independence and competence

As part of our engagement, we have complied with the applicable requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants. These requirements, in particular, prohibit us from taking financial, commercial, governance, or ownership positions that could affect, or be perceived as affecting, our independence and impartiality, as well as any involvement in the preparation of the sustainability report. We have confirmed to GIA that we have maintained our independence and objectivity throughout our engagement, and in particular, that no prohibited event or service was provided that could compromise our independence and objectivity.

In addition, we apply the International Standard on Quality Management (ISQM) 1, which requires us to design, implement, and operate a quality management system, including policies and procedures related to compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Summary of work performed

Our limited assurance procedures included:

- Understanding GIA's business model and activities.
- Interviews with management and individuals responsible for operational sustainability performance to assess the process of identifying priority issues, setting objectives, and establishing internal measures.
- On-site visit to directly assess operational practices, review the processes for collecting and validating relevant data, and analyze the calculation files related to the ESG indicators.
- Testing of selected quantitative indicators using sampling techniques to verify the correct application of (i) procedures defined by GIA or (ii) relevant portions of the GRI Standard for certain information, with the aim of reconciling these data with supporting documents (see appendix).
- Evaluation of the compliance of the required information under Article 964b (para. 1 and para. 2) of the Swiss Code of Obligations within this report.
- Implementation of analytical procedures to verify the correct consolidation of audited data and the consistency of any changes in these data.

We did not perform any work on data other than those described in the paragraph above and in the appendix. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusions.

Inherent limitations

The process an organization adopts to define, collect, and report data on its non-financial performance is not subject to the formal processes of financial reporting. As a result, this data may be subject to variations in definitions, collection methods, and reporting, in the absence of a consistent and universally accepted standard. This can lead to differences in the comparability of information between organizations and from one year to another within the same organization, as methodologies evolve.

To structure this process, GIA prepares its Sustainability Report based on its internal procedures, as well as selected GRI indicators, or specific parts of their content, while complying with the provisions of Article 964b (para. 1 and para. 2) of the Swiss Code of Obligations.

Conclusion

Based on the procedures we performed, we found no evidence to conclude that the selected ESG indicators, as presented in the appendix of this report (including the environmental indicators for 2023 and 2024, as well as the social and governance indicators for 2024), have not been prepared and disclosed, in all material respects, in accordance with GIA's internal procedures and, for certain specific information, with reference to the GRI (Global Reporting Initiative), while complying with the provisions of Article 964b (para. 1 and para. 2) of the Swiss Code of Obligations.

Geneva, March 4, 2025

Forvis Mazars SA



Franck Paucod
Licensed audit expert
(Engagement Partner)



Clément Caussat
Licensed audit expert

Appendix:

- List of audited indicators from GIA's Sustainability Report

Appendix: List of audited indicators from GIA's Sustainability Report

Environnement - Emissions de CO2	Année
<u>Emissions directes de GES (Scope 1)</u>	
Boilers, light oil	2023
Heating, gas	2023
Diesel use for vehicles	
<u>Emissions indirectes de GES liées à l'énergie (Scope 2)</u>	
Purchased electricity for GA, SIG - national Grid emission value	2023
<u>Autres émissions indirectes de GES liées au secteur de l'aviation (Scope 3)</u>	
Diesel use for non GVA airside vehicles	2023
Landside access by vehicles, including parking	2023
APU	2023
LTO cycle	2023

Environnement - Autres données	Année
Nuisances sonores (bruits Classe IV)	2024
Nuisances sonores (bruits Classe V)	2024
Nombre de personnes qui résident dans la zone affectée par le bruit courbe enveloppante VLI DSII	2023
Plaintes riverains (bruit)	2024
Moyenne annuelle Dioxyde d'azote (NO2)	2023
Personnels aéroport subventionnés par Genève Aéroport	2024
Utilisateurs des navettes personnel aéroportuaire	2024
Volume produit de dégivrage de type I	2023
Nombre total annuel de collisions avec des animaux sauvages pour 10 000 mouvements d'aéronefs	2024

Environnement - Autres données GRI	Année	Indicateur GRI associé
Consommation d'eau potable	2024	GRI 305-4
Volume total de déchets incinérables	2023	GRI 303-3-a
Mouvements (22h00-22h59)	2024	G4-A02

RH - Autres données	Année
Salaires moyen	2024
Salaires médian	2024
Total engagements CDI	2024
Femmes Direction	2024
Nombre d'hommes cadre/manager	2024
Pourcentage de femmes membres du Conseil d'administration	2024
Répartition (managers) cadres/non cadres par tranche d'âge* (de 30 à 50 ans)	2024
Nombre de licenciement	2024
Nouvelles embauches	2024
Nombre moyen d'heures de formations managériales par an par manager	2024
Nombre d'accidents professionnels et non professionnels	2024

RH - Données GRI	Année	Indicateur GRI associé
Nombre total d'employés	2024	GRI 401-1-b
Pourcentage de femmes	2024	GRI 401-1-b
Taux de rotation	2024	GRI 401-1-b
Taux de rotation: femmes	2024	GRI 401-1-b
Taux d'engagements hommes	2024	GRI 401-1-b
Types de contrats de travail : Contrat durée indéterminée (CDI)	2024	GRI 2-7
Pourcentage de femmes avec un CDI	2024	405-1-b
Pourcentage de femmes en tant que cadre/manager	2024	405-1-a
Entretien individuel annuel: cadres	2024	404-3
Entretien individuel annuel: non cadres	2024	404-3
Nombre de cas de maladies professionnelles enregistrables	2024	GRI 403-10

Economie - Autres données	Année
Résultat net	2024
Dépenses en faveur de la mobilité durable	2024

Economie - Données GRI	Année	Indicateur GRI associé
Nombre total de passagers (millions)	2024	G4-A01
Total mouvements trafic global	2024	G4-A01
Chiffre d'affaires	2024	201-1
Nombre de passagers arrivant	2024	AOSS AO1
Nombre de passagers partant	2024	AOSS AO1
Valeur économique directe distribuée	2024	201-1

08

Glossary



ACI	Airports Council International
AMS	Apron Management Service
ARCS	Aviation Research Center Switzerland
ASQ	Airport Service Quality
ATM	Air Traffic Management
BLC	Baggage Logistics Center
CA	Board of Directors
COV	Emissions of Volatile Organic Compounds
CVC	Heating, Ventilation and Air Conditioning
DGNB	Sustainable construction label (Deutsche Gesellschaft für Nachhaltiges Bauen)
DSLIA	Airport Rescue and Fire Fighting Department
EASA	European Aviation Safety Agency
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortisation
EEC	<i>Exemplarité Energie et Climat</i> Programme
ESG	Environmental, Social and Governance
GA/GVA	Genève Aéroport
GA/BA	General Aviation / Business Aviation
GHG	Greenhouse Gas
IPCC	Intergovernmental Panel on Climate Change
GSE	Ground Support Equipment
IATA	International Air Transport Association
KPI	Key Performance Indicator
MRO	Maintenance and Repair Organisation
Carbon Neutrality	State in which the GHG emissions released to the atmosphere have been reduced or avoided and or the remaining emissions are offset by carbon credits. To achieve carbon neutrality, carbon credits from projects that temporarily reduce, avoid or capture GHGs are accepted.
ICAO	International Civil Aviation Organization
SDG	United Nations Sustainable Development Goals
FOCA	Federal Office of Civil Aviation
OFRO	Federal Roads Office
OFS	Federal Office of Statistics
PAP	Plan Approval Procedure
Pax	Passengers
PCC	Cantonal Climate Plan
PDCn	Cantonal Master Plan
PIB	Gross Domestic Product
PMR	Person with Reduced Mobility
POC	Proof of Concept
SAIP	Sectoral Aviation Infrastructure Plan
CSR	Corporate Social Responsibility
SAF	Sustainable Aviation Fuel
IS	Information System
SIG	Service Industriel Genevois
Energy transition	Energy transition replaces fossil fuels with low-carbon energy sources
EU	European Union
VLS	Bike Self-Service
VTC	Transport Car with Driver
'Net Zero emissions'	In line with SBTi's Corporate Net Zero Standard, this means reducing emissions at a rate consistent with the latest climate science and offsetting remaining residual emissions with carbon removal credits (as opposed to carbon reduction credits)



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