

ANNUAL
REPORT

2025



GENÈVE
AÉROPORT

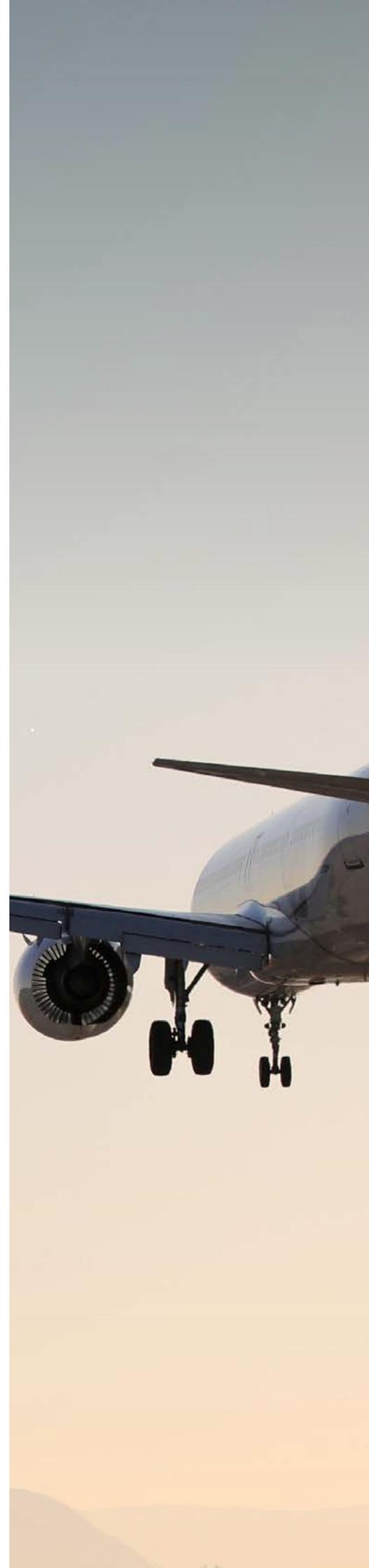
The logo for Geneva Airport features the word "GENEVE" in a large, bold, black, sans-serif font. A thin, light blue curved line is positioned above the "E" in "GENEVE". Below "GENEVE", the word "AÉROPORT" is written in a smaller, black, sans-serif font, with wide letter spacing.

GENEVE
AÉROPORT

Contents

Chairman's editorial	p 4	Sustainability report	p 68
CEO's editorial	p 6	Our strategy	p 69
Key figures	p 8	1. Scope and methodology	p 72
Airport and commercial activities	p 12	1.1. Methodology for published indicators	
Investments and projects	p 26	1.2. External benchmarks	
Financial results	p 30	1.3. ESG ratings and indices	
Financial report	p 34	2. Sustainability at the heart of strategy	p 74
Profit and loss account	p 35	2.1. Strategic vision for long-term positive impact	
Statement of comprehensive income	p 36	2.2. Management's commitment to sustainability	
Balance sheet	p 37	2.3. Business model and value chain	
Statement of changes in equity	p 38	2.4. Long-term commitment and tools for measuring progress	
Cash flow statements	p 39	2.5. Contribution to the United Nations Sustainable Development Goals (SDGs)	
Notes to the financial statements as at 31 December 2025	p 40	2.6. Open dialogue with stakeholders	
1. General principles		2.7. Double materiality analysis	
2. Operating sectors		2.8. Objectives, initiatives and indicators	
3. Income		2.9. Risk, opportunity and impact analysis in sustainability matters	
4. Other employee expenses		2.10. Integrated and cross-functional sustainability governance	
5. Employee benefit obligations and other long-term benefits		2.11. Global and local external partnerships to progress collectively	
6. Fees, services, and subcontracting		2.12. Measuring the impact of sustainability efforts	
7. Energy, maintenance and rent		3. Responsible business conduct based on trust	p 104
8. Other operating expenses		3.1. Ethical business conduct	
9. Local resident compensation fund		3.2. Data protection and confidentiality	
10. Environment fund		3.3. Respect for human rights	
11. Financial expenses and income		3.4. Sustainable relations with suppliers	
12. Property, plant and equipment		3.5. Quality of service for passengers	
13. Intangible fixed assets		3.6. Creating value for Geneva and Switzerland	
14. Short- and long-term investments		3.7. Sustainable IT	
15. Inventory		4. Actions to reduce environment footprint	p 110
16. Prepayments and accrued income and other receivables		4.1. Decarbonisation management	
17. Trade receivables		4.2. Air quality control and improvement	
18. Cash and cash equivalents		4.3. Reduction of energy consumption and use of renewable energy	
19. Non-current and current borrowings and other debts			
20. Provisions			
21. Financial assets and liabilities and risk management			
22. Accrual and deferred income			
23. Related-party transactions			
24. Capital management			
25. Off-balance-sheet commitments and contingencies			
26. Retrocession due to the State			
27. Events after closing			
Auditors' report	p 62		

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	
5. A company committed to its stakeholders	p 117
5.1. Limiting noise disturbance	
5.2. Occupational health and safety	
5.3. Human resources policy	
5.4. Dialogue between staff members and the organisation	
5.5. Diversity and equity in opportunities	
6. Indicators and concordance table	p 125
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. Report relating to the Federal Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).	
6.4. Index of the content of the Global Reporting Initiative (GRI) standard and its Airport Operators Sector Supplement (AOSS)	
7. Limited Assurance Report on Selected Sustainability Indicators for the Financial Year Ended on 31 December 2025	p 156
8. Glossary	p 161
Activity Report of the Board of Directors	p 162





Christian Lüscher
Chairman of the Board of Directors

Controlled growth and assumed responsibility

Welcome to the Genève Aéroport Annual Report, which, for the first time, fully integrates financial results and, as required by the Swiss Code of Obligations since 2024, the non-financial performance report, in which the reader will find numerous quantitative and qualitative indicators.

Genève Aéroport is an essential tool and an economic driver for our canton. It plays a crucial role for both the economy and tourism. It also allows Switzerland and International Geneva to be at the heart of global diplomacy and therefore plays an essential role in the Confederation's foreign policy.

Last year, approximately 18 million passengers were able to take off from or land in Geneva, which is extremely valuable for our population base.

This has very positive effects, not least the profit of this public company, which returns some CHF 53 million of its profits to the Republic and Canton of Geneva. At the same time, the airport is reducing its debt so that it can confidently plan for the massive construction projects that will begin in the next decade.

But let's be honest: success comes at a price, and that price is environmental impact, particularly noise pollution for local residents.

Genève Aéroport is doing everything possible to minimise this impact, such as encouraging airlines to operate with the latest generation of aircraft, implementing a noise quota system that has already reduced night-time take-offs by 50%, eliminating all scheduled European flights after 10 p.m., and aiming for 90% electric vehicles operating on the tarmac by 2030, etc. Our teams are working tirelessly to reconcile the long-term viability of the airport with our environmental and sustainability commitments.

Furthermore, the airport has been placing particular emphasis on the passenger experience since last year. The average waiting time at security continues to decrease. Numerous renovation projects are underway to improve user comfort, as the cramped conditions of the buildings present numerous challenges.

We must not become complacent, of course, and there are still significant challenges to overcome to fully achieve all our financial, structural and non-financial objectives. We are working enthusiastically towards these goals at all levels.



Members of the Board of Directors

Chairman of the Board of Directors

- Mr Christian Lüscher

Members appointed by the Grand Council

- Ms Céline Amaudruz (UDC)
- Mr Denis Chiaradonna (S)
- Mr Lulzim Jahiu (MCG)
- Ms Caroline Monod (Ve)
- Mr Patrick Schmied (LC)
- Mr Philippe Schwarm (PLR)
- Ms Rebecca Stevens Alder (LJS)

Members appointed by the State Council

- Ms Corinne Momal-Vanien
- Ms Birgit Sambeth
- Ms Virginie van Doorn
- Mr Stanislas Zuin

Members appointed from among their members by the administrative councils of two Geneva municipalities whose territory includes the noise zones of the airport platform, as designated by the State Council

- Mr Willy Creteigny
- Mr Bernard Taschini (until 4 November 2025)
- Ms Mylène Schopfer Sandoz (from 5 November 2025)

Member of the Administrative Council of Grand-Saconnex

- Mr Laurent Jimaja

Member of the Administrative Council of Meyrin

- Mr Laurent Tremblet

Members appointed by the State Council, upon the proposal of

the Conference of Heads of Departments of Public Economy of Western Switzerland

- Ms Marie De Freminville
- Mr David Pignolet

Member appointed by the State Council, upon the proposal of the Presidents of the General Councils of the bordering French departments

- Ms Aurélie Charillon

Representative appointed by the State Council with consultative status

- Ms Emanuela Dose Sarfatis

Members elected by the staff of the institution

- Ms Cécile Baptiste-David
- Mr Thierry Mellina-Bares
- Mr Nicolas Vuille



Jean-François de Saussure
CEO

Ensuring our harmonious integration

Managing Genève Aéroport means assuming responsibility for a vital logistics platform serving an international population of nearly six million inhabitants. Operating an airport located at the heart of an urban area also requires ensuring its harmonious integration into the local environment and remaining constantly vigilant in reducing its impact on local residents and society.

The socio-economic benefits of a high-performing air infrastructure in Geneva are significant: support for cultural and political exchanges, boosting Alpine tourism, and facilitating international trade. In the coming years, Genève Aéroport will make significant investments, first to improve its accessibility for soft mobility, and then to adapt its infrastructure to enhance the comfort and experience of users of this major multimodal hub.

It is in this demanding yet exciting context that I have the honour of assuming my role as head of Genève Aéroport.

Safety, punctuality and quality of service remain the cornerstones of our efforts to ensure the long-term success of the airport's operations.

With annual passenger traffic stabilising at nearly 18 million, a decrease in air traffic and increased investment, Genève Aéroport is posting solid financial results.

We further confirm our commitment to pursuing ambitious climate goals:

- to achieve a net positive impact for our operations by 2037 by going beyond simply reducing our negative footprint,
- and, at our level, to actively contribute to the aviation industry's efforts to approach net zero by 2050 across the entire value chain.

With our governance reaffirming its full commitment to environmental and social issues, we are presenting, for the first time, an integrated report combining financial and non-financial performance.

I hope you enjoy reading it!



Members of the Executive Management

Chief Executive Officer

- Jean-François de Saussure

Chief Technology Officer

- Massimo Gentile

Finance and Services Director

- Aline Vaglio

Sales and Development Director

- Kristina Mees

Head of Infrastructure

- Philippe Moraga

Chief Operating Officer

- Giovanni Russo

Human Resources Director

- Susanna Swann

Members of the Extended Executive Committee

Corporate Secretary and Head of Legal Affairs

- Christine Widmann

Head of the Environment and Sustainable Development

- Nathalie Rossier-Iten

Head of the Communications & Spokesperson

- Ignace Jeannerat

External Affairs Officer (not pictured)

- Gaël Poget

Key Figures



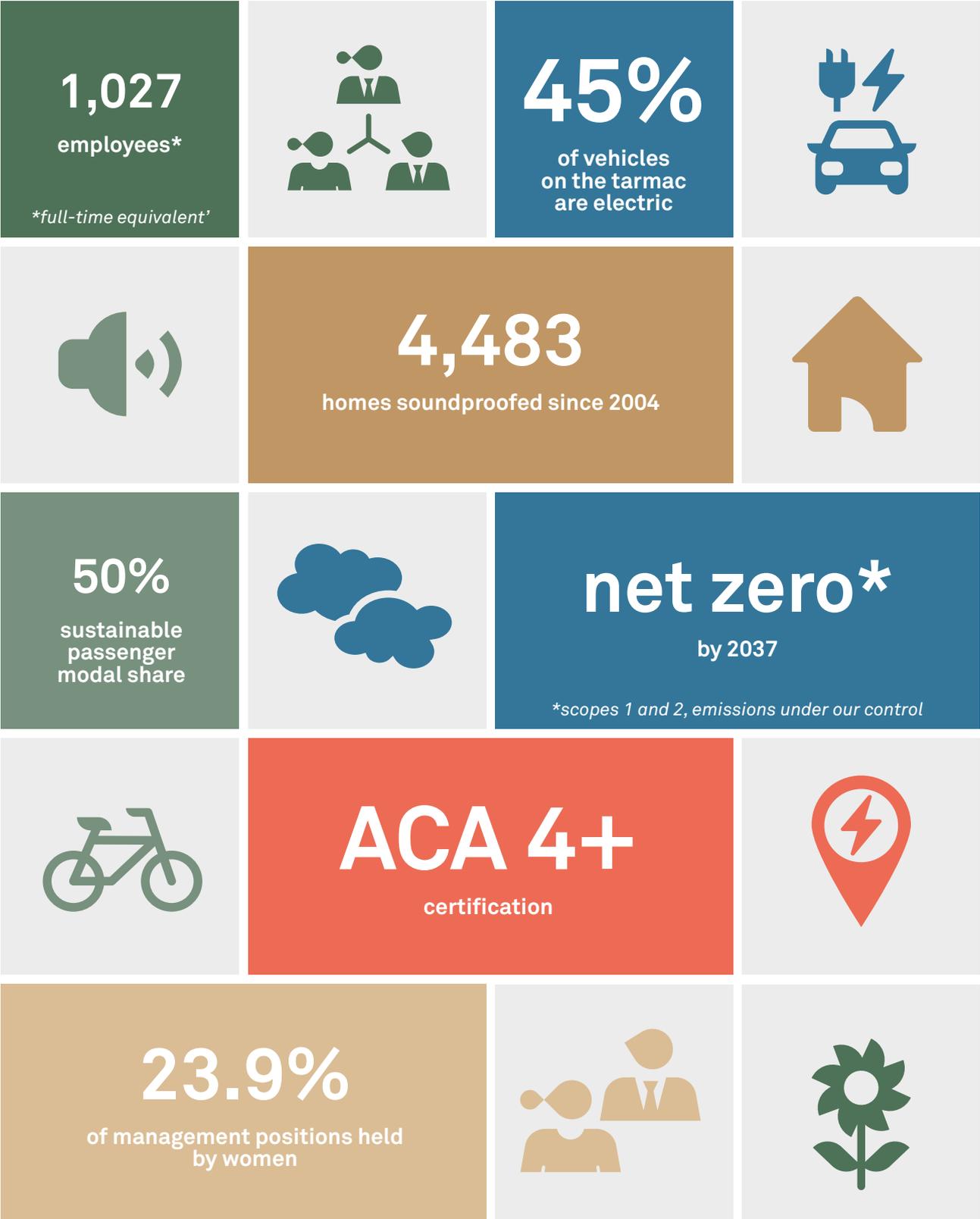
Airport activities



Financial figures



Sustainable development



Summary of airport and commercial activities



In 2025, Genève Aéroport welcomed 17,848,370 passengers, 0.29% more than in 2024 (17,796,328 passengers). This figure remains slightly (-0.44%) lower than the record year of 2019, the year before the pandemic. As a reminder, in 2019, Genève Aéroport welcomed 17,926,625 passengers. The moderate passenger growth in 2025 reflects various fluctuations throughout the year, as Genève Aéroport recorded six months of decline compared to 2024 and six others with significant increases, including January, October, November and December.

With 177,288 flights, total traffic (scheduled flights, charters, commercial and non-commercial aviation) decreased by 1.02% compared to 2024. The total number of take-offs and landings was 4.71% lower than the 2019 level (186,043 movements).

In 2025, the trend already observed the previous year – passenger growth coupled with a reduction in aircraft movements – became even more pronounced. This can be explained by larger aircraft capacity, an increased number of passengers per aircraft, a higher load factor and a financial policy at Genève Aéroport that encourages airlines to optimise the occupancy of each aircraft.

In figures, with 133 passengers per scheduled and charter flight movement in 2025, this level is higher than in 2024 (130 passengers) and significantly higher than the pre-Covid level (124 passengers in 2019). The average annual load factor is 76.5% in 2025 compared to 76.1% in 2024.

Expanded network

In 2025, with 147 destinations served (146 in 2024) by 57 different airlines, the network to and from Genève Aéroport has expanded further. Regarding intercontinental routes, an additional connection has been added to Shanghai. It is operated since 16 June 2025 by China Eastern with latest-generation aircraft, the A350-900, resulting in very positive effects in terms of passenger and freight traffic.

In 2025, the sales teams continued their collaborative efforts with airlines to strengthen the long-haul connection network, in line with Genève Aéroport's strategy, market needs and the demands of International Geneva.

Based on economic criteria, strategic choices or a lack of available aircraft, some airlines added new destinations, others redistributed their target routes, and some even announced the discontinuation of destinations due to capacity issues. On 30 October, SWISS announced it would have to reduce the number of destinations from Geneva (five starting in summer 2026) to optimise fleet utilisation between Zurich and Geneva due to resource constraints.

New destinations in 2025 include Shanghai, Tbilisi, Krakow, Rennes and Fuerteventura.

Intercontinental routes all saw renewed growth in passenger numbers - with the exception of New York - and marked growth in the Middle East and China. Due to geopolitical conditions related to the Russo-Ukrainian conflict, China has become a preferred transit point for destinations such as Japan and South Korea.

Overall traffic results

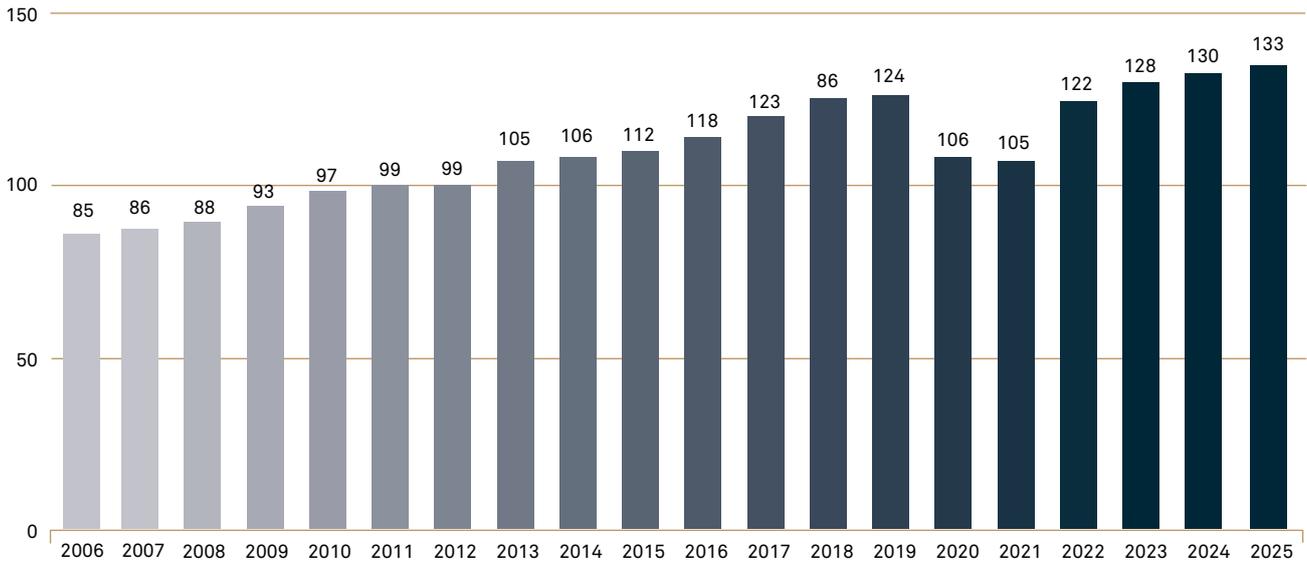
	2025	2024	2023	Var. 25/2024	Var. 25/2023
Overall passenger traffic					
Other commercial traffic	62,676	61,474	62,719	+1.96%	-0.07%
Total non-commercial traffic	25,905	24,631	27,931	+5.17%	-7.25%
Charter passenger traffic	36,209	37,984	38,518	-4.67%	-5.99%
Scheduled passenger traffic	17,723,580	17,672,239	16,353,544	+0.29%	+8.38%
Total overall passenger traffic	17,848,370	17,796,328	16,482,712	+0.29%	+8.29%

Overall traffic movements

Total non-commercial traffic	13,734	13,574	14,743	+1.18%	-6.84%
Other commercial traffic	29,699	29,518	30,147	+0.61%	-1.49%
Scheduled passenger traffic	133,585	135,694	127,637	-1.55%	+4.66%
Charter passenger traffic	270	320	315	-15.63%	-14.29%
Total overall traffic movements	177,288	179,106	172,842	-1.02%	+2.57%

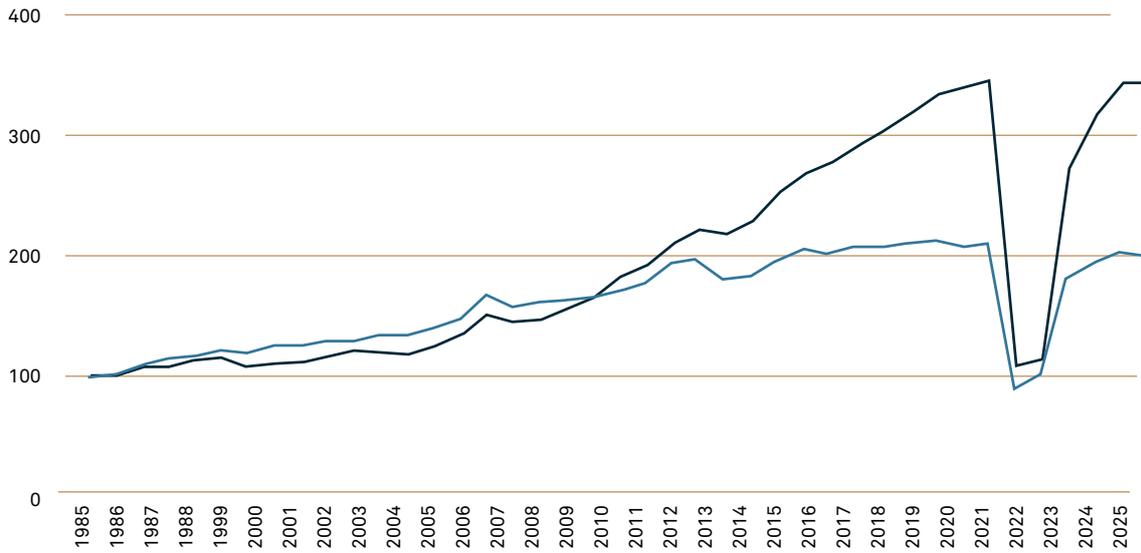
Evolution of the number of passengers per flight

Scheduled and charter flights, passengers only



Evolution of the number of passengers and flights

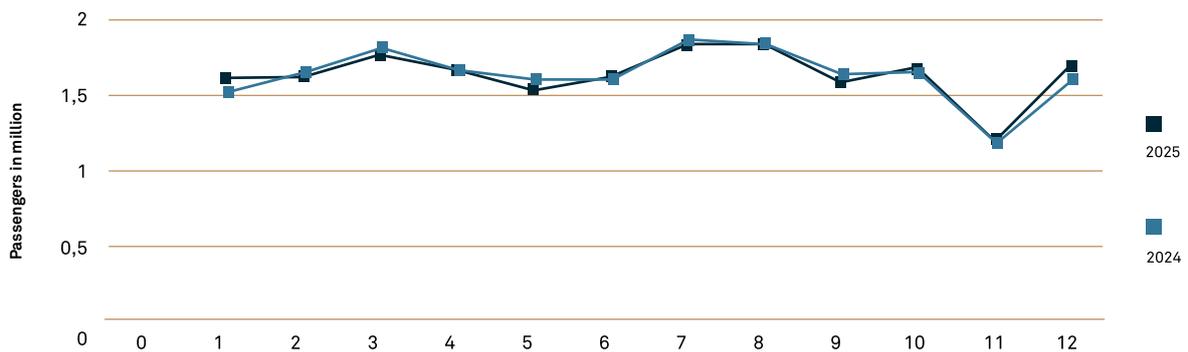
Aircraft movements: commercial traffic only (1985: index 100 points)



Passengers (index 100 points) Movements (index 100 points)

Evolution of the number of passengers per month

All types of traffic



EasyJet remains the market leader, with a 46.0% market share. SWISS holds 12.4%, and British Airways 4.4%. Next in the top 10 for 2025 are Air France (3.2%), Iberia (2.9%), KLM Royal Dutch Airlines (2.5%), TAP Portugal (2.0%), Brussels Airlines (1.9%), Emirates (1.8%) and Turkish Airlines (1.7%). The share of other airlines (21.1%) in 2025 is higher than in 2024 (20.7%).

London, Porto and Lisbon top the list of the most visited cities, while Paris, a hub for other destinations, remains in 4th place. Istanbul moves from 10th to 7th place. The top non-European destination in 2025 remains Dubai, ranked 15th. New York slips from 17th to 19th place. Within the top 20 cities, Athens and Istanbul have experienced the greatest growth.

In 2025, the share of passenger traffic to and from non-European destinations is expected to rise significantly to 14.3% (13.0% in 2024).

Excellent results for the noise quota system

For several years, through financial incentives, Genève Aéroport has been encouraging airlines to favour newer, quieter and more fuel-efficient aircraft, therefore helping to reduce noise emissions. The proportion of movements operated by the latest generation of aircraft increased in 2025. The percentage of Class 5 aircraft rose from 31.85% to 34.04%.

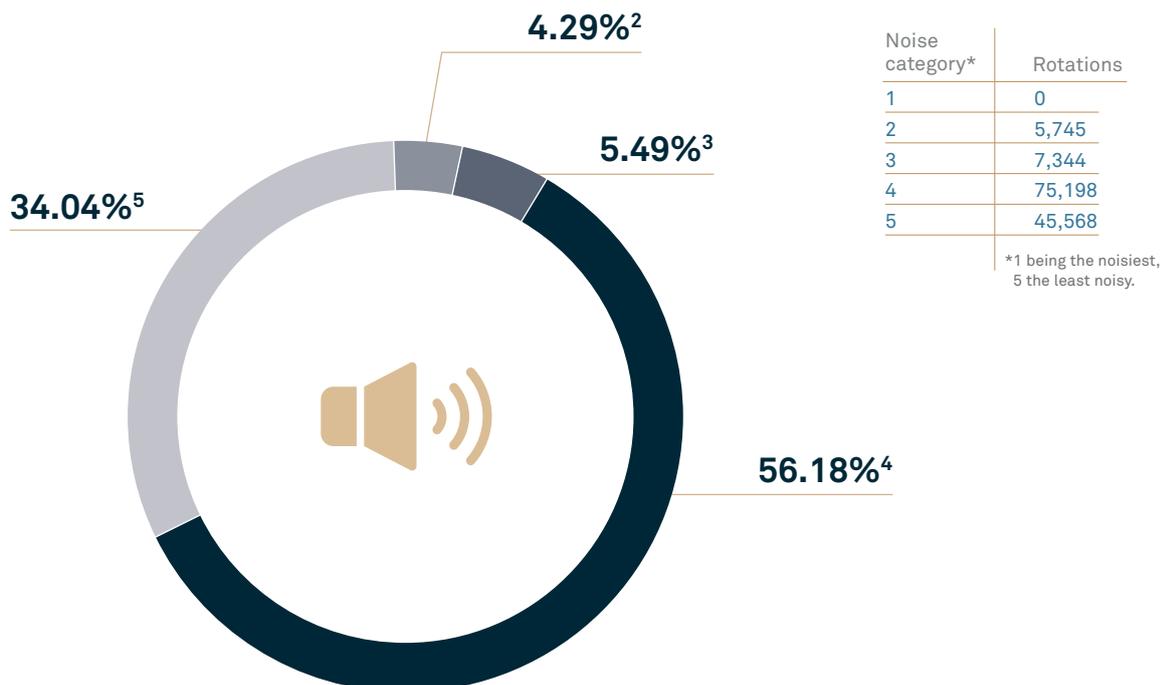
Genève Aéroport continues its efforts to reduce noise pollution, particularly at night. On 1 January 2025, following a trial phase in 2024, a quota system was implemented with highly dissuasive fees for exceeding the quotas for late take-offs after 10 p.m. Discussed with all airlines operating evening flights, this programme resulted in a 36.2% decrease in take-offs after 10 p.m. in 2024. In 2025, the formal implementation of this new system led to a further reduction of 24.6% in take-offs. In two years, the number of take-offs after 10 p.m. was reduced by more than 50%.

Night-time flights

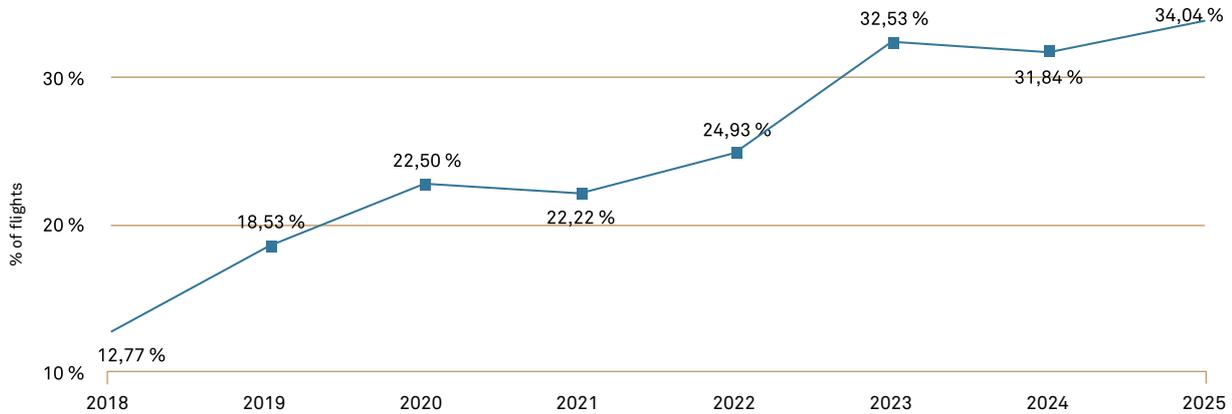
In 2025, flights between 10 p.m. and 6 a.m., across all categories including medical flights, totalled 9,514, representing a decrease of 3.7%. Specifically, these 9,514 flights are divided into 880 take-offs and 8,634 landings. Hour by hour, 6,213 flights were recorded between 10:00 p.m. and 10:59 p.m., 2,989 between 11:00 p.m. and 11:59 p.m., and the remaining 312 flights between midnight and 5:59 a.m. The proportion of night-time flights compared to all flights continues to decrease: 5.37% compared to 5.52% in 2024.

Distribution by noise category

Scheduled and charter passengers flights only



Class 5 aircraft flights since 2018



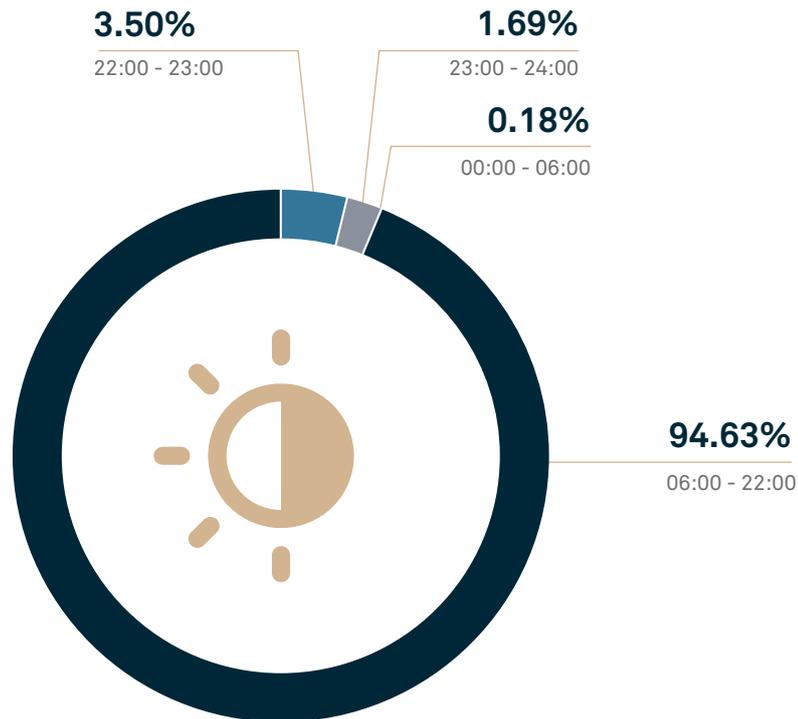
Evolution of night-time flights

All traffic

		2025	2024	Var.	Var. %
22:00-22:59 N1	Landings	5,530	5,246	+284	5.41%
	Take-offs	683	930	-247	-26.56%
		6,213	6,176	+37	0.60%
23:00-23:59 N2	Landings	2,842	3,214	-372	-11.57%
	Take-offs	147	208	-61	-29.33%
		2,989	3,422	-433	-12.65%
00:00-00:29	Landings	222	234	-12	-5.13%
	Take-offs	33	23	+10	43.48%
		255	257	-2	-0.78%
00:30-05:59	Landings	40	18	+22	122.22%
	Take-offs	17	6	+11	183.33%
		57	24	+33	137.50%
Total (22:00-5:59)	Landings	8,634	8,712	-78	-0.90%
	Take-offs	880	1,167	-287	-24.59%
		9,514	9,879	-365	-3.69%
06:00-06:59	Landings	1,875	1,756	+119	+6.78%
	Take-offs	5,082	4,777	+305	+6.38%
	Total	6,957	6,533	+424	+6.49%

Night-time flights vs total flights

All traffic



For the 5:00 a.m. to 5:59 a.m. time slot, there are no scheduled flights at Genève Aéroport. In 2025, there were a total of 10 flights, 6 landings and 4 take-offs, for flights exclusively related to medical or diplomatic matters. The number of flights operated for the 6:00 a.m. to 6:59 a.m. time slot is 6,957 in 2025 (1,875 arrivals and 5,082 departures).

GA/BA traffic: 23% of flights

Business aviation remains significant due to its economic importance and the services it provides, which are in line with its clients' needs. This activity directly supports Geneva's role as a diplomatic, economic and institutional hub, and fosters a high-value-added local ecosystem (skilled jobs, maintenance, premium services). Beyond its economic impact, including approximately 1,000 direct jobs, business aviation plays a decisive role in the location decisions of numerous international headquarters, multilateral organisations and multinational groups.

General and business aviation (GA/BA) accounted for 23% of total aircraft flights in 2025, remaining remarkably stable, with 40,773 flights compared to 40,398 in 2024. Commercial business aviation largely encompasses flights operated by private aviation companies and medical flights. Non-commercial aviation mainly covers private and tourist flights, training flights, and military flights.

Intense protocol activity

The Protocol Service experienced a very busy year in 2025, with a significant increase compared to the previous year.

In total, the Protocol Service conducted 4,658 protocol receptions (compared to 4,021 in 2022), including 61 receptions for Heads of State, 33 Prime Ministers, 162 Ministers of Foreign Affairs and 613 receptions for members of royal families.

The events that generated the most protocol receptions were the meetings in May, June and July of the World Health Organization (WHO), the International Labour Organization (ILO), the Summit of Speakers of Parliament, and the 6th World Conference of Speakers of Parliament of the Intern-Parliamentary Union (IPU). Another busy period for welcoming guests is October, with high-level meetings related to UNHCR, WMO, UNCTAD and the IPU General Assembly.

As a reminder, protocol service is reserved for Heads of State, Prime Ministers, sitting Ministers, Speakers of Parliament, heads of international organisations, members of royal families and other official dignitaries.

First SAF Forum

Genève Aéroport hosted the first Sustainable Aviation Fuels Forum in Geneva on 5 June 2025. The objective was to bring together stakeholders, discuss the prospects for using alternative fuels, and assess the current and future state of sustainable aviation fuel production. More than 100 participants attended. During the forum, industry stakeholders shared their experiences regarding European legislation mandating the incorporation of a minimum quantity of sustainable aviation fuel (SAF) into kerosene, and the equivalent requirement that came into

effect in Switzerland in 2026. With its partners, Genève Aéroport is working to first facilitate the process and then supply SAF to airport operators. A second SAF Forum is scheduled for May 2026.

An excellent year for freight

A high level of air freight was recorded in 2025. Despite significant economic and trade uncertainties, particularly the impact of US tariffs, the annual tonnage of freight handled at Genève Aéroport reached 94,337 tonnes, compared to 90,696 tonnes in 2024 (+4%). This second record result confirms the positive momentum that began in the second half of 2023 and reflects the growing potential of the regional market.

Postal freight contracted (-10.8%) with 1,711 tonnes handled. Including postal freight, a total of 96,047 tonnes were handled in Geneva.

Market share by airline was dominated by Emirates (31.3%), Swiss (9.6%) and Air China (9.3%). In the express courier segment (+1.2%), DHL Express consolidated its market leadership with an 82.5% share, followed by FedEx (9.6%) and UPS (7.9%).

Export shipments accounted for 50.3% of total traffic, while import shipments represented 49.7%, with both figures remaining stable.

Increased passenger satisfaction

Since its launch in 2006, Genève Aéroport has participated in the Airport Service Quality (ASQ) survey, in which more than 350 airports worldwide took part in 2025. A corporate objective, improving passenger satisfaction, was achieved in 2025 with an overall satisfaction score that rose to an average of 4.07 – on a scale of 1 to 5 – compared to 4.00 in 2024. The action groups and concrete achievements of 2024 continued to further enhance passenger experience in 2025.

The implementation of the new European Entry/Exit System (EES) has been a major challenge for Swiss Customs and Genève Aéroport since 12 October 2025, particularly due to the large number of non-Schengen passengers handled by Geneva. Both parties are working in close coordination to ensure the smoothest possible transition for both arrivals and departures.

In passenger services, the assistance provided to people with disabilities and reduced mobility (PRM) by GVAssistance is growing year after year. In 2025, the number of services reached 170,095, i.e. an average of 466 per day. Adding the assistance provided to unaccompanied minors (UMNR), this represents 183,403 assistance services.

New retail concessions, new spaces

In 2025, commercial revenues (from shops, restaurants, advertising displays, certain airport services, etc.) reached CHF 98.1 million, an increase of 1.5% compared to 2024. This growth is directly correlated with traffic.

The 2025 performance is excellent, considering the unfavourable exchange rate (strong Swiss franc) throughout the year and the renovation work undertaken by several retailers. The period of transformation and renewal of retail spaces, which began in 2024, intensified in 2025. This essential phase, pending the terminal modernisation work (CAP2030 project), addresses several objectives: a higher quality and more aesthetically pleasing offering, preferential promotion of local and national businesses, and an improved passenger experience.

In 2025, the revenue generated by retail concessions (shops and restaurants) was distributed as follows: 20% by local operators, 32% by national operators and 48% by international operators.

Nearly 20 shops and restaurants underwent several weeks of renovations in 2025. Among them were new brands, including Läderach, Bretzelkönig and Press&books in the public area, and Modern Fine Food in the airside area.

The renewal of the retail offering will intensify further in 2026 with more than twenty transformations and new openings planned.

E-commerce and e-services (Priority Lane tickets and passes, ResaPark, VIP package with lounge) continued to grow, generating nearly CHF 2 million in revenue in 2025.

Parking activities

Genève Aéroport offers its customers just over 5,000 parking spaces, with a growing share of rentals through ResaPark (1,025 spaces) year after year. In 2025, parking revenue decreased by 4%. The impact of initiatives promoting soft mobility to the terminal, as well as temporary closures for improvement work, explains the decrease in parking revenue in 2025. To encourage the use of public transport, Genève Aéroport and the Swiss Federal Railways (SBB/CFF) continued their efforts and initiatives to facilitate access to the airport by train, both early in the morning and late at night.

Results of freight and postal traffic

Freight	2025	2024	2023	Var. 25/24	Var. 25/23
Scheduled	68,681	68,479	47,703	+0.30%	+43.98%
Other commercial traffic		38	123	-100.00%	-100.00%
Charter	86	26	30	+232.15%	+185.16%
Air freight by plane	68,767	68,543	47,856	+0.33%	+43.69%
Air freight by truck	25,571	22,154	16,093	+15.43%	+58.89%
Total air freight	94,337	90,696	63,949	+4.01%	+47.52%
Postal freight	1,710	1,919	2,531	-10.89%	-32.44%
Total air and postal freight	96,047	92,615	66,480	+3.71%	+44.48%

Top 20 destinations by city

Scheduled traffic

Cities	Passengers 2025	Passengers 2024	25/24 variation
London	2,154,175	2,184,465	-1.4%
Porto	820,299	809,112	+1.4%
Lisbon	698,648	716,012	-2.4%
Paris	686,792	701,772	-2.1%
Amsterdam	585,262	637,575	-8.2%
Madrid	553,275	548,737	+0.8%
Istanbul	530,315	451,247	+17.5%
Barcelona	520,403	535,520	-2.8%
Brussels	506,873	522,028	-2.9%
Zurich	487,072	472,258	+3.1%
Nice	435,349	449,662	-3.2%
Manchester	379,116	385,448	-1.6%
Pristina	322,606	289,581	+11.4%
Athens	322,168	266,797	+20.8%
Dubai	317,863	315,139	+0.9%
Frankfurt	315,074	347,321	-9.3%
Copenhagen	305,094	309,033	-1.3%
Rome	291,668	314,827	-7.4%
New York	278,918	294,840	-5.4%
Munich	249,675	224,579	+11.2%

Scheduled traffic by airline

Airlines	Passengers 2025	Passengers 2024	Passengers 2023	Var. 25 vs 24	Var. 25 vs 23
A Jet	43,637	3,921		+1,012.90%	
Aegean Airlines	121,904	124,703	121,628	-2.24%	+0.23%
Aer Lingus	133,675	123,264	117,425	+8.45%	+13.84%
Air Albania	261	-	-	-	-
Air Algerie	49,200	47,017	42,688	+4.64%	+15.25%
Air Arabia Maroc	21,591	23,035	22,441	-6.27%	-3.79%
Air Baltic	6,845	7,876	4,986	-13.09%	+37.28%
Air Canada	142,178	140,431	157,699	+1.24%	-9.84%
Air China	97,689	82,445	41,879	+18.49%	+133.26%
Air Dolomiti	89,234	275,583	92,138	-67.62%	-3.15%
Air France	570,756	560,350	622,350	+1.86%	-8.29%
Air Mauritius	21,632	26,026	11,072	-16.88%	+95.38%
Air Serbia	15,923	-	-	-	-
Arkia	7,776	-	-	-	-
Austrian	178,770	126,791	46,508	+41.00%	+284.39%
British Airways	787,363	793,162	797,015	-0.73%	-1.21%
Brussels Airlines	337,390	235,095	217,696	+43.51%	+54.98%
China Eastern	44,957	-	-	-	-
Delta Air Lines	61,212	74,822	71,362	-18.19%	-14.22%
easyJet	8,159,664	8,283,354	7,590,458	-1.49%	+7.50%
Egyptair	40,908	42,846	43,262	-4.52%	-5.44%
El Al	47,785	47,754	34,238	+0.06%	+39.57%
Emirates	317,863	315,139	323,334	+0.86%	-1.69%
Ethiopian Airlines	145,725	146,357	139,263	-0.43%	+4.64%
Etihad Airways	139,248	131,463	95,933	+5.92%	+45.15%
Eurowings	56,381	74,719	72,232	-24.54%	-21.94%
Finnair	78,330	79,510	72,095	-1.48%	+8.65%
Fly Play	1,990	2,313	2,064	-13.96%	-3.59%
Flynas	7,169	-	-	-	-
Gp Aviation	48,249	19,191	-	+151.41%	-
Gulf Air	2,530	2,787	-	-9.22%	-
Iberia	508,497	505,908	476,954	+0.51%	+6.61%
Icelandair	17,539	17,578	21,167	-0.22%	-17.14%
Ita Airways	163,519	175,285	135,248	-6.71%	+20.90%
Jet 2	157,073	149,930	132,602	+4.76%	+18.45%
Klm Royal Dutch Airlines	445,527	427,460	366,084	+4.23%	+21.70%
Kuwait Airways	40,308	40,032	34,038	+0.69%	+18.42%
Lot Polish Airlines	124,404	123,709	124,094	+0.56%	+0.25%
Lufthansa	112,455	134,191	257,983	-16.20%	-56.41%
Luxair	34,990	33,739	35,656	+3.71%	-1.87%
Mea Middle East Airlines	64,419	47,553	60,479	+35.47%	+6.51%
Norwegian	51,239	35,848	33,796	+42.93%	+51.61%
Nouvelair Tunisie	44,465	40,763	29,951	+9.08%	+48.46%
Pegasus	206,302	151,184	133,258	+36.46%	+54.81%
Qatar Airways	158,088	155,732	141,320	+1.51%	+11.87%
Royal Air Maroc	82,937	77,811	82,192	+6.59%	+0.91%
Royal Jordanian	18,439	14,376	16,667	+28.26%	+10.64%
Sas Scandinavian Airlines	183,034	164,455	123,215	+11.30%	+48.55%
Saudia	128,45	99,913	96,183	+28.56%	+33.54%
Sun Express	71,724	65,790	57,028	+9.02%	+25.77%
Swiss	2,194,902	2,195,256	1,997,250	-0.02%	+9.90%
Tap Portugal	357,436	342,502	342,306	+4.36%	+4.42%
Transavia Airlines	3,996	3,510	4,113	+13.85%	-2.84%
Tunisair	83,417	82,666	79,730	+0.91%	+4.62%
Turkish Airlines	302,395	313,522	316,735	-3.55%	-4.53%
United Airlines	201,785	199,735	187,892	+1.03%	+7.39%
Vueling	188,410	201,714	200,476	-6.60%	-6.02%

Scheduled traffic by region and country

Destinations	Passengers	Variation	Destinations	Passengers	Variation	Destinations	Passengers	Variation
AFRICA	909,668	+9.55%	Cyprus	7,576	-9.44%	Rome	291,668	-7.36%
Algeria	49,200	+4.64%	Larnaca	7,576	-9.44%	Salerno	5,367	+35.26%
Alger	49,200	+4.64%	Croatia	60,098	-4.40%	Venice	43,501	-6.17%
Egypt	143,536	+38.23%	Dubrovnik	17,951	-10.60%	Kosovo	322,606	+11.40%
Cairo (CAI)	40,908	-4.52%	Split	42,147	-1.50%	Pristina	322,606	+11.40%
Cairo (SPX)	29,815	+640.56%	Denmark	305,094	-1.27%	Latvia	3,675	-21.26%
Hurghada	47,057	-0.93%	Copenhagen	305,094	-1.27%	Riga	3,675	-21.26%
Marsa Alam	14,993	+598.32%	Spain	2,131,068	-0.45%	Luxembourg	34,990	+3.71%
Sharm El Sheikh	10,763	+47.12%	La Coruna	31,638	+8.58%	Luxembourg	34,990	+3.71%
Ethiopia	107,423	+3.83%	Alicante	142,130	-10.83%	North Macedonia	5,527	-80.89%
AddisAbaba	107,423	+3.83%	Arrecife	31,598	+14.95%	Skopje	5,527	-80.89%
Morocco	394,484	+9.12%	Barcelona	520,403	-2.82%	Malta	30,209	+2.03%
Agadir	41,325	+1.84%	Bilbao	32,655	+32.59%	Malta	30,209	+2.03%
Casablanca	104,528	+3.65%	Fuerteventura	2,552	--	Montenegro	15,885	+2.14%
Marrakech	209,610	+11.71%	Gran Canaria	24,987	+26.17%	Tivat	15,885	+2.14%
Rabat	39,021	+20.28%	Ibiza	88,554	-10.32%	Norway	108,917	+49.23%
Mauritius	21,632	-16.88%	Madrid	553,275	+0.83%	Oslo	91,352	+34.89%
Mauritius	21,632	-16.88%	Mahon Menorca	23,600	-11.06%	Tromso	17,565	+233.81%
Tunisia	193,393	+2.57%	Malaga	208,643	+5.45%	Netherlands	589,258	-8.08%
Djerba	34,313	-3.55%	Palma Mallorca	176,238	-1.23%	Amsterdam	585,262	-8.20%
Enfidha	43,325	-3.65%	Santiago SCQ	57,226	-35.07%	Rotterdam	3,996	+13.85%
Tunis	115,755	+7.18%	Sevilla	65,427	-12.75%	Poland	134,111	+8.41%
			Tenerife	55,717	+15.59%	Krakow	9,707	--
AMERICAS	525,875	-1.68%	Valencia	116,425	+39.97%	Warsaw	124,404	+0.56%
Canada	142,178	+1.24%	Estonia	3,170	-1.22%	Portugal	1,666,076	+0.98%
Montreal	142,178	+1.24%	Tallinn	3,170	-1.22%	Faro	114,527	+16.25%
USA	383,697	-2.72%	Finland	82,501	+0.96%	Lisbon	698,648	-2.43%
New York	181,912	-6.57%	Helsinki	78,330	-1.48%	Madeira Funchal	32,602	+24.31%
Newark	97,006	-3.13%	Rovaniemi	4,171	+89.16%	Porto	820,299	+1.38%
Washington	104,779	+5.21%	France	1,832,785	-6.24%	Czech. Republic	124,244	+10.07%
			Ajaccio	42,244	-14.79%	Prague	124,244	+10.07%
ASIA	1,097,879	+17.03%	Bastia	20,509	-9.78%	United Kingdom	3,359,807	-0.77%
Saudi Arabia	135,614	+35.73%	Biarritz	19,003	-15.53%	Aberdeen	4,821	-1.27%
Jeddah	76,426	+29.76%	Bordeaux	213,664	-11.20%	Belfast	37,194	+6.14%
Riyadh	59,188	+44.32%	Calvi	3,666	-37.04%	Birmingham	117,515	-10.66%
Bahrain	2,530	-9.22%	Figari	25,715	+9.54%	Bournemouth	24,681	-19.42%
Bahrain	2,530	-9.22%	La Rochelle	14,069	+3.91%	Bristol	235,153	+2.46%
China	142,646	+73.02%	Lille	38,845	-26.29%	East Midlands	5,400	+3.23%
Beijing	97,689	+18.49%	Nantes	208,374	-14.30%	Edinburgh	242,186	+10.01%
Shanghai	44,957	--	Nice	435,349	-3.18%	Glasgow	20,086	-7.50%
UAE	457,111	+2.35%	Paris CDG	570,756	+2.47%	Leeds - Bradford	34,659	+15.99%
Abu Dhabi	139,248	+5.92%	Paris ORY	116,036	-19.85%	Liverpool	62,561	-5.16%
Dubai	317,863	+0.86%	Rennes	5,342	--	London LCY	25,908	-31.07%
Georgia	23,238	--	Toulouse	119,213	-7.68%	London LGW	717,578	-4.71%
Tbilisi	23,238	--	Greece	508,831	+10.36%	London LHR	1,049,938	+1.59%
Israel	55,486	+13.96%	Athens	322,168	+20.75%	London LTN	310,345	-0.90%
Tel Aviv	55,486	+13.96%	Chania	17,653	+13.23%	London SEN	13,000	+13.24%
Jordan	18,439	+28.26%	Corfu	15,632	+5.84%	London STN	37,406	+4.66%
Amman	18,439	+28.26%	Heraklion	56,718	-1.97%	Manchester	379,116	-1.64%
Kuwait	40,308	+0.69%	Mykonos	41,838	-4.93%	Newcastle	24,585	+32.15%
Kuwait	40,308	+0.69%	Rhodos	13,276	+0.57%	Southampton	17,675	-23.08%
Lebanon	64,419	+35.47%	Santorini	32,125	-13.13%	Serbia	66,536	+32.42%
Beirut	64,419	+35.47%	Thessaloniki	5,142	-37.64%	Belgrade	66,536	+32.42%
Qatar	158,088	+1.51%	Zakynthos	4,279	+17.94%	Sweden	132,744	-13.58%
Doha	158,088	+1.51%	Hungary	80,230	-5.37%	Gothenburg	9,830	-4.28%
			Budapest	80,230	-5.37%	Stockholm	122,914	-14.25%
EUROPE	15,189,424	-0.62%	Ireland	149,436	+0.22%	Switzerland	487,072	+3.14%
Albania	34,843	+9.88%	Dublin	149,436	+0.22%	Zurich	487,072	+3.14%
Tirana	34,843	+9.88%	Iceland	19,529	-1.82%	Turkey	630,797	+16.49%
Germany	777,447	+0.70%	Reykjavik	19,529	-1.82%	Ankara	8,660	+120.86%
Berlin	173,394	+21.08%	Italy	798,720	-11.12%	Antalya	66,015	+13.44%
Düsseldorf	22,156	-14.29%	Bari	17,030	-5.29%	Istanbul IST	302,395	-3.55%
Frankfurt	315,074	-9.28%	Brindisi	107,052	-12.81%	Istanbul SAW	227,920	+65.49%
Hamburg	17,148	-44.81%	Cagliari	29,725	-9.61%	Izmir	22,700	-4.68%
Munich	249,675	+11.17%	Catania	71,981	-24.46%	Kayseri	3,107	-28.23%
Austria	178,770	+0.73%	Lamezia Terme	5,858	-0.42%			
Vienna	178,770	+0.73%	Naples	113,707	-24.44%			
Belgium	506,873	-2.90%	Olbia	84,221	+8.37%			
Brussels	506,873	-2.90%	Palermo	28,610	-6.13%			



Long-haul destinations (5 hours or more of flight time)

Zone.	IATA code	City	Total % of passengers
Africa	ADD	Addis Ababa	0.60%
Africa	MRU	Mauritius	0.12%
Africa	RMF	Marsa Alam	0.03%
Americas	EWR	New York	0.55%
Americas	IAD	Washington	0.59%
Americas	JFK	New York	1.02%
Americas	YUL	Montreal	0.80%
Asia	AUH	Abu Dhabi	0.79%
Asia	DOH	Doha	0.89%
Asia	DXB	Dubai	1.79%
Asia	JED	Jeddah	0.22%
Asia	KWI	Kuwait	0.15%
Asia	PEK	Beijing	0.55%
Asia	PVG	Shanghai	0.25%
Asia	RUH	Riyadh	0.33%
TOTAL			8.70%

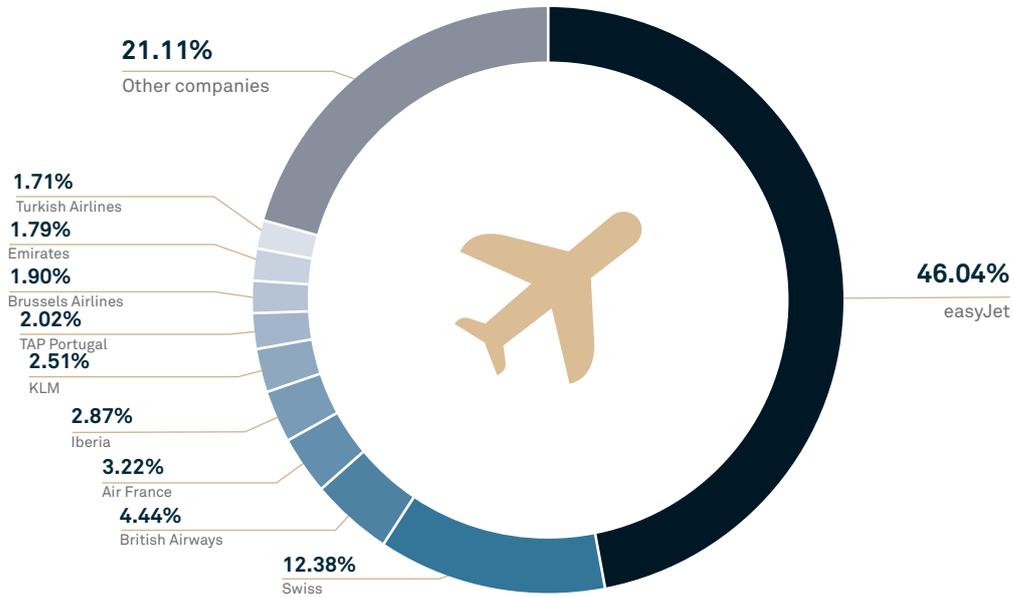
Train journey (in hours)

Time	Zone	IATA code	Destinations	Passengers affected
2.75	Europe	ZRH	Zurich	2.75%
3.25	Europe	CDG	Paris	3.22%
3.25	Europe	ORY	Paris	0.65%
TOTAL				6.62%



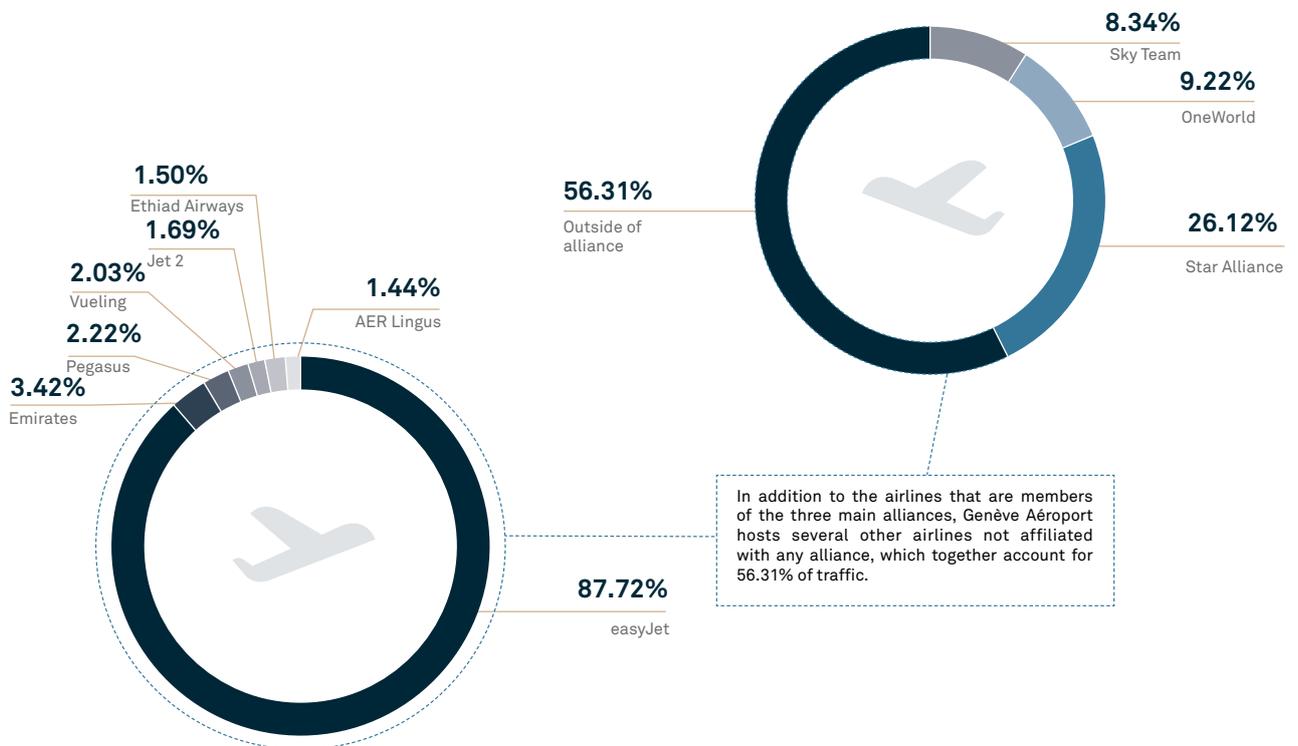
Market share by company

Scheduled traffic



Distribution by alliance

Scheduled traffic





FA

NO TOW

Summary of investments, projects and technological developments



Throughout the platform, over 300 projects were carried out simultaneously in 2025, representing an investment of CHF 110 million. The completion of the commissioning of all lines in the Baggage Logistics Centre (BLC), the completion of the P41 car park construction, and the start of the Satellite 10 extension accounted for 35% of these investments. In terms of technological achievements, the deployment in May of the Airport Operations System (AOS) components was the highlight of 2025.

BLC handling 100% of baggage

After several years of work, the new Baggage Logistics Centre (BLC) is fully operational. All the upgraded check-in areas are now connected to the new facility, which handles 100% of baggage. The project will be completed in 2026 with the commissioning of the Early Bag Storage (EBS), which will have a capacity of 2,000 pieces of luggage.

Satellite 10 extension

After the CHF 47.2 million budget was approved in 2024, preparatory work began in mid-September to create five new boarding lounges in Satellite 10, develop new retail spaces, and reorganise the customs areas. Since December 2025, the extension work has been underway, with the expanded Satellite 10 scheduled to open in April 2028. In addition to the initial budget, the Board of Directors approved a further CHF 5.2 million in 2025 to add eight lifts to the original plans, with the aim of providing greater comfort for passengers, particularly families. It should be noted that during the overall construction period, the satellite terminal remains partially operational to accommodate aircraft and passenger traffic, with four bus boarding gates.

CAP2030

Since the awarding in November 2023 of the design-build contract for the multimodal platform and terminal extension project to Losinger-Marazzi-Bouygues Bâtiment International (LMB), the CAP2030 project has been subject to several appeals, which have temporarily hampered the development of the preliminary construction work.

Following several legal actions, the Federal Supreme Court has identified a procedural flaw. It has ordered Genève Aéroport to rectify this by reassessing certain criteria used to evaluate the competing projects. This new evaluation will take place in 2026, after which the final award decision can be made.

A new car park and renovations

The new P41 car park, located beneath Hall 6 of Palexpo, was completed in 2025. After a short period of trials and various tests, the car park was opened in February 2026. It offers 520 spaces on four levels. This car park will help offset some of the lost spaces at P47 due to the construction of a Park and Ride facility by *Fondation des Parkings*, scheduled to begin in the first quarter of 2026.

During 2025, significant renovation work was also completed on two of the airport's main car parks – in June for P1 and in December for P51 – focusing on the flooring, security equipment and lighting.

Technological upgrades were also implemented in the car parks. First, parking space markings were introduced at P1, including signage indicating available spaces, vehicle location assistance, and protection against potential damage through a camera system.

New fire station planned in the Airport Operations Building (BOA)

By 2030, the Aircraft Rescue and Firefighting Service (SSLIA) will need a new fire station on a different site within the airport grounds to accommodate new wide-body aircraft parking positions in the freed-up space. This infrastructure will offer synergies by housing the Aviation Authority (OAA) and the Surveillance and Rescue (OSS) teams in a single building.

To further develop the project, the Board of Directors has approved a study budget of CHF 6.2 million for the construction of the new building. The future location meets the EASA regulatory requirement to guarantee a 3-minute response time for firefighters at both ends of the runway and a maximum response time of 10 minutes for all buildings located on the airport's southern perimeter.

Energy management

During 2025, Genève Aéroport continued to develop its capacity to recover energy from its operations using geothermal and aerothermal energy, achieving energy self-sufficiency in cooling needs.

Work to connect to the GeniLac network continued with the goal of supplementing thermal energy needs with lake water by 2028.

Further energy savings

At the end of 2025, total consumption of electricity, heating oil, gas and fuel amounted to 84 GWh, compared to 102 GWh in 2019, representing a saving of 17.6%.

With all energy efficiency measures implemented, savings for the 2025 financial year amounted to 1.23 GWh of thermal energy and 1.00 GWh of electrical energy.

The 2.23 GWh saved in 2025 is equivalent to the annual energy consumption of 1,115 homes in Geneva. These savings, validated by ECO21, were generated by replacing lighting, optimising ventilation systems and modernising lifts. These optimisation programmes will continue in the coming years.

AOS in production

Prepared since 2024, the Airport Operations System (AOS) solution was launched in production at the airport's operations centre (APOC) and for the platform's

various partners in May 2025. This flagship achievement of the year is both rare and essential for the airport, as it represents the most critical application of its information system. The system enables the real-time management of key airport operations, including aircraft flow management, tarmac positioning, check-in scheduling, boarding gates, baggage carousels upon arrival, and the display of flight information on all screens and mobile applications.

This achievement is the result of close collaboration between the Technology Department and the Operations teams, and represents a collective success. The solution's IT architecture has been completely redesigned and now relies on modern and scalable components.

One month later, in June 2025, the collaborative decision-making tool, called ACDM, was implemented, optimising flight management with Skyguide, Eurocontrol and the airlines. This milestone has opened the recertification process for the new application, which is expected to conclude in the first quarter of 2026.

Following on from the ACDM, the Airport Operations Plan (AOP) project has been launched. This project represents an evolution of the system, aiming, in coordination with Europe, to optimise aircraft flow management and therefore flights at all stages (air, approach, runway, tarmac) for improved punctuality.

Digitalisation

The transformation towards the Digital Workplace, which began in 2024, continued in 2025. Among the advancements is the evolution of the GVA Portal, designed to improve communication and collaboration, with the migration of the intranet and all collaborative workspaces, applications and projects to this integrated, unified system. New services have been deployed, notably through preparations for the adoption of cloud tools and generative AI.

A more public-facing and external project: in collaboration with the marketing and communications teams, the Technology Department launched the GVA Experience project in 2025, aiming for the phased rollout of a new website by spring 2026. This project, with its technological, strategic, commercial and informational dimensions, aims to offer passengers a modern and seamless digital experience, designed primarily for mobile devices.

Passenger experience

Numerous technological improvements were implemented in 2025 to enhance the passenger experience. First, in the parking areas with space markings (see previous page). Then, at check-in, where new self-service baggage drop kiosks (SSBDs) were deployed. These are now all connected to the new baggage sorting system, including in the easyJet area. Finally, at boarding, the deployment of the sound system project made it possible to extend the multilingual automatic announcement system to all boarding gates, with the exception of Satellite 10.



Summary of financial results



In 2025, Genève Aéroport recorded a profit of CHF 52.9 million after retrocession of 50% of its earnings to the State. In 2024, net income after retrocession was CHF 55.2 million. This result is satisfactory in a context of very moderate traffic growth. It also reflects controlled and managed operating expenses. With net debt reduced to CHF 444.5 million at the end of 2025 (CHF 482 million in 2024), Genève Aéroport is continuing its financial recovery process following the health crisis.

Before retrocession of half of its profits to the State, Genève Aéroport achieved a profit of CHF 105.8 million in 2025 (CHF 110.4 million in 2024).

Mixed traffic levels throughout the year

Traffic levels remained mixed throughout the year, before improving significantly at the end of the year, particularly in December. With 17.85 million passengers (+0.3% compared to the previous year) and a 1% decrease in aircraft flights, Genève Aéroport achieved a 1% increase in revenue, reaching CHF 539 million. For reference, pre-crisis revenue at the end of 2019 amounted to CHF 493.9 million.

In 2025, aeronautical revenues accounted for 65.2% of total revenue, an increase of 2.2% compared to 2024.

Non-aeronautical revenues represented 34.8% of total revenue, a decrease of 1.1%. Commercial activity remained dynamic (+1.2%) despite significant renovations undertaken by several shops and restaurants. Parking revenues, however, saw a slight decrease, primarily due to renovation work, initiatives to improve public transport access to the airport, and the company's incentives for soft mobility.

Revenue boosted by increased airport charges

Revenue generated in 2025 also reflects the impact of airport charge increases negotiated with airlines in 2024 and effective 1 January 2025 (increased passenger tax and a phased increase in baggage tax throughout the year to reflect the full commissioning of the new baggage handling system).

This performance confirms a solid financial position driven by rigorous management. The EBITDA margin remains above 39%: +39.2% in 2025 compared to +39.6% in 2024.

Operating expenses amount to CHF 164.5 million in 2025 (CHF 165.4 million in 2024). Given the negative trend in passenger traffic observed mid-year, significant work was undertaken during the summer to carefully manage operating expenses, and this proved successful.

Personnel costs, however, increased by CHF 6.1 million, reaching CHF 163.2 million. This increase is due to staff increases, the 1.5-point annual salary increase granted following wage negotiations, and the indexation of salaries.

Provision for compensation of local residents

On 1 January 2025, a new fee for compensating local residents came into effect – 60 centimes per passenger – intended to pre-finance any compensation the airport may have to pay to residents due to nuisances they may experience as a result of airport operations. In 2025, CHF 6 million was billed and paid into the local residents' fund created for this purpose. The provision for local resident compensation is reduced by the amount collected.

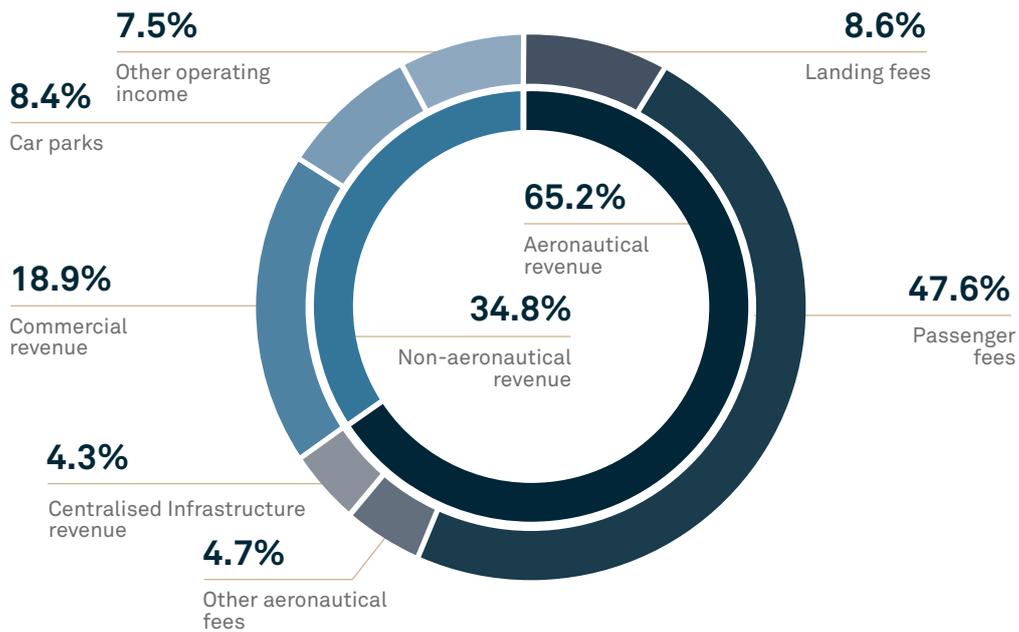
Investments

Investments amount to CHF 110 million in 2025, an increase compared to 2024, despite the delay in starting the terminal expansion project (CAP2030).

Continued debt reduction

Genève Aéroport is actively pursuing its debt reduction strategy. Net debt has decreased from CHF 773 million in 2021 to CHF 482 million in 2024 and is now projected to reach CHF 444 million in 2025. With a debt-to-EBITDA ratio of 2.1x at the end of 2025, Genève Aéroport is perfectly aligned with its target. The target debt-to-EBITDA ratio of 2x should be reached by 2028 at the latest, enabling the financing of the anticipated investment plan, which notably includes the multimodal platform and the terminal renovation project.

Distribution of income



Key indicators

in CHF million

	2020	2021	2022	2023	2024	2025
Turnover	191.2	209.0	423.1	489.6	533.7	539.0
EBITDA	-59.7	-15.7	158.4	188.9	211.3	211.4
Net profit	-129.5	-88.9	46.3	44.3	55.2	52.9
Portion of profit paid to the State in year N+1	0.0	0.0	15.4	44.3	55.2	52.9
Land rights	5.0	5.0	5.0	5.5	5.6	5.6
Operating cash flow	-8.6	-26.2	157.1	198.3	236.0	201.2
Investment cash flow	-126.5	-121.1	-61.2	-68.3	-90.1	-108.8
Net debt*	618.9	772.7	684.7	578.3	482.0	444.5
EBITDA/turnover ratio	-31.2%	-7.5%	37.4%	38.6%	39.6%	39.2%
Net debt/EBITDA	n/a **	n/a **	4.3	3.1	2.3	2.1

* Non-current and current borrowings and other liabilities, less cash and cash equivalents and short-term investments

** Not applicable

GENEVE

GENEVE



VOIE ZONES PRINCIPALES LATÉRALES



easyJet



Financial report



Statement of profit or loss

	Notes	2025	2024
REVENUE	3		
Landing fees	3.1	46,220	46,890
Passagers fees	3.2	256,559	253,375
Revenue from centralised infrastructure	3.3	23,374	19,803
Other aeronautical fees	3.4	25,107	23,751
Total airport revenue		351,260	343,819
Commercial revenues	3.5	102,039	100,842
Car parkings revenue	3.6	45,073	46,956
Rents and surface rights	3.7	25,955	25,828
Ancillary rental revenues	3.8	7,122	8,135
Other operating income		7,555	8,165
Total operating income		187,744	189,926
Total revenue		539,004	533,745
EXPENSES			
Salaries and allowances		-116,027	-112,230
Social security, health and accident insurance		-16,564	-15,143
Other employee expenses	4	-4,777	-4,469
Employee pension costs and other benefits contributions	5	-25,798	-25,197
Total employee expenses		-163,166	-157,039
Fees, services and subcontracting expenses	6	-49,825	-45,255
Security and surveillance subcontracting expenses		-38,115	-36,952
Police costs for ground security		-10,340	-10,340
Energy, maintenance and rent	7	-58,173	-57,346
Goods and other materials		-5,091	-6,227
Other operating expenses	8	-3,776	-6,099
Net variation of the environmental fund	10	834	-3,198
Total operating expenses		-164,486	-165,417
Total operating costs		-327,652	-322,456
Operating result before interests, depreciation and amortisation (EBITDA*)		211,352	211,289
Depreciation and amortisation	12/13	-99,531	-95,048
Total depreciation and amortisation charges		-99,531	-95,048
Operating result		111,821	116,241
Financial expenses	11	-7,434	-7,550
Financial income	11	1,439	1,713
Net financial result		-5,995	-5,837
Net result before retrocession		105,826	110,404
Retrocession to the State of Geneva	26	-52,913	-55,202
Net result for the year		52,913	55,202

*EBITDA: Earnings Before Interest, Taxes, Depreciation and Amortisation

APPENDIX II

Statement of comprehensive income

	Notes	2025	2024
Net result for the year		52,913	55,202
Items that are or may be reclassified subsequently to profit or loss			
Effective portion of the change in fair value of derivative financial instruments	21	1,655	1,365
Items that will not be reclassified subsequently to profit or loss			
Actuarial gains and losses resulting from the pension plan	5	71,246	-9,118
Total other items of comprehensive income for the year		72,901	-7,753
Total comprehensive income for the year		125,814	47,449

Statement of financial position

	Notes	2025	2024
ASSETS			
Property, plant and equipment	12	1,242,097	1,232,127
Intangible assets	13	35,777	35,382
Long-term financial investments	14	60,000	60,000
Total non-current assets		1,337,874	1,327,509
Inventories	15	7,164	7,087
Prepaid expenses, accrued income and other receivables	16	10,935	7,704
Trade receivables	17	78,395	61,194
Short-term financial investments	14	90,000	-
Cash and cash equivalent	18	31,580	84,419
Total current assets		218,074	160,404
Total assets		1,555,948	1,487,913
EQUITY AND LIABILITIES			
EQUITY			
Reserves		379,445	251,342
Net result for the year		52,913	55,202
Total equity		432,358	306,544
LIABILITIES			
Neighbouring property owners' compensation fund	9	6,195	-
Environmental fund	10	17,398	18,153
Non-current borrowings and other liabilities	19	525,559	625,884
Non-current provisions	20	77,642	83,495
Employees pension obligations and other long-term benefits	5	239,878	301,795
Other non-current liabilities		2,113	13,145
Total non-current liabilities		868,785	1,042,472
Current borrowings and other liabilities	19	100,502	532
Retrocession to the State of Geneva	26	52,913	55,202
Accrued expenses	22	54,717	48,484
Trade payables		46,673	34,679
Total current liabilities		254,805	138,897
Total liabilities		1,123,590	1,181,369
Total equity and liabilities		1,555,948	1,487,913

Statement of changes in equity

When the autonomous public establishment was created, no endowment capital was provided.

	Notes	Hedging reserve	Pension obligations	General reserve	Total reserves	Result for the year	Total equity
Opening balances at 1 January 2024		-3,917	-21,750	240,482	214,815	44,280	259,095
Net result for the year 2024					-	55,202	55,202
Actuarial gains and losses resulting from the pension plan	5		-9,118		-9,118		-9,118
Effective portion of the change in fair value of derivative financial instruments	21	1,365			1,365		1,365
Total comprehensive income 2024		1,365	-9,118	-	-7,753	55,202	47,449
Allocation to the general reserve				44,280	44,280	-44,280	-
Closing balance at 31 December 2024		-2,552	-30,868	284,762	251,342	55,202	306,544
Opening balance at 1 January 2025		-2,552	-30,868	284,762	251,342	55,202	306,544
Net result for the year 2025					-	52,913	52,913
Actuarial gains and losses resulting from the pension plan	5		71,246		71,246		71,246
Effective portion of the change in fair value of derivative financial instruments	21	1,655			1,655		1,655
Total comprehensive income 2025		1,655	71,246	-	72,901	52,913	125,814
Allocation to the general reserve				55,202	55,202	-55,202	-
Closing balance at 31 December 2025		-897	40,378	339,964	379,445	52,913	432,358

Statement of cash flows for the year

	Notes	2025	2024
Operating activities			
Net result for the year		52,913	55,202
Interests expenses	11	6,704	6,662
Investments income	11	-1,297	-1,611
Retrocession to the State of Geneva	26	52,913	55,202
Depreciation and amortisation	12/13	99,531	95,048
Allocation to the environmental fund	10	7,272	7,631
Drawdown from the environmental fund	10	-8,027	-4,247
Allocation to the neighbours' indemnity fund	9	14	-
Variation of provisions		-6,735	465
Pension and other benefits expenses		9,329	9,424
Change in amortised cost	11	637	702
Non-cash expenses and income		160,341	169,276
Operating cash flow before movements in working capital		213,254	224,478
Inventories		583	-581
Prepaid and other receivables		-2,926	-1,299
Trade receivables		-17,196	5,913
Accrued expenses		-4,502	1,546
Trade payables		11,994	5,921
Change in net working capital		-12,047	11,500
Net cash flow from operating activities		201,207	235,978
Investing activities			
Net acquisitions of tangible fixed assets		-106,558	-87,676
Net acquisitions of intangible assets		-2,225	-2,439
Net cash used in investing activities		-108,783	-90,115
Financing activities			
Previous year retrocession paid to the State of Geneva	26	-55,202	-44,281
Long-term financial investments	14	-60,000	-60,000
Short-term financial investments	14	-30,000	-
Decrease in borrowings	19	-532	-529
Interests paid during the year		-6,702	-6,661
Financial investments income received during the year		992	1,533
Financing of the neighbouring owners' compensation fund	9	6,181	-
Net cash (used in) from financing activities		-145,263	-109,938
Net increase (decrease) in cash and cash equivalents		-52,839	35,925
Cash and cash equivalents at the beginning of the year	18	84,419	48,494
Cash and cash equivalents at the end of the year	18	31,580	84,419
Net increase (decrease) in cash and cash equivalents		-52,839	35,925

Notes to the financial statements as of 31 December 2025

NOTE 1. GENERAL PRINCIPLES

By virtue of the Geneva International Airport Law H.3.25 (LAIG), the Grand Council of the Republic and Canton of Geneva, on the proposal of the Council of State, created the autonomous public law entity, with full legal personality, called **Geneva International Airport (AIG or Geneva Airport)**.

Geneva Airport's primary mission is to manage and operate the airport's facilities under optimal conditions of safety, efficiency and users' comfort. In addition, the entity's activity must contribute to the development of economic, social and cultural life, taking into account the general interests of the country, the canton and the region it serves, while respecting environmental protection.

Geneva Airport benefits from a federal operating concession renewed in 2001 by the Federal Department of the Environment, Transport, Energy and Communications (DETEC) for 50 years.

Lastly, in 2018, the Federal Council adopted the Sectoral Plan for Aeronautical Infrastructure (PSIA) for Geneva Airport, which defines the general conditions for the airport's operation.

Registered address:

Aéroport International de Genève, route de l'Aéroport 21, 1218 Grand-Saconnex (Switzerland).

Accounting policies

The accounting policies specific to the notes are presented at the beginning of each of them, while the general accounting policies are presented below.

Basis of preparation of the financial statements

The financial statements are standalone accounts. They are prepared in accordance with the International Financial Reporting Standards (IFRS) and their interpretations, issued by the International Accounting Standards Board (IASB), as well as with the requirements of Geneva International Airport Law H.3.25 (LAIG).

At the reporting date, the new or amended standards and interpretations issued, but not yet effective, are as follows:

- IFRS 18 Presentation and Disclosure in Financial Statements, a new standard applicable from 1 January 2027; and
- Amendments to other standards resulting from the new IFRS 18 and other amendments arising from the IFRS annual improvements cycle.

Geneva Airport has elected not to early adopt these standards and interpretations. Their potential impact has been assessed and is considered immaterial.

The financial statements are presented in KCHF (thousands of Swiss francs).

They are prepared on the historical cost basis, except for derivative financial instruments measured at fair value.

The accounting periods are defined in accordance with the accrual basis of accounting.

The Executive management has carried out a specific assessment of Geneva Airport's ability to continue as a going concern and has concluded accordingly, based on market data indicating stable long-term conditions and on Geneva Airport's capacity to secure financing.

Comparative information

As of 1 January 2025, Geneva Airport concluded that the amendments to the standards had no impact on the statement of profit or loss, the statement of comprehensive income, the statement of financial position, the statement of changes in equity or the statement of cash flows.

The 2024 figures have been restated to enable comparison with 2025 figures, with no impact on the total comprehensive income.

Risk assessment

The Board of Directors is responsible for the assessment of risks at all levels of the organisation and for ensuring that appropriate controls are implemented to mitigate those risks. These controls form part of the entity's internal control system (ICS).

In this context, and in order to ensure the proper maintenance of the accounting records, the ICS includes processes that enable Executive Management to manage the risk of material misstatements in the financial statements.

Critical accounting estimates and judgements

The preparation of the financial statements requires the use of judgement, estimates and assumptions in determining the carrying amounts of assets and liabilities, the recognition of income and expenses for the period, as well as the consideration of favourable and unfavourable uncertainties existing at the reporting date. Depending on changes in the underlying assumptions or on economic conditions differing from those prevailing at the reporting date, the amounts reported in future financial statements may differ materially from the current estimates.

As of today, there are no indications of a significant risk of material adjustment to the carrying amounts of assets and liabilities in the next reporting period.

The main items for which Geneva Airport applies estimates and judgements, as listed below, are described in the relevant notes. They are subject to systematic and regular monitoring by the Executive management.

- Property, plant and equipment (note 12);
- Intangible assets (note 13);
- Trade receivables (notes 17 and 21);
- Provisions (note 20);
- Pension obligations and other long-term benefits (note 5);
- Financial assets and liabilities (note 21).

Fair value

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Accordingly, it's a price that does not depend on the entity's own specific use of the asset.

Foreign currency translation

Assets and liabilities denominated in foreign currencies are translated into Swiss francs at the exchange rates prevailing at the closing date. Income and expenses are translated into Swiss francs at the exchange rates prevailing on the date of each transaction.

Foreign exchange gains and losses are recognized in profit or loss.

Income taxes

Geneva Airport is exempt from any federal, cantonal and municipal direct income taxes.

NOTE 2. OPERATING SEGMENTS

Business segments

Geneva Airport's organisation is structured around two operating segments which are subject to regular monitoring by management: the aeronautical segment and the non-aeronautical segment.

The aeronautical segment includes the following activities:

- Air traffic-related activities comprising the provision by Geneva Airport of the infrastructure required for:
 - Passenger boarding and disembarkation; and
 - Aircraft airside operations, including take off, landing, taxiing and parking, as well as the handling of air cargo traffic.

Environmental protection measures are also presented within air traffic related activities.

- Security-related activities comprising the provision enabling:
 - passengers' screening prior to boarding; and
 - access control to the airport's restricted and controlled perimeter.
- Passengers with reduced mobility (PRMs) services activity, consisting of the provision by Geneva Airport of the necessary logistical support to facilitate the boarding and disembarkation of persons with reduced mobility (PRM).

- Other aeronautical services which mainly include the centralised provision of:
 - the baggage-sorting system;
 - the software used for passenger check-in;
 - ground power supply to aircraft; and
 - de-icing services.

The non-aeronautical segment includes management of the following activities:

- shops, restaurants, car rental, advertising and services;
- car parks; and
- the portfolio of leasehold premises made available to third-party tenants by Geneva Airport.

Geographical segment

Active on a unique site, Geneva Airport has only one geographical segment.

Additional information

One customer accounted for more than 10% of Geneva Airport's total revenue in 2025 (one customer also exceeded 10% in 2024).

Two customers each accounted for more than 10% of revenue in the aeronautical segment, representing 41% and 12% respectively in 2025 (42% and 12% respectively in 2024). The share of revenue attributable to the second-largest customer was 16% in 2025 (15% in 2024) when considering the revenue generated by the entire group to which this customer belongs.

Two customers each account for more than 10% of revenue in the non-aeronautical segment, representing 22% and 17% respectively in 2025 (22% and 17% respectively in 2024).

Comparative information

The 2024 figures have been restated to enable comparison with the 2025 figures, with no impact on the total comprehensive result.

	Air traffic	Aviation Security	RMB	User Fees	Other aeronautics	Total aeronautics
2024						
Revenue	196,927	112,718	9,708	19,803	4,664	343,820
Transfer in accordance with art 34 ORA	10,833					10,833
Net (allocation to)/drawdown from the environmental fund	-3,198					-3,198
Personnel expenses	-64,181	-47,428	-761	-7,780	-905	-121,055
<i>Of which pension expense</i>	-9,925	-7,783	-111	-1,535	-149	-19,503
Operating expenses	-41,089	-53,198	-9,665	-17,582	-1,491	-123,025
Operating result before interest, depreciation and amortisation (EBITDA)	99,292	12,092	-718	-5,559	2,268	107,375
Depreciation and amortisation	-51,100	-7,586	-138	-13,663	-2,219	-74,706
Operating result (EBIT)	48,192	4,506	-856	-19,222	49	32,669
Net finance costs	-2,404	-397	-17	-748	-571	-4,137
Result before retrocession	45,788	4,109	-873	-19,970	-522	28,532
Retrocession to the State of Geneva*	-17,741	-2,140	407	9,129	-24	-10,369
Net result for the year	28,047	1,969	-466	-10,841	-546	18,163
Non-current assets	692,905	117,269	2,170	204,373	39,787	1,056,504
Total assets	774,652	138,377	3,885	209,737	40,722	1,167,373
Capital expenditure for the year	28,458	22,656	127	15,715	160	67,116

2025

Revenue	192,520	119,543	11,094	23,374	10,924	357,455
Transfer in accordance with art 34 ORA	9,829					9,829
Net (allocation to)/drawdown from the environmental fund	835					835
Personnel expenses	-61,829	-48,422	-912	-8,960	-1,368	-121,491
<i>Of which pension expense</i>	-9,532	-7,820	-133	-1,606	-209	-19,300
Operating expenses	-47,111	-56,350	-10,323	-17,169	-1,806	-132,759
Operating result before interest, depreciation and amortisation (EBITDA)	94,244	14,771	-141	-2,755	7,750	113,869
Depreciation and amortisation	-50,395	-11,587	-122	-14,713	-2,021	-78,838
Operating result (EBIT)	43,849	3,184	-263	-17,468	5,729	35,031
Net finance costs	-2,911	-425	-5	-818	-512	-4,671
Result before retrocession	40,938	2,759	-268	-18,286	5,217	30,360
Retrocession to the State of Geneva*	-16,098	-1,507	124	8,266	-2,711	-11,926
Net result for the year	24,840	1,252	-144	-10,020	2,506	18,434
Non-current assets	672,066	122,724	2,481	212,798	38,296	1,048,365
Total assets	780,497	153,305	5,262	221,183	39,735	1,199,982
Capital expenditure for the year	32,636	14,540	205	20,209	3,223	70,813

*Allocation calculated before transfer, in compliance with Article 34 of the Ordinance on Airport Charges (SR 748.131.3) (OAC)

	Cars parkings	Extra- Aeronautics on air side	Extra- aeronautics on city side	Total Extra- aeronautics	Total
2024					
Revenue	49,253	87,252	53,420	189,925	533,745
Transfer in accordance with art 34 ORA	-2,678	-8,155		-10,833	-
Net (allocation to)/drawdown from the environmental fund					-3,198
Personnel expenses	-8,123	-9,788	-18,073	-35,984	-157,039
<i>Of which pension expense</i>	-1,298	-1,545	-2,851	-5,694	-25,197
Operating expenses	-11,329	-11,223	-16,642	-39,194	-162,219
Operating result before interest, depreciation and amortisation (EBITDA)	27,123	58,086	18,705	103,914	211,289
Depreciation and amortisation	-6,210	-6,297	-7,835	-20,342	-95,048
Operating result (EBIT)	20,913	51,789	10,870	83,572	116,241
Net finance costs	-996	-393	-311	-1,700	-5,837
Result before retrocession	19,917	51,396	10,559	81,872	110,404
Retrocession to the State of Geneva*	-11,203	-28,467	-5,163	-44,833	-55,202
Net result for the year	8,714	22,929	5,396	37,039	55,202
Non-current assets	82,852	102,229	85,924	271,005	1,327,509
Total assets	92,592	123,947	104,001	320,540	1,487,913
Capital expenditure for the year	13,286	6,264	6,242	25,792	92,908

2025

Revenue	47,390	88,014	52,340	187,744	545,199
Transfer in accordance with art 34 ORA	-2,255	-7,574		-9,829	-
Net (allocation to)/drawdown from the environmental fund					835
Personnel expenses	-8,421	-13,396	-19,858	-41,675	-163,166
<i>Of which pension expense</i>	-1,315	-2,079	-3,104	-6,498	-25,798
Operating expenses	-11,556	-11,467	-15,734	-38,757	-171,516
Operating result before interest, depreciation and amortisation (EBITDA)	25,158	55,577	16,748	97,483	211,352
Depreciation and amortisation	-6,214	-6,196	-8,283	-20,693	-99,531
Operating result (EBIT)	18,944	49,381	8,465	76,790	111,821
Net finance costs	-925	-377	-22	-1,324	-5,995
Result before retrocession	18,019	49,004	8,443	75,466	105,826
Retrocession to the State of Geneva*	-10,031	-26,951	-4,005	-40,987	-52,913
Net result for the year	7,988	22,053	4,438	34,479	52,913
Non-current assets	95,512	104,469	89,528	289,509	1,337,874
Total assets	108,705	133,352	113,909	355,966	1,555,948
Capital expenditure for the year	19,315	7,541	12,344	39,200	110,013

*Allocation calculated before transfer, in compliance with Article 34 of the Ordinance on Airport Charges (SR 748.131.3) (OAC)

2024	Air traffic	Aviation Security	RMB	User Fees	Total regulated
Revenue	196,927	112,718	9,708	19,803	339,156
Transfer in accordance with art 34 ORA	10,833				10,833
Net (allocation to)/drawdown from the environmental fund	-3,198				-3,198
Personnel expenses	-64,181	-47,428	-761	-7,780	-120,150
<i>Of which pension expense</i>	-9,925	-7,783	-111	-1,535	-19,354
Operating expenses	-41,089	-53,198	-9,665	-17,582	-121,534
Operating result before interest, depreciation and amortisation (EBITDA)	99,292	12,092	-718	-5,559	105,107
Depreciation and amortisation	-51,100	-7,586	-138	-13,663	-72,487
Operating result (EBIT)	48,192	4,506	-856	-19,222	32,620
Net finance costs	-2,404	-397	-17	-748	-3,566
Result before retrocession	45,788	4,109	-873	-19,970	29,054
Retrocession to the State of Geneva*	-17,741	-2,140	407	9,129	-10,345
Net result for the year	28,047	1,969	-466	-10,841	18,709
Non-current assets	692,905	117,269	2,170	204,373	1,016,717
Return on invested capital (ROIC)	4.4%	2.0%	-18.0%	-4.9%	2.2%

2025

Revenue	192,520	119,543	11,094	23,374	346,531
Transfer in accordance with art 34 ORA	9,829				9,829
Net (allocation to)/drawdown from the environmental fund	835				835
Personnel expenses	-61,829	-48,422	-912	-8,960	-120,123
<i>Of which pension expense</i>	-9,532	-7,820	-133	-1,606	-19,091
Operating expenses	-47,111	-56,350	-10,323	-17,169	-130,953
Operating result before interest, depreciation and amortisation (EBITDA)	94,244	14,771	-141	-2,755	106,119
Depreciation and amortisation	-50,395	-11,587	-122	-14,713	-76,817
Operating result (EBIT)	43,849	3,184	-263	-17,468	29,302
Net finance costs	-2,911	-425	-5	-818	-4,159
Result before retrocession	40,938	2,759	-268	-18,286	25,143
Retrocession to the State of Geneva*	-16,098	-1,507	124	8,266	-9,215
Net result for the year	24,840	1,252	-144	-10,020	15,928
Non-current assets	672,066	122,724	2,481	212,798	1,010,069
Return on invested capital (ROIC)	4.1%	1.4%	-5.7%	-4.3%	2.0%

*Allocation calculated before transfer, in compliance with Article 34 of the Ordinance on Airport Charges (SR 748.131.3) (OAC)

NOTE 3. REVENUE

Accounting policy

Geneva Airport's revenue comprises airport revenue and operating income. Each contract under which Geneva Airport provides—upon the performance of which revenue is recognised in the statement of profit or loss—includes a performance obligation.

Revenue is recognised over the period during which the related services are rendered and is presented net of any discounts granted.

3.1 Landing fees

Geneva Airport charges airlines landing fees for the provision of airport infrastructure and equipment enabling aircraft landings, take-offs, taxiing and ground movements.

3.2 Passenger fees

Geneva Airport charges airlines passenger fees for the provision of dedicated terminal facilities as well as for the security services required for their protection.

3.3 Revenue from centralised infrastructure

Geneva Airport also earns revenue from its partners for the provision of centralised infrastructure and facilities, such as baggage-sorting system, the software used for passenger check-in, and aircraft de-icing services.

3.4 Other aeronautical fees

Geneva Airport charges airlines aircraft parking fees. It also collects noise and gaseous emissions surcharges for noise and gaseous emissions which are allocated to the environmental fund (see note 10).

	Notes	2025	2024
Parking and hangarage fees		7,910	6,510
Cargo fees		2,792	2,833
Noise surcharge fees	10	6,034	6,273
Emissions surcharge fees	10	1,074	1,077
Noise quota fees		205	-
Other aeronautical fees		7,092	7,058
		25,107	23,751

3.5 Commercial revenue

Geneva Airport collects commercial revenues from its partners, primarily for the provision of retail and commercial space.

3.6 Car parking's revenue

Geneva Airport collects revenue from the provision of parking spaces for users' vehicles.

3.7 Rents and surface rights

Geneva Airport receives rental income from its tenants for the provision of mainly office space and hangar facilities.

3.8 Ancillary rental income

Geneva Airport earns ancillary rental income from the sale to its tenants of water, electricity, telecommunications, heating and ventilation.

NOTE 4. OTHER EMPLOYEE EXPENSES

	2025	2024
Old-age and survivors insurance		
transitional bridge	1,545	1,134
Other personnel expenses	3,232	3,335
	4,777	4,469

NOTE 5. PENSION OBLIGATIONS AND OTHER LONG-TERM BENEFITS

Accounting policy

The employees of Geneva Airport benefit from a defined benefit retirement plan. They are also entitled to other long term employee benefits, in the form of a retirement departure lump sum and of long-service awards. No other post-employment benefits are provided to the employees of Geneva Airport.

The pension obligation and other long-term benefits are measured using the projected unit credit method. The cost of retirement benefits is recognized in profit or loss in order to allocate the pension expenses over the employees' expected years of services. The assumptions used to determine the net services costs for the year reflect the features of any plan amendment or new plan as from the date such changes are announced.

The actuarial assumptions used to determine the obligation are objective and mutually compatible. Cumulative actuarial gains and losses arising from changes in actuarial assumptions are recognized immediately in other comprehensive income (OCI) and are not subsequently recycled to profit or loss.

Critical accounting estimates and judgements

The actuarial valuation of the pension obligations is carried out annually by an independent actuary. The projected unit credit method applies sensitive assumptions, notably the discount rate and the salary-increase rate.

Active and retired employees of Geneva Airport are affiliated with the autonomous pension fund Caisse de Prévoyance de l'Etat de Genève (CPEG), together with other employees of the State of Geneva.

CPEG operates a defined benefit plan aiming to provide a retirement pension equal to 60% of the last insured salary, for a contribution period of 41 years.

The following tables present the pension obligations which aggregate the defined benefit pension plan and other long-term employee benefits, namely in the form of a retirement-departure lump sum and of long-service awards.

Present value of the defined benefit obligations and other long-term benefits and fair value of plan assets at the end of the reporting period

	2025	2024
Present value of gross pension obligations	-692,898	-738,018
Fair value of plan assets	453,020	436,223
Net pension liability recognised in the statement of financial position	-239,878	-301,795

Evolution of the present value of the defined benefit obligations and other long term benefits during the reporting period

	2025	2024
Opening gross obligations at 1 January	-738,018	-692,959
Current service cost	-22,766	-21,248
Interest cost on the present value of obligations	-7,273	-9,556
Contributions from plan participants	-7,354	-7,081
Benefits paid (net)	19,369	21,407
Actuarial gain/(loss) arising from demographic assumptions	-	14,184
Actuarial gain/(loss) arising from financial assumptions	57,227	-40,822
Actuarial gain/loss arising from experience adjustments	5,917	-1,943
Closing gross obligations at 31 December	-692,898	-738,018

Evolution of the fair value of plan assets during the reporting period

	2025	2024
Opening fair value of plan assets at 1 January	436,223	409,705
Contributions from the employer	16,469	15,773
Contributions from plan participants	7,354	7,081
Benefits paid (net)	-19,369	-21,407
Administrative expenses	-283	-267
Interest income on plan assets	4,371	5,745
Gain / (loss) on plan assets	8,255	19,593
Closing fair value plan assets at 31 December	453,020	436,223

Evolution of the net obligations recognized in the statement of financial position during the reporting period

	2025	2024
Net opening obligations at 1 January	-301,795	-283,254
Pension and other benefits expenses	-25,798	-25,197
Actuarial gains and losses recognised in the other items of comprehensive income	71,246	-9,117
Contributions from the employer	16,469	15,773
Net closing obligations at 31 December	-239,878	-301,795

Detail of the pension expense recognized in profit or loss

	2025	2024
Current service cost	-22,766	-21,249
Interest net on the liabilities net of obligations	-2,902	-3,811
Gain/(loss) for the year recognised immediately	153	130
Administrative expenses	-283	-267
Pension expense and other benefits recognised in the statement of profit or loss	-25,798	-25,197

Detail of the pension expense recognized in other comprehensive income

	2025	2024
Actuarial gain/(loss) arising from demographic assumptions	-	14,097
Actuarial gain/(loss) arising from financial assumptions	57,162	-40,749
Actuarial gain/loss arising from experience adjustments	5,829	-2,059
Gain / (Loss) on the assets of the regime	8,255	19,593
Amount recognised in the other items of the comprehensive income	71,246	-9,118

Composition of plan assets

	2025		2024	
Cash and short-term receivables	6,795	1.5%	16,140	3.7%
Simultaneous loan	72,483	16.0%	66,306	15.2%
Listed CHF bonds and receivables	20,386	4.5%	17,885	4.1%
Listed foreign currency denominated bonds	45,302	10.0%	50,166	11.5%
Swiss mortgage loans	4,530	1.0%	4,798	1.1%
Shares of listed Swiss companies	45,302	10.0%	40,569	9.3%
Shares of listed foreign companies	95,134	21.0%	88,989	20.4%
Private placements	18,121	4.0%	14,832	3.4%
Other listed investments	22,651	5.0%	18,758	4.3%
Swiss real estate	122,315	27.0%	113,854	26.1%
Other assets	-	0.0%	3,926	0.9%
Total assets classes	453,020	100.0%	436,223	100.0%

The year 2024 presents the final allocation of the plan assets.

Actuarial assumptions

	2025	2024
Discount rate	1.35%	1.00%
Core inflation	0.90%	1.10%
Rate of salary increase	2.15%	2.30%
Rate of pension increase	0.00%	0.00%

Weighted average duration of the obligation

As at 31 December 2025, the weighted average duration of the obligation is 18.9 years (19.7 years as at 31 December 2024).

Sensitivity to assumptions

The sensitivity of the present value of the obligation, following a reasonably possible change in an underlying assumption, is presented below:

	2025		2024	
	+0.5%	-0.5%	+0.5%	-0.5%
Change in discount rate:				
Impact on net pension obligation	-8.8%	+10.1%	-9.1%	+10.6%
Change in salary increase rate:				
Impact on net pension obligation	+3.1%	-2.9%	+3.3%	-3.1%

Expected contribution in 2026

The employer's expected contribution for the 2026 financial year amounts to KCHF 15,706.

NOTE 6. FEES, SERVICES AND SUBCONTRACTING EXPENSES

	2025	2024
Fees and services	23,471	21,894
Cleaning subcontracting	12,739	11,987
Trolley management subcontracting	1,049	648
Other subcontracting	9,092	7,495
Insurance	2,349	2,357
Communication costs	678	474
Finance charges	447	400
	49,825	45,255

NOTE 7. ENERGY, MAINTENANCE AND RENTS

	2025	2024
Water, energy and fuel	13,058	13,400
Building maintenance	14,192	14,440
Equipment maintenance	24,066	22,407
Rent, user fees	1,236	1,462
Surface rights paid to the State of Geneva	5,621	5,637
	58,173	57,346

A surface-right fee is paid to the State of Geneva pursuant to the Law on disposal and investment arising from the transfer of assets to Geneva Airport (L9827).

NOTE 8. OTHER OPERATING EXPENSES

	Notes	2025	2024
Furniture, machines and vehicles		983	858
Disbursements		1,018	959
Miscellaneous expenditures		673	654
Losses on receivables		396	285
Office supplies and printing		432	496
Costs related to the environmental fund	10	6,469	2,847
Provision reversal	20	-6,195	-
		3,776	6,099

NOTE 9. NEIGHBOURING PROPERTY OWNERS' COMPENSATION FUND

Accounting policy

The Neighbouring property owners' compensation fund enables Geneva Airport to meet any compensation payments owed to neighbouring property owners who may suffer a loss in property value as a result of the airport's operations, in accordance with Article 36 of the LAIG. The management of this fund falls under the responsibility of Geneva Airport Executive Management.

The Neighbouring property owners' compensation fund is financed by:

- dedicated surcharges per departing passenger invoiced to airlines scheduled and charter flights; and
- dedicated surcharges added to the landing fee, invoiced to airlines operating general aviation and business aviation activities.

The fund also earns a return based on the average yield of Geneva Airport's financial investments during the year.

	Notes	2025	2024
Balance at 1 January		-	-
Financing fees		6,181	-
Allocation to the compensation fund		6,181	-
Compensation payments (Utilisation) of the compensation fund		-	-
Net allocation to/(withdrawal from) the compensation fund		6,181	-
Interests credited to the compensation fund	11	14	-
Balance at 31 December		6,195	-

Beginning in 2025, airlines remit to Geneva Airport the amounts invoiced in respect of the pre financing of the neighbouring owners' compensation, which will be paid out where applicable. The invoices issued are presented on the liability side of the statement of financial position under the caption *Neighbouring property owners' compensation fund*. The provision for neighbouring owners' compensation is reduced by the amounts corresponding to the invoices issued during the financial year, as well as by the interest allocated to the Compensation fund (see Note 20), representing the portion financed by the airlines during the period.

The average 2025 interest rate credited to the Neighbouring-owners' compensation fund is 0.43%.

NOTE 10. ENVIRONMENTAL FUND

Accounting policy

The Environmental fund enables Geneva Airport to meet one of the objectives of its mandate, namely the protection of the environment. The management of this fund falls within the competency of the Board of Directors, acting on the recommendation of the Consultative Commission for the Guidance of the Airport Platform's Development (CCAEPa).

The environmental fund is financed by:

- dedicated surcharges on landing and take off fees, invoiced when aircraft are noisy; and
- dedicated surcharges on aircraft engine gaseous emissions, also invoiced to airlines.

It additionally receives a return based on the average yield of Geneva Airport's financial investments during the year.

The Environmental fund finances the construction, implementation and maintenance of facilities or systems designed to measure, mitigate at source, or combat nuisances arising from noise and gaseous emissions. It also covers part of the operating costs of the Geneva Airport Environment and Sustainable Development department, including activities related to noise abatement and protection of air and climate.

The expenses and income arising from the activity of the Environmental fund are presented on several lines of the statement of profit or loss, with a corresponding entry to the Environmental fund on the statement of financial position.

	Notes	2025	2024
Balance at 1 January		18,153	14,769
Noise surcharge	3.4	6,034	6,273
Gaseous emissions surcharge	3.4	1,074	1,077
Income from tarmac vehicle stickers		85	95
Allocation to the Environmental fund		7,193	7,445
Costs related to the environmental fund	8	-6,469	-2,847
Costs of the service environment		-1,558	-1,400
(Withdrawal) from the Environmental fund		-8,027	-4,247
Net allocation to/(withdrawal from) the Environmental fund		-834	3,198
Interests credited to the fund	11	79	186
Balance at 31 December		17,398	18,153

The average 2025 interest rate credited to the Environmental fund is 0.43% (1.26% in 2024).

NOTE 11. FINANCIAL EXPENSES AND INCOME

Accounting policy

Interest expense and interest income are recognized over the contractual period.

	Notes	2025	2024
Interest on borrowings and financial leases	21	6,519	6,511
Interests credited to the indemnity fund	21	14	-
Interests credited to the environmental fund	21	79	186
Financial charges	21	185	151
Change in amortised cost	21	637	702
Total financial expenses		7,434	7,550
Investments income	21	-1,297	-1,611
Net foreign exchange gains and losses	21	-142	-102
Total financial income		-1,439	-1,713

NOTE 12. PROPERTY, PLANT AND EQUIPMENT

Accounting policy

Property, plant and equipment are recognized at historical acquisition or construction cost, less accumulated depreciation and impairment losses.

Subsequent expenditure is capitalised when it is probable that future economic benefits associated with the item will flow to Geneva Airport in excess of the level of performance originally assessed for the existing asset. All other subsequent expenditure is recognised in profit or loss in the period in which it is incurred.

Depreciation begins when the asset is available for use. It is calculated on a straight-line basis over the asset's estimated useful life, using the rates that reflect the expected period of use and the technical obsolescence of the various assets categories. Each significant component of an item of property, plant and equipment is depreciated separately when it represents a material portion of the total cost of the item.

When an asset's useful life is subsequently revised downward the depreciation period is adjusted accordingly.

Useful lives of property, plant and equipment:

Civil engineering structures:	5 to 30 years
Buildings:	5 to 30 years
Equipment:	5 to 20 years
Other property, plant and equipment:	3 to 20 years

When an indication of potential impairment is identified, Geneva Airport performs an impairment test to assess the impact. If an impairment is identified, it is recognised immediately in profit or loss.

Significant accounting estimates and judgements

The carrying amounts of property, plant and equipment are reviewed at each reporting date, or during the year, if indicators exist that an impairment may be required.

	Civil Engineering Structures	Buildings	Equipment	Other tangible fixed assets	Under construction	Total
Gross carrying amount at 1 January 2024	337,176	1,665,510	221,917	119,902	110,356	2,454,861
Acquisitions					90,470	90,470
Commissioning	4,211	15,756	40,300	8,121	-68,388	-
Disposals	-3,155	-2,094	-1,379	-1,474		-8,102
Gross carrying amount at 31 December 2024	338,232	1,679,172	260,838	126,549	132,438	2,537,229
Accumulated depreciation at 1 January 2024	-142,882	-793,407	-177,778	-105,557		-1,219,624
Depreciation charge	-12,121	-63,885	-12,465	-5,109		-93,580
Disposals	3,155	2,094	1,379	1,474		8,102
Accumulated depreciation at 31 December 2024	-151,848	-855,198	-188,864	-109,192	-	-1,305,102
Net carrying amount at 31 December 2024	186,384	823,974	71,974	17,357	132,438	1,232,127
Gross carrying amount at 1 January 2025	338,232	1,679,172	260,838	126,549	132,438	2,537,229
Acquisitions					107,788	107,788
Commissioning	3,292	52,789	40,083	1,983	-98,147	-
Disposals	-6,571	-17,142	-38,182	-617		-62,512
Gross carrying amount at 31 December 2025	334,953	1,714,819	262,739	127,915	142,079	2,582,505
Accumulated depreciation at 1 January 2025	-151,848	-855,198	-188,864	-109,192		-1,305,102
Depreciation charge	-11,681	-66,381	-15,269	-4,487		-97,818
Disposals	6,571	17,142	38,182	617		62,512
Accumulated depreciation at 31 December 2025	-156,958	-904,437	-165,951	-113,062	-	-1,340,408
Net value at 31 December 2025	177,995	810,382	96,788	14,853	142,079	1,242,097

Retention monies are capitalised within property, plant and equipment. These amounts will be disbursed at a later date.

Assets under construction include, in particular, the costs relating to the construction of the building and equipment for the new baggage-sorting system amounting to KCHF 28,137 as at 31 December 2025 (KCHF 41,426 at 31 December 2024). The commissioning of these assets is being phased in from 2021 through the first half of 2026.

In 2025, following the successive commissioning of the new baggage-sorting system, the former baggage-

sorting facilities were permanently decommissioned and derecognised for an amount of KCHF 44,836. Also in 2025, the building used to accommodate passengers awaiting boarding, which was replaced by the new East Wing, was demolished and derecognised for an amount of KCHF 17,289.

Open purchase commitments for capital expenditure

As at 31 December 2025, Geneva Airport's open purchase commitments relating to capital expenditure amount to KCHF 83,191 (KCHF 75,867 as at 31 December 2024).

NOTE 13. INTANGIBLE ASSETS

Accounting policy

Intangible assets are recognized at historical acquisition cost, less accumulated amortisation and impairment losses.

Amortisation begins when the intangible asset is available for use and is calculated on a straight-line basis.

Useful lives of intangible assets:

Noise-related intangible asset:	30 years
Other intangible assets:	5 years

On 17 November 2022, the Federal Office of Civil Aviation (FOCA) approved the request for plan approval and amendment of the operating regulations submitted by Geneva Airport, resulting in the update of the noise contour map for air traffic in Geneva. This decision represents a formal first step in the process allowing Geneva Airport, as part of its operating activities, to accommodate traffic and meet demand within the maximum limits set by the noise cadastre.

The value of the noise-related intangible asset arising from this decision is determined on estimated amount of compensation that Geneva Airport may be required to pay to neighbouring property owners, using the best estimate to date. The gross value of the noise related intangible asset is adjusted in line with changes in the related provision for neighbouring owner compensation (see Note 20). Its useful life corresponds, at the date of its initial recognition, to the remaining term of the federal operating concession (see Note 1).

When an indication of potential impairment of an intangible asset is identified, Geneva Airport performs an impairment test to assess the impact. If an impairment loss is identified, it is recognized immediately in profit or loss.

Significant accounting estimates and judgements

The carrying amounts of intangible assets are reviewed at each reporting date or during the year if there are indications that an impairment may be required.

	Noise asset	Other intangible assets	In progress	Total
Gross carrying amount at 1 January 2024	31,329	1,590	1,904	34,823
Additions			2,439	2,439
Increase/(decrease)	864			864
Commissioning		1,020	-1,020	-
Gross carrying amount at 31 December 2024	32,193	2,610	3,323	38,126
Accumulated amortisation at 1 January 2024	-1,016	-260	-	-1,276
Amortisation charge	-1,048	-420		-1,468
Accumulated amortisation at 31 December 2024	-2,064	-680	-	-2,744
Net carrying amount at 31 December 2024	30,129	1,930	3,323	35,382
Gross carrying amount at 1 January 2025	32,193	2,610	3,323	38,126
Additions			2,225	2,225
Increase/(decrease)	-117			-117
Commissioning		741	-741	-
Gross carrying amount at 31 December 2025	32,076	3,351	4,807	40,234
Accumulated amortisation at 1 January 2025	-2,064	-680	-	-2,744
Amortisation charge	-1,079	-634		-1,713
Accumulated amortisation at 31 December 2025	-3,143	-1,314	-	-4,457
Net carrying amount at 31 December 2025	28,933	2,037	4,807	35,777

NOTE 14. SHORT-TERM AND LONG-TERM INVESTMENTS

Accounting policy

Short-term investments include those with a maturity:

- of more than three months at the acquisition date; and
- of less than twelve months after the reporting date.

Long-term investments include those with a maturity exceeding twelve months after the reporting date.

They are measured at amortised cost, corresponding to the bank balance (see Note 21).

	Investments
Balance at 1 January 2024	-
Increase in investments	60,000
Decrease in investments	
Balance at 31 December 2024	60,000
Of which	
Non-current portion	60,000
Current portion	-
Balance at 1 January 2025	60,000
Increase in investments	90,000
Decrease in investments	
Balance at 31 December 2025	150,000
Of which	
Non-current portion	60,000
Current portion	90,000

The investments recognised on the statement of financial position as at 31 December 2024 and 2025 are fixed-term deposits.

NOTE 15. INVENTORIES

Inventories comprise the materials required for the proper conduct of airport activities. They are recognized as operating expenses in the year in which they are consumed.

Inventories are measured at the lower of weighted average purchase cost and net realisable value.

	2025	2024
Inventories	7,164	7,747
Value adjustment for depreciated inventories	-	-660
	7,164	7,087

NOTE 16. PREPAID EXPENSES, ACCRUED INCOME AND OTHER RECEIVABLES

Accounting policy

Prepaid expenses and accrued income include contractual commitments in favour of third parties that have settled in advance by Geneva Airport. They also include contractual commitments in favour of Geneva Airport relating to the reporting period but not yet invoiced. The amounts are known and will be collected within 12 months after the reporting date.

	2025	2024
Prepaid expenses and other accrued assets	4,463	1,777
Financial investments accrued income	412	107
Accrued income	1,941	2,504
Total prepaid and accrued income	6,816	4,388
VAT receivable	4,119	3,316
Total other receivables	4,119	3,316
Total prepaid expenses, accrued income and other receivables	10,935	7,704

NOTE 17. TRADE RECEIVABLES

Accounting policy

Trade receivables are measured at amortized cost, corresponding to the invoiced amounts (see Note 21). An allowance for doubtful accounts is recognised based on the estimated amount of uncollectible receivables and is presented as a deduction from trade receivables. The allowance is assessed on an individual basis for each significant customer receivable.

	2025	2024
Trade receivables	80,500	63,304
Provision for doubtful receivables	-2,105	-2,110
	78,395	61,194

Actual impairment losses on trade receivables amounted to KCHF 401 in 2025 (KCHF 269 in 2024, of which KCHF 1 had been provided in a prior year). These losses had been covered by an allowance recognised in a previous reporting period for an amount of KCHF 67.

The maturity analysis of trade receivables as at 31 December is as follows:

	2025	2024
Not due	74,479	58,583
Overdue < 30 days	1,544	2,218
Overdue > 30 days	4,477	2,503
	80,500	63,304

The movement in the allowance for doubtful receivables is as follows:

	2025	2024
Balance at 1 January	2,110	2,094
Allowance	165	356
Drawdown	-65	
Reversal	-105	-340
Balance at 31 December	2,105	2,110

NOTE 18. CASH AND CASH EQUIVALENTS

Accounting policy

investments with original maturities of less than three months at the acquisition date. They are measured at amortised cost, corresponding to the bank balances (see Note 21).

	2025	2024
Cash on hand	234	195
Current accounts	31,346	84,224
	31,580	84,419

The average return rate on cash and cash equivalents in 2025 was 0.75% (1.53% in 2024).

NOTE 19. BORROWINGS AND OTHER NON-CURRENT AND CURRENT LIABILITIES

Accounting policy

Borrowings are initially recognised at fair value, net of transaction costs incurred. They are subsequently measured at amortized cost (see Note 21). Transaction costs are amortised over the term of the related borrowing.

The portion of borrowings that is due to be repaid within 12 months after the reporting date is presented as current liability. The remaining balance, together with borrowings for which Geneva Airport has an unconditional right to defer settlement for at least 12 months after the reporting date, is presented as a non-current liability.

	Borrowings	Liability towards Fondation des parkings	Liability towards Palexpo	Total borrowings and other liabilities
Balance at 1 January 2024	604,212	21,215	1,340	626,767
Cash movements:				
Increase in borrowing				-
Decrease in borrowing		-389	-140	-529
Nat-cash movements:				
New contract				-
Change in amortised cost	178			178
Balance at 31 December 2024	604,390	20,826	1,200	626,416
Of which				
Non-current portion	604,390	20,436	1,058	625,884
Current portion	-	390	142	532
Balance at 1 January 2025	604,390	20,826	1,200	626,416
Cash movements:				
Increase in borrowing				-
Decrease in borrowing		-390	-142	-532
Non-cash movements:				
New contract				-
Change in amortised cost	177			177
Balance at 31 December 2025	604,567	20,436	1,058	626,061
Of which				
Non-current portion	504,598	20,047	914	525,559
Current portion	99,969	389	144	100,502

Borrowings

The statement of financial position presents the following bond issues by Geneva Airport:

Issue date	Amount	Duration	Annual Coupon
20 September 2017	175,000	10 years	0.40%
27 June 2019	100,000	10 years	0.31%
25 March 2021	180,000	10 years	0.95%
22 September 2022	100,000	4 years	2.20%

Average interest rate on bank debt

The weighted average interest rate on bank debt is 1.01% as at 31 December 2025 (1.01% as at 31 December 2024).

Credit facilities

Geneva Airport has credit facilities with financial institutions and with the State of Geneva (see Note 23). These credit facilities have been granted to finance capital investment programmes, infrastructure renovation and compliance projects, as well as to meet short term liquidity requirements:

	2025	2024
Contractual borrowing capacity	893,750	945,000
Of which undrawn credit facilities	288,750	340,000

NOTE 20. PROVISIONS

Accounting policy

Provisions are recognised when there is a present obligation, whether legal or constructive, resulting from a past event, and when it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation. The amount of the obligation must be capable of being reliably estimated. If these conditions are not met, no provision is recognised.

Critical accounting estimates and judgements

The provision for Neighbouring property owners' compensation is reviewed at each reporting date to assess developments in the risks associated with ongoing proceedings and changes in applicable case law.

	2025	2024
Balance at 1 January	83,495	82,107
Allowance		
Utilisation		
Reversal	-6,195	
Change in amortised cost	342	1,388
Balance at 31 December	77,642	83,495
Of which		
Non-current portion	77,642	83,495
Current portion	-	-

Provision for neighbouring property owners' compensation

Compensation that the State of Geneva may be required to pay to neighbouring property owners of the airport for nuisance related losses—specifically, reductions in property value resulting from the airport's operations—together with related default interest, is borne by Geneva Airport in accordance with Article 36 of the LAIG.

On 30 May 2001, the Federal Council adopted new noise exposure limits for national airports. The 2000 noise contour maps applicable to Geneva Airport were prepared by the Swiss Federal Laboratories for Materials Testing and Research (EMPA), under mandate from the Federal Office of Civil Aviation (FOCA). These contours are based on the actual traffic in the 2000 year of reference and were calculated in accordance with the prevailing regulations. Until 2021, the provision for neighbouring property owners' compensation reflected the estimated amount of compensation that Geneva Airport would be required to pay, together with the related default interest, based on the 2000 noise contour maps.

In 2022, FOCA approved the plan approval request and the amendments to the operating regulations submitted by Geneva Airport, which will ultimately result in updating the noise cadastre for aviation traffic in Geneva. From 2022 onwards, the provision for neighbouring-owners' compensation also includes the updated estimate of the probable compensation amount that Geneva Airport may be required to pay in connection with the forthcoming updated cadastre, as well as an estimate of the related default interest. The provision is adjusted each year to reflect changes in the discount rate. An intangible noise related asset was recognised as at 31 December 2022 for the same amount (see Note 13).

In 2024 and 2025, progress of proceedings led Geneva Airport to reassess the factors underlying the determination of the provision, without any change to its amount.

From 2025 onwards, airlines contribute to the neighbouring property owners' compensation fund, which is intended to cover any compensation payable to property owners (see Note 9). The provision is reduced by the portion financed by the airlines during the year, corresponding to the invoices issued during the period and to the interest allocated to the compensation fund. The recognition of a provision for neighbouring property owners' compensation by Geneva Airport shall not be construed as an acknowledgement by Geneva Airport of any legal obligation to pay such compensation.

NOTE 21. FINANCIAL ASSETS AND LIABILITIES AND RISK MANAGEMENT

Accounting policy

At initial recognition, Executive Management determines the classification of financial assets and liabilities within the categories described below. They are measured either at fair value or at amortised cost depending on the category to which they are assigned.

Fair value

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. It is therefore a price that is independent of the entity's specific use of the asset.

Fair value hierarchy

To enhance the consistency and comparability of fair value measurements, financial instruments measured at fair value are classified within the following hierarchy:

- **Level 1:** Instruments whose fair value is determined using quoted prices for identical assets or liabilities in active markets at the measurement date.

- **Level 2:** Instruments whose fair value is determined using inputs other than quoted prices included within Level 1. Such inputs are observable, either directly or indirectly, and must be adjusted to reflect the specific factors of the instrument being measured. Level 2 includes derivative financial instruments used for hedging purposes (forward purchases) by Geneva Airport.
- **Level 3:** Instruments whose fair value is determined using unobservable inputs. Such inputs are used only when no observable inputs that are relevant and available exist. They consist of forecasts and estimates prepared by Geneva Airport and best reflect the assumptions—including those relating to risks—that market participants would use in determining the fair value of the instrument.

Amortised cost

Amortized cost is obtained by applying the effective interest method to the fair value of the financial asset or liability, net of transaction costs. The effective interest method measures the related financial assets and liabilities at the present value of expected future cash flows over their remaining lives. It ensures the recognition of interest income or expense over the relevant periods.

Changes in value resulting from changes in amortised cost are recognized in profit or loss.

Categories and measurement of financial assets and liabilities:

- **Financial assets measured at amortized cost**
These are non-derivative financial assets with fixed or determinable payments that are held to collect contractual cash flows consisting solely of repayments of principal and interest. They are initially recognised at fair value and subsequently measured at amortized cost. Term deposits, cash and cash equivalents, and trade receivables fall under this category.
- **Financial assets and liabilities measured at fair value through profit or loss**
These are financial assets and liabilities that do not meet the requirements for classification at amortized cost or that are designated at fair value through profit or loss upon initial recognition. They are initially recognised and subsequently measured at fair value. Gains and losses arising from fair value changes are recognized in profit or loss, except for derivative financial instruments used for hedging (forward purchases), which are accounted for under hedge accounting.

Hedge accounting

Geneva Airport uses cash flow hedging relationships through derivative financial instruments whose fair value movements offset the exposure of the hedged items to the same changes. Hedge accounting enables the effects of the hedged item and the hedging instrument to be recognised in profit or loss in the same periods.

Hedging derivatives are initially recognised at their fair value at the trade date. Subsequently, changes in their fair value are recognised:

- in equity, within other comprehensive income, for the effective portion of the hedge relationship;
- immediately in profit or loss, within finance income or finance expenses, for the ineffective portion of the hedging relationship.

- **Financial liabilities measured at amortised cost**
Financial liabilities that are not designated at fair value through profit or loss are initially recognised at fair value and subsequently measured at amortised cost. Current and non-current borrowings, other current and non-current liabilities, and trade payables are included in this category.

Critical accounting estimates and judgements

The fair value of derivative financial instruments used for hedging purposes (forward purchases) is determined annually by the banking counterparties based on expectations of future interest rates, by discounting the estimated future cash flows to present value

Financial assets and liabilities are classified in the following categories:

	Notes	Financial assets valued at amortised cost	Financial liabilities measured as at amortised cost	Financial liabilities measured at fair value	Total
2024					
Assets					
Trade receivables	17	61,194			61,194
Short- and long-term financial investments	14	60,000			60,000
Cash and cash equivalents	18	84,419			84,419
Total assets		205,613	-	-	205,613
Liabilities					
Borrowings and other non-current liabilities	19		625,884		625,884
Borrowings and other current liabilities	19		532		532
Trade payables			34,679		34,679
Total liabilities		-	661,095	-	661,095
2025					
Assets					
Trade receivables	17	78,395			78,395
Short- and long-term financial investments	14	150,000			150,000
Cash and cash equivalents	18	31,580			31,580
Total assets		259,975	-	-	259,975
Liabilities					
Borrowings and other non-current liabilities	19		525,559		525,559
Borrowings and other current liabilities	19		100,502		100,502
Trade payables			46,673		46,673
Total liabilities		-	672,734	-	672,734

At the reporting date, the fair value of derivative financial instruments used for hedging purposes is identical to their carrying amount.

Impact of hedging instruments on equity

	2025	2024
Balance at 1 January	-2,552	-3,917
Gains/(losses) arising from change in fair value	1,655	1,365
Balance at 31 December	-897	-2,552

Impact on profit or loss of financial instruments

	Notes	2025	2024
Interest on borrowings and finance leases	11	6,519	6,511
Interests credited to the indemnity fund	11	14	-
Interests credited to the environmental fund	11	79	186
Finance charges	11	185	151
Change in amortised cost	11	637	702
Investment income	11	-1,297	-1,611
Net foreign exchange gains and losses	11	-142	-102
		5,995	5,837

Financial risk management

Managing financial risks consists of understanding the nature of these risks in order to identify, assess and mitigate their impact with the use of financial instruments. This control activity is carried out systematically by the Executive Management of Geneva Airport.

In the context of its operating activities, asset management and financial commitments, Geneva Airport is exposed to liquidity risk, credit risk and market risk. Market risk includes interest rate risk, foreign exchange risk and price risk.

Liquidity risk

To finance its investments in property, plant and equipment, Geneva Airport takes out medium and long term borrowings. The entity may temporarily face reduced liquidity. To mitigate this risk, Geneva Airport has access to credit lines with banking institutions and the State of Geneva, enabling it to obtain the necessary funds rapidly (see Note 19). Conversely, surplus funds generated by the entity's operations are invested with the objective of optimising returns (see Notes 14 and 18).

The contractual maturities of financial liabilities outstanding as at 31 December 2025 and 2024 are presented below:

As at 31 December 2024	Notes	Total	2025	2026	2027-2029	>2029
Borrowings	19	605,000	-	100,000	275,000	230,000
Contractual interests on borrowings		28,774	5,911	5,921	9,694	7,248
Liability towards Fondation des Parkings	19	20,826	389	389	1,167	18,881
Liability towards Palexpo	19	1,200	142	144	446	468
Trade payables		34,679	34,679			
		690,479	41,121	106,454	286,307	256,597
As at 31 December 2025	Notes	Total	2026	2027	2028-2030	>2030
Borrowings	19	605,000	100,000	175,000	100,000	230,000
Contractual interests on borrowings		22,863	5,921	3,718	8,639	4,585
Liability towards Fondation des Parkings	19	20,436	389	389	1,167	18,491
Liability towards Palexpo	19	1,058	144	147	453	314
Trade payables		46,673	46,673			
		696,030	153,127	179,254	110,259	253,390

Credit risk

Credit risk represents the loss that would be recognised if the counterparty to a financial asset were to fail to meet one of its contractual obligations.

Cash investments and derivative financial instrument transactions are carried out preferably with institutions whose counterparty risk corresponds to a minimum rating of A. In addition, to mitigate credit risk, Geneva Airport performs regular assessments of its counterparties.

Geneva Airport is also exposed to the possibility of default or late payment by its customers (see Note 17). Credit risk management includes regular and systematic monitoring of outstanding receivables and periodic analysis of the solvency of counterparties. Bank guarantees and advance payments are required on a case by case basis. The receivables from the largest customer amounted to KCHF 23,694 as at 31 December 2025, representing 29% of outstanding receivables at that date (KCHF 12,912 as at 31 December 2024, representing 20% of outstanding receivables at that date).

Based on these analyses, Geneva Airport does not anticipate any unprovided loss arising from the failure of counterparties and customers.

Market risk

Exposure to market risk includes the following three risk indicators:

– Interest rate risk

Geneva Airport's strategy is to limit exposure to cash flow risk arising from variable interest rates on borrowings by maintaining at least 70% of its borrowings at fixed interest rates, in accordance with the strategy described in the "Interest rate risk management charter". As at 31 December 2025 and 2024, 100% of the borrowings are at fixed interest rates.

– Foreign exchange risk

Despite its international activities, Geneva Airport is generally only minimally exposed to foreign exchange risk.

	2025		2024	
Change in the assumed EUR/CHF exchange rate:	+1.0%	-1.0%	+1.0%	-1.0%
Impact on:				
Profit or loss	-	-	-	-
Equity	82	-82	177	-177

– Price risk

Geneva Airport does not hold any financial assets that could be affected by price volatility.

NOTE 22. ACCRUED EXPENSES

Accounting policy

Accrued expenses represent contractual obligations towards third parties relating to the reporting period that had not yet been settled by Geneva Airport at the reporting date. Their amount is known and will be settled within the 12 months following the reporting date.

	2025	2024
Provision for holidays and overtime	4,048	4,229
Provision for Old-age and Survivors insurance-bridge benefits	1,246	1,356
Annual bonuses awarded to staff	3,000	4,000
Interest payable	2,338	2,336
Guarantee retentions	16,167	3,904
Police costs for ground security	10,340	10,340
Other accrued expenses	17,578	22,319
	54,717	48,484

NOTE 23. RELATED PARTY RELATIONSHIPS

Transactions with the State of Geneva and other public entities under its control

Geneva Airport does not benefit from any guarantee from the State of Geneva, nor from any other special condition.

Transactions carried out by Geneva Airport with the State of Geneva and with entities under its control are conducted under market conditions.

Land use right

As part of its operations, Geneva Airport pays the State of Geneva a land use right amounting to KCHF 5,621 in 2025 (KCHF 5,637 in 2024) for the provision of land within the airport perimeter (see Note 7).

Compensation for police services

Geneva Airport also pays to the State of Geneva for police services. The expense amounts to KCHF 10,340 in 2025 (KCHF 10,340 in 2024).

Provision of premises and protocol-related operating costs

Geneva Airport provides, free of charge, premises for the Swiss and French police and customs authorities in connection with the performance of their activities. In addition, it bears all operating costs related to official protocol duties on the airport site

The annual expenses are as follows:

	2025	2024
Provision of premises to the customs and the police	1,698	806
Protocol-related service (excluding security)	2,056	1,897

State-granted loan to Geneva Airport

In 2022, the Grand Council of Geneva adopted the law 12876 authorising the Council of State to grant a loan of up to KCHF 200,000 to Geneva Airport, intended to provide the liquidity required to maintain and continue airport operations in the context of the coronavirus health crisis. During 2024 and 2025 and as of 31 December 2024 and 2025, Geneva Airport did not make use of this loan facility, which matures in 2027.

Other transactions with the State and other public entities under its control

Other transactions with the State of Geneva and entities under its control mainly relate to the purchase of energy supplies and transport services.

	2025	2024
Total annual purchases	-28,499	-28,274
Total annual sales	-	-
Retrocession to the State of Geneva	-52,913	-55,202
Outstanding trade payables at 31 December	63,253	65,542
Cash and cash equivalents	26	9
Short-term financial investments at 31 December	-	61,000
Latg-term financial investments at 31 December	40,000	-
Outstanding borrowings at 31 December	20,436	20,828

Key management personnel

Article 9 of the Geneva International Airport Law H.3.25 (LAIG) stipulates that members of the Board of Directors, regardless of how they are appointed, must not, either directly or indirectly, act as suppliers of the entity or perform work on its behalf. This requirement also applies to Executive Management and to any other related party through key management personnel.

The remuneration of the Board of Directors and of the members of the Executive Management is presented below:

	Chairman of the Board of Directors	Other members of the Board of directors	General Director	Other members of the Executive management
2024				
Fixed component	120	314	450	1,523
Variable component			165	233
Representation expenses			24	72
Occupational pension contributions			69	241
	120	314	708	2,069
2025				
Fixed component	120	309	327	1,556
Variable component			149	233
Representation expenses			18	72
Occupational pension contributions			51	244
	120	309	545	2,105

As at 31 December 2025, the Board of Directors comprised 22 members (22 members as at 31 December 2024) and Executive Management comprised 7 members (7 members as at 31 December 2024). The remuneration of the General Director in 2024 included several months of double compensation during the handover period between General Directors.

Post employment benefits (retirement benefits) for Executive Management are calculated in accordance with the rules applicable to all employees of Geneva Airport. Furthermore, the directors do not benefit from termination indemnities or any similar advantage.

No loans are granted to members of Executive Management.

NOTE 24. CAPITAL MANAGEMENT

As part of its capital management, Geneva Airport aims to preserve its ability to continue as a going concern (see Note 1). To this end, it regularly monitors its net debt to EBITDA ratio, in line with common practice.

Net debt corresponds to total current and non-current borrowings, less cash and cash equivalents and short- and long-term investments.

As at 31 December, the net debt / EBITDA ratio is as follows:

	2025	2024
Operating result before interests and depreciation (EBITDA)	211,352	211,289
Borrowings and other non-current liabilities	525,559	625,884
Borrowings and other current liabilities	100,502	532
Total borrowings	626,061	626,416
Cash and cash equivalents	-31,580	-84,419
Short- and long-term financial investments	-150,000	-60,000
Net debt	444,481	481,997
Net debt / EBITDA ratio	2.1	2.3

NOTE 25. ECONTINGENT LIABILITIES AND OFF-BALANCE SHEET COMMITMENTS

Contingent liabilities

Federal operating concession

In accordance with Article 36a, paragraph 1 of the Swiss Federal Aviation Act (LA), an operating concession is required for the operation of an airport open to public aviation. The Federal Department of the Environment, Transport, Energy and Communications (DETEC) renewed Geneva Airport operating concession for the period from 1 June 2001 to 31 May 2051.

Pursuant to Article 36a, paragraph 2, of the same Act, Geneva Airport has both the right and the obligation to operate the airport on a commercial basis and to provide users with the necessary infrastructure. In return, it is entitled to levy fees.

Soundproofing of nearby residential properties

Geneva Airport is subject to the Ordinance on Protection Against Noise (OPB) and is therefore required to bear the cost of acoustic insulation work for noise sensitive rooms in residential buildings located near the airport. These works are financed through the environmental fund (see Note 10). The 2000 noise exposure curves (see Note 20) constitute the basis for Geneva Airport soundproofing concept, which was approved by the Federal Office of Civil Aviation (FOCA) on 17 September 2017.

Off-balance sheet commitments

Off-balance sheet commitments consist of open purchase orders with third parties, including investment purchase commitments relating to property, plant and equipment (see Note 12).

NOTE 26. PROFIT REALLOCATION TO THE STATE

The performance agreement between the State of Geneva and Geneva Airport, signed on 1 July 2024, stipulates that half of Geneva Airport's profit must be paid to the State of Geneva during the financial year following the year-end.

This profit reallocation, which is mandatory under the performance agreement binding the State and Geneva Airport, is recognised as an expense in the financial year in which the obligation to pay arises.

NOTE 27. EVENTS AFTER THE REPORTING DATE

Up to 10 March 2026, the date on which the 2025 financial statements were approved by the Board of Directors, Geneva Airport was not aware of any events after the reporting date requiring an adjustment to the carrying amount of assets or liabilities, or any additional disclosures in the notes.

Report of the statutory auditor to the Board of Directors of Aéroport International de Genève, Le Grand-Saconnex

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Aéroport International de Genève, which comprise the statement of financial position as at 31 December 2025, the statement of profit or loss, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements (pages 34 to 61) give a true and fair view of the financial position of Aéroport International de Genève as at 31 December 2025 as well as its results and its cash flows for the year then ended, in accordance with IFRS Accounting Standards, and comply with the legal provisions of the Republic and Canton of Geneva.

Basis for Opinion

We conducted our audit in accordance with Swiss law, International Standards on Auditing (ISA) and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the “Auditor’s Responsibilities for the Audit of the Financial Statements” section of our report.

We are independent of Aéroport International de Genève in accordance with the provisions of Swiss law, together with the requirements of the Swiss audit profession that are relevant to audits of the financial statements of public interest entities, as well as those of the International Ethics Standards Board for Accountants’ International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), as applicable to audits of financial statements of public interest entities. We have also fulfilled out other ethical responsibilities in accordance with these requirements.

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

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Valuation and depreciation of the property, plant and equipment

Key Audit Matter

The property, plant and equipment represent 80% of the total assets (CHF 1'242 million).

Aéroport International de Genève plans and carries out significant investments to respond to traffic growth as well as technological and security requirements. In addition, the tangible fixed assets must be maintained in operating condition.

In 2025, Aéroport International de Genève invested CHF 108 million in property, plant and equipment.

We focused our attention on this area due to the materiality of the capitalized balances and in view of the following specific risks:

- Potential errors in determining the useful life of assets or in its subsequent review, leading to inappropriate depreciation charges.
- Time discrepancies related to the transfer of assets under construction to assets in use, resulting from potential inaccuracy in the actual commissioning date of the assets, thereby leading to deferred or divergent depreciation.
- Risks of impairment of fixed assets arising from judgments involved in identifying impairment indicators, as well as in the methodology, data, and assumptions used in impairment testing.

The property, plant and equipment are disclosed in Note 12 to the financial statements.

Our Audit Approach

We performed the following audit procedures:

- Verified the adequacy of the useful lives assigned to newly capitalized assets in accordance with established accounting principles.
- Verified the relevance of the periodic review of the useful life of the property, plant and equipment and the appropriateness of the conclusions reached.
- Tested the accuracy of the commissioning date and the value of the transfer from assets under construction to assets in use, based on confirmation of the completion and commissioning of the assets, as validated by the project leader.
- Examined and discussed with Management the process for identifying indicators of impairment and write-offs. Where applicable, reviewed whether the appropriateness of the models and assumptions used in impairment testing.

Based on our work, we consider that the principles and assumptions applied by management regarding the valuation and depreciation of the property, plant and equipment presented in the financial statements are reasonable.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' Responsibilities for the Financial Statements

The Board of Directors is responsible for the preparation of the financial statements, which give a true and fair view in accordance with IFRS Accounting Standards and the applicable legal requirements, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Aéroport International de Genève ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Swiss law, ISA and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Swiss law, ISA and SA-CH, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

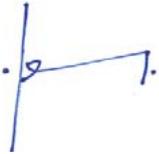
From the matters communicated to the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

In accordance with Art. 728a para. 1 item 3 CO and SA-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the financial statements according to the instructions of the Board of Directors.

We recommend that the financial statements submitted to you be approved.

Forvis Mazars SA



Jean-Marc Jenny
Expert-réviseur agréé
(Réviseur responsable)



Raphaël Pittet
Expert-réviseur agréé

Geneva, 10 March 2026

Attachments:

- Financial statements (statement of financial position, statement of profit or loss, statement of comprehensive income, statement of changes in equity and statement of cash flows and notes)

Sustainability Report



Our strategy



Genève Aéroport places sustainability at the heart of all its strategies. Aware of its social, environmental and governance responsibilities, it is committed to being exemplary in terms of sustainability. To this end, it has implemented a structured framework based on the three ESG pillars with clear and ambitious objectives. In a world where sustainability is a global imperative, Genève Aéroport aims to rise to these challenges. ”

Reducing our noise footprint

Genève Aéroport is implementing measures to reduce the noise generated by its activities in order to protect neighbouring communities. In this regard, it has set an ambitious objective: to **reduce the noise footprint** of air traffic on exposed surface areas by 20% by 2030.

Here are the areas of focus:

- **Reducing nighttime movements:** nighttime movements are the most impactful for local residents. Thanks to operational measures, the proportion of nighttime movements is decreasing each year (5.37% in 2025 compared to 5.52% in 2024).
- **Quota system:** On 1 January 2025, an innovative noise quota system was implemented to encourage airlines to reduce their late take-offs after 10 p.m. Once the quotas are exhausted, they are subject to highly dissuasive fees. In 2024, take-offs after 10 p.m. decreased by 36.2% compared to 2023. A further reduction occurred in 2025, with a decrease of 24.6%. This decrease has a significant impact on noise reduction.
- **Quieter aircraft:** with financial incentives, Genève Aéroport encourages airlines to prioritise recent aircraft (Class 5), which are less polluting and quieter. These aircraft accounted for 34.04% of scheduled and charter aircraft movements in 2025 (compared to 31.85% in 2024).



5.37%

nighttime movements

Always with the aim of protecting residents of neighbouring municipalities and increasing the airport's public acceptance, Genève Aéroport is continuing its building **soundproofing programme**. Since 2004, 4,483 homes (719 buildings) have been soundproofed at a cost of CHF 67.93 million.

■ **Reducing our environmental footprint**

Aware of its environmental impact, the airport is actively committed to reducing its carbon footprint. In 2024, it formalised this ambition through a greenhouse gas emissions reduction strategy, structured around two major objectives:

Achieving Net Zero emissions on its platform by 2037 (emissions under its control, Scopes 1 and 2)

Actively contributing to the overall objective of carbon neutrality for the industry by 2050 (partner emissions, Scope 3)



Here are the areas of focus:

Platform emissions, under the control of Genève Aéroport (Scopes 1 and 2)

- **Optimising the energy performance of infrastructure and developing sustainable construction:** large new buildings must obtain the **DGNB sustainable building label**, at least gold level for new constructions (Silver level for major renovations).
- **Decarbonising energy sources, notably through connection to GeniLac:** this thermal network will allow build-ings to be heated and cooled using water from Lake Geneva by 2028. Genève Aéroport's CO₂ emissions will decrease by 60%.
- **Electrification of vehicles:** the goal is to reach **90% electric airside vehicles by 2030**. In 2025, 45% of vehicles were electric, an increase compared to 2024 (37%).



37%

of vehicles on the tarmac by 2024



45%

of vehicles on the tarmac by 2025

Indirect emissions, under the control of partners (Scope 3)

- **New generation aircraft:** Genève Aéroport provides financial incentives to airlines to fly with the latest generation of aircraft (class 5), which are less polluting. These aircraft are steadily increasing at the airport (34.04% of scheduled and charter aircraft movements in 2025 compared to 31.85% in 2024).



31.85%

class 5 aircraft in 2024



34.04%

class 5 aircraft in 2025

- **Sustainable aviation fuel:** in 2026, the European ReFuelEU Aviation regulation will come into force, mandating the progressive incorporation of sustainable aviation fuels (SAFs). At Genève Aéroport, a process was initiated in 2025 with all links in the supply chain to guarantee the operational availability of SAF, a fuel that can reduce net CO₂ emissions by up to 80%. The airport is positioning itself as a facilitator to ensure the operational availability of this fuel. Furthermore, Genève Aéroport hosted the first Sustainable Aviation Fuels Forum in Geneva in 2025. A second Forum is scheduled for spring 2026.
- **Maintaining 400 Hz electrical power supply systems and pre-conditioned air supply (PCA) systems at aircraft parking positions and extending them to all possible positions.** These systems avoid the use of the parked aircraft's auxiliary engines, which are very energy-intensive and noisy.
- **Encouraging the use of sustainable transport to access the airport:** Genève Aéroport is implementing a proactive strategy to encourage employees and passengers to prioritise sustainable

*emissions under its control, Scopes 1 and 2

modes of transport to reach the airport, such as the Aerobus or early morning and late evening trains. This initiative is part of ambitious goals for 2030: to achieve **44% sustainable transport use among employees and 58% among passengers**. In 2025, 41% of employees and 50% of passengers have already opted for sustainable modes of transport.



- **Reduction of GHG emissions from purchases, representing 8% of Genève Aéroport's Scope 3**

Strengthening our corporate responsibility

Sustainability is represented at every level of our governance, from the Board of Directors to the ESG Committee, and through our network of ambassadors.

Our corporate responsibility is reflected in various actions, including:

- **Governance: in 2025, a double materiality matrix was developed.** This approach highlights the major impacts relating to climate, noise and passenger service quality. It identifies climate resilience, sustainable governance, the value chain and relationships with local communities as priorities. This analysis provides the airport with a quantified and strategic view of its risks and opportunities, positioning Genève Aéroport as a pioneering player in Europe. The Board of Directors now has a robust tool to guide the sustainability strategy to 2030.
- **Responsible procurement:** a Responsible Procurement Charter was implemented in 2019. Since 2020, 100% of suppliers selected through calls for tender have committed to respecting the company's values regarding sustainable development.
- **Sustainable IT label:** Genève Aéroport aims to obtain the Level 2 Sustainable IT label by 2028.
- **Support policy:** through its sponsorship activities, Genève Aéroport provides occasional support to local events, as well as to non-profit federations and associations located in its vicinity. In 2025, 46 projects were supported for a total amount of CHF 122,000. Furthermore, the airport sponsored 21 entities and events (cultural, sporting, environmental or charitable) for a total of CHF 578,000.



1. Scope and Methodology

In this section:

- 1.1. Methodology for published indicators
- 1.2. External benchmarks
- 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 2026 following approval by the Board of Directors and covers the full 2025 financial year. Since the 2023 financial year, Genève Aéroport has published this report annually. In accordance with applicable regulations and in a spirit of transparency with its stakeholders, Genève Aéroport publishes data on personnel matters, environmental and social issues, as well as on respect for human rights and the fight against 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 6.4.

Furthermore, since the 2024 financial year, Genève Aéroport has been preparing its climate report in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This approach aims to transparently present its strategy, policies and the measures implemented for managing climate-related risks and opportunities. The TCFD report is presented in section 6.2 of this document and is subject to approval by the Board of Directors.

Finally, the due diligence report and the report on minerals from conflict-affected areas and child labour have been published since the 2023 financial year. Initially included in the body of the text, this information now appears in section 6.3 of this report and has also been approved by the Board of Directors.

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 1,088 employees performing nearly 200 roles in 2025 (compared to 1,079 staff members, or 1,019 FTEs, in 2024). For certain indicators (e.g. mobility-related expenditure), the reporting scope is extended to the entire airport platform.

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. 2025 for this report, in accordance with the financial reporting schedule. This report therefore covers the period from 1 January to 31 December 2025. The comparison periods cover 2025 data compared to 2024. Any exceptions are specified in the introduction to each chapter. These include, in particular, the 2024 non-financial data relating to greenhouse gas (GHG) emissions and waste data (see section 4). The 2025 data will be available during 2026 and will be included in the next sustainability report. The reporting is generally published in March, coinciding with the publication of Genève Aéroport's management report and financial report.

Internal control and contact point

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

This sustainability report on non-financial performance was prepared with the support of several departments and divisions within Genève Aéroport. The Head of Sustainable Development Projects acts as the single point of contact for questions relating to the report or the information provided. The data in this document is the responsibility of the aforementioned departments.

Restatements of information

GRI 2-4-a Restatements of Information

Restatements of information allow for the correction of an error or the consideration of changes in measurement

methods or in the nature of activities. In particular, restatements of information ensure consistency and allow information to be compared across reporting periods. In 2025, Genève Aéroport made three restatements of information during the reporting period, relating to a change in the calculation method.

The indicators below have been modified:

The heading 'Passengers (overall traffic)' now replaces 'Passengers (scheduled flights only)'. Indeed, the figures from previous years corresponded to the total number of passengers (overall traffic) and not to the number of scheduled flight passengers only.

To avoid incorporating the concept of the French Sector, which is not suitable for analysing certain traffic categories:

- 'International Passengers [arrival or departure] (outside France)' replaces 'International Passengers [arrival or departure] (outside the French Sector)';
- 'Passengers [arrival or departure] France' replaces 'Passengers [arrival or departure] ([origin or destination] France, French Sector)';

To align the traffic category structure with the categories used in the regular annual report and to classify only aircraft movement indicators in category AO2:

- 'Scheduled and charter flights (with passengers)' replace 'Scheduled flights';
- 'Cargo' flights replace freight tonnage figures (the latter appear in the four AO3 indicators);
- 'Other traffic' flights replace 'GABA' flights. 'Other traffic' flights are those that do not belong to the

'scheduled', 'cargo', and 'State Aviation' categories. They consist primarily of GABA (General and Business Aviation) flights, but also include empty leg flights, technical flights and diversions.

External assurance

GRI 2-5 External Assurance

Genève Aéroport's Board of Directors approves this report annually in accordance with Article 964c, para. 1 of the Swiss Code of Obligations. A number of data items in this report have been covered by 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 further information, please refer to the assurance report in section 9 of this document.

1.2. External benchmarks

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 2025 to 31 December 2025. The indicator mapping table is available in section 6.4 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 product responsibility.



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 2025 to 31 December 2025. The indicator mapping table is available in section 6.2 of this report.

1.3. ESG ratings and indices

Ecovadis silver medal

In 2025, Genève Aéroport was reassessed by the EcoVadis rating agency for its governance, environment, human rights and responsible procurement practices; The airport achieved a score of 59/100 and received the *Entreprise engagée* badge.

This change compared to the previous assessment (71/100) is primarily due to:

- The methodological update associated with the Airport Carbon Accreditation (ACA) Level 4+ certification led to a significant change in the scope of aviation emissions. Emissions are now calculated for the entire flight, and no longer solely for the Landing and Take-off (LTO) cycle. This change, combined with the integration of new sources (procurement, waste, wastewater), has increased Scope 3 emissions tenfold. This change reflects a broadening of the accounting scope rather than an operational increase in emissions.
- The strengthening of EcoVadis' methodological criteria in 2024–2025, incorporating increased requirements for traceability, quantified indicators and evidence of impact;
- A higher level of requirements for the supply chain, particularly regarding the formalisation of ESG risk assessments, supplier monitoring and performance measurement;
- Stronger expectations for reporting and measurable results, beyond the existence of formal policies and commitments.

The assessment highlighted the strength of strategic commitments and governance, while identifying areas for improvement in demonstrating measurable impacts and in the systematic integration of ESG requirements within Genève Aéroport's supply chain.

Areas for improvement and planned measures

To improve its rating, Genève Aéroport plans, in particular:

- Strengthening responsible procurement management, with the deployment of a systematic ESG assessment of strategic suppliers, the integration of enhanced contractual clauses regarding human rights, climate and ethics, and the implementation of supplier monitoring indicators and a targeted audit plan;
- Further structure ESG risk management, with regular updates to extra-financial risk mapping and the formalisation of a cross-functional action plan validated at the governance level;

- Continue internal awareness-raising by offering targeted training on ethics, human rights and climate, and by integrating ESG objectives into management processes.

With over 100,000 companies assessed in more than 175 countries, EcoVadis is the world's leading and most trusted rating agency dedicated to improving a company's ESG commitments. The EcoVadis assessment reflects the quality of the non-financial management system. Genève Aéroport views this assessment as a driver of progress. The goal is to strengthen the maturity of the non-financial management system in order to sustainably improve its ESG performance and achieve a higher rating in the next financial year.

Unsolicited ratings

Genève Aéroport is regularly assessed by rating 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 2025

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. Genève Aéroport's ISO 50001-certified energy management system, in place since 2017 (recertified in 2025), addresses enterprise-level risks and is strongly focused on the development opportunities associated with renewable energy on the airport site.

2. Sustainability at the Heart of Strategy

In this section:

- 2.1. Strategic vision for long-term positive impact
- 2.2. Management's commitment to sustainability

- 2.3. Business model and value chain
- 2.4. 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. Dual materiality analysis
- 2.8. Objectives, initiatives and indicators
- 2.9. Risk, opportunities and impact analysis in sustainability matters
- 2.10. Integrated and cross-functional sustainability governance
- 2.11. Global and local external partnerships to make progress collectively
- 2.12. Measuring the impact of sustainability efforts

2.1. Strategic vision for long-term positive impact - sustainability at the heart of 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.

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. These five pillars are inseparable from two other cross-cutting objectives: the spirit of innovation and the commitment to sustainable development. Genève Aéroport has been committed to a sustainability approach for over twenty years. This approach is reflected in numerous environmental, social and governance measures.

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 to 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 Sustainability Strategy in 2022. These will influence the airport's business model.

Board of Directors Awareness Workshop

In November 2025, a Board of Directors (BD) awareness workshop confirmed a shared ambition: to move towards strong sustainability by 2040, by strengthening the sustainable governance structure and fully integrating double materiality into the airport's overall strategy. Double materiality analysis involves assessing sustainability issues along two complementary dimensions: first, impact materiality, which examines the effects of the organisation's activities on the environment and society (climate, resources, human rights, etc.); second, financial materiality, which analyses to what extent these issues can influence the company's economic performance, financial situation or reputation. This approach allows for the prioritisation of strategic objectives by integrating both the risks and opportunities for the organisation and its responsibilities to its stakeholders, thereby strengthening the alignment between strategy, risk management and sustainable performance.

The workshop clarified the Board's key responsibilities regarding sustainability, while emphasising the importance of double materiality in guiding future decisions. The working groups formulated concrete actions: establishing a strengthened dialogue with the State and the Confederation for a common framework, rethinking sustainability governance by reinforcing a cross-cutting approach through the various Board committees, integrating nature and climate risks into the strategy, and precisely assessing the financial impacts of these choices. This session, marked by a desire for clarification, coherence and ambition, lays the foundation for a solid strategic alignment for the transition of Genève Aéroport.

2.2. 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 Sustainability 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 of Genève Aéroport. 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 as part of 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
- Publication of the Occupational Health and Safety (OHS) Manual and signature of the policy
- Publication of the Safety and Fire Protection Manual (SFPM) and signature of the policy

2014

- Publication 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
- Publication of the **Information and Communication Technology Use Directive**
- Publication 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.**

2017

- Publication of the first **Master Planning Strategy**
- Publication of the **Safety Policy and Procurement Process**
- **ACA 3+ certification** (CO₂ management), renewed annually
- Approval of the revised **soundproofing plan** 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 signature of the policy**
- Adoption of the **Procurement Process**

2019

- **Publication of the Diversity Charter in Business and the Manual for Persons with Reduced Mobility (PRM).**
- Publication of the **Responsible Procurement Directive**
- Publication 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** to promote the use of new-generation aircraft
- Publication of the **Sustainable Development Policy**.
- Publication 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 the 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 the **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 2025)
- Receipt of the **Level 1 Sustainable IT certificate** (December 2024)

2025

- Publication of the second Genève Aéroport Sustainability Report (financial year 2024)
- Introduction of the **Noise Quota System on 1 January**
- Renewal of the **EcoVadis rating** (CSR management)
- Adoption of the **Sustainable IT governance charter**
- New flora and fauna survey
- Validation and implementation of the **double materiality matrix**
- Organisation and hosting of the first **Swiss SAF Forum**
- **Sustainability awareness training for Board members**

2.3. 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

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 Noise Abatement Ordinance (NAO), which sets limit values for exposure to noise (ALV) for air traffic, 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 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.

Furthermore, as an autonomous public institution, Genève Aéroport is subject to Swiss public procurement regulations, guaranteeing transparent, non-discriminatory procedures that comply with the principles of competition and good governance.

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.»

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

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 Sustainability 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.

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 support 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 the 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.

2.4. Long-term commitments and tools for measuring progress

Since 2025, Genève Aéroport has been rolling out its Sustainability Strategy through to 2030, structured around three key components:

- a **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 2.1 and 2.2 of this document);
- a **double materiality analysis** carried out in 2025, allowing the financial impact to be added to the sustainability issues and the priority issues to be specified, in line with the priorities of Genève Aéroport and the expectations of stakeholders (see section 2.7 of this document);
- a **non-financial risk analysis** to precisely identify the main non-financial risks across the entire value chain (see section 2.9 of this document).

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

Environment

How Genève Aéroport is taking action to reduce its **climate and environmental footprint**



²The direct financial incentives in place since 2021 include a 40 cent discount on Passenger Service Charge for passengers carried on new-generation aircraft; a 20% discount on landing fees for flights operated on new-generation aircraft; an annual growth bonus for flights operated on new-generation aircraft; and a discount based on load factor.

Social

How Genève Aéroport collaborates for the **health, safety and well-being of staff members, suppliers, local residents and passengers**



Governance

How Genève Aéroport aims to be exemplary in terms of **sustainable governance**



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 three commitments, a review of progress will be carried out at the end of 2030, and a new action plan will be developed for the period 2030–2037.

	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 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							

2.5. Contribution to the united nations sustainable development goals

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. Genève Aéroport is committing to 12 out of 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 double materiality matrix (sustainability risks, opportunities and impacts), 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.

2.7. Double materiality analysis

Materiality lies at the heart of Genève Aéroport’s sustainability approach. It enables the identification, assessment and prioritisation of ESG issues based on their importance to society and the airport, and serves as the foundation for strategy, risk management and non-financial reporting.

Following an initial simple materiality analysis conducted at the end of 2023, Genève Aéroport carried out a double materiality analysis in 2025 with the support of The Positive Project and Valuing Impact, based on the Eqaly methodology. This approach allows for the quantification of social and environmental impacts in monetary terms (monetised eQALY), while also assessing the associated financial risks and opportunities.

In accordance with the principles of Social and Environmental Risks and Social Risks (SESR), an issue is considered material when it is significant with regard to at least one of two dimensions: impact materiality (effects on society and the environment) and/or financial materiality (effects on the organisation’s performance, resilience or value).

The conclusions of this exercise form a structuring element for updating the 2030 sustainability strategy. The identified material issues will be the subject of specific objectives, action plans and monitoring indicators to ensure consistency between the analysis and the strategy.

Airport Platform Staff Members

Main Stakeholders

- Executive Management
 - Divisions and Departments
 - 1,088 employees (2025)
 - 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: in 2023, 82% of staff participated in the 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)
 - Website
 - Intranet and Genève Aéroport Portal (formerly extranet)
 - Annual integrated report
-

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

- Studies, surveys and action plans
- Occupational health and safety (OHS) policy
- Skills development and continuing training policy
- Professional 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
 - Integrated report
 - 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)
- Sustainable Aviation Fuels (SAFs)

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

- Offering a competitive environment
- Infrastructure development and renovation
- Safety Policy and Security Management System
- Competitive commercial policy
- Access to promotional tools
- Newsletters and traffic reports
- Organisation in 2025 of its first trade show dedicated to SAFs, bringing together airlines, suppliers, authorities and partners in order to promote exchanges and accelerate the transition to more sustainable fuels.

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)
- Integrated report
- 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
---	--

Main Tools and Information Frameworks	<ul style="list-style-type: none">- Website- Integrated report- Airport tours
--	---

Main Entities and Teams Involved	<ul style="list-style-type: none">- Executive Management- Environment and Sustainable Development Department- External Relations (Public and Aeronautical Affairs)
---	--

Key Shared Interests and Identified Expectations	<ul style="list-style-type: none">- Environmental impact (noise, air quality, carbon footprint reduction, etc.)- Soundproofing- Transparency (information)
---	--

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)
 - 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
 - Integrated report
 - Airport tours
-

Main Entities and Teams Involved

- Executive Management
 - Environment and Sustainable Development Department
 - Secretariat General and Legal Affairs
 - Quality Control, ICS, Risks and Compliance
 - External Relations (Public and Aeronautical Affairs)
-

Key Shared Interests and Identified Expectations

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

Methodology of the materiality analysis and stakeholder consultation process

GRI 3-1 Process to determine material topics

The process followed four steps:

1. Identification of potential issues (IRO – Impacts, Risks and Opportunities), based on previous reports, the existing matrix, sectoral and regulatory analyses, and applicable international requirements.
2. Consultation with internal and external stakeholders. Workshops were conducted with internal experts (operations, environment, HR, governance, IT, finance, etc.), and external expectations were incorporated (canton, federal authorities, local residents, environmental associations, economic partners).
3. Quantitative assessment and prioritisation
 - Negative impacts: assessed according to their severity (magnitude, scope, irreversibility) and probability.
 - Positive impacts: assessed according to their scale, magnitude and probability.
 - Financial risks and opportunities: analysed according to their probability of occurrence and the estimated magnitude of their effects (regulatory costs, operational, reputational and legal impacts).

The impact calculation follows the formula: Impact = Activity Data × Health/Environment Factor × Monetisation Factor. The data covers the entire value chain (direct operations, airlines, suppliers, employees, passengers). The analysis focuses on the short term

(1–5 years) and projects developments in the medium (5–10 years) and long term (10–25 years).

4. Validation and governance: The results were consolidated with the relevant departments and validated by the governance bodies. The process will be reviewed periodically to incorporate regulatory and strategic changes.

The identified risks have been classified into four categories: operational, legal, legislative (regulatory changes) and reputational.

Analysis and results interpretation

GRI 3-2 List of material topics

The results confirm the strong interdependence between climate, environmental, social and governance issues.

An issue is considered material when it is significant in terms of impact and/or financial impact. Some issues therefore exhibit a dominant materiality in only one dimension, justifying their inclusion in the strategy.

The issues with the highest materiality include, in particular:

Topic	Societal impact	Financial risk	Expected evolution
Climate resilience and GHG emissions	High	High	↑ Long term
Impact of noise on communities	High	Medium/High	↑
Overall environmental impact (air, water, soil)	Medium	Medium/High	↑
Health and safety	Medium/High	Medium	=
Sustainable value chain management	Medium	High	=
Sustainable governance	High	High	↑
Employment practices, diversity and inclusion	Medium	High	=
Passenger services (service, quality, cybersecurity)	Medium	Medium/High	↑

The major negative impacts concern greenhouse gas emissions, noise pollution and local pollution – three dimensions closely monitored by authorities and local residents.

- social and political pressure regarding local nuisances (licence to operate),
- extreme weather events likely to affect infrastructure and operations.

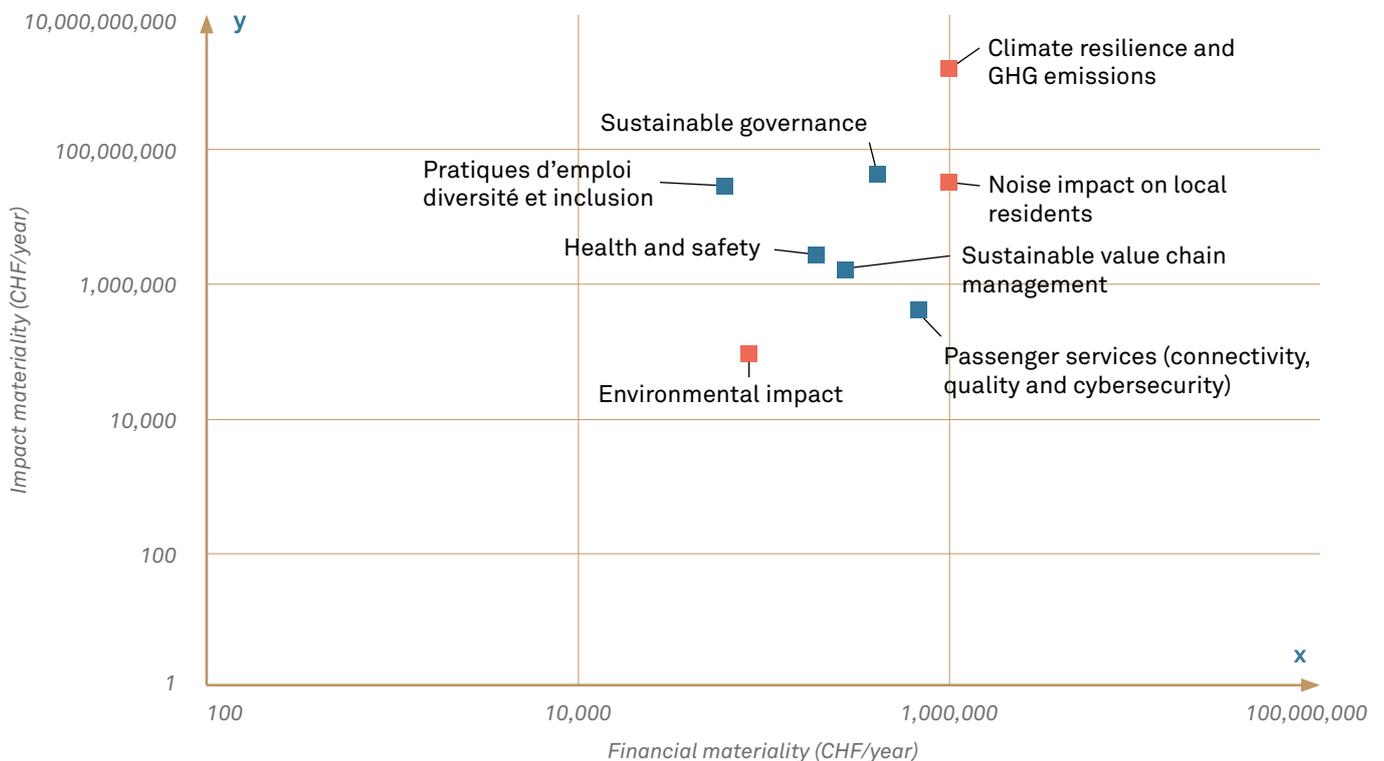
The positive impacts relate to employment, governance and safety. They demonstrate the airport’s significant contribution to regional cohesion and to reducing impacts through sustainable governance.

In the medium and long term, climate and governance issues are expected to gain relative importance, while internal social risks (employment, safety) should stabilise thanks to the HR policies and sustainable governance already in place.

The associated financial risks stem primarily from:

- carbon regulations and decarbonisation pathways imposed on the sector, and

Presentation of the matrix



Impacts, risks, opportunities

- Positive ■ Negative

y: represents GA’s impact on society and the environment, expressed in CHF per year.

x: indicates the financial risk borne by GA for each impact analysed, considering operational, regulatory, reputational and legal risk perspectives.

The double materiality matrix presents all assessed issues, whether material or not, to ensure transparency in the process. Material issues are positioned in the upper and/or right-hand areas of the matrix.

The axes are based on consistent scales:

- Horizontal axis: financial materiality (monetary valuation of risks/opportunities).
- Vertical axis: impact materiality (monetised net societal value).

This representation allows for an integrated understanding of strategic priorities.

Coherence between double materiality and strategy

The issues identified as material are integrated into the 2030 sustainability strategy. For each of them, Genève Aéroport defines:

- measurable objectives;
- key performance indicators (KPIs);
- operational action plans;
- monitoring and internal control mechanisms.

This consistency ensures that the double materiality analysis is not merely a declarative exercise, but a structuring tool for strategic management.

Particular attention is paid to aligning the issues presented in the matrix with those mentioned in the report, especially regarding cybersecurity and data protection, to ensure complete coherence between analysis, strategic priorities and communication.

2.8. Objectives, initiatives and indicators

GRI 3-3 Management of material topics

The three commitments outlined below, along with our 8 priority sustainability challenges stemming from the double materiality matrix carried out in 2025, 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.

The 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Environment</p> <p>How Genève Aéroport is taking action to reduce its climate and environmental footprint</p>	<p>Climate resilience and GHG emissions</p> <ul style="list-style-type: none"> • Reduce 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 2028, aimed at replacing oil and gas heating systems with renewable energy-based systems, 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 (55% in 2025 compared to 37% in 2024; 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"> • Financial incentives for the latest generation fleet • Validation of the supply chain and access to sustainable aviation fuel (SAF), followed by connecting stakeholders through the first SAF forum in Switzerland. Genève Aéroport plays a proactive facilitating role in this area. • Operational aviation measures • Centralised aircraft power supply and prohibition of the use of APUs (auxiliary power units) • Procurement 	<p>Indicator 1: Total greenhouse gas (GHG) emissions in tonnes CO₂e (Scopes 1 and 2)</p> <p>Observed trend: -Scopes 1 and 2): 5,891t CO₂e (2024) versus 6,520 t CO₂e (2023)</p> <p>Including direct greenhouse gas (GHG) emissions (Scope 1): 5,556 t CO₂e (2024) versus 6,057 tCO₂e (2023) and Indirect direct greenhouse gas (GHG) emissions (Scope 2): 335 t CO₂e (2024) versus 463 t CO₂e (2023)</p> <p>Target/Goal: Net Zero GHG emissions from Scopes 1 and 2 (2037)</p> <p>Indicator 2: Estimates of indirect GHG emissions (Scope 3)</p> <p>Observed trend: 1,516,086 t CO₂e (2024)</p> <p>Target/Goal: Contribute to achieving the Net Zero GHG emissions target for the entire industry (2050)</p>

The 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Environment How Genève Aéroport is taking action to reduce its climate and environmental footprint</p>	<ul style="list-style-type: none"> • Comply with Immission Limit Values (ILVs) • 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 control and improve air quality on the airport platform</p> <ul style="list-style-type: none"> • Reduce emissions of air pollutants (NOx, particulate matter, etc.) • Electrification of the entire fleet of airside vehicles and equipment • Continue the implementation of energy and pre-conditioned air supply to 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) • Develop a multimodal transport hub as part of the CAP2030 project, to significantly enhance connectivity • Development of a carpooling platform • 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: Measured nitrogen dioxide (NO₂) concentration values at the Éole station</p> <p>Observed trend: positive 20 µg/m³ (2025) versus 21 µg/m³ (2024) Target/objective: remain within the ILVs</p> <p>Indicator 4: Increase in sustainable modal share of passengers arriving at the airport via public transport</p> <p>Évolution constatée: Positive Observed trend: 50% (new survey from 2025) versus 49% (2023) Target/Goal: 58% (2030)</p>

The 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Environment How Genève Aéroport is taking action to reduce its climate and environmental footprint</p>	<ul style="list-style-type: none"> • Improve energy efficiency by 25% by 2030, compared to 2018-2019: +15% efficiency by 2026 and +25% by 2030. • Achieve a 70% share of renewable energy by 2028 for the airport platform (Genève Aéroport and partners) 	<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 minimum DGNB Gold certification is targeted for new constructions and a DGNB Silver certification is required for full renovation projects (Scopes 1 and 2) • Energy performance measures • Support our partners in reducing their consumption in the WATTelse programme • 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: Currently being realigned with the CO₂ Act (2024) Target/Goal: 25% improvement in energy efficiency (2030)</p> <p>Note: As a general rule, the airport's energy consumption decreases year on year.</p> <p>Indicator 6: Share of renewable energy in the thermal energy and fuel mix (EEC scope)</p> <p>Observed trend: 3,527 MWh (2025) versus 3,337 MWh (2024) Target/Goal: 70% renewable energy (2028)</p>
	<p>Environmental impact</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"> • Define the waste policy for Genève Aéroport • Define the scope of waste players and producers, then adopt the indicators, to be completed in 2025. • Adapt existing infrastructure. • Sort organic waste in catering activities (creation of a sorting guide in 2025 for commercial operators). • Improve the policy for purchasing, tenders and contracts. • Raise awareness among companies on the platform through waste management training for managers/buyers and cleaning staff. • Conduct a characterisation of incinerable waste from collection points and waste disposal centres on the platform in 2025–2026 (80% in 2025) to reassess the sorting potential. • Implement a waste dashboard (monitoring tool) to track changes in tonnage compared to the set objectives. 	<p>Indicator 7: Total amount of waste</p> <p>Observed trend: Improving 3,624 t (2024) versus 3,045 t (2023) Target/Goal: 20% less incinerable waste (2030)</p> <p>Indicator 8: Recycling rate</p> <p>Observed trend: Positive 45.6% (2024) versus 42.5% (2023) Target/Goal: achieve 60% recycling (2030)</p>

The 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Environment How Genève Aéroport is taking action to reduce its climate and environmental footprint</p>	<ul style="list-style-type: none"> • Reduce drinking water consumption • Control water pollution related to aircraft de-icing activities during winter weather events 	<p>Initiatives to manage water consumption</p> <ul style="list-style-type: none"> • Monitor and improve drinking water consumption control • Create a rainwater harvesting system for new buildings <p>Initiatives to manage water quality</p> <ul style="list-style-type: none"> • Update the concept of the Water Evacuation Management Plan (PGEE) validated in November 2025 • Create two retention basins for the Nant d'Avanchet watershed (the retention basin for the Vengeron watershed already exists); study launch in 2026 • Limit the environmental impact of de-icing products (by replacing them with more biodegradable substances and recovering more product for conversion into biogas) • Continue separating rainwater and wastewater networks (target: 100% separation by 2035) • Limit ground waterproofing 	

The 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Social and societal How Genève Aéroport collaborates for the health, safety and well-being of staff, suppliers, local residents and passengers</p>	<p>Impact of noise on local residents</p> <ul style="list-style-type: none"> • Reduce the noise footprint of air traffic by 2030 to protect residents from airport noise pollution by complying with the SAIP target noise exposure scenario 	<p>Initiatives to meet demand while protecting local residents</p> <ul style="list-style-type: none"> • Reducing take-offs after 10 p.m. No take-offs are scheduled, except for three long-haul flights operated with aircraft having the best acoustic performance (according to the SAIP) • Introducing, from 1 January 2025, a quota system for unscheduled take-offs after 10 p.m. with strong incentive fees to limit these nighttime delays and, consequently, the disturbances for local residents. • For arrivals, maintain the capacity to bring passengers back to Geneva from the hubs (a 9% reduction in capacity between 10:00 p.m. and 10:59 p.m., and a 55% reduction between 11:00 p.m. and 11:59 p.m., as approved in 2017). • Participate in a research project with Eurocontrol to identify nighttime delays in advance and encourage partners to make changes. • Provide residents with an online contact form to report noise complaints. • Implement a soundproofing programme for buildings near the airport, launched in 2003. Improve the pace of the soundproofing programme to cover the entire Swiss area (as of 31 December 2025, 634 buildings have been soundproofed since 2004, and 1,056 buildings remain potentially eligible for the programme). 	<p>Indicator 9: Number of night-time movements (10 p.m. - 5:59 a.m.)</p> <p>Observed trend: Decreasing 9,514 (2025) versus 9,879 (2024)</p> <p>Indicator 10: Surface area of the VP DSII envelope curve</p> <p>Observed trend: Decreasing (data not available for 2025) 31.2 km² (2024) versus 32 km² (2023)</p> <p>Indicator 11: Movements by noise class – scheduled and charter flights, passengers only (excluding ferry flights) – Class V</p> <p>Observed trend: Increasing 34% (2025) versus 31.85 (2024)</p> <p>Indicator 12: Total number of soundproofed buildings in CH</p> <p>Observed trend: 56 (2025)</p>

The 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Social and societal How Genève Aéroport collaborates for the health, safety and well-being of staff, suppliers, local residents and passengers</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 latest generation aircraft. Continue financial incentives for airlines to promote movements with latest 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 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. 	

The 3 commitments	Objectives of priority challenges	Initiatives	Indicators
	<p>Health and safety</p> <ul style="list-style-type: none"> • Make strengthening the safety culture on construction sites a priority operational objective in 2026, in order to prevent accidents, improve compliance with procedures and consolidate best practices among all stakeholders. 	<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: Percentage of occupational accidents</p> <p>Observed trend: Decrease in non-occupational accidents 16% (2025) versus 19% (2024) Target/Goal: 0 accidents</p>
	<p>Employment practices, diversity and inclusion</p> <ul style="list-style-type: none"> • Organise 4 plenary sessions with employees 	<p>Initiatives to foster dialogue</p> <ul style="list-style-type: none"> • Hold regular meetings, which staff representatives may be invited to attend 	
	<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"> • Develop a system for identifying and developing future management talent. • Promote diversity within teams through recruitment, in accordance with the Diversity in the Workplace Charter. • Maintain a gender pay gap of less than 1%. 	

The 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Governance How Genève Aéroport aims to be exemplary in terms of sustainable governance</p>	<p>Sustainable governance</p> <ul style="list-style-type: none"> • Ensure airport employees act with integrity at all times • 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 ensure that staff always act with integrity</p> <ul style="list-style-type: none"> • Strengthen awareness and training of staff members on combating corruption, conflicts of interest and fraud, and ensuring compliance with rules guaranteeing fair trading conditions. • Maintain the whistleblower platform available to staff <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 selected rating agency (EcoVadis). • Have ESG data on non-financial performance audited annually by an external auditor. • Strengthen awareness and training on sustainability for senior management and staff. In this regard, an awareness workshop was attended by members of the Board of Directors in November 2025. • 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. In 2023, André Schneider, Director, and Sascha Nick, researcher at EPFL and professor at HEC Lausanne, discussed the topic «Decarbonising Aviation: Mission Impossible?». In 2024, Christian Lüscher, Chairman of the Board of Directors, and Jean-Luc Chenuaux, lawyer and professor at UNIL, addressed the theme of «Sustainable Business Management». Finally, in 2025, Eglantine Jamet, co-founder and director of Artemia, and Susanna Swann, Human Resources Director, discussed the challenges of «Diversity at Genève Aéroport». 	

The 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Governance How Genève Aéroport aims to be exemplary in terms of sustainable governance</p>	<ul style="list-style-type: none"> • By 2030, implement the sustainability strategy and action plans aimed at placing sustainability at the heart of Genève Aéroport's overall strategy. 	<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 • 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 	
	<p>Sustainable value chain management</p> <ul style="list-style-type: none"> • By 2030, reflect on the process for raising supplier awareness of the public procurement policy. • In 2026, continue the implementation of 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 <p>Raise awareness among suppliers about sustainability in our calls for tenders.</p> <p>The objective, starting in 2026, is to make it mandatory to integrate at least one of the sustainability criteria listed in the Responsible Digital Matrix into all calls for tenders involving new IT technologies.</p> <ul style="list-style-type: none"> • All calls for tenders must include at least one sustainability-related requirement at one of the three levels described in the governance framework: suitability criteria, technical specifications and/or evaluation criteria. 	

The 3 commitments	Objectives of priority challenges	Initiatives	Indicators
<p>Governance How Genève Aéroport aims to be exemplary in terms of sustainable governance</p>	<p>Passenger services</p> <ul style="list-style-type: none"> Ensuring that IT systems, data and information are managed confidentially, securely and with integrity, and that they protect against threats 	<p>Initiatives to prevent breaches and information security</p> <ul style="list-style-type: none"> Provide training and awareness to prevent breaches and ensure information security Maintain a due diligence programme on information security Establish a whistleblowing procedure available to stakeholders to report information security issues Monitor developments in information security risks Implement an incident response procedure to manage breaches of confidential information Put in place measures to protect third-party data against unauthorised access or disclosure Implement measures to obtain stakeholders' consent for the processing, sharing and retention of confidential information Conduct audits of control procedures to prevent information security breaches 	<p>Indicator 14: Total number of leaks, thefts or losses identified concerning client and staff data</p> <p>Observed trend: Positive 0 (2025) versus 0 (2024) Target/Goal: 0</p>

2.9. Risk, opportunities 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. Each risk is associated with a strategy defined according to Genève Aéroport's risk appetite.

This system also includes business continuity and preparedness for emergency situations, whether operational or related to sustainability issues, in accordance with the requirements of the airport sector and international best practices.

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).

Risk, opportunities 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 (1–5 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:

- consultation with internal and external stakeholders (dual materiality analysis), focused on assessing stakeholder expectations, is carried out every two to three years (the most recent took place at the end of 2025).

- a continuous dialogue with its stakeholders, in order to remain attentive to their expectations and to changes in its environment;
- 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, namely operational, financial, compliance/legal, strategic and reputational risks.

The results of this analysis inform strategic decisions and sustainability action planning. They are reviewed annually by Management and presented to the Board of Directors as part of the risk and sustainability management framework.

Innovating for a sustainable future

Rooted in an ecosystem that blends excellence and agility, with Switzerland recognised as the most innovative country for the 15th consecutive year, Genève Aéroport continues to leverage innovation as a concrete driver of sustainability and economic and societal impact.

Genève Aéroport's commitment to the local academic and industrial community, including Fongit, OPI, Genilem, EPFL and HES SO, allows it to amplify and accelerate initiatives, whether it is using more sustainable materials or improving passenger well-being.

The new open innovation programme, the 'GVA Runway Lab', aims to ensure the long-term sustainability of this approach and capitalise on the dynamism of the Geneva region. Genève Aéroport's ambition is clear: to transform ideas into concrete actions and demonstrate exemplary practices, both in the short and long term.

2.10. Integrated and cross-functional sustainability governance

Structure

GRI 2-9 Structure and composition of the governance

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

Possessing full legal personality under Article 37 of the LOIDP, Genève Aéroport has four governing bodies: the Board of Directors, the Executive Committee (composed of five members of the Board of Directors), the Executive Management and the Auditor, appointed by the Board of Directors.

The governance and organisation of sustainability within Genève Aéroport, simplified into four key phases (validation, vision impetus, implementation and 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.

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 2025). 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 the 2040 Vision and the Sustainability Strategy, including the 2024-2050 Greenhouse Gas Emissions Reduction Strategy;
- 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 2025, it included the Chief Executive Officer, the Director of Sales and Development, the Director of Operations, the Director of Infrastructure, the Director of Human Resources, the Chief Financial Officer and the Chief Technology Officer. 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 the 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 the 2040 Vision and the Sustainability Strategy, including the 2024-2050 Greenhouse Gas Emissions Reduction Strategy
- Validate the sustainability-related action plans, and 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 2025, the Consultative Commission for the Support of the Evolution of the Airport Platform (CCAPEA), 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 CCAPEA:

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

Implementation

The Environment and Sustainable Development (ESD) department

The Environment and Sustainable Development (ESD) department was created in 2016 to succeed the former Environment and Legal Affairs Division. Integrated within the extended Executive Management, its mission is to steer the sustainability strategy and the deployment of action plans at the institutional level with the relevant entities, while also serving as 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;
- Environment, responsible for the implementation of Genève Aéroport's environmental and climate-related policies and actions.

The ESG committee

The Operational Committee, appointed by Executive Management, is responsible for implementing the 2030 strategy and action plans, as well as monitoring ESG performance data (including data assurance). It is chaired by the Sustainability Project Manager and meets at least six times a year.

The Operational Committee, mandated by the Executive Management, is responsible for implementing the 2030 Strategy, the action plans, and monitoring ESG performance data (+ data assurance). 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 action plans at 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 ESG performance.
- Topics addressed during the ESG 2025 Committee meetings:
 - o Regulatory compliance and ESG audits: monitoring of federal and European standards (Art. 964a et seq. of the Swiss Code of Obligations, GRI, CSRD, ESRS, etc.);
 - o Short- and medium-term ESG objectives (carbon reduction, diversity, certifications);
 - o Exchanges and discussions on the development and analysis of double materiality;
 - o Supplier and partner management: ESG criteria in

the selection of service providers and monitoring of subcontractors' ESG performance;

- o Innovation: presentation of solutions to reduce carbon footprint and optimise waste and recycling;
- o Sustainable IT (Green IT): optimisation of IT infrastructure, Sustainable IT 1 certification, equipment lifecycle management;
- o Energy efficiency in terminals, parking facilities, lighting and air conditioning.

Dissemination

Ambassador network

The implementation of all programmes is ensured by the members of the Executive Management, the operational managers and members of the ESG committee, 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 (non-exhaustive list):

- 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 assessment 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 Quota Counts aim to reduce noise caused by unplanned departures after 10 p.m.;
- The Occupational Health and Safety Committee (CSST) monitors, directly or indirectly, the health, safety and well-being of passengers, Genève Aéroport employees and all platform partners;
- The EHS 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 airside;
- 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 aimed at continuously securing all our infrastructure;

- 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 Division.

2.11. Global and local external partnerships to make progress collectively

GRI 2-28 Memberships in associations

Genève Aéroport strengthens its network of partnerships and collaborations every year, both locally and internationally. These alliances enable the development of common approaches, the exchange of best practices and the advancement of the entire airport ecosystem on environmental, social and innovation issues.

The airport works closely with the Canton of Geneva, autonomous public companies and several sector organisations. These include, in particular, the French-speaking Swiss Aerospace Companies Group (GAIN), the ARCS (Aviation Research Center Switzerland) group, AERIA+ and various French and German airports. Genève Aéroport also participates in the EnvStrat group and the Technology and Innovation forum, both programmes led by ACI Europe, which bring together many European airports around the themes of sustainability and transformation.

Furthermore, the partnership with the Association of Sustainability Specialists (ASD) has continued since 2024. This association's missions are to:

- Represent and defend the interests of sustainability stakeholders;
- Inform, raise awareness and organise events aimed at mobilising the local ecosystem.

Finally, Genève Aéroport continues its collaboration with the Ornithological Rehabilitation Centre (COR), notably through the 'Martinet Noir' (Black Swift) project carried out in July 2025, which illustrates the attention paid to biodiversity and local fauna.

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 is published annually and is subject to external assurance under ISAE 3000 (Revised). 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), consolidated since 2025 within ESG data management software, Reporting 21. 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 the 3 long-term commitments of Genève Aéroport – namely

- Acting to reduce its environmental footprint;
- Collaborating for the health, safety and well-being of stakeholders;
- Setting an example in governance and sustainability.

Long-term commitment and measurement tools	
Tool	Reporting table – Reporting 21 software
KPI	14
Scope	Genève Aéroport
Reporting	Annual
Internal Audit	Yes
Environmental, social and governance (ESG) impacts	Dual materiality analysis updated at the end of 2025
Governance involved	Yes, Executive Management and the Board of Directors are informed quarterly about the airport's non-financial performance.
Strategy aligned with the risk management system	Yes

3. Responsible Business Conduct Based on Trust

In this section:

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

3.1. Ethical business conduct



Governance framework and commitment

This commitment is demonstrated through the adoption and implementation of several governance instruments:

- the Directive on the Prevention and Management of Conflicts of Interest – including principles regarding gifts and invitations – as well as whistleblower protection (hereinafter Directive on the Prevention and Management of Conflicts of Interest),
- as well as a Code of Conduct, applicable to all staff members.

Managers are bound by a duty of exemplary behaviour and are responsible for encouraging a culture of integrity, transparency and dialogue within the airport.

Every staff member is required to contribute to the prevention and detection of illegal or fraudulent acts. Specific training courses are provided to enhance understanding of the risks and obligations in this area. Behaviour is considered fraudulent in particular when it is aimed at obtaining an undue or illegal advantage. Liable to criminal prosecution, such behaviour 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 staff, partners and suppliers.

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 system since 2017. These risks are defined by Genève Aéroport as being a criminal offence causing financial or material damage. This risk includes corruption, breach of trust, fraud, theft, acceptance of an advantage, as well as mismanagement of public interests.

GRI 2-26 Mechanisms for seeking advice and raising concerns

GRI 2-25 Remediation of negative impacts

GRI 2-27 Compliance with laws and regulations

Several mechanisms are available for seeking advice or reporting concerns (non-exhaustive list):

- a secure online platform for reporting suspected fraud;
- e-learning training for all Genève Aéroport employees – conducted every three years;
- an Ethics Committee comprised of the CEO, the Human Resources Director, the General Secretary and Head of Legal Affairs, and the Ethics Officer;
- annual reporting and updating of ancillary activities and public expenses.

Alerts concerning economic matters reported on the secure external platform (IntegrityLine.com) are handled by a Committee composed of specialists – from Executive Management and the Board of Directors – who may issue recommendations, trigger the opening of an administrative enquiry, 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. 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 fraud. 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

A section dedicated to fraud risks and inappropriate behaviour on Genève Aéroport's intranet provides employees with various resources.

Information is mainly reported through a global annual reporting process carried out by the Ethics Committee. This reporting monitors the deployment of available tools and processes, using quantified indicators relating to key elements of the programme, such as the number of training courses, disputes 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 accordance with the provisions of the cantonal Act on the Protection of Whistleblowers (LPLA).

GRI 205-3 Confirmed cases of corruption and measures taken

Genève Aéroport was not the subject of any confirmed cases of corruption in 2025.

Prevention and management of 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 define 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;
- the principles to be followed with regard to gifts, advantages and invitations;
- the rules to be followed with regard to recruitment.

These documents aim to ensure that Genève Aéroport's activities are carried out responsibly, with integrity and fairness, in a zero-tolerance approach to inappropriate practices.

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 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. 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 cybersecurity, which is considered a key challenge within its double materiality matrix (see 'Quality of service for passengers'). No reports of data confidentiality breaches have been received from our partners in 2025.

In order to strengthen its commitment, Genève Aéroport has implemented the following measures (non-exhaustive list):

- Regular training and awareness sessions are organised for all employees;
- A whistleblowing procedure is in place to give stakeholders the opportunity to report any incident or problem relating to information security;
- Control audits are carried out periodically to ensure compliance with best practices in information security.

3.3. Respect for human rights



The main challenges in terms of respect for human rights were identified using the methodology of the United Nations Guiding Principles on Business and Human Rights (UNGP), using the 'salient risks' approach.

Based on this, the airport identified in 2025 five salient risks regarding human rights, 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 living near Genève Aéroport)

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 respect for working conditions by its partners and concessionaires. In the event of disputes reported by trade unions, Genève Aéroport intervenes to promote social dialogue between the parties concerned.

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.

The main regulations applicable to Genève Aéroport personnel (remuneration, workplace safety, working time, etc.) are adopted by the Board of Directors in consultation with representative employee organisations.

In 2025, Genève Aéroport entered into negotiations with the trade unions with a view to concluding a collective bargaining agreement (CBA), in accordance with Article 40 of the LAIG.

Furthermore, Genève Aéroport promotes an inclusive corporate culture and excludes all forms of discrimination based on origin, gender, sexual orientation or identity, disability, age or political, trade union, religious or minority affiliation (see section 6 of the report). In 2025, Genève Aéroport had one proven case of discrimination.

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 on health and well-being. Therefore, the issue of their right to health and to an adequate standard of living is a key matter for Genève Aéroport.

These points are further developed under section 6.3 of this report entitled 'Preliminary report in accordance with the Federal Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour' (DDTrO). Genève Aéroport reaffirms its commitment to respecting internationally recognised human rights, as set out in the United Nations Universal Declaration of Human Rights.

3.4. Sustainable relations with suppliers



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.

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;
- Principle 2: respect human rights and fundamental labour rights;
- Principle 3: take action to prevent and mitigate any environmental risk;
- Principle 4: respect competition law, commit to sustainable finance and promote local economic development;

The procurement policy is available on Genève Aéroport's [website](#).

During the procurement process, suppliers commit to respecting these principles, as well as the provisions of the entire tender dossier in which the Responsible Procurement Charter is mentioned.

In this respect, Genève Aéroport also takes sustainability into account by integrating evaluation criteria into its calls for tenders, such as:

- the availability of spare parts and the warranty period;
- the proportion of recycled materials used in the production of the product and the possibilities for recycling the components of the product at the end of its life;
- the modularity of the product according to needs.

Suppliers

Genève Aéroport's activities generate thousands of direct and indirect jobs. In 2025, the airport worked with a network of over 1,836 suppliers of goods and services.

Genève Aéroport purchases goods and services and awards public contracts for a significant amount. Airport purchases alone amount to over CHF 165 million in 2025. The breakdown of procurement expenditures at the airport

level is approximately 35% for goods (products, equipment, etc.) and 65% for services (including intellectual services, construction work with material supplies, 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, they notably adhere 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.

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 achieve this, the following steps have been put in place:

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 before the end of 2025. Appropriate and personalised training with the Geneva-based company ecoLive was provided in October 2025;
- Two e-learning modules have been developed by the sustainability officer within the Procurement department, in collaboration with the local companies ecoLive and eSkills. These modules will be rolled out in 2026 to public procurement applicants (internal employees);
- Furthermore, the Procurement department also participates in the responsible procurement group for autonomous public institutions in the Canton of Geneva to share and learn about best practices;
- The responsible public procurement governance framework was validated and presented to the Procurement department for implementation in 2025. It provides a framework and the necessary tools to efficiently integrate sustainability indicators into the airport's calls for tenders. Suppliers are now assessed on their sustainability performance through requirements related to these aspects. This procedure will initially apply to calls for tenders whose subject is directly related to or has an impact on 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 into the procurement process

Genève Aéroport implemented in 2019 a Responsible Procurement Charter in 2019, 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. Internal audits have been conducted since 2025.

Supplier assessment

Genève Aéroport has set the objective of assessing its priority suppliers by the end of 2025, 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 has been implemented through the KYS (Know your supplier) process on a limited panel of suppliers.

The objective of supplier assessments is to gain a better understanding of the partners with whom Genève Aéroport collaborates, while sharing the objectives and commitments expected within these relationships, and also to communicate these objectives and commitments through this partnership.

Following the assessments conducted, the risks related to corruption and human rights violations were verified, as well as their compliance with applicable laws and standards.

Regarding the organisation of this process:

- A panel of 36 suppliers was invited to participate in the pilot phase of this assessment process;
- A focus was placed on Genève Aéroport's critical suppliers. A few other suppliers per purchasing category were also invited to participate.
- The list of critical suppliers was established using Activity-Based Costing (ABC), combined with Kraljic analysis, which allows for the analysis of the risks and complexity of the services provided to each supplier (e.g. risk of Genève Aéroport's dependence, supply chain, single-source, etc.).
- Tools used: A standard questionnaire was submitted to them for completion, requiring them to provide supporting documentation.
- Genève Aéroport's departments were also asked to provide feedback on their contractual relationships with selected suppliers and the execution of services.

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 direct awards issued by the procurement function) amounts to 97.10% in 2025. This represents 99.15% of our call for tender spending going to Swiss contract awardees.

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 2025.

AOSS G4-DMA Service quality

AOSS G4-DMA Passenger service quality

Genève Aéroport has implemented a performance measurement programme for assistance agents and various airport services. The objective is to assess whether the quality of service offered to passengers meets the objectives set by the airport for its partners. Measurements are taken to determine, for example, waiting times at baggage check-in and security screening. Every month, the airport's Executive Management receives a summary of these results

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. Surveys are conducted throughout the year, and passengers are interviewed in the boarding area. In this survey, passengers gave an average overall satisfaction rating of 4.07 (on a scale of 1 to 5) in 2025, compared to 4.01 in 2023 and 4.00 in 2024. This is the best annual score ever achieved by Genève Aéroport (excluding the COVID-19 pandemic). The results highlight, in particular, passenger satisfaction with airport staff, the cleanliness of the facilities and the efficiency of security checks.

This performance reflects the importance placed on the quality of service offered to travellers, a key priority for Genève Aéroport in 2025. This commitment has resulted in several concrete actions. Management has defined user satisfaction as a company objective, engaging all employees in this area. A hackathon dedicated to customer experience was organised to develop innovative ideas. Genève Aéroport once again participated in the World Passenger Day initiative: on 17 November, various activities and festivities were organised. Finally, a cross-functional working group was established to lead projects aimed at improving the passenger experience.

3.6 Creating value for Geneva and Switzerland



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

- Promoting the economic development of Geneva and Switzerland by sustainably meeting the need for air connectivity;
- Managing societal challenges by limiting the negative impacts related to airport operations.

Philanthropy and sponsorship

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

Genève Aéroport is committed to strengthening its integration within the local community through various initiatives supporting civil society, particularly in the areas of sport, culture and environmental protection.

To this end, through corporate philanthropy, Genève Aéroport provides occasional support to local events, as well as non-profit organisations, federations and foundations located in the vicinity of Genève Aéroport. A special focus is placed on young people.

Similarly, through sponsorship, Genève Aéroport supports various cultural, sporting, charitable and environmental events and initiatives. This is a way of investing in our region, connecting communities and creating shared value.

In 2025, local philanthropy supported 46 projects for a total of CHF 122,000. In its sponsorship activities, Genève Aéroport supported 21 entities and events for a total amount of CHF 578,000 (CHF 430,000 in 2024).

Indirect economic impact

GRI AOSS G4-8 Declare the markets served

GRI AOSS G4-9 Declare the markets served

GRI AOSS A01 Total number of passengers per year

GRI AOSS A02 Total annual number of aircraft movements by day and night

GRI AOSS A03 Total freight tonnage

This section is covered in the integrated reporting annual report for the 2025 financial year and has been removed to avoid duplication.

3.7. Sustainable IT

In 2025, Genève Aéroport took further steps to make digital technology more environmentally friendly. After laying the groundwork in 2024 (signing the Responsible Digital Charter, joining ISIT-CH, and obtaining the NR1 label), 2025 was marked by concrete and visible achievements.

In particular, the following were accomplished in 2025:

- Appointment and mobilisation of Sustainable IT ambassadors: A full-time Sustainable IT Officer was appointed, and Sustainable IT ambassadors were designated in each department; A charter now defines their roles and responsibilities, in order to support teams and disseminate best practices;
- Implementation of robust governance: Rules and tools were established to structure and monitor progress;
- Development of a roadmap: The objective is to adopt a new corporate culture where digital technology is used more sustainably and responsibly;
- Creation of a central website: All relevant information and resources are now accessible to all employees;
- Development of three types of training: An online MOOC, awareness workshops (3 organised this year) and in-depth certification for Sustainable IT ambassadors.

Key figures for 2025:

- 71% of employees in the Technology Department have completed training or participated in a workshop on sustainable IT practices;
- 92% of managers in the Technology Department have received training and awareness-raising, ensuring that sustainability is strategically integrated into all projects undertaken by the various departments;
- 31% of the commitments required to maintain the Sustainable IT 1 label have already been fulfilled.

Why this approach? Digital technology, while often overlooked, has a major environmental impact: it is currently responsible for approximately 4% of global greenhouse gas emissions (according to GreenIT 2020), more than the aviation sector. Genève Aéroport is committed to reducing this footprint through concrete actions and collective action. The goal is to make digital technology a true driver of sustainability, for the benefit of all.

4. Actions to Reduce the 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 reduction and management
- 4.6. Water management and conservation
- 4.7. Circular resource management
- 4.8. Biodiversity protection

4.1. Decarbonisation management

A structured governance of climate risk



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

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

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

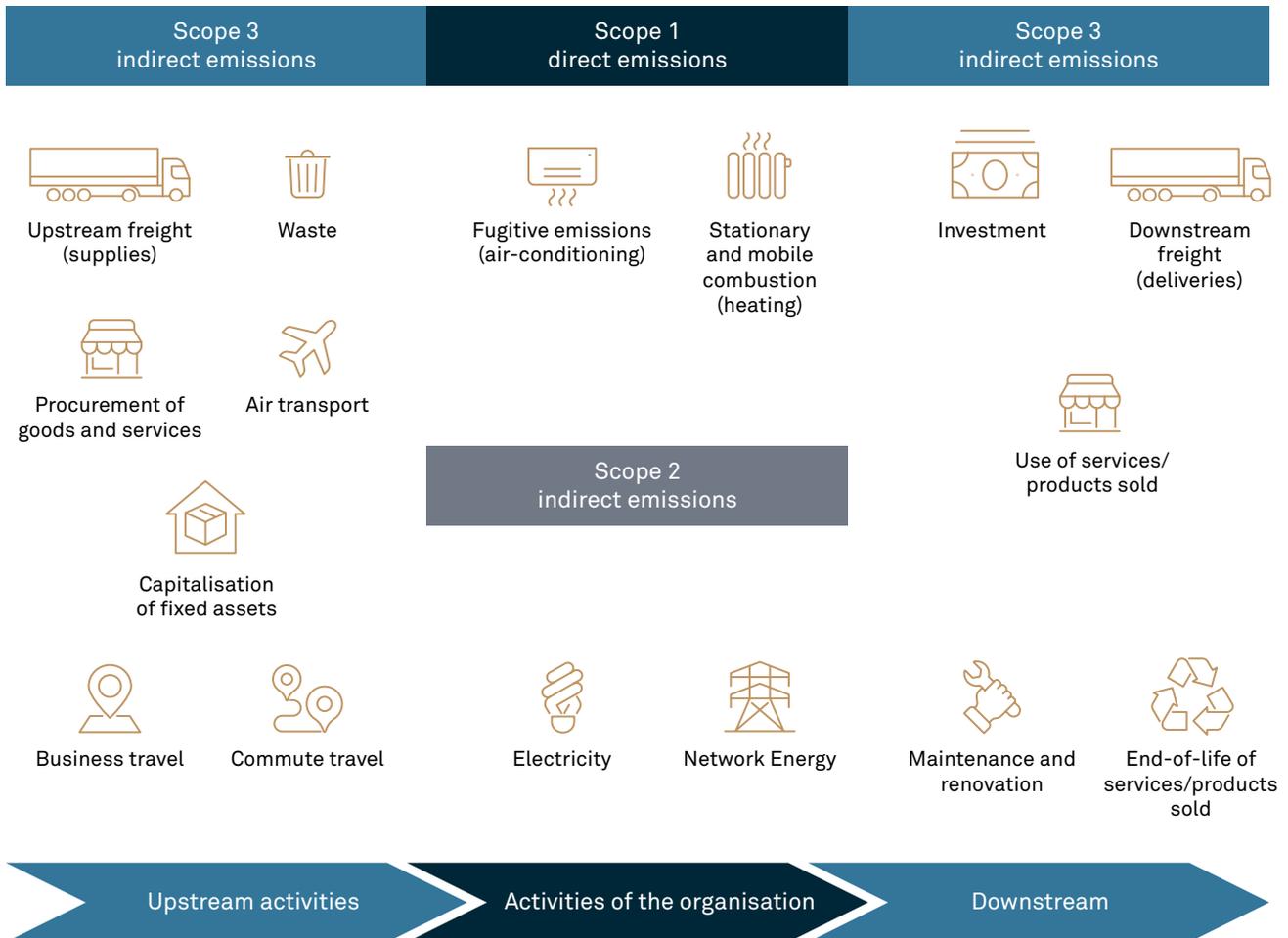
GRI 305-5 GHG emission reduction

The activities of Genève Aéroport generate significant environmental impacts, of which greenhouse gas (GHG) emissions constitute the major identified risk: failure to meet emission reduction commitments. This risk is managed according to the internal risk management process described in section 2.10 of the report, which includes the identification, assessment and monitoring of climate risks.

The airport relies on a robust reporting framework compliant with GRI standards (305-1, 305-2, 305-3 and 305-5) and on a strategy aligned with international and national climate policies.

A carbon footprint dominated by scope 3

Genève Aéroport's 2024 carbon footprint (the 2025 figure is not yet available at the time of publication of this report) amounts to 1,516,086 tCO₂e, 99.5% of which falls under Scope 3. Scopes 1 and 2 represent 0.4% and 0.1% respectively. It includes Scopes 1, 2 and 3 (illustrated in the diagram below), namely building energy consumption and vehicle use (Scope 1), indirect emissions related to the electricity consumed by Genève



Aéroport (Scope 2), and indirect emissions related to the activities of partners: airlines, passengers and suppliers (Scope 3).

The methodological update associated with Airport Carbon Accreditation (ACA) 4+ certification, obtained in 2024 and reconfirmed in 2025, has profoundly changed the scope: aviation emissions are now calculated over the entire flight (and no longer just the Landing and Take-off (LTO) cycle). This change, coupled with the integration of new sources (purchases, waste, wastewater), has mechanically increased Scope 3 emissions tenfold.

An ambitious and structured Net Zero trajectory

Genève Aéroport published its GHG reduction strategy in October 2024, encompassing all its scopes. It sets:

- An intermediate target: -60% by 2028 (compared to 1990);
- A Net Zero target for Scopes 1 and 2 by 2037;
- And contributes to the aviation industry's Net Zero target for Scope 3 by 2050.

Net Zero is defined as a maximum reduction in emissions, with a residual volume of 10% of 1990 emissions to be permanently sequestered.

Scopes 1 and 2 action plan

The measures currently implemented at Genève Aéroport should already enable, by 2028, a 70% reduction in 1990 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, thereby exceeding the set target and reaching Net Zero in 2037.

Here are Genève Aéroport's three main measures to reduce its emissions:

- Connecting to the GeniLac project, which uses water from Lake Geneva, will allow the airport to eliminate all fossil fuels for heating and cooling its buildings by 2028;
- Replacing refrigerants (such as those used in cargo cold storage or the refrigeration units in Terminal 1) that have a high global warming potential;
- Electrifying airside vehicles (currently 45%, with a target of 90% by 2030). Genève Aéroport is renewing its own fleet of vehicles and equipment, using electric motors wherever possible, including for its passenger buses. Genève Aéroport is also helping its partners operating on the tarmac to electrify their own fleets by deploying charging infrastructure and subsidising the replacement of internal combustion engine vehicles with electric ones.

Since 2017, Genève Aéroport has offset all of its Scope 1 and 2 emissions using Gold Standard certified carbon

credits, in accordance with the Objectives Agreement with the Republic and Canton of Geneva. Offsets finance international projects in biomass or geothermal energy. Carbon offsetting aims to reduce or eliminate CO₂ emissions by taking measures outside the scope of the emitting organisation. This approach allows offsetting measures to be financed in sectors where mitigation potential is limited. Certificates are documents issued by an independent third party that certify that CO₂ emissions have been avoided thanks to a project that was partly financed by the company receiving the certificate. Certificates are therefore always linked to a specific project; this project could not have been carried out without the financing obtained through the sale of the certificates.

Scope 3 strategy

Scope 3 emissions account for the majority of emissions, particularly those related to air traffic (79%). Genève Aéroport acts as a facilitator and catalyst, with varying degrees of influence depending on the emission category. Genève Aéroport actively contributes to the industry's overall goal of carbon neutrality by 2050, which involves reducing emissions by 90% compared to 1990 levels, with a maximum of 10% of residual emissions to be sequestered and stored. To this end, it integrates Scope 3 into its greenhouse gas reduction strategy.

Here are the airport's three main measures to reduce aviation emissions, representing 79% of Scope 3 emissions:

- Providing financial incentives to airlines to operate with the latest generation of aircraft, which are more fuel-efficient and quieter, as well as incentives for aircraft occupancy;
- Supporting the introduction of alternatives to jet fuel through the implementation of SAF at the airport. To this end, a SAF Forum was organised in 2025, bringing together all stakeholders involved at the airport. Furthermore, a study on the anticipated introduction of hydrogen at the airport was launched in 2025;
- Maintaining 400Hz electrical power supply systems and pre-conditioned air supply (PCA) systems at aircraft parking positions and extending them to all possible positions. These systems avoid the use of the parked aircraft's auxiliary power units, which are very energy-intensive and noisy.

Genève Aéroport is also committed to reducing other indirect Scope 3 emissions.

- Electrification of airside vehicles and ground support equipment: Currently at 45%, with a target of 90% by 2030;
- Increase in sustainable passenger modal shares for passengers and employees. Goal: 44% for employees and 58% for passengers by 2030;
- Promoting more responsible and sustainable

procurement: 100% of buyers were trained in 2025, e-learning for occasional buyers (Genève Aéroport employees and project managers) was delivered in 2025, and support from the responsible procurement project manager was implemented.

Central role of SAF in decarbonising aviation

SAF is the most immediate solution for reducing emissions in the sector. Genève Aéroport is playing a facilitating role in preparing the airport for the European ReFuelEU Aviation regulation, which comes into effect in 2026. The airport is now SAF-ready, with an operational supply chain and a multi-stakeholder dynamic strengthened by the annual SAF forums.

Swiss aviation operates within a rapidly evolving regulatory environment with the entry into force, on 1 January 2026, of the European ReFuelEU Aviation regulation applicable to Switzerland. This regulation requires fuel suppliers to progressively incorporate a minimum share of sustainable aviation fuel (SAF), set at 2% by 2026, and mandates that the national airports of Geneva and Zurich facilitate its supply and use. SAF is a liquid biofuel, produced from sustainable raw materials (used oils, animal fats, waste or captured CO₂), intended to be blended (up to a maximum ratio of 50%) with Jet-A1 kerosene without requiring modification of existing infrastructure or aircraft engines. Its use reduces net CO₂ emissions by up to 80% over its entire lifecycle compared to fossil fuels.

Genève Aéroport has undertaken a structured approach with all stakeholders in the main supply chain to ensure that everyone involved is operational in delivering, transporting and distributing SAF at Genève Aéroport. Its role is primarily that of a facilitator, bringing together stakeholders — producers, importers, distributors and airlines — around a common goal: making SAF effectively available and operational at Genève Aéroport.

With this in mind, Genève Aéroport organised the very first Swiss SAF Forum in June 2025, which gathered a wide range of market players to discuss various technical, fiscal and logistical challenges related to its deployment. A second forum is already planned for 2026, continuing this dynamic of coordination and ongoing dialogue with the market. These actions are part of a strategy to make Genève Aéroport more 'SAF-attractive', now that the platform is fully SAF-ready, that is to say ready to receive and distribute this fuel in safe, traceable conditions and in compliance with national and international requirements.

For more information, please consult the [Greenhouse Gas Reduction Strategy](#).

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 NO₂ sensors located within the airport perimeter and along the runway axes up to two kilometres from the airport. In October 2025, the air quality monitoring station was moved to a new building. The station's measurements can be viewed on the website <http://www.transalpair.eu/>

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 to all airports in Switzerland in order to have a greater impact³.

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 6.4.

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 6.4.

GRI AOSS G4-EN6 Reduction of energy consumption

For this indicator, Genève Aéroport accounts for the thermal and electrical energy savings that are declared, recorded, validated and verified as part of the SIG eco21 programme. See the table of indicators in section 6.4.

³ <https://www.bazl.admin.ch/bazl/fr/home/themen/umwelt/schadstoffe/taxes-d-atterrissage-liees-aux-emissions.html>

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 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 more recently defined in 2023. The airport's energy management system, ISO 50001-certified since 2017 and renewed in 2024, addresses these business risks and is strongly focused 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 compared to 2019: +15% efficiency in 2026 and +25% in 2030.
- Develop photovoltaic solar power production: 5 GWh/year in 2026 and 8 GWh/year by 2030.

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

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.

2025 Assessment

- Decarbonisation:
 - o Heat production from heat pumps (HP) allowing for a reduction in fuel oil consumption of 33% compared to 2024;
 - o Deployment of a hydraulic heating system in the halls of the Grand Hangar (GH) to replace half of the natural gas radiant heaters;
 - o Introduction of HVO100 distribution for GA airside vehicles. HVO100 (100% hydrotreated vegetable oil) promises a significant reduction in CO₂ emissions compared to fossil diesel;
 - o Deployment of 115 electric vehicle charging stations on the platform by 2025;
 - o Electrification measures have led to an increase in electricity consumption in 2025.
- Energy efficiency
 - o Replacement of approximately 3,500 light fixtures under the lighting replacement programme.
 - o Launch of the thermal regulation optimisation programme for the East Wing, the savings of which will be measured and validated in 2026;
 - o Validation of energy savings related to the replacement of ten lifts and freight lifts in the freight building, the four ventilation motors in the Satellite 10 building, and the optimisation of ventilation management in Terminal 1.
- Solar production:
 - o Reaffirmation of commitments and update of the solar deployment strategy to 2040.

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.

For the summer holiday departures, for example, the airport renewed its partnership with CFF to implement 'early morning' trains for passengers travelling from the Jura to Genève-Aéroport. These trains enabled passengers to travel in optimal comfort while leaving their vehicles at home. This morning offer was renewed during the holiday season.

Similarly, starting with the timetable change in December 2025, the first direct train service between Annemasse and Genève Aéroport was introduced.

The quality of public transport services is essential for the airport, both for achieving modal shift targets and more broadly for its operation and development. Work has begun on the extension of the Nations tram line, which will eventually serve the P47 terminal, with service scheduled to begin in 2028.

Electrification of airside vehicles and ground support equipment

Several fast-charging stations have been installed on the tarmac, available to all companies on site. For the time being, these stations are available free of charge as an incentive; a fee will be introduced later in 2026. By the end of 2025, 45% of the vehicles and equipment operating airside were electric.

Furthermore, Genève Aéroport has continued to provide subsidies to companies replacing their internal combustion engine vehicles with electric vehicles for the eighth consecutive year. Over these nine years, more than CHF 650,000 has been allocated to partners for the renewal of their vehicle and equipment fleets.

Sustainable modal share of employees

The new employee mobility survey was conducted among all airport employees in October and November 2025. More than 1,600 people responded. The modal shares of cycling, walking, scooters, carpooling and trains remained constant. Only the use of buses and NPA increased by 2 percentage points. Regarding motorised transport, the share of car use decreased significantly (-5%), while that of motorised two-wheelers increased (+3%). However, the trend over the last three surveys is a slow improvement in the sustainable modal share. The share of individual motorised vehicle use is declining slowly, having fallen by 14 percentage points in 18 years (from 73% to 59%).

At the same time, a survey was conducted among companies located at the airport regarding the canton or department of residence of airport employees, yielding over 6,650 responses. This survey reveals an acceleration in employee travel to neighbouring France (+8% in 3

years), which significantly reduces the availability of public transport for employees to reach the airport.

Carpooling

Genève Aéroport established a partnership with BlaBlaCar Daily in May 2024 to develop carpooling across the airport platform. Carpool trips are partially co-financed by Genève Aéroport. Several communication initiatives and workshops were implemented to promote this service. In 2025, the use of this service increased significantly; by the end of the year, more than 40 commutes per day, totalling approximately 2,000 km, were being made via carpooling.

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 first to reassess its functional perimeter of waste producers in order to highlight its KPIs and define an associated policy. In fact, a monitoring tool (waste dashboard) was put in place at the end of 2025, to track the evolution of waste tonnages in relation to the objectives set.

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

Date	21.11 2024	22.01 2025	03.03 2025	02.04 2025	05.05 2025	11.06 2025	02.07 2025	05.08 2025	13.10 2025	04.11 2025
Trips/day	8.3	16	27.4	28.5	27.2	28.3	31	29.6	35.8	41.9
km travelled/ day	363	695	1,198	1,245	1,191	1,249	1,361	1,299	1,597	1,947

⁴ <https://www.gva.ch/fr/Site/Geneve-Aeroport/News/News/trains-tot-le-matin>

development of infrastructure. This diversity makes their management complex but also offers significant opportunities to implement efficient recycling and reduction processes.

Furthermore, a characterisation of incinerable waste at 80% of the collection points and waste disposal sites on the platform was carried out in November 2025 with the collaboration of the Villegas office in order to determine the sorting potential that can still be achieved.

With the presence of waste disposal site staff and the support of ADR advisers (regulations for the transport of dangerous goods by road), Genève Aéroport manages waste identification (technical and regulatory), on-site storage (soil protection and discharge management), ensures traceability (registers, deposit slips, declarations) and treatment, drawing on 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.

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.

4.6. Water management and conservation

GRI 302-5 Water consumption

GRI AOSS A04 Stormwater quality

Remote reading of the new drinking water inlet meters was launched in 2025.

De-icing product

Genève Aéroport's mission is to control water pollution related to aircraft de-icing activities during winter weather events.

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.

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 constantly monitors the total organic carbon (TOC) of the water, which determines its discharge point: either to the wastewater treatment plant or to the receiving water body, the Vengeron watershed.

The updated Water Management Plan (PGEE) for the Nant d'Avanchet watershed was approved in November 2025, setting objectives for improving stormwater and wastewater collection.

4.7. Circular resource management



GRI 301-1 Materials used by weight or volume

GRI 2-25 Remediation of negative impacts

Buildings and DGNB certification

In 2023, as part of the Exemplarity Energy and Climate initiative, Genève Aéroport's Executive Management expressed its intention that, in future, major construction or renovation projects should be subject to DGNB certification (sustainable construction label – Deutsche Gesellschaft für Nachhaltiges Bauen). The 'Gold' distinction must be achieved at minimum for new infrastructure projects (including the CAP2030 project), while aiming for DGNB 'Silver' certification at minimum for overall renovation projects.

The DGNB system is a holistic approach to sustainable building certification developed by DGNB (and applied in Switzerland via the Swiss certification body Schweizerische Gesellschaft für Nachhaltige Immobilienwirtschaft (SGNI)), which measures the overall performance of buildings over their life cycle through six key themes: ecology, economy, socio-cultural quality, technology, process and site. The DGNB label integrates the principles of resource circularity through the following core elements:

- Sustainable design: minimising the use of non-renewable resources and promoting waste reduction and material circularity in the design and construction of buildings and infrastructure;
- Responsible resource management: optimising the use of resources during the operation of buildings to limit consumption and waste, and promoting reuse and recycling;
- Building life cycle: taking 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: developing and integrating 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, thereby promoting a holistic approach to resource circularity.

This commitment is part of the overall sustainable construction strategy, which places environmental performance, economic quality, socio-cultural responsibility, and rigorous management of construction processes at the heart of projects. In 2025, the Satellite 10 extension project was the first ambitious project, aiming for DGNB Gold certification, to enter its construction phase. During this year, three other major projects were also designed in accordance with DGNB criteria and requirements during their planning phase.

Through the systematic application of DGNB criteria from design to completion, Genève Aéroport aims to maximise resource efficiency, user well-being and the long-term value of assets. Thanks to its collaboration with the Swiss certification body for the local application of the DGNB system, Genève Aéroport seeks to ensure that each construction site makes a tangible contribution to the transition towards a more sustainable built environment.

4.8. Biodiversity protection

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

Green roofs

As part of future renovation and/or construction projects, the integration of a green roof is systematically proposed. Currently, Genève Aéroport has approximately 10,800 m² of green roof through the BLC project.

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 which includes, in addition to previously surveyed

groups, amphibians, odonates and reptiles;

- Construction of a pond for the protection of the natterjack toad, a protected species, in April 2025;
- A project to clean, maintain and replace nesting boxes for swifts and swallows. Additional boxes are 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. Genève Aéroport recognises the ecological value of the airport's green spaces and contributes to the conservation and promotion of biodiversity.

- The mowing plan was updated in 2024 to differentiate between the various maintenance frequencies for the airport's meadows;
- Genève Aéroport is incorporating green roof studies into its future construction and renovation projects.

Wildlife management and aviation safety at the airport

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

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 each year. Fifteen percent are considered serious. Genève Aéroport is no exception to the rule. The airport, located in an urban area, offers natural habitats and quiet zones that attract many species of birds as well as mammals. 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 airside. 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. Passive prevention measures are also in

place, involving reflection and analysis, in conjunction with the Environmental Department, on possible modifications to limit the presence of dangerous and undesirable species on the airport grounds.

In 2025, the number of collisions with wild animals was around 4.17 strikes per 10,000 aircraft movements (corresponding to 74 collisions). In 2024, the total annual number of collisions with wild animals per 10,000 aircraft movements was 4.08 impacts per 10,000 movements (which corresponded to 73 collisions).

Impacts on biodiversity

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. An initial phase involves assessing the current status of outdoor lighting;
- Installation of anti-collision film on the glass surfaces of the SAT10 renovation project and also on SAT 20, thereby effectively limiting impacts while maintaining excellent visibility.

5. A Company Committed to its Stakeholders

In this section:

- 5.1. Limiting noise pollution
- 5.2. Occupational health and safety
- 5.3. Human Resources policy
- 5.4. Dialogue between staff members and the organisation
- 5.5. Diversity and equity in opportunities

5.1. Limiting noise pollution

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, thus 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) 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). This permissible noise must imperatively be located within the noise perimeter defined by the SAIP medium-term noise contour.

Once the procedure is validated at the federal level, the **new permissible noise** will come into effect, and the **noise exposure register** will be updated accordingly.

Reducing noise exposure

The '2030' long-term noise contour, listed as 'coordination in progress', represents the target scenario for reducing noise exposure by 2030. The operator implements the necessary measures to reach this reference noise

contour, which is a non-binding objective but serves as a benchmark for long-term planning.

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 the latest generation of 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.

In 2025, Genève Aéroport continued its commitment to more responsible aviation, better integrated into its environment, by proactively participating in the new 'Think Network' initiative, the direct successor to 'All Together Now 2024'. Also coordinated by Eurocontrol, this new edition aims to strengthen cohesion between the various players in air transport in Europe, with a greater emphasis on strategic coordination, network resilience and the overall environmental impact of operations.

To this end, a targeted awareness campaign was launched at the beginning of the year, both locally at the airport and with institutional partners and airlines. The objective is to strengthen the commitment of all stakeholders to common goals, particularly those related to reducing noise pollution and controlling night flights.

Noise quota system

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, which ranges from CHF 5,000 to CHF 20,000 for European flights and from CHF 10,000 to CHF 40,000 francs for intercontinental flights.

In January 2025, the noise quota system officially came into effect. This innovative system is based on quantitative limits for noise emissions per operator. It is now subject to rigorous monthly monitoring, with particular attention paid to carriers identified as likely to reach or exceed their authorised quota. This ongoing dialogue aims to adjust operational practices proactively, focusing on prevention rather than punishment.

This programme resulted in a 36.2% decrease in take-offs after 10 p.m. in 2024, and a further reduction of 24.6% in 2025

Latest generation aircraft: success of an incentive policy

For several years, through financial incentive measures, Genève Aéroport has encouraged airlines to favour the latest generation of aircraft in order to limit noise emissions. Class 5 aircraft, which are quieter and consume less kerosene, accounted for 34% of commercial and charter aircraft movements in 2025 (31.85% in 2024).

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.

In August 2024, the Federal Office of Civil Aviation (FOCA) requested a new, realistic roadmap from Genève Aéroport to complete the programme within a reasonable timeframe. Genève Aéroport identified two key areas for achieving this objective: reducing application processing times and increasing its processing capacity. 2025 was a year of reflection, structuring of the implementation process, and presentation of a roadmap to the authorities.

The programme roadmap includes strengthening incentives for the owners of the buildings concerned, notably through two annual information sessions. In 2025, the sustained communication efforts with the owners of the buildings concerned were continued, this time with the participation of the Air, Noise and Non-Ionising Radiation Service of the Cantonal Environment Office (OCEV-SABRA) in its capacity as the implementing authority.

Finally, Genève Aéroport has submitted a request to the FOCA to postpone the end of implementation of the Concept from 2027 to 2033. Since 2004, 4,483 homes (719 buildings) have been soundproofed at a cost of CHF 67.93 million.

Managing dialogue with neighbouring communities

GRI 2-25 Remediation of negative impacts

Genève Aéroport maintains an ongoing dialogue with neighbouring communities through various participatory bodies and activities, such as commissions, working groups, information sessions, thematic exchanges and site visits. These measures aim to strengthen mutual understanding, identify the expectations and concerns

expressed by residents, and promote the search for balanced solutions between airport operations and the quality of life of local residents.

In parallel, Genève Aéroport provides residents with a dedicated communication channel for submitting their observations, complaints or requests for information. The complaints received mainly concern aircraft movements and activities related to the airport platform. Their number decreased from 74 in 2024 to 47 in 2025.

As part of a continuous improvement approach, the analysis of all complaints contributes to optimising operational practices and strengthening dialogue with the public. Furthermore, complaints management is an indicator monitored within Genève Aéroport's social reporting framework and reflects the company's performance in terms of social and environmental responsibility.

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

In December, two information sessions were organised to present the soundproofing programme to the owners of potentially eligible buildings.

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 Aire-la-Ville, as well as a mobile measurement station.

This system allows Genève Aéroport to monitor changes in noise levels, identify appropriate prevention measures, analyse specific situations and, where necessary, provide information to local residents regarding a specific flight or change.

The noise measurements are made available to the public on an [interactive platform](#). This offers the possibility to consult, according to various operational or acoustic parameters, the desired information: flight trajectories, statistics relating to night operations, or even noise evolution.

The system also allows a visual representation of these different indicators, thereby facilitating the monitoring of trajectories and their variations over time.

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

In 2025, daytime noise levels and those for the first hour of the night are comparable to those of 2023 and lower than those of 2019, confirming the downward trend observed since 2019 (except for the COVID years). Noise emissions from nighttime traffic after 11 p.m. are lower

than in 2023 and 2022, but remain higher than those of 2019.

The noise impact associated with air traffic in 2024, in terms of the overall noise curve, is lower than that of the previous year, despite increased traffic (+4%). This improvement is particularly significant for nighttime periods, notably due to the decrease in departures (-34% and -45% respectively for N1 and N2).

The 2024 noise footprint projection complies with the SAIP reference frameworks, ceiling and target. No localised exceedances are reported in Swiss territory (excluding lakes).

Regarding noise emissions according to the OPB, the extent of the noise footprints for the different time periods and sensitivity levels is less than that of the reference curves for the new permissible noise level.

For the OPB Day and Night 1 time periods, all the ILV and PV areas of the OPB noise curves calculated for 2024 are completely contained within the corresponding areas of the new permissible noise level. No localised exceedances were found.

For Night 2 (11 p.m. - midnight), despite a reduced noise footprint extent compared to the new permissible noise level (approximately 9.5% for ILV DS II), localised exceedances of the 2024 emissions are observed, with values locally exceeding those of the new permissible noise level. However, these exceedances do not affect any area characterised by the assignment of a Sensitivity Level. These localised overshoots, located in the north-east sector (lake), are caused by the combined effects of higher traffic arriving on N2 and the use of runway 22 in 2024 compared to the new permissible noise scenario.

Tile-fixing programme on rooftops of neighbouring residences

As part of its programme to fix tiles on the sloping roofs of homes exposed to a risk of damage due to aircraft wake vortices in municipalities bordering the airport, seventy agreements were signed in 2025 with as many property owners. The work to secure the roof tiles has been completed in half of these cases.

Securing the tiles aims to prevent them from being lifted by the vortices generated in the wake of aircraft approaching the runway. A study identified 200 roofs most affected by this problem in the municipalities of Vernier, Meyrin, Genthod and Bellevue. The programme aims to prevent tiles from being lifted and the resulting damage. The remaining work is planned for the coming months.

5.2. Occupational health and safety



Risk identification

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

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

403-10 Occupational illnesses

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 of transport accidents and road safety;
- 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.

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.

Occupational health and safety management system

GRI 403-3 Occupational health services

GRI 403-1 Occupational health and safety management system

GRI 403-6 Promoting workers' health

GRI 403-9 Workplace accidents

GRI 403-10 Occupational illnesses

GRI AOSS G4-DMA Occupational health and safety

Genève Aéroport has implemented a management system compliant with the Federal Coordination Commission for Occupational Safety (FCOS), which is deployed directly to all users of the platform and strives to continuously improve.

The Occupational Health and Safety at 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. Here are some examples:

- Exposure to noise: Periodic inspections are conducted by our supervisory body, SUVA.
- Air quality: air quality analyses are occasionally carried out by experts to ensure that atmospheric pollutants do not affect employee health.



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 illnesses.

In 2025, several projects were successfully completed by the OHS-IS team:

- Prevention of musculoskeletal disorders (ergonomic analysis of security workstations, escape game on musculoskeletal disorders, purchase of ergonomic equipment for workstations, etc.)
- Prevention of non-occupational accidents (workshops on prevention related to hiking, workshops on risks related to winter sports, etc.)
- Prevention of physical health (roundtable on nutrition, awareness campaign on cycling safety, etc.)
- Prevention of mental health (continuing education on personal protection, workshop on digital well-being, intergenerational workshop, etc.)
- First aid (Organisation of Heart Day in partnership

- with Save a Life to raise public awareness of first aid procedures, provision of BLS/AED training)
- Promotion of cancer screening (Pink October race, Movember, etc.)

The actions listed below have contributed to a 19% reduction in the rate of absences related to workplace accidents, and the work carried out by Human Resources and Occupational Health has reduced the rate of absences related to illness by 6%. In terms of the number of cases, both occupational and non-occupational accidents increased from 210 cases in 2024 to 238 in 2025.

The 2026 objectives approved by the Occupational Health and Safety Committee (CSST) will primarily focus on a comprehensive assessment of the occupational health and safety (OHS) culture at Genève Aéroport and an increase in site safety inspections and other activities specific to Genève Aéroport. The prevention of non-occupational accidents (NOAs) will continue with specific workshops:

- o Completing the assessment of the corporate health and safety culture at Genève Aéroport
- Construction site safety culture (48 site visits per year are conducted, implementation of enhanced site safety visuals adapted to the seasons)
- PPhD process (Portfolio of Hazardous Phenomena) (80% of the PPhD processes are visited, 40% of the validated action plans are launched)
- Implementation of the action plan for the EX Zones report
- Raising employee awareness of NOAs (road traffic, winter sports workshop, etc.)

Fire protection

Genève Aéroport's fire protection policy aims to control the risks of fire and damage to infrastructure from the design phase and throughout the asset lifecycle. It is based on the Fire Safety and Protection Manual (MSPI), version 4.3 dated 1 September 2025, which defines the minimum and specific requirements applicable to all existing and future buildings, facilities and structures on the airport site.

The MSPI supplements and reinforces current legal standards and directives (AEAI, cantonal and federal legislation) to guarantee a level of safety adapted to the airport context. It applies to all internal entities, contracted companies, operators and tenants involved in the operation, maintenance, transformation or construction of Genève Aéroport's infrastructure.

Genève Aéroport's priority objectives are:

- to guarantee the rapid and safe evacuation of people;
- to ensure the safety of emergency response teams and effective firefighting;
- to maintain the continuity of airport operations;
- to limit the spread of fire and smoke;
- to maintain the stability of structures;

- to ensure regulatory compliance and continuous improvement.

Fire safety governance is ensured by the Safety and Compliance Office (Operations Department), through the Safety Engineer and their team of AEAI experts. The Fire Safety and Infrastructure Group (GSPI2) coordinates regulatory compliance, project validation and action monitoring, in collaboration with technical services, the Fire and Rescue Service (SSLIA) and cantonal authorities. Project managers integrate fire safety requirements from the design stage, while technical managers guarantee the maintenance and continuous availability of equipment.

Genève Aéroport applies the principles of AEAI Quality Assurance, with systematic validation of construction and technical measures, traceability of decisions and controlled management of residual risks. This organisation is based on structured maintenance plans, periodic tests (CIS and EXEVAC nights), regular audits and inspections of evacuation routes, and corrective action plans.

Key organisational procedures are in place: fire permits for hazardous work, management of fire detection and sprinkler system shutdowns, oversight of temporary events, hazardous materials management, and fire investigation procedures. Employee training and awareness are ongoing, including alarm and evacuation procedures and fire suppression techniques.

In 2025, five fire investigations were conducted (three electrical in origin, one related to arson and one on a construction site), with no injuries. Two major projects have increased sprinkler coverage and extended fire detection monitoring to two new buildings.

In 2026, structural projects aimed at improving the safety of vertical escape routes will be launched.

Finally, Genève Aéroport has a professional fire service on site, capable of responding in less than 10 minutes, thereby ensuring a rapid and effective response. The combination of construction, technical and organisational measures forms a robust foundation ensuring controlled fire risk management and high operational continuity.

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, a public awareness campaign about inattentive driving was conducted, measures to limit illegal parking

were implemented, and road markings to ensure compliance with clearance perimeters were installed. In 2026, road safety efforts will continue, notably through the implementation of clearance perimeters to limit damage to infrastructure.

People with reduced mobility

Genève Aéroport is committed to complying with applicable standards for people with disabilities and reduced mobility, and therefore sets high standards in this area.

The goal of accessibility and safety for all Genève Aéroport users, including airport staff and passengers, requires adherence to all applicable legal requirements.

To improve services for passengers with invisible disabilities, Genève Aéroport is currently undertaking a comprehensive review of its existing facilities. Over the next few years, these facilities will undergo significant adaptations and improvements in terms of comfort. As part of this project, a new area will be created, and existing spaces will be completely redesigned.

5.3. Human resources policy



GRI 2-7 Employees

GRI 2-21 Remuneration

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 opportunities in terms 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 guiding principles;
- **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 commitment** 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 a competitive job market, Genève Aéroport must adapt to offer an attractive working environment and conditions. From this perspective, welcoming new employees is a key element. A comprehensive review of our onboarding programme was therefore carried out at the end of 2024. The new programme was rolled out throughout 2025 to 111 men and women joining the company. This innovative programme is intentionally dynamic, immersive and participatory to foster participant engagement and allow them to quickly integrate into the world and culture of Genève Aéroport.
- The quality of management is also a crucial factor in a positive work environment. On this point, in-depth work on management culture has been undertaken in recent years. From the creation of a Genève Aéroport management charter, centred around 6 key behaviours, to the implementation of a schedule of meetings between management members around managerial and business conduct themes, numerous initiatives have supported this approach to evolving our team management practices.

As an example, a five-year skills development programme for managers, focusing on their role and approach, was launched in 2021. Developed in partnership with HEG Geneva, this ambitious five-day training programme, incorporating a blended learning approach and bringing together all levels of management within the company, enabled participants to better understand Genève Aéroport's management expectations and strengthen their implementation in their daily practices. A similar programme for first-level management positions was also rolled out to ensure alignment across Genève Aéroport's entire management structure. By 31 December 2025, 88.8% of the target population had been trained in this programme.

- Genève Aéroport has always prioritised succession planning, particularly for critical positions. In 2025, the company took this a step further with a pilot project to identify employees with the potential to move into higher or new management roles. Anticipating future needs, securing key positions and developing talent pools were the objectives of this pilot programme, launched for the first time at Genève Aéroport. From designing a methodology specific to sharing profiles within the Executive Committee to providing structured feedback to the identified individual on behalf of Genève Aéroport and developing individual development plans, this pilot programme has been validated and will be rolled out more broadly in 2026.
- In parallel, Genève Aéroport continues its efforts to develop healthy work environments and a culture of responsibility and exemplary conduct. The code of conduct, implemented in 2021, serves as our shared framework, distinguishing between acceptable and unacceptable behaviour and guiding professional conduct on a daily basis. Every new employee is informed of the code of conduct during their onboarding process. Online training focused on protecting personal privacy is also part of this process to ensure that all new staff members are aware of this issue and the tools and resources available to them. In addition, new managers also receive annual training on this topic from our partner, 2ème observatoire, so that all stakeholders are equipped to handle these situations effectively.
- Finally, Genève Aéroport is committed to promoting a healthy work-life balance. Numerous existing initiatives (remote work, holiday buybacks, etc.) continue to be supported. The company also promotes part-time positions, which represent 23.6% of total jobs, an increase of 7 people compared to 2024. 52.3% of our female employees hold a part-time position by choice. The proportion is 12.3% for men, an increase of 1 percentage point compared to 2024.

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

- a close collaboration with all managers and a thorough understanding of the teams;
- a variety of quantitative indicators (HR dashboard);
- the analysis of annual performance reviews;
- results of Pulse Surveys;
- results of the employee engagement survey conducted in partnership with Qualintra in 2023, with 82% of staff participating;
- recommendations from the Friendly Workspace label.

Recruitment and staff turnover

GRI 401-1 Recruitment of new employees and staff turnover

Genève Aéroport had 1,088 employees as of 31 December 2025, all positions combined (1,027 full-time equivalents 'FTE'). The annual turnover rate is 6.09%, stable compared to 2024.

In 2025, 76 recruitments were made, all positions combined: 64% men and 36% women, although the latter's share is increasing compared to 2024.

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 holidays.

Working from home may be authorised, depending on the needs of the department, for up to three days per week, depending on the person's activity rate.

Parental leave

GRI 401-3 Parental leave

Maternity leave is 20 weeks. In 2025, 8 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 2025, 26 fathers benefited from paternity leave.

Employees

GRI 2-7 Employees

Being a responsible player in the airport world also means contributing to people's well-being by being recognised as a responsible employer. This ambition primarily concerns the employees, i.e. the 1,088 staff members in 2025 (1,027 full-time equivalents 'FTE'), whose commitment and skills are the key drivers of Genève Aéroport's long-term performance.

Remuneration policy

GRI 2-19 Remuneration policies

GRI 2-20 Process for determining remuneration

GRI 2-21 Total annual remuneration ratio

This year, in 2025, negotiations between the Executive Management and the social partners resulted in an agreement regarding salary increases for 2026.

5.4. Dialogue between staff members and the organisation

The Staff Consultative Commission

GRI 2-30 Collective bargaining

GRI AOSS G4-DMA Labour relations

Preparatory work for the drafting of the Collective Bargaining Agreement (CBA) for Genève Aéroport began in early 2025, and nine negotiation sessions were held throughout the year between management and the SSP-VPOD and APGA (the newly created Genève Aéroport Staff Association), representing employees. The discussions focused on the changes desired by the stakeholders. They hope to finalise an agreement by 2026.

Meetings with Management

Established in 2024, these quarterly meetings aim to develop and maintain a dialogue between Management and supervisory staff. These sessions are designed as a forum for direct exchange and sharing, as well as a time for reflection and collective intelligence on topics chosen based on current events. In 2025, several themes were addressed, including Genève Aéroport's strategic planning, managing behaviours contrary to the code of conduct, the company's financial performance, and effective collaboration between departments.

Pulse Survey

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 engagement and satisfaction with their professional situation at a given moment. These surveys are conducted anonymously and are open to all staff members. They can also serve as a platform to ask staff members questions on specific topics.

In 2025, four surveys were conducted to monitor team morale, trust in Management, and to assess how employees envision their professional future at Genève Aéroport. The results are shared within the company and lead to ad hoc action plans.

5.5. Diversity and equity in opportunities

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

Diversity in governance bodies and amongst employees

GRI 405-1 Diversity of governance bodies and employees

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%.

We take a proactive approach in our recruitment to ensure diversity within our teams. Moreover, the recruitment process favours, where qualifications are equal, the hiring of candidates of the underrepresented gender.

At the end of 2025, women represent 28.3% of the company's workforce, a figure that has remained stable compared to 2024. Furthermore, 23.9% of management positions are held by women, an increase of 2.5 percentage points compared to 2024. Men remain largely represented in both the total workforce at Genève Aéroport and in management.

In 2025, the Executive Management team comprised seven members, including three women directors (Commercial & Development, Human Resources, Finance). The extended Management includes the departments of Environment & Sustainable

Development, and the General Secretariat & Legal Affairs, both headed by women.

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.

Developing skills



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

Development of managerial skills

Skills development is clearly a key priority for Genève Aéroport both to maintain the skills essential to our airport operations (regulatory training) and to enhance the professional capabilities of our employees. As such, the average annual investment in training per employee amounted to CHF 1,067 in 2025, a decrease compared to 2024 (CHF 1,251), both of which were years of post-COVID recovery. Genève Aéroport also invests significantly in management training, as previously mentioned.

Internal mobility

Genève Aéroport actively encourages internal mobility to allow its employees to leverage their experience, explore other roles and develop new skills.

While this approach primarily stems from a desire for professional development, it can also form part of a career change or a response to a health-related situation. In all cases, Human Resources prioritises internal candidates who meet the requirements of the

open positions, all other things being equal. In 2025, 30% of the positions advertised were filled internally.

Commitment to supporting young people into employment

Genève Aéroport continues its efforts in training and supporting the professional integration of young people. In 2025, five long-term interns were recruited to enhance their professional experience. At the same time, many young people came to discover airport jobs through introductory internships ranging from one to five days.

Genève Aéroport also trained six apprentices in 2025 in technical and service-sector fields (metal construction, electricity, IT and retail). Finally, the airport fire station welcomed six new recruits in 2025, joining the eleven currently undergoing 18 months of training.

It should also be noted that Genève Aéroport provides initial training for a wide range of professions through a comprehensive training programme (air traffic controller, airport security officer, etc.).

6. 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. Preliminary report relating to the Federal Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).
- 6.4. 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.

General aspects		
Description of the business model (Art. 964b, para. 2, c. 1 CO)		
Organisation details	2.3. 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. 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. Strategic vision for long-term positive impact 2.4. Long-term commitments and tools for measuring progress	GRI 2-22
Policy commitments	2.1. Management's commitment to sustainability 2.2. Strategic vision for long-term positive impact	GRI 2-23
Memberships	2.6. Open dialogue with stakeholders 2.11. Global and local external partnerships to progress collectively	GRI 2-28
Description of the main risks (Art. 964b, para. 2, c. 4 CO)		
Process for defining material topics	2.7. double materiality analysis	GRI 3-1
List of material topics	2.7. double materiality analysis 2.8. Objectives, initiatives and indicators	GRI 3-2
Management of material challenges	2.8. Objectives, initiatives and indicators 2.9. Risk, opportunities and impact analysis in sustainability matters	GRI 3-3 (b)
Role of the highest governance body in the 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 CO ₂ targets)				
Policies adopted (Art. 964b, para. 2, c. 2 CO)				
Management of material topics			4.1. Decarbonisation management	GRI 3-3(c)
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)
Indicators (Art. 964b, para. 2, c. 5 CO)	Unit	2025		
Total energy consumption of Genève Aéroport	MWh	56,850	4.3. Reduction of energy consumption and use of renewable energy	GRI 302-1
Direct GHG emissions (Scope 1)	t CO ₂ e	5,555 (2024)	4.1. Decarbonisation management 6.4. Index of the content of the Global Reporting Initiative (GRI) standard and its Airport Operators Sector Supplement (AOSS)	GRI 305-1
Indirect GHG emissions related to energy (Scope 2)	t CO ₂ e	319 (2024)	4.1. Decarbonisation management 4.3. Reduction of energy consumption and use of renewable energy 6.4. Index of the content of the Global Reporting Initiative (GRI) standard and its Airport Operators Sector Supplement (AOSS)	GRI 305-2
Estimates of indirect GHG emissions (Scope 3) according to ACA reporting	t CO ₂ e	1,509,883 (2024)	1. Decarbonisation management 6.4. Index of the content of the Global Reporting Initiative (GRI) standard and its Airport Operators Sector Supplement (AOSS)	GRI 305-3
GHG emission intensity	kgCO ₂ e/TU	81 (2024)	1. Decarbonisation management 6.4. Index of the content of the Global Reporting Initiative (GRI) standard and its Airport Operators Sector Supplement (AOSS)	GRI 305-4
Reduction of GHG emissions	Kg CO ₂ e	336.6	4.1. Decarbonisation management 6.4. Index of the content of the Global Reporting Initiative (GRI) standard and its Airport Operators Sector Supplement (AOSS)	GRI 305-5
Climate disclosure based on TCFD recommendations			6.2. Index of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)	

Staffing issues				
Policies adopted (Art. 964b, para. 2, c. 2 CO)				
Management of material topics			5.4. Human Resources policy 5.6. Diversity and equity in opportunities	GRI 3-3(c)
Measures taken to implement these policies (Art. 964b, para. 2, c. 3 CO)				
Management of material topics			5.4. Human Resources policy 5.6. Diversity and equity in opportunities	GRI 3-3(d) (e) (l)
Indicators (Art. 964b, para. 2, c. 5 CO)	Unit	2025		
New hires	No.	76	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.	13.37	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.	985	5.4. Human Resources policy 5.6. Diversity and equity in opportunities	GRI 404-3
Percentage of women among new hires	No.	27	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
Nomination and selection of the highest governance body			2.10. Integrated and cross-functional sustainability governance	GRI 2-10

Social challenges		
Policies adopted (Art. 964b, para. 2, c. 2 CO)		
Management of material topics	3.1. Ethical business conduct 3.4. Sustainable relations with suppliers 3.2. Data protection and confidentiality 3.6. Creating value for Geneva and Switzerland 5.6. Diversity and equity in opportunities	GRI 3-3(c)
Measures taken to implement these policies (Art. 964b, para. 2, c. 3 CO)		
Management of material topics	3.1. Ethical business conduct 3.2. Data protection and confidentiality 3.4. Sustainable relations with suppliers 3.6. Creating value for Geneva and Switzerland 5.6. Diversity and equity in opportunities	GRI 3-3(d) (e) (l)
Indicators (Art. 964b, para. 2, c. 5 CO)		
Direct economic value generated and distributed	3.6. Creating value for Geneva and Switzerland	GRI 201-1
Defined benefits and pension plans	5.4. Human Resources policy	GRI 201-3
Respect for human rights		
Policies adopted (Art. 964b, para. 2, c. 2 CO)		
Management of material topics	3.3. Respect for human rights 6.3. Report relating to the Federal Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).	GRI 3-3(c)
Mesures prises pour implémenter ces politiques (art. 964b, al.2, ch. 3 CO)		
Gestion des sujets matériels	3.3. Respect for human rights 6.3. Report relating to the Federal Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).	GRI 3-3(d) (e) (l)
Indicators (Art. 964b, para. 2, c. 5 CO)		
Accessibility for people with disabilities	5.3. Occupational health and safety	GRI 203-1

Fight against corruption

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

Management of material topics			3.1. Ethical business conduct 3.4. Sustainable relations with suppliers	GRI 3-3(c)
-------------------------------	--	--	--	------------

Measures taken to implement these policies (Art. 964b, para. 2, c. 3 CO)

Management of material topics			3.1. Ethical business conduct 3.4. Sustainable relations with suppliers	GRI 3-3(d) (e) (l)
-------------------------------	--	--	--	-----------------------

Indicators (Art. 964b, para. 2, c. 5 CO)

	Unit	2025		
Communication and training on anti-corruption issues			3.4. Sustainable relations with suppliers	GRI 205-2
Corruption incidents and actions taken	No.	0	3.1. Ethical business conduct 3.4. Sustainable relations with suppliers	GRI 205-3

Material risks and how the company manages these risks

	2025 Sustainability Report 2.7. double 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

	2025 Sustainability Report 2.8. 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 of the Swiss Code of Obligations (CO), are included in the sections referenced in this index.

Reference to national, European and international regulations

	2025 Sustainability Report 1.2. External benchmarks 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)
	6.4. Index of the content of the Global Reporting Initiative (GRI) standard and its Airport Operators Sector Supplement (AOSS)

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

	2025 Sustainability Report	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 input on the content of the sustainability report</p> <p>The implementation of an ESG approach, impact programmes and non-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 climate-related risks and opportunities	2.9. Risk, opportunities and impact analysis in sustainability matters	Greenhouse gas (GHG) emissions are considered a critical risk, with a criticality level of 4, for Genève Aéroport. As part of its business risk management, Genève Aéroport performs an annual climate change risk assessment and reviews the strategies and plans to mitigate these risks.
Description of the impacts of risks and opportunities on business, strategy and financial planning	2.9. Risk, opportunities and impact analysis 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 damage of image and increased opposition during plan approval procedures, as well as threaten the continuity of the following activities.
Reduction of the potential impacts of different scenarios on the organisation's business, strategy and financial planning	2.9. Risk, opportunities and impact analysis in sustainability matters 4.1. Decarbonisation management	

Risk management

Description of processes to identify and assess risks and climate-related opportunities	2.9. Risk, opportunities and impact analysis in sustainability matters
Description of the processes to manage of climate-related risks and opportunities	2.9. Risk, opportunities and impact analysis in sustainability matters
Description of how identification processes, risk assessment and opportunities are integrated into comprehensive risk management	2.9. Risk, opportunities and impact analysis in sustainability matters

Key figures and objectives

Dissemination of information on key figures used to evaluate risks and opportunities	2.9. Risk, opportunities and impact analysis in sustainability matters 4.1. Decarbonisation management	In line with the framework defined by international and national authorities, Genève Aéroport has set the following GHG reduction targets (base year: 1990) • Achieve Net Zero by 2037 (Scopes 1 and 2) with a mid-term GHG reduction target of 60% by 2028.
Dissemination of information on Scopes 1, 2 and if relevant, Scope 3	4.1. Decarbonisation management	• 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.
Description of objectives used to manage climate-related risks and opportunities, as well as performance concerning these goals	4.1. Decarbonisation management	

	Unit	2021	2022	2023	2024	2025	Related commitments
Metrics							
Reduced GHG emissions corresponding to the direct result of reduction initiatives over the last 10 years	t CO ₂ e	7.9	1.4	2.3	996.7	336.6	<p>In line with the framework defined by international and national authorities, the airport has set the following GHG reduction targets (base year: 1990)</p> <ul style="list-style-type: none"> • Achieve Net Zero by 2037 (Scopes 1 and 2) with a 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.
Direct GHG emissions (Scope 1)	t CO ₂ e	7,890	6,657	6,057	5,556	NA (06.26)	
Indirect GHG emissions related to energy (Scope 2)	t CO ₂ e	979	824	463	319	NA (06.26)	
Estimates of indirect GHG emissions (Scope 3) according to ACA reporting	t CO ₂ e	108,407	172,268	184,853	1,510,194	NA (06.26)	
Total GHG emissions (Scopes 1, 2, 3)	t CO ₂ e	117,276	179,719	191,370	1,516,086	NA (06.26)	
Total energy consumption	MWh	67,369	61,971	58,970	58,073	56,850	

6.3. Preliminary report relating to the Federal Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).

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

1.1. Report context

The Federal Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO) (which entered into force on 1 January 2022) implements Articles 964j to 964l of the Swiss Code of Obligations (CO). It requires companies headquartered in Switzerland to assess the risks associated with minerals and metals from conflict zones or high-risk areas, as well as child labour, in their supply chains, and to publish an annual report describing their due diligence measures.

This report was prepared by Genève Aéroport for the 2025 financial year. It is part of a progressive compliance strategy, in line with legal obligations and best practices promoted by the Swiss Confederation.

1.2. Genève Aéroport's activities and structure

Genève Aéroport is an autonomous public entity of the Canton of Geneva, responsible for the operation, maintenance, and development of Geneva International Airport.

Its main activities include the management of airport infrastructure and related services, the management of commercial operators and partnerships, and coordination with the relevant federal and cantonal authorities.

Genève Aéroport is neither a producer nor a distributor of manufactured goods, but it acquires goods and services from Swiss and international suppliers for the operation of its facilities (technical equipment, IT systems, construction work, cleaning, catering, etc.).

1.3. Applicability of requirements

Minerals and metals from conflict zones: Genève Aéroport does not operate abroad and therefore does not present any child labour risks as defined in Art. 964j para. 3 of the Swiss Code of Obligations (CO) and the Federal Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO). Furthermore, Genève Aéroport complies with the internationally recognised equivalent regulations as set out in Art. 964j para. 4 CO and Art. 9 of the DDTrO and its Annex 2, Part B, concerning supply chain policy. Genève Aéroport does not directly import raw minerals or metals (tin, tantalum, tungsten, gold). However, some suppliers of electronic or technical equipment may use components containing these metals. The airport is therefore indirectly exposed to the risk of supplies coming from conflict zones, without being a direct participant. In accordance with Article 12 of the DDTrO, no formal reporting obligation applies at this stage, but proportionate vigilance is maintained.

Child labour: Genève Aéroport does not manufacture or market products, but uses various service providers. Although it is not automatically subject to the due diligence obligation stipulated in Article 964j CO, it applies a shared responsibility approach by integrating the fundamental principles of decent work into its commitments and contractual relationships.

Child labour, forced labour and human trafficking are not risks that Genève Aéroport must manage directly, since it does not operate abroad and has no subsidiaries or holdings in foreign companies that would require oversight in this area. Furthermore, as part of its public procurement procedures, Genève Aéroport requires certifications to ensure that its partners comply with the laws applicable in Geneva.

6.4. Index of the content of the Global Reporting Initiative (GRI) standard and its Airport Operators Sector Supplement (AOSS)

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

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
2025 baseline								GRI 1	
General information 2025								GRI 2	
Scope and methodology									
The organisation and its reporting practices									
Organisation details	text							2-1	1.1. Methodology for published indicators
Entities included in the organisation's sustainability reporting	text							2-2	1.1. Methodology for published indicators
Timeframe, frequency and contact for reporting	text							2-3	1.1. Methodology for published indicators
Restatements of information	text							2-4	1.1. Methodology for published indicators
External assurance	text							2-5	1.1. Methodology for published indicators
Sustainability at the heart of the strategy									
General information									
Organisation profile	text							G4-4	2.3. Business model and value chain
Regulatory framework in which the airport operates	text							G4-7	2.3. Business model and value chain
Markets served	text							G4-8	See financial report and annual report
Activities and workers									
Activities, value chain and other business relationships	text							2-6	2.3. Business model and value chain
Employees	text							2-7	5.4. Human Resources policy; 5.6. Diversity and equity in opportunities
Workers who are not employed	text							NA	5.4. Human Resources policy; 5.6. Diversity and equity in opportunities

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Governance									
Nomination and selection of the highest governance body members	text							2-9	2.10. Integrated and cross-functional sustainability governance
Chair of the highest governance body	text							2-10	2.10. Integrated and cross-functional sustainability governance
Role of the highest governance body in the supervision of	text							2-11	2.10. Integrated and cross-functional sustainability governance
impact management	text							2-12	2.10. Integrated and cross-functional sustainability governance
Delegation of responsibility for managing impacts	text							2-13	2.10. Integrated and cross-functional sustainability governance
Role of the highest governance body in sustainability reporting	text							2-14	2.10. Integrated and cross-functional sustainability governance
Conflicts of interest	text							2-15	2.10. Integrated and cross-functional sustainability governance; 3.1.3. Conflict of interest
Communication of critical concerns	text							2-16	N/A
Collective knowledge of the highest governance body	text							2-17	N/A
Evaluation of the performance of the highest governance body	text							2-18	N/A
Remuneration policies	text							2-19	N/A
Remuneration determination process	text							2-20	N/A
Total annual remuneration ratio	text							2-21	5.4. Human Resources policy

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Average salary	CHF	-	102,824	104,381	105,684	107,348	109,142	2-21	5.4. Human Resources policy
Median salary	CHF	-	96,026	97,194	98,843	100,594	103,548		5.4. Human Resources policy
Training									5.4. Human Resources policy
Average number of hours of managerial training per year per manager	No.	-	-	-	-	15.83	13.37		5.4. Human Resources policy
by gender: women	No.	-	-	-	-	13.63	10.81		5.4. Human Resources policy
by gender: men	No.	-	-	-	-	16.51	14.17		5.4. Human Resources policy
Strategy, policies and practices									
Statement on the Sustainable Development Strategy	text							2-22	2.1. Management's commitment to sustainability
Policy commitments	text							2-23	N/A
Embedding policy commitments	text							2-24	N/A
Process for the remediation of negative impacts	text							2-25	2.6. Open dialogue with stakeholders; 3.3. Respect for human rights; 4.7. Circular resource management; 5.2. Protecting neighbouring communities
Mechanisms for seeking advice and raising concerns	text							2-26	3.1. Ethical business conduct
Compliance with laws and regulations	text							2-27	2.3. Business model and value chain; 3.1. Ethical business conduct ; 3.3. Respect for human rights
Memberships	text							2-28	2.11. Global and local external partnerships to progress collectively

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Stakeholder engagement									
Approach to stakeholder engagement	text							2-29	2.6. Open dialogue with stakeholders
Collective bargaining	(N/A)							2-30	N/A
Staff representation - Composition of the ComPers	No.	22	22	22	22	22	22		5.5. Dialogue between staff members and the organisation
Collect employees' feedback									
Internal surveys (Pulse Survey)*	No.	-	4	4	1	4	4		5.4. Human Resources policy 2.6. Open Dialogue with stakeholders
Commitment score of employees	/10	-	-	-	6.5	-	-		5.4. Human Resources policy 2.6. Open Dialogue with stakeholders
Employee morale based over the previous two weeks in the workplace / self-reported data	%	-	73.63	72.38	70.75	68.58	68.63		5.4. Human Resources policy 2.6. Open Dialogue with stakeholders
Relevant topics 2021								GRI 3	
Process to determine material topics	text							3-1	2.7. double materiality analysis
List of material topics	text							3-2	2.7. double materiality analysis
Management of material topics	text							3-3	2.8. Objectives, Initiatives and Indicators 2.9. Risks, opportunities and impact analysis in sustainability matters
Business continuity and emergency management	text							G4-DMA	2.9. Risks, opportunities and impact analysis in sustainability matters

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Responsible business conduct based on trust									
Economic performance									
Direct economic value generated and distributed	text								201-1
Turnover	MCHF	191	209	423	490	534	539		201-1
EBITDA*	MCHF	-60	-16	158	189	211	211		
Net income	MCHF	-129	-89	46	44	55	53		
Cash flow from investments	MCHF	-127	-121	-61	-68	-90	-109		
Net debt/EBITDA	MCHF	na	na	4.3	3.1	2.3	2.10		
Sharing values									
Directly generated economic value	MCHF	236	195	388	493	538	520		201-1 See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Operating expenses	MCHF	105	99	119	154	166	164		See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Investment cash flow	MCHF	127	121	61	68	90	109		See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Supplier and subcontractor expenses	MCHF	232	220	180	222	244	273		See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Personnel expenses	MCHF	123	110	128	141	148	154		See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Sponsoring	MCHF	0.7	0.2	-	0.3	0.4	0.6		203-1 See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Financial expenses	MCHF	3	7	8	8	5	6		See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Public contribution (State of Geneva)	MCHF	42	-	-	15	44	53		See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Direct economic value distributed	MCHF	416.1	348.5	300.1	386.7	441.4	488		See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Economic value allocated to reserves	MCHF	-180	-154	88	106	96	32		See 2025 financial report; 3.6. Creating value for Geneva and Switzerland

*Economic profit: corresponds to a company's earnings before interest, taxes, depreciation and amortisation

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Sustainable mobility expenditure	KCHF	1,636	1,655	2,115	2,273	2,420	2,500		See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Significant investments in infrastructure and supported services	MCHF	1	2	4	11	14	13	G4-EC7	See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Total monetary value of any financial assistance during the reporting period	MCHF	2.1	2.4	2.7	-	-	0.79	201-4	See 2025 financial report; 3.6. Creating value for Geneva and Switzerland

Requirements

Public interest initiatives

Total contribution to pension benefits	%	37.55	37.6	37.6	37.6	37.6	37.6	201-3	See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Employee contribution as a percentage of salary	%	14.28	14.3	14.3	14.3	14.3	14.3	201-3	See 2025 financial report; 3.6. Creating value for Geneva and Switzerland
Employer contribution as a percentage of salary	%	23.28	23.3	23.3	23.3	23.3	23.3	201-3	See 2025 financial report; 3.6. Creating value for Geneva and Switzerland

Passengers (global traffic)	No. of passengers	5,600,894	5,923,037	14,085,274	16,482,712	17,796,328	17,848,370	A01	See annual report
Destinations (scheduled flights)	No. of passengers	147	131	146	147	146	147	A01	-
Transit	No. of passengers	12,633	25,124	42,323	80,972	74,321	62,897	A01	-
Connecting	Nb de pax	44,954	47,421	215,388	254,386	243,050	209,375	A01	-
Domestic arrivals	Nb de pax	89,342	92,349	169,906	193,054	240,990	247,963	A01	-
International arrivals (outside France)	Nb de pax	2,316,377	2,447,788	5,973,422	7,095,770	7,696,564	7,755,980	A01	-
France arrivals	Nb de pax	377,874	418,086	918,737	964,944	984,275	924,220	A01	-
Domestic departures	Nb de pax	90,625	99,421	174,228	199,891	239,043	244,766	A01	-
International departures (outside France)	Nb de pax	2,347,990	2,444,484	5,925,569	7,065,250	7,643,024	7,745,946	A01	-
France departures	Nb de pax	378,686	420,910	923,412	963,804	992,433	929,497	A01	-

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Daytime arrivals: Domestic scheduled and charter flights (with passengers)	No. of mvts	900	1,016	1,605	1,826	2,338	2,309	A02	-
Daytime arrivals: International (outside France) scheduled and charter flights (with passengers)	No. of mvts	20,033	20,008	42,469	48,366	51,266	50,770	A02	-
Daytime arrivals: Scheduled and charter flights (with passengers) from France	No. of mvts	2,764	3,352	6,181	6,236	5,945	5,453	A02	-
Daytime arrivals: Domestic freight flights	No. of mvts	3	0	0	0	0	1	A02	-
Daytime arrivals: International freight flights (outside France)	No. of mvts	797	923	834	943	930	768	A02	-
Daytime arrivals: Freight flights from France	No. of mvts	53	28	196	64	39	193	A02	-
Daytime arrivals: Other domestic traffic	No. of mvts	4,142	4,415	3,730	3,639	3,203	3,400	A02	-
Daytime arrivals: Other international traffic (outside France)	No. of mvts	7,253	10,093	12,113	10,929	10,727	10,738	A02	-
Daytime arrivals: Other traffic from France	No. of mvts	4,437	5,622	6,614	6,299	6,127	6,083	A02	-
Daytime arrivals: National state aviation	No. of mvts	29	109	95	72	69	66	A02	-
Daytime arrivals: International state aviation (outside France)	No. of mvts	86	153	186	205	170	194	A02	-
Daytime arrivals: State aviation from France	No. of mvts	14	28	22	43	30	34	A02	-
Nighttime arrivals: Domestic scheduled and charter flights (with passengers)	No. of mvts	101	47	204	238	372	281	A02	-
Nighttime arrivals: International (outside France) scheduled and charter flights (with passengers)	No. of mvts	1,898	2,858	5,819	6,056	6,681	6,603	A02	-
Nighttime arrivals: Scheduled and charter flights (with passengers) from France	No. of mvts	398	694	1,265	1,228	1,391	1,494	A02	-
Nighttime arrivals: Domestic freight flights	No. of mvts	0	0	0	0	0	0	A02	-
Nighttime arrivals: International freight flights (outside France)	No. of mvts	2	1	0	0	0	1	A02	-
Nighttime arrivals: Freight flights from France	No. of mvts	0	1	0	0	0	0	A02	-
Nighttime arrivals: Other domestic traffic	No. of mvts	37	32	18	22	14	44	A02	-
Nighttime arrivals: Other international traffic (outside France)	No. of mvts	185	209	195	196	200	158	A02	-
Nighttime arrivals: Other international traffic (outside France)	No. of mvts	28	37	42	38	49	51	A02	-
Nighttime arrivals: National state aviation	No. of mvts	1	0	4	5	0	0	A02	-
Nighttime arrivals: International state aviation (outside France)	No. of mvts	1	1	1	5	5	2	A02	-
Nighttime arrivals: State aviation from France	No. of mvts	0	0	0	2	0	0	A02	-

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Daytime departures: Domestic scheduled and charter flights (with passengers)	No. of mvts	999	1,082	1,798	2,057	2,695	2,579	A02	-
Daytime departures: International (outside France) scheduled and charter flights (with passengers)	No. of mvts	21,644	22,459	46,803	52,870	56,998	56,653	A02	-
Daytime departures: Scheduled and charter flights (with passengers) to France	No. of mvts	3,168	4,046	7,431	7,439	7,314	6,922	A02	-
Daytime departures: Domestic freight flights	No. of mvts	0	1	0	0	0	0	A02	-
Daytime departures: International freight flights (outside France)	No. of mvts	728	678	526	634	649	517	A02	-
Daytime departures: Freight flights to France	No. of mvts	62	61	253	125	87	242	A02	-
Daytime departures: Other domestic traffic	No. of mvts	4,225	4,508	3,847	3,719	3,339	3,441	A02	-
Daytime departures: Other international traffic (outside France)	No. of mvts	7,432	10,347	12,174	10,989	10,917	11,107	A02	-
Daytime departures: Other traffic to France	No. of mvts	4,400	5,581	6,722	6,443	6,102	6,025	A02	-
Daytime departures: National state aviation	No. of mvts	30	106	95	76	71	58	A02	-
Daytime departures: International state aviation (outside France)	No. of mvts	77	145	185	192	184	191	A02	-
Daytime departures: State aviation to France	No. of mvts	17	25	24	47	21	30	A02	-
Nighttime departures: Domestic scheduled and charter flights (with passengers)	No. of mvts	0	2	2	2	4	0	A02	-
Nighttime departures: International (outside France) scheduled and charter flights (with passengers)	No. of mvts	280	406	1,550	1,601	983	766	A02	-
Nighttime departures: Scheduled and charter flights (with passengers) to France	No. of mvts	1	2	15	33	27	25	A02	-
Nighttime departures: Domestic freight flights	No. of mvts	0	0	0	0	0	0	A02	-
Nighttime departures: International freight flights (outside France)	No. of mvts	21	38	29	38	44	14	A02	-
Nighttime departures: Freight flights to France	No. of mvts	1	0	9	3	2	1	A02	-
Nighttime departures: Other domestic traffic	No. of mvts	28	23	15	24	9	37	A02	-
Nighttime departures: Other international traffic (outside France)	No. of mvts	60	72	61	80	55	14	A02	-
Nighttime departures: Other traffic to France	No. of mvts	15	20	28	35	40	11	A02	-
Nighttime departures: National state aviation	No. of mvts	1	3	2	7	0	4	A02	-
Nighttime departures: International state aviation (outside France)	No. of mvts	0	3	2	5	2	8	A02	-
Nighttime departures: State aviation to France	No. of mvts	0	0	0	0	1	0	A02	-

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Total amount of air freight tonnage	Tonnes	32,904	37,925	46,914	47,857	68,548	68,767	A03	See annual report
All-freight flight landings	Tonnes	9,951	10,166	9,954	9,567	9,496	9,820	A03	-
Scheduled and charter (with passengers) flight landings	Tonnes	6,741	9,425	10,052	12,940	27,025	25,306	A03	-
All-freight flight take-offs	Tonnes	6,332	6,391	6,245	5,668	5,520	5,558	A03	-
Scheduled and charter (with passengers) flight take-offs	Tonnes	9,830	11,916	20,636	19,682	26,502	28,081	A03	-
Percentage of suppliers who have signed the Responsible Procurement Charter	%	100	100	100	100	100	100		
Percentage or number of buyers who have received training on responsible procurement	%	-	-	-	-	-	100		
Share of expenses with local suppliers (public procurement) <i>The percentage of Swiss successful bidders in our calls for tenders (including direct awards under exemption and direct awards issued by the procurement function) amounts to 97.10% in 2025. This represents 99.15% of our call for tender spending going to Swiss contract awardees.</i>	%	-	-	-	-	86.89	99.15	204-1	3.4. Sustainable relations with suppliers
Share of expenses with local suppliers for services	%	-	-	-	-	-	100		3.4. Sustainable relations with suppliers
Share of expenses with local suppliers for supplies	%	-	-	-	-	-	80		3.4. Sustainable relations with suppliers
Total number of legal actions, ongoing or completed, related the ethical conduct of business <i>Excluding administrative investigation (1 case in 2025)</i>	No.	0	0	0	0	1	0		

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Activities assessed for risks related to corruption	text	-	-	-	-	-	-	205-1	3.1. Ethical business conduct
Communication and training relating to anti-corruption policies and procedures	text	-	-	-	-	-	-	205-2	3.1. Ethical business conduct
Percentage of participation in training related to policies and procedures for combating corruption, conflicts of interest and fraud <i>Campaign conducted approximately every 3 years</i>	%	-	-	-	-	97.84	-	205-2	3.1. Ethical business conduct
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	3.1. Ethical business conduct
Number of incidents recorded* on the Integrity Line platform in terms of ethical business practice (excluding complaints for breach of integrity)	No.	4	2	2	1	1	0	205-3	3.1. Ethical business conduct
Total number of proven cases where employees have been dismissed or disciplined for corruption	No.	0	0	0	0	0	0	205-3	3.1. Ethical business conduct
Total number of proven cases for which contracts with business partners were terminated or not renewed due to violations related to corruption.	No.	0	0	0	0	0	0	205-3	3.1. Ethical business conduct
Total number of court convictions for discrimination within Genève Aéroport <i>Conviction for the violation of personality rights and harassment in 2025</i>	No.	-	-	-	-	-	1		3.1. Ethical business conduct
Total number of leaks, thefts or losses identified concerning client and staff data	No.	-	-	-	-	0	0	GRI 418-1-b	3.2. Data protection and confidentiality

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Sustainable IT									
Sustainable IT label <i>Level 1 for the Technology Department</i>	text	-	-	-	-	NR1	-		3.7. Sustainable IT
Forced or compulsory labour – human trafficking	text	-	-	-	-	-	-	G4-DMA	3.3. Respect for human rights
Assessment of the health and safety impacts of product and service categories	text	-	-	-	-	-	-	416-1	3.5. Quality of service for passengers
Quality of service	text	-	-	-	-	-	-	G4-DMA	3.5. Quality of service for passengers
Total greenhouse gas (GHG) emissions	t CO₂e	107,210	117,276	179,719	191,370	1,515,757	NA (06.26)		
Direct greenhouse gas (GHG) emissions (Scope 1)	t CO ₂ e	7,148	7,890	6,657	6,057	5,556	NA (06.26)	305-1	4.1. Decarbonisation management
of which									
Heating, oil	t CO ₂ e	5,225	6,292	4,385	4,499	4,074	NA (06.26)		
Heating, gas	t CO ₂ e	744,5	728,9	586,7	657,3	737,5	NA (06.26)		
Fuel Genève Aéroport vehicles and ground equipment	t CO ₂ e	521,8	578,8	691,9	715,6	657,9	NA (06.26)		
Emergency units	t CO ₂ e	44,7	28,5	131,9	94,1	59,1	NA (06.26)		
Indirect greenhouse gas (GHG) emissions (Scope 2)	t CO ₂ e	799	979	824	463	335	NA (06.26)	305-1	4.1. Decarbonisation management
Scopes 1 and 2	t CO ₂ e	7 947	8 869	7 481	6 520	5 891	NA (06.26)	305-1	4.1. Decarbonisation management
Estimates of indirect GHG emissions (Scope 3)	t CO ₂ e	99,263	108,407	172,268	184,853	1,510,194	NA (06.26)	305-3	4.1. Decarbonisation management
Total GHG emissions	t CO₂e	-	-	-	-	1,516,085	NA (06.26)	305-6	
GHG intensity for all scopes (+ information relating to the TU denominator)	kg CO ₂ e/TU	17.5	18	12.2	11.2	81	NA (06.26)	305-1	4.1. Decarbonisation management
Reduced GHG emissions corresponding to the direct result of reduction initiatives	kg CO ₂ e	1.6	7.9	1.4	2.3	997	336.56	305-1	4.1. Decarbonisation management
Nitrogen dioxide (NO ₂) annual average	µg/m ³	16.1	17	24	22	20.6	19.8	G4 A05	4.1. Decarbonisation management
Sulphur Dioxide (SO ₂) annual average	µg/m ³	1.6	1.6	2.5	2.4	2.4	2	G4 A05	4.1. Decarbonisation management
Fine particulate matter annual average (PM10)	µg/m ³	14	12.9	14.4	12.4	11.7	12.5	G4 A05	4.1. Decarbonisation management
Fine particulate matter annual average (PM2.5)	µg/m ³	9.4	8.6	9.1	8.2	7.3	8.4	G4 A05	4.1. Decarbonisation management

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Net renewable electricity production <i>Solar production at the airport platform</i>	MWh	2,055	2,030	2,329	3,494	3,337	3,527		4.3. Reduction of energy consumption and use of renewable energy
Energy consumption within the organisation	text	-	-	-	-	-	-	302-1	4.3. Reduction of energy consumption and use of renewable energy
Thermal consumption for Genève Aéroport from non-renewable sources	MWh	28,816	33,883	23,435	21,739	19,018	12,892	301-1-a	4.3. Reduction of energy consumption and use of renewable energy
Fuel consumption for Genève Aéroport from non-renewable sources	MWh	1,972	2,188	2,615	2,704	2,616	1,819	302-1 a	
Total fuel consumption for the platform from non-renewable sources	MWh	8,134	8,516	11,852	12,871	11,599	11,396		
Fuel consumption for Genève Aéroport from renewable sources	MWh	0	0	0	0	0	368	302-1 b	
Total fuel consumption for the platform from renewable sources	MWh	0	0	0	0	0	368		
Electricity consumption for Genève Aéroport	MWh	29,738	31,298	35,921	34,527	36,439	41,772	302-1 c	
Electricity consumption for the airport platform	MWh	45,663	46,609	53,664	52,962	55,136	59,204		
Total energy consumption for Genève Aéroport	MWh	60,526	67,369	61,971	58,970	58,073	56,850	302-1 e	
Total energy consumption for the airport platform	MWh	82,613	89,008	88,951	87,572	85,753	83,860		
Total airport platform energy consumption per traffic unit	kWh/TU	13,48	13,66	6,01	5,11	4,58	4,46	302-3	
Reduction in thermal energy consumption	kWh	0	0	0	0	3 777	1 231	302-4	
Reduction in electricity consumption	kWh	238	1,192.24	120.54	243.05	0	1,048,58	302-4	
Intermodality	text	-	-	-	-	-	-	G4-DMA	4.4. Sustainable mobility
Sustainable modal share of passengers	%	-	48.5	-	49	-	50	G4-DMA	-
Sustainable modal share of employees	%	-	-	39	-	-	41	G4-DMA	-
Airport staff subsidised by Genève Aéroport	No.	1,390	1,231	1,248	1,278	1,277	1,363	G4-DMA	-
Shuttle users	No.	48,675	40,617	88,613	105,218	151,216	152,302	G4-DMA	-
Electrification of airside vehicles and ground support equipment	%	26	26	28	31	37	45	G4-DMA	-

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Total volume of waste	t	1,694	1,612	2,751	3,045	3,090	3,624	306-3	4.7. Circular resource management
of which recyclable waste	t	684	871	1,076	1,271	1,446	NA (03.26)	306-4 c	-
of which special waste	t	48	249	144	206	436	NA (03.26)	306-4 b	-
of which incinerable waste	t	695	669	1,363	1,613	1,720	NA (03.26)	306-5	-
Recycling rate <i>*Calculation estimated after sorting</i>	%	49.1	50.4*	47.3*	42.5	40	NA (03.26)		-
Number of significant Kerosene spills (> 2m ²)	No.	-	-	6	10	10	13	G4-306-3	4.6. Water management and conservation
Number of significant Kerosene spills (>2m ²) with infiltration into drains	No.	-	-	1	5	1	2	G4-306-3	-
Number of significant oil spills (>2m ²)	No.	-	-	2	0	0	2	G4-306-3	-
Number of significant oil spills (>2m ²) with infiltration into drains	No.	-	-	1	0	1	0	G4-306-3	-
Effluents and waste	text	-	-	-	-	-	-	G4-DMA	4.7. Circular resource management
Interactions with water	text	-	-	-	-	-	-	303-1	4.7. Circular resource management
as a shared resource	m ³	259,751	222,158	213,009	214,098	198,416	185,957	303-5	4.6. Water management and conservation
Water consumption	L/passager	46.4	37.5	15.1	13	11.1	10.4		4.6. Water management and conservation
Water per passenger	m ³	220	232	439	360	387	301	G4 AO6	4.6. Water management and conservation
Type I de-icing product volume	m ³	201	201	525	211	280	123	G4 AO6	4.6. Water management and conservation
Type IV de-icing product volume	%	-	-	-	79	80	NA (03.26)	G4-DMA	4.6. Water management and conservation
Percentage of de-icing material recovered in relation to untreated liquid discharged	%	-	-	-	21	20	NA (02.26)	G4-AO6	4.6. Water management and conservation
Percentage of de-icing material discharged without treatment*	text	-	-	-	-	-	-	AO4	4.6. Water management and conservation
Rainwater quality	text	-	-	-	-	-	-	301-1	4.7. Circular resource management

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Policies to halt and reverse biodiversity loss	text	-	-	-	-	-	-	101-1	4.8. Biodiversity protection
Management of impacts on biodiversity	text	-	-	-	-	-	-	101-2	4.8. Biodiversity protection
Sites with impacts on biodiversity	text	-	-	-	-	-	-	101-5	4.8. Biodiversity protection
Policies and procedures to reconcile wildlife management and aviation safety at the airport	text	-	-	-	-	-	-	G4-DMA	4.8. Biodiversity protection
Bird impacts	No.	-	-	64	66	73	74	A09	4.8. Biodiversity protection
Rate of wildlife collisions per 10,000 aircraft movements	No. birds/10,000 aircraft	3.82	5.04	3.92	3.82	4.08	4.17	A09	4.8. Biodiversity protection
Surface area of the VP DSII envelope curve	km ²	8.9	11.08	35.1	32	31.2	NA (06/26)		5.1. Limiting noise disturbance
Classe IV	%	67.46	69.88	66.03	58.45	58.73	56.22		5.1. Limiting noise disturbance
Classe V	%	22.78	22.25	24.95	32.53	31.85	34		5.1. Limiting noise disturbance
Nighttime movements (22:00 - 5:59)	No.	3,058	2,089	9,261	9,618	9,879	9,514	G4-A02	-
Movements (22:00-22:59)	No.	2,406	3,045	6,055	6,228	6,176	6,213	G4-A02	-
Movements (23:00-23:59)	No.	551	970	2,933	3,108	3,422	2,989	G4-A02	-
Movements (00:00-00:29)	No.	35	36	239	240	257	255	G4-A02	-
Movements (00:30-05:59)	No.	66	38	34	42	24	57	G4-A02	-
Cumulative amount of soundproofed dwellings CH + FR	No.	4,056	4,170	4,188	4,214	4,326	4,483		-
Cumulative amount of soundproofed dwellings CH	No.	3,287	3,401	3,419	3,445	3,557	4,714		-
Cumulative amount of soundproofed buildings CH	No.	460	491	507	530	578	634		-
Soundproofed buildings CH* <i>*Indicator added for 2025 reporting</i>	No.	-	-	-	-	-	56		-
Cumulative cost in millions* <i>*Indicator added for 2025 reporting</i>	CHF	-	-	-	-	-	61.3		-
Cost in millions* <i>*Indicator added for 2025 reporting</i>	CHF	-	-	-	-	-	4.8		-

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Number and percentage change of people residing in noise-affected areas	No.	4,433	7,211	25,403	21,163	15,483	NA (06/26)	AOSS G4-AO7	5.1. Limiting noise disturbance
Complaints from neighbouring communities (noise)	No.	625	167	78	87	74	47		5.1. Limiting noise disturbance
Number of complainants	No.	31	29	35	27	48	38		5.1. Limiting noise disturbance
Activities involving the local community, impact assessment and development programmes	text	-	-	-	-	-	-	413-1	5.2. Protecting neighbouring communities
Activities with substantial, actual or potential negative impacts on local communities	text	-	-	-	-	-	-	413-2	5.2. Protecting neighbouring communities
Occupational health and safety management system	text	-	-	-	-	-	-	403-1	5.3. Occupational health and safety
Hazard identification, risk assessment and adverse events investigation	text	-	-	-	-	-	-	403-2	5.3. Occupational health and safety
Occupational health services	text	-	-	-	-	-	-	403-3	5.3. Occupational health and safety
Promoting workers' health	text	-	-	-	-	-	-	403-6	5.3. Occupational health and safety
Workers covered by an occupational health and safety management system	%	100	100	100	100	100	100	403-8	5.3. Occupational health and safety
Occupational accidents	text	-	-	-	-	-	-	403-9	5.3. Occupational health and safety

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Number of accidents, both occupational and non-occupational	No.	176	173	188	224	210	238	-	
Accident frequency rate, both occupational and non-occupational	/ 1,000ETP	174	193	228	241	206	234	-	
Occupational accidents and absences due to work-related illness	No.	23	20	21	49	40	38	403-9	-
Percentage of occupational accidents	%	22,1	20	11	22	19	16	-	
Percentage of occupational accidents with serious consequences	%	0	0	0	0	0	0	403-9	-
Occupational accident frequency rate	/ 1,000ETP	22,1	20	22	50	39	37	-	
Non-occupational accidents	No.	153	153	167	175	170	203	-	
Percentage of non-occupational accidents	%	147	153.3	89	78	81	84	-	
Non-occupational accident frequency rate	/ 1,000ETP	144	153.3	172	178	167	197	-	
Total absence rate	%	5.52	4.41	7.49	7.4	6.8	6.2	-	
Absence rate due to illness	%	4.56	3.6	6.29	6.18	5.2	4.9	-	
Absence rate due to accidents	%	0.96	0.81	1.2	1.22	1.7	1.3	-	
Number of deaths due to accidents	No.	0	0	0	0	0	0	403-9	-
Occupational illnesses	text	-	-	-	-	-	-	403-10	5.3. Occupational health and safety
Programmes to monitor employees' direct exposure to excessive levels of aircraft noise in the workplace.	text	-	-	-	-	-	-	G4-DMA	5.3. Occupational health and safety
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.	text	-	-	-	-	-	-	G4-DMA	5.3. Occupational health and safety

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Total members of staff	No.	1,105	1,059	1,032	1,050	1,079	1,088	401-1-b	
Thousands of hours worked - All staff members	No.	1,224	1,081	1,409	1,518	1,554	1,593		5.4. Human Resources policy 5.6. Diversity and equity in opportunities
Number of women	No.	331	313	299	303	310	308		-
Number of men	No.	774	746	733	747	769	780		-
Percentage of women	%	30	29,6	29	28.9	28.7	28.3	405-1-b	-
Percentage of men	%	70	70.4	71	71.1	71.3	71.7	405-1-b	-
By age: less than 30 years old	No.	70	55	58	69	88	86		-
By age: 30 to 50 years old	No.	697	657	630	627	659	657		-
By age: more than 50 years old	No.	338	347	344	354	332	345		-
Staff flow									
Turnover ratio	%	9.28	4.44	8.51	5.38	6.01	6.09		-
By gender: men	%	9.77	4.21	7.84	4.73	5.80	4.39	405-1-b	-
By gender: women	%	8.13	4.97	10.13	6.98	6.53	10.36	405-1-b	-
By age: less than 30 years old	%	17.24	11.20	12.39	6.30	14.01	18.39	405-1-b	-
By age: 30 to 50 years old	%	7.73	3.84	5.44	4.77	4.35	2.89	405-1-b	-
By age: more than 50 years old	%	10.45	4.38	13.60	6.30	7.29	9.16	405-1-b	-
Hires	No.	50	16	54	82	96	76		-
Men hires	No.	34	11	40	55	67	49	G4-LA1	-
Men hiring rate	%	68	69	74	67	70	64	401-1	-
Women hires	No.	16	5	14	27	29	27		-
Women hiring rate	%	32	31	26	33	30	36	401-1	-
Total hires (permanent contracts – CDI)	No.	51	20	41	61	61	60		-
Permanent contracts (CDI)	No.	32	8	33	51	53	38		-
Changes from fixed-term to permanent contracts	No.	19	12	8	10	8	22		-
Promotion	No.	33	38	60	45	72	50		-
Number of hires by internal mobility	No.	0	0	0	0	40	35		-
Executives	No.	41	39	40	42	42	17		-
Human Resources	No.	18	17	17	18	17	19		-
Finance and Services <i>Change following the integration of the Procurement and Strategic</i>	No.	24	21	21	22	23	40		-

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Technology	No.	61	63	58	62	63	68	-	
Infrastructure	No.	186	176	178	181	193	191	-	
Communication	No.	12	9	9	12	11	10	-	
Environment and sustainable development	No.	15	11	12	14	14	14	-	
Operations	No.	717	693	667	668	683	694	-	
Sales & Development	No.	31	30	30	31	33	35	-	
Share of women in management:	%	20	18.9	19.7	20.4	21.4	23.9	-	
Headcount Executives	No.	7	7	7	7	7	7	-	
Women Executives	No.	2	2	2	3	3	3	-	
Men Executives	No.	5	5	5	4	4	4	-	
Management staff*	No.	140	132	137	142	154	155	-	
Women Management	No.	28	25	27	29	33	37	-	
Men Management	No.	112	107	110	113	121	118	-	
Percentage of female members of the Board of Directors	%	15	15	13.6	13.6	40.9	40.9	-	
Permanent contract (CDI)	No.	1,065	1,041	1,008	1,009	1,013	1,025	GRI 2-7	-
Fixed-term contract (CDD)	No.	32	14	18	31	53	56	GRI 2-7	-
Apprentices	No.	8	4	4	7	12	6	-	
Auxiliaries	No.	0	0	0	0	0	0	-	
Interns	No.	0	0	2	3	1	1	-	
Departures									
Number of departures	No.	104	48	89	56	64	66	-	
Retirement	No.	2	2	11	7	7	8	-	
Early retirement	No.	16	7	22	13	10	15	-	
Death	No.	0	1	0	0	0	0	-	
Resignation	No.	34	20	21	18	21	16	-	
Dismissal	No.	22	9	30	14	19	14	-	
Invalidity	No.	4	0	0	0	0	0	-	
End of contract	No.	26	9	5	4	7	13	-	
By gender									
Women	No.	27	16	31	21	20	32	-	
Men	No.	77	32	58	35	44	34	-	
By age group									
Less than 30 years old	No.	15	7	7	4	11	16	-	
30 to 50 years old	No.	54	26	35	30	28	19	-	
More than 50 years old	No.	35	15	47	22	25	31	-	

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Recruitment of new employees and staff turnover	text	-	-	-	-	-	-	401-1	5.4. Human Resources policy 5.6. Diversity and equity in opportunities
Benefits provided to full-time employees that are not provided to temporary or part-time employees	text	-	-	-	-	-	-	401-2	5.4. Human Resources policy 5.6. Diversity and equity in opportunities
Parental leave	text	-	-	-	-	-	-	401-3	5.4. Human Resources policy 5.6. Diversity and equity in opportunities
Total number of women employees entitled to parental leave	No.	53	35	60	75	71	71		5.4. Human Resources policy 5.6. Diversity and equity in opportunities
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 paternity leave beneficiaries during the year	No.	78	55	110	139	147	158		-
Number of employees taking paternity leave during the year	No.	-	-	-	-	-	26		-
Rate of return to work and retention of male employees who took parental leave, by gender	%	100	100	100	100	100	100		-
% of employees covered by a remote work agreement	%	-	-	-	32.4	31	32.2		-
% of employees who have the possibility of working remotely	%	-	-	-	40.8	40,3	41.1		-
% of employees working remotely among those who have the opportunity	%	-	-	-	79.4	77	78.3		-
Part-time work									
Number of employees who choose to work part-time	No.	252	242	240	241	250	257		-
Number of women who choose to work part-time	No.	184	178	168	160	162	161		-
% of employees who choose to work part-time	%	22.8	22.9	23.3	23	23.2	23.6		-
% of women who choose to work part-time	%	55.6	56.9	56.2	52.8	52.3	52.3		-

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Sector additions	text	-	-	-	-	-	-	G4-DMA	5.4. Human Resources policy 5.6. Diversity and equity in opportunities
Occupational health and safety	text	-	-	-	-	-	-	G4-DMA	5.3. Occupational health and safety
Performance and career development reviews	text	-	-	-	-	-	-	404-3	5.4. Human Resources policy 5.6. Diversity and equity in opportunities
Percentage of employees receiving performance and career development reviews	%	-	-	-	87.81	83.63	85.39	404-3	-
Total number of employees who benefited from a review of performance and career development	No.	-	-	-	922	924	985	404-3	-
Percentage of managers who benefited from a performance and career development review	%	-	-	-	100	90.26	87.74	404-3	-
Number of people attending retirement preparation workshops	No.	-	-	-	-	13	12	-	-
Number of people benefiting from skills assessments	No.	-	-	-	-	5	8	-	-
Diversity within governance bodies and amongst employees	text	-	-	-	-	-	-	405-1	5.4. Human Resources policy
Base salary and remuneration of men and women	text	-	-	-	-	-	-	405-2	5.4. Human Resources policy
Equal pay - pay gap	No.	-	0.09	-	-	-	-	-	-
Percentage of women									
Percentage of women out of total staff	%	30	29.6	29	28.9	28.7	28.3	-	-
Number of women with permanent contract	No.	318	307	294	290	289	288	GRI 2-7	-
Percentage of women with permanent contract	%	96.1	98.1	98.3	95.7	93.2	93.5	405-1-b	-
Percentage of women managers	%	9.4	8.9	10	10.9	21	24	405-1-a	-
Percentage of women as members of the Board of Directors	%	40	40	50	60	60	50	405-1-a	-

Category and Indicator	Unit	2020	2021	2022	2023	2024	2025	GRI	Report section
Percentage of under 30s with a permanent contract	%	-	-	-	-	4.54	4.78	GRI 2-7	-
Percentage of 30 to 50 years of age with a permanent contract	%	-	-	-	-	63.18	62.05	GRI 2-7	-
Percentage of over 50s with a permanent contract	%	-	-	-	-	32.28	33.17	GRI 2-7	-
New hires	No.	50	16	54	82	96	76		-
Percentage of women in new hires	No.	16	5	14	27	29	27		-
Percentage of women managers in new hires	No.	6	1	3	4	0	2		-
New women hires	%	32	31.3	25.9	32.9	30.2	35.5		-
Women managers hired	%	12	6	6	5	0	2		-
Women									
Less than 30 years old	No.	20	12	6	9	19	17		-
30 to 50 years old	No.	208	194	192	188	193	187		-
More than 50 years old	No.	103	107	101	106	98	104		-
Men									
Less than 30 years old	No.	50	43	52	60	69	69		-
30 to 50 years old	No.	489	463	438	439	466	470		-
More than 50 years old	No.	235	240	243	248	234	241		-
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	text	-	-	-	-	-	-	407-1	5.4. Human Resources policy

7. Independent Limited Assurance Report on Selected ESG Indicators of the Sustainability Report for the Financial Year Ended on 31 December 2025

**Geneva International Airport,
Le Grand-Saconnex**

Independent Limited Assurance Report
on selected ESG indicators
for 2024 and 2025 regarding the environment
and
for 2025 regarding social and governance

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

We were engaged by the Board of Directors of Geneva International Airport (“GIA”) to provide limited assurance on selected ESG (Environmental, Social, and Governance) indicators of the Sustainability Report of Geneva International Airport, specifically for the years 2024 and 2025 regarding environmental indicators and for the year 2025 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 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 the Board of Directors of Geneva International Airport 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.
- Interviews with business managers 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 assess the correct consolidation of the 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.

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 2024 and 2025, as well as the social and governance indicators for 2025), 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 5, 2026

Forvis Mazars SA

Franck Paucod
Licensed audit expert
(Engagement Partner)



Clément Caussat
Licensed audit expert

Appendix:

- List of indicators from GIA's Sustainability Report subject to the assurance engagement

Appendix: List of indicators from GIA's Sustainability Report subject to the assurance engagement

Environnement - Emissions de CO2		Année
<u>Emissions directes de GES (Scope 1)</u>		
Boilers, light oil		2024
Heating, gas		2024
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		2024
<u>Autres émissions indirectes de GES liées au secteur de l'aviation (Scope 3)</u>		
Diesel use for non GVA airside vehicles		2024
Landside access by vehicles, including parking		2024
APU		2024
Aircraft emission on route		2024

Environnement - Autres données		Année
Classe IV		2025
Classe V		2025
Plaintes riverains (bruit)		2025
Consommation de carburant totale plateforme aéroportuaire sources non renouvelables		2025

Environnement - Autres données GRI		Année	Indicateur GRI associé
Mouvements nocturnes (22h00-22h59)		2025	G4-A02
Mouvements nocturnes (23h00-23h59)		2025	G4-A02
Volume produit de dégivrage de type I		2025	AOSS G4 AO6
Personnels aéroport subventionnés par Genève Aéroport		2025	AOSS G4-DMA
Electrification des véhicules et des engins sur le tarmac		2025	AOSS G4-DMA

RH - Autres données		Année
Total engagements CDI		2025
Licenciement		2025
Pourcentage de salariés couverts par un accord de travail à distance		2025
Salaire moyen		2025
Nombre total de condamnation judiciaire pour discrimination au sein de Genève Aéroport		2025
Nombre de bénéficiaire d'un congé paternité au cours de l'année		2025
Nombre moyen d'heures de formations managériales par an par manager		2025

RH - Données GRI		Année	Indicateur GRI associé
Nombre total des membres du personnel		2025	GRI 401-1-b
Pourcentage de femmes, membres de la Direction générale		2025	GRI 405-1-a
Nombre total d'employées ayant bénéficié d'une revue de performance et d'évolution de carrière		2025	GRI 404-3
Nombre d'accidents professionnels et non professionnels		2025	GRI 403-9

Economie - Autres données		Année
Résultat net		2025
Contribution publique (Etat de Genève)		2025

Economie - Données GRI		Année	Indicateur GRI associé
Chiffre d'affaires		2025	GRI 201-1
Passagers (trafic global)		2025	G4-A01
Total mouvements trafic global		2025	G4-A01
Total fret aérien et poste		2025	G4-A01
Investissements importants dans les infrastructures et des services soutenus		2025	AOSS G4-EC7
Passagers arrivée nationaux		2025	AOSS AO1
Passagers arrivée internationaux (hors France)		2025	AOSS AO1
Passagers arrivée France		2025	AOSS AO1
Passagers départ nationaux		2025	AOSS AO1
Passagers départ internationaux (hors France)		2025	AOSS AO1
Passagers départ France		2025	AOSS AO1

8. 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 Centre
CA	Board of Directors
COV	Volatile Organic Compound (VOC) emissions
CVC	Heating, Ventilation and Air Conditioning (HVAC)
DGNB	Sustainable building certification (Deutsche Gesellschaft für Nachhaltiges Bauen)
DSLIA	Airport Rescue and Firefighting Department
EASA	European Aviation Safety Agency
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortisation
EEC	Energy and Climate Exemplarity Programme
ESG	Environmental, Social and Governance
GA / GVA	Geneva Airport
GA / BA	General Aviation / Business Aviation
GES	Greenhouse Gases (GHG)
GIEC	Intergovernmental Panel on Climate Change (IPCC)
GSE	Ground Support Equipment
IATA	International Air Transport Association
KPI	Key Performance Indicator
MRO	Maintenance and Repair Organisation
Carbon neutrality	A state in which GHG emissions released into the atmosphere have been reduced or avoided, and/or remaining emissions are offset through carbon credits. To achieve carbon neutrality, carbon credits from projects that reduce, avoid or temporarily capture GHG emissions are accepted.
OACI	International Civil Aviation Organization (ICAO)
ODD	United Nations Sustainable Development Goals (SDGs)
OFAC	Federal Office of Civil Aviation
OFROU	Federal Roads Office
OFS	Federal Statistical Office
PAP	Planning Approval Procedure
Pax	Passengers
PCC	Cantonal Climate Plan
PDCn	Cantonal Master Plan
PIB	Gross Domestic Product (GDP)
PMR	Person with Reduced Mobility
POC	Proof of Concept
PSIA	Sectoral Aviation Infrastructure Plan
RSE	Corporate Social Responsibility (CSR)
SAF	Sustainable Aviation Fuel
SI	Information System
SIG	Industrial Services of Geneva
Energy transition	The energy transition replaces fossil fuels with low-carbon energy sources
UE	European Union
VLS	Self-service bicycle
VTC	Private Hire Vehicle with Driver
Net zero emissions	In accordance with the SBTi “Corporate Net-Zero Standard”, this means reducing emissions at a rate consistent with the latest climate science and offsetting any remaining residual emissions using carbon removal credits (as opposed to carbon reduction credits).

Board of Directors: Activity Report 2025



Introduction

The year 2025 was marked by constructive dialogue for the Board of Directors with the Executive Management of Genève Aéroport (GA), particularly with the Chief Executive Officer, focusing on ways to improve passenger reception and comfort, as well as reducing the airport's environmental impact.

It also saw another change in Chief Executive Officer, as Mr Gilles Rufenacht decided to pursue a new career path after 15 months at the airport.

The new CEO, Mr Jean-François de Saussure, was elected by the Board of Directors on 29 September 2025, following a swift yet meticulous process conducted throughout the summer.

The first few months of collaboration with our new CEO have demonstrated a mutual commitment to active cooperation and transparency, in the best interests of Genève Aéroport.

Although they come from a variety of professional and political backgrounds, the Board members demonstrated throughout the year a commitment to fulfilling their responsibilities with seriousness and enthusiasm, qualities reflected in the particularly pleasant atmosphere of the Board's work. Each director deserves our sincere thanks for their contributions throughout the year.

Some figures relating to the year 2025

In 2025, there were 9 Board of Directors (CA) meetings, 16 Executive Committee meetings (CdD, the CA's executive committee), 9 Audit and Finance Committee (CAF) meetings, 5 Administration and Human Resources Committee (CARH) meetings, 6 Infrastructure Committee (CI) meetings, and 6 Development and Airport Committee (CDA) meetings.

During these meetings, the Board of Directors made approximately 30 decisions and the Executive Committee about 10 related to HR matters within its jurisdiction, it being understood that the committees do not have decision-making authority. These 51 sessions represent 144 hours of meetings.

The total cost of attendance fees (for sessions and meetings other than Board of Directors, Executive Committee, and committee meetings) was CHF 429,000 (gross amount). This is in addition to the costs of administrative support (assistant to the Chairman and Board Secretary) and various expenses related to the directors (training, conferences, meals during or outside of meetings, IT platform, etc.), representing a total of CHF 800,000, or less than 0.15% of Genève Aéroport's 2025 revenue, which amounts to approximately CHF 535 million.

Activities

The Board of Directors devoted nearly half of its time to studying and validating strategic issues for the airport, a third to carrying out its oversight activities, and the remainder to its internal organisation.

The Board of Directors' activities, during its nine meetings totalling 38 hours, were distributed as follows:

- 43% of the time dedicated to strategic matters;
- 37% of the time dedicated to oversight tasks;
- 20% of the time dedicated to internal organisation and governance.

Main work of the Board of Directors

Strategy

■ Change of CEO

On 29 September 2025, the Board of Directors selected the future CEO of Genève Aéroport, following a recruitment process led by the Executive Committee starting in June 2025, with the support of a recruitment firm. Following several successive selection processes, first carried out by the latter and then by the Executive Committee, the latter selected two excellent candidates and presented them to the Board of Directors, which then chose Mr Jean-François de Saussure, who took office on 1 November 2025.

■ Noise reduction

The various measures aimed at reducing noise pollution related to airport activity were continuously monitored by the Board of Directors in 2025. The Board enthusiastically welcomes the positive developments between 2024 and 2025, namely the decrease in the number of flights despite the increase in passenger numbers, the increase in the proportion of latest-generation aircraft used by airlines thanks to financial incentives implemented by Genève Aéroport, the reduction in take-offs after 10 p.m. thanks to the introduction of noise quotas (in the testing phase in 2024 and officially from January 2025) and the reduction in flights between 10 p.m. and 6 a.m. The Board of Directors is pleased that the decisions taken and measures implemented by Genève Aéroport have a significant impact on reducing the noise pollution experienced by residents living near the airport.

■ A draft collective bargaining agreement for Genève Aéroport

In accordance with the requirements of Article 40 of the Geneva International Airport Act (LAIG), which stipulates that Genève Aéroport staff must be covered by a collective bargaining agreement (CBA), the Executive Management has begun negotiations with the social partners.

Throughout 2025, the CARH closely monitored the progress of the negotiations between the Executive Management and the social partners, which began in January 2025. The initial meetings focused on the representation of Genève Aéroport employees, and

subsequent meetings, starting in August 2025, addressed its content. The Board of Directors will vote on the text of the CBA in 2026. With this initiative, Genève Aéroport will be the first public institution whose labour relations will be governed by a CBA.

Monitoring

■ Genève Aéroport consolidated activity report

On 16 September 2025, the Board of Directors approved the merging of the sustainability report, the annual report, the financial report and the progress report on Genève Aéroport's strategy into a single consolidated report. The Board welcomes this proposal from the Executive Management, which will now make all essential information about Genève Aéroport available to the public in a single report.

■ BLC – Commissioning and completion of construction

The Baggage Logistics Centre (BLC) project was reviewed at every Board meeting in 2025, as in previous years.

After encountering numerous difficulties and delays, the Board is pleased to see that this important project for the airport is finally nearing completion. All check-in counters in the main terminal are connected to the BLC, and all its lines have been operational since 1 October 2025. Now, all baggage is processed by Standard 3 Explosive Detection Systems (EDS). The completion of the works, particularly those related to the buildings, is scheduled for the second quarter of 2026.

This BLC facility allows for faster and more efficient baggage processing, while ensuring an even higher level of security than before, so improving passenger experience.

■ Passenger experience at the heart of Genève Aéroport's concerns

The Board of Directors is pleased to note that passenger experience is now at the heart of Genève Aéroport's concerns. The CEO, who arrived in the autumn of 2024, made it a priority, establishing it as a corporate objective for 2025; Mr de Saussure and his teams are continuing to pursue this goal.

The Board is particularly proud that the Executive Management welcomed its request to equip Satellite 10 with lifts as part of its renovation and expansion; additional funding for this purpose was approved by the Board at its meeting on 28 October 2025. This project is a further step towards a higher-quality airport, a goal shared by both the Board of Directors and the Executive Management.

Continuing its commitment to improving passenger service, the Board is closely monitoring the evolution of the Airport Service Quality (ASQ) rating (a survey analysing passenger satisfaction during their journey through the airport), which improved between 2024 and 2025, demonstrating that the work undertaken by Genève

Aéroport to enhance passenger comfort (renovation of all restrooms, reduced waiting times at security checkpoints, etc.) is paying off.

■ Improving customs processing efficiency

In 2025, the Board, in conjunction with the Executive Management, initiated steps to improve the efficiency of passport control. Faster customs clearance, and thereby reducing waiting times, has been made possible by the installation of additional automated machines and their accessibility not only to Swiss residents, but now also to nationals of certain countries domiciled in Switzerland.

The Board of Directors, through the CDA, will continue to closely monitor the achievement of this objective. Work must continue in this direction, in consultation with the Federal Government, particularly with a view to further improving the resource planning of the Federal Office for Customs and Border Security (FOCBS), especially to cope with certain peaks in passenger traffic from non-Schengen countries.

■ Airport Fire and Rescue Service Group (SSLIA) - Geneva Fire and Rescue Service Group (GSIS)

Two years after its entry into force, the Executive Management presented to the Board of Directors a report on the implementation of the Cooperation Agreement concerning aircraft accidents or incidents on the airport premises and in their immediate vicinity, as well as in the event of an incident on the airport premises. This agreement, dated 4 May 2023, binds the Geneva Fire and Rescue Service Group (GSIS) to Genève Aéroport (GA). It aims to clarify the roles and responsibilities of the GSIS and the Airport Fire and Rescue Service (SSLIA).

The report indicates that their collaboration is very good, highlighting effective management of the allocation of the dedicated ambulance for the specific needs of the firefighters and police between the GSIS and the SSLIA, the joint graduation ceremony for GSIS and SSLIA graduates in autumn 2025, etc. However, further efforts are still needed to improve communication between the two services.

In 2025, the Board of Directors approved the funding for a feasibility study for the new airport fire station (which will also house other airport functions), after ensuring that its programme and cost were comparable to those of similar airport fire stations.

Internal organisation/governance

■ Board of Directors self-assessment

To further improve its governance, the Board of Directors conducted a new self-assessment in September 2025, having already undertaken this exercise in 2020 and 2023. A 48-question survey was sent to the directors, whose responses were analysed by the Executive Committee, which will then present recommendations for improvement to the Board in early 2026. The overall

assessment of this new survey is very satisfactory.

New this year, the Board sent a 10-question survey to the members of the Executive Management, allowing them to identify areas that should, according to the Executive Management, be improved in the relationship between these two bodies.

■ Sustainability awareness workshop

In November 2025, the Board of Directors participated in a sustainability awareness workshop, which allowed them to familiarise themselves with the context, strategic

challenges and complex regulatory framework related to sustainability, as well as to clarify their responsibilities in this area. The Board members discussed the topic and then formulated concrete actions: establishing a strengthened dialogue with the State and the Confederation for a common framework, rethinking sustainability governance by reinforcing a cross-cutting approach through the various Board committees, integrating nature and climate risks into the strategy, and precisely assessing the financial impacts of these choices. The Board will continue its deliberations on this broad subject.

Composition of the Board of Directors in 2025

- **Mr Christian Lüscher**, Chairman of the Board, member of the CdD
- **Mr Stanislas Zuin**, First Vice-Chairman, member of the CdD and Chairman of the CAF
- **Mr Patrick Schmied**, Second Vice-Chairman, member of the CdD and Chairman of the CDA
- **Ms Birgit Sambeth**, Member of the CdD and Chairman of the CARH
- **Mr Denis Chiaradonna**, Member of the CdD and Chairman of the CI
- **Ms Céline Amaudruz**, member of CARH
- **Ms Cécile Baptiste-David**, member of the CI
- **Ms Aurélie Godard Charillon**, member of the CDA
- **Mr Willy Cretegnny**, member of the CI
- **Ms Marie de Fréminville**, member of the CDA
- **Mr Lulzim Jahiu**, member of the CAF
- **Mr Laurent Jimaja**, member of CARH
- **Mr Thierry Mellina-Bares**, member of the CDA
- **Ms Corinne Momal-Vanian**, member of the CDA
- **Ms Caroline Monod**, member of the CAF
- **Mr David Pignolet**, member of CARH
- **Ms Mylène Schopfer Sandoz**, member of the CAF (from 05.11.2025)
- **Mr Philippe Schwarm**, member of the CI
- **Ms Rebecca Stevens Alder**, member of the CI
- **Mr Bernard Taschini**, member of the CAF (until 04.11.2025)
- **Mr Laurent Tremblet**, member of the CDA
- **Ms Virginie van Doorn**, member of the CAF
- **Mr Nicolas Vuille**, member of CARH

CdD: Executive Committee

CDA: Development and Airport Committee

CI: Infrastructure Committee

CARH: Administration and Human Resources Committee

CAF: Audit and Finance Committee



Design, writing and graphics: @GenèveAéroport, Communications Department, Altitude 436, Thomas Sanches

Photo credits: @GenèveAéroport, @architectes.ch / AdrienBarakat, @MagaliGirardin

Cover: @GenèveAéroport

Printing: Prestige Graphique

Paper: Offset Balance Pure 100% recycled



imprimé en
suisse

Aéroport International de Genève

Case postale 100 | CH-1215 Genève 15 | Tél. +41 22 717 80 00
www.gva.ch