



Manchester Airports Group Global Reporting Initiative (GRI) Content Index

2025 / 2026

Contents

General disclosures 03

Topic disclosures 18

Sector specific disclosures 51



General disclosures



General disclosures

Manchester Airports Group (MAG) presents its reporting against the Global Reporting Initiative (GRI) content index. This provides a structure to our Sustainability reporting and provides information and data for topics that are material to our operations and sites. MAG has reported in accordance with the GRI Universal Standards 2021 for the period 1st April 2025 - 31st March 2026 using GR1: Foundation 2021 and applicable GRI Sector Standard(s) GRI G4: Airport Operators.

GRI 2: General disclosures

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)
Organisation and reporting practices		
2-1-a	Name of the organisation	Manchester Airports Group
2-1-b	Nature of ownership and legal form	2025/26 MAG Annual Report and Accounts, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG operates under the name of The Manchester Airports Group Plc. All MAG airports are governed by UK aviation law, under the Civil Aviation Authority.
2-1-c	Location of headquarters	Manchester Airports Group, Olympic House, Manchester Airport, Manchester, M90 1QX
2-1-d	Countries of operations	2025/26 MAG Annual Report and Accounts, p. 7. available online: https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-2-a	Entities included in its sustainability report	The Manchester Airports Group, Manchester Airport, East Midlands Airport, Stansted Airport and CAVU

Disclosure	Reference	Omission(s)
2-2-b	Differences in entities listed in financial reporting compared to sustainability reporting	All sustainability data relates to Manchester Airports Group's total operations omitting sites in the United States. Sites in the USA have been omitted from the Sustainability reporting on the basis of Gross Asset Value (GAV) contributing a small amount of MAGs overall asset value. Moving forward, we plan to capture our international activities in our Sustainability Reporting.
2-2-c	Consolidation approach	2025/26 MAG Annual Report and Accounts, p123-128., available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-3-a	Reporting period and frequency of sustainability reporting	1st April 2025 - 31st March 2026, reporting on an annual basis MAG Annual Sustainability Report. https://www.magairports.com/work-with-us/sustainability-reports/
2-3-b	Reporting period and frequency of financial reporting	1st April 2025 – 31st March 2026, reporting on an annual basis. MAG Annual Report and Accounts, https://www.magairports.com/investor-relations/annual-and-interim-reports/

GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)
2-3-c	Publication date	October 8 th 2026
2-3-d	Contact point for reporting	sustainability@magairports.com
2-4-a	Restatements of information	Our energy and emission performance have been restated, more information on these restatements can be found in our dedicated Emissions Report. These restatements have been made to make use of the most recent and complete dataset. This approach follows best practice outlined in the World Resources Institute Greenhouse Gas Protocol and guidance issued by the UK Government. In accordance with the Airport Carbon Accreditation Application Manual 14, we have also included new emission categories to include refrigerants, engine testing and aircraft/airfield de-icer emissions. Our emissions report is available online at: https://www.magairports.com/work-with-us/sustainability-reports/
2-5-a	Policy and practice for external assurance	All the data in our report has been subject to our internal business quality control processes. Arcadis audited the data for the purposes of the Sustainability reporting as well as GRI table data and EY audited financial reporting for the purposes of the Annual Report both external assurance providers have a contractual relationship with Manchester Airports Group.

Disclosure	Reference	Omission(s)
2-5-b	Relationship between the organisation and the external assurance provider	Arcadis audited data used for the purposes of the Sustainability reporting as well as GRI table data. This included an audit of the following content indexes: • Reliability of reported information • Adherence to GRI 1 – Requirements and principles for using the GRI Standards • Adherence to GRI 2 – Disclosures about the reporting organization • Adherence to GRI 3 – Disclosures and guidance about the organization's material topics • Adherence to requirements of the Topic Standards deemed relevant per MAG's materiality analysis • Adherence to the Accountability Principles 2025/26 MAG Sustainability Report, Arcadis statement, p.46, available online at https://www.magairports.com/work-with-us/sustainability-reports/ Ernst & Young LLP audited financial reporting for the purposes of the Annual Report both external assurance providers have a contractual relationship with Manchester Airports Group. • GRI 201 – Economic Performance • GRI 207 – Approach to Tax 2025/26 MAG Annual Report and Accounts, Ernst & Young LLP Statement, p. 116-119, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/

GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)
Activities and workers		
2-6-a	Sector(s) in which it's active served 2025/26 MAG Annual Report and Accounts, p. 7 & p.18-22,available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ Airport websites also hold passenger destination information: https://www.manchesterairport.co.uk/ https://www.eastmidlandsairport.com/ https://www.stanstedairport.com/	-
2-6-b	Value chain Table GRI 204-1 on page 23 of this report	-
2-6-c	Other relevant business relationships Other relevant business relationships are disclose in the MAG Annual Report and Accounts 2025/26, p. 97-101, available online at https://www.magairports.com/investorrelations/annual-and-interim-reports/	-
2-6-d	Significant changes to the organisation and its supply chain Airport websites also hold passenger destination information: https://www.manchesterairport.co.uk/ https://www.eastmidlandsairport.com/ https://www.stanstedairport.com/ There have been no significant changes in the organisation when compared to the previous reporting period.	-
2-7-a	Information on employees and other workers by gender and region Table 2-7, available on page 45-46 of this report. Our gender pay gap reporting is available online at https://www.magairports.com/work-with-us/policies-and-statements/	-



GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)
Activities and workers (continued)		
2-7-b	Information on employees and other workers	Table GRI 2-7 on page 8 of this report. -
2-7-c	Methodologies and assumptions used to compile data	Total employees for the GRI Content Index is compiled using the employee numbers as at the 31st March 2024. Total employees reported in the 2025 Annual Report is the average number of employees across 2024. -
2-7-d	Contextual information for 2-7-a and 2-7-b	Please see 2-7-c on page 8 of this report. -
2-7-e	Describe significant fluctuation in the number for employees	We have continued to see an increase in employee numbers in FY26. -
2-8-a	Total number of workers who are not employees	2025/26 MAG GRI Disclosures, Table 2-8, available online at https://www.magairports.com/work-with-us/sustainability-reports/social-responsibility-reports The type of work they perform is ground handlers, border force and other third-party companies that support aviation operations. -
2-8-b	Methodologies and assumptions used to compile data	2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ -
2-8-c	Describe significant changes in number of workers who are not employees	- -

Disclosure	Reference	Omission(s)
Governance		
2-9-a	Governance structure	2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ -
2-9-b	Committees of the highest governance body	2025/26 MAG Annual Report and Accounts, p. 76-81, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ -
2-9-c	Composition of the highest governance body and its committees	2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ -
2-10-a	Nominating and selecting the highest governance body	2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ -
2-10-b	Criteria used for nominating and selecting the highest governance body	2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ -
2-11-a	Chair of the highest governance body	2025/26 MAG Annual Report and Accounts, p. 78, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ -
2-11-b	Nominating and selecting the highest governance body and conflict of interest mitigation	2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ -
2-12-a	Role of highest governance body in setting purpose, values, and strategy	2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ -

GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

GRI 2-7: Total number of employees broken down by type of employment contract and gender

		FY26	FY25
East Midlands	% of male colleagues on full time employment contracts	40.0%	38.4%
	% of female colleagues on full time employment contracts	22.8%	20.0%
	% of male colleagues on part time employment contracts	16.4%	20.1%
	% of female colleagues on part time employment contracts	20.8%	21.6%
London Stansted	% of male colleagues on full time employment contracts	42.8%	42.0%
	% of female colleagues on full time employment contracts	23.0%	22.9%
	% of male colleagues on part time employment contracts	16.1%	16.7%
	% of female colleagues on part time employment contracts	18.1%	18.4%
Manchester	% of male colleagues on full time employment contracts	54.7%	52.6%
	% of female colleagues on full time employment contracts	24.0%	21.1%
	% of male colleagues on part time employment contracts	12.1%	16.6%
	% of female colleagues on part time employment contracts	9.2%	9.7%
CAVU	% of male colleagues on full time employment contracts	43.3%	39.0%
	% of female colleagues on full time employment contracts	44.0%	34.1%
	% of male colleagues on part time employment contracts	2.9%	8.5%
	% of female colleagues on part time employment contracts	9.8%	18.4%
London office	% of male colleagues on full time employment contracts	66.7%	81.8%
	% of female colleagues on full time employment contracts	33.3%	18.2%
	% of male colleagues on part time employment contracts	0.0%	0.0%
	% of female colleagues on part time employment contracts	0.0%	0.0%
Chicago office	% of male colleagues on full time employment contracts	36.4%	48.0%
	% of female colleagues on full time employment contracts	63.6%	52.0%
	% of male colleagues on part time employment contracts	0.0%	0.0%
	% of female colleagues on part time employment contracts	0.0%	0.0%

GRI 2-7: Total number of employees broken down by type of employment contract and gender

		FY26	FY25
Bristol	% of male colleagues on full time employment contracts	29.8%	36.9%
	% of female colleagues on full time employment contracts	33.3%	26.2%
	% of male colleagues on part time employment contracts	8.8%	15.5%
	% of female colleagues on part time employment contracts	28.1%	21.4%
Other location	% of male colleagues on full time employment contracts	68.8%	44.2%
	% of female colleagues on full time employment contracts	25.0%	53.2%
	% of male colleagues on part time employment contracts	6.2%	1.3%
	% of female colleagues on part time employment contracts	0.0%	1.3%
MAG (total)	% of male colleagues on full time employment contracts	49.2%	46.7%
	% of female colleagues on full time employment contracts	24.9%	24.5%
	% of male colleagues on part time employment contracts	13.2%	15.4%
	% of female colleagues on part time employment contracts	12.7%	13.4%

GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)
2-12-b	Role of highest governance body in overseeing due diligence 2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-12-c	Role of highest governance body in reviewing the effectiveness of processes 2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-13-a	Delegating authority 2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-13-b	Communicating organisations on economy, environment and people 2025/23 MAG Annual Report and Accounts, p. 52-57, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-14-a	Highest governance body's role in sustainability reporting Disclosure 2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-14-b	If the highest governance body is not responsible for sustainability reporting Disclosures 2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-

Disclosure	Reference	Omission(s)
2-15-a	Conflicts of interest 2025/26 MAG Annual Report and Accounts, p. 96, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-15-b	Communicating conflicts of interest to stakeholders 2025/26 MAG Annual Report and Accounts, p. 96, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-16-a	Communicating critical concerns 2025/26 MAG Annual Report and Accounts, p. 110-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-16-b	Nature and total number of critical concerns 2025/26 MAG Annual Report and Accounts, p. 110-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-17-a	Collective knowledge of highest governance body 2025/26 MAG Annual Report and Accounts, p. 110-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-18-a	Evaluating the highest governance body's performance 2025/26 MAG Annual Report and Accounts, p. 110-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-18-b	Frequency and independence of evaluation 2025/26 MAG Annual Report and Accounts, p. 162-170, 176-177, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-18-c	Actions taken in response to evaluations 2025/26 MAG Annual Report and Accounts, p. 116-119, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-

GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)
2-12-b	Role of highest governance body in overseeing due diligence 2025/26 MAG Annual Report and Accounts, p. 90-113, available online	-
2-12-c	Role of highest governance body in reviewing the effectiveness of processes 2025/26 MAG Annual Report and Accounts, p. 90-113, available online	-
2-13-a	Delegating authority 2025/26 MAG Annual Report and Accounts, p. 90-113, available online	-
2-13-b	Communicating organisations on economy, environment and people 2025/23 MAG Annual Report and Accounts, p. 52-57, available online	-
2-14-a	Highest governance body's role in sustainability reporting Disclosure 2025/26 MAG Annual Report and Accounts, p. 90-113, available online	-
2-14-b	If the highest governance body is not responsible for sustainability reporting Disclosures 2025/26 MAG Annual Report and Accounts, p. 90-113, available online	-
2-15-a	Conflicts of interest 2025/26 MAG Annual Report and Accounts, p. 96, available online	-
2-15-b	Communicating conflicts of interest to stakeholders 2025/26 MAG Annual Report and Accounts, p. 96, available online	-
2-16-a	Communicating critical concerns 2025/26 MAG Annual Report and Accounts, p. 110-113, available online	-
2-16-b	Nature and total number of critical concerns 2025/26 MAG Annual Report and Accounts, p. 110-113, available online	-
2-17-a	Collective knowledge of highest governance body 2025/26 MAG Annual Report and Accounts, p. 110-113, available online	-
2-18-a	Evaluating the highest governance body's performance 2025/26 MAG Annual Report and Accounts, p. 110-113, available online	-
2-18-b	Frequency and independence of evaluation 2025/26 MAG Annual Report and Accounts, p. 162-170, 176-177, available online	-
2-18-c	Actions taken in response to evaluations 2025/26 MAG Annual Report and Accounts, p. 116-119, available online	-

GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)
2-19-a	Remuneration policies 2025/26 MAG Annual Report and Accounts, p. 104-107, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-19-b	Remuneration in relation to performance of highest governance body and senior executives 2025/26 MAG Annual Report and Accounts, p. 104-107, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-20-a	Process for determining remuneration 2025/26 MAG Annual Report and Accounts, p. 104-107, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-20-b	Stakeholder involvement in remunerations 2025/26 MAG Annual Report and Accounts, p. 104-107, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-21-a	Annual total compensation ratio 2025/26 MAG Annual Report and Accounts, p. 104-107, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ Table GRI 2-21 below.	-
2-21-b	Percentage increase in annual total compensation ratio 2025/26 MAG Annual Report and Accountsp. 104-107, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ Table GRI 2-21 below.	-
2-21-c	Compensation ratio contextual information 2025/26 MAG Annual Report and Accounts, p. 104-107, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ Table GRI 2-21 below.	-

GRI 2-21: Remuneration and Incentives

	FY26	FY25
Ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	1.00 : 0.015	1.00 : 0.016

GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)
Strategy, Policies and Practices		
2-22-a	Statement on sustainable development strategy 2025/26 MAG Annual Report and Accounts, p. 52-57, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025/26 MAG Annual Sustainability Report available online at https://www.magairports.com/work-with-us/sustainability-reports/ Sustainable Development plans, available online for each airport below: Manchester Airport London Stansted Airport East Midlands Airport	-
2-23-a	Policy commitment for responsible business conduct 2025/26 MAG Annual Report and Accounts, p. 52-57, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
2-23-b	Policy commitment for human rights 2025/26 MAG Annual Report and Accounts, p. 50-51, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ Statement on Modern Slavery, available online at; https://www.magairports.com/work-with-us/policies-and-statements/ Supplier Code of Conduct, available at; https://assets.live.dxp.maginfrastucture.com/f/73114/x/1bd57338da/mag-supplier-code-of-conduct-v31-2023.pdf	-
2-23-c	Publicly available policy commitments Policies are publicly available online through MAGs site index, available online https://www.magairports.com/work-with-us/policies-and-statements/	-
2-23-d	Level at which policy commitments are approved 2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-



GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)	Disclosure	Reference	Omission(s)		
2-23-e	Policy commitment applied to organisation activities and business relationships	2025/26 MAG Annual Report and Accounts, p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-	2-25-e	Grievance mechanism performance tracker	2025/26 MAG Sustainability Report, p. 18-28, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
2-23-f	Communications of policy commitments to internal and external stakeholders	2025/26 MAG Annual Report and Accounts p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ Further information available online at https://www.magairports.com/about-us/mission-and-values/	-	2-26-a	Mechanisms for seeking advice and raising concerns	MAG is committed to maintaining an open culture with the highest standards of honesty and integrity, where colleagues can report any genuine concerns in the strictest confidence. We have in place 'Safecall', an independent whistleblowing line, which provides employees with a safe and secure mechanism to report any matters relating to their working environment. MAG employs Safecall as a mechanism to allow staff members to easily report any confidential concerns, including corruption, discrimination, health and safety and bullying. We deal with any such cases in line with our company policy and are strongly committed to tackling any occurrences of inappropriate behaviour swiftly and resolutely to enable full equality in our place of work. Whilst MAG has a robust internal reporting system, on occasions, colleagues may feel uncomfortable using them due to a lack of anonymity. MAG values the service provided by Safecall because we are keen to ensure that any allegation of wrongdoing or other concerns are reported and investigated immediately. MAG 2025/26 Annual Report and Accounts, p.76-89, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025/26 MAG Sustainability Report, p. 18-28, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
2-24-a	Embedding Policy Commitments	2025/26 MAG Annual Report and Accounts p. 90-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-				
2-25-a	Commitments to remediate negative impacts	2025/26 MAG Sustainability Report, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-				
2-25-b	Grievance mechanisms	2025/26 MAG Sustainability Report, p. 18-28, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-				
2-25-c	Cooperates remediation of negative impacts	2025/26 MAG Sustainability Report, p. 18-28, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-				
2-25-d	Stakeholder involvement in grievance mechanisms	2025/26 MAG Sustainability Report, p.18-28, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-				

GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)	Disclosure	Reference	Omission(s)
2-27-a	Reporting number of non-compliance	2025/26 MAG Annual Report and Accounts, p. 76-89, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-	2-28-a	Membership associations
2-27-b	Reporting number of non-compliance and associated fines	2025/26 MAG Annual Report and Accounts, p. 76-89, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-		ISO 14001 – Environmental Management System ISO 14064-3 – Greenhouse Gas emissions reporting ISO 45001 – Health and Safety Management ISO 50001 – Energy Management ISO 55000 – Asset Management Airport Carbon Accreditation (Level 3+, Neutrality) GRESB – Global Real Estate Sustainability Benchmark Slave-Free Alliance Primary Membership Organisations: International Air Transport Association (IATA) Airport Council International (ACI) Air Transport Action Group (ATAG) Business in the Community Sustainable Aviation Jet Zero Council MAG 2025/26 Annual Report and Accounts, p.52-57, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-27-c	Significant instances of non-compliances	2025/26 MAG Annual Report and Accounts, p. 76-89, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-		MAG 2025/26 Sustainability Report, performance tables, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/
2-27-d	Determining significant instances of non-compliance	2025/26 MAG Annual Report and Accounts, p. 76-89, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-		

GRI 2: General disclosures (continued)

This material references disclosures 2-1 to 2-30 from GRI 2: General disclosures 2021

Disclosure	Reference	Omission(s)	
Stakeholder engagement			
2-29-a	Approach to stakeholder engagement	2025/26 MAG Annual Report and Accounts, p. 103-104 available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025/26 MAG Sustainability Report, Community at our Core, p. 18-28, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
2-30-a	Collective bargaining agreements	Please see table 2-30 below.	-
2-30-b	Terms of collective bargaining and working conditions	Table GRI 2-30 below.	-

GRI 2-30: % of total employees covered by collective bargaining agreement

	FY26	FY25
Employees covered by collective bargaining agreements ^[1]	7,140	7,497
As a percentage against the total employees ^[1]	88.2%	86.1%

^[1] As of 2025/26, our data now includes global employees (incl. CAVU) covered by bargaining agreements.

GRI 3: Material Topics

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. At regular intervals, we assess the performance our Sustainability Strategy through monitoring associated KPIs and targets against baseline performance. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Significant risks are escalated through our robust risk management process. Additionally, where performance improves year on year, we seek to capitalise upon these to contribute to sustainable development. Enabling the highest governing body to review and improve the process of understanding material topics and MAGs associated performance. The Sustainability Strategy is also reviewed at timely intervals to identify actual and potential negative and positive impacts across the business, with insights collated from internal and external stakeholders. Our materiality matrix (page 5 of the Sustainability Strategy) highlights our considered approach to identifying priority sustainability topics (economic, social, and environmental), as well as human rights impacts related to human trafficking and ethics and compliance amongst others. For the third year, we have also conducted TCFD assessments to understand the actual and potential physical and transition climate-related impacts on our business over the short, medium, and long-term time horizons (see Sustainability Report 2025 / 2026, Taskforce on Climate-related Financial Disclosures for further information). We also endeavor to seek ongoing feedback from our stakeholders through formal grievance mechanisms and gathering external information. To do so, we conduct regular community engagement programs and stakeholder surveys, as well as more established processes for environmental complaints such as noise and air quality. 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ MAG Sustainability Strategy document 2025-2030 available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf	-

GRI 3: Material Topics (continued)

Disclosure	Reference	Omission(s)
3-2	List of material topics A list of MAG's material topics for is presented below: GRI 201 – Economic Performance GRI 202 – Market Presence GRI 203 – Indirect Economic Performance GRI 204 – Procurement Practices GRI 207 – Tax GRI 302 – Energy GRI 303 – Water and Effluents GRI 304 – Biodiversity GRI 305 – Emissions GRI 306 – Waste GRI 307 – Environmental Compliance GRI 401 – Employment GRI 402 – Labour/management Relations GRI 403 – Occupational Health and Safety GRI 404 – Training and Education GRI 405 – Diversity and Equal Opportunity GRI 413 – Local Communities GRI 415 – Public Policy GRI 419 – Socioeconomic Compliance 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
3-3	Management of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-



Topic Disclosures



Topic Disclosures

GRI 201: Economic Performance

This material references Disclosures 3-1 to 3-3 from GRI 3: Material Topics 2021 and GRI 201-1 to 201-4 from GRI 201: Economic Performance 2021

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf	-

Disclosure	Reference	Omission(s)
3-2	List of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
3-3	Management of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
201-1	Direct economic value generated and distributed 2025/26 MAG Annual Report and Accounts, p. 42-49, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
201-2	Financial implications and other risks and opportunities due to climate change 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/ 2025/26 MAG Annual Report and Accounts, p. 58-68, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
201-3	Defined benefit plan obligations and other retirement plans 2025/26 MAG Annual Report and Accounts, p. 153-157, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-
201-4	Financial assistance received from government 2025/26 MAG Annual Report and Accounts, p. 42-49, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	-

GRI 202: Market Presence

This material references Disclosures 3-1 to 3-3 from GRI 3: Material Topics 2021 and GRI 202-1 and 202-2 from GRI 202: Market Presence 2021

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf
3-2	List of material topics	2025/23 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/responsible-business/Sustainability-reports/
3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/
202-1	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	See Table GRI 202-1 on next page.
202-2	Proportion of senior management hired from the local community	- Information unavailable. Data currently not collected.

202-1:

Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.

All colleagues in Tiers 5-7 (levels from CEO)

		Total number of colleagues	Number of full-time employees	Number of part time employees	Number of casual employees	Average salary	Average hourly rate	Ratio
Tier 7	Male	3,151	2,082	1,065	4	£30,467.70	£13.91	0.99
	Female	2,035	1,032	994	9	£27,755.35	£14.04	1
Tier 6	Male	708	665	43	0	£48,603.95	£21.90	1
	Female	270	219	51	0	£43,202.80	£21.03	0.96
Tier 5	Male	404	394	10	0	£50,845.84	£23.31	1
	Female	203	193	10	0	£45,111.01	£21.57	0.93

Breakdown by National Minimum Wage groups

		Total number of colleagues	Average hourly rate	National minimum wage	% average salary vs minimum wage	Ratio
Under 18 years of age	Male	1	£14.82	£8.00	117%	1.00
	Female	0	£-	£8.00	-	0.00
18-20 years of age	Male	79	£13.74	£10.85	127%	1.00
	Female	77	£13.23	£10.85	122%	0.96
21 or over (NMW)	Male	5,011	£19.76	£12.21	162%	1.00
	Female	2,923	£18.75	£12.21	154%	0.95



GRI 203: Indirect Economic Impacts 2021

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 203-1 and 203-2 from GRI 203: Indirect Economic Impacts 2021

Disclosure	Reference	Omission(s)	Disclosure	Reference	Omission(s)		
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/	-	3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
			203-1	Infrastructure investments and services supported	2025/26 MAG Annual Sustainability Report, Community at our Core, p. 18-28 2025/26 MAG Annual Sustainability Report, Data tables, p. 34, 39, 44, 49, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Airport summary reports, Manchester Airport, East Midlands Airport, Stansted Airport, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-	
			203-2	Significant indirect economic impacts	2025/26 MAG Annual Sustainability Report, Community at our Core, p. 18-28 2025/26 MAG Annual Sustainability Report, Data tables, p. 34, 39, 44, 49, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Airport summary reports for Manchester Airport, East Midlands Airport, Stansted Airport, are available online at https://www.magairports.com/work-with-us/corporate-	-	
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/				-	

GRI 204: Procurement Practices

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 204 from GRI 204: Procurement Practices 2021

Disclosure	Reference	Omission(s)	204-1: Local suppliers [1, 2]		
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting	-		
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/corporate-	-		
3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-		

204-1: Local suppliers [1, 2]			FY26	FY25
East Midlands Airport	Total number of suppliers		400	366
	Number of local suppliers		56	54
	% of local suppliers		14.0%	14.8%
London Stansted Airport	Total number of suppliers		532	491
	Number of local suppliers		83	72
	% of local suppliers		15.6%	14.7%
Manchester Airport	Total number of suppliers		681	619
	Number of local suppliers		209	194
	% of local suppliers		30.7%	31.3%
CAVU	Total number of suppliers		142	-
	Number of local suppliers		33	-
	% of local suppliers		23.2%	-
MAG	Total number of suppliers		1,755	1,476
	Number of local suppliers		381	320
	% of local suppliers		21.7%	21.7%
	% of the procurement budget used for significant locations of operation spent on local suppliers to that operation.		17.6%	19.3%

[1] Local suppliers are those within 25 miles of the airport

[2] Due to PPAR2020 UCR regulations MAG aren't able to report on proportion of spending on local suppliers as non-compliant to favour any suppliers regardless of location.

GRI 207: Approach to Tax

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 207-1 to 207-4 from GRI 207: Approach to Tax 2019

Disclosure	Reference	Omission(s)	207-1, 2, 3, 4: Tax
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf	207-1 Approach to tax 2025/26 MAG Tax Strategy (Section 1, 2) reviewed annually and available online at: https://www.magairports.com/responsible-business/tax-strategy/ MAG 2025/26 Annual Report and Accounts, p. 58, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	207-2 Tax governance, control, and risk management 2025/26 MAG Tax Strategy (Section 3), reviewed annually and available online at: https://www.magairports.com/responsible-business/tax-strategy/ MAG have an annual review by Deloitte, whereby they review and evaluate our risk management processes and our ongoing tax risk and controls matrix. This part of our wider 'senior accounting officer' process. The disclosures on tax within MAG's statutory accounts are audited by EY's specialist tax audit team each period. The disclosures are prepared by the group tax manager and reviewed by the director of tax before EY review the disclosures.
3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	207-3 Tax governance, control, and risk management 2025/26 MAG Tax Strategy (Section 4), reviewed annually and available online at: https://www.magairports.com/responsible-business/tax-strategy/ Where necessary, MAG seeks advice to understand the tax impacts on MAG in relation to any government public policy announcements.
			207-4 Country-by-country reporting 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/

GRI 302: Energy

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 302-1 to 302-5 from GRI 302: Energy 2021

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/ 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/responsible-business/Sustainability-reports/	-



GRI 302: Energy (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 302-1 to 302-5 from GRI 302: Energy 2021

Disclosure	Reference	Omission(s)	Disclosure	Reference	Omission(s)
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-	302-4	Reduction of energy consumption
3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-	302-5	Reductions in energy requirements of products and services
302-1	Energy consumption within the organisation	2025/26 MAG Annual Sustainability Report, Decarbonising aviation, p. 9-13, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Emissions Report available online https://www.magairports.com/work-with-us/sustainability-reports/	-		2025/26 MAG Annual Report and Accounts, p.37, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025/26 MAG Annual Sustainability Report, Decarbonising aviation, p. 9-13, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Sustainability Report, Data tables, p. 34, 39, 44, 49, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Greenhouse Gas Emission report, available online at https://www.magairports.com/work-with-us/corporate-
302-2	Energy consumption outside the organization	2025/26 MAG Emissions Report available online at https://www.magairports.com/work-with-us/sustainability-reports/	-		
302-3	Energy intensity	2025/26 MAG Emissions Report available online at https://www.magairports.com/work-with-us/sustainability-reports/	-		

GRI 303: Water and Effluents

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 303-1 to 303-5 from GRI 303: Water and Effluents 2018

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/social-responsibility-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/ 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/responsible-business/Sustainability-reports/	-
3-2	List of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
3-3	Management of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
303-3	Management of water discharge- related impacts 2025/26 MAG Annual Sustainability Report, p. 4-6 and 8-14, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-

GRI 303: Water and Effluents (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 303-1 to 303-5 from GRI 303: Water and Effluents 2018

GRI 303-1, 2, 3, 4 & 5: Water

		FY26	FY25
East Midlands Airport	Mains water usage (megalitres)	115.0	100.5
	Third party water (megalitres)	11.9	16.2
	Discharge of effluent to surface water (megalitres)	Not available	Not available
	Discharge of trade effluent to sewer (megalitres)	Not available	0.60
London Stansted Airport	Mains water usage (megalitres)	610.9	642.7
	Third party water (megalitres)	193.4	131.2
	Discharge of effluent to surface water (megalitres)	Not available	Not available
	Discharge of trade effluent to sewer (megalitres)	Not available	Not available
Manchester Airport	Mains water usage (megalitres)	801.3	582.9
	Third party water (megalitres)	73.2	69.2
	Discharge of effluent to surface water (megalitres)	Not available	Not available
	Discharge of trade effluent to sewer (megalitres)	Not available	1,140.3
MAG	Mains water usage (megalitres)	1,527.2	1,326.1
	Third party water (megalitres)	278.5	216.6
	Discharge of effluent to surface water (megalitres)	Not available	Not available
	Discharge of trade effluent to sewer (megalitres)	Not available	Not available



GRI 304: Biodiversity

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 304-1 to 304-4 from GRI 304: Biodiversity 2021

Disclosure	Reference		Omission(s)
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/ 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/responsible-business/Sustainability-reports/	-
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-

GRI 304: Biodiversity (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 304-1 to 304-4 from GRI 304: Biodiversity 2021

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

	East Midlands Airport	Manchester Airport	London Stansted Airport
<i>Geographic location</i>	n/a	Cotteril Clough SSSI (OS Grid Ref: SJ 808 840)	Elsenham Woods (Eastend Wood) SSSI (OS Grid Ref: TL 561 252)
<i>Subsurface and underground land that may be owned, leased, or managed by the organization</i>	n/a	Leased	Owned
<i>Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;</i>	n/a	Adjacent	Adjacent
<i>Type of operation (office, manufacturing or production, or extractive)</i>	n/a	Adjacent use, Manchester Airport	Adjacent use, Stansted Airport
<i>Size of operational site in km² (or another unit, if appropriate)</i>	n/a	Area of SSSI - 3.39ha	Area of SSSI – 39.97ha
<i>Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);</i>	n/a	Broadleaved, mixed and yew woodland – lowland	Broadleaved, mixed and yew woodland – lowland
<i>Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).</i>	n/a	Site of Special Scientific Interest – Wildlife and Countryside Act 1981 (amended 1985) and Countryside and Rights of Way Act 2000	Site of Special Scientific Interest – Wildlife and Countryside Act 1981 (amended 1985) and Countryside and Rights of Way Act 2000

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

	East Midlands Airport	Manchester Airport	London Stansted Airport
<i>Construction or use of manufacturing plants, mines, and transport infrastructure</i>	n/a	n/a	Elsenham Woods SSSI – Adjacent Stansted Airport
<i>Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources)</i>	River Trent - outfall pipe which discharges surface water runoff during winter months in-line with Environment Agency permit	Cotteril Clough SSSI - quality of storm water (GRI A01), air quality, NO ₂ , PM ₁₀ , O ₃ (GRI A05)	Elsenham Woods SSSI - quality of storm water (GRI A01), air quality, NO ₂ , PM ₁₀ , O ₃ (GRI A05)
<i>Introduction of invasive species, pests, and pathogens</i>	n/a	n/a	n/a
<i>Reduction of species</i>	n/a	n/a	Management of native deer population to protect flora and habitat.
<i>Habitat conversion</i>	n/a	n/a	n/a
<i>Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level)</i>	n/a	Cotteril Clough SSSI – changes in surface water runoff volume	n/a
<i>Species affected</i>	Aquatic macroinvertebrates survey has shown no significant impact	Site still in favourable condition	Negative
<i>Extent of areas impacted</i>	River Trent - approx 200m downstream of outfall pipe	n/a	Elsenham Woods SSSI – 39.97ha
<i>Duration of impacts</i>	River Trent – Winter months	n/a	Continuous
<i>Reversibility or irreversibility of the impacts</i>	Reversible via stopping pumping	n/a	Reversible

GRI 304: Biodiversity (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 304-1 to 304-4 from GRI 304: Biodiversity 2021

304-3 : Habitats protected or restored

	East Midlands Airport	Manchester Airport	London Stansted Airport
<i>Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals</i>	n/a	Cotteril Clough SSSI - Snowberry removed to restore ground flora. Successful, approved by Natural England.	Elsenham Woods SSSI - 39.97ha of managed woodland management overseen by independent professional ecologists (Penny Anderson Associates)
<i>Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.</i>	n/a	n/a	Partnerships with Natural England (condition and management) and Natural England / Forestry Commission (Countryside Stewardship Scheme)
<i>c. Status of each area based on its condition at the close of the reporting period.</i>	n/a	Condition Favourable (Natural England 01/03/2024)	Condition Favourable (Natural England 17/01/16)
<i>d. Standards, methodologies, and assumptions used.</i>	n/a	Natural England Assessment (https://designatedsites.naturalengland.org.uk/UnitDetail.aspx?UnitId=1011471)	Elsenham Woods SSSI - Natural England Assessment (https://designatedsites.naturalengland.org.uk/UnitDetail.aspx?UnitId=10050860)

304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations

	East Midlands Airport	Manchester Airport	London Stansted Airport
<i>Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction</i>	Not applicable. East Midland Airport's site and operations do not contain habitats with species on the IUCN Red list or national conservation list species	Not applicable. Manchester Airport's site and operations do not contain habitats with species on the IUCN Red list or national conservation list species	Not applicable. London Stansted Airport's site and operations do not contain habitats with species on the IUCN Red list or national conservation list species

GRI 305: Emissions

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 305-1 to 305-7 from GRI 305: Emissions 2021

Disclosure	Reference	Omission(s)	Disclosure	Reference	Omission(s)
3-1	Process to determine material topics MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/ 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/responsible-business/Sustainability-reports/	-	3-3	Management of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairport.com/work-with-us/sustainability-reports/	-
			305-1	Direct (Scope 1) GHG emissions 2025/26 MAG Emissions Report available online at https://www.magairport.com/work-with-us/sustainability-reports/	-
			305-2	Energy indirect (scope 2) GHG emissions 2025/26 MAG Emissions Report available online at https://www.magairport.com/work-with-us/sustainability-reports/	-
			305-3	Other indirect (scope 3) GHG emissions 2025/26 MAG Emissions Report available online at https://www.magairport.com/work-with-us/sustainability-reports/	-
3-2	List of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-			

GRI 305: Emissions (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 305-1 to 305-7 from GRI 305: Emissions 2021

Disclosure	Reference	Omission(s)
305-4	GHG emissions intensity 2025/26 MAG Emissions Report available online at https://www.magairports.com/work-with-us/sustainability-reports/	
305-5	Reduction of GHG emissions 2025/26 MAG Annual Report and Accounts, p. 52-57, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025/26 MAG Annual Sustainability Report, Decarbonising aviation, p. 9-13 2025/26 MAG Annual Sustainability Report, Data tables, p. 34, 39, 44, 49 2025/26 MAG Emissions Report available online at https://www.magairports.com/work-with-us/sustainability-reports/	
305-6	Emissions of ozone-depleting substances (ODS) -	Not applicable. MAG operations do not emit ozone-depleting substances.
305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions We monitor air quality at and near to our airports. Data is published at: 2025/26 MAG Annual Sustainability Report, Decarbonising aviation, p. 9-13, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Sustainability Report, Data tables, p. 34, 39, 44, 49, available online at https://www.magairports.com/work-with-us/sustainability-reports/ Emission inventories are produced by our airports and submitted as required to fulfil regulatory obligations, typically to support planning applications	



GRI 306: Waste

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 306-1 to 306-5 from GRI 306: Waste 2020

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/ 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/responsible-business/Sustainability-reports/
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/
3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/

GRI 306: Waste (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 306-1 to 306-5 from GRI 306: Waste 2020

Disclosure	Reference	Omission(s)	GRI 306-3, 4 & 5: Waste		
306-1	Waste generation and significant waste-related impacts	2025/26 MAG Annual Sustainability Report, Decarbonising aviation, p. 9-13 and p.33, available online at https://www.magairports.com/work-with-us/sustainability-reports/	East Midlands Airport		
				FY26	FY25
				Total waste (tonnes)	560.4
				Total waste diverted from disposal (tonnes)	303.1
				% of total waste diverted from disposal	54.1%
306-2	Management of significant waste-related impacts	2025/26 MAG Annual Sustainability Report, Decarbonising aviation, p. 9-13 and p.33, available online at https://www.magairports.com/work-with-us/sustainability-reports/	East Midlands Airport	Total waste segregated on site for recycling (tonnes)	81.4
				% of waste segregated on site for recycling	14.5%
				% diverted from landfill	100.0%
				Total waste (tonnes)	4,994.7
				Total waste diverted from disposal (tonnes)	2,142.4
306-3	Waste generated	2025/26 MAG Annual Sustainability Report, Decarbonising aviation, p. 9-13 and p.33, available online at https://www.magairports.com/work-with-us/sustainability-reports/	London Stansted Airport	% of total waste diverted from disposal	42.9%
				Total waste segregated on site for recycling (tonnes)	1,207.7
				% of waste segregated on site for recycling	24.2%
				% diverted from landfill	100.0%
				Total waste (tonnes)	9,556.2
306-4	Waste diverted from disposal	2025/26 MAG Annual Sustainability Report, Decarbonising aviation, p. 9-13 and p.33, available online at https://www.magairports.com/work-with-us/sustainability-reports/	Manchester Airport	Total waste diverted from disposal (tonnes)	7,520.1
				% of total waste diverted from disposal	78.7%
				Total waste segregated on site for recycling (tonnes)	2,461.7
				% of waste segregated on site for recycling	25.8%
				% diverted from landfill	99.6%
306-5	Waste directed to disposal	2025/26 MAG Annual Sustainability Report, Decarbonising aviation, p. 9-13 and p.33, available online at https://www.magairports.com/work-with-us/sustainability-reports/	MAG	Total waste (tonnes)	15,111.3
				Total waste diverted from disposal (tonnes)	9,965.6
				% of total waste diverted from disposal	65.9%
				Total waste segregated on site for recycling (tonnes)	3,750.8
				% of waste segregated on site for recycling	24.8%
				% diverted from landfill	99.8%

GRI 307: Environmental Compliance

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI from 307-1 from GRI 307: Environmental Compliance 2021

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/ 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/responsible-business/Sustainability-reports/
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/
3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/
307-1	Non- compliance with environmental laws and regulations	No notices or prosecutions



GRI 401: Employment

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI from 401-1 to 401-3 from GRI 401: Employment 2021

Disclosure	Reference	Omission(s)	Disclosure	Reference	Omission(s)
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/ 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/responsible-business/Sustainability-reports/	3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/
			401-1	New employee hires and employee turnover	See table on next page.
			401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	All of the benefits which are offered to our Full Time colleagues are available to Part Time or Temporary colleagues.
			401-3	Parental leave	See table on next page
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/			

GRI 401: Employment (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI from 401-1 to 401-3 from GRI 401: Employment 2021

GRI 401-1: New employee hire and turnover

		FY26	FY25
East Midlands Airport	Headcount ^[1]	857	857
	New hires	127	182
	Leavers	164	151
	Attrition	19.1%	18.2%
London Stansted Airport	Headcount ^[1]	2,525	2,467
	New hires	234	562
	Leavers	309	280
	Attrition	12.2%	11.3%
Manchester Airport	Headcount ^[1]	4,952	4,106
	New hires	882	1,163
	Leavers	890	670
	Attrition	18.0%	16.3%
CAVU	Headcount ^[1]	700	568
	New hires	203	227
	Leavers	230	202
	Attrition	32.9%	35.6%
London office	Headcount ^[1]	9	10
	New hires	0	4
	Leavers	0	1
	Attrition	0.0%	10.0%

GRI 401-1: New employee hire and turnover

		FY26	FY25
Chicago office	Headcount ^[1]	21	18
	New hires	2	8
	Leavers	0	5
	Attrition	0.0%	27.8%
Bristol Airport	Headcount ^[1]	56	45
	New hires	57	36
	Leavers	42	40
	Attrition	75.4%	88.9%
Other locations	Headcount ^[1]	16	311
	New hires	1	318
	Leavers	0	240
	Attrition	0.0%	77.2%
MAG (total)	Headcount ^[1]	9,136	8,382
	New hires	1,506	2,500
	Leavers	1,635	1,589
	Attrition	19.7%	19.0%

[1] Averaged as an annual total.

GRI 401-3: Parental leave

	FY26		FY25	
	Male	Female	Male	Female
Total number of employees that were entitled to parental leave, by gender.	5,088	3,007	Not possible to report this year	
Total number of employees that took parental leave, by gender.	122	156	Not possible to report this year	
Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	122	150	Not possible to report this year	
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	Not possible to report this year		Not possible to report this year	
Return to work and retention rates of employees that took parental leave, by gender.	Not possible to report this year		Not possible to report this year	

GRI 402: Labour / Management Relations

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 402-1 from GRI 402: Labour/management Relations 2021

Disclosure	Reference	Omission(s)	Disclosure	Reference	Omission(s)
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/ 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/responsible-business/Sustainability-reports/	3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	402-1	Minimum notice periods regarding operational changes	MAG would inform, engage and where appropriate consult with employees prior to the implementation of significant operational changes either within a reasonable timeframe as agreed with the Trade Unions's or in line with any required statutory periods (e.g. 30 or 45 days for proposed redundancies). Our agreements with the TU's are that we inform, engage and consult with them in a timely and transparent way, ensuring adequate information is provided and representatives/ employees have adequate time to consider proposals.

GRI 403: Occupational Health and Safety

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 403-1 to 403-7 and 403-09 to 403-10 from GRI 403: Occupational Health and Safety 2018

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p. 108-113, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG Sustainability Strategy document 2025-2030, available online at https://www.magairports.com/media/1653/Sustainability-strategy-document-2025-2030-online.pdf 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/ 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/
3-2	List of materials	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/



GRI 403: Occupational Health and Safety (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 403-1 to 403-7 and 403-09 to 403-10 from GRI 403: Occupational Health and Safety 2018

Disclosure	Reference		Omission(s)
3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
403-1	Occupational health and safety management system	The occupational health and safety management system has been implemented based on the original OHSAS 18001 standard and has since been updated/transitioned and accredited to the ISO 45001 Occupational Health & Safety Management system. The system was implemented and accredited based on a risk management approach as well as to continually improve. It is the intent of the management system to explain how MAG manages health and safety across its business, satisfies the requirements of ISO 45001 and how it sets objectives for continual improvement in support of its aim to be a recognised best practice organisation. Each Airfield within MAG operates as independent entity and have local arrangements for safety management contained within their respective Aerodrome Manuals. Therefore, outside the scope of ISO45001 audit.	-
403-2	Hazard identification, risk assessment and incident investigation	MAG maintains processes to identify work-related hazards, assess occupational health and safety (OH&S) risks, and implement controls in accordance with the hierarchy of controls to eliminate hazards and minimise risks. Hazard identification considers routine and non-routine activities, contractors and third parties, human factors, workplace changes, equipment and infrastructure, emergency situations, vulnerable workers, and new or emerging hazards. Risk assessments are conducted by competent personnel using established methodologies to evaluate the likelihood and severity of potential harm, determine appropriate controls, and ensure compliance with legal and other requirements. Risk assessments are reviewed periodically and whenever significant changes occur to activities, equipment, processes, or working conditions. The outputs are used to support operational controls, competence programmes, monitoring, performance evaluation, and continual improvement of the OH&S management system. Worker consultation and participation form part of the risk assessment process. Workers are encouraged to report hazards, unsafe conditions, near misses, incidents, and health and safety concerns through MAG's reporting systems, which are accessible through multiple channels, including anonymous reporting. Workers who report safety concerns or hazards are protected from retaliation or other adverse treatment. MAG recognises the right of workers to stop work and remove themselves from situations they reasonably believe present an imminent risk to health or safety. Workers exercising this right in good faith are protected from disciplinary action, discrimination, or reprisal. MAG operates an incident and hazard reporting and investigation process for accidents, incidents, near misses, and unsafe conditions. All reported events are investigated in proportion to their potential severity to identify root causes, assess associated hazards and risks, determine corrective actions, and improve the effectiveness of the OH&S management system. Investigation findings are incorporated into risk assessments and operational controls to support continual improvement. The organisation promotes a positive reporting culture that focuses on learning and prevention rather than blame, while serious or wilful disregard of safety responsibilities may be addressed through separate disciplinary procedures.	-
403-3	Occupational health services	Hazards are identified and reported by all MAG staff and non-MAG staff via the SafePort reporting system. They are reviewed, investigated and assigned a potential severity and type by a trained staff member.	-

GRI 403: Occupational Health and Safety (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 403-1 to 403-7 and 403-09 to 403-10 from GRI 403: Occupational Health and Safety 2018

Disclosure	Reference	Omission(s)
403-4	Worker participation, consultation, and communication on occupational health and safety MAG's Safety and Resilience Governance framework integrates all MAG functional areas of the Operating model and adopted the principle of standardisation to the framework. This principle is evident throughout the Governance Framework through the establishment of consolidated and standardised meeting forums across the whole of MAG. We have developed standardised documentation TOR's and performance reporting for all Governance meetings. Key to this standardisation is the MAG Power BI dashboards and scorecards that produce standardised performance KPI's and metrics for all the individual forums, encompassing all MAG functional areas and located in a single Group repository for document control (CAMMS). All documentation related to the Safety & Resilience governance Framework is located in a single repository on MS Teams and cascaded via meetings through the hierarchy from Group Safety and Resilience Board down to Local Safety Forums. Local Safety Forums (LSF's) report into Departmental Safety and Resilience Groups (SRG's), which in turn report into Airports Safety & resilience Boards (SRB's) which then report into the Group Safety and Resilience Board (GSRB). In addition, agreed and standardised KPI's are also reported within the Exco monthly report and the MAG Board report and Top of Ops narrative. See tab 'H&S -Local safety forum TOR's'	
403-5	Reduction of energy consumption All MAG employees undertake annual H&S and Fire Safety training. Depending on the role this is supplemented by additional training in Manual handling provided by a 3rd party supplier, Pristine Condition. Employee only. 3rd parties provide their own training within the MAG framework.	-
403-6	Promotion of worker health 2025/26 MAG GRI Disclosures, Table 403-1 to 10, 416- 1 & 416-2, G4-LA6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
403-7	Prevention and mitigation of occupational health and safety impact directly linked by business relationships 2025/26 MAG Sustainability Report, health, safety and wellbeing, p.19, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
403-8	Workers covered by an occupational health and safety management system 2025/26 MAG Annual Report and Accounts, p.19, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG does not differentiate between MAG staff and directly employed contractors. 3rd parties working on MAG controlled sites manage their own Health and Safety within the MAG framework and permits to work system. Any deviation from the MAG framework must be agreed with MAG.	-
403-9	Work-related injuries 2025/26 MAG Sustainability Report, health, safety and wellbeing, p.19, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
403-10	Work-related ill health 2025/26 MAG GRI Disclosures, Table 403-1 to 10, 416- 1 & 416-2, G4-LA6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-

GRI 404: Training and Education

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 404-1 to 404-3 from GRI 404: Training and Education 2021

Disclosure	Reference	Omission(s)	GRI 404-1: Average hours of training per year per employee		
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p.96-100, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/		FY26	FY25
			Average hours of training per year per employee	14.7	20.2
			Average amount spent per FTE on training and development	n/a	n/a
			Percentage of employees who received professional training in the reporting year	n/a	n/a
			Percentage of employees who received ESG-related training in the reporting year	84.9%	n/a
			GRI 404-3: Percentage of employees receiving regular performance and career development reviews		
				FY26	FY25
			% of colleagues who have completed a performance review	10.8%	n/a
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/			
3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/			

GRI 404: Training and Education (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 404-1 to 404-3 from GRI 404: Training and Education 2021

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

		FY26	FY25
East Midlands Airport	Total number of people supported at each airport academy	3,161	3,831
	Total number of people trained through each airport academy	221	234
	Total number of people who have received training through airport academy and then are placed into employment (on site)	66	45
	% of people who have received training through airport academy and then are placed into employment (on site)	29.9%	19.2%
London Stansted Airport	Total number of people supported at each airport academy	3,523	5,470
	Total number of people trained through each airport academy	334	356
	Total number of people who have received training through airport academy and then are placed into employment (on site)	53	88
	% of people who have received training through airport academy and then are placed into employment (on site)	15.9%	24.7%
Manchester Airport	Total number of people supported at each airport academy	6,046	4,091
	Total number of people trained through each airport academy	350	449
	Total number of people who have received training through airport academy and then are placed into employment (on site)	138	260
	% of people who have received training through airport academy and then are placed into employment (on site)	39.4%	57.9%
MAG (total)	Total number of people supported at each airport academy	12,730	13,392
	Total number of people trained through each airport academy	905	1,039
	Total number of people who have received training through airport academy and then are placed into employment (on site)	257	393
	% of people who have received training through airport academy and then are placed into employment (on site)	28.4%	37.8%

GRI 405: Diversity and Equal Opportunity

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 405-1 and 405-2 from GRI 405: Diversity and Equal Opportunity 2021

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p.96-100, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/	
3-2	List of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	
3-3	Management of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	

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

FY26	East Midlands Airport		London Stansted Airport		Manchester Airport		London Office		CAVU		MAG (total)	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Overall	1.000	0.782	1.000	0.807	1.000	0.981	1.000	0.417	1.000	0.724	1.000	0.878
Level 1	1.000	0.000	1.000	0.000	0.934	1.000	1.000	0.000	1.000	0.000	1.000	0.766
Level 2	1.000	0.000	1.000	0.825	1.000	0.839	1.000	0.000	1.000	0.937	1.000	0.852
Level 3	0.998	1.000	1.000	0.921	1.000	0.922	1.000	0.000	1.000	0.944	1.000	0.933
Level 4	1.000	0.969	1.000	0.866	1.000	0.915	1.000	0.997	1.000	0.904	1.000	0.903
Level 5	1.000	0.821	1.000	0.972	1.000	0.895	0.000	1.000	1.000	0.906	1.000	0.887
Level 6	1.000	0.856	1.000	0.848	1.000	0.925	0.000	1.000	1.000	0.945	1.000	0.889
Level 7	1.000	0.876	1.000	0.915	1.000	0.948	0.000	0.000	1.000	0.853	1.000	0.911
Level 8	-	-	-	-	-	-	-	-	-	-	-	-
Level 9	-	-	-	-	-	-	-	-	-	-	-	-

GRI 405: Diversity and Equal Opportunity (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 405-1 and 405-2 from GRI 405: Diversity and Equal Opportunity 2021

GRI 405-1: Diversity of governance bodies and employees

		Age						Ethnicity		
		16-25	26-35	36-45	46-55	56-65	65+	White British	Ethnic Minorities	Unknown [1]
East Midlands Airport	Number of all staff who are....	138	175	162	185	175	32	617	186	64
	Number of senior management who are...	0	1	4	3	2	0	9	0	1
	Number of male employees who are...	61	90	102	110	100	26	360	92	37
	Number of female employees who are....	77	85	60	75	75	6	257	94	27
London Stansted Airport	Number of all staff who are....	264	531	645	513	470	89	1,415	1,009	88
	Number of senior management who are...	0	2	8	8	3	0	17	2	2
	Number of male employees who are...	153	285	371	310	289	71	891	534	54
	Number of female employees who are....	111	246	274	203	181	18	524	475	34
Manchester Airport	Number of all staff who are....	495	1,115	1,153	1,011	910	127	3,096	1,355	400
	Number of senior management who are...	0	6	40	40	11	0	79	6	12
	Number of male employees who are...	260	714	766	692	701	107	2,080	902	258
	Number of female employees who are....	235	441	387	319	209	20	1,016	453	142
CAVU	Number of all staff who are....	161	304	261	143	83	10	320	236	103
	Number of senior management who are...	0	1	9	7	0	0	15	1	1
	Number of male employees who are...	59	152	124	67	37	6	149	114	46
	Number of female employees who are....	102	152	137	76	46	4	171	122	57
London office	Number of all staff who are....	0	5	3	1	0	0	6	3	0
	Number of senior management who are...	0	0	0	1	0	0	1	0	0
	Number of male employees who are...	0	3	2	1	0	0	4	2	0
	Number of female employees who are....	2	1	0	0	0	0	2	1	0
Other locations [2]	Number of all staff who are....	28	26	20	9	9	3	19	41	35
	Number of senior management who are...	0	1	2	3	0	0	0	0	0
	Number of male employees who are...	9	12	8	6	6	1	9	17	16
	Number of female employees who are....	19	14	12	3	3	2	10	24	19
MAG (total)	Number of all staff who are....	938	1,898	1,994	1,728	1,574	251	5,473	2,830	690
	Number of senior management who are...	0	9	52	52	16	0	121	9	16
	Number of male employees who are...	542	1,256	1,373	1,186	1,133	211	3,493	1,661	411
	Number of female employees who are....	546	939	870	676	514	50	1,980	1,169	279

[1] Employees are not required to disclose their ethnicity. Where this is the case, we assign them as 'unknown'.

[2] 'Other locations' includes Bristol Airport and Chicago office.

GRI 413: Local Communities

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI from 413-1 to 413-2 from GRI 413: Local Communities 2021

Disclosure	Reference	Omission(s)	Disclosure	Reference	Omission(s)		
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p.96-100, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/	-	3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
			3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-	
			413-1	Operations with local community engagement, impact assessments, and development programmes	2025/26 MAG Annual Sustainability Report, Local Voices, p.18-28 p.36. available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 Airport summary reports Manchester Airport, East Midlands Airport, Stansted Airport, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG GRI Disclosures, Table 413-1, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-	
			413-2	Operations with significant actual and potential negative impacts on local communities	2025/26 MAG Annual Sustainability Report, Local Voices, p.18-28 p. 34, 39, 44, 49. available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 Airport summary reports Manchester Airport, East Midlands Airport, Stansted Airport, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-	

GRI 415: Public Policy

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 415-1 from GRI 415: Public Policy 2021

Disclosure	Reference		Omission(s)	Disclosure	Reference		Omission(s)
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p.96-100, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/	-	3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
				415-1	Political contributions	No monetary or in-kind political donations made	-
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-				

GRI 416: Customer Health and Safety

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 416-1 to 416-2 from GRI 416: Customer Health and Safety 2021

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p.96-100, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/	-
3-2	List of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
3-3	Management of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/social-responsibility-reports	-
416-1	Assessment of the health and safety impacts of product and service categories The health & safety impacts of our services and the assets used to deliver them are assessed through a risk assessment process. All Divisions within the business carry out annual risk assessments in line with our ISO 45001 (the international standard for health and safety) based health and Safety Framework Standard. Based on the results of these assessments the most important risks are determined, with measures proposed and implemented to reduce risk. In accordance with the ISO 45001 standard, this process is further supported by internal auditing processes. An annual aerodrome inspection is undertaken by the Civil Aviation Authority (CAA) & forms part of the aerodrome licensing process. We collaborate regularly with airlines, handling agents and other parties that operate on our site to review safety performance with the aim of identifying improvements. Recognising that our assets play a significant role in the safety of our customers, MAG continues to prioritise health and safety within asset investment planning, in alignment with the MAG Group Asset Management Strategy.	-
416-2	Incidents of non-compliance concerning the health and safety impact of products and services No incidents of non-compliance within the reporting period that have affected products or services.	-

GRI 419: Socioeconomic compliance

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 419-1 from GRI419: Socioeconomic compliance 2021

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p.96-100, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/	-
3-2	List of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
3-3	Management of material topics 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/	-
419-1	Non-compliance with laws and regulations in the social and economic area No notices or prosecutions over this reporting period.	-

Sector Specific Disclosures



Sector Specific Disclosures

GRI G4

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI G4.

Disclosure	Reference	Omission(s)
3-1	Process to determine material topics	MAG's short-term (2025-2030) Sustainability Strategy is structured around two thematic pillars (Protecting our environment and Community at our core) which draw upon MAG's double materiality assessment. The most recent assessment at the beginning of FY25 highlighted climate change, profitability and stakeholder value, energy, water, public policy, business continuity and emergency preparedness, noise, health and safety, nature-related impacts, socio-economic community impact, safety and security, and equity, diversity and inclusion as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in January 2025). 2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/ 2025/26 MAG Annual Report and Accounts, p.96-100, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2025 MAG Climate Change Adaption Progress Report, p.23-59, Climate adaptation risk register 2025, available online at https://www.magairports.com/work-with-us/our-sustainability-plans/climate-change-reporting/
3-2	List of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/
3-3	Management of material topics	2025/26 MAG Annual Sustainability Report, Governance and Materiality, p. 4-6, available online at https://www.magairports.com/work-with-us/sustainability-reports/social-responsibility-reports/

GRI G4 (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI G4.

GRI 4-AO1: Total passenger numbers annually

	FY26	FY25
East Midlands Airport	3,963,165	4,014,657
London Stansted Airport	32,265,967	31,136,769
Manchester Airport	30,083,639	29,892,261
MAG (total)	66,312,771	65,043,687

GRI 4-AO3: Total amount of cargo [1]

	FY26	FY25
East Midlands Airport	413,519	367,627
London Stansted Airport	292,397	90,464
Manchester Airport	96,759	308,397
MAG (total)	802,675	766,488

[1] Cargo includes freight and mail

GRI 4-AO2: Total number of aircraft movements by day and night [1]

		FY26	FY25
East Midlands Airport	Total day time air traffic movements (07:00-22:59)	40,286	40,884
	Total night time air traffic movements (23:00-06:59)	19,744	20,915
	Total number of air traffic movements.	60,030	61,799
London Stansted Airport	Total day time air traffic movements (07:00-22:59)	175,990	173,001
	Total night time air traffic movements (23:00-06:59)	28,257	30,509
	Total number of air traffic movements.	204,247	203,510
Manchester Airport	Total day time air traffic movements (07:00-22:59)	175,143	171,245
	Total night time air traffic movements (23:00-06:59)	29,485	28,102
	Total number of air traffic movements.	204,628	199,347
MAG (total)	Total day time air traffic movements (07:00-22:59)	391,419	385,130
	Total night time air traffic movements (23:00-06:59)	77,486	79,526
	Total number of air traffic movements.	468,905	464,656

[1] air traffic movements includes commercial, freight and private/other.



GRI G4 (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI G4.

GRI 4-AO4: Quality of storm water by applicable regulatory standards

		FY26	FY25
East Midlands Airport	Number of surface water consent tests taken	36	70
	Number of surface water breaches of consent	1	1
	Compliance with surface water consents (%)	97.2%	98.0%
	Number of trade effluent consent tests taken	32	39
	Number of trade effluent breaches of consent	0	3
	Compliance with trade effluent consents (%)	100.0%	92.0%
London Stansted Airport	Number of surface water consent tests taken	46	39
	Number of surface water breaches of consent	0	0
	Compliance with surface water consents (%)	100.0%	100.0%
	Number of trade effluent consent tests taken	11	17
	Number of trade effluent breaches of consent	0	1
	Compliance with trade effluent consents (%)	100.0%	94.0%
Manchester Airport	Number of surface water consent tests taken	147	224
	Number of surface water breaches of consent	0	4
	Compliance with surface water consents (%)	100.0%	98.2%
	Number of trade effluent consent tests taken	67	28
	Number of trade effluent breaches of consent	0	0
	Compliance with trade effluent consents (%)	100.0%	100.0%
MAG (total)	Number of surface water consent tests taken	229	333
	Number of surface water breaches of consent	1	5
	Compliance with surface water consents (%)	99.1%	98.7%
	Number of trade effluent consent tests taken	110	84
	Number of trade effluent breaches of consent	0	4
	Compliance with trade effluent consents (%)	100.0%	98.9%

GRI 4-AO5: Ambient air quality levels according to pollutant concentrations^[1]

		2025	2024
East Midlands Airport	NO ₂	10.5	10.2
	PM ₁₀	13.1	11.4
	PM _{2.5}	8.0	7.0
	Number of breaches of air quality limits	0	0
	Stansted 5 NO ₂	9.0	8.0
London Stansted Airport	Stansted 5 PM ₁₀	14.0	11.0
	Stansted 5 PM _{2.5}	8.0	7.0
	Stansted 4 NO ₂	13.0	12.0
	Stansted 4 PM ₁₀	13.0	11.0
	Stansted 4 PM _{2.5}	9.0	7.0
	Stansted 3 NO ₂	13.0	13.0
	Stansted 3 PM ₁₀	14.0	12.0
	Stansted 3 PM _{2.5}	9.0	7.0
	Number of breaches of air quality limits	0	0
	NO ₂	13.8	14.2
Manchester Airport	PM ₁₀	12.9	10.7
	O ₃	51.5	48.5
	Number of breaches of air quality limits	0	0
	Total number of breaches of air quality limits	0	0

^[1] Data refers to calendar year due to nature of reporting.

GRI G4 (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI G4.

GRI 4-AO6: Aircraft and pavement de-icing/ anti-icing fluid used and treated

		FY26	FY25
East Midlands Airport	Aircraft de-icer: Type I fluid applied (m ³)	0.0	0.0
	Aircraft de-icer: Type II fluid applied (m ³)	406.8	515.9
	Aircraft de-icer: Type IV fluid applied (m ³)	0.0	0.0
	Airfield anti-icing: volume of product applied (m ³)	84.8	148.7
	% of de-icing/anti-icing fluid captured for treatment, recovered or recycled	n/a	n/a
London Stansted Airport	Aircraft de-icer: Type I fluid applied (m ³)	9.3	20.2
	Aircraft de-icer: Type II fluid applied (m ³)	1,163.2	1,643.6
	Aircraft de-icer: Type IV fluid applied (m ³)	0.0	1.5
	Airfield anti-icing: volume of product applied (m ³)	134.0	74.0
	% of de-icing/anti-icing fluid captured for treatment, recovered or recycled	0.0%	0.0%
Manchester Airport	Aircraft de-icer: Type I fluid applied (m ³)	2,203.8	557.2
	Aircraft de-icer: Type II fluid applied (m ³)	0.0	1,246.7
	Aircraft de-icer: Type IV fluid applied (m ³)	0.0	1,071.4
	Airfield anti-icing: volume of product applied (m ³)	152.3	321.7
	% of de-icing/anti-icing fluid captured for treatment, recovered or recycled	14%	n/a
MAG (total)	Aircraft de-icer: Type I fluid applied (m ³)	2,213.1	577.4
	Aircraft de-icer: Type II fluid applied (m ³)	1,569.9	3,406.2
	Aircraft de-icer: Type IV fluid applied (m ³)	0.0	1,072.9
	Airfield anti-icing: volume of product applied (m ³)	371.2	544.4
	% of de-icing/anti-icing fluid captured for treatment, recovered or recycled	n/a	n/a

GRI 4-AO7: Number and percentage change of people residing in areas affected by noise

	Noise footprint (57dB LAeq)	Area (km ²)		Population	
		2025	2024	2025	2024
East Midlands Airport	Day (07:00-23:00)	6.2	6.7	800	700
	Night (23:00-07:00)	7.5	8.1	900	900
London Stansted Airport	Day (07:00-23:00)	26.9	26.1	2,100	2,000
	Night (23:00-07:00)	10.9	11.2	600	500
Manchester Airport	Day (07:00-23:00)	25.9	27.0	28,400	29,100
	Night (23:00-07:00)	10.9	12.0	8,100	10,900

GRI 4-AO8: Number of persons physically or economically displaced

Number of persons physically or economically displaced	There were no persons physically or economically displaced during the reporting period.
--	---

GRI G4 (continued)

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI G4.

GRI 4-AO9: Total annual number of wildlife strikes per 10,000 aircraft movements

		FY26	FY25
East Midlands Airport	Number of bird strikes	48	17
	Number of non-bird wildlife strikes	5	1
	Bird strikes per 10,000 air traffic movements	8.00	2.75
	Bird and animal strikes per 10,000 air traffic movements	8.83	2.91
London Stansted Airport	Number of bird strikes	120	120
	Number of non-bird wildlife strikes	1	1
	Bird strikes per 10,000 air traffic movements	5.88	5.90
	Bird and animal strikes per 10,000 air traffic movements	5.92	5.95
Manchester Airport	Number of bird strikes	63	60
	Number of non-bird wildlife strikes	1	1
	Bird strikes per 10,000 air traffic movements	3.08	3.01
	Bird and animal strikes per 10,000 air traffic movements	3.13	3.06
MAG (total)	Number of bird strikes	231	197
	Number of non-bird wildlife strikes	7	3
	Bird strikes per 10,000 air traffic movements	4.93	4.24
	Bird and animal strikes per 10,000 air traffic movements	5.08	4.30

GRI 4-LA11- Employee engagement score

	FY26	FY25
East Midlands Airport	75%	76%
London Stansted Airport	67%	72%
Manchester Airport	64%	70%
MAG	69%	73%



Topics in the applicable GRI Sector Standards (GRI G4) determined as not material

Topic	Explanation
GRI 205 Anti-corruption	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 206 Anti-competitive behaviour	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 301 Materials	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 308 Supplier Environmental Assessment	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 406 Non-discrimination	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 407 Freedom of Association and Collective Bargaining	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 408 Child Labour	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 409 Forced or Compulsory Labor	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 410 Security Practices	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 411 Rights of Indigenous Peoples	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 412 Human Rights Assessment	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 414 Supplier Social Assessment	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6
GRI 417 Marketing and Labelling	https://www.magairports.com/work-with-us/sustainability-reports/, Governance and Materiality , p. 4-6





Contact Us

sustainability@magairports.com