MAG East Midlands Airport

Creating a sustainable future for all

Summary Report **2026**

Managing Director introduction – Steve Griffiths

Creating a **sustainable future**

I am pleased to welcome you to East Midlands Airport's Sustainability Report for 2025/26.

As we reflect on the first year of our Sustainability Strategy: Creating a sustainable future for all, I am proud of the progress we have made to deliver initiatives that support our commitments to protecting our environment and putting communities at our core.

During the reporting period, we continued to implement initiatives that support our ambition to achieve net zero carbon operations by 2038 – including meeting our target to introduce biodiesel to our fleet of operational vehicles. I also welcomed progress made at an industry level towards aviation's commitment to reach net zero by 2050. Encouragingly, the UK surpassed the Government's Sustainable Aviation Fuel (SAF) mandate target of 2% in 2025, achieving SAF usage of 2.4% across the sector.

Preserving and enhancing our natural environment played an important part in our sustainability programme this year. I was proud that as part of our 60th anniversary celebrations, our Community Fund invested £60,000 in biodiversity enhancements along our Airport Trail. This investment reflects our commitment to both nature recovery and community wellbeing, delivering habitat improvements that support local biodiversity while enhancing walking routes for residents, visitors and aviation enthusiasts.

Our industry-leading work to promote education and employment opportunities continues to set a benchmark within the aviation sector and seeks to build pipeline of talent for the future success of our industry.

The Careers Festival we delivered as part of an industry-first initiative across Manchester Airports Group (MAG) was a particularly significant milestone as we welcomed more than 500 young people to our airport to learn directly from employers about the wide ranging and exciting career opportunities available within our sector.

Building on this commitment to engage with young people, East Midlands Airport once again hosted MAG's annual Youth Summit – bringing together more than 80 young people from across the North, Midlands and South, providing a valuable platform to hear their ideas, share perspectives and help shape the Group's approach to building a sustainable future.

Grounded in the belief thar our airport should be a force in our region – this year we continued to foster meaningful connections with our local communities – delivering targeted engagement which addresses the issues that matter most to a wide range of stakeholders. Through a hybrid approach of in-person and virtual events, I am proud that we hosted or attended 11 community engagement events during this reporting period. Our Community Fund supported more than 80 local projects and charitable causes, while 100% of leaders volunteered their time to make a positive difference in the communities we serve.

As we continue to invest in our facilities for future growth, our commitment to delivering a sustainable future has never been more vital as we continue to support regional growth and serve the communities that surround us.

Looking ahead, I am encouraged by the progress we have made in the first year of our five-year Sustainability Strategy and look forward to building on this momentum in the years ahead.

Finally, I thank all of our colleagues for their dedication, passion and commitment. The progress outlined throughout this report would not be possible without their hard work. Together, we remain focused on delivering our commitments.

Steve Griffiths
Managing Director

Protecting our **Environment**

CASE STUDY

DECARBONISING AVIATION

100% CONVERSION TO RENEWABLE FUEL

In June 2025, East Midlands Airport converted 100% of its vehicles involved in its airport operations to renewable fuels that will help to reduce carbon emissions by up to 90%.

The fleet of vehicles which includes airfield operations, security team vehicles, fire trucks and snow clearing vehicles are now running on Hydrotreated Vegetable Oil (HVO).

For more information on how we're delivering our Protecting our Environment targets, see our full Group report here.

PROTECTING NATURE

£60k
Community Fund investment to upgrade Airport Trail and enhance local biodiversity

100%
compliance with trade effluent and 97% with surface water discharge limits

270 hours
of volunteering dedicated to nature based projects

RESPONSIBLE RESOURCES

100%
waste diverted from landfill

18%
of waste reused or recycled

DECARBONISING AVIATION

100%
renewable electricity used

270,300+
kWh generated by on-site wind turbines

39%
emissions reduction during the period in operational Scope 1 & 2 (market-based), driven by reduction in natural gas use and use of biodiesel in our vehicles

76%
of diesel used in our operational vehicles was HVO renewable fuel

Community at our **Core**

CASE STUDY

OPPORTUNITY FOR ALL

AVIATION CAREERS FESTIVAL

Providing a platform for young people to understand the diverse roles available to them within the aviation industry is critical to our innovative approach to education and skills.

In an industry first building on our year-round Aerozone and Academy activities, we hosted a Careers Festival, an engaging and interactive event focused on providing young people the opportunity to see for themselves the careers available to them.

The festival was funded by the Department of Transport and the Civil Aviation Authority's 'Reach for the Sky' fund – which works to inspire future aviation talent and improve awareness of the sector among young people.

More than 500 students attended the careers festival with 17 employers attending.

Employer exhibitions provided interactive experiences for the students including science, technology, engineering and mathematics (STEM) workshops, career speed networking and virtual reality tours.

The festival was opened by local MP Amanda Hack with speakers including Lauren Turner, the airport's Operations Director, and one of the Department for Transport's Aviation Ambassadors.

Feedback from the event included one student who said:

"I feel like I understand the aviation industry more."

OPPORTUNITY FOR ALL

220+

job seekers trained by the Airport Academy

1,300+

young people attended our Aerozone

3,100+

people supported by Airport Academy

For more information on how we're delivering our Opportunity for All targets, see our full Group report here.

Community at our **Core**

LOCAL VOICES

100%
leaders volunteering

37%
of colleagues volunteering

£106,400+
awarded by our community fund

For more information on how we're delivering our Local Voices targets, see our full Group report here.

LOCAL VOICES

490
noise complaints

98%
compliance with departure tracks*

97%
continuous climb operations

CASE STUDY

LOCAL VOICES

MAG YOUTH SUMMIT

For the third year running, East Midlands Airport hosted Manchester Airports Group Youth Summit. This brings together each of its airports' youth forums which provide a platform for young people aged 16 to 25 from various backgrounds to engage with the airports.

Our Youth Forum strengthens engagement with younger demographics – ensuring we hear a broad range of perspectives to help shape the future of our business.

The event is the only one of its kind in the UK aviation sector and brought together 80 members of MAG's Youth Forums, including representatives from Derby College, Stansted Airport College and Trafford College.

At the event, attendees discussed MAG's Sustainability Strategy – with a specific focus on noise minimisation, community engagement and the Group's Nature Conservation Strategy.

The Summit also discussed MAG's approach to Equity, Diversity and Inclusion (ED&I), its investment programmes, and sustainable growth strategy.

One of the students attending the summit said:

"It has allowed me to voice my opinions and has helped me understand what MAG is doing to help reduce the environmental impact the Group has. It has also helped me feel more involved in helping MAG in their decisions about the community and the environment."

80
young people engaged with

* Due to magnetic variation, aircraft no longer follow the centre of the 'Trent' departure route from Runway 09. This issue has been discussed with stakeholders and will be addressed through our Future Airspace Programme. Our target is to achieve 98% departure track compliance for flights using other departure routes. In 2025/26, compliance on other routes was 92%.

East Midlands Airport

Performance tables

KEY: ↑ Improved year-on-year performance ↔ No significant year-on-year change ↓ Year-on-year performance has worsened

PROTECTING OUR ENVIRONMENT

DECARBONISING AVIATION	KPI	FY26	FY25	YOY%	PERFORMANCE
Against a 2019 baseline, MAG emissions (Scope 1 and 2) reduced by 48% by 2030 and net zero by 2038.	Market-based emissions (tCO_2e).	**1,132**	1,865	-39.3%	↑
All our airports' electricity will be sourced from renewable generation through our Renewable Energy Guarantees of Origin (REGO) backed supply. (For our operations outside of the UK, this will be subject to availability)[1].	Renewable electricity as a % of total electricity consumed.	**100.0%**	100.0%	0.0%	↔
Renewable electricity generation directly connected to our airports will increase, accounting for 30% of our consumption by 2035[1].	Directly connected renewable electricity as a % of total consumption.	**2.9%**	2.1%	38.1%	↑
We will transition to sourcing biomethane through Renewable Gas Guarantee of Origin (RGGO) certificates, our target is to match 100% of our natural gas consumption with biomethane by 2030[1, 2].	Biomethane as a % of total gas consumed.	**0.0%**	16.6%	-100.0%	↓
Maintain carbon neutral status through purchase of offsets and transitioning to purchase carbon removals so that, by 2030, they address 50% of our residual market-based emissions (Scope 1 and 2), increasing to 100% by 2038[3, 4].	% of (Scope 1 and 2) market-based emissions addressed by carbon removals.	**0.0%**	NEW KPI	–	–
Reduce emissions per revenue tonne kilometre from aircraft departing MAG airports from 767g CO_2e to below 607g CO_2e, between 2019 and 2035, a 21% improvement[5].	Scope 3 aircraft emissions as grammes CO_2e per revenue tonne kilometre.	**844**	841	0.4%	↔
From 2025 we will use HVO in all our compatible airport vehicles[3].	HVO as proportion of total diesel consumed for MAG vehicles.	**76.1%**	NEW KPI	–	–
Publish a detailed carbon account annually, including for MAG's airports an estimate of emissions from aircraft operations at our airports and more widely other material Scope 3 emissions.	Scope 3 emissions (market-based, tCO_2e).	**786,146**	705,782	8.8%	↓
By 2030, we will transition to a fleet of ultra-low emission vehicles (ULEVs) (where suitable vehicles are available to meet the specific needs of our operations)[3].	ULEV as proportion of total vehicles in MAG fleet.	**13.3%**	NEW KPI	–	–
By 2027, measure and report the carbon footprint of suppliers accountable for at least 60% of supply chain spend and engage with suppliers to reduce their emissions[3, 6].	Supply chain (Scope 3 – Category 1 & 2) emissions (tCO_2e).	**13,365**	11,904	12.3%	↓
	% of supply chain spend for which emissions are reported.	**100.0%**	100.0%	0.0%	↔

Footnotes:

1 MAG proactively chooses to purchase renewable electricity and biomethane which are backed by Renewable Energy Guarantees of Origin and Renewable Gas Guarantees of Origin. To demonstrate the climate impact of our procurement decision MAG 'dual report' our location and market-based greenhouse gas emissions. This approach follows best practice outlined in the World Resources Institute Greenhouse Gas Protocol and guidance issued by the UK Government, more information can be found in our Emissions Report here.

2 MAG delivered targeted level of decarbonisation at East Midlands Airport in FY26 and no additional RGGOs were required. This was achieved through a combination of HVO vehicle fuel and boiler efficiencies.

3 New KPI introduced as part of MAG's 2025–2030 Sustainability Strategy. Comparative FY25 data is therefore not available.

4 In FY26 MAG launched a procurement process to establish a framework to supply carbon offsets and removals. This is expected to complete in FY27.

5 Previously reported as a 27% improvement against a 2019 baseline of 826 gCO_2e/RTK. Following a re-baselining exercise utilising a revised methodology with improved flight and payload data, the 2019 figure has been restated to 767 gCO_2e/RTK. The 2035 target value of below 607 gCO_2e/RTK is unchanged and remains aligned to the Jet Zero Strategy (2022). The lower restated baseline reduces the percentage improvement to 21% over the stated period; the level of ambition is unchanged.

6 Please find more information, including our methodology and reporting scope, regarding supply chain emissions in our Emissions Report here.

East Midlands Airport continued

Performance tables continued

KEY: ↑ Improved year-on-year performance ↔ No significant year-on-year change ↓ Year-on-year performance has worsened

DECARBONISING AVIATION	KPI	FY26 UPDATE
Implement Future Airspace Programme, reporting progress.	Narrative reporting annually.	Please refer to the 'Airspace Modernisation' section of page 11 of MAG's Sustainability Report here.
Integrate MAG airports into the emerging hydrogen distribution network.	Narrative reporting annually.	MAG collaborates with industry partners, academic institutions and sector stakeholders to support the development of emerging low carbon technologies. This includes sponsorship of PhD research focusing on hydrogen infrastructure and aviation.
Support climate research, focusing on aircraft fuels and non-CO_2 emissions.	Narrative reporting annually.	Please refer to the 'Shaping thinking of decarbonisation' section of page 13 of MAG's Sustainability Report here.
Enable travellers to make informed, sustainable travel choices by developing carbon footprint management tools, promoting sustainable travel alternatives, and running awareness campaigns.	Narrative reporting annually.	Planned for delivery in future years, with progress to be reported in MAG's FY27 Sustainability Report.

PROTECTING NATURE	KPI	FY26	FY25	YOY%	PERFORMANCE
Where they can demonstrate appropriate accreditation, support nature-based projects, through our portfolio of carbon offsets and removals[1,2].	% of carbon offsets/removals nature-based.	**0.0%**	NEW KPI	–	–
Support nature-based projects through our portfolio of volunteering opportunities[1,3].	% of volunteering hours supporting nature-based projects.	**15.7%**	NEW KPI	–	–
Achieve 100% compliance with all environmental permits to discharge to watercourse or sewer[4].	Trade effluent compliance.	**100.0%**	94.0%	6.4%	↑
	Surface water compliance.	**97.0%**	98.0%	-1.0%	↓
Adopting the recommendations of the Taskforce for Nature-Related Disclosures, assess the risks and opportunities posed by nature, publishing the results in our 2027 Annual Report and Financial Statement and regularly disclosing thereafter.	Narrative reporting annually.	Please refer to page 69 of MAG's 2025–26 Annual Financial Report to see our TNFD aligned report.			
Establish a nature forum at each of our airports.	Narrative reporting annually.	MAG is planning to establish dedicated nature forums in FY27, providing a structured mechanism for engagement, knowledge sharing and input into nature-related initiatives.			
Undertake baseline biodiversity assessment of each of our airport sites by 2026.	Narrative reporting annually.	Biodiversity assessments for each airport have been undertaken and more details can be found in the TNFD of MAG's 2025–26 Annual Financial Report starting on page 69.			
Achieve certification to the Wildlife Trust's Biodiversity Benchmark by 2028.	Narrative reporting annually.	More information will be provided closer to the planned target implementation date.			

Footnotes:

1 New KPI introduced as part of MAG's 2025–2030 Sustainability Strategy. Comparative FY25 data is therefore not available.
2 In FY26 MAG launched a procurement process to establish a framework to supply carbon offsets and removals. This is expected to complete in FY27.
3 Nature-based volunteering projects include litter picking, gardening, tree planting, conservation projects, animal care and the removal of invasive species. More information on our full volunteering programmes can be found in the Local Voices section of this report.
4 Three breaches of surface water permit conditions were recorded. Two were Category 4 (no impact) and one was Category 3 (minor impact). All breaches occurred at East Midlands Airport. All have been investigated to prevent recurrence.

East Midlands Airport continued

Performance tables continued

KEY: ↑ Improved year-on-year performance ↔ No significant year-on-year change ↓ Year-on-year performance has worsened

RESPONSIBLE RESOURCES	KPI	FY26	FY25	YOY%	PERFORMANCE
Against a baseline of 2024, improve energy demand per passenger by 15% by 2030 and 30% by 2035[1].	Energy consumption per passenger (kWh).	**3.6**	4.5	-20.2%	↑
Introduce a programme of water conservation, and by 2026, establish a quantified target to reduce potable water per passenger[1, 2].	Potable water per passenger (litres).	**29.0**	NEW KPI	–	–
Increase the proportion of our airport waste that is reused or recycled to 80% by 2030, with a long-term objective to operate waste free airports[3].	% of waste reused OR recycled.	**18.3%**	15.0%	21.4%	↑
We will maintain 100% landfill diversion for our airport waste, achieving accreditation to the appropriate standard by 2027.	% of waste diverted from landfill.	**100.0%**	100.0%	0.0%	↔

Footnotes:

1 New KPI introduced as part of MAG's 2025–2030 Sustainability Strategy. Comparative FY25 data is therefore not available. FY26 data represents a record of consumption only.

2 MAG is working towards our commitment to establish a water conservation target by the end of FY27, as outlined in MAG's Sustainability Strategy.

3 Please see the Waste section of this report on page 16 for more information on how MAG are working to increase the proportion of waste that is reused or recycled. Note: Our objective to operate waste free airports is for facilities management waste only and does not include airline cabin and construction waste.

East Midlands Airport continued

Performance tables continued

KEY: ↑ Improved year-on-year performance ↔ No significant year-on-year change ↓ Year-on-year performance has worsened

COMMUNITY AT OUR CORE

OPPORTUNITY FOR ALL	KPI	FY26	FY25	YOY%	PERFORMANCE
By 2030, our Airport Academies will support 3,500 job seekers and engage with at least 100,000 people[1, 2].	Total number of people supported by the Airport Academy.	**3,161**	3,831	-17.5%	↓
	Total number of job seekers trained by the Airport Academy.	**221**	234	-5.6%	↓
Through new training programmes targeting people with physical and mental health challenges, care leavers and older people, by 2030, 75% of learners on our pre-employment programmes will be from groups defined as disadvantage[3].	Percentage of learners trained at the Academy from disadvantaged groups.	**100.0%**	93.6%	6.8%	↑
By 2030, our education programmes will support at least 70,000 young people, with at least 50% of those benefitting being from priority schools and colleges[4, 5].	Number of young people supported.	**4,117**	3,046	35.2%	↑
	Total number of students visiting Aerozone.	**1,342**	1,338	0.3%	↔
	% Aerozone visitors from priority schools/colleges.	**89.6%**	81.8%	9.5%	↑
We will introduce a virtual insights and work experience programme, supporting 500 young people by 2030.	Number of work experience students.	**14**	23	-39.1%	↓
We will evolve our Meet the Buyers programme, achieving £20 million in sales for local companies by 2030[6].	Value of contracts let through Meet the Buyers.	**N/A**	£1,870,300	–	–
We will measure and report the proportion of our supply chain spend with local suppliers[7].	Supply chain spend with local suppliers.	**14.0%**	14.8%	-5.4%	↓
By 2028 we will estimate and report the social value of our programmes[8].	Social value KPIs to be set.	More information will be provided closer to the target planned implementation date.			

Footnotes:

1 'Support' is delivered face-to-face and virtually and includes a range of skills and education services such as formal training, employment inductions, CV guidance, job referrals, assisting with job applications, mock interviews, providing information on access to traineeships and apprenticeships, career talks to schools and colleges, outplacement support, and signposting to external agencies and charity/community groups.

2 Due to low recruitment activity across the campus, MAG did not hold an EMA Jobs Fair last year, missing the opportunity to engage with around 1,500 people.

3 'Disadvantaged Groups' include: those who have any form of disability or an illness or condition that makes it more difficult for them to secure employment; including people who have not worked for a long period of time (over one year); parents returning to work; and young people who have been in care.

4 'Support' for young people is delivered through a range of education and employability initiatives, including education programmes, careers fairs, career talks, and visits to EMA's Aerozone.

5 'Priority schools' are those within a 20-mile radius of East Midlands Airport (those most impacted by our operations).

6 MAG did not hold a Meet the Buyers event at East Midlands Airport in FY26. The next event is planned for FY27.

7 MAG cannot by law stipulate criteria for suppliers based on size or locality due to required compliance with the Procurement Act 2023 which requires fair and open competition with all contracts advertised over published thresholds for goods, works and services. MAG encourages local and SME engagement for smaller contracts, or via 'tiering' into our main appointed contractor.

8 New KPI introduced as part of MAG's 2025–2030 Sustainability Strategy. Comparative FY25 data is therefore not available. More information will be provided closer to the target planned implementation date.

East Midlands Airport continued

Performance tables continued

KEY: ↑ Improved year-on-year performance ↔ No significant year-on-year change ↓ Year-on-year performance has worsened

LOCAL VOICES	KPI	FY26	FY25	YOY%	PERFORMANCE
Implement our airport noise action plans, including a 'freeze' and then progressive reduction in the number of noisier aircraft operating at night, and creating rules and financial incentives to encourage airlines to fly the quietest aircraft[2].	Average quota count of aircraft (23:00-07:00 night period) per ATM.	**0.75**	NEW KPI	–	–
We will track and report our progress in mitigating the impacts of aircraft noise[1, 2, 3].	Departure track compliance.	**92.1%**	91.9%	0.2%	↔
	Continuous descent approach.	**91.3%**	91.3%	0.0%	↔
	Continuous climb operations.	**97.5%**	96.9%	0.6%	↔
	Population within daytime noise footprint (57 dB LAeq 16hr).	**800**	700	14.3%	↓
	Population within night-time noise footprint (57 dB LAeq 8hr).	**900**	900	0.0%	↔
	Noise complaints.	**490**	625	-21.6%	↑
	Correlated noise complaints.	**414**	517	-19.9%	↑
	Number of homes insulated.	**13**	9	44.4%	↑
Every MAG leader will contribute to our social value programme every year by undertaking volunteering, and we will continue to work towards our long-term aspiration that 30% of our colleagues participate in volunteering[4, 5].	Leadership participation in volunteering.	**100.0%**	100.0%	0.0%	↔
	All colleague participation in volunteering.	**36.6%**	30.9%	18.4%	↑
By 2030, invest a minimum of £1.5 million to support local communities[6].	Value of community fund grants awarded.	**£106,405**	£282,158	-62.3%	↓
Through our Future Airspace Programme, consult on and implement new flight paths for East Midlands and Manchester Airports by 2030, and for Stansted Airport consistent with the national programme established by the UK Airspace Design Service.	Narrative reported annually.	Please refer to the 'Airspace Modernisation' section of this report on page 11.			
Review and update our noise action plans in 2028, following consultation.	Narrative reported annually.	More information will be provided closer to the target planned implementation date.			

Footnotes:

1 Due to magnetic variation, aircraft no longer follow the centre of the 'Trent' departure route from Runway 09. This issue has been discussed with stakeholders and will be addressed through our Future Airspace Programme. Our target is to achieve 98% departure track compliance for flights using other departure routes. In 2025/26, compliance on other routes was 98.2%

2 New KPI introduced as part of MAG's 2025–2030 Sustainability Strategy. Comparative FY25 data is therefore not available.

3 A correlated noise complaint is a complaint that has been matched by the Flight Evaluation Unit (FEU) to a specific aircraft. The FEU then investigates the flight to determine whether it was compliant, taking appropriate action where required.

4 MAG actively promote opportunities for our colleagues to volunteer offering colleagues up to two days a year of paid volunteering time and actively encouraging them to use it.

5 This year EMA saw a decrease in all colleague volunteering participation and volunteering hours. MAG offer colleagues up to two days a year of paid volunteering time and actively encourage them to use it.

6 The reduction in Community Fund expenditure reflects the conclusion of grant awards supported by the exceptional level of income from noise penalties applied to unusual operations during and due to the Covid-19 pandemic. An additional £16,214 was given through various sponsorship projects.

MAG
East Midlands
Airport

For more information or
inquiries, please contact
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