

OUR ROUTE TO A MORE *Sustainable* FUTURE

2025 PROGRESS UPDATE



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Foreword

At Belfast City Airport, as we continue to strengthen our role as a vital connector for Northern Ireland, our focus remains clear: to provide safe, fast, and efficient connectivity to and from the heart of Belfast, enabling our economy and community to grow together.

Guided by our vision, we aim to deepen community ties, drive economic vitality, and build a more inclusive, connected, and sustainable future for all. We remain committed to achieving this responsibly through a focus on our three core sustainability pillars: Our Environment, Our People, and Our Community.

In 2024, we published our Sustainability Strategy, outlining our aspirations and commitments to advancing sustainability not only within Belfast City Airport, but across the aviation sector, aligned to the industry's goal of reaching net zero carbon emissions by 2050. Our strategy aims to empower people, enhance community wellbeing, and foster an environmentally-conscious workforce.

Since launching our strategy, we have made significant progress.

In 2024, we set a near-term carbon emissions reduction target, validated by the Science Based Targets initiative (SBTi). This commits us to reducing our Scope 1 and Scope 2 emissions by 42% by 2030 using 2022 as our baseline year. We are pleased to report that we are on track to achieve this goal, having already reduced our carbon emissions by almost 13% through a variety of decarbonisation initiatives.

In addition to a focus on decarbonisation, employee engagement remains a key priority. The launch of the Flight Path Employee Forum is helping to drive initiatives under our People pillar, from advancing our Equality, Diversity and Inclusion (ED&I) strategy to hosting wellness events across the airport.

Whilst we are incredibly proud of our achievements to date, we recognise the work ahead is as important as the progress we have already made.

In the short term, we will build upon this initial momentum to continue to deliver the goals outlined in our Sustainability Strategy.

Looking to the future, the publication of our Master Plan provides an opportunity to scale our sustainability ambitions and strengthen our role in ensuring Northern Ireland remains a well-connected, vibrant region for responsible economic and social development.



Matthew Hall

Chief Executive, Belfast City Airport

A Year in Review: Key Achievements in 2024/2025

Since launching our Sustainability Strategy, we have driven meaningful action, delivering positive outcomes for Our Environment, Our People and Our Community.

PILLAR 1

Our Environment



Introduced Hydrotreated Vegetable Oil (HVO) fuel for 100% of airside vehicles and equipment, reducing emissions by up to 90%



Reduced Scope 1 and 2 greenhouse gas (GHG) emissions (location-based) by almost 13% against 2022 baseline



Achieved 95% score in the internationally recognised GRESB Infrastructure Asset ESG Benchmark

PILLAR 2

Our People



Expanded our High Flyers apprenticeship programme, welcoming five new firefighting apprentices and introducing our first IT apprentice



Won the Skills and Education Award at BITCNI's Responsible Business Awards 2025



Achieved the highest level of accreditation in BITCNI's 'Take 5 Steps to Wellbeing' workplace programme, recognising our commitment to supporting our employees

PILLAR 3

Our Community



Awarded over £70,000 to 19 individual projects through our Community Fund, bringing our total investment to date to over £700,000 across 237 projects



Launched the sixth year of our youth leadership programme IGNITE, welcoming 34 students to the programme, the largest annual intake to date



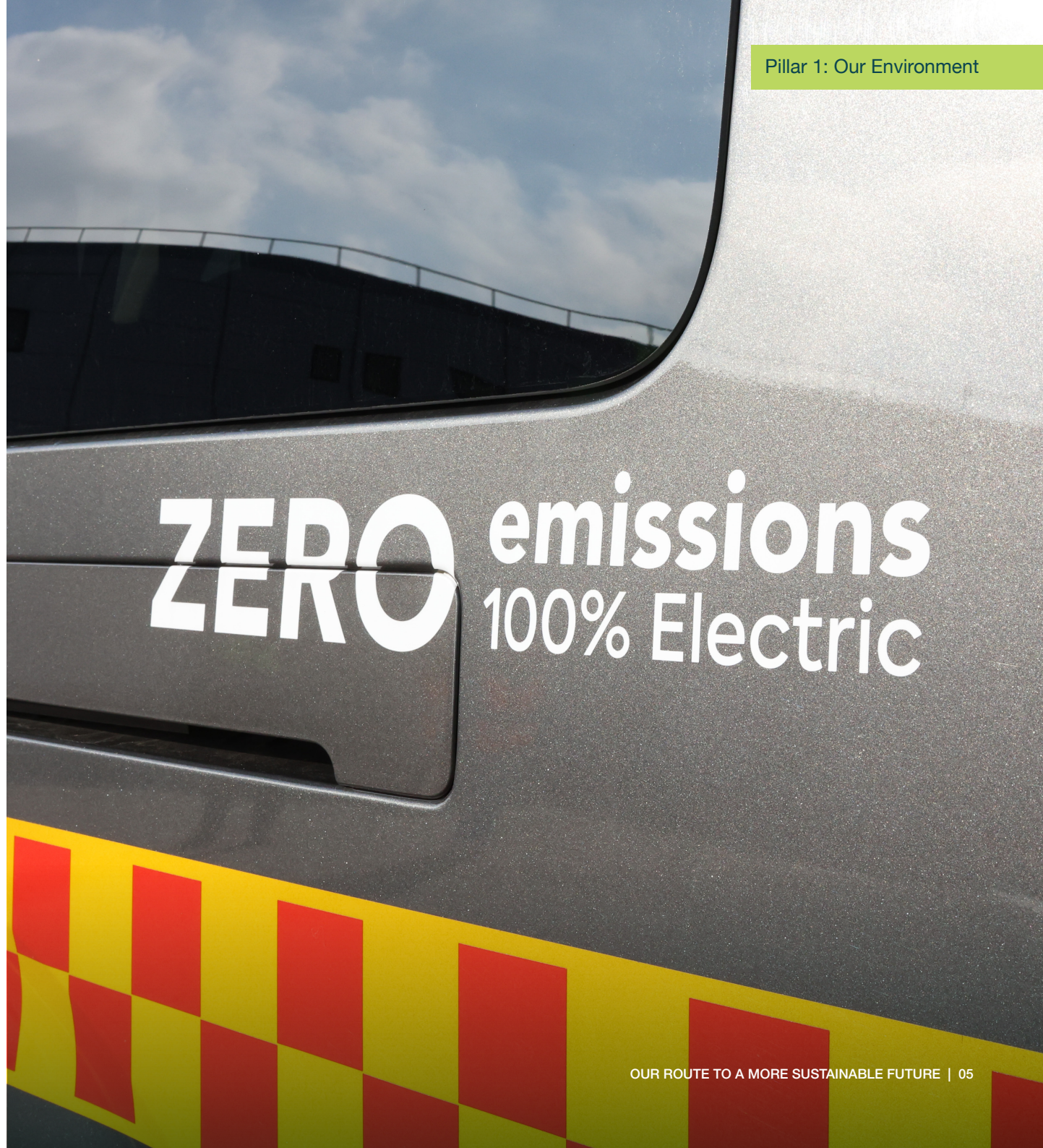
Won the Social Value Award at Belfast Chamber's Business Awards 2025

Pillar 1: Our Environment

NURTURING TODAY, SUSTAINING TOMORROW

Our strategy places the environment at its core, focusing on reducing carbon emissions, minimising resource use, increasing renewable energy, and managing local impacts.

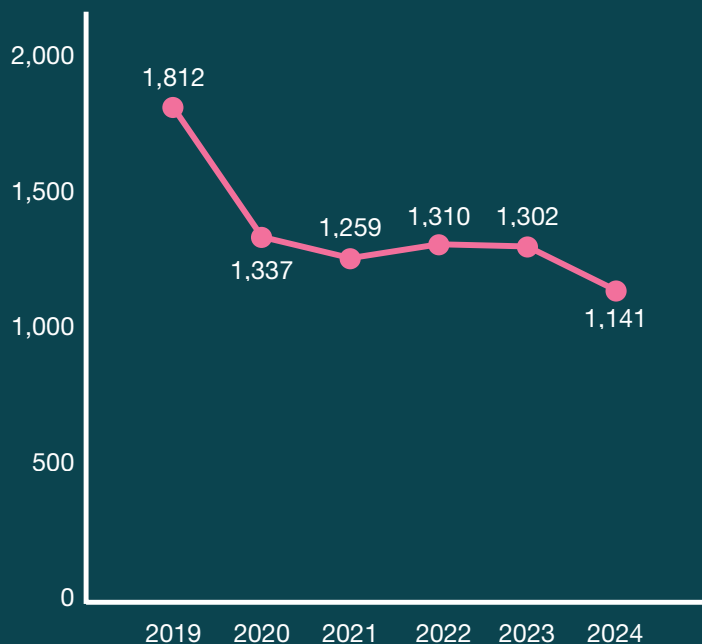
This section of the report highlights our key achievements under Pillar 1: Our Environment since the publication of our Sustainability Strategy in 2024.



DECARBONISATION

We have been working to proactively reduce our carbon emissions through a range of initiatives, including the installation of energy-efficient equipment and improved operating practices. We are committed to ongoing engagement with our airline partners to facilitate sustainable aviation, including the introduction of sustainable aviation fuel (SAF). We continue to measure and report on our carbon emissions, adhering to the Airport Carbon Accreditation established standards.

Since 2019, we have reduced our Scope 1 and 2 (location-based) emissions by 37%:



In 2024, our Scope 1 and 2 emissions (location-based) totalled 1,141 TCO₂e:

Activity	TCO ₂ e
Our vehicles	31.60
Fire Service training	6.13
Electricity	763.98
Gas	327.29
De-icing	11.35
Refrigerants	0.46

Our principal Scope 3 emissions were:

Activity	TCO ₂ e
Aircraft LTO; engine testing; third party de-icing	14,105
Passenger and staff travel to and from the airport	10,224
Third party energy and transport	404

AIRPORT CARBON ACCREDITATION

In 2025, we retained our Level 3 accreditation after being the first airport in Northern Ireland to participate in Airports Council International's (ACI) Airport Carbon Accreditation programme. This includes a requirement to demonstrate year-on-year carbon reduction through production of a third party verified carbon footprint; show progress against a carbon management plan; and engage with our key stakeholders on carbon reduction.

SCIENCE-BASED TARGETS

We set a near-term carbon emissions reduction target which has been validated by the SBTi. We have committed to reducing our Scope 1 and Scope 2 GHG emissions by 42% by 2030 from a 2022 baseline year, and to measure and reduce our Scope 3 emissions.

By the end of 2024, our Scope 1 and 2 emissions had reduced by almost 13% from the baseline year, ahead of the trajectory required to meet our Science-based Target.

DECARBONISATION INITIATIVES



RENEWABLE ENERGY

We have purchased 100% green electricity since 2013. We recognise the value of on-site renewable generation in reducing emissions and are currently undertaking initial studies to assess suitable areas for installing solar panels



HVO

We introduced HVO fuel, replacing standard diesel for airside vehicles and equipment, reducing vehicle emissions by up to 90%



LED

We improved safety and reduced our energy consumption by completing LED retrofits across the site, including all apron lighting



SMART METERING

Throughout the past year, we have continued to introduce smart metering, including FEGP, to enhance energy monitoring and management



ELECTRIFICATION

To complement the fixed electrical ground power (FEGP) operating at all stands, we have begun introducing electric ground support equipment across the operation, with charging infrastructure being installed and new belt loaders, high-lift, and crew vehicles being rolled out



NORTHERN IRELAND ENVIRONMENTAL BENCHMARKING SURVEY



We recently achieved Platinum (the highest level) in BITCNI’s Environmental Benchmarking Survey for the sixth consecutive year. The annual survey assesses and compares the environmental management practices and performance of organisations across Northern Ireland, requiring participants to self-report on a range of aspects including corporate governance, environmental leadership, operational performance, stakeholder and employee engagement, public reporting, and transparency.



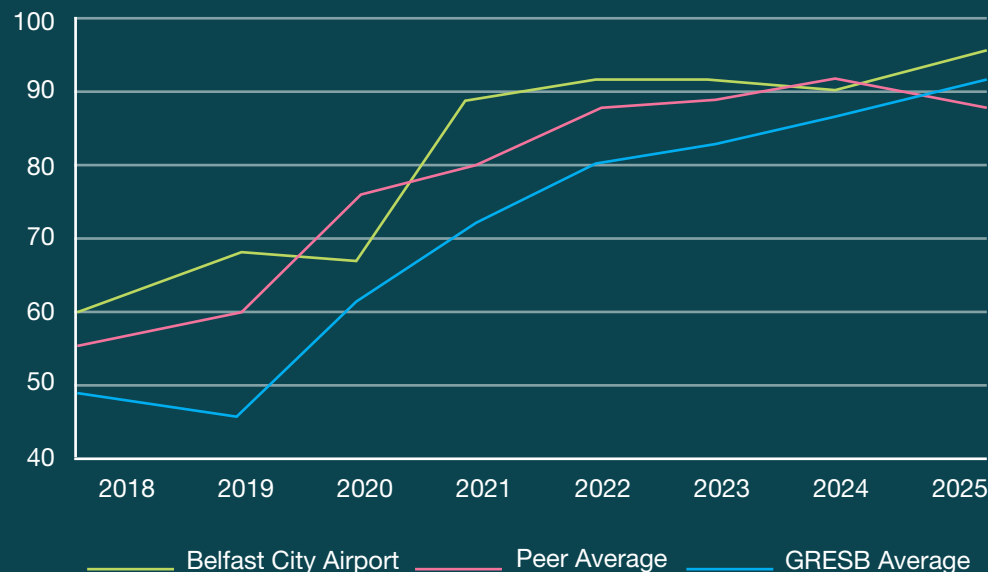
We recently achieved a 95% score in the GRESB Infrastructure Asset Benchmark, a globally recognised environmental, social, and governance (ESG) assessment tool covering two main components:

- **Management** – Evaluates leadership, policies, stakeholder engagement, and risk management
- **Performance** – Assesses metrics such as energy use, GHG emissions, water, waste, biodiversity, health and safety, and social impact

Participants are benchmarked against sector and regional peers, promoting continuous improvement in ESG performance.

Our GRESB score has steadily been increasing year on year. Our recent score of 95% was higher than both the peer average, which compares other European airports, and the average of all GRESB benchmarked organisations globally.

Belfast City Airport peer average and GRESB average, 2018-2025



ENVIRONMENTAL MANAGEMENT SYSTEM

Our Environmental Management System (EMS) was successfully recertified to Phase 5 of BS 8555 under the UKAS-accredited Seren Environmental Management Scheme. The EMS includes our environmental policies, risk assessments, objectives and targets, operating procedures, and standards to which we work to minimise our impact on the environment. Phase 5 is the highest level of the scheme and exceeds the requirements of ISO 14001.

AIR QUALITY

In 2024, we implemented air quality monitoring to measure emissions of Nitrogen Dioxide (NO₂) and particulate matter (PM2.5). This includes an automatic monitoring station on the airfield and a network of passive diffusion tube samplers, both within the airfield and in the area surrounding the airport. The results to date show that the UK annual mean NO₂ and PM2.5 objective values have not been exceeded at any location.

BIODIVERSITY

We are committed to identifying opportunities to make a positive impact on biodiversity. In 2024, we made single allocation of £10,000 to support biodiversity-related projects in the community, partnering with The Conservation Volunteers to deliver the Young Trees and Minds project. Together with local schools, this focused on the importance of native trees to biodiversity.

Throughout 2025, we have undertaken ecological surveying across the site and are working to identify further opportunities to protect or enhance biodiversity. We are also working towards recertification of the Business and Biodiversity Charter.

WASTE

Throughout 2024 and 2025, we conducted a comprehensive review of waste management arrangements at Belfast City Airport. During this period, we reduced landfill waste by approximately 8% and remain focused on further improvements, introducing enhanced waste segregation and tracking measures to achieve our goal of reducing the landfill rate to below 2%.

CLIMATE RISK

We conducted a comprehensive climate risk assessment to understand potential operational impacts from increased exposure to hazards such as extreme temperatures, storms, and flooding, as well as the risks and opportunities arising from the transition to a low-carbon economy.

Additionally, we commissioned an independent gap analysis, benchmarking Belfast City Airport against the Task Force on Climate-Related Financial Disclosures (TCFD) requirements to assess our current alignment with climate risk requirements.

SURFACE ACCESS

Our Surface Access Strategy, to be published in early 2026, sets targets for passengers and staff to travel to Belfast City Airport by sustainable modes by 2030. The Surface Access Strategy includes a range of targets and actions to create a structured framework to support the short-term transition to more sustainable transport modes to and from the airport.

ESG FORUM

In 2025, we established a dedicated employee ESG Forum. This aims to align employees across the airport in developing and implementing sustainability goals, while advancing the ESG Strategy by providing a structured framework to manage and measure ESG performance at Belfast City Airport. Over the next 12 months, we will prioritise rolling out the ESG Forum across the airport campus.

Pillar 2: Our People

THE HEARTBEAT OF OUR SUCCESS

Our commitment to sustainability extends to the heart of our operation – our people.

We recognise that a diverse, skilled, and motivated workforce is essential for a sustainable future. By promoting equality, diversity, and respect, and fostering a culture of learning and growth, we empower our employees to reach their potential.

We remain dedicated to supporting their physical, mental, and emotional wellbeing, knowing that our success is closely tied to theirs.

This section of the report highlights our key achievements under Pillar 2: Our People since the publication of our Sustainability Strategy in 2024.



EMPLOYEE WELLBEING

We've established a range of initiatives, programmes, and frameworks designed to embed inclusivity, equality, and employee wellbeing across every level of the organisation.

Central to this approach is a strong focus on mental, emotional, and physical health.

- ✈ Achieved the highest level of accreditation in BITCNI's 'Take 5 Steps to Wellbeing' workplace programme, recognising our commitment to supporting our employees
- ✈ Provide continuous learning opportunities, including the National Certificate for Airside Operations
- ✈ Celebrate employee commitment on an ongoing basis through our Long Service Awards. In the past 12 months, we have celebrated and recognised 320 years of combined service among 12 employees
- ✈ Support menopause awareness and wellbeing. We've enhanced menopause awareness and wellbeing through a dedicated support group, resulting in the implementation of a formal Menopause Policy. Activities have included expert-led health and wellbeing sessions, group exercise initiatives, and lifestyle-focused education sessions



ED&I

We are dedicated to building a diverse and inclusive workforce where every individual feels valued, supported, and empowered to grow both professionally and personally. Since launching our Sustainability Strategy, we have:

- ✈ Achieved the Bronze Diversity Mark accreditation, confirming our commitment to ED&I
- ✈ Established a refreshed Employee Forum with members from across the business, dedicated to enhancing employee engagement and managing our ED&I roadmap. Several Forum meetings have taken place to drive forward relevant initiatives
- ✈ Introduced ED&I awareness training for all employees starting work at Belfast City Airport, in addition to regular refresher sessions to reinforce understanding
- ✈ Partnered with the charity, Cara-Friend, to deliver LGBTQIA+ and allyship awareness sessions for employees and business partners
- ✈ Launched a dedicated employee engagement app, designed to keep employees connected, informed, and motivated. Almost 90% of employees are using the app regularly
- ✈ Trained four additional mental health first aiders, bringing the total to 13 across the business



HIGH FLYERS APPRENTICESHIP PROGRAMME

Created in 2013 to tackle youth unemployment and address entry barriers, particularly for women and young people, the High Flyers Apprenticeship Programme provides on-the-job experience and qualifications that focus on technical proficiency, safety, teamwork, and leadership in the airport's Fire Service.

- ✈ To date, 24% of our programme intake has been women, in an industry traditionally dominated by men, and we boast a 100% success rate, with all apprentices completing the programme and going on to have meaningful careers
- ✈ In 2025, we welcomed five new firefighting apprentices and broadened the programme to include other business areas, introducing our first IT apprentice



Pillar 3: Our Community

CARING AND THRIVING TOGETHER

Our deep-rooted ties to the local community underpin our Community pillar, reflecting our commitment to developing strong partnerships, shared prosperity, and meaningful social impact.

Through collaboration with businesses, education providers, and local government, we aim to create economic opportunities and deliver lasting benefits for the community we call home.

This section of the report highlights our key achievements under Pillar 3: Our Community since the publication of our Sustainability Strategy in 2024.





CHARITY PARTNER

Every other year, the airport selects a Charity Partner, raising funds and awareness through events such as sponsored runs and coffee mornings.

During its time as our Charity Partner for 2024 and 2025, Air Ambulance NI has raised over £110,000 through its annual

Runway Run – a 5K race that takes place on Belfast City Airport’s runway.



£135,000

total raised to date via the partnership



COMMUNITY FUND

Established in February 2009, our Community Fund has played a crucial role in supporting various initiatives that champion education, inclusion, and social cohesion throughout Greater Belfast and North Down.

From grassroots initiatives to community groups and local sponsorships, our partnerships demonstrate our commitment to creating meaningful impact where it matters most. Since its inception, the Fund has donated over

£700,000, supporting 237 groups and projects.

In the past 12 months, we have awarded over £70,000 to 19 community projects and we remain on track to reach our goal of £1 million invested in local projects within the next three years.



Over £70,000

donated to 19 projects in the last 12 months

ADOPTED SCHOOLS PROGRAMME

We partner with local schools to help address educational inequality and widen access to career opportunities. By providing airport tours, interactive workshops, and career guidance, we inspire young people to explore their potential

and pursue future pathways with confidence.

In 2025, we welcomed partnerships with two more local schools, bringing the number of schools in our Adopted Schools network to nine.



IGNITE YOUTH LEADERSHIP PROGRAMME

Now in its sixth year, the IGNITE Youth Leadership Programme is designed to tackle the social and economic barriers young people often face by providing life-changing opportunities. It offers an NLP Diploma in Personal and Career Development, helping participants understand their skills, strengths, and values while building confidence.

Since its inception, IGNITE has supported 120 students, with participants reporting increased

confidence, resilience, and leadership. In 2025, we welcomed a record breaking 34 students to the programme, the largest annual intake to date.



34 participants in 2025, the largest intake to date



EDUCATIONAL VISITS

Outside of our Adopted Schools Programme, we have welcomed numerous school groups from across Northern Ireland on educational visits to the airport. In 2024, we welcomed approximately 180 school children aged between four and 18 to the airport, offering a behind-the-scenes look at working life and future career opportunities.



180 school children were welcomed to the airport for a behind-the-scenes look at working life



NOISE IMPACT

Following an upgrade to our noise and track monitoring system in late 2023, we've invested in further improvements throughout 2025, introducing ADS-B (Automatic Dependent Surveillance–Broadcast) satellite-based aircraft tracking, enhancing reliability and accuracy.

We continue to operate within our existing noise contour area limit as prescribed by our Planning Agreement with the Department for Infrastructure, as well as operating departure noise limits to encourage improved performance by airlines and minimise noise impacts.

Any exceedances result in fines and additional payments towards our Community Fund. Furthermore, the Airport Forum brings together local stakeholders three times a year to review information and support decision-making around airport noise.

Awards

Over the past year, our work has been recognised through a range of awards that reflect our commitment to excellence, responsibility and positive impact.



AIRPORTSUK

Won the AirportsUK Health and Safety Week Award in 2023 and 2025



BUSINESS IN THE COMMUNITY NI

Achieved Platinum in BITCNI's Environmental Benchmarking Survey for the sixth consecutive year in 2025



BUSINESS IN THE COMMUNITY NI

Awarded Level 3, the highest accolade, in BITCNI's 'Take 5 Steps to Wellbeing' Workplace Accreditation



RESPONSIBLE BUSINESS AWARDS NI

Won the Skills and Education Award at BITCNI's Responsible Business Awards 2025



IRISH NEWS WORKPLACE & EMPLOYMENT AWARDS

Won Best Wellbeing in the Workplace at the Irish News Workplace & Employment Awards 2025



BELFAST CHAMBER'S BUSINESS AWARDS

Highly Commended for Best Place to Work (Large) at Belfast Chamber's Business Awards 2025



BELFAST CHAMBER'S BUSINESS AWARDS

Won the Social Value Award at Belfast Chamber's Business Awards 2025



BUSINESS IN THE COMMUNITY NI

Achieved BITCNI's Gold CORE for Responsible Business 2025



AVIATION ACHIEVEMENT AWARDS

Won the CSR Achievement Award at the Aviation Achievement Awards 2024



BUSINESS EYE AWARDS

Highly Commended in the CSR Award at the Business Eye Awards 2025

Looking Ahead: Our Priorities for 2026

We are proud of the progress made in the first year of our Sustainability Strategy. At the same time, we recognise that our journey towards reaching our ambition has only started.

Realising our ultimate goal of achieving net zero operations will take time as we face complex challenges in a global industry.

Our Master Plan presents an exciting opportunity to scale up sustainability ambitions as we continue to develop the airport environment. Equally, we remain focused on the short term, building on our achievements to deliver the goals outlined in our strategy.

To complement and consolidate these ambitions, we will prepare a Sustainability Action Plan over the next 12 months. This will sharpen our existing commitments and shape future goals by setting out the actions we will take over the next five years.

Looking Ahead



PILLAR 1

Our Environment



Continue to investigate and implement measures which reduce our carbon emissions in line with our Science-based Target, including electrification of ground support equipment, exploring on-site renewables opportunities and energy management efficiency



Building on our existing accreditation, we will work towards achieving Airport Carbon Accreditation Level 4



Engage with our key Business Partners on a shared approach to driving environmental improvements including decarbonisation, waste reduction and resource efficiency



Continue to implement measures to achieve our target of less than 2% waste to landfill



Identify key on-site opportunities to support biodiversity in line with BITCNI's Business and Biodiversity Charter requirements



Deliver on the new initiatives set out within our soon to be published Surface Access Strategy, including promoting sustainable transport to and from the airport



PILLAR 2

Our People



Expand and develop our High Flyers Apprenticeship Programme and establish new educational partnerships



Strengthen our leadership capability throughout the business with the next stages of our Leadership Development Programme



Advance our commitment to ED&I through the rollout of our new ED&I Strategy, continuing to foster a culture where every individual feels valued and empowered, while delivering on the initiatives set out within our ED&I Roadmap



Build on our strong ethos of supporting employee wellbeing



PILLAR 3

Our Community



Appoint a new Charity Partner for 2026 and 2027



Build on the exceptional work of our Community Fund and employee charity ambassadors to deliver £1 million total investment in the community by 2028



Plan for and launch year seven of IGNITE, our youth leadership programme, building on its success to date



Continue to foster our community links and support education through our Adopted Schools network



AIRPORT CARBON ACCREDITATION PROGRAMME

The Airport Carbon Accreditation (ACA) programme is a global initiative developed by Airports Council International (ACI) to help airports manage and reduce their carbon emissions. It provides a structured framework for airports to assess and improve their carbon management practices through independent verification and certification across seven levels of accreditation:

Level 1 - Mapping – Airports measure their carbon footprint.

Level 2 - Reduction – Airports actively reduce their emissions.

Level 3 - Optimisation – Airports engage stakeholders to reduce emissions collectively.

Level 3+ - Neutrality – Airports offset remaining emissions to achieve carbon neutrality.

Level 4 - Transformation – Airports align with long-term climate goals and decarbonisation pathways.

Level 4+ - Transformation with residual emissions compensation - Airports align with long-term climate goals and decarbonisation pathways and compensates for residual emissions.

Level 5 - Transition – Airports demonstrate progress toward net-zero carbon emissions.

BITCNI

Business in the Community Northern Ireland convenes member organisations, helping them to develop their responsibility towards their People, the Planet and the Places where they operate.

BS 8555

BS 8555 is a British Standard that provides guidance for phased development and implementation of an environmental management system (EMS).

GRESB

GRESB is a leading ESG benchmark used by investors and companies to assess and improve the sustainability performance of real estate and infrastructure investments worldwide.

ISO 14001

ISO 14001 is an international standard that provides a framework for organisations to create an effective environmental management system (EMS). It is the most commonly used environmental management system globally and helps businesses manage their environmental impact, comply with regulations, and improve resource efficiency and sustainability.

THE SBTi

The SBTi defines and promotes best practice in science-based target setting and independently assesses companies' targets. Partner organisations who facilitated SBTi's growth and development are Carbon Disclosure Project (CDP), the United Nations Global Compact, the We Mean Business Coalition, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF).

Targets are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels.

Visit <https://sciencebasedtargets.org/target-dashboard> for more information.

SEREN SCHEME

The SEREN Scheme is a UKAS accredited EMS certification scheme based on the BS 8555 standard.

SCOPE 1 EMISSIONS

Direct emissions from company-controlled sources.

SCOPE 2 EMISSIONS

Indirect emissions from the generation of purchased energy.

SCOPE 3 EMISSIONS

Indirect emissions that occur in the value chain of the company.



**BELFAST
CITY
AIRPORT**

OUR ROUTE TO A MORE SUSTAINABLE FUTURE