

AGS Airports Managing Responsibly System

AGS Airports Limited Environmental, Social and Governance (ESG) Policy

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PURPOSE

The purpose of this Environmental, Social and Governance (ESG) Policy is to provide guidelines to our colleagues and partners on how AGS Airports will deliver our ESG strategy and achieve our business priority of attaining sustainable growth.

The policy sets out the pillars that frame AGS Airports' approach to ESG and outlines the key areas we will focus on as a business.

SCOPE

This policy applies to the management and operation of AGS Airports Limited and its subsidiaries, Aberdeen International Airport Limited, Glasgow Airport Limited and Southampton International Airport Limited. This includes the activities of all who work for and on behalf of AGS Airports and its subsidiaries including contractors, subcontractors and temporary staff.

BACKGROUND

AGS Airports Limited was established in 2014, however, our airports have been serving their respective communities for decades.

Aberdeen International, Glasgow and Southampton International airports, take great pride in the valuable contribution they make to their local economies in terms of generating employment, GVA and providing the vital connectivity that has allowed our regions to thrive.

At AGS, we are acutely aware that operating such important infrastructure comes with responsibilities; to our people, to our communities and to the environment.

We have already made significant progress in addressing our environmental impacts with each of our airports achieving carbon neutrality status in 2020. As a group, we have committed to achieving net zero carbon for our direct emissions (Scopes 1 and 2) by 2035 which is 10 years ahead of the Scottish Government's net zero target and 15 years ahead of the UK Government's. In addition, AGS is a signatory to Sustainable Aviation's decarbonisation roadmap which sets out how the UK aviation sector will achieve net zero by 2050, and in doing so reduce the sector's CO_2e output from around 39 million tonnes to zero whilst still growing UK aviation by 78%.

We have carried out an extensive review of our existing environmental impacts and all of our airports have implemented an Environmental Management System (EMS), certified to ISO 14001.

In 2025 we published our Environmental, Social, and Governance (ESG) strategy, marking a major evolution in our commitment to responsible aviation. This milestone signifies our transition from a traditional sustainability approach to a holistic ESG framework that reflects the complex, interconnected challenges facing the aviation

industry today. From decarbonising flight operations to championing workforce diversity and enhancing governance, we are embedding ESG principles across every facet of our business. This strategy will guide our efforts to reduce climate impact, engage transparently with stakeholders and innovate for long-term resilience in an ever-changing global landscape.

These are positive and important first steps towards decarbonising our operations, however, we recognise there is more work to do.

If we are to truly embed ESG at the core of AGS, we need to set realistic and ambitious targets across all areas of the business which demonstrate an absolute willingness to balance the clear economic and social benefits of aviation with our climate change responsibilities.

It is important we make firm commitments to ensure our people view us as an employer of choice, the communities we serve can share in our success and we set out how we will grow in a responsible and sustainable manner.

To achieve this, we must:

- Address our **environmental** impacts;
- Better understand our **economic** impacts; and
- Widen the **social** benefits we can deliver.

POLICY

Our Executive Committee and senior leaders in the business must:

1. Embed ESG at the core of AGS by ensuring our colleagues understand the group's strategy, how it applies to their role and how they can support its delivery.
2. Continue their commitment to carbon neutrality and achieving net zero by 2035.
3. Seek to prevent, reduce, and where necessary, offset our airports' effects on the environment and local communities.
4. Work with our airport partners to ensure they play their role in respecting environmental limits and preventing pollution.
5. Enhance the local and regional economic and social benefits of the areas surrounding our airports.
6. Communicate regularly and effectively with our neighbours and those directly affected by our operations.
7. Support good causes through our airports' charitable partnerships.
8. Champion a sustainable and inclusive culture by embedding ESG principles into our people strategy, ensuring that respect, diversity, equality and inclusion are at the heart of our leadership decisions and workforce experience.
9. Demonstrate effective ownership and management of our equipment and facilities in line with our ESG strategy.
10. Set challenging objectives and targets to continually improve our ESG performance via our Managing Responsibly Systems.
11. Execute the responsible delivery of our Capital Investment Programme to ensure we achieve our target of net zero by 2035.
12. Support and respect the protection of internationally proclaimed human rights.

13. Take a leadership role in strategic innovation initiatives to ensure AGS Airports maintains its reputation as an organisation who shapes the direction of sustainable aviation.

How we will approach these commitments

As the airport group owner, we are responsible for ensuring that this policy is effectively deployed at each of our airports. We will comply with and where possible, exceed minimum applicable legal and other requirements to which we subscribe and relate to the four pillars of our ESG strategy as listed below:

- Achieving net zero
- Supporting our communities
- Supporting our people
- Innovation

Where we have no direct control, we will work in partnership with our stakeholders to improve our performance and work to influence the development of appropriate policies where we are able to do so.

We will ensure that our ESG strategy takes account of all the issues that are material to our business. We will define objectives and goals in consultation with our stakeholders and deliver these through action plans and performance targets, embedded in key functions within our business.

We will measure and review progress against these targets at each of our airports and report performance through transparent communications within a robust governance system. This will include promoting our commitments to our staff, reporting regularly to the AGS Executive Committee, the Health, Safety, Security & Sustainability (HSSS) Committee and AGS Board and annual sustainability reporting which will be available on our websites.

RESPONSIBILITIES

Our leadership teams are responsible for ensuring this policy remains up-to-date and includes an effective governance structure to deliver it. Individual members are responsible for ensuring plans are in place within their functions to deliver this policy which applies throughout all activities of the company.

Signed: Date: 27 January 2026



Kam Jandu
Chief Executive Officer
AGS Airports Limited