

FINAVIA

Annual Report 2025

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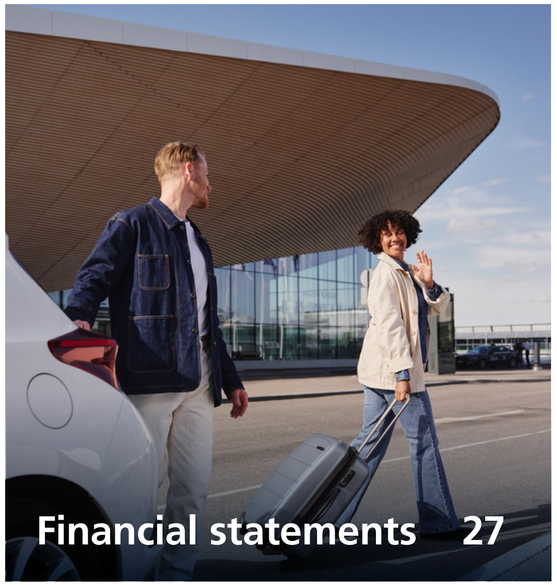
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Annual review



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Finavia in brief

Finavia is an airport company that leads and develops 20 airports in Finland. We build smooth flight connections and Finland's connectivity in cooperation with airlines, regions and travel operators. Our work brings the world closer.

We offer a smooth travel experience and high-quality services at our airports. Our expertise lies in managing large-scale operations: demanding construction projects, passenger flows, complex logistics and data.

Our customer promise is "For smooth travelling". Responsibility is the cornerstone of our operations and safety is the first priority in everything we do. We bear our responsibility for the environment around our airports, as well as people and the economy. At the same time, we contribute to responsibility throughout our value chain and promote sustainable air travel.

Passengers

20.4 (19.6)

million

Flight connections

145 (150)

during the year

Airlines

61 (50)

during the year

The Group employed

2,919

(2,687) people

Investments

65 (50)

EUR million

Net zero emissions at

18 (5)

airports

PeoplePower® index

71.6 (69.9)

(Finavia)

Customer satisfaction at Helsinki Airport

4.34 (4.34)

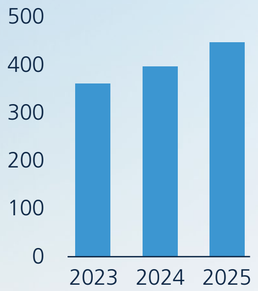
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Customer satisfaction at regional airports

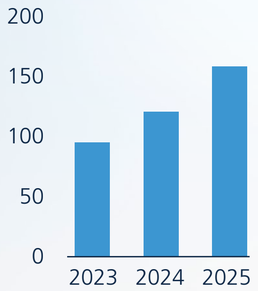
4.41 (4.41)

scale 1–5

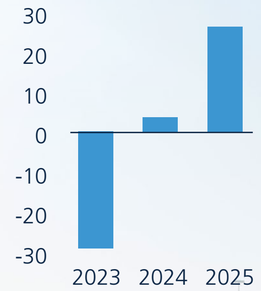
Revenue
EUR million



Operating margin
EUR million



Operating profit
EUR million



CEO'S REVIEW:

Towards growth in a changed operating environment



Air travel in Europe grew in 2025 and we managed to break the streak of loss-making years that followed the COVID-19 pandemic. Nevertheless, the evolving client needs and growing competition us to continue our renewal. We updated our strategy so that we can create value in even more diverse ways. We pursue growth not only from air traffic but also from commercial operations and the real estate business.

We reached an important milestone in 2025: Finavia's result for the financial year was positive for the first time since 2019. We finally broke the streak of losses that was triggered by the COVID-19 pandemic and the restrictions in Russia's airspace. Passenger volumes grew in line with our expectations, and we were successful in growing our business and improving profitability, especially at Helsinki Airport and in Lapland. Our long-term efforts toward growth and renewal are bearing fruit.

However, geopolitical and economic uncertainty continued during the year under review. Russia's airspace remained closed to EU airlines. Asian transfer travel, which has been highly significant to the success of Helsinki Airport, has not returned to the levels seen before the pandemic. As Russia's war of aggression continues, Finland is unable to make use of the competitive advantage provided by its location.

In spite of the challenges, there are also positive signals in our business environment. There are no foreseeable factors that would reduce people's need to travel. Global competition for passengers and flight connections is intense. Examples of Finland's strengths include Helsinki Airport and its excellent service level, as well as Lapland, which attracts international holidaymakers. In 2025, Helsinki Airport was again recognised as the best airport in Europe in terms of the customer experience in its size category and as the best airport in Northern Europe. We furthered the growth of tourism in Lapland by expanding the terminal at Rovaniemi Airport, among other initiatives.

A sustainable transport system must be developed as a whole

Finavia connects Finland to the world. By contributing to Finland's connectivity, we create the conditions for the country's economic growth and the wellbeing of Finns. At our smallest airports, air traffic revolves around business travel, the demand for which has not returned to the pre-pandemic level. In 2025, the Finnish Government decided to continue state-subsidised regular scheduled flights to seven airports at least until 2028. We want to continue societal discussion on developing the transport system as a whole in a direction that ensures Finland's connectivity in a predictable, sustainable and cost-efficient manner.

The highlight of our sustainability efforts in 2025 was that majority of Finavia's airports achieved net zero carbon emissions for their own operations. Other important highlights were again our excellent personnel survey results and customer satisfaction scores.

Our strategy aims for profitable growth

In the autumn, we updated our strategy in response to the changes in the operating environment. Profitable growth in air traffic and operational efficiency in our core businesses are at the heart of our new strategy. In addition, we will revamp our commercial and real estate business to achieve growth in sustainable non-aeronautical value creation.

In connection with updating our strategy, we also made changes to our operating model and organisation. The execution of our strategy is supported by an operating culture characterised by customer orientation, a focus on results and a strong capacity for renewal. The integration of the real estate investment and development company Avia Real Estate, acquired in January 2025, into Finavia's new organisational structure will help us to develop our commercial and real estate business even more comprehensively and provide the best possible operating conditions for the operators at our airports.

I would like to extend my warmest thanks to everyone at Finavia for their good work, commitment and drive for renewal during the year. Enthusiasm in preparing the new strategy and implementing the operating model has propelled us towards new growth. I also want to thank our customers and partners for their open and constructive cooperation. Together, we have produced high-quality and reliable service, found new business opportunities and made air traffic even safer and more punctual.

Moving forward, we need to continue to work diligently to ensure profitable growth, but our future looks stable and bright.

Kimmo Mäki
CEO

Significant events during the year

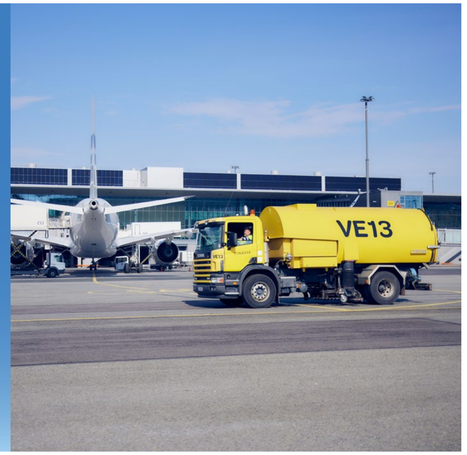


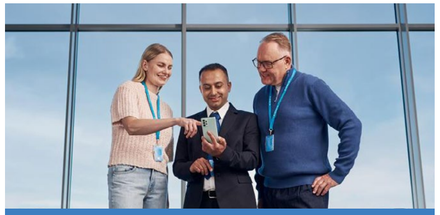
The departures hall at Rovaniemi Airport was expanded

Read more >

Helsinki Airport achieved net zero CO_2 emissions

Read more >





Finavia supports the training of its personnel

Read more >



Runway 2 renovated at Helsinki Airport

Read more >



Finavia's new strategy and operating model aim for growth

Read more >



Milestone anniversaries celebrated at Kittilä and Turku airports

Read more > Read more >

Tourism-driven airports as drivers of growth

Read more >



Operating environment, strategy and business areas

Geopolitical uncertainty, the moderate development outlook for air traffic in Europe and changes in customer needs and the competitive dynamics of transfer travel require renewal from Finavia. Our updated strategy and new operating model will enable us to increase growth opportunities and value creation in our business.

Our operating environment is undergoing a transformation

Russia's decision to close its airspace to EU countries remained in effect in 2025, which again had a significant impact on Finavia's strategic position. We previously had a competitive advantage due to our location as a hub between Europe and Asia, and Helsinki Airport's ability to serve transfer passenger streams between Asia and Europe. Due to the closure of Russian airspace, the competitive advantage based on geographical location is now held by Istanbul Airport and airports in the Middle East.

The growth of travel in Europe demonstrates that consumers have a high need and desire to travel. The desire to travel is particularly motivated by the pursuit of leisure experiences and meeting friends and relatives. After the COVID-19 pandemic, the recovery of business travel has been slower than that of leisure travel.

In the long term, global competition for passengers and climate change are significant factors for our operations. International competition between airports is intensifying.

The geopolitical situation and industry regulation can change quickly and they also have a considerable impact on our operations, which is why we need to maintain our ability to adapt to changes.

We operate in a highly regulated industry

Finavia's business is influenced by international and national regulation. The management of safety is a key subject of regulation. Strict compliance with regulatory requirements and a strong safety culture are prerequisites for the continuity of our operations. Safety management defines many airport processes and thus also affects our customers.

We are responsible for ensuring that the operations of our airports and the infrastructure under Finavia's responsibility fulfil the regulations issued by the authorities. We engage in safety activities in close cooperation with other operators and stakeholders at our airports, such as airlines, subcontractors and the authorities. We manage and analyse safety-related data on our operations and use it to develop safety practices.

Finavia's strategy

VISION	**MISSION**		**CUSTOMER PROMISE**
Globally connected, attractive Finland	Finavia's airports connect Finland to the world through excellent services and partnerships		For smooth travelling
Customers	Passengers	Airlines	Other B2B customers	Visitors to the airport area
Business areas	Helsinki Airport		Regional Airports	Commercial and Real Estate Development
Strategic objectives	Profitable growth in air traffic	Non-aeronautical value creation		Focus on customers and results
Values	SAFETY	CUSTOMER CENTRICITY	RENEWAL	SUSTAINABILITY



We aim for profitable growth in air traffic and diverse non-aeronautical value creation.



Our strategy aims for sustainable value creation

Our vision is a globally connected, attractive Finland. To realise this vision, we must achieve profitable growth and continuous improvement of operational efficiency.

Finavia's strategic focus areas are aligned with the megatrends and changes identified in the operating environment, and they guide the development of our operations. In 2025, we updated our strategy and revamped our operating model.

Profitable growth and the improvement of operational efficiency in our core businesses are at the heart of the new strategy published in the autumn. We want to continue ensuring that the conditions are in place for safe and punctual airport operations and a high level of service. In addition, we will seek new growth opportunities by revamping our commercial and real estate business as a whole.

The key objectives of the strategy for 2025–2028 and the measures that support them are as follows:

- **Profitable growth in air traffic.** Ensuring profitable growth in air traffic is a key strategic objective. We will deepen our cooperation with airlines. We will increase Finland's attractiveness and connectivity. We will improve efficiency by leveraging new technologies.
- **Non-aeronautical value creation.** Key measures for the expansion of the company's value creation include comprehensive development of the commercial and real estate business in the airport area, optimisation of the use of space and active development of real estate assets.
- **Focus on customers and results.** We will develop partnerships in the aviation ecosystem so that we can provide excellent airport services to our customers. We will use our strong partnerships to support the provision of excellent airport services and the identification of new business opportunities.

In line with our new strategy, we want to serve an even broader customer portfolio: in addition to passenger and airline customers, our key customer groups will also include corporate customers and tenants operating in the airport areas, as well as airport visitors.

In connection with updating our strategy, we adopted a new operating model. We restructured our organisation to support the new objectives and transitioned to a structure of three business units that report externally. The business units are Helsinki Airport, Regional Airports, and Commercial and Real Estate Development. In addition, Finavia Group includes the Airpro sub-group, which is presented on page 12.

Our growth was strengthened by an acquisition we completed in January 2025, which saw us increase our holding in the real estate investment and development company Avia Real Estate to 100%. The transaction increased our holding in a property complex located in the immediate vicinity of Helsinki Airport. We integrated the company into Finavia in the autumn.

We will report in accordance with our new operating model starting from 2026.

Value creation in Finland in 2025

Resources

2,919
Employees

20
Airports

- Infrastructure and real estate assets: EUR 859.4 million
- Machinery and equipment: EUR 235.4 million
- Land and forest areas: 9,000 ha

Life-cycle management

EUR 447.4 million
Total revenue

- Operating result EUR 27.2 million
- Result for the financial year EUR 7.7 million
- Operating margin EUR 155.9 million

VALUES

Safety
For customers
By developing
Responsibility

The core of the business

Finavia airports connect Finland to the rest of the world by offering excellent services and partnerships.

20.4 million
Passengers

61
Airlines

185,770
Tonnes of freight



Air traffic revenue
70% of total revenue

- Passenger and landing fees
- Parking fees for aircraft
- Other revenue



Commercial revenue
30% of total revenue

- Parking fees for cars
- Rental revenue from premises
- Commercial revenue from airport services
- Other revenue

1,500
Organisations at Finavia's airports

1,600
Suppliers of goods and services

Real estate development in connection with airports

Impacts

Flight connections around the world
- Destinations: 145
- Competitive landing fees and passenger charges

World-class customer experience
- For passengers
  - Passenger satisfaction at Helsinki Airport 4.34 (ASQ)*
  - Passenger satisfaction at airport network 4.41*
- For airlines, tenants operating in the airport areas, and visitors to the airport areas

*scale 1–5

Societ
- Finland's connectivity internally and internationally
- Ensuring the security of supply
- Taxes paid: EUR 52.1 million

Environment
- Net-zero emission airports
- Run-off water management
- Aircraft noise control

Business areas Helsinki Airport and Regional Airports

Our revenue and operating result grew as expected in 2025, driven by the growth of passenger volumes, the positive development of commercial operations at airports, and good cost control. Passenger satisfaction remained at an excellent level. We developed our customer experience survey practices for corporate customers.

Helsinki Airport

Helsinki Airport has been selected as the best airport in Northern Europe in its size category on several occasions. Thanks to its geographical location, Helsinki Airport is an important hub of air traffic. Helsinki Airport's location has been a key competitive advantage, as it enables competitive flights between Europe and Asia. However, due to Finland's location, the closure of Russian airspace to European airlines has a bigger impact on Helsinki Airport than the competing air traffic hubs, and the number of transfer passengers has not returned to the pre-pandemic level.

Helsinki Airport provides a memorable travel experience as an efficient, reliable and smooth airport. We have further built on this competitive advantage by implementing a billion-euro investment programme that was completed in 2023. In 2025, we invested approximately EUR 20 million in runway repairs and maintenance. We also expanded the Schengen area in the terminal and built new retail spaces in the gate area.

The number of passengers at Helsinki Airport increased by 4.1% when compared to 2024. The number of transfer passengers increased by 10.6% year-on-year.

Regional Airports

The Regional Airports business area comprises 19 airports, 17 of which serve passenger traffic. The airports at Halli and Utti are used exclusively for military aviation and general aviation. The regional airports provide smooth connections for the business sector and leisure travellers. Lapland's appeal is a competitive advantage that has supported the strong development of our northern airports. Our active route development efforts and investments in Lapland's airports and tourism further enhance the region's competitive advantage.

The growth of international tourism in Lapland continued during the winter season 2024–2025. In addition, the first year-round direct scheduled flight connections were opened between Lapland and Europe. Boosted by our success in Lapland, the passenger volumes and business results of our regional airports exceeded our targets in 2025. Altogether 3.5 million passengers travelled through the regional airports, representing a year-on-year increase of 5.7%. At Finavia's airports in Lapland, the number of international passengers grew by 32%.

We invested EUR 3 million in expanding the terminal at Rovaniemi Airport to increase the capacity of the departure hall and improve the passenger experience. In December, Rovaniemi Airport surpassed the milestone of one million passengers per year for the first time in its history.

Flights to seven of Finavia's airports – Kajaani, Kemi-Tornio, Kokkola-Pietarsaari, Joensuu, Jyväskylä, Pori and Savonlinna – are primarily operated as state-subsidised purchased services. The growth of passenger volumes on these routes has been slow, and there are no foreseeable conditions for market-based air traffic barring significant changes in travel habits and the operating environment. In spring 2025, the Finnish Government decided to continue state subsidies for regional flights until the beginning of 2028 at least.

Key indicators, Helsinki Airport

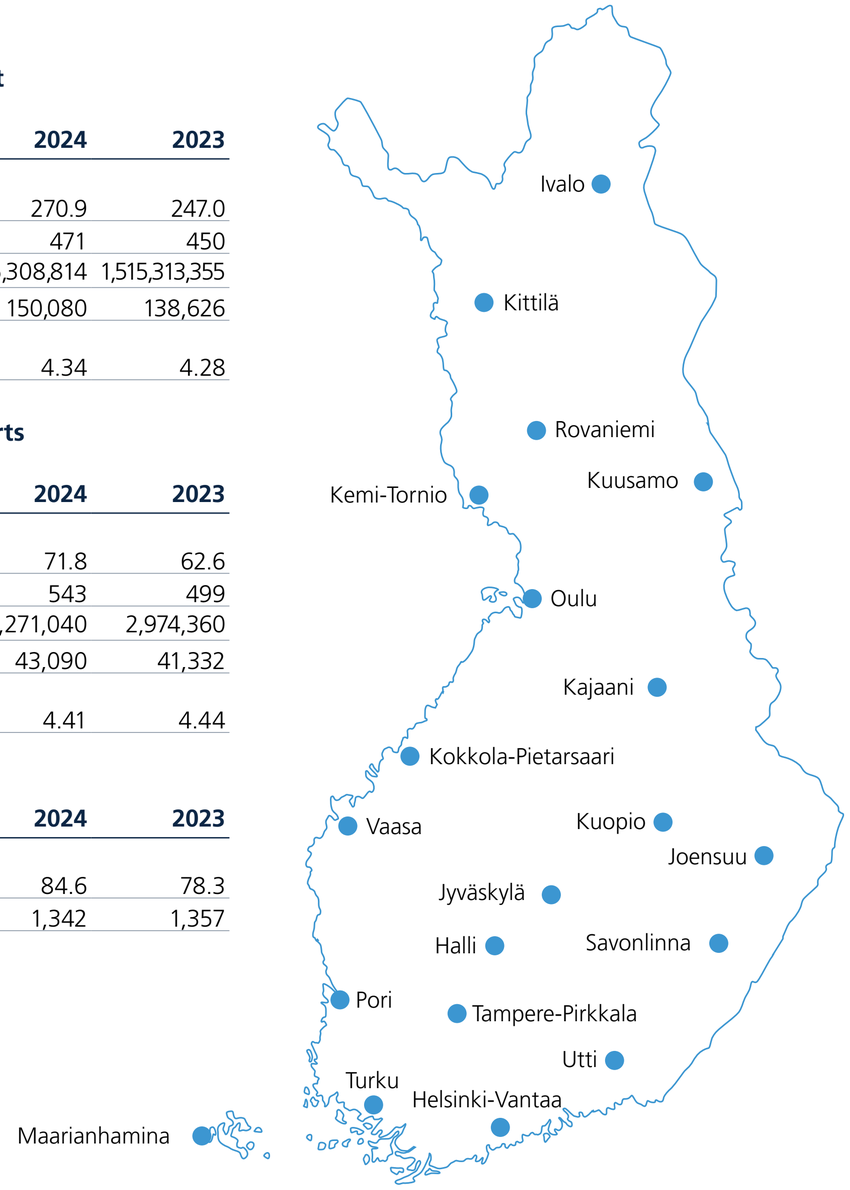
	2025	2024	2023
Revenue, EUR million	290.6	270.9	247.0
Personnel	501	471	450
Passengers	16,980,287	16,308,814	1,515,313,355
Commercial flights	152,837	150,080	138,626
Customer satisfaction	4.34	4.34	4.28

Key indicators, Regional Airports

	2025	2024	2023
Revenue, EUR million	78.9	71.8	62.6
Personnel	568	543	499
Passengers	3,453,317	3,271,040	2,974,360
Commercial flights	45,244	43,090	41,332
Customer satisfaction	4.41	4.41	4.44

Key indicators, Airpro

	2025	2024	2023
Revenue, EUR million	90.8	84.6	78.3
Personnel	1,439	1,342	1,357



Sustainability is part of our strategy

Climate change affects all sectors, including aviation. Finavia wants to enable the economic and social benefits created by international connections and air traffic for Finns today and in the future. At the same time, we want to do our best in the air traffic value chain for more sustainable aviation.

For our part, we have systematically reduced our climate impacts for many years now, and we achieved net zero carbon emissions for our own operations in 2025. Net zero emissions are certified under the international Airport Carbon Accreditation (ACA) programme, which Finavia has been part of since 2011.

Our goal is to be a leader in sustainable development in Finland and in our industry. The three main themes of our sustainability programme were sustainable air traffic, the wellbeing of people, and good governance and finances. In 2025, we updated our sustainability programme, which is linked to our business strategy, and continued to develop our sustainability reporting to align it with the requirements stipulated by the developing European regulations governing sustainability reporting.

Our sustainability report starts on page 56. The targets, metrics and 2025 results of our sustainability programme are presented in more detail in the sustainability report on pages 90, 104 and 107.

Finavia's sustainability programme

Climate and nature

We reduce climate emissions and promote the protection of waters and biodiversity at our airports.



Targets

2020–2025

- We will continue to reduce emissions at our carbon-neutral airports towards net zero.
- We promote the protection of waters and biodiversity at our airports.
- We accelerate the reduction of carbon emissions throughout the aviation value chain.

2026–2028

- We support our partners in reducing GHG emissions throughout the value chain.
- We save energy in our own operations.
- We reduce the impact of our operations on bodies of water.
- We promote sustainable forest management in the areas around airports.

The wellbeing of people

We promote the wellbeing, equality and safety of our personnel, air passengers and airport communities.



Targets

2020–2025

- Wellbeing and safety at work, good leadership, equality and non-discrimination guide our operations.
- Every day, we work for airport security and an equal customer experience.
- We promote the comfort of people who live in the vicinity of our airports.
- We respect universal human rights and are committed to eliminating discrimination.

2026–2028

- We take care of the health and safety of our personnel and promote equality and diversity.
- We promote safe working conditions for value chain workers.
- We ensure the safety of air traffic and aircraft noise control together with other operators.

Good governance and finances

We are committed to good governance and want to remain competitive in order to promote good connections and tourism in Finland.



Targets

2020–2025

- We are committed to transparent and open governance. We promote responsible sourcing.
- We promote good flight connections for Finland and Finland's attractiveness as a travel destination.

2026–2028

- We develop corporate culture and good management and ensure that we act correctly.
- We invest in sustainable procurement and partnerships.
- We increase the sustainability expertise of our personnel.

Moderate growth and an updated strategy for Finavia's subsidiary Airpro

Finavia Group's subsidiary Airpro produces services for various aviation operators. Airpro operated at Helsinki Airport and 11 regional airports across Finland in 2025. Airpro employed 1,439 people, with approximately half of this total employed at Helsinki Airport and half at regional airports.

In 2025, the growth of Airpro's business was again moderate and in line with the general growth of passenger volumes. The operations have stabilised at a new level after the COVID-19 pandemic.

Airpro managed the ground services related to the turnaround of approximately 55,000 aircraft during the year. Airpro employed 654 people in ground services and 761 people in airport services during the year.

The execution of the strategy continued with the aim of achieving the targets set for 2025. The profitability of the business remained on a par with the previous year. We further improved the punctuality of ground handling, especially at Helsinki Airport, which had a positive impact on the customer experience of airlines.

As was the case with Finavia Group, Airpro also updated its strategy for the coming years. Operational safety, a high-quality customer experience and a positive employee experience remain the cornerstones of Airpro's strategy. They provide a sustainable foundation for the business moving forward. Airpro's business targets were updated to cover the period up to 2030. We aim for revenue growth that outpaces the market. The main theme of the strategy is continuous development.



Corporate Governance and Remuneration Report



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Corporate Governance Statement

Finavia Corporation

Finavia Corporation is a fully state-owned public company. The ownership steering of Finavia is the responsibility of the Ownership Steering Department in the Prime Minister's Office.

According to the Government Resolution on the State Ownership Policy of 23 May 2024, the State, as a shareholder, seeks long-term increase in shareholder value and revenue from its corporate holdings. In addition to the achievement of financial targets, the growth of shareholder value is measured by the efficient and goal-oriented implementation of state-owned companies' strategic interests and special assignments. Sustainable business conduct is an important element of growth in shareholder value, and state-owned companies are expected to be at its forefront.

Decision making and governance in Finavia is in accordance with the Finnish Limited Liability Companies Act, Finavia's Articles of Association, the applicable governance guidelines prepared by the Ownership Steering Department of the Prime Minister's Office, and Finavia's own governance guidelines. The Code of Governance of Finavia Group was last confirmed at the meeting of Finavia's Board of Directors in April 2025.

The company's registered office is in Vantaa, Finland.

Observing the Finnish Corporate Governance Code

Finavia complies, as applicable, with the Finnish Corporate Governance Code approved by the Finnish Securities Market Association in 2025. The most significant deviations from the Finnish Corporate Governance Code arise from the fact that Finavia only has one shareholder, the State of Finland. In addition, the Finnish Government has also specified some of the matters laid out in the recommendations, such as the grounds for electing Board members, in the Government resolution on its ownership policy. For this reason, observing all provisions of the Finnish Corporate Governance Code would not be appropriate or even possible.

The exceptions to the Finnish Corporate Governance Code are the recommendations concerning the contents and publication of notices of General Meetings and their subparagraphs (1 and 2), the recommendation concerning attendance in the GM (3), the recommendation concerning the retrospective publication of GM documents (4), the recommendation concerning the publication of the method or preparing the proposal for the composition of the Board of Directors (7), the recommendation concerning the definition of principles regarding the diversity of the Board of Directors and reporting the Board of Directors' diversity principles and how they have been implemented (9), and the recommendation concerning the Shareholders' Nomination Committee (19). Furthermore, the recommendation concerning share incentives (23) is not relevant due to the State ownership. Finavia also does not fully comply with the Corporate Governance Code with regard to the remuneration report.

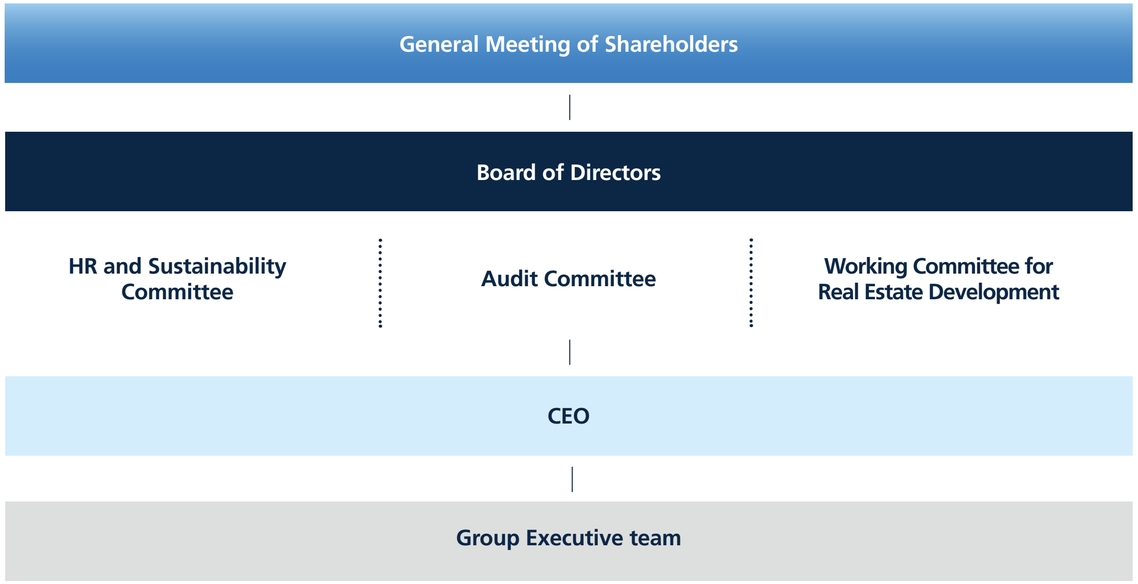
The Governance Code can be viewed on the Securities Market Association's website at www.cgfinland.fi/en.

Corporate structure

Finavia Corporation's subsidiary is Airpro Oy, the subsidiary of which is RTG Ground Handling Oy. In a share transaction carried out on 31 January 2025, Finavia acquired real estate companies belonging to the Avia Real Estate group of companies, which previously operated as associated companies. The companies were integrated into Finavia's business operations.

Until 31 August 2025, Finavia's business areas were Helsinki Airport and Network Airports. Starting from 1 September 2025, the business areas were Helsinki Airport, Regional Airports and Commercial and Real Estate Development.

Administrative organisation



Administrative and operative bodies

Finavia Group's parent company is Finavia, the administrative and operative bodies of which are the general meeting, Board of Directors and CEO. The Executive Group has a preparatory role and it supports the CEO.

General Meeting

The Ordinary General Meeting (GM) is Finavia's supreme decision-making body. The Ordinary General Meeting is held annually on a day determined by the Board of Directors, within six months of the end of the financial period. The Ordinary General Meeting decides on issues within its powers under the Limited Liability Companies Act and the Company's Articles of Association.

The Board of Directors convenes an Extraordinary GM when necessary or when required under the Limited Liability Companies Act.

The auditor must attend the Ordinary GM.

Under the Articles of Association, the notice of a General Meeting must be delivered to the shareholders no earlier than two months and no later than one week prior to the meeting. The Ordinary GM for 2025 was held on 28 March 2025.

Board of Directors

The Board of Directors is responsible for the company's governance and the appropriate organisation of its operations as well as for ensuring that the company's accounting and financial management are appropriately supervised. The Board of Directors deals with matters that are far-reaching and important for the operations of the company and its subsidiaries.

Under the Articles of Association, the Board has at least three and at most seven members. The GM also elects the Chair of the Board and, if necessary, a Deputy Chair. The CEO cannot be elected as a member or the Chair of the Board.

The Board members must have the qualifications required for the task and they must be able to allocate sufficient time for attending to their duties as Board members.

The majority of Board members must be independent of the company. At least two of the members must also be independent of the company's shareholder. The Board assesses the independence of the members in relation to the company and its shareholder every year. Both genders must be represented on the Board.

The Board of Directors convenes on the date determined by the Board, on average once a month. The Board meeting has a quorum when more than half of its members are present. The decisions of the Board require a simple majority. In the event of a tie, the Chair casts the deciding vote.

The CEO is entitled to attend Board meetings and be heard at them, unless otherwise decided by the Board in a certain case. The Board meetings may also be attended by other persons whose presence is necessary, taking into account the matter to be discussed. The General Counsel of Finavia acts as the secretary of the Board.

Preparation of the issues to be discussed by the Board is primarily the CEO's responsibility. The CEO is also responsible for ensuring that the Board receives sufficient information to assess the operation and financial position of the company and its subsidiaries as well as any other issues to be discussed. The matters to be discussed by the Board are presented by the CEO. In individual cases, the CEO may delegate this task to a member of the Executive Group, the CEO of a subsidiary, or another person familiar with the matter. The Board has approved the sustainability programme and approves Finavia's material themes of sustainability reporting. The Board of Directors monitors the achievement of sustainability targets. In its decision-making, the Board of Directors adheres to the current legislation of Finland and the Articles of Association. The



Board of Directors has adopted a working order for itself, containing a more detailed account of the duties and procedures of the Board. The Board of Directors carries out annual assessments of its own work and efficiency.

When required, the Board of Directors decides on establishing new committees for the purpose of preparing the matters for which the Board is responsible and elects their members annually after the Ordinary GM.

During the period 1 January–31 December 2025, Finavia's Board of Directors consisted of Kati Levoranta as Chair of the Board, Pekka Vähähyyppä as Deputy Chair of the Board, and Mikko Tainio, Petri Vihervuori, Kaisa Vuorio and personnel representative Jouko Sarkkinen as members of the Board. The Board of Directors consisted of four men and two women.

All members of the Board were independent of Finavia with the exception of Jouko Sarkkinen, who served on the Board of Directors as a personnel representative. The members of the Board of Directors were independent of Finavia's sole shareholder, the State of Finland, with the exception of Petri Vihervuori, who during his Board membership worked as a civil servant.

The Board convened 12 times in 2025. The attendance rate of Board members at Board meetings was 98.6 per cent during the period 1 January–31 December 2025. In addition to convening for meetings, the Board of Directors participated in the preparation of the company's updated strategy in three separate strategy workshops.

The diversity of Finavia's Board of Directors supports the company's business and its development. The gender distribution of the Board of Directors is representative of the gender distribution of Finavia's employees. More information on the implementation of diversity in Finavia's governing bodies is presented in the sustainability report.

Members of the Board of Directors on 31 December 2025



Kati Levoranta

Chair of the Finavia Board of Directors from 18 March 2022,
Member of the Board from 26 March 2021
B. 1970, LL.M., MBA

Main work history
Fortum Oyj, GC, EVP Legal 1 June 2025–
P2X Solutions Oy, Partner, COO 2021–16 April 2025
Rovio Entertainment Oyj, Chief Executive Officer 2016–2020, Head of Sales 2015, Chief Legal Officer 2012–2015
Nokia Siemens Networks Oy, various managerial positions 2007–2012
Nokia Oyj, Legal Counsel 2005–2007
Jaakko Pöyry Group Oyj, Senior Legal Counsel 2004–2005
Valio Oy, General Counsel 2001–2003, Legal Counsel 1998–2000

Positions of trust
Juuri Partners Oy, Chair of the Board of Directors 2025–, Board member 2021–
OP Cooperative, Chair of the Board Remuneration Committee 2023–, Board member 2020–
Central Chamber of Commerce, Board member 2017–2020



Petri Vihervuori

Member of the Finavia Board of Directors from 1 September 2024
B. 1971, M.Sc.

Main work history
Prime Minister's Office, Ownership Steering Department, Senior Ministerial Adviser, Financial Affairs 2012–, Chief Specialist 2008–2012
Oy JKL Helsinki Ab, Communications Advisor 2006–2008
Kynämies Oy, Project Coordinator 2004–2006
Telia Sonera Finland Oyj, Communications Manager 2002–2004

Positions of trust
Gasum Ltd, Board member 2025–
Patria Ltd, Board member 2018–2024, Acting Chair of the Board 2019–2020



Kaisa Vuorio

Member of the Finavia Board of Directors from 18 March 2022
B. 1967, M.Sc. (Tech.)

Main work history
University of Turku, Economic Geography and Futures Studies, PhD researcher, 2024–
Propdea, CEO 2011–
Citycon Oyj, Vice President, Finnish Operations 2006–2010, Head of Division, Shopping Centres 2003–2006, other managerial positions 2000–2003
Catella Kiinteistökonsultointi Oy (now Catella Property Oy and Catella Asset Management Oy), Property Analyst, Property Valuator and Key Account Manager 1994–2000

Positions of trust
Agore Kiinteistöt Oy, Chair of the Board of Directors 2017–
Finlandia Hall, Chair of the Board of Directors 2021–2024
Live Foundation (formerly Invalidisäätiö sr), Board member 2014–2021, Chair of the Board of Directors 2015–2018
Helsinki University Properties Ltd, Board member 2014–2015
University Properties of Finland Ltd (SYK), Board member 2009–2014

Members of the Board of Directors on 31 December 2025



Mikko Tainio

Member of the Finavia Board of Directors from 21 March 2023
B. 1979, M.Sc. (Econ.)

Main work history
Terveystalo Plc, SVP, Portfolio Businesses 2022–2024, SVP, Public Partnerships 2020–2022
Finnair Plc, Managing Director, Finnair Cargo 2019–2020, Managing Director, Finnair Kitchen 2017–2019, VP, Ground Operations 2015–2017, VP, Group Business Control 2010–2015, other financial management positions 2005–2010

Positions of trust
N Health Technology Oy, Board member 2025–



Pekka Vähähyyppä

Deputy Chair of the Finavia Board of Directors from 21 March 2023, member of the Board from 18 March 2022
B. 1960, M.Sc. (Econ.), EMBA

Main work history
Stockmann Oyj Abp, CFO 2019–2022
Finnair plc, CFO 2015–2019
Stockmann Oyj Abp, CFO 2000–2015
Nestlé Nordic and Sweden, Director, Finance & Control 1997–1999
Nestlé Finland, CFO 1994–1996
Oko-Venture Capital, Director 1991–1994

Positions of trust
Olas Group Oy, Board member 2023–
Vincit plc, Board member, 2019–2024
Lyy-Invest Oy, Board member 2002–2023
Lindex AB, Board member 2019–2022



Jouko Sarkkinen

Member of the Finavia Board of Directors, personnel representative from 21 March 2023
B. 1966, plumber

Main work history
Finavia Corporation, Specialist Plumber 2010–
Finnish Civil Aviation Administration, Plumber 1996–2009
Plumber at several companies 1984–1996

Positions of trust
Finavia Corporation, Chief Shop Steward 2015–, Shop Steward 2004–2015
Member of the Personnel Fund's Board of Directors 2015–

Committees of the Board of Directors

The Board has established an Audit Committee and a HR and Sustainability Committee for the preparation of its duties, as well as a Working Committee for Real Estate Development. The committees do not have any independent powers of decision; instead, the Board makes the decisions on the basis of the proposals presented by the committees. The committees report to the Board of Directors.

Audit Committee

The role of the Audit Committee is to assist the Board in ensuring that the company's accounting and financial management are appropriately organised, and that the company has an appropriate system of internal control that covers its entire operations. The committee supports the organisation and monitoring of the company's internal audit activities and ensures that the company's operations and internal control are organised in the manner required by law, regulations and good corporate governance.

The Audit Committee prepares, guides and assists the Board in assessing issues relating to risk management, internal monitoring systems, financial reporting processes and audits, and internal auditing. The notifications received via Finavia Group's whistleblowing channels are reported regularly (annually) to the Audit Committee of the Board of Directors. Critical concerns are reported to the Audit Committee as soon as they emerge. No critical concerns were reported in 2025.

The Audit Committee convenes at the invitation of its chairperson at least four times a year. At least three members are elected to the committee. The Board elects the chairperson and members of the committee from among its members for a term of one year at a time. All committee members must be independent of the company, and at least two members must be independent of the shareholder. The Secretary of the Board acts as the secretary of the committee. The Audit Committee has a working order approved by the Board.

During the period 1 January–31 December 2025, the Audit Committee comprised Pekka Vähähyyppä as Chair, and Mikko Tainio and Kaisa Vuorio as members. The Audit Committee convened six times between 1 January and 31 December 2025. The attendance rate of its members was 100 per cent.

HR and Sustainability Committee

The HR and Sustainability Committee assists the Board in the management of HR and sustainability tasks coming under its responsibility. The tasks of the committee include the preparation of the matters pertaining to the terms and conditions of employment and remuneration of senior management and the compensation and incentive schemes of senior management and personnel. The committee also prepares the appointments of employees reporting to the CEO. The committee prepares key sustainability matters, reviews sustainability reporting and monitors the achievement of sustainability targets.

The HR and Sustainability Committee meets at the invitation of its chairperson at least twice a year. It is chaired by the Chair of the Board, and it has at least two annually appointed Board members as its members. The majority of the committee members must be independent of the company. The Secretary of the Board acts as the secretary of the committee. The HR and Sustainability Committee has a working order approved by the Board.

During the period 1 January–31 December 2025, the HR and Sustainability Committee comprised Kati Levoranta as Chair, and Petri Vihervuori and Pekka Vähähyyppä as members. The HR and Sustainability Committee convened eight times between 1 January and 31 December 2025. During this period, the attendance rate of its members was 100 per cent.

Working Committee for Real Estate Development

The Working Committee for Real Estate Development assists the Board in the preparation of decisions concerning real estate development projects. The working committee is convened as required at the CEO's invitation.

The secretary to the Board of Directors acts as the secretary of the Working Committee for Real Estate Development. The working committee has a working order approved by the Board.

During the period 1 January–31 December 2025, the Working Committee for Real Estate Development comprised Kaisa Vuorio as Chair, and Kati Levoranta and Petri Vihervuori as members. The Working Committee for Real Estate Development did not convene in 2025.

Chief Executive Officer

The CEO's main duties include the planning, management and monitoring of the company's business activities, as well as preparation of matters for the Board and implementation of the Board's decisions.

The CEO has the general competence to attend to and control the company's day-to-day administration in compliance with the instructions and orders issued by the Board of Directors. In addition, the CEO is responsible for ensuring that the company's accounting is in accordance with the law and financial administration has been organised in a reliable manner. The CEO chairs the Executive Group.

The CEO is appointed and dismissed by the Board of Directors. The terms and conditions for the position of the CEO are defined in a written contract approved by the Board. The remuneration of the CEO is discussed under Remuneration of the CEO and other management in the Remuneration Report.

The Board may appoint a Deputy CEO as required. The Deputy CEO attends to the CEO's duties when the CEO is temporarily unavailable.

Kimmo Mäki has served as the CEO since 1 January 2018, and Jani Jolkkonen has served as the Deputy CEO since 31 March 2020.

Executive Group

The Executive Group is chaired by the CEO. The Executive Group meets at the CEO's invitation in keeping with a schedule agreed in advance.

The task of the Executive Group is to support the CEO in preparing strategic issues for the company and the Group, coordinating the company's operations, preparing and implementing operative matters that are significant in nature, and ensuring internal cooperation and the flow of information.

The Executive Group prepares the issues to be considered and decided by the Board. The Executive Group has a working order approved by the CEO. The General Counsel serves as the secretary to the Executive Group.

The remuneration of the Executive Group is discussed in the Remuneration Report under Remuneration of the CEO and other management.

At the end of 2025, the Executive Group had nine members. The Executive Group consists of Finavia's CEO and members who are proposed by the CEO and confirmed by the Board. The Executive Group met 22 times during the year.

Members of the Executive Group on 31 December 2025



Kimmo Mäki

President and CEO
B. 1974, M.Sc. (Tech.), EMBA
Employed by Finavia since 2018

Main work history
Port of Helsinki Ltd, CEO 2011–2017
Steveco Oy, Senior Vice President 2006–2011
Stockmann Plc, Director, Logistics 2003–2006

Positions of trust
Palta, Association of Service Sector Employers, Board member 2025–
Finnpilot Pilotage Oy, Chair of the Board 2022–
Transport Committee of the Finland Chamber of Commerce, Chair of the Board 2021–, Board member 2018–
Airpro Oy and RTG Ground Handling Oy, Chair of the Board 2018–
Air Navigation Services Finland, Chair of the Board 2017
Finrail Oy, Chair of the Board 2015–2018



Jessica Diktonius

Senior Vice President, Communications, Marketing and Sustainability
B. 1978, M.Soc.Sc.
Employed by Finavia since 2023

Main work history
Kesko Corporation, Communications Director, Building and Technical Trade Division 2017–2023
Tieto Oyj, Head of Media Relations and Reputation Management 2014–2017
Kreab, Director 2005–2014

Positions of trust
Palta, Association of Service Sector Employers, Member of the Policy Committee 2025–
Ministry of Economic Affairs and Employment, Member of the High-Level Working Group on Tourism 2025–
ACI Europe, Member of the Policy Committee 2023–
Suomi-rata, Board member 2023–2024



Maria Fyrstén

Senior Vice President, HR
B. 1982, M.Sc. (Tech.)
Employed by Finavia since 2024

Main work history
Fazer Group, Vice President 2015–2024
Fiskars Corporation, HR Director 2012–2015
Fiskars Group, Manager, EMEA HR 2011–2012, HR Development Manager 2010–2011
Capgemini, HR Development Manager 2008–2010, Management Consultant 2005–2008

Positions of trust
Palta, Association of Service Sector Employers, member of the Labour Market Committee 2024–
Helsinki Region Chamber of Commerce, member of the Education and Labour Affairs Committee 2024–
Airpro Oy, Board member 2024–
Smartum Oy, Board member 2021–2024

Members of the Executive Group on 31 December 2025



Henri Hansson

Senior Vice President, Regional Airports
B. 1972, Construction Engineer, M.Sc. (Tech.)
Employed by Finavia since 2000

Main work history
Finavia Corporation, Senior Vice President, Airport Infrastructure, Sustainability, Safety, Security & Compliance 2019–2025, Technical Director 2012–2019, Director of Airport Operations 2011–2012, Director of Airport Services 2009–2011, Head of Airport Technical Services 2006–2009, Project Manager 2004–2006, Project Engineer 2000–2004
Pohjolan Voima Oy, Project Engineer 1997–2000

Positions of trust
Airpro Oy, Board member 2023–
Rakli, Member of the Advisory Board 2022–
Koy Lentäjäntie 1, Board member 2015–
ACI Europe's Regional Airports' Forum, Member of the Working Group 2009–



Jani Jolkkonen

Senior Vice President, Security, Technology, Infrastructure and Environment
B. 1973, EMBA, M.Sc. (Tech.)
Employed by Finavia since 2018

Main work history
Finavia Corporation, Senior Vice President, Regional Airports 2018–2025
Posti Group, SVP, ICT and Digitalization 2016–2018, SVP Head of business division Postal Services 2015–2016
Itella, SVP, business division Itella Logistics 2013–2014
Itella Posti, VP, Delivery and Marketing Services 2012–2013, VP, Delivery Services 2011–2012, VP, Operations 2008–2011, Director, Mail 2004–2008

Positions of trust
Avia Real Estate Oy, Board member 2024–
Airpro Oy and RTG Ground Handling Oy, Board member 2018–



Hannu Karru

Chief Financial Officer, Finance and Procurement*
B. 1981, M.Sc. (Econ.)
Employed by Finavia since 2018

Main work history
Finavia Corporation, Vice President 2018–2025
Airpro Oy, CFO 2011–2017

Positions of trust
Avia Real Estate Oy, Board member 2025–
APC Properties 1 Oy, Board member 2025–
Koy Lentäjäntie 1, Board member 2025–
Koy Aviatontti I, Board member 2025–
Koy Aviatontti II, Board member 2025–
Koy Aviatontti III, Board member 2025–
ACI Europe Economics Committee, member 2023–
Finnish Aviation Museum Foundation, Board member 2022–2024

*Niclas Köhler served as Finavia's Chief Financial Officer until 30 April 2025.

Members of the Executive Group on 31 December 2025



Ulla Serlenius

Senior Vice President, Commercial and Real Estate Development, Interim Chief Officer Helsinki Airport
B. 1967, M.Sc. (Tech.)
Employed by Finavia since 2020

Main work history
Fiskars Group, President 2018–2019, Senior Vice President 2017–2018, Vice President 2014–2016
Lettijeff Consulting Oy, Co-founder and CEO 2011–2014
Nokia Siemens Network, Head of Espoo Factory 2007–2008
Nokia Networks, Director 2003–2007, Plant Manager 2002

Positions of trust
Tokmanni Group Plc, Board member 2020–



Janne Simula

Senior Vice President, General Counsel
B. 1973, LL.M., Trained on the bench
Employed by Finavia since 2010

Main work history
Finavia Corporation, Legal Counsel and Senior Legal Counsel 2010–2019
AIG Europe S.A. Finnish Branch, Liabilities Underwriter 2008–2010
Tapiola Mutual Insurance Company, Risk Manager 2005–2007
Hannes Snellman Attorneys Ltd, Associate Lawyer 2002–2005

Positions of trust
FinnHEMS Oy, Board member 2020–
Airpro Oy, Board member 2013–2020 and 2021–2023
RTG Ground Handling Oy, Board member 2013–2020 and 2021–2023
Airpro Academy Oy, Board member 2021–2023



Petri Vuori

Senior Vice President, Route Development
B. 1968, M.Sc. (Econ.)
Employed by Finavia since 2017

Main work history
Finnair Plc, Vice President, Network Planning 2015–2017, Vice President, Sales 2014–2015, Area Vice President, APAC 2010–2013
Draka NK Cables Oy, Sales Director 2003–2010, Key Account Manager 2002–2003, Business Controller 1998–2002
Huhtamäki Oyj, Reporting Analyst 1996–1998

Positions of trust
Slot Coordination Finland ry, Chair of the Board 2021–
Finland–China Business Association, Board member 2015–2016
Amadeus Finland Oy, Board member 2014–2015
Wuhan NK Cables Co. Ltd., Board member 2006–2010
NK Cables Sverige AB, Board member 2003–2010
NK Cables de Mexico S.A., Board member 2003–2008

Internal control, risk management and internal audit

Internal control

Internal control at Finavia means the measures and procedures intended to ensure that Finavia's targets and objectives are achieved, its resources are used appropriately and efficiently, operational risks are appropriately managed, and financial and other information is reliable and correct.

As part of the internal control, the company's organisation and structure, duties and responsibilities related to key areas, as well as the procedures observed for producing services are defined in Finavia's set of operational manuals compliant with aviation regulations. In addition to the operational manuals, Finavia has defined the operational policies and procedures for different areas of operation.

The company's Board of Directors has approved all major operational policies and the ethical principles that all persons working at Finavia and those who participate in the company's administration are expected to observe. The company has also defined a code of conduct that all of Finavia's suppliers of goods and services are expected to observe. Any activities that are in violation of the ethical principles or principles of good governance are dealt with without undue delay. The Group has whistleblowing channels in place.

Control and supervision of the financial reporting process

The consolidated financial statements and business review prepared by Finavia are based on the Finnish Accounting Standards (FAS), most of which are contained in the Finnish Accounting Act and Decree. The instructions and opinions issued by the Accounting Board constitute an important part of the accounting practices.

Financial reporting that is in accordance with external accounting requirements and internal financial reporting are the responsibility of the Group's financial administration, which operates under the Chief Financial Officer.

Consistency and reliability of the reporting are assessed as part of the internal control by means of different types of control and matching. The Group's Financial Department determines the control procedures for the financial reporting process. These include instructions and guidelines, process descriptions, and matchings and analyses, which help to ensure the correctness of the data used in the reporting and the reporting itself.

The senior management assesses the financial reports before they are reviewed by the Audit Committee and the Board of Directors. The financial statements for the year and the business reviews are reviewed by the Audit Committee and the Board of Directors before they are published.

Risk management

Risk management at Finavia is proactive, systematic and comprehensive, and it covers all operations and risk areas of the Group on a continuous basis. Finavia only takes business risks relating to the implementation of the strategy that can be managed to an acceptable level or the effects of which, were they to materialise, are reasonable. Risk-taking must not cause a material danger to the success of the Group or the continuity of its operations in the short or long run.

Ensuring the safety of aviation is the most important objective for Finavia in its risk management. The safety management system is an essential part of Finavia's risk management. The system is used to manage functions critical to aviation safety, and to ensure that a good and reliable level of safety is achieved.

Management of safety-related risks is based on proactive safety and follow-up. Safety reviews are carried out before structural and operational changes concerning aviation safety are introduced. Their purpose is to assess and manage the overall safety of the changes. The risks arising from the implementation and introduction of the changes are evaluated by monitoring the observations of deviations. An open and reliable reporting culture is an integral part of the follow-up procedure.

Finavia's risk management model requires business-related risks and the manner in which they are managed to be identified and assessed regularly. The planned risk management measures constitute the basis for the company's operative continuity management. The Group's Security, Technology, Infrastructure and Environment Unit coordinates the implementation of the risk management model and compiles a summary of the major risks related to the Group's business for presentation to the Board of Directors annually or more frequently if necessary. In addition, the aviation safety and security functions units develop the Group's safety management system and increase risk awareness within Finavia through training, guidance and communications.

The Board of Directors approves the risk management policy and any amendments to it.

Internal audit

In accordance with the audit plan approved by the Board of Directors each year, the Internal Audit Unit assesses the adequacy of the company's internal control and risk management procedures and gives recommendations for developing procedures, processes and controls.

Administratively, the Internal Audit Unit works under the CEO, while operationally it works under the Board of Directors and the Audit Committee appointed by the Board. Internal audits are carried out by an external partner. Finavia's Board of Directors has approved the internal audit guidelines observed by the Group.

The Internal Audit Unit submits regular reports to the Audit Committee appointed by Finavia's Board of Directors on the way in which the targets laid out in the audit plan have been achieved, important open risks, control issues, issues concerning the organisation's management and administration systems, and other information requested by senior management and the Board. The audit findings and the recommendations concerning them are reviewed with the persons in charge of the audited entities at the conclusion of the audit. The Internal Audit Unit monitors the implementation of the measures in accordance with the agreed timetables.

Finavia's Internal Audit Unit is committed to observing international professional standards and ethical principles on internal auditing.

Audit

Under Finavia's Articles of Association, the Ordinary GM elects the company's auditor, which must be an auditor or an audit firm with APA certification as laid down in the Auditing Act. The proposal for the auditor is prepared by the Board of Directors. The Ordinary GM decides on the auditor's fees.

The Group's financial reports are based on the financial reports of the Group companies. An auditing company with APA certification elected by the parent company's Ordinary GM operates in the Group. Each Group company has an auditor selected by its GM. The parent company's auditor prepares, jointly with the company's management, an annual audit plan for Group companies. The auditor submits to the shareholder an auditor's report on the Group companies' financial statements and the consolidated financial statements.

The auditor reports to the CEO and the Board of Directors at least annually. The auditor participates in the

work of the Board's Audit Committee. The auditor meets the Board, with all its members present, at least once a year.

The Ordinary GM of 2025 elected the auditing firm KPMG Oy Ab as the company's auditor, with **Ari Eskelinen** (APA) as the auditor in charge.

In 2025, the fees paid for the audit totalled EUR 201,910. The auditor was paid EUR 145,836 for services not related to the audit.

The auditor's report for the financial period 1 January–31 December 2025 covers the accounts, consolidated financial statements, Board of Directors' report, audit of the administration, and the financial statements of the parent company, Finavia Corporation. The auditor's report is presented in this report after the financial statements.

Related party transactions

Finavia monitors and assesses any related party transactions and ensures that any conflicts of interests are properly considered in its decision-making. The related parties of Finavia and its Group companies are specified and a register of the related parties is maintained. Finavia and each of its Group companies has its own related party register.

Any transactions between Finavia and its related parties must in all situations be necessary for and in the best interest of Finavia, and they must be based on sound commercial grounds. The related party guidelines approved by the Board of Directors define related party transactions, and describes the principles concerning the identification, assessment and consideration of related party transactions and reporting on them.

Material related party transactions and related party transactions that deviate from the ordinary course of business or are not implemented under arm's-length principles are identified before deciding on them. The preparations regarding related party transactions are always thorough and carefully documented, and the provisions regarding judicial disqualification and the guidelines in force in the Group are observed when preparing and deciding on the transaction.

The Board of Finavia or its Group company decides on related party transactions that deviate from ordinary business operations or market conditions. They are recorded in the register of related party transactions, which is kept in connection with the register of related parties. Material related party transactions that deviate from the ordinary course of business or are not implemented under arm's-length principles are reported annually as part of the financial statements. The Board of Directors of Finavia will analyse the transactions recorded in the register for each financial period before the Board of Director's report is completed.



Remuneration Report

Finavia observes the management remuneration principles approved by the Board and the recommendations of State ownership steering, including the opinion on remuneration of the management of state-owned companies contained in the Government Resolution on State Ownership Policy adopted on 23 May 2024.

Finavia's Ordinary GM decides on the remuneration of the company's Board of Directors. The HR and Sustainability Committee assesses the amounts of salary and compensation payable to the CEO and Deputy CEO, as well as that of Executive Group members and other managers reporting to the CEO, including the incentive systems. The HR and Sustainability Committee makes proposals regarding these amounts of compensation to the Board of Directors.

The total remuneration of the Board of Directors amounted to EUR 185,700.

The Group CEO, the senior management of Finavia Corporation and the Managing Director of Airpro were paid a total of EUR 474,524 in incentive rewards in 2025 on the basis of the incentive scheme confirmed for the year 2024. Finavia's other management and key personnel were paid a total of EUR 533,675 in incentive rewards in 2025 on the basis of the incentive scheme confirmed for the year 2024.

Personnel covered by Finavia's personnel fund were paid a total of EUR 1,720,247 in incentive rewards in 2025 on the basis of the incentive scheme confirmed for the year 2024.

Airpro's management, excluding the Managing Director, were paid performance bonuses totalling EUR 40,933 in 2025. Airpro's personnel were paid a total of EUR 187,371 in incentive rewards on the basis of an incentive scheme.

Remuneration of the Board of Directors

The Ordinary GM decides on the fees payable to the Board of Directors. The fees paid to the members of Finavia's Board of Directors in compliance with the resolution of the Ordinary GM of 2025 were as follows:

- Chairperson EUR 3,000 per month
- Deputy Chairperson EUR 1,800 per month
- Member EUR 1,500 per month
- A meeting fee of EUR 600 for each Board and committee meeting

The travel expenses of the members of the Board of Directors are reimbursed according to actual costs. The Board members did not receive any other fees or benefits.

Remuneration of the Board of Directors in 2025

The total amounts paid to the members of the Board of Directors for Board and committee meetings were as follows*:

Board member	Attendance rate, %	Fees paid for Board membership in 2025, EUR	Total in 2025, EUR	Total in 2024, EUR
Kati Levoranta	100%	32,100	44,100	36,200
Jouko Sarkkinen	100%	16,500	23,700	22,500
Mikko Tainio	100%	16,500	27,300	26,900
Petri Vihervuori	100%	16,500	28,500	10,600
Kaisa Vuorio	100%	16,500	27,300	27,900
Pekka Vähähyyppä	97.2%	19,800	34,800	32,600

*The fees are shown on a payment basis

Remuneration of the CEO and other management

Remuneration of the CEO and senior management

The remuneration of Finavia Corporation's CEO, Executive Group members, the CIO and the Managing Director of Finavia's subsidiary Airpro Oy and RTG Ground Handling Oy is based on a fixed monthly salary, and short-term and long-term incentive schemes (STI and LTI). The company's senior management does not have any other compensation systems or supplementary pension plans.

Remuneration of other management and key personnel

In addition to the Executive Group members, other managers and key personnel in the Finavia Group are covered by the STI scheme. The STI and LTI schemes are based on the guidelines issued by the Ownership Steering Department. Under the STI and LTI schemes, the total performance-related pay paid during a tax year may not exceed 80 per cent of the individual's yearly fixed basic pay.

The decision-making process and main principles of the incentive schemes

The criteria for the STI and LTI periods, the targets set out for the schemes and their weightings are determined by the Board of Directors each year in accordance with the targets laid out for the Group. In the STI criteria, the emphasis is on Group-level indicators of financial performance, customer satisfaction and sustainability. The STI scheme may have criteria for the Group as a whole, for individual profit centres and for individual employees. As a rule, the earning criteria for the STI scheme are the same for the senior management, other management and key personnel, which motivates the entire company to pursue shared goals. The earning criteria support the achievement of Finavia's strategic objectives. The sustainability indicator also promotes the achievement of the sustainability targets set for Finavia by the State as the company's owner. The targets of the long-term incentive scheme (LTI) are based on increasing shareholder value, profitability and capital efficiency.

Under all of the incentive schemes, the performance-related pay is not paid in full if the criteria for the financial indicator are not met.

No rewards were paid in 2025 under the LTI schemes. The next reward that may become payable is the reward under the 2023–2025 LTI scheme, in spring 2026.

The maximum reward under the short-term incentive scheme for Finavia Corporation's Executive Group members was increased to 40 per cent for the period 2023–2024 because the three-year long-term incentive scheme confirmed by the Board of Directors for the period 2023–2025 will only become payable for the first time after the adoption of the financial statements for 2025. For 2025, the maximum reward under the STI scheme was reduced to 30 per cent. The common earning criteria for 2025 for Finavia's short-term incentive scheme (STI) and the incentive scheme for the personnel were confirmed as Finavia Group's EBITDA (for the personnel, Finavia Corporation's EBITDA), customer satisfaction and accident frequency.

The maximum performance-related pay under the long-term incentive scheme for the members of Finavia Corporation's Executive Group is 50 per cent and the performance-related pay at the target level is 25 per cent. As part of the renewal of the Group's strategy, Finavia's Board of Directors decided that the target for the LTI scheme for 2024–2026 would be changed to return on capital employed (ROCE %) instead of Finavia's enterprise value. The Board of Directors approved a new incentive scheme for 2025–2027 and confirmed ROCE % as the earning criterion for the scheme. The LTI reward under the 2025–2027 scheme may become payable for

Remuneration of Finavia Corporation's management in 2025

Fees and salaries paid to the CEO and Executive Group members in 2025

	Salaries and fringe benefits in 2025, EUR	Performance bonus based on the 2024 earning period, as set out in the STI scheme, paid in 2025, EUR§	Performance bonus as set out in the LTI scheme, paid in 2025, EUR	Total paid in 2025, EUR	Total paid in 2024, EUR
President and CEO	383,040	103,155	0	486,195	666,477
Other members of the Executive Group	1,382,472	320,595	0	1,703,068	2,353,747

Remuneration of Airpro Oy's Managing Director

	Salaries and fringe benefits in 2025, EUR	Performance bonus based on the 2024 earning period, as set out in the STI scheme, paid in 2025, EUR	Performance bonus as set out in the LTI scheme, paid in 2025, EUR	Total paid in 2025, EUR	Total paid in 2024, EUR
Managing Director	201,600	50,773	0	303,135	252,373

the first time in 2028 after the adoption of the financial statements for 2027.

Details of the CEO's contract of employment

In addition to the salary, the CEO has a company car and telephone. The retirement age and pension of the CEO are determined on the basis of the Employees Pensions Act.

The CEO's period of notice is six months. When the employment is terminated by the employer, the CEO receives six months' pay for the period of notice. The CEO does not receive any separate compensations in addition to the salary for the period of notice.

Bonuses payable to other members of staff

Finavia Corporation has a personnel fund. All employees, apart from the senior management and those who are within the scope of the performance-based remuneration scheme, are members.

Finavia's Board of Directors has confirmed an incentive scheme for the personnel that is based on earning criteria set annually by the Board of Directors along with targets for the criteria. As a rule, the earning criteria for the STI scheme are the same for the senior management, other management and key personnel, which motivates the entire company to pursue shared goals.

The bonus is paid to the personnel fund annually after the adoption of Finavia Corporation's financial statements if the earning criteria and thresholds confirmed by the Board of Directors are met. If the targets set for the incentive bonus for personnel are achieved, a maximum amount corresponding to six per cent (6%) of the annual salary of the personnel covered by the personnel fund can be paid into the personnel fund. The company does not have any other remuneration schemes for the personnel.

Rewards paid in 2025 under the incentive scheme confirmed for Finavia Corporation's personnel for the year 2024

The targets set for the incentive scheme confirmed for Finavia's personnel were met at a rate of 61 per cent for the year 2024, and the bonus accrual for 2024 is 3.7 per cent of the total wages in 2024 of the personnel within the scope of the fund. The bonus payable to the personnel in 2025 under the incentive scheme amounted to EUR 1,720,247.

Remuneration of Airpro Oy's personnel

Finavia's subsidiary Airpro Oy and its subsidiary RTG Ground Handling Oy had their own employee incentive schemes confirmed for the year 2024.

The payment criteria for the incentive schemes of Airpro Oy and RTG Ground Handling Oy are approved by the Board of Directors of Airpro Oy. If the targets set for the incentive bonus for personnel are achieved, a maximum amount corresponding to two per cent (2%) of the annual salary of the personnel covered by the bonus scheme can be earned.

The bonus payable to the personnel in 2025 under the incentive scheme amounted to EUR 187,371.



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Operating environment

The demand for international air travel remained strong in spite of the uncertain economic situation in 2025. This was reflected in increased passenger volumes at Finavia's airports.

The total number of passengers at Finavia's airports in 2025 was 20.4 million, an increase of 4.4 per cent when compared to the previous year. The annual growth in the number of passengers at Finavia's airports is currently in line with the European average.

The share of tourism has increased in air travel, while business travel has decreased. This has led to large variations in the number of passengers between different months, seasons and airports. Among the tourism-driven airports in Northern Finland, passenger volumes grew most at Rovaniemi Airport, where the milestone of one million annual passengers was exceeded for the first time. Rovaniemi was the driving force behind tourism in Finnish Lapland, and its success supported the development of tourism across the region.

According to ACI Europe, air freight volumes in Europe increased by 3.2 per cent. At Finavia's airports, the amount of cargo transported by airlines increased by 0.6 per cent and amounted to 185,771 tonnes.

Development of flight connections and passenger volumes

At the end of the year, there were 145 (150*) direct flight destinations from Finavia's airports to destinations around the world. Several flight routes were strengthened as the frequency of flights was increased or larger aircraft were used. There were significant increases in capacity, especially during the winter season in Lapland.

The positive development of the supply of flights was reflected in increased passenger volumes. The number of passengers at Finavia's airports rose to 20.4 million (19.6) in 2025. The number of passengers on scheduled and chartered flights increased by 4.4 per cent when compared to 2024. The total number of flights (commercial flights including scheduled, charter and taxi flights carrying passengers or cargo) increased by 2.5 per cent. The total number of flights was 198,081.

At Helsinki Airport, the total number of passengers was 17.0 (16.3) million, representing an increase of 4.1 per cent when compared to 2024. The share of Asian traffic remained low due to the war in Ukraine leading to the closure of Russian airspace and the flight routes being longer than before, which had a direct impact on the development of international passenger volumes at Helsinki Airport. Transfer passengers represented 32.6 per cent (31.1%) of the total number of passengers at Helsinki Airport in 2025.

The number of passengers at Finavia's 17 regional airports increased by 5.7 per cent and came to 3.5 (3.3) million passengers. The development of passenger volumes was affected by regional differences, tourism seasons and the route decisions of airlines. Direct scheduled flights from major cities in Europe increased due to new flight connections opened during the year. The number of passengers on international flights at the regional airports increased by 15.1 per cent year-on-year and amounted to 1.6 (1.4) million. The development of chartered flights varied between airports, but the total number decreased slightly.

A total of 2.0 million passengers travelled via Rovaniemi, Kittilä, Ivalo, Kuusamo and Kemi-Tornio airports in Lapland, representing a year-on-year increase of 12 per cent (2024: 1.8 million). Growth was particularly strong at Rovaniemi Airport and Kittilä Airport.

The number of passengers on international flights grew in Lapland each month of the year, and the growth was relatively strongest in summer and early autumn. Although passenger volumes are still clearly characterised by seasonal variation, the tourism season has become longer. In March and November, for example, the number of international passengers increased by approximately 40 per cent. At airports serving state-subsidised purchased traffic (Joensuu, Jyväskylä, Kajaani, Kemi-Tornio, Kokkola-Pietarsaari, Pori, Savonlinna) saw slight increases in passenger volumes, with the exception of Savonlinna. The number of passengers at these seven airports came to 199,100 (188,700) in 2025. The state will continue to subsidise regional flights until early 2028. The state funding for purchased traffic is allocated in full to the airline that operates the flights.

Turku Airport and Kuopio Airport increased their passenger volumes. Conversely, the number of passengers decreased at Tampere-Pirkkala Airport, Vaasa Airport and Oulu Airport.

Arrived flights and passenger and freight volumes are published on the Finavia website at www.finavia.fi/en.

Implementation of strategy

In 2025, Finavia revised its strategy in order to increase growth opportunities and value creation. Profitable growth in air traffic and operational efficiency in Finavia's core businesses are at the heart of the new strategy. The company pursues growth not only from air traffic but also

*Calculation method: IATA city codes are used in calculating the number of destinations. For example, London counts as one destination, even though there are flights to four different airports in the area (Heathrow, Gatwick, Stansted and Luton).

from commercial operations and the real estate business. In connection with updating its strategy, the company also made changes to its operating model and organisation. A new management system was successfully implemented in autumn 2025. The real estate investment and development company Avia Real Estate, acquired in January 2025, was integrated into Finavia's new organisation.

The implementation of the strategy has begun in line with expectations and, starting from 2026, Finavia will report externally in accordance with its new operating model.

Sustainability

Finavia promoted its sustainability targets in accordance with its sustainability programme "Towards sustainable air travel". The three cornerstones of the programme are sustainable air traffic, the wellbeing of people, and good governance and finances. The company was successful in promoting its sustainability targets.

Finavia continued to reduce its carbon emissions by increasing the use of renewable energy and improving its energy efficiency. The most significant accomplishment was the achievement of Helsinki Airport's net zero target. By the end of 2025, 18 of Finavia's 20 airports had achieved net zero carbon emissions for their own operations. Finavia also achieved good results in the development of occupational safety and diversity. In the latter part of the year, Finavia began to prepare a sustainability programme that supports the new strategy and emphasises not only the continued reduction of carbon emissions from Finavia's own operations but also the reduction of carbon emissions in the value chain.

Finavia was also involved in cooperation projects aimed at reducing emissions in the air traffic sector as a whole, bringing sustainable aviation fuels to the market and promoting the adoption of green hydrogen as a motive power solution. We continued to promote biodiversity by implementing forest plans and made additional investments in the management of run-off waters caused by air traffic. The company built a storage pool for glycol-containing water at Kittilä Airport in the summer and began collecting propylene glycol, which is used in aircraft de-icing and anti-icing.

More information on Finavia's sustainability, targets and outcomes is provided in the Sustainability Report, starting on page 56.

Business development

In 2025, Finavia had two reportable business areas: Helsinki Airport and Regional Airports, and Airpro which consists of Airpro Oy and RTG Oy. The companies provide ground handling, security control and cabin services for air traffic operators. Effective from 1 February 2025, Finavia also reports the acquired real estate investment and development companies as the Avia Real Estate sub-group until the end of 2025.

Acquisition of Avia Real Estate Oy and APC Properties 1 Oy

On 31 January 2025, Finavia acquired the remaining 51 per cent of the property investment and development company Avia Real Estate Oy and APC Properties 1 Oy. As a result, Finavia's shareholding increased to 100 per cent. The companies were consolidated as associated companies in the financial statements dated 31 December 2024. Following the increase in Finavia's shareholding, the companies are consolidated as subsidiaries, which increased Finavia's revenue by EUR 25.8 million. The acquisition is also reflected on the balance sheet as an increase in non-current assets (EUR 254 million) and an increase in interest-bearing liabilities (EUR 190 million). The acquisition was financed with cash, and the acquired entities were refinanced in connection with the acquisition.

The revenue of the **Helsinki Airport** business increased by 7.3 per cent to EUR 290.6 (270.9) million in 2025. The increase in revenue was driven by the growth of passenger volumes and the development of the commercial offering at the airport. The closure of Russian airspace has a negative impact on Helsinki Airport's competitive position as a hub between the West and the East.

Investments in the continuous improvement of service quality, smooth travel and the customer experience were reflected in excellent customer satisfaction and international awards. Helsinki Airport was recognised as the best airport in Europe in terms of the customer experience in its size category for the seventh time, and as the best airport in Northern Europe for the eighth time. In addition, Helsinki Airport's commercial premises concept was recognised as the Commercial Space of the Year 2025 in its size category in Finland.

The **Regional Airports business** comprises 17 airports used by commercial air traffic and two airports that are only used by general and military aviation. In 2025, the revenue of the Regional Airports business increased by 9.9 per cent and amounted to EUR 78.9 (71.8) million. Nevertheless, the Regional Airports business was loss-making, particularly due to the low number of flights and passengers at small airports.

Airpro operates at 11 airports, all of which are Finavia's airports. In 2025, the revenue of Airpro increased by 7.4 per cent and amounted to EUR 90.8 (84.6) million.

Revenue and result

Finavia Group's revenue and operating margin increased substantially in 2025. Revenue increased by 12.8 per cent and came to EUR 447.4 million (396.5). The increase in revenue was supported by the growth in international air travel and the acquisition of the property investment and development company Avia Real Estate during the period under review. Avia Real Estate has been consolidated into the Finavia Group figures starting from February 2025. Excluding the effect of Avia Real Estate, revenue increased by EUR 25.1 million, or 6.3 per cent. Revenue from air traffic increased by 10.3 per cent to EUR 224.0 million (203.1). Revenue from operations other than air traffic accounted for 49.9 per cent (48.8) of total revenue. The Group's other revenue increased by 15.5 per cent. These include revenue from parking services, commercial revenue and rental income from real estate, as well as Airpro's income from ground forwarding and customer service operations.

The Group's operating result was EUR 27.2 million (4.0), or 6.1 per cent (1.0) of revenue. Depreciation increased due to the acquisition of Avia Real Estate Oy and APC Properties 1 Oy, and amounted to EUR 128.7 million (115.5).

The result for the financial year was EUR 7.7 million (-4.4). Financial income and expenses totalled EUR -25.1 million (-22.6).

Balance sheet

The consolidated balance sheet total was EUR 1,663.6 million (1,496.2). The equity ratio was 40.0 per cent (43.8). Fixed assets increased to EUR 1,494.2 million (1,272.7) mainly due to the acquisition of Avia Real Estate Oy and APC Properties 1 Oy. Interest-bearing loans totalled EUR 875.9 million (730.3) at the end of the year. Liabilities increased to EUR 992.0 million (833.0). The net gearing ratio was 123.0 per cent (94.2). Statutory provisions amounted to EUR 9.4 million (11.6) and were related to the environmental and RESA (Runway End Safety Area) provisions of airports.

Cash flow and financial position

Consolidated cash flow from operations amounted to EUR 98.0 (100.9) million. Cash flow from investments came to EUR -96.1 million (-49.3). The change in long-term loans was EUR -42.9 million (-37.6). On 31 December 2025, the Group had cash and cash equivalents amounting to EUR 68.0 million (125.5).

Finavia has a committed revolving credit facility of EUR 125 million, which was unused at the end of 2025. At the end of the year, Finavia also had a EUR 250 million short-term commercial paper programme, which is unused.

At the end of 2025, the Group had hedged 65.9 per cent of the interest rate risk of interest-bearing liabilities. The average interest rate on the Group's interest-bearing loans was 2.6 per cent in 2025. The impact of interest rate swaps has been taken into account in calculating the average rate of interest for the loans. Some of the parent company's long-term loans had State guarantees, and the company paid a guarantee commission for them. The Group's lease liabilities totalled EUR 31.1 million (37.8) at the end of the year.

Finavia negotiated new covenants for its financing agreements in 2024. Finavia fulfilled all of the covenants of its financing agreements in 2025.

Loans to related parties

The parent company has loan receivables from subsidiaries as follows: A total of EUR 11.1 million from APC Properties 1 Oy (subordinated loan) and a Group loan of EUR 43.9 million, EUR 31.4 million from Avia Real Estate Oy, EUR 113.5 million from Avia Properties Oy, EUR 68.0 million from Kiinteistö Oy Apron, and EUR 13.5 million from Kiinteistö Oy Lentäjäntie 1.

The loans will be due for repayment in full on 20 February 2032 at the latest. Interest of 3.1 per cent is charged on the loans. The interest rate comprises a 50 per cent fixed component and a 50 per cent variable component linked to the six-month Euribor rate. The accrued interest is payable semi-annually. The loans are unsecured.

Investments

In 2025, Finavia invested a total of EUR 30.9 million in the fleet of machinery, systems and energy efficiency improvement solutions and EUR 33.2 million in airport infrastructure. In addition, Finavia invested EUR 32.0 million in the acquisition of majority stakes in Avia Real Estate Oy and APC Properties 1 Oy.

At Helsinki Airport, runway 2 was renovated in accordance with the replacement investment plan. In connection with the renovation, the runway and taxiway intersections were refurbished and runway approach equipment was replaced. At the same time, the stormwater network, which is key to reducing the environmental impacts of aviation, was improved, and the electrical infrastructure in the area was upgraded.

Approximately EUR 5.5 million was invested in the development of Rovaniemi Airport's infrastructure during the year. The extension of the departures hall, completed in October, increased the capacity of the premises and improved the service level for departing passengers in particular. The investments also included improvements to ground traffic arrangements and infrastructure. The investments support Lapland's connectivity, the growth of tourism and the sustainable and long-term development of the airport.

Personnel

At the end of 2025, the Group had 2,919 employees (2,687). The number of permanent employees was 2,092 (2,045). In terms of person-years, the average number of employees during the financial period was 2,192 (2,041).

At the end of 2025, Finavia had 1,306 employees (1,246). In terms of person-years, the average number of Finavia's employees during the year was 1,060 (1,006).

Finavia measures the job satisfaction of the personnel by means of an annual employee survey. A comprehensive employee survey was carried out in 2025. According to the latest survey, Finavia's PeoplePower index was 71.6 (69.9). The exit turnover, which measures the rate of resignations among the personnel, decreased substantially from the previous year and was 4.30 per cent (6.47).

Finavia's employee experience has continued to develop favourably, and the results of the 2025 employee survey were the best on record at Finavia. The largest improvement was seen in the commitment index. According to the survey, the areas that improved the most were communication about the strategy, the clarity of decision-making and operating in accordance with Finavia's values. The personnel are of the view that the services provided by Finavia are excellent and that the company's goals are worth pursuing. Motivation, cooperation and team spirit are at a very good level among the personnel. According to the survey, areas requiring further improvement in Finavia's personnel work include the consistency of supervisory work, the appropriateness of tools and the perceived fairness of remuneration.

More information on Finavia's personnel is provided in the company's Sustainability Report starting on page 91.

The Group's key figures

	2025	2024	Change, %
Number of passengers, million	20.4	19.6	4.4
Revenues, EUR million	447.4	396.5	12.8
Operating margin, EUR million	155.9	119.5	30.5
Operating margin, %	34.8	30.1	
Operating result, EUR million	27.2	4.0	574.3
Operating result, %	6.1	1.0	
Result for the period, EUR million	7.7	-4.4	
Return on equity, %	1.2	-0.7	
Return on investment, %	1.7	0.4	
Equity ratio, %	40.0	43.8	
Cash flow-based investments, EUR million**	65.1	49.5	31.7
Net debt	807.9	604.8	33.6
Balance sheet total, EUR million	1,663.6	1,496.2	11.2
Average number of employees (person-years)	2,192	2,041	7.4
Salaries and fees, EUR million	116.7	108.0	8.1

**Investments in tangible and intangible assets

Shares and share capital

Finavia Corporation is a company wholly owned by the State of Finland. The ownership steering is the responsibility of the Ownership Steering Department in the Prime Minister's Office. The company's share capital consists of 7,400,000 shares of equal value.

In 2025, Finavia's share capital amounted to EUR 185,000,000. The company does not have any treasury shares. The company has not had any share issues, option issues, or other issues of rights entitling to shares. The company's Board of Directors does not have any authorisations to issue shares or option rights.

Ordinary General Meeting 2025

The Ordinary General Meeting of Shareholders (GM) of Finavia Corporation was held on 28 March 2025. The GM adopted the 2024 financial statements and discharged the Board of Directors and the CEO from liability. The GM resolved, in accordance with the proposal of the Board of Directors, that no dividend be distributed.

Business-related risks

Finavia aims for proactive and effective risk management in its operations. The aim of the company is to identify the risk factors that may have a negative impact on its business operations or financial position, and to also assess the potential positive impacts of the risks. Risks at Finavia are classified into strategic, operative, compliance and financial risks.

Factors related to the geopolitical situation, airspace restrictions and global economic uncertainty were again emphasised in Finavia's risk profile in 2025. The impacts of the closure of Russian airspace on Asian traffic continued, and they were particularly reflected in Finland's position in air traffic between Europe and Asia.

Strategic risks

The main strategic risks concern the general developments in the air traffic sector and the escalation of the geopolitical situation. The most significant of the risks affecting Finavia's business operations are related to the development of passenger volumes.

The fluctuations in the demand for air traffic and the changing service requirements of airline customers require Finavia to be increasingly flexible in its capacity management and service production. Significant difficulties or strategic changes among key airlines may affect Finavia's operations.

Risks related to the operating environment also include significant changes in environmental regulations and risks associated with changes in airport charges.

Operative risks

In the management of operative risks, the priority is to ensure the smoothness of the air traffic service chain and the sustainability of operations. This is achieved through cooperation between many organisations and operators, and the aim is for each operator to be optimally placed to fulfil its responsibilities in the service chain. This risk is managed through active planning, partnership management, the development of responsiveness and actively monitoring the situation.

Service production risks depend on the functioning of IT systems and their compatibility with the Group's own IT systems, as well as with those of its partners. Risks were managed by considering such issues as the information system architecture, data security, documentation and interfaces.

Compliance risks

Finavia's airport business is subject to a licence. Fulfilment of the requirements associated with the licence is supervised by national and EU authorities. As the legislation pertaining to the licence is increasing and changing, Finavia is developing its competence, improving the processes and premises of its airports and training its personnel.

The operation of airports requires an environmental permit granted by a Regional State Administrative Agency. An environmental permit decision failing to give consideration to the special characteristics of air traffic is a risk if it causes unreasonable costs to the airport operator. The risks also include permit decisions resulting in the loss of revenues due to strict noise control or traffic restrictions. From the point of view of the operating prerequisites of airports, it is important that functions sensitive to noise are not planned in aircraft noise areas or in their immediate vicinity.

The operations at Finavia's airports complied with the EASA requirements and the requirements contained in the Environmental Protection Act.

Financial risks

Financial risks are mainly related to liquidity and credit risks, and these are actively managed.

Outlook for 2026

Finavia Group expects its comparable revenue for 2026 to be higher than in 2025. This expectation is based on the current view of the development of air traffic. The operating profit is expected to improve in 2026. Finavia Group expects its comparable revenue for 2026 to be EUR 460–490 million and its comparable operating profit to be EUR 40–60 million.

Air traffic is anticipated to grow in 2026, but the global operating environment is expected to still remain challenging. Key uncertainties affecting the outlook include geopolitical crises and instability, impacts of the closure of Russian airspace as well as the increase in the demand for air travel. In particular, the effects of the closure of Russian airspace will slow down the development of air traffic, and it will take years to return to the level seen in 2019. The development of macroeconomics affects both consumers' willingness to travel and organisations' decisions concerning business travel.

Events after the financial period

In relation to a business transfer carried out by Avia Real Estate Oy in 2023, the Tax Administration adjusted the taxation of Avia Real Estate Oy by a decision issued on 18 March 2025. According to the decision, the business transfer in question does not meet the criteria stipulated by section 52, subsection d of the Act on the Taxation of Business Income. The assets transferred in the business transfer are considered, for tax purposes, to have been transferred at fair value. Consequently, EUR 74.2 million is added to Avia Real Estate Oy's business income. In addition, the tax authorities have ordered a tax increase of EUR 1.5 million and transfer tax related to the business transfer, which will be payable at a later time. Avia Real Estate Oy recognised income taxes and tax increases in accordance with the tax authorities' decision in its income statement for 2024. Following the consolidation of the associated company, 49 per cent of these were included in financial items in Finavia Group's income statement. In 2025, Avia Real Estate Oy paid EUR 17.4 million in income tax and a tax increase in accordance with the decision. The transfer tax related to the business transfer also became payable in 2025. Avia Real Estate Oy has appealed the Tax Administration's decision, and the Assessment Adjustment Board approved the appeal by a decision made on 3 February 2026. The deadline for the Tax Recipients' Legal Services Unit to appeal the decision has not yet expired. Due to uncertainty, the item in accordance with the approved appeal has not been recognised as income.

Finavia acquired 31 per cent of nine real estate development companies on 13 March 2026. As a result of the acquisition, Finavia's holding in the companies rose to 80 per cent. The companies have been consolidated as Finavia Group's associated companies in the 2025 financial statements. Following the acquisition, the companies will be consolidated as subsidiaries. The consolidation will have a minor effect on Finavia Group's balance sheet and profit.

The Board's proposal regarding the distribution of dividend

The parent company's distributable funds on the balance sheet date of 31 December 2025 stood at EUR 492,711,613.55, of which the profit for the period was EUR 18,669,156.62.

According to the company's dividend policy, Finavia's financial position does not currently allow dividend payments, but dividends will be paid when the company has the financial conditions to do so. In accordance with the dividend policy, the Board of Directors proposes to the Ordinary General Meeting of Shareholders that no dividend be distributed.

The governance and remuneration report, as well as the salary and compensation report, will be published separately on the company's website at www.finavia.fi/en.

Vantaa, 18 March 2026

Finavia Corporation
Board of Directors

Consolidated income statement

EUR 1,000	1 January–31 December 2025	1 January–31 December 2024
Revenue	447,428	396,532
Other operating income	2,642	3,323
Materials and services		
Materials and supplies		
Purchases during the financial period	39,873	41,875
Change in inventories; increase (-) / decrease (+)	-847	-482
External services	62,849	59,780
Total	**101,875**	**101,173**
Personnel expenses		
Salaries and fees	116,651	107,951
Personnel expenses		
Pension expenses	20,443	20,636
Other personnel expenses	3,545	2,924
Total	**140,639**	**131,511**
Depreciation, amortisation and impairment		
Depreciation according to plan		
Intellectual property rights	3,949	4,119
Other non-current expenditure	889	40
Buildings and structures	45,400	38,033
Machinery and equipment	39,150	37,787
Other tangible assets	34,960	35,504
Total	**124,349**	**115,484**
Amortisation of goodwill	175	0
Impairment of fixed assets	4,220	0
Depreciation, amortisation and impairment total	**128,744**	**115,484**

EUR 1,000	1 January–31 December 2025	1 January–31 December 2024
Other operating expenses	51,638	47,658
Operating profit/loss	27,173	4,030
Financial income and expenses		
Share of losses from participating interests	-3,532	-5,217
Other interest and financial income	1,760	7,077
Impairment of non-current investments	0	0
Change in the market value of derivatives	2,167	-3,682
Interest expenses and other financial expenses	-25,467	-20,753
Total	**-25,073**	**-22,575**
Profit/loss before appropriations and taxes	**2,100**	**-18,546**
Income taxes		
Taxes for the period and previous periods	-40	0
Deferred taxes	5,651	14,098
Profit/loss for the period	**7,711**	**-4,448**

Consolidated balance sheet

Assets

EUR 1,000	31 Dec 2025	31 Dec 2024
Non-current assets		
Intangible assets		
Intellectual property rights	8,809	8,824
Goodwill	7,349	0
Other non-current expenditure	8,667	286
Total	**24,825**	**9,110**
Tangible assets		
Land and water areas	49,017	44,325
Buildings and structures	869,418	657,445
Machinery and equipment	235,413	223,122
Other tangible assets	297,843	313,317
Advance payments and incomplete acquisitions	17,721	13,682
Total	**1,469,413**	**1,251,890**
Investments		
Holdings in associated companies	0	8
Receivables from associated companies	0	11,408
Other shares and holdings	0	280
Total	**0**	**11,696**
Total non-current assets	**1,494,238**	**1,272,696**

EUR 1,000	31 Dec 2025	31 Dec 2024
Current assets		
Inventories		
Materials and supplies	4,599	4,113
Finished goods	1,397	1,492
Total	5,996	5,606
Receivables		
Non-current		
Deferred tax assets	43,547	38,363
Other receivables	82	33
Total	**43,629**	**38,396**
Current		
Accounts receivable	43,998	43,211
Receivables from associated companies	0	9
Other receivables	3,628	6,599
Prepayments and accrued income	4,115	4,171
Total	**51,742**	**53,990**
Cash and cash equivalents	67,985	125,476
Total current assets	**169,352**	**223,469**
Total assets	**1,663,590**	**1,496,165**

Consolidated balance sheet

Equity and liabilities

EUR 1,000	31 Dec 2025	31 Dec 2024
Equity		
Share capital	185,000	185,000
Other reserves		
Invested unrestricted equity reserve	603,785	603,785
Fair value reserve	-10,296	-13,215
Retained earnings	-124,010	-119,562
Profit/loss for the period	7,711	-4,448
Total	**662,191**	**651,561**
Mandatory provisions		
Other mandatory provisions	9,366	11,564

EUR 1,000	31 Dec 2025	31 Dec 2024
Liabilities		
Non-current		
Loans from financial institutions	821,091	652,850
Other liabilities	6,881	9,027
Deferred tax liability	12,141	4,016
Total	**840,113**	**665,893**
Current		
Capital loans	0	32,850
Loans from financial institutions	54,759	44,568
Advance payments received	7,363	7,260
Accounts payable	36,237	44,932
Other liabilities	20,597	7,945
Accrued expenses	32,963	29,591
Total	**151,920**	**167,147**
Total equity and liabilities	**1,663,590**	**1,496,165**

Cash flow statements – Finavia Group and Finavia Corporation

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Cash flow from business operations				
Payments received from sales	447,463	398,962	372,169	348,733
Payments from operating costs	-307,251	-282,278	-244,809	-235,832
Cash flow from business operations before financial items and taxes	140,211	116,684	127,360	112,901
Interest and financial expenses paid	-23,580	-19,529	-21,131	-19,527
Interest received from business operations	1,769	4,331	7,343	4,601
Dividends received	0	0	2,000	0
Other financial items from business operations	-2,973	-540	-1,515	-540
Direct taxes paid	-17,472	0	0	0
Cash flow from business operations	**97,955**	**100,946**	**114,058**	**97,436**
Cash flow from investments				
Investments in tangible and intangible assets	-65,112	-49,455	-54,771	-47,370
Gains from the disposal of tangible and intangible assets	159	990	6	31
Subsidiary shares acquired	-31,961	0	-33,372	0
Associated company shares sold	8	0	0	0
Income from disposal of other investments	789	113	0	113
Granted loans	0	-2,254	0	-2,254
Repayments of loan receivables	0	1,309	0	1,309
Cash flow from investments	**-96,117**	**-49,296**	**-88,136**	**-48,171**

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Financing cash flow				
Repayment of short-term borrowings	-2,000	-2,000	-2,000	-2,000
Drawdown of long-term borrowings	223,000	0	223,000	0
Repayment of long-term borrowings	-265,917	-37,645	-75,418	-37,645
Granted loans	-29,830	0	-244,791	0
Repayment of group loans	0	0	4,530	2,265
Financing cash flow	**-74,748**	**-39,645**	**-94,680**	**-37,380**
Change in cash and cash equivalents	**-72,910**	**12,005**	**-68,758**	**11,885**
Cash and cash equivalents 1 January	125,476	113,472	118,299	106,415
Cash and cash equivalents 31 December	67,985	125,476	49,541	118,299

Finavia Corporation income statement

EUR 1,000	1 January–31 December 2025	1 January–31 December 2024
Revenue	372,264	345,987
Other operating income	1,682	3,223
MATERIALS AND SERVICES		
Materials and supplies		
Purchases during the financial period	36,622	41,151
Change in inventories; increase (-) / decrease (+)	-618	-434
External services	90,006	85,255
Total	**126,009**	**125,972**
PERSONNEL EXPENSES		
Salaries and fees	59,278	56,515
Personnel expenses		
Pension expenses	10,300	11,638
Other personnel expenses	1,733	1,449
Total	**71,310**	**69,602**
DEPRECIATION, AMORTISATION AND IMPAIRMENT		
Depreciation according to plan		
Intellectual property rights	3,558	3,727
Other non-current expenditure	14	12
Buildings and structures	37,340	38,066
Machinery and equipment	35,025	35,625
Other tangible assets	34,917	35,500
Total	**110,855**	**112,930**

EUR 1,000	1 January–31 December 2025	1 January–31 December 2024
Other operating expenses	42,491	40,026
Operating profit/loss	23,281	681
Financial income and expenses		
Income from holdings in Group companies	2,000	0
Other interest and financial income	10,585	7,314
Changes in the market value of derivatives	36	-3,682
Interest expenses and other financial expenses	-23,233	-20,750
Total	**-10,612**	**-17,118**
Profit/loss before appropriations and taxes	**12,669**	**-16,437**
Appropriations		
Group contributions received	0	761
Income taxes		
Deferred taxes	6,000	13,700
Profit/loss for the period	**18,669**	**-1,977**

Finavia Corporation balance sheet

Assets

EUR 1,000	31 Dec 2025	31 Dec 2024
Non-current assets		
Intangible assets		
Intellectual property rights	7,799	7,610
Other non-current expenditure	90	104
Total	**7,889**	**7,714**
Tangible assets		
Land and water areas	42,275	43,187
Buildings and structures	630,069	658,079
Machinery and equipment	199,294	214,587
Other tangible assets	297,920	313,248
Advance payments and incomplete acquisitions	15,125	13,392
Total	**1,184,684**	**1,242,491**
Investments		
Holdings in Group companies	42,331	6,357
Holdings in associated companies	818	3,420
Receivables from associated companies	0	36,666
Other shares and holdings	280	280
Total	**43,428**	**46,722**
Total non-current assets	**1,236,001**	**1,296,927**

EUR 1,000	31 Dec 2025	31 Dec 2024
Current assets		
Inventories		
Materials and supplies	3,746	2,999
Finished goods	877	1,006
Total	**4,623**	**4,005**
Non-current receivables		
Receivables from Group companies	281,457	2,265
Deferred tax assets	40,300	34,300
Other receivables	82	33
Total	**321,839**	**36,598**
Current receivables		
Accounts receivable	33,763	32,684
Receivables from Group companies	5,969	4,866
Other receivables	1,314	4,433
Prepayments and accrued income	3,141	3,314
Total	**44,188**	**45,297**
Cash and cash equivalents	49,541	118,299
Total current assets	**420,191**	**204,200**
Total assets	**1,656,192**	**1,501,127**

Finavia Corporation balance sheet

Equity and liabilities

EUR 1,000	31 Dec 2025	31 Dec 2024
Equity		
Share capital	185,000	185,000
Other reserves		
Invested unrestricted equity reserve	603,785	603,785
Fair value reserve	-10,296	-13,215
Retained earnings	-119,447	-117,470
Profit/loss for the period	18,669	-1,977
Total	**677,712**	**656,124**
Accumulated appropriations		
Depreciation difference	18,864	18,864
Mandatory provisions		
Other mandatory provisions	9,366	11,564

EUR 1,000	31 Dec 2025	31 Dec 2024
Liabilities		
Non-current		
Loans from financial institutions	821,091	652,850
Other liabilities	6,881	9,027
Total	**827,972**	**661,877**
Current		
Capital loan	0	32,850
Loans from financial institutions	54,759	44,568
Advance payments received	5,412	5,555
Accounts payable	31,886	40,877
Loans to other Group companies	5,981	5,193
Other liabilities	3,747	4,176
Accrued expenses	20,493	19,478
Total	**122,278**	**152,698**
Total equity and liabilities	**1,656,192**	**1,501,127**

Notes to the financial statements

1. Accounting principles of the consolidated financial statements

Finavia Corporation is a Finnish public limited liability company, whose registered office is located in Vantaa. The State of Finland owns the entire capital stock. In addition to Vantaa, there are business operations at 19 airports around Finland.

Finavia Group delivers air traffic services and has the following business areas: Helsinki Airport, Regional Airports, Commercial and Real Estate Development, and the Airpro sub-group.

These financial statements have been drawn up in accordance with Finnish accounting legislation.

All Group companies are included in the consolidated financial statements. More detailed information on Group companies is available in Notes 12 to the balance sheet.

The Group's internal transactions, receivables, liabilities and unrealised margins, as well as internal distribution of profit have been eliminated. Cross-ownership of shares has been eliminated using the acquisition cost method. Subsidiaries acquired during the financial period are included in the consolidated financial statements from the time when the Group gained control.

Changes in the Group structure

In January 2025, Finavia Corporation's holdings of Avia Real Estate Oy and APC Properties 1 Oy shares increased from 49 per cent to 100 per cent.

Revenue recognition principles

The revenue of the Finavia Group is mainly made up of services sold to air traffic, rental income from real estate properties and parking income.

Income from the services is allocated to the month in which the service was rendered and rental income is allocated over the rental period.

Services sold are also invoiced at least on a monthly basis. There is no customer financing.

Transactions denominated in foreign currencies

The invoicing of Finavia Group is euro-denominated. Purchases in foreign currency are recorded at the exchange rate of the transaction date (entry of the purchase invoice in the system) and the exchange rate gain or loss arisen in connection with the payment is treated as an adjustment item of purchases.

Large purchases in foreign currencies are hedged by means of currency forward contracts. The exchange rate gains or losses from currency hedging are recognised in the same manner as the purchase related to the hedging.

Valuation principles used in preparing the financial statements

Non-current assets have been capitalised at direct acquisition cost. Subsidies received are recognised as a deduction of the acquisition cost.

Planned depreciation is calculated within the Group according to uniform principles governing the economic life of each asset. Depreciation starts from the deployment month of the asset.

The acquisition cost of **inventories** is determined by using the weighted average cost method.

The securities included in **financial assets** are recognised at acquisition cost or market price, whichever is lower. Finavia Group uses the fair value model (chapter 5, section 5 of the Accounting Act) in the accounting of derivatives. The Group's derivatives include electricity derivatives and interest rate swaps. More detailed information on the derivatives used by the Group is provided in Note 28.

Provisions

There are regulations associated with the airport business, of which particularly the regulations concerning safety and the environmental permits of airports require measures from the company. Mandatory provisions have been recognised for these measures.

Costs of liabilities

The costs of liabilities are expensed in the financial period during which they have arisen. The interest rate costs and income of interest rate derivatives are allocated to the interest rate expenses of loans.

Income taxes

Finavia's share (EUR 67.5 million) of the construction costs of the Ring Rail Line may be deducted in income taxation as straight-line depreciation over 10 years, starting from the payment year. The payment shares of the Ring Rail Line have been paid in 2010–2016. In the income statement, the payment shares have been recognised as expenses in 2009 and 2011.

The deferred tax liability calculated on appropriations (depreciation difference) is shown as a separate item. A deferred tax receivable has been calculated from mandatory provisions and the recorded market value of interest rate derivatives.

In 2024 and 2025, the Group has recognised deferred tax assets also on confirmed losses. In accordance with the precautionary principle, tax assets are recognised annually based on the extent to which we estimate that we can utilise losses in the income taxation of Group companies over the next five years.

The Group companies have no business operations or payable taxes in locations other than Finland.

The figures in the notes are in thousands of euros, unless otherwise stated.

Notes to the income statement

2. Revenue and operating profit by business area

	Group		
EUR million	**2025**	**2024**	**Change, %**
Revenue			
Helsinki Airport	290.6	270.9	7.3
Regional Airports	78.9	71.8	9.9
Airpro group	90.8	84.6	7.4
Avia Real Estate business	28.4	0.0	
Eliminations	-41.3	-30.8	34.1
Group total	**447.4**	**396.5**	**12.8**
Operating profit/loss			
Helsinki Airport	50.8	30.6	66.0
Regional Airports	-25.0	-26.6	6.1
Airpro group	2.9	2.6	11.6
Avia Real Estate business	2.0	0.0	
Eliminations	-3.5	-2.5	37.2
Group total	**27.2**	**4.0**	**574.3**

3. Other operating income

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Profit from the sale of land areas and properties	789	781	0	0
Profit from the sale of other capital assets	26	31	6	31
Income from forests and soil materials	337	456	337	456
Subsidies	82	92	81	92
Other earnings	1,407	1,962	1,257	2,644
Total	**2,642**	**3,323**	**1,682**	**3,223**

4. Salaries and fees of the management

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
CEO and Deputy CEO	1,088	946	486	666
Members of the Board of Directors	186	173	186	173

5. Personnel employed by Finavia Group

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Average number of employees (person-years)	2,192	2,041	1,060	1,006
Employees at the end of the year	2,919	2,687	1,306	1,246
permanent	2,092	2,045	937	906
temporary	827	642	369	340

Temporary personnel also include individuals asked to work when needed, both in the parent company and the Group.

6. Auditor's fees

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
KPMG Oy Ab				
Audit fees	202	98	105	79
Certificates and statements of opinion	14	11	14	11
Other services	132	75	132	75

7. Change of mandatory provisions in the income statement

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Other operating expenses	0	0	0	0

The largest items included in the statutory provisions consist of the provisions related to the airports' environmental permits. No new mandatory provisions were recognised in 2022–2025.

The work input in mandatory provisions during the year amounted to EUR 2.2 million. The expenses have been entered directly (against the provision) on the balance account, which means that the change in the provision in this respect does not show in the income statement.

8. Financial income and expenses

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Share of associated companies' result	-3,532	-5,217	0	0
Dividend income				
Dividend income from Group companies	0	0	2,000	0
Other interest and financial income				
Income from Group companies			8,885	258
Income from associated companies	242	2,648	242	2,648
From others	1,518	4,430	1,458	4,408
Change in the market value of derivatives				
Interest expenses and other financial expenses	2,167	-3,682	36	-3,682
To others	-25,467	-20,753	-23,233	-20,750
Financial income and expenses, total	**-25,073**	**-22,575**	**-10,612**	**-17,118**

9. Income taxes

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Income tax on business activities	-40	0	0	0
Change in the deferred tax receivable	5,184	13,376	6,000	13,700
Change in the deferred tax liability	467	721	0	0
Total income tax	**5,611**	**14,098**	**6,000**	**13,700**

A deferred tax asset has been recognised on mandatory provisions and the measurement of interest rate derivatives at market value. Starting from 2024, tax assets have also been recognised on confirmed losses. A deferred tax liability has arisen from appropriations.

Notes to the balance sheet

10. Non-current assets and depreciation

Straight-line depreciation is used and the depreciation periods are as follows:

	Years
Intangible assets	
Intellectual property rights	5–10
Other non-current expenditure	5–20
Tangible assets	
Buildings	
Office buildings and shelters	40
Station buildings, renovation or extension	20–30
Machine shelters and maintenance buildings, parking buildings	20–30
Other buildings and structures	5–20
Machinery and equipment	
Machinery and equipment in buildings	10–20
Maintenance fleet, vehicles and equipment	10–15
Electrical and lighting equipment	10–20
Other machinery and equipment	5–10
Ground structures	
Runways and taxiways	20–40
Aprons, parking areas, other ground structures	20
Paving of runways and taxiways	10–15
Water and wastewater networks, district heating and cable tubing network	20–30
Consolidated goodwill	15–40

Land and water areas are not depreciated.

The largest investment in 2025 was the renovation of the southern end of runway 15–33 at Helsinki Airport. The deployment totalled EUR 15.1 million.

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Intellectual property rights				
Acquisition cost 1 January	35,287	39,181	32,481	36,577
+ Increases	3,935	2,248	3,746	1,914
- Deductions during the financial period	-778	-6,142	-778	-6,010
Acquisition cost 31 December	**38,444**	**35,287**	**35,449**	**32,481**
Accumulated depreciation and amortisation according to plan 1 January	-26,463	-28,486	-24,871	-27,154
Accrued depreciation and amortisation for deductions	778	6,142	778	6,010
Depreciation and amortisation for the financial period	-3,949	-4,119	-3,558	-3,727
- Accrued depreciation and amortisation according to plan 31 December	-29,635	-26,463	-27,651	-24,871
Book value 31 December	**8,809**	**8,824**	**7,799**	**7,610**
Other non-current expenditure				
Acquisition cost 1 January	2,673	2,663	1,793	1,777
+ Increases: acquisitions	9,265	0	0	0
+ Increases during the financial period	5	24	0	16
- Deductions during the financial period	-52	-14	0	0
Acquisition cost 31 December	**11,891**	**2,673**	**1,793**	**1,793**
Accrued depreciation and amortisation 1 January	-2,387	-2,361	-1,689	-1,677
Accrued depreciation and amortisation for deductions	52	14	0	0
Depreciation and amortisation for the financial period	-889	-40	-14	-12
- Accrued depreciation and amortisation according to plan 31 December	-3,223	-2,387	-1,703	-1,689
Book value 31 December	**8,667**	**286**	**90**	**104**

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Land and water areas				
Acquisition cost 1 January	43,318	43,465	42,180	42,154
+ Increases: acquisitions	1,542	0	0	0
+ Increases during the financial period	95	29	95	29
- Deductions during the financial period	-53	-175	0	-2
Acquisition cost 31 December	**44,903**	**43,318**	**42,275**	**42,180**
Utility charges for real estate				
Acquisition cost 1 January	1,006	1,006	1,006	1,006
+ Increases: acquisitions	3,108	0	0	0
+ Increases during the financial period	0	0	0	0
- Deductions during the financial period	0	0	0	0
Acquisition cost 31 December	**4,114**	**1,006**	**1,006**	**1,006**
Land and water areas (total)	**49,017**	**44,325**	**43,282**	**43,187**
Buildings and structures				
Acquisition cost 1 January	1,191,377	1,183,830	1,192,808	1,185,377
+ Increases: acquisitions	215,197	0	0	0
+ Transfers between items	46,396	9,171	9,331	9,048
- Deductions during the financial period	-97	-1,624	-97	-1,617
Acquisition cost 31 December	**1,452,873**	**1,191,377**	**1,202,042**	**1,192,808**
Accumulated depreciation and amortisation according to plan 1 January	-533,932	-497,516	-534,729	-498,280
Accrued depreciation and amortisation for deductions	97	1,618	97	1,617
Depreciation and amortisation for the financial period	-45,400	-38,033	-37,340	-38,066
Impairment	-4,220	0	0	0
- Accrued depreciation and amortisation according to plan 31 December	-583,455	-533,932	-571,973	-534,729
Book value 31 December	**869,418**	**657,445**	**630,069**	**658,079**

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Machinery and equipment				
Acquisition cost 1 January	618,050	614,547	607,905	592,267
+ Increases: acquisitions	29,900	0	0	0
+ Transfers between items	21,621	23,656	19,733	22,183
- Deductions during the financial period	-2,752	-20,153	-2,641	-6,545
Acquisition cost 31 December	**666,819**	**618,050**	**624,996**	**607,905**
Accrued depreciation and amortisation 1 January	-394,928	-377,287	-393,318	-364,231
Accrued depreciation and amortisation for deductions	2,672	20,145	2,641	6,538
Depreciation and amortisation for the financial period	-39,150	-37,787	-35,025	-35,625
- Accrued depreciation and amortisation according to plan 31 December	-431,407	-394,928	-425,702	-393,318
Book value 31 December	**235,413**	**223,122**	**199,294**	**214,587**
Ground structures				
Acquisition cost 1 January	815,329	805,937	815,236	805,844
+ Increases during the financial period	0	0	0	0
+ Increases: acquisitions	903	0	0	0
+ Transfers between items	18,583	15,080	18,583	15,080
- Deductions during the financial period	-3	-5,688	-3	-5,688
Acquisition cost 31 December	**834,813**	**815,329**	**833,817**	**815,236**
Accrued depreciation and amortisation 1 January	-502,012	-472,196	-501,988	-472,177
Accrued depreciation and amortisation for deductions	3	5,688	3	5,688
Depreciation and amortisation for the financial period	-34,960	-35,504	-34,917	-35,500
- Accrued depreciation and amortisation according to plan 31 December	-536,969	-502,012	-536,903	-501,988
Book value 31 December	**297,843**	**313,317**	**296,914**	**313,248**

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Advance payments and incomplete acquisitions				
Acquisition cost 1 January	13,682	13,002	13,392	12,828
+ Increases: acquisitions	1,541	0	0	0
+ Increases during the financial period	56,225	51,219	53,222	49,166
- Deductions	0	-361	0	-361
- Transfers between items	-53,726	-50,178	-51,489	-48,241
Acquisition cost 31 December	**17,721**	**13,682**	**15,125**	**13,392**
Shares and holdings (subsidiaries and other shares)				
Acquisition cost 1 January	288	395	10,056	10,163
+ Increases during the financial period	0	0	35,974	0
+ Transfers between items	0	0	0	0
- Deductions during the financial period	-288	-107	-2,602	-107
Acquisition cost 31 December	**0**	**288**	**43,427**	**10,056**
Receivables from associated companies				
Acquisition cost 1 January	11,408	13,042	36,666	33,082
+ Increases during the financial period	0	4,892	0	4,892
- Deductions during the financial period	-11,408	-6,526	-36,666	-1,309
Acquisition cost 31 December	**0**	**11,408**	**0**	**36,666**
Total				
Acquisition cost 1 January	2,732,419	2,717,071	2,753,522	2,721,075
+ Increases: acquisitions	256,808	0	0	0
+ Increases during the financial period	60,260	56,140	89,291	54,087
Transfers between items	36,814	0	-95	0
- Deductions during the financial period	-15,431	-40,792	-42,787	-21,640
Acquisition cost 31 December	**3,070,870**	**2,732,419**	**2,799,932**	**2,753,522**
Accrued depreciation and amortisation 1 January	-1,459,722	-1,377,847	-1,456,596	-1,363,519
Accrued depreciation and amortisation for deductions	3,602	33,607	3,519	19,853
Depreciation and amortisation for the financial period	-124,523	-115,483	-110,855	-112,930
- Accumulated depreciation and amortisation according to plan 31 December	-1,580,644	-1,459,722	-1,563,932	-1,456,596
Book value 31 December	**1,490,226**	**1,272,696**	**1,236,000**	**1,296,927**

11. Other shares and holdings

EUR million	**Shares/ group companies**	**Shares/ associated companies**	**Other shares and holdings**	**Other investments**
Group				
Acquisition cost 1 January	0	8	280	0
+ Increases during the financial period	0	0	0	0
- Deductions during the financial period	0	-8	-280	0
Acquisition cost 31 December	**0**	**0**	**0**	**0**
Parent company				
Acquisition cost 1 January	6,357	3,420	280	0
+ Increases during the financial period	35,974	0	0	0
- Deductions during the financial period	0	-2,602	0	0
Acquisition cost 31 December	**42,331**	**818**	**280**	**0**

12. Group companies

	Group holding (%)	Parent company holding (%)
Airpro Oy, Vantaa	100.0	100.0
RTG Ground Handling Oy, Vantaa	100.0	0.0
Airpro Academy Oy, Vantaa	100.0	0.0
Koy Aviatontti I, Vantaa	100.0	100.0
Koy Aviatontti II, Vantaa	100.0	100.0
Koy Aviatontti III, Vantaa	100.0	100.0
AVIA Real Estate Oy, Vantaa	100.0	100.0
APC Properties 1 Oy, Vantaa	100.0	100.0
APC Properties 2 Oy, Vantaa	100.0	0.0
Koy Apron, Vantaa	100.0	0.0
Avia Properties Oy, Vantaa	100.0	0.0
Koy Lentäjäntie 1, Vantaa	100.0	5.0
Koy Vantaan Kolmioparkki, Vantaa	100.0	0.0
Avia Management Oy, Vantaa	100.0	0.0
Koy Rahtitie 1, Vantaa	100.0	0.0
Koy Rahtitie 3, Vantaa	100.0	0.0
Koy Lentäjänkuja 1, Vantaa	100.0	0.0
Koy Lentäjäntie 3, Vantaa	100.0	0.0
Koy Tullimiehentie 4-8, Vantaa	100.0	0.0
Koy Tullimiehentie 2, Vantaa	100.0	0.0
Koy Tullimiehentie 10, Vantaa	100.0	0.0
Koy Rahtikuja 1, Vantaa	100.0	0.0
Koy Siipitie 1, Vantaa	100.0	0.0
Koy Siipitie 8, Vantaa	100.0	0.0
Koy Öljytie 8, Vantaa	100.0	0.0
Koy Siipitie 10, Vantaa	100.0	0.0
Koy Aviapolis Pysäköinti, Vantaa	100.0	0.0

	Balance sheet total in euros	Equity 31 Dec 2025 in euros	Revenue in euros	Financial period profit/loss in euros
Airpro Oy, Vantaa	28,310,616	20,468,286	32,165,886	177
RTG Ground Handling Oy, Vantaa	24,334,901	8,688,822	59,441,614	2,508,584
Airpro Academy Oy, Vantaa	70,448	70,448	0	-1,666
Koy Aviatontti I, Vantaa	617,864	201,846	34,000	-38,816
Koy Aviatontti II, Vantaa	2,218,599	1,416,195	0	-17,858
Koy Aviatontti III, Vantaa	1,334,018	1,322,415	0	-1,542
AVIA Real Estate Oy, Vantaa	43,795,021	11,907,140	0	-728,558
APC Properties 1 Oy, Vantaa	48,289,927	-7,620,662	0	223,422
APC Properties 2 Oy, Vantaa	47,201,818	34,474,187	8,670,771	-645,898
Koy Apron, Vantaa	102,200,856	33,251,892	2,912,790	1,631,934
Avia Properties Oy, Vantaa	177,888,637	57,434,811	21,956,048	296,836
Koy Lentäjäntie 1, Vantaa	21,943,401	7,330,534	2,831,263	63,301
Koy Vantaan Kolmioparkki, Vantaa	6,874,872	46,084	833,398	52
Avia Management Oy, Vantaa	1,082,289	283,213	3,273,740	202,926
Koy Rahtitie 1, Vantaa	19,153,913	11,056,705	3,178,011	250,210
Koy Rahtitie 3, Vantaa	9,188,901	1,075,151	1,331,181	-661,236
Koy Lentäjänkuja 1, Vantaa	40,221,868	30,804,000	2,119,277	-203,793
Koy Lentäjäntie 3, Vantaa	21,489,105	12,279,320	1,990,264	-128,992
Koy Tullimiehentie 4-8, Vantaa	6,681,448	513,002	784,272	-1,551,749
Koy Tullimiehentie 2, Vantaa	10,406,930	1,874,354	394,834	-143,293
Koy Tullimiehentie 10, Vantaa	5,738,001	274,912	499,427	-1,490,734
Koy Rahtikuja 1, Vantaa	5,229,661	1,138,175	630,567	-31,100
Koy Siipitie 1, Vantaa	2,424,891	805,908	283,616	73
Koy Siipitie 8, Vantaa	402,915	89,929	97,485	-56,013
Koy Öljytie 8, Vantaa	4,068,838	1,177,921	229,774	-41,965
Koy Siipitie 10, Vantaa	135,699	73,237	75,354	-22,418
Koy Aviapolis Pysäköinti, Vantaa	435,251	34,844	70,068	1,524

	Group holding (%)	Parent company holding (%)	Equity 31 Dec 2025 in euros	Financial period profit/loss in euros
Holdings in associated companies				
SB A Properties Oy, Vantaa	49.00	49.00	122,719	-2,596
SB B Properties Oy, Vantaa	49.00	49.00	1,968,687	0
SB C Properties Oy, Vantaa	49.00	49.00	1,434,104	4,548
AC D Properties Oy, Vantaa	49.00	49.00	11,733,279	0
SB G Properties Oy, Vantaa	49.00	49.00	4,205,599	0
SB H1 Properties Oy, Vantaa	49.00	49.00	1,787,431	5,132
SB H2 Properties Oy, Vantaa	49.00	49.00	2,420,771	8,032
SB I Properties Oy, Vantaa	49.00	49.00	3,309,039	0
AC E Properties Oy, Vantaa	49.00	49.00	6,107,550	0

13. Holdings in associated companies

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Holdings in associated companies	8	3,428	3,420	3,420
Allocations of Group items	0	-28,677	0	0
Transfers between items	-8	25,257	-2,602	0
Total	**0**	**8**	**818**	**3,420**
Receivables from associated companies				
Loan receivables from associated companies	11,408	31,428	36,666	31,428
Subordinated loan receivable from associated companies	0	5,238	0	5,238
Transfers between items	-11,408	-25,257	-36,666	0
Total	**0**	**11,408**	**0**	**36,666**

Current assets

14. Deferred tax assets

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Non-current				
For accrual differences and temporary differences	43,547	38,363	40,300	34,300

A deferred tax asset has been recognised on mandatory provisions and the measurement of interest rate derivatives at market value.

Starting from 2024, deferred tax assets have also been recognised for confirmed losses. At the end of the financial year, the Group had confirmed losses totalling EUR 326 million. Deferred tax assets of EUR 40.3 million have been recognised only for the portion that Finavia estimates it will be able to utilise in income taxation over the next five years.

15. Receivables from Group subsidiaries

	Finavia Corporation	
EUR 1,000	**2025**	**2024**
Non-current		
Loan receivables	281,457	2,265
Current		
Accounts receivable	1,277	1,222
Loan receivables (repayments of principal)	0	2,265
Group contribution receivables	761	761
Prepayments and accrued income	3,932	619
Current, total	5,969	4,866
At the end of the financial period	**287,426**	**7,131**

16. Material items contained in accrued income

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Receivables from occupational health care (KELA)	761	755	375	409
Accrual of licence and maintenance expenses for IT Systems	1,586	1,550	1,586	1,550
Rent receivables	111	32	106	27
Other	1,657	1,835	1,074	1,329
At the end of the financial period	**4,115**	**4,171**	**3,141**	**3,314**

17. Increases and decreases in equity items

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Share capital				
At the beginning of the financial period	185,000	185,000	185,000	185,000
At the end of the financial period	185,000	185,000	185,000	185,000
Other reserves				
Invested unrestricted equity reserve	603,785	603,785	603,785	603,785
- changes	0	0	0	0
At the end of the financial period	603,785	603,785	603,785	603,785
Fair value reserve	-13,215	-16,134	-13,215	-16,134
- changes	2,919	2,919	2,919	2,919
At the end of the financial period	-10,296	-13,215	-10,296	-13,215
Retained earnings	-124,010	-140,162	-119,447	-138,070
Corrections to previous years	0	20,600	0	20,600
Total	**-124,010**	**-119,562**	**-119,447**	**-117,470**
Profit (+) / loss (-) for the financial period	7,711	-4,448	18,669	-1,977
Total equity	**662,191**	**651,561**	**677,712**	**656,124**

On the basis of statement 1963/2016 by the Accounting Board, the market valuation of interest rate derivatives included in hedge accounting has been recorded in accrued income or accrued expenses as well as in **fair value reserve** of equity since 2016. In 2020, the hedging rate of these interest rate derivatives was below 50 per cent. Consequently, we will accrue the market values at the time of the change over the remaining maturity of the derivatives and the changes in market value from that point of time onwards will be recognised directly in the income statement.

Part of the derivatives acquired for hedging purposes were excluded from hedge accounting. For these, the changes in market values were also previously recognised directly under financial items in the income statement.

	Finavia Corporation	
EUR 1,000	**2025**	**2024**
Distributable unrestricted equity:		
Invested unrestricted equity reserve	603,785	603,785
Fair value reserve	-10,296	-13,215
Retained earnings	-100,778	-119,447
Total	**492,712**	**471,124**

18. Provisions

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Mandatory provisions	9,366	11,564	9,366	11,564

The major items in mandatory provisions on 31 December 2025

– An environmental provision of EUR 9 million (EUR 10 million in 2024) is associated with environmental permit processes at different airports.

19. Non-current liabilities

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Loans from financial institutions	821,091	652,850	821,091	652,850
Loans from financial institutions, maturing in 1–5 years	265,314	230,821	265,314	230,821
Loans from financial institutions, maturing later	555,777	422,029	555,777	422,029

Finavia has negotiated new covenants for its financing agreements effective from 2024. Finavia fulfilled all of the covenants of its financing agreements in 2025.

20. Material items included in other liabilities

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Non-current				
Negative market value of hedging derivatives, contract maturity date > 12 months	6,881	9,027	6,881	9,027
At the end of the financial period	**6,881**	**9,027**	**6,881**	**9,027**

The Accounting Board issued a statement on the accounting of derivatives in December 2016 (1963/2016). On the basis of that statement, the fair value of hedging contracts has also been recognised on the balance sheet. More detailed information on the derivatives is provided in Note 28.

21. Deferred tax liability

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
For appropriations	12,141	4,016		
At the end of the financial period	**12,141**	**4,016**		

Current liabilities

22. Capital loan

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Capital loan	0	32,850	0	32,850

As part of the capitalisation of Finavia Corporation in 2021, the State of Finland granted a capital loan of EUR 32,850,000 to the company.

The capital loan was repaid in 2025.

23. Loans from financial institutions

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Loans from financial institutions	54,759	44,568	54,759	44,568

Repayments of principal on non-current loans from financial institutions. Finavia Corporation has an agreement on a revolving credit facility of EUR 125 million, none of which was in use on 31 December 2025. The revolving credit facility is committed. Finavia also has a EUR 250 million commercial paper programme, which had not been used by the end of the financial year.

24. Advance payments received

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Advance payments received	7,363	7,260	5,412	5,555

25. Debt to Group subsidiaries

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Accounts payable			2,992	3,590
Accrued expenses			2,990	1,604
At the end of the financial period			**5,981**	**5,193**

26 Material items for accrued expenses

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Current				
Holiday bonuses with social security contributions	18,233	16,917	9,976	9,374
Periodic salaries with social security contributions	5,840	5,228	2,998	2,854
Personnel incentive bonuses (payable to the personnel fund)	800	1,700	800	1,700
Interest rate liabilities	4,468	3,858	4,468	3,858
Other	3,622	1,889	2,251	1,692
At the end of the financial period	**32,963**	**29,591**	**20,493**	**19,478**

27. Guarantees, pledges and liabilities

	Group		Finavia Corporation	
EUR 1,000	**2025**	**2024**	**2025**	**2024**
Pledged as collateral for associated company loans				
Shares	0	3,330	0	3,330
Shareholder loans and other receivables	0	10,698	0	10,698
Other guarantees given for subsidiaries				
Special guarantee given for lease liabilities	2,624	2,513	2,624	2,513
Other guarantee liabilities	146	295	146	146
Lease liabilities				
To be paid during the financial period 2026	0	2,271	1,514	1,514
To be paid later	0	22,125	18,171	18,171
Lease liabilities				
To be paid during the financial period 2026	6,302	6,459	4,967	5,059
To be paid later	24,792	28,297	22,220	24,780

Other liabilities

On 31 December 2025, the procurement commitments associated with investments totalled EUR 15.1 million.

Finavia Corporation has an obligation to review the VAT deductions it has made for the real estate investments completed during 2016–2025 in case the taxable use of the buildings changes during the statutory adjustment period. The adjustment period is 10 years. The maximum amount of this liability is EUR 114,802,925.04, and the last adjustment year is 2034.

Year	Real estate investments	VAT of the real estate investment	Revision liability 31 December 2025	Annual amount subject to revision
2016	119,608	28,706	2,871	2,871
2017	122,724	29,422	5,884	2,942
2018	77,046	18,491	5,547	1,849
2019	256,555	61,573	24,629	6,157
2020	79,985	19,196	9,598	1,920
2021	322,198	77,319	46,391	7,732
2022	21,367	5,128	3,590	513
2023	29,884	7,172	5,738	717
2024	19,732	4,854	4,368	485
2025	24,260	6,186	6,186	619
Total		**258,047**	**114,803**	**25,805**

Related party transactions

There have been no transactions with related parties that deviate from the ordinary course of business.

Receivables from Group companies do not include doubtful receivables, and no credit losses have been recognised for these items during the financial period. No guarantees or other collateral have been put up for liabilities from Group companies.

Significant events during and after the financial period

On 31 January 2025, Finavia Corporation acquired the remaining 51 per cent of the property investment and development company Avia Real Estate Oy and APC Properties 1 Oy. As a result, Finavia's shareholding increased to 100 per cent. The companies were presented as associated companies in the financial statements dated 31 December 2024. Following the increase in shareholding, the companies have been consolidated as subsidiaries, which increased Finavia's revenue by EUR 25.8 million. The acquisition is also reflected on the balance sheet as an increase in non-current assets (EUR 245 million) and an increase in interest-bearing liabilities (EUR 190 million). The acquisition was financed with cash, and the acquired entities were refinanced in connection with the acquisition.

In relation to a business transfer carried out by Avia Real Estate Oy in 2023, the Tax Administration adjusted the taxation of Avia Real Estate Oy by a decision issued on 18 March 2025. According to the decision, the business transfer in question does not meet the criteria stipulated by section 52, subsection d of the Act on the Taxation of Business Income. The assets transferred in the business transfer are considered, for tax purposes, to have been transferred at fair value. Consequently, EUR 74,174,427.08 is added to Avia Real Estate Oy's business income. In addition, the tax authorities have ordered a tax increase of EUR 1,483,488.54 and transfer tax related to the business transfer, which will be payable at a later time. Avia Real Estate Oy recognised income taxes and tax increases in accordance with the tax authorities' decision in its income statement for 2024. Following the consolidation of the associated company, 49 per cent of these were included in financial items in Finavia Group's income statement. In 2025, Avia Real Estate Oy paid EUR 17,432,186.11 in income tax and a tax increase in accordance with the decision. The transfer tax related to the business transfer also became payable in 2025. Avia Real Estate Oy has appealed the Tax Administration's decision, and the Assessment Adjustment Board approved the appeal by a decision made on 3 February 2026. The deadline for the Tax Recipients' Legal Services Unit to appeal the decision has not yet expired. Due to uncertainty, the item in accordance with the approved appeal has not been recognised as income.

Finavia acquired 31 per cent of nine real estate development companies on 13 March 2026. As a result of the acquisition, Finavia's holding in the companies rose to 80 per cent. The companies have been consolidated as Finavia Group's associated companies in the 2025 financial statements. Following the acquisition, the companies will be consolidated as subsidiaries. The consolidation will have a minor effect on Finavia Group's balance sheet and profit.

28. Hedging instruments and hedge accounting

Interest rate risks

The objective of the management of the interest rate risk is to minimise the impact of changes in interest rates on Finavia's value and financial result. Finavia uses both fixed and variable rate loans for financing its operations, as a result of the changes in which arises an interest rate risk affecting the financial result and cash flow. In order to manage the interest rate risk, Finavia uses interest rate swaps and distributes part of its loan portfolio to fixed-interest loans. On 31 December 2025, the company had EUR 457 million in variable interest loans and EUR 419 million in fixed-interest loans.

All derivative contracts have been concluded for protection purposes in line with Finavia's financial policy to hedge against the interest rate risk of variable-rate loans. Finavia discontinued the application of hedge accounting effective from 1 January 2020. The fair value of the derivatives previously included in hedge accounting has been recognised in the fair value reserve under equity. With hedge accounting having been discontinued for derivatives, the fair value of the contracts is accrued over the remaining maturity in financial items in the income statement. Starting from 1 January 2020, changes in fair value have been recognised directly in financial items in the income statement.

For interest rate swaps to which hedge accounting was not previously applied, fair value changes will be recognised in financial items in the income statement as before. The fair values of interest rate swaps are based on the market valuations run out from the treasury system used by Finavia and verified against the market valuations reported by the contractual counterparties.

Currency risks

The objective of Finavia's currency risk management is to keep the currency risk at as low a level as possible. The most significant principles of the management of currency risks are to ensure the awareness of the business operations of currency risks, secure the recognition of the initial positions and manage the open position, as necessary, through financial instruments. The payment transactions of the Finavia Group are mainly conducted in euros and the accounts of the companies are euro-denominated. In some situations, the prices or price components in procurement contracts may be currency-denominated or tied to other exchange rates than that of the euro. Currency forward contracts have been used to hedge against procurement contracts in foreign currencies.

There were no open currency forward contracts at the end of 2025.

Electricity price risk

The basic objective of Finavia's electricity procurement is a predictable price of electric energy and hedging against big price increases. The predicted consumption of approximately the following three years is hedged against the electricity price risk at annually decreasing hedging level. Finavia's electricity derivatives are denominated in euros.

Bitumen price risk

Finavia estimates the need to hedge against the price of bitumen considering the need for bitumen during the year in question, the available hedging instruments and the costs of hedging. The price of bitumen may be hedged against using fixed-price purchase agreements or raw material derivatives. In 2025, Finavia did not have any derivatives related to the hedging of bitumen.

		Finavia Corporation	
Derivative contracts	**Nominal value, EUR**	**Fair value, EUR**	**Fair value, EUR**
		Contracts maturing during the next 5 years	Contracts maturing after the next 5 years
Interest rate swaps	198,500,000	-6,001,221	-16,398,967
Electricity derivatives	-193,030	207,236 MWh	0

Equity / fair value reserve 31 December 2025, EUR	
The fair value of interest rate swaps, accrued in financial items in the income statement over their maturity.	-10,296,174

Signatures to the financial statements and Board of Directors' report

Vantaa, 18 March 2026

Kati Levoranta
Chair of the Board of Directors

Jouko Sarkkinen
Board member

Mikko Tainio
Board member

Petri Vihervuori
Board member

Kaisa Vuorio
Board member

Pekka Vähähyyppä
Board member

Kimmo Mäki
CEO

Auditor's note:
An auditor's report has today been issued for the audit carried out.

Helsinki, 19 March 2026

KPMG Oy Ab
Firm of APA Auditors

Ari Eskelinen
Authorised Public Accountant, KHT

Calculation of key figures

Return on capital employed (ROCE), %

$$\frac{\text{Profit (loss) before appropriations and taxes + interest and other financial expenses}}{\text{Equity + interest-bearing financial loans (average)}}$$

Return on equity, %

$$\frac{\text{Profit (loss) before appropriations and taxes - income tax on business activities}}{\text{Equity + minority share (average)}}$$

Equity ratio, %

$$\frac{\text{Equity + minority share}}{\text{Balance sheet total - advances received}}$$

This document is an English translation of the Finnish auditor's report. Only the Finnish version of the report is legally binding.

Auditor's Report

To the Annual General Meeting of Finavia Corporation

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Finavia Corporation (business identity code 2302570-2) for the year ended 31 December, 2025. The financial statements comprise the balance sheets, the income statements, cash flow statements and notes for the group as well as for the parent company.

In our opinion, the financial statements give a true and fair view of the group's and the company's financial performance and financial position in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements.

Basis for Opinion

We conducted our audit in accordance with good auditing practice in Finland. Our responsibilities under good auditing practice are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the parent company and of the group companies in accordance with the ethical requirements that are applicable in Finland and are relevant to our audit, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors and the Managing Director for the Financial Statements

The Board of Directors and the Managing Director are responsible for the preparation of financial statements that give a true and fair view in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors and the Managing Director are responsible for assessing the parent company's and the group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting. The financial statements are prepared using the going concern basis of accounting unless there is an intention to liquidate the parent company or the group or cease operations, or there is no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

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

As part of an audit in accordance with good auditing practice, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

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

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Other Reporting Requirements

Other Information

The Board of Directors and the Managing Director are responsible for the other information. The other information comprises the report of the Board of Directors. Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. Our responsibility also includes considering whether the report of the Board of Directors has been prepared in compliance with the applicable provisions.

In our opinion, the information in the report of the Board of Directors is consistent with the information in the financial statements and the report of the Board of Directors has been prepared in compliance with the applicable provisions.

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

Other Opinions

We support that the financial statements should be adopted. The proposal by the Board of Directors regarding the use of the profit shown in the balance sheet (and the distribution of other unrestricted equity) is in compliance with the Limited Liability Companies Act. We support that the Members of the Board of Directors of the parent company and the Managing Director should be discharged from liability for the financial period audited by us.

Helsinki 19 March 2026

KPMG OY AB
Audit Firm

Ari Eskelinen
Authorised Public Accountant, KHT

Sustainability report



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General information about Finavia’s sustainability

Introduction

Finavia Group’s sustainability report is a review of the company’s sustainable development targets, measures and achievements. The report aims for reporting in accordance with the EU’s Corporate Sustainability Reporting Directive (CSRD) in terms of its content and structure, but it is not a sustainability report in accordance with chapter 7 of the Finnish Accounting Act, and the information in the report has not been verified. The report addresses environmental impacts, social responsibility and business conduct, and the purpose of its publication is to increase stakeholder trust and demonstrate Finavia’s commitment to sustainable development. The report also helps Finavia identify sustainability-related development areas and set new targets for promoting sustainable development.

Achievements under the sustainability programme in 2025

18/20

of our airports are net-zero emission airports with regard to our own operations (Scope 1 and 2)



91%

of our key suppliers of goods and services have made a commitment to our Code of Conduct



We encouraged

the operators at our airports, service providers and suppliers to reduce their carbon emissions.

Ground handling companies reduced their emissions to 70 tonnes (709 t).

4,38

average customer satisfaction across all Finavia airports

We develop our services to take into account needs related to equality, accessibility and different customer groups.

We strengthened diversity

– training carried out across the entire personnel



Basis for preparation (BP-1 and BP-2)

Finavia Group consists of Finavia Corporation (hereinafter referred to as "Finavia Corporation" or "the parent company") and the subsidiary Airpro Oy and its subsidiary RTG (hereinafter referred to as "Airpro"). In addition, the Group includes real estate companies belonging to the Avia Real Estate group of companies. They previously operated as associated companies and Finavia acquired their entire share capital on 31 January 2025. The business operations of the Avia Real Estate companies were integrated into Finavia Corporation in 2025.

As a rule, the information in this report covers the entire Finavia Group (hereinafter referred to as "Finavia", "Finavia Group" or "the Group"). The reporting period for the sustainability report is the same as for financial reporting, i.e. the financial year 1 January 2025–31 December 2025. The scope of consolidation of the report is the same as in the financial statements. If any information differs regarding the operations of Airpro or Avia Real Estate, this is specifically noted. Especially in the area of environmental responsibility, the reporting includes disclosures regarding the properties acquired as part of the acquisition.



Finavia is not yet bound by the reporting obligations stipulated by the EU Directive on sustainability reporting. Nevertheless, the reporting requirements have been used as a guide for the content and structure of the report on the year 2025. The content and structure are based on the simplified ESRS published by EFRAG. Some information has been omitted because it was not reasonably available during the reporting period.

The reported topics and indicators are based on the Group's sustainability targets, the targets set by state ownership steering and the double materiality assessment, which was updated in 2025. More information on the double materiality assessment is provided on page 66.

The content index of the sustainability report has been prepared with reference to the ESRS content index.

In this sustainability report, Finavia applies the time horizons specified in ESRS 1: short-term (the financial year), medium-term (2–5 years) and long-term (over 5 years).

Governance

Governance, roles and responsibilities relating to sustainability matters (GOV-1)

Finavia Corporation's administrative and executive bodies are its General Meeting of Shareholders, Board of Directors, the Board's Audit Committee, the Board's HR and Sustainability Committee, the Board's Working Committee for Real Estate Development, the CEO and the Executive Group. Airpro has its own Board of Directors, Executive Group and Managing Director. The real estate development company Avia Real Estate had its own Board of Directors.

Sustainability efforts at Finavia are guided by the company's values, operating principles, policies and guidelines. The management and development of airports and the continuity of operations require Finavia to operate in full compliance with the requirements of the authorities with regard to both safety and environmental matters. The CEO, together with the Executive Group, is responsible for the sustainability of the Group's operations. In the Airpro organisation, the responsibility lies with Airpro's Managing Director and the members of the Executive Group in accordance with their respective areas of responsibility.

At Finavia Group, sustainability topics are addressed according to the annual schedule. Finavia's Board of Directors actively monitors the management of sustainability and regularly addresses matters pertaining to the company's financial position, safety, environmental issues and social responsibility. The expertise of the members of Finavia's Board of Directors with regard to the Group's sustainability-related impacts, risks and opportunities is ensured, among other things, through regular expert reviews, through which the members of the Board of Directors receive information on progress towards sustainability targets and risks and material issues related to sustainability.

The Board of Directors' HR and Sustainability Committee prepares sustainability matters and remuneration principles for the Board of Directors to decide on, and monitors the achievement of targets and reporting. The HR and Sustainability Committee meets at least four times a year. Sustainability matters addressed by the Board of Directors are presented by the CEO, another member of the Executive Group designated by the CEO, or Airpro's Managing Director.

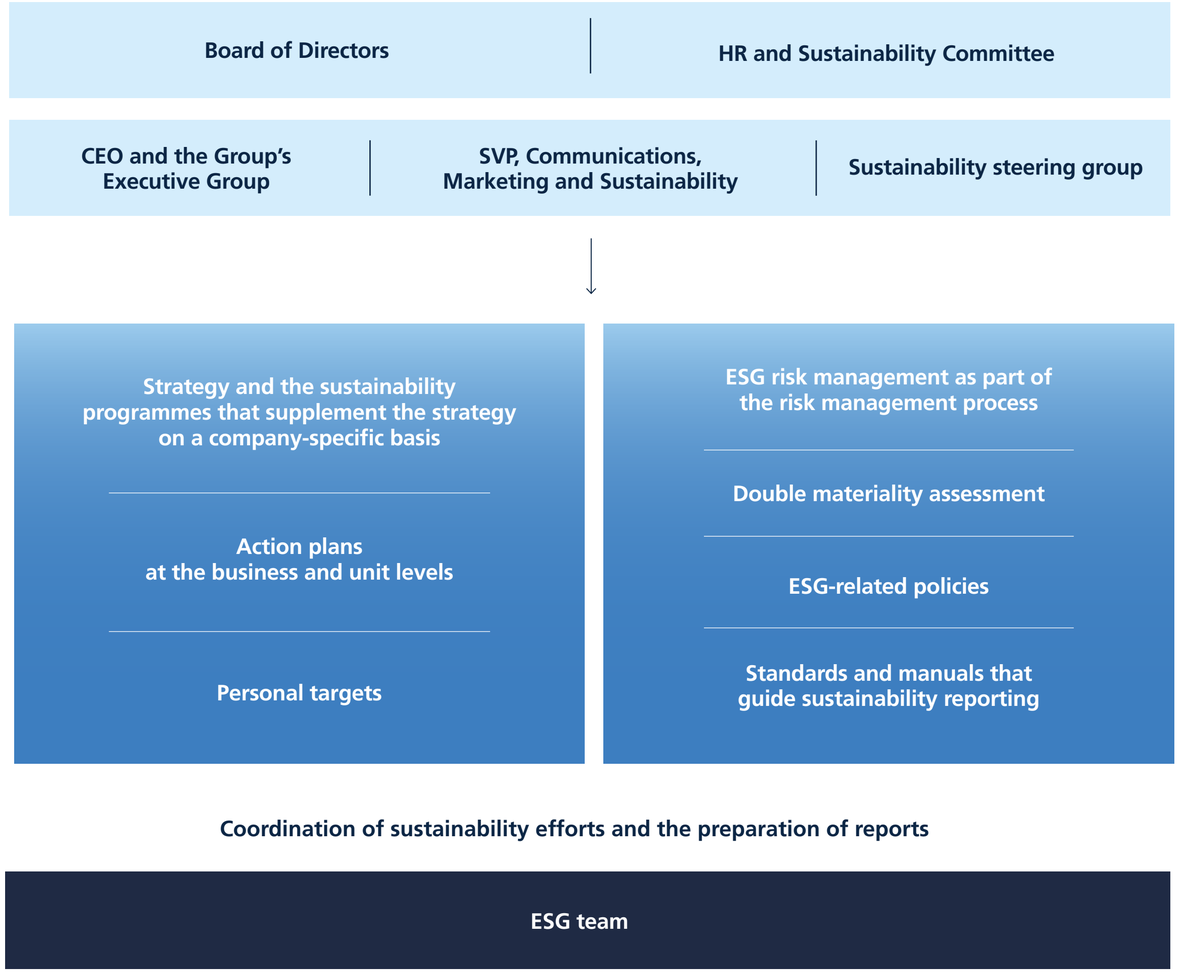
Finavia Group's Executive Group discusses reviews presented by the SVP, Communications, Marketing and Sustainability at least twice a year. In 2025, the Executive Group discussed reviews in accordance with the environmental management system, the renewal of the diversity programme and sustainability programme, and occupational safety topics. Sustainability-related matters are prepared for the Executive Group by the sustainability steering group, which meets four times a year.

In the Airpro organisation, the Quality & Safety Manager reports to the Managing Director on sustainability-related metrics and results once a month in meetings of the Executive Group. Airpro's development management team addresses sustainability topics on a monthly basis.

In 2025, Airpro's Executive Group addressed audits of the ISO 9001 and ISO 14001 certificates, the monitoring and development of emissions reporting, the environmental management system and the sustainability programme.

Finavia Group's sustainability efforts are guided and promoted through the targets of the sustainability programme. The sustainability programme serves as a strategic tool that guides sustainable growth, risk management and the strengthening of competitiveness. The programme covers long-term targets (3–5 years) and shorter-term targets (1–3 years) that are reviewed annually. The Board of Directors approves the sustainability programme and its targets. In late 2025, Finavia began the renewal of its sustainability programme in accordance

Management of sustainability in Finavia Corporation



with the Group's new strategy. Airpro promotes the targets of the Group's sustainability programme in its own operations.

The members of the Board of Directors of Finavia Group include an employee representative who is appointed on a rotating basis between the employee organisations. The appointment is discussed by the parent company's cooperation negotiations committee. Different personnel groups are represented on the cooperation negotiations committee. Airpro has its own cooperation negotiations committee, which includes representatives of Airpro's personnel groups.

Of the members of Finavia Group's Board of Directors, 67 per cent, or four persons, are independent of the Group or its owner. One member of the Board of Directors – namely the employee representative – is in an employment relationship with the parent company, and one member is in an employment relationship with Finavia's owner, the State of Finland.

The Group's risk assessment process is the responsibility of the Senior Vice President in charge of safety. Sustainability-related impacts, risks and opportunities are identified annually as part of a Group-wide risk assessment process, in which experts from different units participate. Risks are addressed by the Group's Executive Group and, on a consolidated basis, by the Board of Directors. It is followed by a detailed double materiality assessment process.

Integration of sustainability-related performance in incentive schemes (GOV-2)

Finavia Group's remuneration principles and the overall remuneration of the administrative, management and supervisory bodies are presented in the Remuneration Report.

Based on preparatory work by the HR and Sustainability Committee, Finavia Corporation's Board of Directors decides on the remuneration of top management in accordance with the target-setting process. One of the four metrics used for the STI criteria (short-term targets) is related to sustainability. In addition, the State as the owner sets sustainability targets for the company.

The Group companies use the same sustainability-related metric in their remuneration schemes: lost time injury frequency (LTIF). In the incentive scheme of the parent company's management, occupational safety had a weight of 10 per cent. In the incentive scheme for the personnel, occupational safety had a weight of 20 per cent. The parent company's LTI (long-term) targets for management are related to increasing Finavia Corporation's shareholder value.

Airpro had its own incentive scheme that covers all of its personnel. Occupational safety had a weight of 10 per cent in the remuneration scheme.

Statement on due diligence (GOV-3)

Finavia Group operates with due diligence. It collects and analyses data on various circumstances and stakeholder views to ensure that material sustainability-related matters are taken into account. Finavia has defined policies and targets for promoting sustainability. They are reviewed annually to assess their effectiveness and progress. The Group's administrative, management and supervisory bodies regularly address sustainability-related matters.

Finavia uses risk prioritisation methods and control measures to ensure that sustainability-related risks are managed effectively in the Group. This also includes the continuous development of internal control and reporting processes. Risk management is based on a process-oriented approach and the adequate training and guidance of the personnel, which ensures that the organisation operates in a consistent and safe manner. Employees are encouraged to participate in the development of operations.

Finavia engages in close cooperation with its stakeholders and takes their views and expectations into account in sustainability-related matters. Stakeholders can express their views and observations on actions related to Finavia through the company's whistleblowing channel or directly to the function in question through cooperation groups.

Gender diversity in the Group's key governing and executive bodies and management positions

	Women	Men	Total
Finavia Corporation's Board of Directors	2 (33%)	4 (67%)	6
HR and Sustainability Committee	1	2	3
Audit Committee	1	2	3
The Group's Executive Group	3	6	9
Airpro's Board of Directors	2	3	5
Airpro's Executive Group	2	4	6
Directors/managers reporting to Finavia Corporation's Executive Group	24	20	44
Finavia Corporation supervisors	52	94	146
Directors/managers reporting to Airpro's Executive Group	7	17	24
Airpro supervisors	30	54	84

Risk management and internal controls over sustainability reporting (GOV-4)

In the preparation of the sustainability report on the year 2025, Finavia took advantage of the support of an external expert organisation familiar with the ESRS standards. The responsibility for the preparation of the report is divided between several units, and information for the report is collected manually in part. This poses a risk with regard to the accuracy of the information, as the possibility of human error increases to some degree due to the manual process. Information from the company's systems is not available for all of the disclosure requirements, in which case the reported information is based on estimates.

The reporting process is developed and risks are managed by developing policies, guidelines and common operating models on a Group-wide basis. In 2025, Finavia started the preparation of reporting process descriptions and a reporting manual in order to improve the comparability, reliability and transparency of the reported information.

The sustainability report is reviewed by the HR and Sustainability Committee and approved by the Board of Directors.

Strategy, business model and value chain (SBM-1)

Finavia's statutory task is to ensure good domestic and international flight connections in Finland by developing and maintaining the Finnish airport network. This is based on the state's strategic interest and Finavia's role as a state-owned airport company that is responsible for the functionality of the entire country's air traffic infrastructure.

Finavia Group plays a central role in maintaining Finland's international competitiveness. The company ensures smooth flight connections and high-quality air traffic services through its extensive airport network, which supports the operations of society as a whole. Finavia's efficient and operationally reliable airports promote not only Finland's connectivity but also the security of supply. The company strengthens Finland's position as the leading provider of flight connections in Northern Europe and works to promote tourism in Finland by developing new flight connections. In addition to passenger and airline customers, Finavia's customer groups also include corporate customers and tenants operating in the airport areas, as well as airport visitors.

Finavia revised its strategy in 2025. With the new strategy, the company aims for business growth and the development of value creation. Profitable growth and continuous improvement of operational efficiency are at the core of the new strategy. Efficiency will be increased particularly by leveraging new technologies. Ensuring profitable growth in air traffic is a key strategic objective. Finavia will continue to work to maintain safe and punctual airport operations and a high standard of service.

Finavia Group's parent company, Finavia Corporation, had two business areas until 31 August 2025: Helsinki Airport and Regional Airports. The latter comprises 17 airports used by commercial air traffic and two airports that are only used by general and military aviation. Effective from 1 September 2025, Finavia Corporation changed its management system and established a third business area: Commercial and Real Estate Development.

Finavia Group also includes the Airpro sub-group, which consists of Airpro Oy and RTG Ground Handling Oy. The companies provide ground handling and security control services for air traffic operators. The objectives of Airpro's strategy, which was updated in 2025, are operational safety, a high-quality customer experience and a positive employee experience.

Approximately half of the Group's financial result is derived from air traffic revenue, which includes airport charges paid by airlines, such as landing charges, aircraft parking charges and passenger charges. In addition, the Group earns other revenues from its business, such as rental income from airport premises and other properties, parking fees and revenues from commercial services at airports, such as shops and restaurants. Finavia is also a significant owner of properties in airport areas.

Sustainability is an integral part of the implementation of the strategy. Airport operations have environmental impacts that cannot be avoided without compromising the safety of air traffic. Finavia has been working proactively to reduce environmental impacts for many years now. The impacts are purposefully reduced to make them as minimal as possible, even as traffic grows. To accomplish this, Finavia aims to take advantage of the opportunities presented by new innovations and technologies, as well as the use of new motive power solutions. The company invests in reducing its environmental impacts and takes social and economic responsibility into account in its decision-making, while ensuring the wellbeing of its personnel, safe working conditions and close cooperation with stakeholders.

Finavia Group updated its sustainability programme for the new strategy period to support the successful execution of the strategy. The Airpro sub-group also implements the targets of the programme in its own operations. The sustainability programme is presented on page 11.

Value chain

At airports, Finavia is responsible for smooth and safe air traffic mainly in the terminal and its external areas, the apron and the runway. Finavia also provides ground handling and security control services through its subsidiary. The air navigation company is responsible for smooth and safe operation of air traffic with regard to the use of the airspace. Airlines purchase services, such as ground handling and cabin services, from their contractual partners that operate at the airport. Finavia leases premises to companies operating at airports that provide services that respond to the needs of air traffic and tourism. The real estate business is a growing part of Finavia's business.

Finavia is responsible for certain functions for which it has outsourced the service production at the airports. The most important of these are security and cleaning services, as well as the legally required PRM (Passengers with reduced mobility) services and security control tasks. At the regional airports, security control and PRM services are produced primarily using Finavia Group's own workforce.

Core elements of due diligence and how they are addressed in the sustainability report

Core elements of due diligence	Paragraphs in the sustainability report
a) Embedding due diligence in governance, strategy and business model	• ESRS 2 GOV-1 • ESRS 2 GOV-2 • ESRS 2 SBM-3
b) Engaging with affected stakeholders in all key steps of the due diligence	• ESRS 2 GOV-1 • ESRS 2 SBM-2 • ESRS 2 IRO-1 • S1 – Description of the whistleblowing channel • G1 – Description of principles and measures related to supplier management
c) Identifying and assessing adverse impacts	• ESRS 2 IRO-1 • ESRS 2 SBM-3
d) Taking actions to address those adverse impacts	• ESRS 2 SBM-3 topical tables • Paragraphs concerning measures relating to the topical standards
e) Tracking and communicating the effectiveness of these efforts	• Paragraphs concerning metrics and targets relating to the topical standards

Finavia's value chain consists of three main phases: upstream, own operations and downstream. Value chain management is a key part of our sustainability efforts, as it covers both material flows and services that enable the smooth and safe operation of air traffic.

The upstream value chain includes suppliers, service providers and partners that produce products and services that are important to Finavia's operations. Finavia Group's own operations include airport maintenance, the development of the services provided by airports, ensuring smooth air traffic and the comprehensive development of airport areas to increase value. These operations are the responsibility of Finavia Corporation and its subsidiary Airpro, and their personnel constitute the core of the value chain. The downstream value chain includes the end-users of airport services, i.e. air passengers, airlines and flight destinations, as well as the companies and service providers operating at the airports (e.g. restaurants, shops, waste management). The users of services also include visitors to the airports.

The management of the value chain is based on responsible procurement practices and partnerships, and the continuous development of services. The value chain is managed in Finavia Group by means of various measures and policies.

Airport-related functions and services indirectly create jobs for thousands of people in the tourism and logistics sectors. Workers in the value chain (ESRS S2) includes the core workers in air traffic who work in companies that operate at the airport and provide services directly for the needs of air traffic (airlines, air navigation, ground handling, commercial operators in terminals, the public authorities at airports). Finavia also purchases services from service providers to support its core operations.

Value chain

UPSTREAM VALUE CHAIN

Products and services of suppliers and partners

E1 E2 E4 E5 S2

Raw materials and other materials → Manu-facturing of products → Logistics and transpor-tation

Suppliers of goods and services

Partner companies

VALUE CHAIN WORKERS

OWN OPERATIONS

Operations under Finavia's direct control

E1 E2 E4 E5 S1 G1

Finavia Group

Produces air traffic services for several customer groups and develops airport areas comprehensively. Number of personnel: 2,919.

Finavia Corporation

Business areas are Helsinki Airport, Regional Airports, and Commercial and Real Estate Development

Services
- Apron operations
- Customer parking
- Maintenance of runways, taxiways, aprons and outdoor areas
- Rental and development of commercial premises and properties
- Terminal operations

Airpro

The sub-group consists of Airpro and RTG Ground Handling. Airpro operates at 11 airports in Finland.

Services
- Ground handling
- Security control services
- Logistics services
- Cabin services

OWN WORKFORCE

DOWNSTREAM VALUE CHAIN

End-users of airport services

E1 E2 E5 S2 S3 S4

Air passengers

Companies and other operators at airports

Waste management services and waste

Airlines

Flight destinations

Partner companies of the airlines

(ground handling)

CUSTOMERS, VALUE CHAIN WORKERS, AFFECTED COMMUNITIES

Interests and views of stakeholders (SBM-2)

Finavia Group's key stakeholders include airline customers, passengers, employees, the state owner, the companies and tenants that operate at Finavia's airports, suppliers of goods and services, the municipalities in which the airports are located, the public authorities, the media and the people who live close to Finavia's airports. The key stakeholders have been assessed and defined on the basis of the extent and materiality of the impacts of the Group's operations and strategy on each stakeholder, or the extent and materiality of the stakeholder's impact on Finavia's business operations.

Effective stakeholder engagement is important for Finavia's success. Close engagement with the identified stakeholders helps to better understand the stakeholders' needs, and it creates trust and mutual understanding in Finavia's operating environment. Active dialogue, providing information and collecting feedback are integral aspects of stakeholder engagement. Aviation is a globally connected industry, and the regulations governing the industry are usually international by nature. Finavia participates in the development of the sector in several Finnish and international organisations and working groups, as well as in development forums in the travel industry. The company also cooperates with tourism promotion organisations to promote Finland's connectivity.

The table Stakeholder engagement shows which material theme of the ESRS standard the stakeholders are related to. It also describes how dialogue with the stakeholder has been organised, what topics were raised by the stakeholder in 2025, and what measures related to these topics Finavia took or intends to take.

Stakeholder engagement

Stakeholder	Forms of cooperation and engagement	Issues raised by the stakeholder	Measures taken by Finavia or Airpro to address the issues raised by stakeholders
STAKEHOLDERS COVERED BY THE ESRS STANDARDS			
Own workforce (ESRS S1)	• Continuous cooperation and dialogue with the management, employees and trade union representatives • Personnel survey and various other surveys	• Challenges related to coping with the demands of work, supporting work ability • Incentive effect of pay and remuneration schemes • Career-related flexibility • Fitness requirements for fire and rescue operations	• Communicating the situation of Finavia and the operating environment openly to the personnel • Targeting of wellbeing at work projects
Companies operating at airports (ESRS S2)	• Continuous cooperation and dialogue in the airports' joint working groups • Sharing an overview of the situation via the AOS system and Extranet • Customer satisfaction surveys of B2B customers and reviewing them together	• Ensuring a smooth passenger journey and customer experience • Occupational safety topics • Increased disruptive behaviour by passengers at airports	• Developing processes and further specifying guidelines together • Joint campaigns related to the identification and reduction of disruptive behaviour • Joint training on the management of disruptions and incidents
Suppliers of goods and services (ESRS S2)	• Continuous and open dialogue • Maintaining market awareness • Negotiations on contracts and prices • Competitive tendering	• Pressures on suppliers of goods and services to increase prices as the general cost level rises • Managing the security of supply and supply chains • Ensuring competition	• Cost discipline towards suppliers while still maintaining good relations • Developing the range of commercial services at Helsinki Airport
Airlines (ESRS S2)	• Demand forecasts and data produced by Finavia for use by airlines • Close cooperation between Finavia and airlines • Customer satisfaction survey among airlines	• Improving the profitability of operations and the general cost level of aviation • The impact of the general financial circumstances among Finns on the demand for air travel • The airport's impact on flight punctuality	• Continuous dialogue with airlines concerning market demand in Finland • Reasonable increases in air traffic charges • Active participation in promoting tourism to Finland and discussion on the possibilities related to summer tourism in Lapland • Introduction of IATA Level 3 Slot Coordination at Kittilä and Rovaniemi airports during the winter season • Active capacity management measures at Finavia's airports in Lapland, extension of Rovaniemi Airport

Stakeholder	Forms of cooperation and engagement	Issues raised by the stakeholder	Measures taken by Finavia or Airpro to address the issues raised by stakeholders
Residents in the proximity of airports (ESRS S3)	• Communication in digital channels, for example (website, social media) • Environmental feedback channel and responding to enquiries • Regular reporting is also available to local residents • A participatory planning model • The WebTrak flight monitoring and noise measurement service	• Open dialogue, hearing and influencing • Environmental impacts of airports and harmful substances • Aircraft noise control	• Regular communication with an emphasis on digital channels • Responding to feedback and enquiries • Publishing reports on the website • Communicating on runway renovations and other exceptional circumstances • Participating in the meetings of non-governmental organisations
Passengers (ESRS S4)	• Tendering processes concerning new service providers • Open and regular customer communication online, in social media and at airports • Customer satisfaction and air passenger surveys	• Developing the range of services • Crowding at Helsinki Airport's Schengen departure gate area during peak travel times	• Selection of new service providers at Helsinki Airport • Moving border control at Helsinki Airport to the non-Schengen area to increase space and improve flow • Opening new service areas
OTHER STAKEHOLDERS WITH WHOM FINAVIA ENGAGES IN DIALOGUE			
Military and state aviation	• Regular cooperation meetings • Annual contract negotiations • Memberships in territorial surveillance meetings of the Ministry for Foreign Affairs and the airspace control advisory group of the Ministry of Transport and Communications	• Cooperation related to drills by the Finnish Defence Forces • Training activities at closed airports • Military mobility and preparedness needs in the airport network	• Three-party cooperation between the Finnish Defence Forces, Fintraffic Air Navigation Services and Finavia • Active cooperation with the Finnish Air Force
General aviation	• Local dialogue and meetings • Meetings of the cooperation body of Finavia and the Finnish Aeronautical Association • Maintaining relationships with interest groups and aviation schools	• Support and services at airports • Maintaining safety at airports • Smooth mobility at airports • Hangar spaces	• Airports open to general aviation • Participation in an annual safety seminar for recreational aviation
Public authorities (Finnish Customs, the Finnish Border Guard, the Police, the Finnish Transport and Communications Agency, rescue authorities, the National Emergency Supply Agency) The environmental authorities	• Maintaining and regularly reviewing the shared overview of the situation • Coordination and management of day-to-day operations • Continuous dialogue and distributing information	• Ensuring smooth cooperation and pursuing a proactive and initiative-driven approach at Finavia's airports • Increased cooperation on observing the security environment and preparedness, due to the geopolitical situation • Contaminants in the airport environment	• Operating in accordance with the regulations as well as Finavia's own policies and principles • Operating models and drills related to exceptional circumstances • Binding data exchange agreements with airlines, Fintraffic Air Navigation Services and the Finnish Meteorological Institute • Reporting and periodic inspections in accordance with environmental permits • Environmental reports

Stakeholder	Forms of cooperation and engagement	Issues raised by the stakeholder	Measures taken by Finavia or Airpro to address the issues raised by stakeholders
The State and (local) municipalities	• Continuous dialogue • Meetings, working groups, forums • Hearings and statements	• The long-term connectivity of Finland and various regions • Providing cost-effective air traffic services • Promoting the growth of tourism in Lapland and managing it sustainably	• Assessing the airport network from the perspectives of connectivity, network functionality and passenger services • Providing information on the challenges that maintaining the Finnish airport network poses for Finavia's finances, the challenges related to subsidised traffic • Investment in the extension of Rovaniemi Airport
Media	• Open and regular media communications, both proactive and reactive • Media events and meetings with media • Media desk service for journalists and photographers • Finavia's media library of image material	• Taking into account the increased geopolitical tensions and security issues, and their impacts, in airport operations • The future of regional airports • Disruptions and exceptional situations (system disturbances, disruptive behaviour, drones, GPS jamming) • Rail and track projects • Serious accidents at the airport and safety culture • The winter season in Lapland	• Releases, media events and media meetings, and continuous communication on Finavia's website • Up-to-date communication on matters such as continuous development, finances, safety, the smoothness of services and the operating environment • Organising interviews and enabling photography at airports • Taking new photographs for use by Finavia and the media • Providing statistics on air traffic and support in their use
Owner	• Continuous and open dialogue • The work of the Board of Directors	• Up-to-date situational awareness of Finavia's operating environment and future outlook • The desire to ensure the continuity of Finavia's business operations and their renewal as required by the operating environment.	• Maintaining situational awareness for the owner • Sharing forecasts with the owner and financiers • Renewal of the strategy for 2026–2028
Finnish and international organisations and their committees (Association of Service Sector Employers PALTA, Airport Council International ACI, Nordic Initiative for Sustainable Aviation NISA, Network for Electric Aviation NEA, Finnish tourism organisations, Hydrogen Cluster Finland)	• Participation in the activities and working groups of non-governmental organisations, keeping Finavia's topics on their agenda • Influencing decisions • Sharing expert knowledge with organisations	• Air traffic operating environment, Finland's connectivity • New motive power solutions and their development	• Finavia participates in the development of the sector in several Finnish and international organisations and working groups, as well as in development forums in the travel industry • Finavia participates in cooperation projects and clusters aimed at the development of new motive power solutions

Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

Finavia Group operates in the globally interconnected air traffic sector, which has significant impacts on both the environment and people. Finavia's material themes are related particularly to the wellbeing of people, the safety of air traffic, the environmental impacts of operations and stakeholder engagement with the value chain. Sustainability is a key aspect of Finavia's strategy, as the environmental impacts of air traffic, such as climate emissions and impacts on local water bodies, require continuous development to ensure business continuity. Climate change mitigation, environmental protection and managing the use of chemicals are important for both the company's own operations and the value chain. Safety is the foundation of all of Finavia's operations, and it has a direct impact on the company's reliability and competitiveness. Stakeholder engagement, in turn, ensures that the needs and expectations of stakeholders are taken into account in strategic decision-making, which supports Finavia's position in international aviation

The material sustainability themes guide the setting of sustainability targets and the practical measures, and strengthen Finavia's position as one of the developers of its industry.

Identification and assessment of material impacts, risks and opportunities

Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)

At Finavia Group, the Group's risk management process is used to identify sustainability-related impacts, risks and opportunities and to assess their materiality. The key targets of the process are to identify and assess the relevant risks, threats and opportunities related to the implementation of the company's strategy and the achievement of short-term and longer-term targets, and to assess the company's impacts on society and the environment. The assessment is influenced by the Group's future outlook and the situation in the industry, among other factors.

Risk management at Finavia is a systematic and comprehensive process that is continuously developed. The goal is that the Group's operations and services are safe and that there is a balance between its business risks and returns, even when its operations are responsible from the perspective of sustainable development and the environment.

Risk management is described in more detail in the corporate governance and remuneration statement and, from the perspective of reporting, in the paragraph Risk management and internal controls over sustainability reporting (GOV-4).

Double materiality assessment process

Finavia updated its double materiality assessment in 2025. The results of previously conducted stakeholder surveys were utilised in the updated assessment. The updated double materiality assessment was carried out in accordance with the official ESRS requirements and EFRAG guidelines.

Different sub-topics of sustainability and their materiality were assessed in cooperation between Finavia's experts and an external expert partner. The assessments were carried out by means of theme-specific workshops, interviews and internal rounds of comments. Different sub-topics were assessed taking into account both existing and potential impacts, risks and opportunities. The materiality of the impacts has been assessed from the perspective of scope, severity and remediability. Criteria and materiality thresholds that are applicable to Finavia's operating environment have been specified for each subtopic of sustainability. The assessment of financial effects takes into account time horizons in accordance with reporting guidelines, the nature and attribution of the effects in the operations of Finavia and its value chains, and the magnitude and likelihood of the effects.

The assessment of financial effects is based on a qualitative assessment, including the potential temporal impact that the materialisation of different risks could have on Finavia's operations or an individual airport.

The assessment also takes into account subtopics of sustainability other than those specified in the ESRS standards. In the materiality assessment, aircraft noise and passenger safety emerged as subtopics that are not included in the ESRS themes. These subtopics are discussed in sections S3 and S4. The results of the sustainability programme and the double materiality assessment have been discussed and approved by Finavia's Executive Group and Board of Directors.

More detailed descriptions of the processes to identify and assess material impacts, risks and opportunities

Climate change: To identify material impacts related to climate change, Finavia utilises total GHG emissions calculated in accordance with the GHG Protocol. With regard to physical climate risks, Finavia commissioned an analysis of the impacts of climate change on the maintenance of its airports in 2023, as well as flood risk analyses in cases where they are required by the airport's environmental permit. With regard to climate change transition risks, Finavia uses industry experts' assessments of the changing operating environment.

Pollution: In connection with the preparation of the environmental management system (ISO 14001), Finavia surveyed its operations that have adverse impacts related to pollution. The survey was carried out by a working group and, in a later stage, the significance of different functions was assessed on an airport-specific basis. The latest update to the survey was made in 2024.

At the regional airports, the most significant activities causing a risk of water and soil pollution are the storage and use of chemicals and fuels, for which Finavia has carried out airport-specific risk assessments. In addition to Finavia's own operations, the assessment covers the operations of ground handling companies and oil companies. The assessments are updated in connection with changes in activities.

Finavia monitors the impacts of substances on surface water and groundwater at its airports in accordance with programmes approved by the Economic Development Centres responsible for each region. The monitoring results are reported annually to the Economic Development Centres and the municipal environmental protection authorities. With regard to Airpro's ground handling, pollution-causing impacts have been identified in connection with the preparation of the environmental management system (ISO 14001).

Finavia organises events for the general public on a case-by-case basis in connection with various survey projects. To promote the consultation of affected communities, parties and private individuals within the airports' sphere of influence have the opportunity to express their opinions on the environmental permit application in connection with the application process.

Biodiversity: In connection with the double materiality assessment, Finavia has identified its key activities that have an impact on biodiversity. Airport-specific impact assessments have not yet been made. Finavia's airports in Turku, Kajaani and Joensuu are located in the immediate vicinity of protected areas and Natura sites. Helsinki Airport, Vaasa Airport, Oulu Airport and Mariehamn Airport are located about 200–500 metres from protected areas and Natura sites. Finavia's current operations are not assessed to have negative impacts on the areas' habitat types or species habitats.

Circular economy: Finavia is committed to promoting circular economy and resource efficiency in all of its operations. In the double materiality assessment, it was identified that Finavia does not have inflows of materials, as there are no large construction projects under way. Airport runways, taxiways and aprons are regularly renovated as part of their life-cycle management. The resulting soil material and crushed asphalt is recycled or reused in the airport's land areas. In addition, Finavia collects glycol used at Helsinki Airport and six regional airports for use in biogas plants or other subsequent processing.

Business conduct: In the materiality assessment, Finavia recognised that a corporate culture that encourages ethical conduct and compliance with ethical principles ensures good business conduct. Under the G1 standard, Finavia also reports on its management of relationships with suppliers and political engagement, as well as the themes of corruption and bribery. These topics did not emerge as material in the materiality assessment, but they are reported due to their social significance and relevance to corporate responsibility.

Material impacts, risks and opportunities (IRO-2)

The table starting on this page shows the sustainability-related impacts, risks and opportunities that Finavia has identified and assessed in the double materiality assessment. The identified material topics were E1 Climate change, E2 Pollution, E4 Biodiversity and ecosystems, E5 Resource use and circular economy, S1 Own workforce, S2 Workers in the value chain, S3 Affected communities, S4 Consumers and end-users and G1 Business conduct. E3 Water and marine resources were not identified as material topics.

Topic	Sub-topic	Material negative (-) and positive (+) impacts	Material financial risks (-) and opportunities (+)	Own	Value chain
ENVIRONMENT					
E1 Climate change	Climate change mitigation	- The subcontractors' and supply chain's emissions and climate change-accelerating impact (value chain, subcontractors) - The entire industry's emissions and climate change-accelerating impact + Promoting the sustainable development of the entire aviation industry in cooperation with the industry and partners	- Costs associated with emission reductions - Demand is reduced by the significant tightening of environmental regulations in the EU and measures that increase the prices of flights + Promoting the sustainable development of the entire aviation industry in cooperation with the industry and partners	x	x
	Climate change adaptation	+ Sharing information and offering low-emission alternatives to end-users in the value chain (airlines, ground handling)	- Insufficient infrastructure resilience and the impact of extreme weather phenomena on operational activities, reputation and result + Positive impact of proactive climate action on the industry as a whole	x	x
	Energy		- Cost increases related to low-emission energy + Cost savings from energy efficiency	x	x
E2 Pollution	Pollution of water, soil and living organisms	- Negative impacts on water bodies caused by stormwater and chemical-containing waters originating from operations - Negative impacts on soil caused by stormwater and chemical-containing waters originating from operations	- Regulatory risk caused by increasing environmental legislation and the financial impacts of potential violations	x	x
E4 Biodiversity and ecosystems	Biodiversity preservation and restoration	- Biodiversity loss + Biodiversity preservation and restoration (potential)	- Increasing legislation related to biodiversity (potential)	x	x
E5 Resource use and circular economy	Generation of hazardous waste that has an adverse impact on the environment	- Generation of non-recyclable or hazardous waste that has an adverse impact on the environment	+ Recycling of glycol and soil	x	x

Topic	Sub-topic	Material negative (-) and positive (+) impacts	Material financial risks (-) and opportunities (+)	Own	Value chain
SOCIAL					
S1 Own workforce	Occupational safety	+ Strong occupational safety culture - Occupational accidents (potential)	- Occupational accidents (potential)	x	
	Health and coping with the demands of work	+ High job satisfaction (Finavia Corporation) + Wellbeing at work + Good working conditions	+ Good working conditions - The employees' ability to cope with the demands of work (potential) + Improving job satisfaction (Airpro)	x	
	Equality and diversity	- Employee discrimination (potential)	+ Equal treatment of employees + Strengthening the diversity of the workplace community	x	
S2 Workers in the value chain	Health and safety	- Air traffic involves safety-related risks that may have have a negative impact on the overall safety of employees (e.g. injuries) + A strong safety culture	- Illnesses and occupational accidents among workers in the value chain		x
	Working conditions	- Negative impacts on the realisation of the human rights of workers in the value chain as regards working conditions			x
	Work stoppages		- Interruption of operations due to work stoppages		x
S3 Affected communities	Aircraft noise	- Noise caused by air traffic and the impact of flight-related emissions on air quality (partners)	- Regulatory risk caused by increasing environmental legislation and the financial impacts of potential violations		x
S4 Consumers and end-users	Safety	- Air traffic involves safety-related risks that may have have a negative impact on the overall safety of passengers (e.g. injuries)	- Interruption of operations due to an accident or other crisis or disruption (potential)	x	x
	Data communications disruptions	- Negative impacts of data communications disruptions (including cyber attacks)	- Interruption of operations (potential)	x	x
GOVERNANCE					
G1 Business conduct	Corporate governance and ethical business conduct	+ Ethical business conduct enables good partnerships and strong cooperation relationships	+ A corporate culture that emphasises ethics and correct conduct promotes business targets	x	
	Open corporate culture, good leadership	+ Influencing regulation and increasing trust through open influence		x	

The SBM-3 disclosure requirements related to the material themes are presented in connection with the topical standards.

Policies adopted to manage material sustainability matters (GDR-P)

The policies and guidelines that guide Finavia Group's sustainability form a comprehensive framework that supports the company's commitment to sustainable development, social responsibility, safety and good governance.

Finavia Group applies several policies that cover themes related to environmental, social and governance matters.

The Group's policies and guidelines are binding or guiding. They cover the various functions of the companies and, partly, also the stages of the value chain, and they also specify the parties responsible for the policies and their scope of application. The Group uses the policies to continuously improve its operations and to ensure that its operations are sustainable, safe and ethical.

The highest level of responsibility for all policies is Finavia Corporation's Board of Directors or CEO or, for Airpro's own policies, Airpro's Board of Directors or Managing Director. The members of the Executive Groups are responsible for the implementation of the policies in accordance with their respective areas of responsibility.

Finavia develops its policies so that the various subtopics of sustainability and the company's material impacts, risks and opportunities are taken into consideration more comprehensively. Finavia prepared a Group-level sustainability policy in the beginning of 2026.

Finavia Group's policies and guidelines that are related to the material impacts, risks and opportunities

Environmental policies

Material sustainability topic	Policy	Key content	Commitments, initiatives and standards	Scope
E1 Climate change E2 Pollution E4 Biodiversity and ecosystems E5 Resource use and circular economy S3 Affected communities	Finavia's environmental management system	Finavia Corporation has an environmental management system that is documented in the Environmental Manual. It covers Finavia's environmental policy and objectives, significant environmental perspectives, environmental targets and programmes, the responsibilities and guidelines of different parts of the organisation, and the principles pertaining to monitoring and the continuous improvement of operations.	Certified in accordance with the ISO 14001 standard With respect to climate policy, aligned with: • the Paris Agreement 1.5°C pathway • Finland's aim of carbon neutrality by 2035 • Airports Council International Europe's Net Zero commitment • Aligned with the ISO NetZero (IWA42:2022) target	Finavia Corporation. Covers the value chain in the airport environment and suppliers of goods and services in the upstream value chain.
	Environment Management System (EMS)	Along with Group-level policies, guides the management of environmental impacts in the subsidiary Airpro. Covers the material environmental topics as well as planning, monitoring and continuous improvement.	Certified in accordance with the ISO 14001 standard	Airpro

Policies related to own workforce, workers in the value chain, consumers and end-users

Material sustainability topic	Policy	Key content	Commitments, initiatives and standards	Scope
S1 Own workforce S2 Workers in the value chain	Code of Conduct	Guides Finavia's operations and decision-making, ensuring that all actions are ethically sustainable and fair. The policy contains Finavia's commitments regarding respect for human rights and labour rights in all personnel-related activities. The Code of Conduct describes how to operate in accordance with Finavia's culture from the perspective of both employees and supervisors.	Aligned with the Universal Declaration of Human Rights	Finavia Group
S1 Own workforce	HR policy	Supports the wellbeing and professional development of the personnel, and promotes job satisfaction and commitment. Lays down principles concerning management, supervisory work and competence development, and ensures that the needs and perspectives of the personnel are taken into account in Finavia's strategy work and that the personnel are actively engaged in the preparation of the strategy.	We respect international human rights conventions and adhere to them in relation to consumers and end-users and, where applicable, in relation to employees. In the Group companies, certain operational tasks at airports, for example, do not fully allow for accessible work.	Separate HR policies for Finavia Corporation and Airpro
	Equality and diversity policy	Creates an inclusive workplace culture where every employee feels appreciated and accepted as they are. Includes principles for the equal treatment of employees and measures to prevent discrimination and address potential incidents. Finavia Group does not tolerate discrimination or inappropriate conduct.	-	Finavia Group
	Training policy	Includes principles related to the continuous development of the personnel and the maintenance of professional competence, and ensures that the competence and qualifications of the personnel meet the company's needs and support the achievement of strategic targets.	-	Separate training policies for Finavia Corporation and Airpro
	Remuneration policy	Includes principles related to competitive and fair remuneration and supports employee motivation and commitment by rewarding them for accomplishments and the achievement of targets.	-	Separate remuneration policies for Finavia Corporation and Airpro
	Recruitment policy	Contains principles that ensure that recruitment processes are transparent, fair and equal. The aim is to attract and hire the best professionals who support Finavia's strategic targets and values.	-	Separate recruitment policies for Finavia Corporation and Airpro
S2 Workers in the value chain	Emergency response plans	Cover various emergencies and their management, ensuring the safety of employees and passengers in all situations in the premises of the airport. Airpro's ground handling plan further specifies the actions to be taken in emergency situations in ground handling operations.	-	Finavia Group: separate response plans for Finavia Corporation and Airpro

Material sustainability topic	Policy	Key content	Commitments, initiatives and standards	Scope
S4 Consumers and end-users	Safety policy	Lays down principles related to the safety of Finavia's operations. Ensures that all measures and decisions are taken from the perspective of aviation safety, thereby ensuring the safety of both passengers and personnel.	Recommendations of the European Aviation Safety Agency EASA (Finavia Corporation), IATA standards (Airpro)	Separate safety policies for Finavia Corporation and Airpro
	Data protection policy	Ensures that all personal data is processed lawfully and securely, protecting the rights and privacy of data subjects.	Aligned with the EU's General Data Protection Regulation (GDPR)	Finavia Group
	Cybersecurity policy	Guides Finavia's cybersecurity activities, promoting good cybersecurity culture and practices throughout the organisation. The aim is to protect the Group's information systems and data from cyber threats and ensure the continuous safety and security of operations.	Aligned with the EU's NIS2 Cybersecurity Directive	Finavia Group
	Customer service principles	Specify the principles of customer service and ensure that Finavia's customer service is friendly, professional and customer-oriented. Finavia strives to provide high-quality service that meets customers' needs and expectations, improving the customer experience in all customer encounters.		Finavia Corporation

Business conduct policies

Material sustainability topic	Policy	Key content	Commitments, initiatives and standards	Scope
G1 Business conduct	Code of Conduct	The Code of Conduct emphasises compliance with ethical operating practices in all areas of the business. The hospitality and entertainment policy prevents corruption and bribery. The policy ensures that all activities related to hospitality and entertainment are ethically sustainable. The related party policy guides transactions with related parties.	Finavia's related party guidelines are based on the Corporate Governance Code issued by the Finnish Securities Market Association.	Finavia Group
	Supplier Code of Conduct for suppliers of goods and services	Lays down minimum requirements for partners with regard to sustainability and social responsibility. The Supplier Code of Conduct ensures that all suppliers of goods and services are committed to the specified principles, such as respecting human rights and natural values.	Is based on the 10 principles of the UN Global Compact, including the following commitments: • Universal Declaration of Human Rights • ILO Declaration on Fundamental Principles and Rights at Work • UN Rio Declaration on Environment and Development • UN Convention against Corruption	Finavia Group
	Whistleblowing channel policy	Describes the use and management of Finavia's whistleblowing channel. The policy establishes how unethical actions and misconduct are reported safely and confidentially.	Complies with the Whistleblower Protection Act (1171/2022), meeting the requirements of Directive (EU) 2019/1937.	Finavia Group
	Risk management policy	Covers the entire Group's operations and all risk areas, including risks related to the material themes. The policy is complemented by Internal control and continuity management.		Finavia Group
	Procurement policy	Ensures cost-efficient, consistent and sustainable procurement. The policy guides procurement processes and ensures that all procurement activities are carried out sustainably and with high quality, observing consistent principles.		Separate procurement policies for Finavia Corporation and Airpro
	Communications policy	Ensures that communications are transparent, reliable and proactive, and that they support the company's strategic objectives. Specifies the communication channels and engagement related to customers and end-users, the company's own workforce and value chain workers. Supports Finavia's business operations and the development of its corporate image.		Separate communication policies for Finavia Corporation and Airpro
	Quality policy	Emphasises the safety, compliance and customer orientation of operations. The policy ensures that Finavia's services and products meet the set quality requirements. Airpro has its own quality policy, which helps to ensure that Airpro's operations comply with the international quality requirements established for ground handling.	Complies with the ISO 9001 standard and the IATA ISAGO standard.	Separate quality policies for Finavia Corporation and Airpro

Environment

Finavia promotes its environmental responsibility by developing its airport network sustainably, protecting water bodies around airports and managing climate emissions in cooperation with the industry and subcontractors.

At Finavia, each employee is responsible for compliance with environmental regulations and targets.

Climate change (E1)

Transition plan for climate change mitigation (E1-1)

In Finavia Group's own operations, climate emissions arise from the energy consumption of buildings and airport areas (heating, electricity, cooling), the fuel consumption of field vehicles, and the runway anti-skid chemicals used. Along with air traffic, examples of the most significant sources of emissions in the value chain include the use of de-icing chemicals, infrastructure improvement and construction projects, and passenger traffic to and from airports.

Finavia is committed to reducing the climate emissions caused by its operations. Finavia's climate targets are based on the shared climate targets of the European aviation industry. Finavia is a member of ACI Europe and committed to its Net Zero Resolution, which aims to achieve net zero emissions for the entire European airport network by 2050 at the latest.

Finavia's transition plan for climate change mitigation takes concrete form in the company's climate programme. The main target of the climate programme was to achieve net zero emissions in Finavia's own operations in 2025. Of 20 airports, 18 operated at net zero emissions during 2025. More detailed targets concerning climate change mitigation are presented in paragraph E1-6.

During the reporting period, Finavia's group companies did not invest significant capital expenditures related to coal, oil and gas-related economic activities. Finavia's business involves indirect exposure to coal, oil and gas-related operators. Airlines are Finavia's and Airpro's largest customers, and their operations are still largely based on fossil fuels. At the airports, there are also many fuel distribution companies that are included in oil and gas-related operators.

There are no significant locked-in GHG emissions associated with assets in Finavia's own operations (Scopes 1 and 2). Emissions arising from the use of anti-skid chemicals have been identified as an operational and safety-based necessity: fossil-based chemicals need to be used as long as there are no alternative substances available on the market. With regard to energy production and equipment, renewable fuels and renewable electrical and thermal energy with guarantees of origin are used primarily at all Finavia sites. When equipment and technology that has reached the end of its life cycle is replaced, alternative motive power solutions and opportunities to use renewable fuels are considered. The most significant locked-in indirect emissions (Scope 3) are related to in-flight emissions from aircraft, the future development of which will be significantly influenced by the use of sustainable aviation fuel (SAF) and alternative motive power solutions for aviation.

Material impacts, risks and opportunities: Climate change mitigation

Impacts	Description	Measures (E1-3)
- The subcontractors' and supply chain's emissions and climate change-accelerating impact (value chain, subcontractors)	If subcontractors and the supply chain do not commit to climate change mitigation, the amount of emissions may rise as flight volumes increase.	Cooperation between all parties operating at airports, investments in future motive power solutions and technologies. Taking emissions and energy efficiency into account in procurement and decision-making. National and international regulatory developments concerning emissions.
- The entire industry's emissions and climate change-accelerating impact	As the number of flights increases, the aviation sector's emissions may increase.	
+ Promoting the sustainable development of the entire aviation industry in cooperation with the industry and partners	Finavia can play a key role in advancing the sector's climate change mitigation measures.	Cooperation between various parties. Central participation in research into new motive power solutions and energy sources. Emissions offsetting and taking eco-friendliness into account in the value chain.
Risks and opportunities	**Description**	**Measures (E1-3)**
+ Promoting the sustainable development of the entire aviation industry in cooperation with the industry and partners	Close cooperation and joint measures strengthen the climate change mitigation impact of the entire sector.	Recognising the value of climate efforts, systematic cooperation with stakeholders
- Costs associated with emission reductions (transition risk)	Increasing regulation creates additional pressure to increase costs as infrastructure and equipment needs to be replaced with lower-emission alternatives. Price of emission reductions, offsets and elimination credits.	Taking cost pressure into account in budgeting. Comprehensive planning of emission offsets for years to come. Identifying opportunities in the long term.
- Demand is reduced by the significant tightening of environmental regulations in the EU and measures that increase the prices of flights (transition risk)	Decreases in the number of flights and passengers due to rising prices has an impact on Finavia's financial result.	

Material impacts, risks and opportunities: Climate change adaptation

Impacts	Description	Measures (E1-5)
+ Sharing information and offering low-emission alternatives to end-users in the value chain (airlines, ground handling)	Finavia can play a central role in advancing the sector's climate action and providing alternative motive power solutions at its airports.	Cooperation between value chain participants. Providing charging infrastructure for electric equipment. Enabling the operations of providers of alternative motive power solutions at airports (e.g. SAF, renewable fuel oil, hydrogen).
Risks and opportunities	**Description**	**Measures (E1-5)**
- Insufficient infrastructure resilience and the impact of extreme weather phenomena on operational activities, reputation and result (physical risk)	Increasing investment pressures concerning airport infrastructure, the use of various chemicals may increase, which may have an impact on the load on waterways. Operational activities at airports may increase, particularly in the area of maintenance, which increases labour costs. Occupational safety risks may increase in extreme weather conditions. Potential flooding of stormwater networks.	Producing resilience analyses based on climate scenarios as source information related to needs for changes to infrastructure. A systematic approach and budgeting.
+ The positive impact of proactive climate action on the sector as a whole (opportunity)	Finavia can play a central role in advancing the sector's climate action. This has an impact on the company's reputation and financial success.	Supporting innovation and close cooperation. Comprehensive communications and reporting on climate action and its benefits.

Finavia Group has not been excluded from the EU's Paris Agreement benchmarks. In 2026–2027, Finavia will prepare a resilience analysis based on climate scenarios, which will enable the Group to assess the climate resilience of its strategy and business model in more detail.

The emissions caused by Airpro's own operations (Scope 1 and 2) do not involve significant locked-in GHG emissions. The most significant source of Airpro's indirect emissions (Scope 3) is the propylene glycol used in anti-icing and de-icing operations. The emissions arising from the use of propylene glycol have been identified as an operational and safety-based necessity, and replacing it is technically challenging because alternative solutions are not yet widely available. Airpro actively monitors the international development of technology in its industry so that more eco-friendly solutions can be adopted in the future.

Avia Real Estate had its own sustainability strategy, which included low-carbon targets. The target was to achieve carbon neutrality for Scope 1 and 2 emissions during 2025 and to gradually reduce value chain emissions.

Climate-related risks, scenario analyses and resilience (E1-2, E1-3)

Finavia's management of material climate change-related impacts, risks and opportunities is discussed under ESRS 2 in paragraph IRO-1. Finavia has identified climate change as a material theme and a significant environmental aspect that causes impacts, risks and opportunities for its operations. Together with its value chain partners, Finavia seeks to increase measures aimed at climate change mitigation and adaptation.

Policies related to climate change mitigation and adaptation (E1-4)

A general description of Finavia Group's policies related to environmental responsibility is provided in paragraph GDR-P. The policies related to climate change mitigation and adaptation are part of Finavia's environmental management system, which is ISO 14001 certified and aligned with the Paris Agreement 1.5°C pathway and Finland's national emission reduction targets.

Finavia mitigates climate change by reducing emissions both in its own operations and in the value chain. The management of CO_2 emissions and the related targets are described on an airport-specific basis in the company's Environmental Manual, and a strategic plan focusing on carbon emissions has been drawn up regarding cooperation with other airports at Finavia's airports. The implementation and monitoring of the strategic plan is steered through regular stakeholder cooperation. Finavia enables the use of renewable fuels for all ground handling companies, maintains and develops the charging infrastructure at airports and encourages the purchase of electric ground equipment. Operational guidelines and restrictions, such as the goals of continuous descent operations (CDO), restrictions on the use of auxiliary power units (APU), engine power limitations on taxiways, idling restrictions, giving priority to fully electric taxis, support the achievement of targets in operational activities.

Finavia's primary policy is to reduce emissions as much as technically and economically possible. All residual Scope 1 and 2 emissions from Finavia's own operations are offset with high-quality carbon credits that are based on GHG removals. The climate emissions caused by operations are calculated in accordance with the GHG Protocol classifications for all – direct and indirect – emissions (Scopes 1, 2 and 3). In addition to the net-zero target regarding own operations, Finavia is committed to also achieving net zero emissions in its value chain by 2050.

Finavia prepares for, and adapts to, the challenges brought about by climate change, such as climatic variation and extreme weather phenomena, particularly with regard to water management and runway maintenance. Proactive measures aim to ensure operational reliability and aviation safety in all weather and climate conditions.

Climate change mitigation and adaptation are material aspects of Airpro's environmental responsibility. Airpro monitors its emissions and has established a clear baseline for emissions comparisons, with 2022 as the base year. Airpro's medium-term target is to gradually replace fossil fuel-powered equipment used for personnel transfers on the apron with alternative motive power solutions.

Avia Real Estate's operations were carbon neutral in terms of Scope 1 and 2 emissions in 2025.



2008

Finavia composes its climate and energy programme.

The carbon foot-print calculation begins.

2011

Finavia joins the ACA programme.*

2012

Finavia's CO_2 emissions per passenger:

1.8



2016

Finavia acquires windpower for Helsinki Airport: electricity usage 100 per cent renewable.

2017

Helsinki Airport's operations are carbon-neutral.

Finavia opens a solar power plant and starts using renewable diesel, remaining emissions are offset.

Finavia's CO_2 emissions per passenger:

0.9

2018

Finavia acquires more wind power for all airports: electricity usage 100 per cent renewable.

Finavia increases the use of renewable diesel at Lapland airports.

Lapland airports' operations are carbon-neutral.

2019

All airports' operations are carbon-neutral.

Finavia opens a solar power plant and starts using renewable diesel, remaining emissions are offset.

Finavia's CO_2 emissions per passenger:

0.6

2020



Finavia expands the solar power plant further at Helsinki Airport.

Use of renewable diesel at all airports.

2022

Helsinki Airport, Ivalo Airport, Kittilä Airport, Kuusamo Airport and Rovaniemi Airport achieve ACA programme level 4+.

Renewable motor fuel was introduced at Ivalo, Kittilä, Kuusamo and Rovaniemi.

2023

All four of Finavia's airports in Lapland operate with net zero emissions.

2024

Helsinki Airport operates with net zero emissions.

2025

Renewable fuels in use at all airports.

2026

All airports operate with net zero emissions.

2030

The carbon sequestration of forests has been increased through the management of Finavia's forest assets.

2035



Finavia participates in international projects in which the carbon sinks are greater than Finavia's emissions.

*ACA (Airport Carbon Accreditation) is an international programme that aims to reduce airports' carbon dioxide emissions.

Measures and resources in relation to climate change (E1-5)

Finavia strives to continuously reduce its emissions and improve energy efficiency in its operations. This includes, for example, measures aimed at reducing energy consumption in infrastructure maintenance, other maintenance activities and equipment procurement, as well as annual environmental targets aimed at reducing energy consumption and the carbon footprint.

Finavia aims to use energy from renewable sources in all of its operations. In 2025, Finavia purchased only renewable electricity with guarantees of origin, the ground equipment is operated using renewable fuels, and the thermal energy used by Finavia is either district heating with guarantees of origin or heat produced from other renewable energy sources (pellets or renewable fuel oil). Finavia also produces electrical energy at Helsinki Airport's solar power plants.

In Finavia's value chain, Scope 3 emissions arise from several different source. By far the largest of these sources is the fuel consumption of aircraft, which accounts for the vast majority of indirect emissions. In addition, GHG emissions in the value chain arise from, for example, the maintenance and repair of airport infrastructure and the ground transport connections of passengers. Finavia engages in active cooperation with airlines, air navigation companies and other stakeholders and participates in the aviation sector's development projects to reduce emissions. One of Finavia's most significant short-term measures related to Scope 3 emissions was to introduce renewable fuels for use at the remaining airports in its network in 2025 and engage the commitment of ground handling companies operating at the airports to use the renewable fuels.

In 2025, Finavia launched a project to increase the electrification of operations at Helsinki Airport with the help of ground power and pre-conditioned air (PCA). The project is related to the European Union's AFIF (Alternative Fuels Infrastructure Facility) mechanism, which aims to support the construction and deployment of infrastructure for alternative motive power solutions in Europe. Also in 2025, Finavia started cooperation with Liquid Sun on an eSAF (electro-Sustainable Aviation Fuel) pilot project implemented together with other operators. The aim of the pilot project is to develop a production ecosystem for synthetic aviation fuel in Finland and promote the carbon neutrality targets of the aviation sector.

Finavia continued a project started at Helsinki Airport to pilot the use of hydrogen as the motive power for heavy airport equipment. The project is the first of its kind in Europe. The pilot is part of the BSR HyAirport project of airports in the Baltic Sea region. Its goal is to develop the hydrogen supply chain from production to the fuelling of airport equipment and aircraft and to testing operations. Finavia is also part of Hydrogen Cluster Finland and the Network for Electric Aviation (NEA).

Airpro's ground handling equipment is powered by electricity, renewable fuel oil or renewable diesel. In 2025, new electrically powered equipment was purchased to support the achievement of the net zero target, and Airpro also transitioned to using renewable fuel oil in addition to renewable diesel in equipment powered by internal combustion engines across all of the airports at the beginning of 2025.

Airpro uses CO_2-free electricity, with guarantees of origin, at sites that have their own electricity contract. At sites where Finavia supplies electricity to Airpro, the energy supplied is renewable energy with guarantees of origin.

Avia Real Estate has only purchased CO_2-free electricity with guarantees of origin, and heat with guarantees of origin, for its properties.

Material impacts, risks and opportunities: Energy

Risks and opportunities	Description	Measures (E1-3)
+ Cost savings from energy efficiency	The energy consumption of airports can be reduced by taking active measures, adjusting lighting and heating, and raising awareness among operators.	• Monitoring and continuous development of energy efficiency • Training and awareness-raising • Reduces costs when realised
- Cost increases related to low-emission energy (transition risk)	Costs may rise as energy efficiency requirements increase.	A systematic approach and budgeting.

Targets related to climate change mitigation and adaptation (E1-6)

Finavia puts its targets into action through the company's climate programme. The climate programme target of net zero carbon emissions from Finavia's own operations was set to be more ambitious than the ACI Europe target: achieving net zero emissions for Scope 1 and 2 emissions by the end of 2025. In the longer term, Finavia's target is carbon negativity. Finavia uses the Airport Carbon Accreditation (ACA) system for the verification of climate efforts and to monitor progress. The ACA system is aligned with the GHG Protocol and, with regard to net zero emissions, with the ISO Net Zero Guidelines IWA 42:2022. Finavia's targets are also compliant with these international frameworks. The targets of ACA-accredited airports have been verified by an external party.

Achieving Level 5 Net Zero Carbonunder the ACA system requires the following:

- Scope 1, Scope 2 and Scope 3 carbon calculations in accordance with the GHG Protocol
- achieving at least a 90% carbon emission reduction in the Scope 1 and Scope 2 categories when compared to 2012 (the emission reduction requirement does not include emissions from runway anti-skid chemicals)
- a commitment to reduce Scope 3 emissions to net zero by 2050 at the latest
- the company has a CO_2 emission management programme
- the company has a cooperation plan with value chain participants to reduce Scope 3 emissions, and its implementation is monitored
- offsetting, by means of carbon sequestration units, all residual Scope 1 and Scope 2 emissions (including anti-skid chemicals) and emissions from business travel.

Finavia began calculating its carbon footprint in the current manner for Scope 1 and Scope 2 emissions in 2012. The carbon emissions in 2012 are used as the baseline for the 90 per cent emission reduction requirement set by Level 5 of the ACA programme. The Scope 3 carbon emission calculations were carried

out in accordance with the GHG Protocol and sector-specific guidance for the first time for 2023. Finavia's ACA-accredited airports (Helsinki Airport, Ivalo, Kittilä, Kuusamo and Rovaniemi) are subject to annual third-party verification of their emission calculations and CO_2 emission reduction programmes. Finavia's other airports operate according to the same net zero target, even though they are not accredited under the ACA programme.

A majority of Finavia's Scope 1 and Scope 2 emission reduction targets and the related measures are based on the use of renewable energy in all possible operations, combined with energy efficiency measures. The achievement of Scope 3 emission reduction targets depends on many factors over which Finavia as the airport operator does not have full control. These factors include, for example, sustainable aviation fuels (SAF) and alternative motive power solutions in aviation, the use of renewable energy by ground handling companies and tenants, the low-carbon development of infrastructure construction, and the electrification of ground equipment and ground handling equipment. Finavia has also prepared a category-specific net zero target scenario for Scope 3 emissions that extends to 2050. In some categories, net zero will be achieved much sooner.

Airpro's target was to achieve net zero emissions in ground handling services and operations (Scope 1) by the end of 2025. Airpro set an emission reduction requirement of reducing Scope 1 emissions by a minimum of 90 per cent when compared to the base year 2022. The net zero target (a reduction of at least 90% when compared to the base year 2022) was not achieved. The reduction in emissions exceeded 86% and was achieved by transitioning to ground handling equipment powered by electricity and renewables where possible. Airpro will continue to pursue the net zero target in ground handling services and operations in 2026. Over 70 per cent of Airpro's equipment at Helsinki Airport is powered by electricity. At the other airports, over 50 per cent of the equipment is powered by electricity.

Avia Real Estate's aim was to calculate GHG emissions in accordance with the GHG Protocol. In 2025, the company achieved carbon neutrality for Scope 1 and 2 emissions. For Scope 3 emissions, the company set concrete emission reduction targets, particularly for new construction projects.

Energy consumption and mix (E1-7)

Energy consumption and mix		Finavia	Airpro	Avia Real Estate	Total
Total energy consumption from fossil sources	**MWh**	**1,420**	**301**	**0**	**1,720**
	%	**1%**	**11%**	**0%**	
Coal and coal products (Scope 1)	MWh				
Crude oil and petroleum products (Scope 1)	MWh	870	301	0	1,170
Natural gas (Scope 1)	MWh				
Other fossil sources (Scope 1)	MWh				
Consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources (Scope 2)	MWh	550			550
Consumption of energy from nuclear sources	**MWh**			**26,041**	**26,041**
	%	**0%**	**0%**	**49%**	
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (Scope 1)	MWh	19,891	2,241		22,132
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (Scope 2)	MWh	125,132	300	26,998	152,431
Consumption of self-generated non-fuel renewable energy	MWh	433			433
Total renewable energy consumption	**MWh**	**145,456**	**2,541**	**26,998**	**174,995**
Share of renewable sources in total energy consumption	**%**	**99%**	**89%**	**51%**	
Total energy consumption	**MWh**	**146,876**	**2,842**	**53,039**	**202,757**

Source: Finavia's consumption monitoring, Carbon Footrpint report.
The table contains information on the energy consumption of Finavia, Airpro and Avia Real Estate in 2025. The presented energy consumption figures include all energy consumption converted to the energy unit MWh. The information is based on either metered energy consumption or volumetric fuel consumption data. Volumetric data has been converted into energy data using the calorific values specified in Statistics Finland's Fuel Classification for the year in question, taking into account the national assumptions regarding the bio content of fuels. In the share of energy sources used for heating and electrical energy, the share of renewable energy with certificates of origin has been taken into account. Some of the subsidiaries' energy consumption figures are included in the parent company's energy consumption figure at sites where the subsidiary operates in premises owned by the parent company.

Gross Scopes 1, 2, 3 and Total GHG emissions (E1-8)

Finavia calculates its carbon emissions as part of the Airport Carbon Accreditation (ACA) programme, which takes into account the GHG Protocol Corporate standard. The methods and values used in the calculation of GHG emissions are based on several different sources. For energy-related emissions, the emission factors provided by suppliers are taken into account in location-based calculations. For fuel-related emissions, the Fuel Classification prepared by Statistics Finland for the year in question, or the emission factor provided by the producer, is used. Other emission calculations primarily use ACA's ACERT tool or emission factors specified by a Finnish or foreign authority or a research institute.

For GHG emissions arising from energy consumption, Finavia started calculating its carbon footprint in 2008. The scope of reporting has since been diversified and specified further. The scope of emission calculations covers also non-energy-based emission sources and value chain emissions. Scope 3 emissions were calculated in full for the first time in 2023.

Finavia's energy production units are not within the scope of an emission trading scheme. Emission trading in aviation does not apply to Finavia. Instead, it applies to the airlines that are Finavia's customers.

The GHG Protocol has been applied in calculating Avia Real Estate's emissions in their entirety, and in calculating Airpro's emissions where applicable.

			Retrospective			
	Group company	**Base year**	**Base year emissions**	**Comparative 2024**	**2025**	**change-%**
SCOPE 1 GHG EMISSIONS						
Gross Scope 1 GHG emissions (tCO_2e)	Finavia	2012	7,538	3,758	1,576	
	Airpro	2022	557	146	77	
	Avia Real Estate	2024	0	0	0	
	Total		8,095	3,904	1,653	-58%
SCOPE 2 GHG EMISSIONS						
Gross location-based Scope 2 GHG emissions (tCO_2e)	Finavia	2012	27,998	8,481	6,083	
	Airpro	2024	1.9	1.9	9.9	
	Avia Real Estate	2024	0		2,293	
	Total		27,999	8,483	8,386	-1%
Gross market-based Scope 2 GHG emissions (tCO_2e)	Finavia	2012	27,998	531	141	
	Airpro	2024	0	0	0	
	Avia Real Estate	2024	-	-	0	
	Total		27 998	531	141	-73%
SIGNIFICANT SCOPE 3 GHG EMISSIONS						
Total Gross indirect (Scope 3) GHG emissions (tCO_2e)	Finavia	2023	2,331,200	2,338,618	2,421,303	
	Airpro	2023	3,497	1,855	3,236	
	Avia Real Estate	2024	8,293	8,293	3,687	
	Total		2,334,697	2,348,766	2,428,226	+3%

			Retrospective			
	Group company	**Base year**	**Base year emissions**	**Comparative 2024**	**2025**	**change-%**
SCOPE 3 EMISSIONS BY CATEGORY						
1 Purchased goods and services	Finavia	2023	485	1,009	586	
	Airpro	2023			1,564.8	
	Avia Real Estate	2024	518		628	
2 Capital goods	Finavia	2023	30,161	75,972	33,048	
	Avia Real Estate	2024	5,726	5,726	601	
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	Finavia	2023	3,294	2,910	2,865	
	Avia Real Estate	2024	958	958	853	
5 Waste generated in operations	Finavia	2023	845	902	1,239	
	Airpro**	2023		1,708	1,558	
	Avia Real Estate	2024	9	9	15	
6 Business travel	Finavia	2023	292	284	305	
	Airpro	2023		100	93	
	Avia Real Estate	2024	54	54	36	
7 Employee commuting	Finavia	2023	576	577	501	
	Avia Real Estate	2024	1	1	1	
11 Use of sold products	Finavia	2023	2,126,228	2,256,301	2,382,246	
13 Downstream leased assets	Finavia	2023	695	663	513	
	Avia Real Estate	2024	1,027	1,027	1,554	
BIOGENIC SCOPE 1 AND SCOPE 2 EMISSIONS						
Biogenic Scope 1 and 2 emissions from the combustion or degradation of biomass (tCO_2e)	Finavia			9,930.47	10,318.39	
	Airpro			597.61	577.6	
	Avia Real Estate			147.5	2340	

*most of Airpro's energy consumption is included in the total figures for the parent company Finavia
**only emissions generated by the degradation of glycol
Source: Carbon Footrpint report 2025

Emission sources included in Finavia's emissions reporting, by the GHG Protocol's scope categories:

Scope	Content
Scope 1: Direct emissions	Fossil CO_2e emissions: • the use of fuels (vehicles, equipment, back-up generators, boilers, fire drills) • refrigerant losses • degradation of runway chemicals
Scope 2: Indirect emissions from the production of purchased energy	Fossil CO_2e emissions: • purchased electricity • purchased heat Calculated: • using the market-based method (taking into account guarantees of origin for purchased energy) • the location-based method (the emission factor of electricity consumption and the emission factor of regional district heating networks, does not take into account guarantees of origin of energy).
Energy-based Scope 1 & Scope 2 emissions	Fossil CO_2e emissions: • the use of fuels (vehicles, equipment, back-up generators, boilers) • purchased electricity and heat, calculated using the market-based method
Scope 3: Indirect value chain emissions	Fossil CO_2e emissions in the value chain. Value chain emissions are calculated in accordance with the GHG Protocol and the ACA guidelines for the categories identified as material: 1, 2, 3, 5, 6, 7, 11, 13 (only Finavia, subsidiaries may have different materialities).

GHG removals and GHG mitigation projects financed through carbon credits (E1-9)

Finavia Group does not have any projects that would lead to GHG removal or storage in its own operations or in its value chain.

Finavia neutralises all of its Scope 1 and Scope 2 residual emissions through emission offsets. For Scope 3 emissions, emissions arising from business travel are offset. Carbon credits are based on the funding of projects that meet the requirements of the Airport Carbon Accreditation (ACA) programme, through which CO_2 emissions are reduced in developing countries outside Finavia's own operations and value chain. For 2025, Finavia acquired a total of 2,220 carbon credits (tCO_2e), of which 2,200 units were based on nature-based afforestation solutions and 20 units were based on technical biocarbon projects.

The projects consist of a biocarbon project in Bolivia that is certified under the Puro standard, and an afforestation project in Sierra Leone, which is certified under the Verra standard. Third-party Integrity Due Diligence was also carried out on the projects used, commissioned by Finavia.

Starting from 2025, all of the carbon credits used by Finavia have been carbon sequestration projects used to neutralise the residual emissions of Finavia's own operations. Finavia aims to reduce its residual emissions to as close to zero as technically and economically feasible. The use of carbon credits does not reduce or prevent the achievement of GHG emission reduction targets.

Airpro participated in a verified decarbonisation project to neutralise its residual direct emissions from its own operations (Scope 1) for 2025. Airpro acquired a total of 80 carbon sequestration units (tCO_2e) in 2025, and biological carbon sequestration was used as the decarbonisation method in the form of an afforestation project. The project is an afforestation project in Colombia and it is certified in accordance with the Verra standard. The neutralisation of residual emissions does not reduce or prevent the achievement of Airpro's GHG emission reduction targets.

Avia Real Estate did not use carbon credits in its operations in 2025.

Internal carbon pricing (E1-10)

Finavia and Airpro fund carbon credits for the elimination of greenhouse gases but do not apply internal carbon pricing (ICP) schemes. Avia Real Estate did not use carbon credits or internal carbon pricing schemes.

Pollution (E2)

Ensuring safe and smooth air traffic causes negative environmental impacts on soil, air and waterways. Finavia aims to manage its operations in such a way that the environmental impacts are as low as possible. Finavia has identified the significant environmental aspects of its own operations and value chain that it can manage and influence.

The factors, pollutants and substances that cause a risk of pollution in Finavia's operations include aircraft anti-icing and de-icing agents, and anti-skid agents used in airport areas, fuels, chemicals, noise, air pollutants and fire extinguishing foam. Pollution-related adverse impacts in the operating environment of airports arise from aircraft noise and chemicals that may have adverse impacts on surface water and groundwater.

Policies related to pollution (E2-1)

Policies related to pollution are described in more detail in paragraph GDR-P.

Procedures for responding to environmental incidents are part of each airport's rescue plan.

Finavia complies with the applicable legislation and environmental permit provisions with regard to the storage of chemicals. The storage tanks for anti-skid agents are placed in containment basins and equipped with safety devices to prevent and detect leaks.

Finavia has an electronic system for the observation of non-conformities (ePHI) to address incidents and near misses. The system covers incidents related to aviation safety, occupational safety and the environment. Incidents and their causes are reviewed by the airport's safety and quality team.

Policies related to the management of air pollution

Finavia aims to reduce the climate emissions of its own operations, which also has a positive impact on air quality. Air quality and its development are actively monitored at Helsinki Airport, and Finavia is involved in the joint air quality monitoring of the Helsinki Metropolitan Area coordinated by Helsinki Region Environmental Services HSY. The most significant factors that affect air quality around airports are located in Finavia's value chain and primarily relate to the use of aircraft and the use of ground equipment powered by internal combustion engines. Air quality is also affected by road traffic to airports.

The most significant factor affecting local air quality at airports is nitrogen oxides caused by traffic. Finavia monitors nitrogen oxide concentration at Helsinki Airport by means of passive samplers. The concentrations are similar to the Tikkurila district of Vantaa. Finavia promotes air quality at its airports by actively cooperating with its stakeholders, for example, by providing access to charging infrastructure required for the electrification of ground equipment.

Policies related to the management of water pollution

The propylene glycol-containing substances used in aircraft de-icing and anti-icing and the acetate- and formate-containing substances used in anti-skid operations in the airport area have impacts on bodies of water in the vicinity of airports. Finavia's target is to reduce the load caused by run-off water in the airport environment by collecting chemical-containing stormwater for treatment and by improving the safe storage of chemicals. Finavia reduces the risks posed to

Material impacts, risks and opportunities: Air

Impacts	Description	Measures (E2-2)
- Impact of emissions from air and ground traffic on air quality	The proximity of an airport causes air quality degradation due to air and ground traffic.	• Electrification of the vehicles used in ground transport, increasing the number of charging stations on the apron and in customer parking facilities • Increasing the number of electric cars in taxi traffic serving passengers
Risks and opportunities	**Description**	**Measures (E2-2)**
- Regulatory risk caused by increasing environmental legislation and the financial impacts of potential violations	Requirements arising from changes in environmental legislation may increase the need for financial investments.	• Monitoring legislation and responding to requests for comment • Prioritising environmental investments based on need

groundwater by chemicals used in the winter operations of airports by directing stormwater from the airport area outside the groundwater area. Finavia develops treatment systems for chemical-containing stormwater in airport areas and the management of potential fuel and oil spills on the apron. Finavia monitors the impacts of the substances on surface water and groundwater at its airports. The monitoring results are reported annually to the Economic Development Centres and the municipal environmental protection authorities.

Aircraft de-icing and anti-icing operations are carried out by the ground handling companies operating at the airports. Finavia collects data on the amounts of de-icing and anti-icing agents used from these companies. Finavia organises the collection of glycol-containing water and its forwarding to appropriate treatment at airports where the terms of the environmental permit require it, or where it is called for due to the risk of environmental pollution caused by the operations. Finavia monitors the development of anti-skid agents for airport use and, where possible, adopts products that cause less harm to the environment. Finavia also monitors the development of de-icing and anti-icing agents and encourages ground handling companies to adopt new products and methods that cause less harm to the environment.

Airpro's policies for managing the handling and storage of de-icing agents are documented in the company's own manuals and handbooks.

Actions and resources related to pollution (E2-2)

Finavia has prepared long-term plans for water protection, soil protection, biodiversity and waste management for Helsinki Airport and the regional airports. The plans include a presentation of the measures to be taken and their schedule. At Helsinki Airport, air quality is monitored as part of joint air quality monitoring in the Helsinki Metropolitan Area.

Finavia's airports have personnel who have completed rescue training in accordance with the regulatory requirements. These members of personnel work in collaboration with the regional rescue department. The training of the personnel qualified for rescue services covers appropriate responses to accidents and other incidents, including environmental incidents. Helsinki Airport has a full-time rescue service. At the regional airports, the rescue service personnel are part-time.

Measures related to the management of air pollution

Finavia is continuing its efforts related to the monitoring and improvement of air quality by participating in the Helsinki Metropolitan Area's air quality monitoring coordinated by Helsinki Region Environmental Services HSY at Helsinki Airport and by continuing to cooperate with stakeholders on the transition to lower-carbon energy solutions, which also affect air quality. Finavia monitors nitrogen oxide concentrations at Helsinki Airport using passive samplers in accordance with the air quality monitoring programme. The concentrations have decreased since 2012. Since 2019, they have been below the nationally set limits for air quality at each measurement site. By actively monitoring air quality, Finavia ensures that the concentrations remain below the set limits.

Measures related to the management of water pollution

The long-term plans for water protection include proposed glycol emission control measures to be taken during the planning period and the timing of the measures. The measures taken in 2025 are presented in

Material impacts, risks and opportunities: Water, soil and living organisms

Impacts	Description	Measures (E2-2)
- Impacts on waterways caused by stormwater and the runoff of chemical-containing waters	Chemicals carried with stormwater cause a load on waterways.	• Development and needs-based construction of treatment systems for chemical-containing run-off water in the airport area • Expanding the collection of glycol-containing run-off water in the airport network based on needs assessment • Improvements to the storage of liquid anti-skid agents to reduce the risk of leaks • Using less environmentally harmful anti-skid agents at airports where their use is possible • Replacing PFAS-containing fire extinguishing foams with products that are less harmful to the environment • Environmental-technical studies of potentially contaminated areas
- Impacts on soil caused by stormwater and the runoff of chemical-containing waters (own operations and partners)	Activities or incidents may cause soil contamination.	
Risks and opportunities	**Description**	**Measures (E2-2)**
- Regulatory risk caused by increasing environmental legislation and the financial impacts of potential violations	Changing regulation and failure in implementing it. The personnel/operators are not familiar with the content of the regulatory changes. The use of substances is not appropriate.	• Monitoring and influencing legislation and other regulations • Personnel training and regular meetings between the parties that operate at airports • Development of winter maintenance operations (equipment and personnel) to optimise the use of chemicals

the table Finavia's measures related to the management of soil and water pollution in 2025.

At Helsinki-Airport, the medium-term measures include measures to reduce the stormwater load of runways 1 and 2, measures to improve the functioning of pools and the implementation of water treatment systems in the Kylmäoja brook catchment area. Long-term measures include limiting the run-off of glycol-containing stormwater with soil protection measures at de-icing areas built prior to 2014.

Medium-term measures at regional airports include the construction of infrastructure for collecting glycol, the start of collection at Rovaniemi Airport and enhancing glycol collection at Oulu Airport and Ivalo Airport.

Finavia has old fire training areas at its airports where drills on extinguishing fuel fires were carried out until 2012. Finavia monitors the impacts of fire training activities on surface water and groundwater, and carries out surveys of soil contamination in the areas.

A sub-surface flow wetland was completed at Helsinki Airport in 2023, and its functioning was further improved in 2024 and 2025. The wetland delays and purifies the airport's formate- and propylene glycol-containing run-off waters. Finavia has continued to develop the management of run-off waters.

Targets related to pollution (E2-3)

Finavia's aim is to reduce the impacts of runoff water on the waterways near airports. Finavia also takes natural values into account in decision-making and is committed to assessing the impacts of its activities on biodiversity and carbon sinks.

Finavia collects glycol-containing waters and increases the use of recycled glycol in its operations. Glycol collection reduces adverse impacts on waterways and soil. The targets for the collection rate are set in the airports' environmental permits.

- 80% of the glycol used at Helsinki Airport (the amount is calculated per winter season)
  - Outcome for the period 2024–2025: 73% (period 2023–2024: 82%)
- 50% of the glycol used at Turku Airport
  - Outcome in 2025: 53% (50%)
- 55% of the glycol used at Tampere-Pirkkala Airport (three-year moving average)
  - Outcome in 2025: 46% (42%)
- 50% of the glycol used at Oulu Airport
  - Outcome in 2025: 55% (41%)

Jyväskylä Airport and Kuopio Airport do not have a glycol collection target set in the environmental permit. Finavia's own collection target is 50%. The outcomes were 40% (40%) for Kuopio Airport and 50% (73%) for Jyväskylä Airport.

The calculation is based on the ratio of the glycol-containing water's chemical oxygen demand (COD_{Cr}) to the chemical oxygen demand (COD_{Cr}) of the de-icing and anti-icing agents used. At Tampere-Pirkkala Airport, the calculation is based on a three-year moving average.

At Helsinki Airport, the target is for the biological oxygen demand (BOD_7) directed to the stormwater run-off brooks to be at most 70 tonnes (winter season 2024–2025). The target applies to 2024–2026. The load is calculated as the biological oxygen demand (BOD_7). The calculation is based on observations of the airport's downstream brooks. The calculation period is September–August. At Helsinki Airport, the total load (BOD_7) for the observation period 2024–2025 was 52 tonnes (2023–

Finavia's measures related to the management of soil and water pollution in 2025

Airport	Measure
Helsinki Airport	• Plan for reducing the load of runways 1 and 2 • Plan for improving the functioning of the boulder embankments under runway 3 • Study on the airport's run-off brook restoration measures • Soil and groundwater pollutant survey and contamination survey of the old fire training area • Study on the occurrence of odour in the airport's run-off brooks • Intensive monitoring of the sub-surface flow wetland and enhancing its effectiveness
Tampere-Pirkkala	• Contamination survey of the old fire training area and a PFAS survey of water and fish in the downstream water body
Joensuu	• Contamination survey of the old fire training area and PFAS survey of groundwater
Kittilä	• Construction of a storage pool for glycol-containing water and start-up of glycol collection • Capping the old fire training area with a water-retaining bentonite mat
Oulu, Rovaniemi, Kokkola-Pietarsaari	• Start of PFAS water monitoring
Halli	• Construction plan for directing stormwater outside the groundwater area
Kuopio and Kuusamo	• Preparedness plan for oil spills, will be completed in 2026
Kajaani and Savonlinna	• Improving the chemical safety of the storage tanks of anti-skid agents

Pollution of air, water and soil (E2-4)

Measured biological oxygen demand load in treatment and brooks at Helsinki Airport, 2013–2025	tonnes	
	BOD_7 loading to treatment	BOD_7 loading to draining ditches
2011–2012	1,656	180
2012–2013	2,131	195
2013–2014	950	58
2014–2015	1,402	52
2015–2016	1,574	130
2016–2017	1,350	87
2017–2018	1,450	125
2018–2019	1,800	62
2019–2020	980	36
2020–2021	580	23
2021–2022	1,600	230
2022–2023	2,000	63
2023–2024	2,000	110
2024–2025	1,200	52

2024: 110 tonnes), which was below the maximum level set as the target.

Finavia's target is to reduce the annual consumption of anti-skid agents at the airports by 7 per cent when compared to the average consumption in 2017–2024. In 2025, the outcome was 5% below the average annual consumption.

Substances of concern and substances of very high concern (E2-5)

Due to the possibility of accidents, airports must have fire extinguishing foams that comply with the international standards for extinguishing fuel fires. Fire extinguishing foams contain per- and polyfluoroalkyl compounds (PFAS), which are persistent and accumulative. In 2025, no PFAS-containing fire extinguishing agents were used or purchased, and fire extinguishing agents have been replaced with fluorine-free products at Helsinki Airport and Jyväskylä, Kittilä, Kuopio, Oulu, Pori, Rovaniemi, Tampere-Pirkkala, Turku and Vaasa airports.

Finavia Corporation uses acetate- and formate-based substances for runway anti-skid operations at its airports. The substances have no hazard classification and they are readily biodegradable. The main adverse impact of the substances is the oxygen demand caused by degradation, which causes a decrease in oxygen content in water and soil. In 2025, acetate consumption amounted to 450 tonnes and formate consumption amounted to 1,540 tonnes (acetate 570 tonnes, formate 2,280 tonnes).

Ground handling companies use propylene glycol-based substances for aircraft de-icing and anti-icing. These substances also have no hazard classification and they are readily biodegradable. The main adverse impacts of the substances are the oxygen demand caused by degradation, which, in addition to a decrease in oxygen content in water and soil, cause odour nuisance due to their breakdown. In 2025, propylene glycol consumption amounted to 2,170 m^3 (2,220 m^3).

For newer spreader trucks, information on the quantities of anti-skid agents applied is transferred to Finavia Corporation's database directly from data transfer devices installed on the vehicles. The environmental unit retrieves the regional airports' consumption data from the information systems for annual reporting. For Helsinki Airport, the amounts of chemicals used are based on inventory accounting, from which the airport's maintenance function compiles information on a monthly basis. The consumption of anti-skid agents is presented in the sustainability report at a 100 per cent concentration, which is obtained by deducting the 50 per cent water content from the quantities of liquid agents used.

The ground handling companies performing de-icing and anti-icing treatments on aircraft at airports report to Finavia Corporation on the performed treatments and the quantities of liquids used (types I and IV). In the report, the annual usage volumes are presented as 100% propylene glycol, obtained by deducting the proportion of water from the quantities used. The proportion of water is 12% or 20% in type I liquid, depending on the product, and 50% in type IV liquid.

Biodiversity and ecosystems (E4)

Ensuring safe and smooth air traffic causes negative impacts on biodiversity and ecosystems. Finavia takes measures aimed at reducing these impacts in its own operations and value chain.

The aircraft de-icing and anti-icing agents used in winter and the anti-skid agents used on runways have an impact on waterways and soil. Consequently, they may weaken biodiversity and have a negative impact on ecosystems. In addition, ensuring aviation safety requires tree removal and animal control measures in the vicinity of the runways. In animal control, the emphasis is on preventive measures and deterrence. If animals cannot be removed from the area through deterrence measures, they need to be shot. In such cases, it is possible that animals representing endangered species will also need to be terminated. Finavia has exceptional permits for the termination of restricted and protected species. Land use changes make it necessary to also start using areas that were previously undeveloped or in their natural state.

Transition plan and consideration of biodiversity and ecosystems in strategy and business model (E4-1)

Finavia has not yet prepared a transition plan related to this, and the Group has not carried out a resilience analysis to assess the relationship between its strategy and business model and the impacts and risks related to biodiversity and ecosystems. Finavia's current operations have not been found to have any impacts on Natura sites, nature conservation areas or other similar sensitive areas.

Policies related to biodiversity and ecosystems (E4-2)

Policies related to biodiversity and ecosystems are described in paragraph GDR-P.

At present, Finavia's policies related to biodiversity and ecosystems guide the Group to take natural values into account in decision-making and to investigate the impacts of its operations on biodiversity and carbon sinks. Finavia will update its policies related to biodiversity and ecosystems in 2026–2027.

Actions and resources related to biodiversity and ecosystems (E4-3)

Finavia has initiated measures to mitigate the impacts related to biodiversity and ecosystems. The measures will be reviewed and updated in 2026–2027 when the policies related to biodiversity and ecosystems have been specified further. At present, Finavia's measures promote the sustainable use of forests and the living conditions of insects in airport areas. In addition, the measures related to climate change and pollution also help to manage adverse impacts on biodiversity and ecosystems. Finavia has not used biodiversity offsets and has not incorporated local or indigenous knowledge or nature-based solutions into its actions.

In 2023, in accordance with the relevant environmental permit, Finavia participated in the restoration of the Isosuo bog, which is located in the immediate vicinity of Turku Airport in the Pomponrahka nature reserve. This was accomplished by filling the old ditch with clay to improve the water balance of the bog. The monitoring of the effects of the measures on the water balance of the bog was continued in 2025.

Material impacts, risks and opportunities: Biodiversity and ecosystems

Impacts	Description	Measures (E4-3)
- Biodiversity loss (own operations, partners)	De-icing and anti-icing operations at airports involve the use of chemicals that may reduce biodiversity in waterways. There are restrictions on tree growth in the vicinity of airports, which has impacts on the populations of animals and other living organisms.	• Restoration of Isosuo bog in Turku • The necessary maintenance measures related to the restoration effort focused on fish spawning in Kylmäoja brook in Vantaa
+ Biodiversity preservation and restoration (own operations, partners) (potential)	The management of forests and green spaces at airports improves and safeguards biodiversity (vegetation, animals and other living organisms).	• Forest plans are being updated to align them with the forest programme, and the plans will be applied in forest management • Regular maintenance of green spaces in airport areas

Risks and opportunities	Description	Measures (E4-3)
- Potentially increasing legislation related to biodiversity	Legislative protection requirements in the vicinity of airport areas can, ideally, strengthen biodiversity, but they have financial effects.	Actively monitoring legislative developments and participating when legislative proposals are circulated for comment

Finavia regularly carries out restoration projects focused on fish spawning in the western branch of Kylmäoja brook near Helsinki Airport. Maintenance needs concerning the spawning gravel bars are assessed at three-year intervals and maintenance measures to address any observed deficiencies are taken the following year. An assessment of maintenance needs was carried out in 2025.

Finavia owns approximately 3,000 hectares of forests. Finavia has a forest programme, according to which the forest plans of the airports are updated during 2023–2026. The new forest plans will be applied in the management of forests.

In green space management, Finavia uses mechanical or corresponding methods and avoids the use of chemical pesticides. Summer maintenance guidelines include instructions on invasive species control.

Targets related to biodiversity and ecosystems (E4-4)

Targets related to the mitigation of climate change and the reduction of pollution are used in the management of negative impacts on biodiversity and ecosystems. The targets are presented in paragraphs E1-6 and E2-3. More detailed targets related to biodiversity and ecosystems will be set in 2026–2027.

When the forest plans that are currently in preparation have been completed, Finavia will have a comprehensive overview of its forest assets. This will be used to prepare more detailed targets for forest management for the coming years, including the number of trees to be retained and the proportion of artificial snags.

Impact metrics related to biodiversity and ecosystems change (E4-5)

Metrics related to biodiversity and ecosystems will be established in 2026–2027. The metrics related to climate change and pollution will also be used to monitor the management of negative impacts on biodiversity and ecosystems. These metrics are presented in paragraphs E1-6 and E2-3.

Resource use and circular economy (E5)

In the double materiality assessment, it was identified that Finavia does not have significant inflows of materials, as there are no large construction projects under way. The chemicals used for runway maintenance and aircraft de-icing and anti-icing create resource outflows that may have impacts on the environment.

Finavia promotes circular economy in its operations by increasing the reuse and recycling of materials and minimising waste, for example. Runways, taxiways and aprons are renovated as part of their life-cycle management. The resulting soil material is reused in the airport's land areas whenever possible. Finavia collects propylene glycol used in de-icing and processes it appropriately.

Policies related to resource use and circular economy (E5-1)

Policies related to resource use and circular economy are described in paragraph GDR-P.

Finavia has prepared a long-term plan for waste management for Helsinki Airport and the regional airports. The plans are aimed at increasing efficiency in the use of materials and reducing the use of virgin raw materials.

Actions and resources related to resource use and circular economy (E5-2)

Waste sorting is enhanced annually so that more recoverable material is recycled and the proportion of mixed waste directed to incineration is reduced.

Clean soil material generated in Finavia's construction projects is utilised in the airport area. In resurfacing operations in airport areas, Finavia uses the remix method where possible, involving the on-site use of the old surfacing material in the production of the new material. Alternatively, the removed crushed tarmac and crushed concrete are utilised in airport structures whenever possible. In 2025, Finavia used crushed asphalt originating from renovation activities in the airport area at Helsinki Airport in the ground structures of the safety barrier and the RESA area. Excavated materials generated from runway construction at Rovaniemi Airport were also utilised in grading structures and road structures in the airport area.

Finavia increases the reuse of equipment by rotating equipment between its airports. When new machinery and equipment are purchased, the possibilities of refurbishing the old machinery and equipment and using them elsewhere in the airport network are always assessed.

Aircraft de-icing and anti-icing operations by ground handling companies generate glycol-containing stormwater. Finavia organises the collection of glycol-containing water and its forwarding to appropriate treatment at airports where the terms of the environmental permit require it, or where it is called for due to the risk of environmental pollution caused by the operations. Part of the de-icing fluid purchased by Finavia is made from recycled propylene glycol. Finavia is planning to locate a glycol recycling plant at Helsinki Airport.

In the renovation and modernisation of properties and premises implemented by Avia Real Estate, recycling is carried out through contractors and waste management, as required by industry standards and the Waste Act.

Material impacts, risks and opportunities: Resource use and circular economy

Impacts	Description	Measures (E5-2)
+ Increased efficiency in the use of materials and reduced use of virgin raw materials	Waste materials generated during construction are utilised in airport areas whenever possible, and equipment is renovated and recycled in the airport network.	• Improving waste sorting in the airport network • Clean soil materials generated in earthworks activities are used in filling and structures in the airport area • Asphalt and concrete waste generated from the renovation of structures in airport areas are used in the airport's structures if possible • The diesel and fuel oil purchased for Finavia's ground equipment is renewable throughout the airport network • Part of the de-icing fluid purchased by Finavia for use at Helsinki Airport is made from recycled propylene glycol • Finavia is planning to locate a recycling plant for used propylene glycol at Helsinki Airport

Targets related to resource use and circular economy (E5-3)

Finavia's target is to recycle at least 60 per cent of its municipal waste as material in 2025. The target exceeds the legal requirement. The outcome was 53 per cent (54%).

The target material recovery rate for construction and demolition waste is 70 per cent. The target is based on legislation. In 2025, the outcome was 75 per cent (68%).

Finavia's target is to recover clean waste soil generated in earthworks projects in airport areas and to increase the reuse of its equipment.

Resource outflows (E5-5)

The waste generated in airport operations includes non-hazardous waste that is categorised as municipal waste, hazardous waste generated in equipment workshop operations and glycol-containing water collected on the apron. Construction and demolition waste is mainly generated in connection with earthworks and building construction projects and, to a lesser extent, in the maintenance of airport buildings.

Finavia receives data on the airports' annual waste volumes from waste management companies. This data is used for the annual reporting of waste. Waste volumes are divided into the following categories in the report: waste recycled as material, waste recovered as energy and waste sent to final disposal. The calculation of the waste volumes does not include mineral soil, sludge, asphalt, concrete and glycol-containing water. The recycling rate is calculated from the amount of municipal waste.

- The amount of waste generated in the operations of Finavia's airports in 2025 was 13,927 tonnes (17,890 t).
- The amount of waste recycled as material was 8,854 tonnes (14,801 tonnes) and the amount of waste recovered as energy was 1,514 tonnes (1,367 t).
- The amount of waste directed to a landfill or other disposal was 419 tonnes (28 t).
- The total amount of non-recycled waste was 5,073 tonnes, 36 per cent of the total (3,086 t, 17% of the total).
- The total amount of hazardous waste was 419 tonnes (258 t).

	Landings*	Vehicle emissions			Chemicals	Consumption		Air traffic emissions****			
Airport		Nox (t)	CO_2 (t)	Fuel** (t)	Anti-skid agents (t)	Electricity (MWh)	Heating (MWh)	Aircraft anti-icing and de-icing agents (t)	LTO cycle (number)	Nox (t/a)	Fuel (t/a)
Halli	1,626 (39%)	0	0	16	5	64	207	0	537	0	55
Helsinki-Vantaa	78,959 (2%)	10	111	605	720	56,071	22,864	1,260	77,831	619	49,290
Ivalo	1,449 (15%)	1	1	70	62	1,085	2,611	94	1,416	9	762
Joensuu	655 (-21%)	1	1	37	35	432	980	7	635	1	123
Jyväskylä	12,552 (6%)	1	1	46	62	943	1,520	6	1,390	1	142
Kajaani	554 (-8%)	1	0	29	14	407	814	7	545	1	122
Kemi-Tornio	631 (-14%)	1	0	34	78	433	633	8	623	1	123
Kittilä	2,298 (14%)	2	3	105	86	1,791	2,595	221	2,241	15	1,324
Kokkola-Pietarsaari	728 (-24%)	1	0	34	39	359	880	10	637	1	128
Kuopio	8,257 (17%)	1	1	45	71	1,299	2,549	19	3,154	4	376
Kuusamo	983 (8%)	1	0	60	80	628	1,348	55	975	4	353
Maarianhamina	1,310 (1%)	0	0	15	7	283	364	6	1,197	2	205
Oulu	6,221 (-17%)	1	0	85	258	3,064	2,969	48	4,906	17	1,559
Pori	3,707 (17%)	1	0	65	7	533	972	0	3,678	1	134
Rovaniemi	10,693 (13%)	0	0	19	231	4,222	4,243	374	5,299	34	2,955
Savonlinna	340 (-7%)	3	32	193	8	526	***	0	339	0	53
Tampere-Pirkkala	12,741 (-11%)	0	0	17	82	1,255	1,702	22	8,856	5	581
Turku	7,622 (-4%)	1	0	32	53	1,261	1,212	26	6,197	11	908
Utti	3,163 (-1%)	0	0	10	6	45	100	0	714	0	32
Vaasa	2,028 (-10%)	1	3	37	79	825	2,075	17	1,962	4	389

*Percentage change indicated in brackets
**Renewable fuel accounted for 96% of the total amount of fuel
***Savonlinna Airport uses geothermal heating. Heating energy consumption has been combined with electricity consumption.
****Civil aviation

Sustainability programme themes and targets

Theme	Targets	Metrics	Outcome in 2025
Sustainable air traffic			
We continue to reduce emissions at our carbon-neutral airports. 	• We will achieve net-zero emissions for our airports in 2025.	Finavia Group's (including subsidiaries) Scope 1 and 2 emissions target: energy-related CO_2 emissions at net zero (300 t)	• Finavia Corporation and Airpro: 445 t • 18/20 airports operate with net-zero emissions
We promote the protection of waters, biodiversity and the circular economy at our airports. 	• We reduce the impacts of runoff water on the waterways near our airports.	• Environmental impact of run-off waters at Helsinki Airport, biological oxygen demand (BOD): 75 t/a (winter season 2024–2025)	• Biological oxygen demand BOD_7: 52 t/a
	• We take natural values into account in our decision-making and we are committed to assessing the impacts of Finavia's activities on biodiversity and carbon sinks. We promote the living conditions of microorganisms and insects around our airports and the sustainable management of forests.	• Gradual updating of the airports' forest plans for the remaining 8 airports (12 plans were finished before 2025).	• Pushed back to 2026
	• We promote glycol collection and the use of recycled glycol at our airports.	• Construction of a glycol pool at Kittilä Airport in 2025/2026. Starting the collection of glycol-containing waters at Kittilä Airport in 2025/2026 and at Rovaniemi Airport in 2026/2027. In 2025, preparing a plan for the construction of a glycol recycling plant at Helsinki Airport and optimising the concentration plant at Oulu Airport.	• The glycol pool in Kittilä has been completed. An environmental permit has been obtained for the glycol recycling plant at Helsinki Airport.
We accelerate the reduction of carbon emissions throughout the aviation value chain. 	• We encourage the operators at our airports, including suppliers of goods and services, to reduce their carbon emissions.	• Finavia Corporation's Scope 3 emissions target: ground handling companies' fuel-based emissions 100 tCO_2	• Ground handling companies' fuel-based emissions 70 tCO_2
	• Together, with airlines and the air navigation company, we will continue the reduction of landing-related carbon emissions at Helsinki Airport.	• CDO landings at Helsinki Airport between 10pm and 7am: 85%	• CDO landings at Helsinki Airport 87%

Social information

Finavia Group promotes social responsibility by prioritising the wellbeing of its personnel, a safe and diverse working environment and sustainable business. The company develops the workplace community and makes it possible for every employee to develop. Finavia also cooperates with other operators at its airports to ensure safe services that meet customers' needs.

Own workforce (S1)

Policies related to own workforce (S1-1)

Policies related to own workforce are described in paragraph GDR-P.

Finavia Group's goal is to ensure that the personnel have a high level of wellbeing at work and that the working environment is safe and healthy.

At Finavia, the majority of employees are in full-time and permanent employment relationships. During the winter season, Finavia employs temporary employees due to winter conditions and the peak tourism season at Finavia's airports in Lapland. Finavia Corporation outsources part of the work required for its services. These include cleaning, security and security control services, as well as property and IT services. Airpro does not currently purchase external labour.

Employees at Finavia receive regular training, which is reflected in their career paths. Finavia also trains its part-time and temporary employees. All employees have access to equal opportunities to develop in their roles. Improving the employee experience is one of Airpro's strategic priorities. High-quality employee training that corresponds to the demands of each job is intended to support the implementation of strategy. In addition to job-specific basic and recurring training, the aim is to offer training that promotes more in-depth competence or enables the participant to take on entirely new tasks and broaden their job description. Airpro also aims to systematically develop and implement the career path approach.

People who work at airports are required to have statutory qualifications for certain tasks. Employee qualifications and standardised training are part of the Group's safety management system.

Finavia Group's occupational health care services are more comprehensive than what is legally required, and the amount of annual leave exceeds the requirements of the Annual Holidays Act. Employees are offered comprehensive employee benefits, including a sport and culture benefit and benefits related to leisure activities.

New employees always complete Code of Conduct training at the start of the employment relationship. The training must be renewed every two years. The employees have an obligation to inform Finavia without delay if they observe or suspect any violations of the Code of Conduct in Finavia's operations. A pre-approved procedure is applied in processing the reports and taking related measures.

Finavia operates in accordance with internationally recognised UN human rights conventions and the UN Guiding Principles on Business and Human Rights. Airport workers are required to have attained the age of majority. If the company has minors as trainees, the laws and regulations governing occupational health and safety for young workers are observed. Forced labour or the use of child labour are not separately mentioned in Finavia's policies.

Finavia is committed to the continuous improvement of occupational safety. Occupational safety management is part of the Group's safety management system, which is integrated into the management system. Safety efforts are based on continuity and the effective anticipation of safety risks.

All Finavia Group employees have the right to equal and non-discriminatory treatment at the workplace. Through its actions, Finavia Group aims to strengthen an open, appreciative and diverse corporate culture and systematically develop the employee experience. At Finavia Group, targets related to equality and non-discrimination include, for example, increasing diversity, encouraging non-birthing parents to take family leave, and promoting the equal placement and retention of persons of different genders in supervisory and managerial positions. Finavia Group wants to support

Material impacts, risks and opportunities: Occupational safety

Impacts	Description	Measures (S1-3)
+ Strong occupational safety culture	Taking care of employees' work ability, health and safety reduces sickness absences, increases wellbeing at work and improves Finavia's performance.	• Continuous monitoring of occupational safety and active cooperation • Close cooperation with occupational health care, the earnings-related pension insurance company and the occupational accident insurance company • Active cooperation related to occupational health and safety • Low-threshold reporting via the ePHI system and reviewing incidents in the safety and quality group and units • Reduced workload models related to work ability • Occupational safety is one of the criteria of the remuneration system
- Occupational accidents (potential)	Potential injuries to employees due to occupational accidents. The risk of occupational accidents is emphasised among those who engage in physical tasks and shift work.	
Risks and opportunities	**Description**	
- Occupational accidents (potential)	Occupational accidents can cause prolonged absences, which lead to shortages of resources and reduced productivity.	

the reconciliation of work and private life, and prevent gender-based discrimination. In addition, Airpro pays special attention to working in a diverse workplace community and equal career advancement opportunities. Gender-specific needs are taken into consideration in the development of working conditions.

All supervisors in the Group receive training on compliance with the diversity policy and the early support model, which has been developed in collaboration with the occupational health care provider.

The remuneration of employees is fair and based on collective agreement, how demanding their role is, and their individual performance. In the parent company, each employee is paid at least a job-specific base salary component corresponding to the minimum limit for the job grade and, additionally, a salary component that is based on individual performance (up to 50%). At Airpro, the remuneration of the personnel is determined in accordance with collective agreements. The Group's personnel are covered by an incentive scheme.

Challenging flight schedules can have an impact on the employees' ability to cope with the demands of their work, particularly in operational roles. Airlines decide on their flight schedules, and airport operations are adapted accordingly. The aim is to make shift planning as ergonomic as possible in order to contribute to the employees' ability to cope with the demands of work.

Achieving the Group's sustainability targets requires that the personnel are committed to compliance with the Code of Conduct and the policies that guide Finavia's sustainability efforts. No significant risk of forced labour or the use of child labour has been identified in the Group's own operations or the value chain.

Material impacts, risks and opportunities: Health and coping with the demands of work

Impacts	Description	Measures (S1-3)
+ High job satisfaction (Finavia Corporation)	Satisfied employees develop their own competence, participate in the development of the workplace, are motivated and committed, and thereby improve productivity.	• Dialogue between the employer and employees to develop operations and strengthen the employees' opportunities to influence on decisions related to work, working conditions and the position of the employees • Feedback practices and fair remuneration and wage development • Providing job rotation and training opportunities • Career management model • Systematic support for work performance and the maintenance of qualifications • The renewal of Finavia's operating practices and culture together with the entire personnel in 2025
+ Wellbeing at work	Investing in wellbeing at work has a positive impact on the employee experience and reduces sickness-related absences.	• Taking qualification requirements and the requirements of shift work into account, and developing the shift system • Flexible work model and hybrid work in jobs in which it is possible • Reconciliation of work and family life, and the necessary flexibility • Supervisor training on the early support operating model • The supervisor training programme was updated and a related Management Growth Handbook for supervisors was published in 2025
+ Good working conditions	Investing in working conditions enhances job satisfaction and commitment and creates a workplace community that is safe for everyone.	• Regular personnel surveys and consulting the personnel on matters concerning them • Improvement of machine safety, chemical safety and indoor climate safety at Helsinki Airport on the basis of inspections carried out by the permit and supervisory authority in 2025
Risks and opportunities	**Description**	**Measures (S1-3)**
- The employees' ability to cope with the demands of work	Especially at the regional airports, the flight schedules can be challenging from the perspective of shift planning and the employees' ability to cope with the demands of work.	• Making shift planning as ergonomic as possible • Renewal of the shift planning system • Morning coffee sessions on wellbeing aimed at the entire personnel and training on how to manage psychosocial stress

Processes for engaging with own workers and workers' representatives about impacts (S1-2)

Finavia Group has an employer–employee cooperation agreement that has been prepared in accordance with the spirit of the Act on Co-operation within Undertakings, and the Group complies with the legal requirements governing the organisation of employer–employee cooperation.

The purpose of employer–employee cooperation is to maintain, in mutual understanding, continuous dialogue with the personnel and to develop Finavia's operations and the employees' opportunities to influence the Group's decision-making concerning their work, working conditions and position in the Group.

The Group has not identified any employee groups that are at particular risk of vulnerability. However, airport operations are safety-critical, which may involve special health requirements on employees.

All incidents of bullying or discrimination amongst the personnel that are reported to Finavia are either investigated using the whistleblowing process or in cooperation with the supervisor or the manager in charge of wellbeing at work and occupational health and safety. The whistleblowing channel can be accessed via Finavia's intranet, the extranet used by operators at airports, the Finavia website and the Airpro website. Whistleblower reports can be submitted anonymously. Notifications of suspected misconduct or violations received through the channel are processed without delay, anonymously and confidentially, no later than two days after receiving the notification. Finavia's whistleblowing team decides on any further actions to be taken in response to whistleblower reports. Airpro has its own process for addressing such incidents.

Feedback is collected from the personnel by means of an annual personnel survey and supplementary surveys, which are sent to all employees. Finavia's personnel surveys are also used to determine whether the personnel have experienced inappropriate treatment or bullying, whether they have brought the matter to the employer's attention and whether the matter has been investigated after being reported to the employer.

Measures (S1-3)

Finavia Group sets targets for its personnel-related efforts in its strategy and on the basis of personnel surveys. Personnel-related measures are planned through these targets.

Job satisfaction and employee wellbeing are monitored by means of an annual personnel survey and supplementary surveys. Open feedback is also collected in the surveys. Job satisfaction and employee wellbeing are also monitored by means of employee turnover metrics.

The results of the personnel survey also determine the PeoplePower index and the supervisor index, which are monitored by Finavia Corporation. At Airpro, the results are monitored through the Green Voice personnel survey. One of the key metrics of the survey is the employee Net Promoter Score (eNPS).

The Group regularly monitors the number and frequency of occupational accidents. In response to accidents at the workplace, a local accident investigation is always carried out and the key findings and corrective actions are also communicated to our other operating locations. The results of the investigation are also used in decision-making, and guidelines are drawn up or further specified on the basis of the results. The aim is to ensure that similar occupational accidents are prevented from happening again in the future.

Material impacts, risks and opportunities: Equality and diversity

Impacts	Description	Measures (S1-3)
- Employee discrimination (potential)	Experiences of discrimination or inappropriate treatment can have significant impacts on the wellbeing of employees, the workplace atmosphere and the organisation's operations.	• Respecting universal human rights • Incidents of discrimination and bullying reported to the employer are investigated in accordance with a jointly agreed process • Potential experiences of inappropriate treatment and bullying are investigated in connection with the personnel survey. All incidents reported to the employer are investigated.
Risks and opportunities	**Description**	**Measures (S1-3)**
+ Equal treatment of employees	Equal treatment of employees contributes to wellbeing at work, increases productivity and reduces sickness-related absences and related costs, for example.	• The personnel survey and supplementary surveys are used to investigate employee perceptions and experiences related to equal treatment • Supervisors receive training on the early support operating model
+ Diverse workplace community	A shared understanding of diversity and equality increases everyone's experience of a safe and appreciative workplace community.	• "Safely together" diversity training for the entire personnel, along with a related self-assessment, was launched in 2025 • The aim is to increase the number of women in operational roles and promote the language skills of the personnel

At Airpro, the management of occupational safety is based on proactive and reactive risk management, the OPEMOS management system and meeting practices, as well as concrete measures that are based on measured data and aligned with the principle of continuous improvement.

Occupational health care in the Group emphasises work ability and a proactive approach. Occupational health is addressed by the steering group on wellbeing at work, which includes representatives of the occupational health care provider, the pension insurance company and the accident insurance company.

Finavia Group has systematically developed supervisors' competencies to ensure that they can support employees. In 2025, the parent company organised quarterly training on the early support operating model for supervisors. The subsidiary has a work ability specialist whose tasks include training the supervisors on the early support operating model and taking a leading role in projects related to work ability.

Airport operations are safety-critical, which involves health-related requirements for workers. Examples of special health-related requirements include physical fitness requirements in fire and rescue duties and normal colour vision in duties related to airport maintenance, electrical work, security control and aircraft refuelling. Two-thirds of Finavia Corporation's personnel work shifts, which has been shown to increase the risk of sickness-related absences. Approximately 95 per cent of Airpro's personnel work shifts. The health and functional capacity of employees are monitored regularly through both voluntary and legally required periodic health examinations.

Shift work requires in-person attendance. In shift planning, efforts are made to consider the employees' wishes related to work-life balance to the extent permitted by the size of the unit and the traffic structure of the airport. In operational work, the working times of the personnel are determined by the schedules of airlines. We use centralised shift planning to ensure that the working time arrangements comply with the collective agreements and applicable legislation.

For safety reasons, many duties at airports require qualifications. Such duties include fire and rescue duties, security control duties and tasks related to aviation electricity, airfield maintenance, aircraft refuelling and ground handling.

The qualifications of the personnel are monitored via a training management system. Shift planning ensures that airports have the required number of persons with fire and rescue qualifications to ensure aviation safety on each shift, for example. First-aid training is also organised for the personnel to ensure that each shift has an adequate number of persons with first-aid training.

In the parent company, pay equality is monitored by means of a non-discrimination and equality survey conducted once every two years. The subsidiary carries out a wage survey once a year in accordance with the equality plan.

The tools used by Finavia Group's personnel are up-to-date and the personnel use workwear, protective clothing and personal protective equipment purchased by the employer and as required by their duties.

The parent company's career management takes into account the different life circumstances of employees and their effect on a person's career from the early stages to the final years before retirement.

The realisation of wellbeing at work is monitored through continuous personnel-related data, including the reporting of working time, absences and occupational accidents, and in monthly meetings with the occupational health care provider. In the monitoring of sickness-related absences, Finavia also uses occupational health care systems to which all of the Group's sickness-related absences and occupational wellbeing negotiations are reported.

Finavia Group follows the principle of continuous development. Measures related to the development of each employee's competence and the training required for their position are agreed upon in annual performance appraisals.

Every two years, the Group's employees complete mandatory online courses on the Code of Conduct, diversity, cybersecurity and data protection. Completion of the mandatory courses is monitored annually by means of the training management system. The courses that are mandatory for employees are implemented in cooperation between HR, IT and the unit in charge of sustainability.

At the beginning of 2025, Avia Real Estate had 22 employees. In connection with the share transaction, their employment relationships continued uninterrupted and on unchanged terms. The terms of employment (pay, working hours, benefits) were subsequently addressed individually, and the aim was to harmonise the practices with Finavia Corporation's HR policies effective from 1 October 2025. The personnel were transferred to Finavia Corporation as existing employees effective from 1 January 2026. Personal discussions were held with each employee regarding potential changes to duties and reporting relationships.

Targets (S1-4)

The target of HR-related efforts include strengthening an open and appreciative corporate culture, developing the employee experience and increasing the entire Group's attractiveness as a workplace. The setting of targets is guided by a company-specific strategy.

To achieve these targets, Finavia focuses on developing supervisory work and employee competence and ensures that all supervisors operate in accordance with Finavia's culture. The parent company also has a target of increasing multiculturalism in all positions and increasing the percentage of women in operational and supervisory roles.

In the Group, the objective of occupational health and safety and activities to maintain work ability is to ensure that the employees' physical and mental resources and the requirements of their work are aligned at all career stages. The Group's harmonised safety culture aims to prevent occupational accidents and promote the wellbeing of the personnel.

In the performance appraisal, individual targets are set for each employee in accordance with the employer's strategy, and these targets are regularly monitored. Employees are encouraged to develop their professional skills. In addition to training reimbursed by the employer, voluntary training is also encouraged and supported. In 2025, the common training themes for everyone in the parent company included diversity in the workplace community and workplace community skills.

Finavia aims to engage the employees' participation in strategy work and thereby give them the opportunity to influence the implementation of strategy. Supervisors review the strategy with the personnel in their respective units, and the personnel have the opportunity to give feedback on the strategy.

Characteristics of the undertaking's employees (S1-6)

Gender	Number of employees
Male	1,725
Female	1,074
Not reported	0
Total employees	2,799

Country	Number of employees
Finland	2,799
Total employees	2,799

	Female	Male	Not reported	Total
Number of employees	1,074	1,725	0	2,799
Number of permanent employees	726	1,294	0	2,020
Number of temporary employees	348	431	0	779
Number of non-guaranteed hours employees	158	154	0	312
Number of full-time employees	705	1,456	0	2,161
Number of part-time employees	293	183	0	476

	Helsinki region	Central and Eastern Finland	Western Finland	Northern Finland	Total
Number of employees	1,646	167	196	790	2,799
Number of permanent employees	1,430	135	149	306	2,020
Number of temporary employees	216	32	47	484	779
Number of non-guaranteed hours employees	49	20	36	208	313
Number of full-time employees	1,360	140	144	516	2,160
Number of part-time employees	237	7	16	66	326

Number of permanent staff recruited and left at Finavia Group, persons	Left	Recruited
2019	448	436
2020	267	140
2021	273	262
2021	257	491
2023	262	252
2024	218	399
2025	293	304

Years of service	Employees
Less than a year	475
1–4.9 years	897
5–9.9 years	372
10–14.9 years	206
15–19.9 years	186
20–24.9 years	122
25–29.9 years	94
30 years and over	76

Collective bargaining coverage and social dialogue (S1-8)

Approximately 92% of Finavia Corporation's personnel are covered by a collectively negotiated agreement. At Airpro, the corresponding figure is approximately 98%. The Group engages in regular dialogue with employee organisations as part of statutory employer–employee cooperation.

	Collective bargaining coverage		Social dialogue
Coverage:	**Employees, EEA** (for countries with >50 employees representing >10% of total employees)	**Employees, Non-EEA** (estimate for regions with >50 employees representing >10% of total employees)	**Workplace representation, EEA only** (for countries with >50 employees representing >10% of total employees)
0–19%			
20–39%			
40–59%			
60–79%			
80–100%	2,566	0	2,566

Health and safety metrics (S1-13)

All of Finavia Group's personnel are covered by occupational health care services that exceed the legal requirements, as well as statutory occupational accident insurance. Finavia also has remote work insurance that covers work performed outside the workplace.

Occupational accidents are reported to the occupational accident insurance company and to Finavia's non-conformity reporting system (ePHI system). Reports on non-conformities are also submitted on near misses and occupational safety development suggestions. The supervisor is responsible for processing reported non-conformities and considering measures to prevent similar incidents.

Metric	Year 2025	Year 2024
Sickness absence days	11,459	11,273
LTIF	8.4	12.4
Fatalities in occupational accidents	0	0
Incidents of occupational disease	0	0

Work-life balance metrics (S1-15)

Finavia			
Parental leave taken by fathers and non-birthing parents	decreased by	1.2	per cent from the previous year.
During the year,		11.6	per cent of permanent employees took family leave.
Of these,		29.4	per cent were women
and		70.6	per cent were men.

Airpro			
Parental leave taken by fathers and non-birthing parents	increased by	34.2	per cent from the previous year.
During the year,		9.5	per cent of permanent employees took family leave.
Of these,		32	per cent were women
and		68	per cent were men.

Workers in the value chain (S2)

Policies related to value chain workers (S2-1)

Policies related to value chain workers are described in paragraph GDR-P.

No negative impacts on value chain workers were identified in the double materiality assessment. Finavia has processes and procedures in place to respond to potential negative impacts.

Finavia's value chain includes a wide range of operators that contribute to ensuring smooth and safe air traffic and the services it requires. The value chain includes the core operators in air traffic, such as the air navigation company, airlines, ground handling companies, as well as the public authorities that operate at airports and companies that operate commercial services, such as shops and restaurants, at airports. Ensuring safety in all circumstances is a shared cornerstone for all of the operators involved in air traffic.

Finavia Group operates in accordance with the internationally recognised UN human rights conventions and related principles. Finavia takes into consideration the realisation of human rights in its supply chains and at its airports in cooperation with the authorities and partners. A strong safety culture at airports is created through compliance with regulations and guidelines, and having a low threshold for reporting non-conformities.

Companies' operations at airports are based on existing contractual relationships. Finavia Pass Service issues ID cards and access permits only to companies and their employees that have a justified reason to operate in the airport environment.

Finavia has no visibility into the terms of employment or working conditions of value chain workers. Finavia's contractual partners are required to commit to the Supplier Code of Conduct, which also includes commitments related to human rights.

Engagement with value chain workers (S2-2)

In accordance with its communication principles, Finavia communicates proactively, transparently and openly. Airports are multi-employer workplaces where many employers exercising authority over their employees, hundreds of different companies, the authorities and other operators work within partially shared facilities. Finavia discusses matters concerning the airport in joint meetings with representatives of different companies. Cooperation meetings are organised with both management and employees involved in operational activities. Cooperation is also carried out in the area of occupational health and safety. The AOS system is used to actively communicate an overview of the situation to the entire airport community, especially in the event of disruptions and exceptional situations.

All companies operating at the airport are committed to reporting their observations of non-conformities to Finavia in accordance with Finavia's instructions. Safety-related non-conformities can also be reported anonymously.

Safety-related non-conformities and reacting to them, along with issues related to premises and access pass arrangements, are typical topics addressed together by Finavia and the operators in its value chain. The airport's operating guidelines are published on an extranet maintained by Finavia.

Most of Finavia's contractual partners are Finnish enterprises that comply with Finnish legislation, which

Material impacts, risks and opportunities: Workers in the value chain

Impacts	Description	Measures (S2-3)
- Negative impacts on the realisation of the human rights of workers in the value chain as regards working conditions (potential)	Potential human rights violations or negligence in the value chain can lead to negative impacts on people or groups of people.	• Common operating practices, incident identification • The Supplier Code of Conduct as part of cooperation agreements and their monitoring
Risks and opportunities	**Description**	**Measures (S2-3)**
- Illnesses and occupational accidents among workers in the value chain	Illnesses and occupational accidents may affect the continuity of airport operations and the smoothness of processes. The risk of occupational accidents is emphasised among those who engage in physical tasks and shift work.	• Open and systematic engagement and cooperation, which also ensures potential resource impacts on operations • Jointly agreed incident reporting practices • Promoting a strong safety culture
- Interruption of operations due to work stoppages	Work stoppages by air traffic employees may affect the smoothness of airport operations and the regularity of traffic. In air traffic, work stoppages have a negative impact on the customer experience of passengers and the reputation of companies in the industry. They may also have financial effects on value chain participants.	• Open and systematic engagement and cooperation, which also ensures potential resource impacts on operations

reduces the human rights risks of our supply chains and makes monitoring easier. Finavia has identified that the most significant human rights risks are related to workers' rights in subcontracting chains.

All of Finavia's employees and partners are obligated to report the issue without delay if they observe or suspect any violations of the Code of Conduct in Finavia's operations. Suspected misconduct and violations can be reported via an anonymous whistleblowing channel that is accessible via Finavia's website. The whistleblowing channel process and the processing of reports concerning the workforce are described in more detail in paragraph S1-2.

Measures (S2-3)

For value chain workers, Finavia looks after the shared indoor and outdoor premises at airports. From the perspective of occupational safety management, the workplace in question is not a shared workplace.

Each company is responsible for occupational safety with regard to their own personnel, even if the operations take place in common areas to some extent. Each company is responsible for ensuring that each of their employees is aware of the airport's safety guidelines and practices and acts accordingly. The company is responsible for the issuance of, and compliance with, occupational safety guidelines, as well as the use of protective clothing and equipment. Instructions and procedures concerning operations at the airport are published on an extranet maintained by Finavia. The same channel is used to publish news and releases on instructions and guidelines concerning the airport and amendments thereto.

Through continuous and open dialogue and systematic communication, Finavia strives to listen to feedback from its value chain participants and prevent potential negative impacts on value chain workers. Feedback and suggestions for operational development from the parties are discussed in cooperation meetings between Finavia and value chain participants.

Finavia has surveyed and identified high-risk suppliers of goods and services. The Group's long-term target is for its purchases to be sustainably produced and for its supply chains to be transparent.

In Finavia Group, the management of material impacts related to value chain workers is divided between different parts of the organisation. The management of occupational safety issues is the responsibility of the Head of Occupational Health and Safety of each company, matters related to contractual partners are the responsibility of the procurement unit, and matters related to safety and sustainability in the context of the overall safety and security of airports are the responsibility of Finavia Group's Safety and Security Unit, which operates under the Senior Vice President, Security, Technology, Infrastructure and Environment. At airports, operational responsibility with regard to Finavia's operations lies with the Airport Manager.

Targets (S2-4)

Targets for cooperation with companies are set, for example, in cooperation agreements or in connection with permit procedures.

The aim is to incorporate the Code of Conduct into all of Finavia's cooperation agreements to ensure commitment from partners.

Finavia audits its suppliers to ensure compliance with requirements.

Affected communities (S3)

Policies related to affected communities (S3-1)

Air traffic causes noise. Finavia continuously works together with the air navigation company, airlines and municipalities to develop aircraft noise control methods. Flight procedures are developed in collaboration between Finavia, Fintraffic and airlines through the Helsinki Airport aircraft noise control cooperation group (CEM, Collaborative Environmental Management).

Finavia has prepared aircraft noise management plans for its airports as required by the environmental permits. The noise management plans describe the methods and measures used to manage the impacts of noise caused by civil aviation. The aircraft noise management plan for Helsinki Airport was updated in 2024. The assessment of the need to update the noise control plans for civil aviation at the regional airports is addressed in the environmental permits. As a rule, the need to update the plans is assessed annually and the plans are updated on the basis of the assessment.

Engagement with affected communities (S3-2)

Finavia engages in active communication on noise management, including runway renovations and other exceptional situations. Finavia's website contains information on air traffic, aircraft noise management and noise measurements, among other topics. At Helsinki Airport, Finavia uses an aircraft route and noise monitoring system. The data collected by the system can be viewed via the open WebTrak service (WebTrak).

Finavia responds to contacts related to the environment and aircraft noise as promptly as possible. In 2025, the number of contacts related to aircraft noise around Helsinki Airport decreased by approximately 46 per cent from the previous year. The level remains substantially lower than before the pandemic, which is due to the reduced volume of air traffic and, in part, successful communications regarding the summer 2025 runway renovation. At the other airports, contacts regarding aircraft noise occur sporadically and in small volumes.

Measures (S3-3)

Aircraft noise control includes, for example, managing the use of runways and flight routes as well as the development of take-off and landing methods in cooperation with the other parties involved. Runway operation principles and flight route planning are used, within the framework of aviation safety, to direct traffic to the least populated areas. Speed limits set for approaches at Helsinki Airport in late 2024 are aimed at reducing landing-related noise, among other goals. Finavia will continue to monitor the implementation and impacts of the speed limit in the coming years.

The operators at Helsinki Airport include companies carrying out technical maintenance and repairs on aircraft. Ground runs of aircraft are necessary for identifying and eliminating faults in connection with maintenance. For this purpose, the airport has an aircraft engine test pen equipped with noise attenuation barriers.

Finavia cooperates closely with other European airports with regard to noise management measures. The suitability of other airports' noise management measures for Helsinki Airport is assessed regularly.

Finavia cooperates closely with the municipalities within the sphere of influence of airports and flight routes so

Material impacts, risks and opportunities: Affected communities

Impacts	Description	Measures (S3-3)
- Aircraft noise around an airport can cause nuisance, among other impacts	Air traffic causes noise during take-off and landing. Ground runs of aircraft also cause noise.	• Close cooperation with the air navigation company on the use of runways at different times of the day • Encouraging airlines to use the continuous descent (CDO) method in landing • At Helsinki Airport, speed limits for approaches were set in late 2024 to reduce landing-related noise, among other goals. The monitoring of impacts began in 2025. • Managing the use of runways and flight routes and the development of take-off and landing methods in cooperation with the other parties involved • Regular communication with emphasis on digital channels • Responding to feedback and enquiries • Publishing noise reports on Finavia's website • Communicating runway renovations and other exceptional circumstances

that proximity to any aircraft noise contours is taken into consideration in the zoning of new residential areas. The main goal of the cooperation is to minimise the number of people living in areas affected by aircraft noise.

Targets (S3-4)

The aim of noise management at airports is to reduce the negative impacts of, and exposure to, aircraft noise in residential areas.

Finavia computes the aircraft noise contours at Helsinki Airport annually in accordance with the environmental permit. The calculations are carried out in accordance with the recommendation published by the European Civil Aviation Conference (ECAC) in 2005.

Aircraft noise contours and changes thereto are published in separate aircraft noise studies. The shape and population of the aircraft noise contour at Helsinki Airport varies from year to year due to wind conditions and runway renovation operations, for example. The aircraft noise contours of the regional airports have been calculated in connection with environmental permit applications and they are updated in accordance with the environmental permits.

The continuous descent (CDO) method reduces not only carbon emissions but also aircraft noise. The target set for the proportion of night-time aircraft landings using the continuous descent method at Helsinki Airport was 85 per cent in 2025. The proportion of night-time CDO landings was 87 per cent.

Consumers and end-users (S4)

Policies related to consumers and end-users (S4-1)

Policies related to consumers and end-users are described in paragraph GDR-P.

At its airports, Finavia provides smooth and efficient air traffic services to both passengers and airlines.

Finavia Group complies with international aviation recommendations, national legislation, EU regulations and the instructions issued by the authorities in all of its operations. Finavia is also committed to complying with the recommendations issued by the European Union Aviation Safety Agency EASA. Ensuring aviation safety is always a key consideration in the provision of Finavia's services. It is Finavia Group's duty to ensure that all of the operators at the airports are committed to compliance with safety regulations and the promotion of safety culture.

The company's safety-related efforts are guided by Finavia's safety policy, which states that safety comes before everything else in Finavia's operations. Finavia's safety management organisation is integrated into the company's management system.

Safety management is not only an internal matter for Finavia. Instead, safety is promoted through various forums between many different stakeholders that play a role in safety and security. This ensures sufficient and comprehensive safety awareness throughout the airport. Finavia has mutually binding safety information exchange agreements with several airlines operating at our airports, the Finnish Meteorological Institute, and Fintraffic. If one of these stakeholders receives safety information that has an impact on Finavia, they report the information to Finavia. Safety information is also obtained from other operators at the airports, such as ground handling companies. This ensures that Finavia's safety development measures can be grounded on a knowledge base that extends beyond safety data obtained by Finavia itself. In compliance with the Convention on International Civil Aviation, each Finavia airport has a cooperation forum that is convened on a regular basis to share current safety-related information with the airport administration, the public authorities and the operators at the airport that are the most critical with respect to safety.

Ensuring the safety of passengers is an integral aspect of Finavia's operations. Finavia provides equal and non-discriminatory services to all airport users and passengers regardless of their background. The operations of airports have been organised with connectivity and accessibility in mind so that the airport is safe and pleasant for everyone to use. Service design takes the needs of different customers into account, and services are developed on the basis of feedback received from customers. Customer service is guided by Finavia's defined service promises and a quality guarantee for assisted passengers.

Disruptions in data communications may have a negative impact on passengers and airlines. Information security and data communications are important to Finavia from the perspective of smooth operations and reputation management. Personal data is processed in accordance with the Data Protection Act to ensure that the rights and privacy of data subjects are protected. Finavia has comprehensive cybersecurity measures in place to protect information systems and data.

Engagement with consumers and end-users (S4-2)

Engagement with consumers and end-users is continuous and multi-channel. Communication in the company's own channels is open and transparent. All of Finavia's airports

Material impacts, risks and opportunities: Consumers and end-users

Impacts	Description	Measures (S4-3)
- Overall passenger safety at airports (potential)	In air traffic, there are safety-related risks that are managed in various ways.	• Ensuring safety and consistent instructions for all operators at airports. • Monitoring compliance with safety instructions, and forums for addressing non-conformities • Close cooperation between all operators at airports • Exchange of safety-related information with cooperation partners and the public authorities • Inspections and audits conducted by the supervisory authority (Traficom), Finavia and external operators providing functions related to safety and security • Compliance with quality management programmes pertaining to safety-related functions, and continuous improvement • Implementation of the accessibility plan • Annual cooperation exercises and joint training on safety-related topics
Risks and opportunities	**Description**	**Measures (S4-3)**
- Data communications disruptions, cyber attacks (potential)	Data communications disruptions and cyber attacks may have an impact on information security and the smoothness of operations.	• Securing data communications together with service partners • Cybersecurity training • The cybersecurity policy was updated in 2025

operate in accordance with harmonised guidelines and instructions to ensure safety.

Finavia engages in regular cooperation with organisations that represent people with disabilities, and the PRM service has a quality guarantee whose realisation is monitored on a daily basis.

Services are developed on the basis of customer surveys, customer feedback and the monitoring of travel-related trends.

The processing of personal data required for engagement is legally compliant, transparent and in line with the principle of purpose limitation, and carried out in accordance with data protection statements. Data is anonymised where possible, and the use of information systems is controlled by means of access rights.

Measures (S4-3)

The airports have strict security processes to ensure safe and undisrupted service use. The personnel are trained extensively to prepare for disruptive incidents. Airpro reports to its customer airlines on non-conformities that concern them.

Safety-related cooperation exercises are carried out at Finavia's airports at regular intervals. The purpose of the cooperation exercises is to ensure the airport's preparedness for various incidents and disruptions. Approximately 20 cooperation exercises related to rescue operations at airports were organised in 2025. The topics assessed in the exercises included, for example, the effectiveness of aerodrome emergency plans, cooperation between stakeholders, and development needs related to communication and incident command. In addition, nine other incident and preparedness exercises were carried out. The participants in the exercises included, as necessary, the authorities, airlines and other operators at the airports.

To prevent information security incidents, Finavia has a cybersecurity management system that includes instructions and processes for ensuring information security. Finavia requires its employees to complete cybersecurity training on a regular basis. The training content is updated to reflect current threats. Finavia has systematically taken measures to improve cybersecurity, such as developing phishing resistance by various means, including passwordless authentication, and operationalising the security classification system for data and gradually expanding information security monitoring activities.

Safety and security incidents related to aviation safety, information security and public safety in airport premises, and their development, are monitored closely and on a regular basis. The supervisory authority (Traficom, EU) carries out regular audits of Finavia's operations. A total of 10 audits were carried out in 2025. Finavia also carries out audits itself in accordance with its annual plan. Finavia carried out seven audits of its own.

Disruptive passenger behaviour in air travel is a growing concern around the world. In 2025, Finavia participated in "Switch Yourself to Flight Mode", a joint campaign by aviation industry operators and the public authorities with the aim of calling attention to disruptive behaviour in air travel. Disruptive behaviour is strictly prohibited in the aviation industry and every incident is reported.

Finavia launched an initiative aimed at the development of safety reporting in 2025. In order to develop safety observations, plans have been made for reporting practices and systems. The new operating practice aims to provide a more uniform overview of the situation and more transparent statistics.

Finavia monitors customer satisfaction closely. The results of customer surveys and received customer feedback are synthesised for review by various working groups, development teams and business-level management teams. Finavia Group's Executive Group and Board of Directors also address the survey results annually. Feedback is prioritised according to criticality and responsibility for corrective action is assigned to the unit in charge of the function in question. Safety-related observations are addressed by taking immediate corrective action when Finavia is informed of the observations.

Targets (S4-4)

The annual safety targets for Finavia's own operations cover all levels of the organisation. Targets are also set for other service providers. Safety targets are set particularly for high-risk activities, such as operations in the runway environment. Finavia reacts to safety-related development needs and unfavourable trends readily and without delay.

The key target for Finavia's own operations is that there are no serious incidents or deviations due to Finavia's actions at its airports. In 2025, there was one serious incident that resulted from Finavia's operations. The cause of the incident was challenging and slippery weather conditions.

Finavia is committed to respecting universal human rights and eliminating all forms of discrimination. The target is to ensure that every customer is treated in a safe and equal manner regardless of their age, gender, origin, health status or other personal attributes. The achievement of the target is monitored by means of customer feedback and surveys.

The key target for Finavia's cybersecurity is to ensure the safety and smoothness of aviation operations and to ensure the continuity and quality of Finavia's operations in all circumstances, even when subject to external disruptions and exceptional circumstances in society.

Sustainability programme themes and targets

Theme	Targets	Metrics	Outcome in 2025
The wellbeing of people			
Wellbeing and safety at work, good leadership, equality and non-discrimination guide our operations. 	• Our personnel have a high level of wellbeing at work and are treated equally and fairly by their supervisors and the entire workplace community. • We increase the diversity of our workplace community across all job roles and enable equal development opportunities for everyone.	• PeoplePower index over 71.5 • Occupational accident frequency (LTIF = number of accidents resulting in an absence times 1,000,000 / hours worked): under 5 • Gender distribution among managers and supervisors: 60% men and 40% women	• PeoplePower index 71.6 • LTIF 8.4 • Of the Executive Group, 67% were men and 33% women • Of supervisors, 64% were men and 36% women • A diversity plan has been drawn up and implemented
Every day, we work for airport security and an equal customer experience. 	• Our customers feel safe and receive equal and humane treatment. • We develop our services to take into account the needs of different customer groups. • The services of Finavia and other operators at the airports are pleasant, easy to use and accessible for every passenger.	• Airport Service Quality (total, on average): 4.3	• Airport Service Quality (total, on average): 4.38
We respect universal human rights and are committed to eliminating discrimination. 	• For our part, we prevent unethical conduct and ensure the realisation of human rights at airports in cooperation with the authorities and our partners, and in our supply chains.	• Our key suppliers are committed to Finavia's Code of Conduct: at least 90%	• Our key suppliers are committed to Finavia's Code of Conduct: 91%

Governance information

Finavia Group is committed to observing the principles of good governance in all of its operations. Governance practices are closely linked to the company's strategy, business conduct and risk management.

Business conduct (G1)

Finavia conducts its business with integrity and transparency, in compliance with ethical principles. This strengthens trust in the company's interaction with customers and stakeholders, thereby enabling the implementation of the strategy and promoting business operations. Finavia is committed to good governance in all of its operations. Effective internal control and risk management help to ensure high operational performance, and they are an essential element of the good corporate governance observed by the Group.

Through adherence to good corporate governance and related processes, Finavia ensures the regulatory compliance of its operations. It is also important for Finavia to promote a corporate culture that emphasises correct action.

In the materiality assessment, the identified material themes included not only adherence to good governance and the ethical principles but also influencing the development of regulation in the operating environment and decisions that concern airports. This provides an opportunity to prepare for the impacts of regulatory changes in advance.

Business conduct policies (G1-1)

Policies related to business conduct are described in paragraph GDR-P.

Finavia Group's operations are based on the Group's values, mutually agreed practices and common goals in promoting the sustainability of air traffic. Finavia's corporate culture reflects the strong regulation of the aviation sector and the prioritisation of safety.

Finavia's employees complete a course on the Code of Conduct once every two years. At the end of 2025, 907 (1,014) persons in Finavia Corporation had a valid completion of the course on their record. For Airpro, the corresponding figure was 1,084.

Through Finavia's whistleblowing channel, the personnel and stakeholders can report suspected incidents of legal non-compliance or violations of Finavia's Code of Conduct or good business practices.

Whistleblowers are protected in accordance with the Act on the Protection of Persons Reporting Infringements of European Union and National Law (1171/2022) when the report concerns an applicable area of European Union or national law. If the whistleblower does not disclose their identity when submitting their report, they remain anonymous throughout the investigation. The whistleblowing procedure is encrypted and password-protected. The whistleblowing channel service provider does not store metadata related to the reports and cannot identify the whistleblower's IP address. In addition, in the Group, no retaliatory measures are taken against persons who have reported suspected violations or misconduct.

Material impacts, risks and opportunities: Business conduct

Impacts	Description	Measures (G1-2)
+ Influencing regulation and increasing trust through open influence	The aviation industry is strictly regulated. Finavia wants to play a role in influencing the regulation of the industry in such a way that the impacts related to the business are predictable.	• Lobbying targets were set to reflect the new strategy • Information on meetings with representatives of government ministries and the Finnish Parliament is entered in the Finnish Transparency Register • Regular reports to management and the Board of Directors
Risks and opportunities	**Description**	**Measures (G1-2)**
+ Corporate governance and ethical business conduct	Finavia's reputation as an ethical, safe and reliable operator in society is strengthened. Cooperation with partners is deepened and mutual satisfaction increases.	• Prevention of corruption and bribery through Code of Conduct training, monitoring and addressing potential violations • Strong internal control processes/ controls to prevent misconduct • Highly competent procurement specialists • Whistleblowing channel and processing reports within the specified time (two days) • A corporate culture that emphasises ethics and correct conduct • Encouraging low-threshold reporting

To ensure and develop safety, Finavia has an ePHI system in place for reporting safety-related non-conformities. As a similar reporting channel, Airpro uses the Falcony non-conformity reporting system, the use of which is based on Regulation (EU) 376/2014 on the reporting, analysis and follow-up of occurrences in civil aviation. Finavia Corporation processed a total of 4,056 reports of non-conformities and Airpro processed 4,627 reports, for a total of 8,683 (8,217) reports in the Group as a whole.

Business conduct actions and resources (G1-2)

Finavia Group is a significant buyer of goods and services in Finland. In connection with competitive tendering, tenderers are subject to requirements and procurement activities are subject to internal audits to ensure that there is no misconduct involved. Finavia has identified high-risk suppliers and aims to purchase sustainably and transparently produced products and services. Participation in tendering processes is conditional on the supplier ensuring the realisation of their employees' significant rights, including the right to occupational health care, accident insurance and earnings-related pension insurance. The Code of Conduct is incorporated into all of our agreements.

Finavia's key contractual partners have made a commitment to the Supplier Code of Conduct, which takes into account the human rights risks in the supply chain, for example, with regard to employment relationships. In addition, all contractual partners have an obligation to inform Finavia without delay if they observe or suspect any violations of the Code of Conduct in Finavia's operations.

Suppliers are required to observe the applicable laws, regulations, good business practices, sustainability principles and responsibility. Finavia's procurement procedures are developed in a goal-driven manner to ensure that the various aspects of sustainability and their applicability are ensured in all service agreements.

Finavia Group's relationships with suppliers are based on trust and transparency. Finavia strives for continuous and open dialogue with suppliers. The procurement training activities aimed at the personnel enable Finavia to ensure that suppliers observe the same ethical principles as Finavia does. This improves the sustainability of supplier relations.

Finavia's cooperation is based on long-term partnerships. Suppliers' business practices are continuously monitored to ensure responsible operations throughout the supply chain. Finavia buys a substantial share of the goods, services and capital goods it uses from Finland and Finnish suppliers. Approximately 90 per cent of Finavia's suppliers are Finnish. The Group's procurement policy complies with a specified principle of equality and non-discrimination both in the selection of suppliers and during cooperation.

Finavia Group complies with the applicable laws and regulations, as well as internal instructions and policies, in all of its activities. The Group operates in a morally and ethically sustainable manner from the perspectives of customers, partners, personnel and society. The detection and prevention of corruption and bribery in the Group is based on three factors: training, specified processes and monitoring.

Employees and service providers' personnel are trained to identify corruption risks and inappropriate influence in decision-making. The employees complete an online course on the Code of Conduct and retake the course once every two years. The HR function monitors course completions. The Board of Directors and the Executive Group also participate in the training. Separately specified processes aim to minimise the influence of an individual person on decisions in procurement activities, for example.

The core principle of Finavia's procurement policy is that an individual cannot make significant procurement decisions alone. Representatives of the businesses and the procurement department always participate in the procurement process. Finavia's related party process, in turn, ensures that any related party transactions are carried out in the interests of the company.

Finavia's related party guidelines are based on the Corporate Governance Code issued by the Finnish Securities Market Association. Finavia's Board of Directors has specified principles for monitoring and assessing the Group's related party transactions. The principles are documented in Finavia's related party guidelines. The purpose of the guidelines is to establish practices that support compliance with the recommendation concerning related party transactions. This also includes anti-corruption principles, which are an integral part of the monitoring of related party transactions. Finavia monitors and assesses any related party transactions and ensures that any conflicts of interests are properly considered in its decision-making. The related parties of Finavia and its Group Companies are specified and a register of the related parties is maintained.

Finavia and each of its Group Companies has its own related party register. The related party guidelines are distributed to related parties and they are also available on the Group's intranet. Related parties have an obligation to familiarise themselves with the related party guidelines when they receive a copy of the guidelines and whenever the guidelines are amended. When there are new related parties in the Group, the HR unit is responsible for ensuring that the new related party is provided with a copy of the related party guidelines and that the legal affairs unit is informed of the change.

Finavia also has a whistleblowing channel in place for employees to report any suspected incidents of bribery, corruption and conflicts of interest. Reports can be made in good faith without evidence, and they are processed confidentially. The process is described in paragraph S1-2.

Business conduct targets (G1-3)

The purpose of business conduct targets is to ensure that operations are based on the Code of Conduct, an open and responsible corporate culture, and transparent procurement practices. The targets cover ethical conduct, the sustainable management of partnerships, the promotion of corporate governance and the development of the personnel's competence.

Confirmed incidents of corruption or bribery (G1-4)

Finavia Group had no confirmed incidents of corruption or bribery in 2025.

Incidents of corruption or bribery in the Group

Year	Incidents
2025	0
2024	0

Political influence and lobbying activities (G1-5)

Finavia Corporation is registered in the Finnish Transparency Register, which is maintained by the National Audit Office of Finland. Lobbying activities aimed at the Finnish Parliament and government ministries, and related advisory activities, are disclosed to the Transparency Register. The SVP, Communications, Marketing and Sustainability and the General Counsel are responsible for notifications made to the Finnish Transparency Register.

Finavia Corporation met with representatives of government ministries and the Finnish Parliament in 2025 and, in these meetings, raised current issues related to aviation and the company, as well as views on the development of Finland's connectivity and air traffic, for example.

Finavia Corporation and Airpro do not give financial support or donations to political parties, politicians or political institutions.

Airpro does not engage in lobbying activities of its own under the Transparency Act and Airpro group companies have not registered in the Finnish Transparency Register as independent companies.

Sustainability programme themes and targets

Theme	Targets	Metrics	Outcome in 2025
Good governance and finances			
We are committed to transparent and open governance. We promote responsible sourcing. 	• We manage Finavia responsibly, communicate transparently and maintain the openness of Finavia's governance.	• Notifications of suspected misconduct or violations received through whistleblowing channel are processed without delay and no later than two days after receiving the notification.	• Notifications were processed within the target time: 94%
	• All of our personnel and key suppliers observe Finavia's Code of Conduct.	• Our key suppliers are committed to Finavia's Supplier Code of Conduct: minimum 90%	• Our key suppliers are committed to Finavia's Supplier Code of Conduct: 91%
We develop our airports on a demand-driven basis to promote Finland's connectivity, internationality and tourism. 	• We promote good flight connections for Finland and Finland's attractiveness as a travel destination.	• Increase in number of passengers: 5%	• Increase in number of passengers: 4.4%

Content index

The structure and content of Finavia's sustainability report follow the EU Corporate Sustainability Reporting Directive (CSRD), but the report is not a sustainability statement as defined in the Chapter 7 of the Accounting Act. The content index aligns with the simplified ESRS published by EFRAG.The information in the report has not been verified by an external party.

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FINAVIA

FOR SMOOTH TRAVELLING

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