



20  
25

Executive Summary



# Sustainability Statement

# Contents

## Sustainability Statement 2025

CHAPTER  
**01**

PAG.4

### Our DNA

- 1.1 Who we are 5
- 1.2 Our values 7

CHAPTER  
**02**

PAG.8

### Key Data 2025

CHAPTER

PAG.12

# 03

An airport that connects, enables and generates value

CHAPTER

PAG.16

# 04

## Sustainability Strategy

4.1 Marconi Airport for the UN 2030 Agenda	17
4.2 The Sustainability Plan	18
4.3 The three Ps and key action	20



01

A large, bold yellow '01' is positioned in the upper left quadrant. Below it, a thick yellow ribbon-like graphic curves across the page, starting from the left edge, looping under the '01', and extending towards the right. The background is a solid dark blue with diagonal stripes in lighter shades of blue and yellow.

## Our DNA

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1.1 Who we are pag. 5

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1.2 Our values pag. 7

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# 1.1 Who we are

Bologna's Guglielmo Marconi Airport, which is classified as a “strategic airport” under the National Airport Plan, is one of the most significant airports in Italy, playing a key role in the mobility and economic development of the area.

With traffic of more than 11 million passengers, in 2025 the Airport was once again the seventh largest domestic airport and the fourth largest in terms of cargo handled.



Located in the heart of Emilia-Romagna's “Food Valley” and automotive and packaging districts, the airport has a catchment area of approximately 11 million residents and approximately 47,000 companies with a strong focus on exports and internationalisation, and commercial expansion policies targeting Eastern Europe and Asia.

It is therefore an enabling infrastructure that facilitates connections between people, businesses and markets, contributing to the competitiveness of the local system and its openness to the national and international arenas. It has, above all, one goal: to be one of Italy's most modern and functional air terminals and the main gateway to the city of Bologna and the surrounding area.

The **ambitious infrastructural development plan** that draws on this premise forms the cornerstone of Guglielmo Marconi Airport's growth strategy and the key driver to **strengthen its network** and traffic. It also contributes, of course, to strengthening the **non-aviation business** and improving efficiency and innovation in the services offered.



The common thread that brings the entire airport ecosystem together is **sustainability**, which constitutes a strategic, integrated lever in all business processes that seeks to mitigate the negative impacts produced and, most importantly, generate positive impacts for all stakeholders.



## 1. Innovation

We promote the evolution of processes and ideas, making our day-to-day actions both agile and stimulating, with a view to building a sustainable future for the Group.



## 2. Focus on the individual

We place a focus on individuals as people by listening and responding to their needs with respect, attentiveness and empathy.



## 3. Team spirit

We foster an inclusive and supportive environment built on trust and shared goals, collaborating and valuing everyone's contribution.



## 4. Responsibilities

We satisfy both internal and external needs, pursuing every task and target through to completion with commitment, proactiveness and enthusiasm.

# 02

Key  
Data  
2025

## Air traffic



↗ +3.4%  
VS 2024

1 1 M L N

PASSENGERS



1 2 2

DESTINATIONS



7 ° I T A

7th LARGEST ITALIAN AIRPORT  
by passenger numbers



4 ° I T A

4th LARGEST ITALIAN AIRPORT  
by volume of cargo handled

## Operating data

181.4  
million  
€

in consolidated  
revenues

+9.2%  
VS  
2024

54.5  
million  
€

in EBITDA

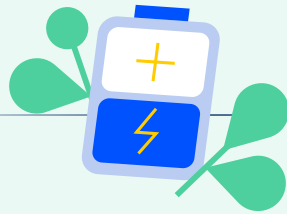
-1.1%  
VS  
2024

24.8  
million  
€

in consolidated  
profit

+1.7%  
VS  
2024

## Planet Data



**100%**  
of electricity from  
renewable sources

**CORPORATE CARBON FOOTPRINT**  
(Scope 1, Scope 2 [market-based] and Scope 3):

**614,160 tCO<sub>2</sub>eq**

Scope 1+2 target  
to 2030  
**-100% vs 2010**

Scope 3 target  
to 2030  
**-27% vs 2019**

**level**

**4+**

“Neutrality”  
Airport Carbon  
Accreditation

The **Airport Carbon Accreditation** is the certification programme for airport carbon management, which independently evaluates and recognises airports’ efforts to manage and reduce their carbon emissions through 7 certification levels: **Level 4+ is one of the highest (exceeded only by Level 5).**

## Prosperity Data

**56.3**  
million €  
investment

in infrastructure development,  
innovation and sustainability  
activities

**92% tenders** in which  
suppliers were screened  
based on ESG criteria

**ESTIMATED DIRECT IMPACT**

**473.97**  
million € GDP

**JOBS CREATED\***

**8,456**



\*Generated by the activities of the companies that operate directly in or close to the airport.

## People Data

**649 employees**  
(2025 average workforce)

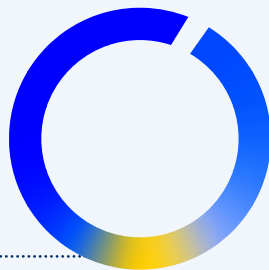


★ **GENDER EQUALITY CERTIFICATION**  
(UNI/PDR 125:2022)

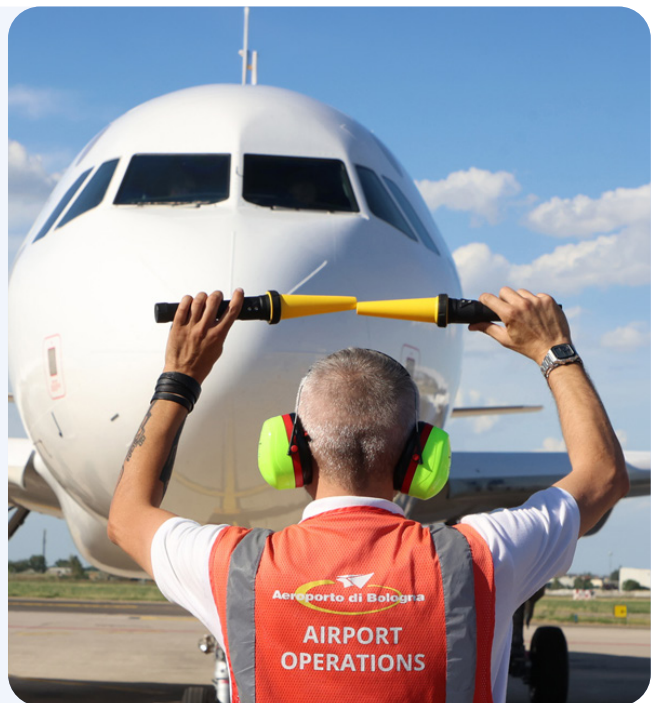
★ **DIVERSITY & INCLUSION CERTIFICATION**  
(ISO 30415)

**49% women**

**OVERALL PASSENGER SATISFACTION WITH SERVICES PROVIDED**



**99.6%**



# 03

An airport that  
connects,  
enables and  
generates value

# Air traffic performance

YEAR	PASSENGERS	DESTINATIONS	AIRLINES
2025	11.1 million	122	55
2024	10.8 million	118	53
2023	10.0 million	118	55

Guglielmo Marconi Airport operates as part of a **multifaceted ecosystem** that involves institutions, airport operators, airlines, suppliers and local communities. As such, its impact goes far beyond the air traffic it generates. As a **facilitator of mobility**, it also **supports economic chains** and ultimately enhances the **attractiveness of the whole area**.



In 2025, Bologna Airport’s direct impact, generated by the **activities of companies** operating directly within the airport or in the immediate vicinity, was estimated at **Euro 473.97 million** and **8,456 jobs**.

While the total **direct, indirect and induced impact** of the airport is estimated at **Euro 1.073 billion in GDP** and **21,732 jobs created**.

These figures highlight Guglielmo Marconi Airport’s concrete contribution to the economic and social growth of the area.

# Economic impact



YEAR	DIRECT IMPACT	INDIRECT IMPACT	SPIN-OFF IMPACT	CATALYTIC IMPACT
2025	€473.97 M GDP 8,456 jobs	€441.35 M GDP 7,357 jobs	€158.16 M GDP 5,919 jobs	€1,672.09 M GDP 24,335 jobs
2024	€460.63 M GDP 8,218 jobs	€428.93 M GDP 7,150 jobs	€153.71 M GDP 5,753 jobs	€1,672.09 M GDP 24,335 jobs
2023	€426 M GDP 7,594 jobs	€396 M GDP 6,607 jobs	€142 M GDP 5,316 jobs	€1,672.09 M GDP 24,335 jobs

\* Direct impact = generated by the activities of the companies that operate directly in or close to the Airport.

\* Indirect impact = generated by the activities of companies that provide goods, services and support to airport operations (e.g. including catering, aircraft fuel supply, etc.).

\* Spin-off impact = generated by employees of airport-related companies, whose income stimulates the creation of new jobs in local sectors.

\* Catalytic impact = quantifies how the Airport’s presence fosters economic development in other sectors, stimulating business and employment.

THE VALUES PROVIDED SHOULD BE UNDERSTOOD AS ESTIMATES.

The airport’s role as significant infrastructure also entails a broader responsibility to consider **environmental and social balance**.

It is no coincidence that for Guglielmo Marconi Airport, sustainability means promoting a model of development that focuses on **environmental impacts, quality of work, relationship with communities, security** – including IT – and **promoting innovation**.



As with any productive activity, however, there is no shortage of complexities. First, **the noise impact** on surrounding communities brought about by the gradual increase in air traffic.

**This is a challenge that Bologna Airport has always faced with rigour and transparency. In 2025, noise monitoring and sharing of specific data with relevant authorities, such as the Noise Commission, continued, as did the dissemination of information to citizens and passengers.**

This approach forms part of **the Noise Containment and Abatement Plan**, which seeks to reduce noise impacts, consistent with the principles of the Balanced Approach provided for in Regulation (EU) 598/2014.

The Group also continued to apply concrete mitigation measures. Two examples are particularly noteworthy: the inclusion of new take-off routes that do not fly over densely populated areas and the introduction of measures to reduce nocturnal overflight of the city.

# 04

## Sustainability Strategy

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4.1 Marconi Airport  
for the UN 2030  
Agenda pag. 17

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4.2 The Sustainability  
Plan pag. 18

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4.3 The three Ps  
and key action pag. 20

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# 4.1 Marconi Airport for the UN 2030 Agenda

Sustainability, understood as **attention to environmental, social and governance impacts**, has always been an integral part of the Company's approach and has come to play an increasingly strategic and central role in recent years.

Beginning with the 2021 establishment of an Inter-Company Sustainability Committee, tasked with preparing and updating the **Sustainability Plan**, to the recent implementation of the **CSRD (Corporate Sustainability Reporting Directive)** which has profoundly structured ESG processes and related governance.

The Sustainability Plan describes the main actions to be taken, each of which is linked to the Sustainable Development Goals of the United Nations 2030 Agenda.

Of the 17 global goals adopted by the UN, the following have been identified as priorities:



# 4.2 The Sustainability Plan



Guglielmo Marconi Airport's Sustainability Plan includes all the initiatives that seek to **improve ESG performance**, with a particular focus on **reducing environmental impacts** and **creating value for the local area**.

## ENVIRONMENT – ENVIRONMENTAL PROTECTION

- Biodiversity: protect natural resources and biodiversity.
- Circular economy: reduce waste generation and reuse materials for the purposes of the circular economy.



## ENVIRONMENT – CLIMATE CHANGE

- Climate change: reduce Scope 1 and Scope 2 emissions to zero by 2030 (Net-Zero), manage climate change impacts by adapting infrastructure to expected climate profiles, and reduce Scope 3 emissions.

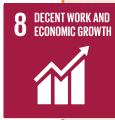


## ENVIRONMENT – MOBILITY

- Intermodality: promote ground travel connections to reduce climate-changing emissions and improve passenger service.
- Sustainable mobility: promote collective and sustainable worker mobility to reduce climate-altering emissions.

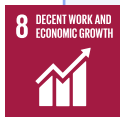


## SOCIAL – SOCIAL SUSTAINABILITY



- Regional connectivity and development: contribute to connectivity and regional development.
- Occupational health and safety: safeguard the health and safety of individuals and promote sustainability culture among workers.
- Digital innovation: improve airport processes and develop technological innovation.
- Human rights, gender equality, diversity and inclusion: create an inclusive environment, valuing individual differences and ensuring equal opportunities and success for everyone.
- Noise and annoyance: reduce airport noise and annoyance to local communities.

## GOVERNANCE – ECONOMIC SUSTAINABILITY



- Sustainable supply chain: integrate ESG principles into supply chain and business partner management.
- Communication: effectively communicate sustainability initiatives and performance.
- Partnerships: promote collaboration with stakeholders, sharing common sustainability goals.
- Compliance and prevention of corruption and fraud: ensure compliance with applicable regulations and prevent corruption and fraud.
- Service quality and customer satisfaction: improve service quality and customer experience.

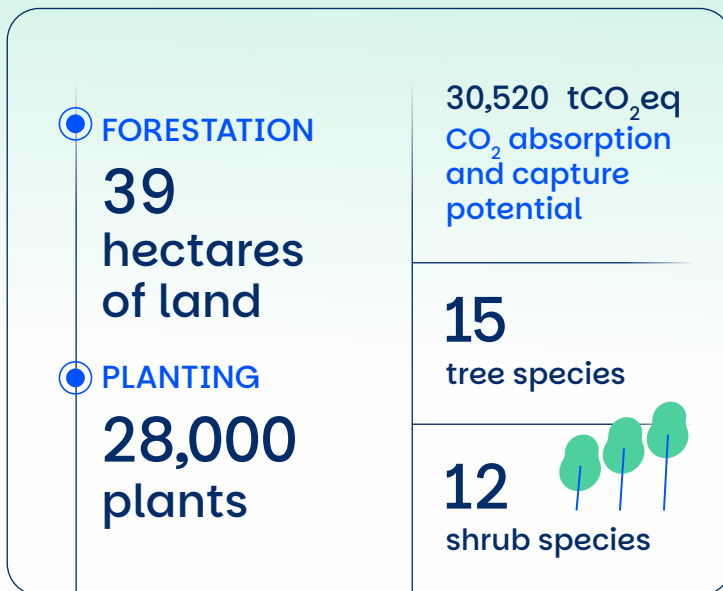
# Planet



Planet represents Guglielmo Marconi Airport's commitment to environmental protection and combatting climate change. In this respect, the organisation gears its business model toward reducing environmental impacts, making efficient use of resources and protecting ecosystems, in line with global goals and decarbonisation strategies in the civil aviation sector.

Some of 2025's most significant measures are described below.

## Wooded strip and biodiversity



Biodiversity is protected through monitoring of the fauna and flora in the airport surroundings and environmental remediation.

The key initiatives carried out include the completion of the wooded strip north of the airport, which involved the forestation of 39 hectares of land (equal to approximately 56 football pitches) and the planting of nearly 28,000 trees. This work consists of creating a green lung with a dual function: absorbing carbon dioxide and enhancing the landscape.

## Sustainable mobility



37%

of corporate  
vehicles fleet

Hybrid and  
electric vehicles

44

charging  
points  
installed

in the airport area

Guglielmo Marconi Airport promotes sustainable mobility through a number of initiatives.

These include investments in renewing its corporate vehicle fleet, which in 2025 consists of approximately **37% hybrid and electric vehicles**, and, most importantly, the MaaS (Mobility as a Service) project, developed in collaboration with key local stakeholders, which integrates public and private transportation (buses, trains, People Mover, car-sharing, bike sharing).

2025 saw significant progress in terms of accessibility, connectivity and usability of the airport:

- Work continued on the two sections of the **bike path** outside the airport grounds, which are intended to become part of the Ciclovía del Sole – Eurovelo 7 cycle path;
- The **BLQ Bike Station** expansion project began;
- Collaborations continued with **Marconi Express** and **Tper** to facilitate access to the airport via public transport;
- **Air traffic was more evenly distributed** throughout the day thanks to the introduction of co-ordinated airport status. This change reduced peaks and accommodated new routes and carriers, improving service quality.

# Net-Zero Carbon Plan 2030

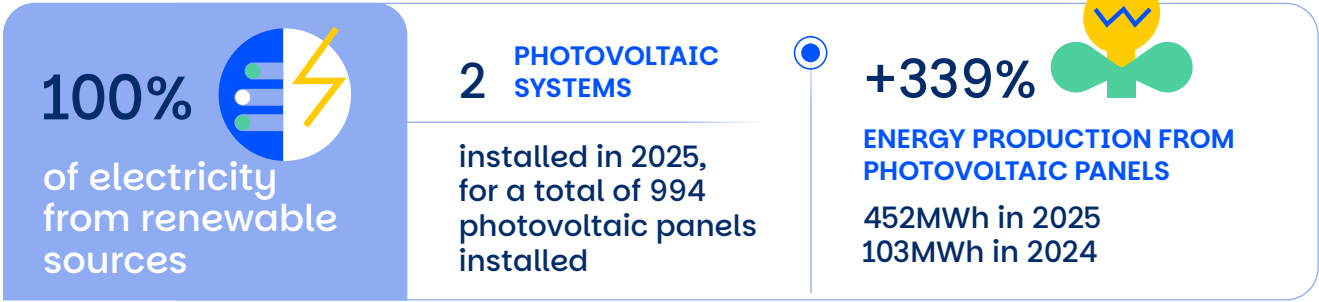
HIGHLIGHTS		
2030 Net Zero Target		<p><b>-100% Scope 1 and 2 (vs 2010)   -27% Scope 3 (vs 2019)</b></p> <p>*The target concerns the reduction of Scope 1 and 2 greenhouse gas emissions by at least 90% compared to the base year (2010), while offsetting the remainder.</p>
2025 ACTUALS	Scope 1	<p><b>3,914 tCO<sub>2</sub>eq (+38% vs 2024)</b></p> <p>*Scope 1= direct emissions generated from sources owned or controlled by the organisation (e.g. fuel combustion). There was an increase in Scope 1 emissions, mainly due to greater use of natural gas related to business growth (e.g. infrastructural expansions and increased passenger numbers) and increased trigenerator use for power generation, heating, and cooling.</p>
	Scope 2 market based	<p><b>Zero emissions (as in 2024)</b></p> <p>*Scope 2 market based= indirect emissions from energy purchased, calculated on the basis of the contracts and suppliers chosen (e.g. certified renewable electricity).</p>
	Scope 2 location based	<p><b>1,820 tCO<sub>2</sub>eq (-27% vs 2024)</b></p> <p>*Scope 2 location based= indirect emissions from purchased energy, calculated based on the grid's average energy mix.</p>
	Scope 3	<p><b>610,246 tCO<sub>2</sub>eq (+2% vs 2024)</b></p> <p>*Scope 3= all indirect emissions generated in the value chain (e.g. suppliers, transportation, product use).</p>

## Energy

Guglielmo Marconi Airport has developed a Net-Zero Carbon Plan 2030 with the goal of reducing direct and indirect (Scope 1 and 2) emissions by at least 90% from 2010 levels and offsetting remaining emissions by 2030.

Meanwhile, a specific Scope 3 emission reduction plan has been established to ensure structured and effective management of environmental impacts along the supply chain.

The electricity purchased by the Group comes entirely from renewable sources certified through Guarantees of Origin, and this choice delivers obvious positive impacts on the Corporate Carbon Footprint. New photovoltaic systems were also installed on several airport structures in 2025, and a project was approved to build a 4.4 MW ground-mounted photovoltaic system with more than 9,500 panels. This work constitutes the first phase of photovoltaic field development on an approximately 30 hectare area north of the runway.



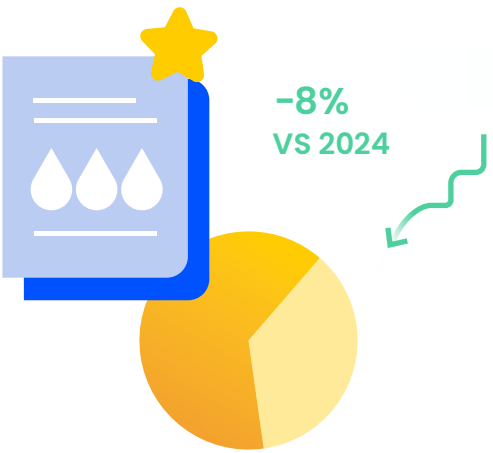
## Pollution and air quality

Air quality is continuously monitored by stations installed throughout the region, in co-operation with local authorities. The system enables pollutant trends and concentrations to be monitored and supports the application of mitigation measures.

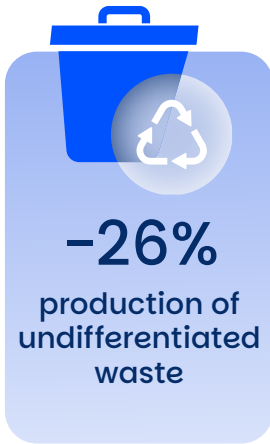
## Water consumption

Particularly because it operates in a water-stressed area, Guglielmo Marconi Airport pays close attention to water management.

In 2025, the project to supply water for non-potable uses, such as irrigation, firefighting tests and operation of air conditioning systems, continued, drawing on wells constructed in 2022.



## Circular economy and resource use



PROGETTO	2025	2024	HIGHLIGHTS
Reduction in plastic produced per 1,000 passengers	17.73 kg	20.62 kg	-14% vs 2024
Reduction and recycling of packaging	18,438 kg recycled film	12,270 kg recycled film	+50% vs 2024
Surplus food recovery and donation	8,000 kg food products recovered	1,900 kg* food products recovered (in 7 months of activity)	+321% vs 2024
Waste vegetable oil (WVO) recovery for biodiesel	1,650 kg of waste collected 1,700 litres of biodiesel produced	900 kg of waste collected 927 litres of biodiesel produced	+83% biodiesel vs 2024

Guglielmo Marconi Airport promotes circular economy models through numerous initiatives. The following four examples are particularly noteworthy:

The following four examples are particularly noteworthy:

1

Reduced usage of single-use plastic at sales points.

2

Recovery of goods packaging, in co-operation with Aliplast.

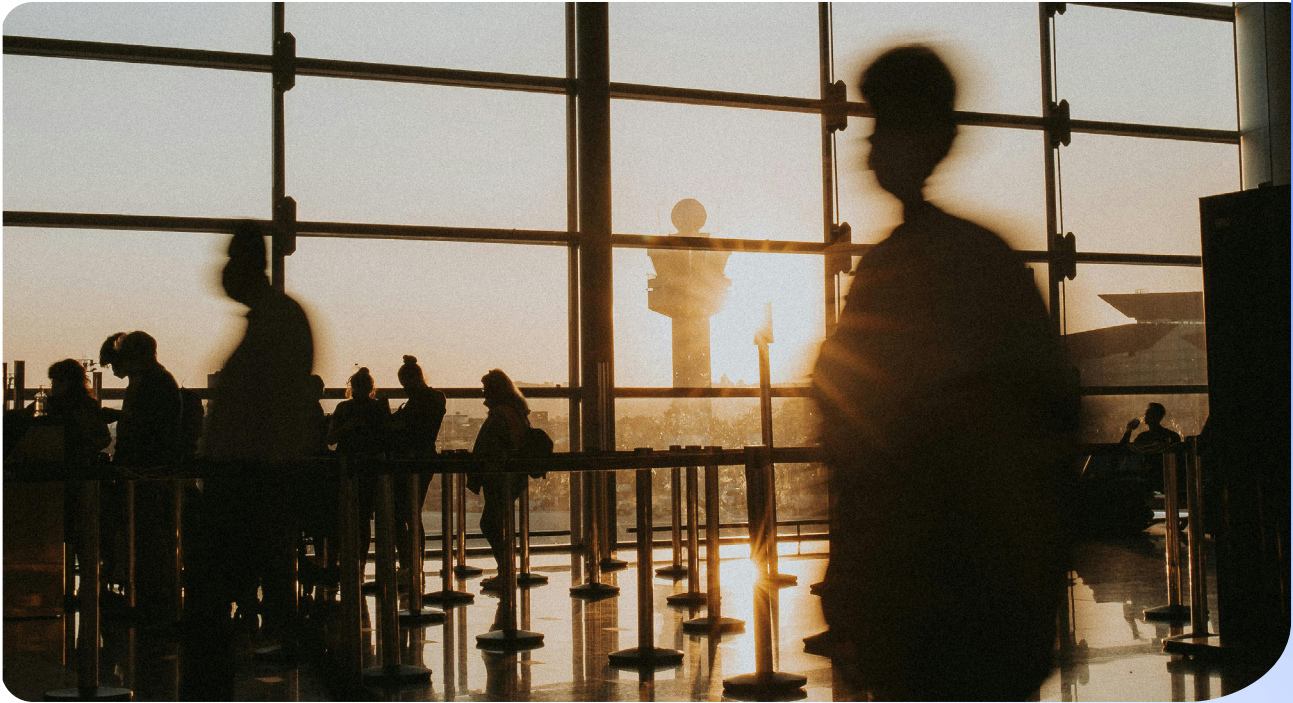
3

Redistribution of surpluses from food&beverage outlets and other commercial establishments at the airport, which are subsequently donated to local organisations and associations, in collaboration with Last Minute Market and the Hera Group;

4

Recovery and upcycling of organic waste, including waste vegetable oil (WVO) for biodiesel production, in cooperation with the Hera Group.

These measures help reduce waste and improve resource use efficiency.



## Certification



Guglielmo Marconi Airport recognises that **climate change** is a major global challenge and has, therefore, integrated the topic into its **sustainable development strategy**.

level

4+

“Neutrality”  
Airport  
Carbon  
Accreditation

In 2025, Guglielmo Marconi Airport confirmed its 4+ “Neutrality” Airport Carbon Accreditation level. The ACA is an international programme that certifies airports for managing, reducing and offsetting carbon emissions, recognising their Environmental Sustainability level.

# People



Guglielmo Marconi Airport promotes inclusion, well-being, safety and professional development in an environment that is geared towards collaboration and continued growth. This commitment extends not only to its employees, but also to the entire community, as it seeks to generate shared value and foster sustainable and inclusive development, generating benefits for the entire area.

DESCRIPTION	2025	2024
Male	329	314
Female	320	289
% female	49%	48%
Total employees	649	603
Permanent employees	518	485
Temporary employees	131	118
< 30 years of age	117	92
30-50 years of age	309	295
> 50 years of age	223	216

## Gender Equality, Diversity and Inclusion and Human Rights Policy

Guglielmo Marconi Airport confirms its commitment to protecting human rights, promoting equal treatment and combatting all forms of discrimination.

As such, the Policy on Gender Equality, Diversity and Inclusion was updated in 2025 to include references to respect for human rights. This move sends a clear signal that respect for human rights and valuing diversity are central elements of the corporate culture.

**The policy explicitly and firmly condemns forced labour, child labour, and human trafficking, along with all forms of discrimination based on race, sex or age, political or religious beliefs, physical or social conditions. Its goal is to create a fair and inclusive work environment that removes all barriers and fosters the full development of every individual's potential.**

## Well-being and quality of work

Staff well-being is encouraged through dedicated services such as the company canteen and gym, the adoption of policies geared toward improving work-life balance and ensuring occupational health and safety.

Active protocols are also in place to handle critical situations, including the Anti-Aggression Protocol, which has been extended to the entire airport community.

YEAR	NO. OF EMPLOYEE WORK-RELATED INJURIES
2025	5
2024	6
2023	6




## Training and development

Training is a central element in individual growth. In 2025, training was conducted on topics such as inclusion, artificial intelligence and cyber security, involving a large number of employees.

**33h** average training hours per employee

Specifically, programmes on AI have enabled both operational and strategic skills to be developed, while cyber security initiatives have helped spread a culture of cyber risk prevention.

### Certification

Guglielmo Marconi Airport has adopted a number of certification systems to support the management of impacts on people. These include ISO 45001 certification for occupational health and safety (renewed in 2025) to ensure compliance with the highest standards in worker protection.

Also of note is the UNI/PdR 125:2022 **Gender Equality Certification**, which attests to the Group's commitment to reduce the gender gap and promote equal opportunities. Finally, **ISO 30415 certification on Diversity & Inclusion** confirms the Company's desire to create an inclusive environment that respects diversity.

**33% female executives**  
(3 women; 6 men)

Identical entry wage regardless of gender

Total employee gender pay gap: +3.4% in favour of men

Gender pay gap permanent employees: +3.0% in favour of women



## Noise and annoyance

Noise management remains one of the central themes of the Group's Sustainability Plan. Using an **airport noise monitoring system**, which correlates noise events recorded by monitoring stations with radar tracking acquired by the same system, Guglielmo Marconi Airport periodically monitors noise pollution in the airport area.



Comparison 2025 data with that of 2024 reveals that the noise values recorded by the monitoring stations have not changed significantly. This highlights that the noise level near the airport's runway (as defined under Ministerial Decree 31/10/1997) has remained almost constant, with no major changes in the elements monitored. This comes despite the increase in air traffic.

# Prosperity



Prosperity represents the ability to generate long-term sustainable value by combining local community well-being, economic growth, innovation, and service quality. The objective is to develop a resilient, efficient business model that looks to the future.

Some of 2025's most significant measures are described below.

# Sustainable supply chain



The commitment to create a sustainable supply chain is an integral part of Guglielmo Marconi Airport's Sustainability Plan and is reflected in several initiatives, including:

- The development of a risk assessment framework to identify the most critical suppliers and business partners in relation to the material sustainability topics.
- Monitoring ESG maturity in the supply chain using the SynESGy platform.
- Verifying the adoption of ethical and sustainable behaviour through the scheduling of periodic audits at partners.
- Promoting safety training programmes.
- The introduction of reward criteria in tenders for companies with exceptional ESG performance.

# Cybersecurity



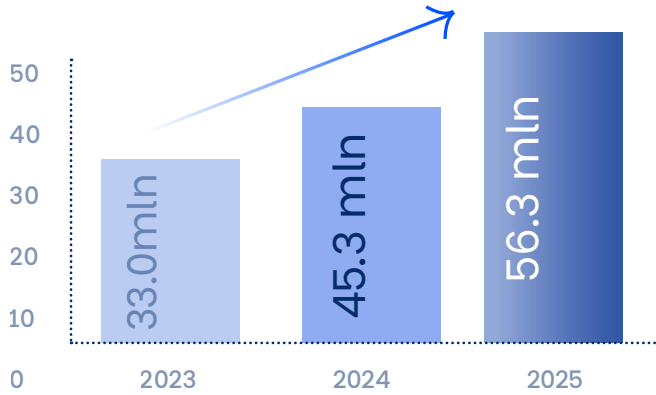
Cyber security is ensured by advanced, 24-hour systems that enable continuous threat monitoring and rapid incident management. Periodic audits are also carried out to verify regulatory compliance and the effectiveness of the measures taken.

# Innovation

Innovation constitutes a strategic driver of growth. The 2026-2030 Innovation Plan defines Marconi Airport's main development lines, with the active involvement of various business functions through collaborative initiatives and programmes for shared idea generation.

## Services and infrastructure

Investment in Sustainability, Innovation, Quality and Infrastructure:



### 8 X-Ray machines

The 8 tomographic-technology x-ray machines allow liquids in containers of up to two litres to be carried in carry-on baggage. This innovation was introduced in 2025 and speeds up security checkpoints and improves service quality overall.

Customer Satisfaction Performance:

YEAR	OVERALL SATISFACTION	GENERAL CLEANLINESS LEVEL PERCEPTION	GATE WAITING TIME (% OF PASSENGERS SATISFIED)
2025	99.6%	99.8%	98.1%
2024	99.3%	99.6%	95.8%
2023	99.8%	99.8%	99.2%

## Certifications

Certified management systems guarantee high operational standards. The Airport holds the following certifications:

- ISO 27001 for Information Security,
- ISO 9001 for Quality,
- ISO 56001 for Innovation,
- ISO 14001 Environment,
- ISO 50001 Energy,
- ISO 45001 Health and Safety,

These tools ensure a structured approach to process management, data protection and safeguarding innovation



Guglielmo Marconi Airport invests constantly in improving services and infrastructure as it seeks to provide a high quality, efficient experience for all passengers.

2025 saw investments worth **Euro 29.6 million** in infrastructure activities and **Euro 22.3 million** for activities relating to airport operations, technological innovation, sustainability, and service quality.

**A solid Group has emerged from 2025.  
One which has demonstrated its ability  
to grow even in a challenging environment,  
thanks to the skills of its people,  
collaboration with the institutions and  
industrial partners and a firmly  
future-focused investment plan.**

For 2026, Guglielmo Marconi Airport confirms  
its determination to continue creating  
an increasingly modern, sustainable airport  
capable of growing with the territory, to further strengthen  
its role as key infrastructure in Emilia-Romagna  
and the entire national economic system.



The full text of the Consolidated Financial Statements of the Aeroporto Guglielmo Marconi di Bologna Group and the Financial Statements of Aeroporto G. Marconi di Bologna S.p.A. at December 31, 2025 can be found at [bologna-airport.it](http://bologna-airport.it)

[bologna-airport.it](http://bologna-airport.it)

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