

SUSTAINABILITY POLICY



London Luton Airport Operations Limited (LLAOL) is committed to addressing Environmental, Social and Governance (ESG) issues facing our business and our stakeholders.

As a community-owned airport, we are determined to serve the needs of the community whilst reducing our impact on the environment and improving the economy and social fabric of our community.

We have strong business practices in place as we aim for continuous improvement whilst responding to the ever evolving regulatory landscape for ESG. We also aim to extend our ESG practices across our supply chain to widen our influence over London Luton Airport's sustainability practices.

This policy aligns our shareholder's core sustainability and operational policies and expectations, including the "Sustainability Policy of Aena", which was adopted by LLAOL board in October 2023.

Our ESG operating principles are reflected in the following:

Environmental Sustainability

- To act in accordance with LLAOL's Environment Policy which recognises and accepts responsibility to protect the environment, prevent pollution and minimise the environmental impacts of our business activities whilst continuing to review our performance in managing these impacts.
- Operate in accordance with LLAOL's Energy Policy which outlines our commitment to continuously improving our energy management and performance, and in turn reducing our greenhouse gas emissions.
- Contribute to climate change mitigation by implementing our Net Zero 2040 roadmap to target our direct greenhouse gas emissions (GHG), including non-CO2 effects, and working with our stakeholders and supply chain to reduce indirect GHG emissions, whilst exploring the latest carbon reduction innovations and approaches.
- Minimise our impact on the environment through the implementation of a circular economy, reducing pollution and limiting nuisance for our neighbours.
- Work with our partners and airlines to prepare for the future introduction of innovative technologies and aiming to improve operational efficiency.
- Promote and monitor the uptake of sustainable modes of transport by staff and passengers, in line with LLAOL's Airport Surface Access Strategy (ASAS).

Social Sustainability

- Building sustainable communities through supporting dedicated community initiatives which can contribute to economic growth and alleviate poverty by supporting skills and training in the community, with the aim to create positive social impact.
- Engage with all internal LLAOL staff to embed our social objectives within the organisation for LLAOL and partners to ensure we meet the needs and expectations of the customer experience and employee wellbeing and mental health.
- Employees are also encouraged to engage in volunteering opportunities and fundraising initiatives further supporting LLAOL's social sustainability objectives.

Governance

- Integrate sustainability decision-making into all aspects of business planning and organisational levels, maintaining a commitment to continuous improvement of the sustainability of our operations, supported through a strong governance and management structure.
- Work with our supply chain to develop and implement LLAOL's Sustainable Supply Chain Charter for suppliers to influence sustainability, including: aspirations to reduce emissions; deliver social value; and, implement plans to mitigate climate change risks.

Responsibility for this policy and its contents sits with the Sustainability Committee of the Board of Directors and the Chief Executive Officer of London Luton Airport Operations Limited.

Alberto Martin

Chief Executive Officer

Valid Until December 2026



London Luton Airport