

Manchester Airport Group GRI Content Index

2021/2022



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General Disclosures

Manchester Airport Group (MAG) presents its reporting against the Global Reporting Initiative (GRI) content index. This provides a structure to our CSR reporting and provides information and data for topics that are material to our operations and sites. MAG has reported in accordance with the GRI Universal Standards 2021 for the period 1st April 2021 - 31st March 2022 using GR1: Foundation 2021 and applicable GRI Sector Standard(s) GRI G4: Airport Operators.

GRI 2: General Disclosures

This material references Disclosures 2-1 to 2-30 from GRI 2: General Disclosures 2021

DISCLOSURE	REFERENCE		OMISSION(S)
	Organisation and Reporting Practices		
2-1-a	Name of the organisation	Manchester Airports Group	
2-1-b	Nature of ownership and legal form	2021 / 22 MAG Annual Report and Accounts, p55-64, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG operates under the name of The Manchester Airports Group Plc. All MAG airports are governed by UK aviation law, under the Civil Aviation Authority.	
2-1-c	Location of headquarters	Manchester Airport Group, Olympic House, Manchester Airport, Manchester, M90 1QX	
2-1-d	Countries of operations	2021 / 22 MAG Annual Report and Accounts, p. 16-22. available online: https://www.magairports.com/investor-relations/annual-and-interim-reports/	
2-2-a	Entities included in its sustainability report	MAG CSR 2021 / 22 Report , p.47-75, available online at https://www.magairports.com/responsible-business/csr-reports/	
2-2-b	Differences in entities listed in financial reporting compared to sustainability reporting	All sustainability data relates to Manchester Airport Group’s total operations omitting sites in the United States. Sites in the USA have been omitted from the Sustainability reporting on the basis of Gross Asset Value (GAV) contributing to 0.4% of MAGs overall asset value.	
2-2-c	Consolidation approach	2021 / 22 MAG Annual Report and Accounts, p26-31., available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	
2-3-a	Reporting period and frequency of sustainability reporting	1st April 2021 - 31st March 2022, reporting annually 2021 / 22 MAG Annual CSR Report, p.1 https://www.magairports.com/responsible-business/csr-reports/	

DISCLOSURE	REFERENCE		OMISSION(S)
2-3-b	Reporting period and frequency of financial reporting	1st April 2021 – 31st March 2022, reporting annually 2021 / 22 MAG Annual Report and Accounts, p.1 https://www.magairports.com/investor-relations/annual-and-interim-reports/	
2-3-c	Publication date	31 October 2022	
2-3-d	Contact point for reporting	CSR@magairports.com	
2-4-a	Restatements of information	Due to changes in measurement methodologies our energy use and carbon emissions have been estimated to make use of more detailed consumption information and replace estimates included in our MAG Annual Report and Accounts 2021 / 22 report, p24. Available online at: https://www.magairports.com/investor-relations/annual-and-interim-reports/ Details of this restatement are provided within our reports and within our 2021 / 22 MAG GRI Disclosures, available online at https://www.magairports.com/responsible-business/csr-reports/ Due to changes in the definitions used for indirect economic impact (GRI 203-1) our disclosure of this information and data is...	
2-5-a	Policy and practice for external assurance	All the data in our report has been subject to our internal business quality control processes TUV Nord audited the data for the purposes of the CSR reporting as well as GRI table data and KPMG audited financial reporting for the purposes of the Annual Report both external assurance providers have a contractual relationship with Manchester Airport Group.	

DISCLOSURE	REFERENCE	OMISSION(S)
2-5-b	<p>Relationship between the organisation and the external assurance provider</p> <p>TÜV Nord audited data used for the purposes of the CSR reporting as well as GRI table data. This included an audit of the following content indexes: GRI 201 – Economic performance GRI 202 – Market Presence GRI 203 - Indirect Economic Impact GRI 204 – Procurement Practices GRI 302 - Energy GRI 305 - Emissions GRI 405 - Diversity and Equal Opportunity GRI 413 – Local Communities GRI G4 - Sector Specific disclosures (G4)</p> <p>2021 /22 MAG Annual CSR Report, TÜV Nord statement, p.18, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>KPMG audited financial reporting for the purposes of the Annual Report both external assurance providers have a contractual relationship with Manchester Airport Group.</p> <p>GRI 201 - Economic Performance GRI 207 - Approach to Tax</p> <p>2021 /22 MAG Annual Report and Accounts, KPMG Statement, p. 93-98, available online at, https://www.magairports.com/investor-relations/annual-and-interim-reports/</p>	
Activities and workers		
2-6-a	<p>Sector(s) in which it's active served</p> <p>2021 /22 MAG Annual Report and Accounts, p. 10-12,available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>Airport websites also hold passenger destination information: https://www.manchesterairport.co.uk/ https://www.eastmidlandsairport.com/ https://www.stanstedairport.com/</p>	
2-6-b	<p>Value chain</p> <p>2021 /22 MAG GRI Disclosures, Table 204-1, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
2-6-c	<p>Other relevant business relationships</p> <p>Other relevant business relationships are disclose in the MAG Annual Report and Accounts 2021 /22, p.52-54, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p>	

DISCLOSURE	REFERENCE	OMISSION(S)
2-6-d	<p>Significant changes to the organisation and its supply chain</p> <p>2021 /22 MAG GRI Disclosures, Table 204-1, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>Airport websites also hold passenger destination information: https://www.manchesterairport.co.uk/ https://www.eastmidlandsairport.com/ https://www.stanstedairport.com/</p> <p>There have been no significant changes in the organisation when compared to the previous reporting period.</p>	
2-7-a	<p>Information on employees and other workers by gender and region</p> <p>2021 /22 MAG GRI Disclosures, Table 2-7, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
2-7-b	<p>Information on employees and other workers</p> <p>2021 /22 MAG GRI Disclosures, Table 2-7, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
2-7-c	<p>Methodologies and assumptions used to compile data</p> <p>i) Total employees for the GRI Content Index is compiled using the employee numbers as at the 31 st December 2021.</p> <p>ii) Total employees reported in the 2021 Annual Report is the average number of employees across 2021.</p>	
2-7-d	<p>Contextual information for 2-7-a and 2-7-b</p> <p>During the financial year starting 01 /04 /21 and ending 31 /03 /22, MAG was still impacted by the pandemic and the uncertainty regarding travel restrictions, along with the regular changes to those restrictions and requirements on passengers. Resourcing requirements were reviewed on a regular basis in light of this changing environment and resulted in changes to furlough, redundancies and, in the latter part of the financial year, a significant drive to build back capability and increase resources.</p>	
2-7-e	<p>Describe significant fluctuation in the number for employees</p> <p>During the financial year starting 01 /04 /21 and ending 31 /03 /22, MAG was still impacted by the pandemic and the uncertainty regarding travel restrictions, along with the regular changes to those restrictions and requirements on passengers. Resourcing requirements were reviewed on a regular basis in light of this changing environment and resulted in changes to furlough, redundancies and, in the latter part of the financial year, a significant drive to build back capability and increase resources.</p>	
2-8-a	<p>Total number of workers who are not employees</p> <p>2021 /22 MAG GRI Disclosures, Table 2-8, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>ii)The type of work they perform is ground handlers, boarder force</p>	

DISCLOSURE	REFERENCE	OMISSION(S)
2-8-b	Methodologies and assumptions used to compile data	<div>i) Total contractors for the GRI Content Index is compiled using the employee numbers as at the 31 st December 2021.</div> <div>ii) Total employees reported in the 2021 -22 Annual Report is the average number of contractors across 2021 -22.</div>
2-8-c	Describe significant changes in number of workers who are not employees	During the financial year starting 01/04/21 and ending 31/03/22, MAG was still impacted by the pandemic and the uncertainty regarding travel restrictions, along with the regular changes to those restrictions and requirements on passengers. Resourcing requirements were reviewed on a regular basis in light of this changing environment and resulted in changes to furlough, redundancies and, in the latter part of the financial year, a significant drive to build back capability and increase resources.
	Governance	
2-9-a	Governance structure	2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-9-b	Committees of the highest governance body	2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-9-c	Composition of the highest governance body and its committees	2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-10-a	Nominating and selecting the highest governance body	2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-10-b	Criteria used for nominating and selecting the highest governance body	2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-11-a	Chair of the highest governance body	2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/

DISCLOSURE	REFERENCE	OMISSION(S)
2-11-b	Nominating and selecting the highest governance body and conflict of interest mitigation	2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-12-a	Role of highest governance body in setting purpose, values, and strategy	2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-12-b	Role of highest governance body in overseeing due diligence	<div>i)Engagement with stakeholders in supporting these processes 2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</div> <div>ii) Considering the outcomes of stakeholder engagement - 2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</div>
2-12-c	Role of highest governance body in reviewing the effectiveness of processes	2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-13-a	Delegating authority	2021/22 MAG Annual Report and Accounts, p57-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-13-b	Communicating organisations on economy, environment and people	2021/22 MAG Annual Report and Accounts, p70-74, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-14-a	Highest governance body’s role in sustainability reporting Disclosure	2021/22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/

DISCLOSURE	REFERENCE	OMISSION(S)
2-14-b	If the highest governance body is not responsible for sustainability reporting Disclosures	The highest governance body is responsible for or reviewing and approving the reported information, including the organization's material topics, the process is described below: 2021 / 22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-15-a	Conflicts of interest	2021 / 22 MAG Annual Report and Accounts, p85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-15-b	Communicating conflicts of interest to stakeholders	2021 / 22 MAG Annual Report and Accounts, p85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-16-a	Communicating critical concerns	2021 / 22 MAG Annual Report and Accounts, p89-90, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-16-b	Nature and total number of critical concerns	2021 / 22 MAG Annual Report and Accounts, p30-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-17-a	Collective knowledge of highest governance body	2021 / 22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-18-a	Evaluating the highest governance body's performance	2021 / 22 MAG Annual Report and Accounts, p50-67, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-18-b	Frequency and independence of evaluation	2021 / 22 MAG Annual Report and Accounts, p93-98, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-18-c	Actions taken in response to evaluations	2021 / 22 MAG Annual Report and Accounts, p93-98, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/

DISCLOSURE	REFERENCE	OMISSION(S)
2-19-a	Remuneration policies	2021 / 22 MAG Annual Report and Accounts, p63-66, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-19-b	Remuneration in relation to performance of highest governance body and senior executives	2021 / 22 MAG Annual Report and Accounts, p63-66, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2021 / 22 MAG GRI Disclosures, Table 2-21, available online at https://www.magairports.com/responsible-business/csr-reports/
2-20-a	Process for determining remuneration	2021 / 22 MAG Annual Report and Accounts, p63-66, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-20-b	Stakeholder involvement in remunerations	2021 / 22 MAG Annual Report and Accounts, p63-66, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-21-a	Annual total compensation ratio	2021 / 22 MAG Annual Report and Accounts, p 127, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2021 / 22 MAG GRI Disclosures, Table 2-21, available online at https://www.magairports.com/responsible-business/csr-reports/
2-21-b	Percentage increase in annual total compensation ratio	2021 / 22 MAG Annual Report and Accounts, p 127, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2021 / 22 MAG GRI Disclosures, Table 2-21, available online at https://www.magairports.com/responsible-business/csr-reports/
2-21-c	Compensation ratio contextual information	2021 / 22 MAG Annual Report and Accounts, p 127, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/

DISCLOSURE	REFERENCE		OMISSION(S)
	Strategy, Policies and Practices		
2-22-a	Statement on sustainable development strategy	<p>2021 / 22 MAG Annual Report and Accounts, p.40-46, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>2021 / 22 MAG Annual CSR Report, p.5-8, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>Sustainable Development plans, available online for each airport below:</p> <p>Manchester Airport – https://www.manchesterairport.co.uk/about-us/manchester-airport-masterplan/</p> <p>East Midlands Airport – https://www.eastmidlandsairport.com/about-us/development-plan/</p> <p>London Stansted Airport - https://www.stanstedairport.com/about-us/development-plan/</p>	
2-23-a	Policy commitment for responsible business conduct	<p>2021 / 22 MAG Annual Report and Accounts, p.40-46, p.53 available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p>	
2-23-b	Policy commitment for human rights	<p>2021 / 22 MAG Annual Report and Accounts, p.44-46, p. 50-52, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>Statement on Modern Slavery, available online at https://www.magairports.com/media/1729/mag-modern-slavery-statement-2021.pdf</p> <p>Supplier Code of Conduct, available at https://www.magairports.com/media/1543/mag-supplier-code-of-conduct.pdf</p> <p>Complying with all internationally recognised human rights.</p>	
2-23-c	Publicly available policy commitments	<p>2021 / 22 MAG Annual Report and Accounts, p.56-66, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>Policies are publicly available online through MAGs site index, available online https://www.magairports.com/site-tools/site-index</p>	
2-23-d	Level at which policy commitments are approved	<p>2021 / 22 MAG Annual Report and Accounts,p.56-66, p.53, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p>	



DISCLOSURE	REFERENCE	OMISSION(S)
2-23-e	Policy commitment applied to organisation activities and business relationships 2021/22 MAG Annual Report and Accounts, p56-66., p.53, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	
2-23-f	Communications of policy commitments to internal and external stakeholders 2021/22 MAG Annual Report and Accounts p.56-66, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ Further information available online at https://www.magairports.com/about-us/mission-and-values/	
2-24-a	Embedding Policy Commitments 2021/22 MAG Annual Report and Accounts p.40-45, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	
2-25-a	Commitments to remediate negative impacts 2021/22 MAG Annual CSR Report, p.23-24 and p.39-42, available online at https://www.magairports.com/responsible-business/csr-reports/	
2-25-b	Grievance mechanisms 2021/22 MAG Annual CSR Report, p.39-41, available online at https://www.magairports.com/responsible-business/csr-reports/	
2-25-c	Cooperates remediation of negative impacts 2021/22 MAG Annual CSR Report, p.39-41, available online at https://www.magairports.com/responsible-business/csr-reports/	
2-25-d	Stakeholder involvement in grievance mechanisms 2021/22 MAG Annual CSR Report, p.39-41, available online at https://www.magairports.com/responsible-business/csr-reports/	
2-25-e	Grievance mechanism performance tracker 2021/22 MAG Annual CSR Report, p.39-41 and p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/	

DISCLOSURE	REFERENCE	OMISSION(S)
2-26-a	Mechanisms for seeking advice and raising concerns MAG is committed to maintaining an open culture with the highest standards of honesty and integrity, where colleagues can report any genuine concerns in the strictest confidence. We have in place ‘Safecall’, an independent whistleblowing line, which provides employees with a safe and secure mechanism to report any matters relating to their working environment. MAG employs Safecall as a mechanism to allow staff members to easily report any confidential concerns, including corruption, discrimination, health and safety and bullying. We deal with any such cases in line with our company policy and are strongly committed to tackling any occurrences of inappropriate behaviour swiftly and resolutely to enable full equality in our place of work. Whilst MAG has a robust internal reporting system, on occasions, colleagues may feel uncomfortable using them due to a lack of anonymity. MAG values the service provided by Safecall because we are keen to ensure that any allegation of wrongdoing or other concerns are reported and investigated immediately. MAG 2021/22 Annual Report and Accounts, p.50-55, p.98. available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2021/22 MAG Annual CSR Report, p.39-41, available online at https://www.magairports.com/responsible-business/cnsr-reports/	
12-27-a	Reporting number of non-compliance 2021/22 MAG Annual Report and Accounts, p.67-74, p.93-95. available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2021/22 MAG GRI Disclosures, Table 207, 303, 304, 306, 403, 416, available online at https://www.magairports.com/responsible-business/csr-reports/	
2-27-b	Reporting number of non-compliance and associated fines 2021/22 MAG Annual Report and Accounts, p.67-74, p.93-95. available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2021/22 MAG GRI Disclosures, Table 207, 303, 304, 306, 403, 416, available online at https://www.magairports.com/responsible-business/csr-reports/	
2-27-c	Significant instances of non-compliances 2021/22 MAG Annual Report and Accounts, p.67-74, p.93-95. available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2021/22 MAG GRI Disclosures, Table 207, 303, 304, 306, 403, 416, available online at https://www.magairports.com/responsible-business/csr-reports/	

DISCLOSURE	REFERENCE	OMISSION(S)
2-27-d	Determining significant instances of non-compliance	2021 /22 MAG Annual Report and Accounts, p.67-74, p.93-95. available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/
2-28-a	Membership associations	ISO 14001 – Environmental Management System ISO 14064-3 – Greenhouse Gas emissions reporting ISO 45001 – Health and Safety Management ISO 50001 – Energy Management ISO 55000 – Asset Management Airport Carbon Accreditation (Level 3+, Neutrality) GRESB – Global Real Estate Sustainability Benchmark Slave-Free Alliance Primary Membership Organisations: International Air Transport Associated (IATA) Airport Council International (ACI) Air Transport Action Group (ATAG) Business in the Community Sustainable Aviation MAG 2021 /22 Annual Report and Accounts, p.41-42, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG 2021 /22 CSR Report, performance tables, p.5-8 and p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/

DISCLOSURE	REFERENCE	OMISSION(S)
	Stakeholder engagement	
2-29-a	Approach to stakeholder engagement	2021 /22 MAG Annual Report and Accounts, p. 11, p.66 available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2021 /22 MAG Annual CSR Report, Opportunity for All, p.9- 11, available online at https://www.magairports.com/responsible-business/csr-reports/
2-30-a	Collective bargaining agreements	2021 /22 MAG GRI Disclosures, Table 2-30, available online at https://www.magairports.com/responsible-business/csr-reports/
2-30-b	Terms of collective bargaining and working conditions	2021 /22 MAG GRI Disclosures, Table 2-30, available online at https://www.magairports.com/responsible-business/csr-reports/

GRI 3: Material Topics

DISCLOSURE		REFERENCE	OMISSION
3-1	Process to determine material topics	<p>MAG’s CSR strategy is an important and integral part of its business strategy to enable MAG to deliver growth in a way that benefits local and regional communities and minimises the impacts associated with MAG’s operations. The CSR Strategy is structured around three thematic pillars which draw upon MAG’s foundational materiality assessment; zero carbon airports, local voices, and opportunity for all.</p> <p>Through both the materiality assessment (conducted in collaboration with MAG’s business, internal and external stakeholders) using the applicable sector standard (GRI 4) for the list of topics) we have identified key sustainability topics for our business, products and location to address within the CSR Strategy. By setting key performance indicators against our three thematic pillars, we have identified and coherent approach to assessing and monitoring the economic, environmental, social, and human rights impacts of our business and our three airports through a coherent monitoring approach.</p> <p>At regular intervals, we assess the performance our CSR Strategy through monitoring associated KPIs and targets against baseline performance. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Significant risks are escalated through our robust risk management process. Additionally, where performance improves year on year, we seek to capitalise upon these to contribute to sustainable development. Enabling the highest governing body to review and improve the process of understanding material topics and MAGs associated performance.</p> <p>The CSR Strategy is also reviewed at timely intervals to identify actual and potential negative and positive impacts across the business, with insights collated from internal and external stakeholders. Our materiality matrix (page 7 of the CSR Strategy) highlights our considered approach to identifying priority sustainability topics (economic, social, and environmental), as well as human rights impacts related to human trafficking and ethics and compliance amongst others.</p> <p>For the second year, we have also conducted TCFD assessments to understand the actual and potential physical and transition climate-related impacts on our business over the short, medium, and long-term time horizons (see CSR Report 2021 / 2022, Taskforce on climate-related financial disclosures for further information).</p> <p>We also endeavour to seek ongoing feedback from our stakeholders through formal grievance mechanisms and gathering external information. To do so, we conduct regular community engagement programs and stakeholder surveys, as well as more established processes for environmental complaints such as noise and air quality.</p> <p>2021 / 22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021 / 22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021 / 22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	

DISCLOSURE		REFERENCE	OMISSION
3-2	List of material topics	<p>A list of MAG’s material topics for 2021 is presented below:</p> <p>GRI 201 – Economic Performance</p> <p>GRI 202 – Market Presence</p> <p>GRI 203 – Indirect Economic Performance</p> <p>GRI 204 – Procurement Practices</p> <p>GRI 207 – Tax</p> <p>GRI 302 – Energy</p> <p>GRI 303 – Water and Effluents</p> <p>GRI 304 – Biodiveristy</p> <p>GRI 305 – Emissions</p> <p>GRI 306 – Waste</p> <p>GRI 307 – Environmental Compliance</p> <p>GRI 401 – Employment</p> <p>GRI 402 – Labour/management Relations</p> <p>GRI 403 – Occupational Health and Safety</p> <p>GRI 404 – Training and Education</p> <p>GRI 405 – Diversity and Equal Opportunity</p> <p>GRI 413 – Local Communities</p> <p>GRI 415 – Public Policy</p> <p>GRI 419 – Socioeconomic Compliance</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9- 11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
3-3	Management of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9- 11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

Topic Disclosures

GRI 201: Economic Performance

This material references Disclosures 3-1 to 3-3 from GRI 3: Material Topics 2021 and GRI 201-1 to 201-4 from GRI 201: Economic Performance 2016

DISCLOSURE		REFERENCE	OMISSION(S)	DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted local and regional economic contribution and profitability and shareholder value as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Economic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021). 2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf 2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf		3-3	Management of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
				201-1	Direct economic value generated and distributed	2021/22 MAG GRI Disclosures, Table 201-1, available online at https://www.magairports.com/responsible-business/csr-reports/	
				201-2	Financial implications and other risks and opportunities due to climate change	Manchester Airport Group – Climate Change Adaptation Progress Report for East Midlands, London Stansted and Manchester Airports December 2021 – https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf 2021/22 MAG Annual Report and Accounts, p.75-77, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	
				201-3	Defined benefit plan obligations and other retirement plans	2021/22 MAG Annual Report and Accounts, p.149–151, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/	
3-2	List of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/		201-4	Financial assistance received from government	2021/22 MAG GRI Disclosures, Table 201-4, available online at https://www.magairports.com/responsible-business/csr-reports/	

GRI 202: Market Presence

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 202-1 and 202-2 from GRI 202: Market Presence 2016

DISCLOSURE	REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted local and regional economic contribution as a material topic from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Market presence was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>
3-2	List of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>

DISCLOSURE	REFERENCE	OMISSION(S)
3-3	Management of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>2021/22 MAG GRI Disclosures, Table 202-1, available online at https://www.magairports.com/responsible-business/csr-reports/</p>
202-2	Proportion of senior management hired from the local community	<p>Information unavailable. Data currently not collected. We will aim to disclose this information in our 2022/23 report based on changes to data collected.</p>

GRI 203: Indirect Economic Impacts 2016

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 203-1 and 203-2 from GRI 203: Indirect Economic Impacts 2016

DISCLOSURE	REFERENCE	OMISSION(S)
3-1	<p>Process to determine material topics</p> <p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted local and regional economic contribution, providing community investment and maintaining community relations as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Indirect economic performance was reviewed and approved by the highest governing body as it is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021). 2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf 2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	
3-2	<p>List of material topics</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

DISCLOSURE	REFERENCE	OMISSION(S)
3-3	<p>Management of material topics</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
203-1	<p>Infrastructure investments and services supported</p> <p>2021/22 MAG Annual CSR Report, Opportunity for All, p.28-38, 2021/22 MAG Annual CSR Report, Local Voices, p.39-46, 2021/22 MAG Annual CSR Report, Our Performance, p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/ 22 MAG Airport summary reports, Manchester Airport, East Midlands Airport, Stansted Airport, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/22 MAG GRI Disclosures, Table 203 - 1, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
203-2	<p>Significant indirect economic impacts</p> <p>2021/22 MAG Annual CSR Report, Opportunity for All, p.28-38, 2021/22 MAG Annual CSR Report, Local Voices, p.39-46, 2021/22 MAG Annual CSR Report, Our Performance, p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/ 22 MAG Airport summary reports for Manchester Airport, East Midlands Airport, Stansted Airport, are available online at https://www.magairports.com/responsible-business/</p>	

GRI 204: Procurement Practices

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 204 from GRI 204: Procurement Practices 2016

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted local, regional economic contribution and human rights and minimising human trafficking as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Procurement practices was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021 / 22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021 / 22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021 / 22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
3-2	The material topics and its components	2021 / 22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
3-3	Management of material topics	2021 / 22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
204-1	Proportion of spending on local suppliers	2021 / 22 MAG GRI Disclosures, Table 204 - 1, available online at https://www.magairports.com/responsible-business/csr-reports/	Legal prohibitions. Due to PPAR2020 UCR regulations MAG aren’t able to report on proportion of spending on local suppliers as non-compliant to favour any suppliers regardless of location.

GRI 207: Approach to Tax

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 207-1 to 207-4 from GRI 207: Approach to Tax 2019

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted local and regional economic contribution, public policy and ethics and compliance as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Approach to tax was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
3-2	List of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
3-3	Management of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
207-1	Approach to tax	<p>2021 MAG Tax Strategy available online at: https://www.magairports.com/responsible-business/tax-strategy/</p> <p>MAG 2021/22 Annual Report and Accounts, p. 6, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p>	
207-2	Tax governance, control, and risk management	2021/22 MAG GRI Disclosures, Table 207 - 1, 2, 3, 4, available online at https://www.magairports.com/responsible-business/csr-reports/	
207-3	Tax governance, control, and risk management	2021/22 MAG GRI Disclosures, Table 207 - 1, 2, 3, 4, available online at https://www.magairports.com/responsible-business/csr-reports/	
207-4	Country-by-country reporting	2021/22 MAG GRI Disclosures, Table 207 - 1, 2, 3, 4, available online at https://www.magairports.com/responsible-business/csr-reports/	

GRI 302: Energy

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 302-1 to 302-5 from GRI 302: Energy 2016

DISCLOSURE	REFERENCE	OMISSION(S)
3-1	<p>Process to determine material topics</p> <p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG's foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted climate change, emergency preparedness, business continuity and climate resilience, sustainable design, intra-airport transport and transport to and from the airport as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Energy was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021). 2021/22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf 2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	
3-2	<p>List of material topics</p> <p>2021/22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

DISCLOSURE	REFERENCE	OMISSION(S)
3-3	<p>Management of material topics</p> <p>2021/22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
302-1	<p>Energy consumption within the organisation</p> <p>2021/22 MAG GRI Disclosures, 302-1, 2 & 305 - 1,2,3, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/22 MAG Annual CSR Report, Zero carbon airport, p.17-27, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
302-2	<p>Energy consumption outside the organisation</p> <p>2021/22 MAG GRI Disclosures, 302-1, 2 & 305 - 1,2,3, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
302-3	<p>Energy intensity</p> <p>2021/22 MAG GRI Disclosures, 302-4, 5 & 305 -4, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
302-4	<p>Reduction of energy consumption</p> <p>2021/22 MAG GRI Disclosures, 302-4, 5 & 305 -4, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
302-5	<p>Reductions in energy requirements of products and services</p> <p>2021/22 MAG Annual Report and Accounts, p.47-48, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ 2021/22 MAG Annual CSR Report, Zero Carbon Airports, p.17-28, 2021/22 MAG Annual CSR Report, Our Performance, p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/22 MAG Greenhouse Gas Emission report, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

GRI 303: Water and Effluents

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 303-1 to 303-5 from GRI 303: Water and Effluents 2018

DISCLOSURE	REFERENCE	OMISSION(S)
3-1	<p>Process to determine material topics</p> <p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG's foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted water conservation and quality, adhere to environmental compliance, waste and resources and climate change as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Water and effluents was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021). 2021/22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf 2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	

DISCLOSURE	REFERENCE	OMISSION(S)
3-2	<p>List of material topics</p> <p>2021/22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
3-3	<p>Management of material topics</p> <p>2021/22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
303-1	<p>Interaction with water as shared resource</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO4/AO6 & 303, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
303-2	<p>Management of water discharge-related impacts</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO4/AO6 & 303, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
303-3	<p>Management of water discharge-related impacts</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO4/AO6 & 303, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/22 MAG Annual CSR Report, p.9-10 and 17-28, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
303-4	<p>Water discharge</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO4/AO6 & 303, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
303-5	<p>Water consumption</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO4/AO6 & 303, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

GRI 304: Biodiversity

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 304-1 to 304-4 from GRI 304: Biodiversity 2016

DISCLOSURE	REFERENCE	OMISSION(S)
3-1	Process to determine material topics MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted protecting nature, emergency preparedness, business continuity and climate resilience, adhere to environment compliance, local air quality, noise and maintaining community relations as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Land biodiversity was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021). 2021 / 22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021 / 22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf 2021 / 22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf	
3-2	List of material topics 2021 / 22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	

DISCLOSURE	REFERENCE	OMISSION(S)
3-3	Management of material topics 2021 / 22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 2021 / 22 MAG GRI Disclosures, Table 304-1, 2, 3 4, available online at https://www.magairports.com/responsible-business/csr-reports/	
304-2	Significant impacts of activities, products and services on biodiversity 2021 / 22 MAG GRI Disclosures, Table 304-1, 2, 3 4, available online at https://www.magairports.com/responsible-business/csr-reports/	
304-3	Habitats protected or restored 2021 / 22 MAG GRI Disclosures, Table 304-1, 2, 3, 4, available online at https://www.magairports.com/responsible-business/csr-reports/	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations 2021 / 22 MAG GRI Disclosures, Table 304-1, 2, 3, 4, available online at https://www.magairports.com/responsible-business/csr-reports/	Not applicable. MAG site and operations do not contrain habitats with species on the IUCN Red list or national conservation list species.

GRI 305: Emissions

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 305-1 to 305-7 from GRI 305: Emissions 2016

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted climate change, waste and resource and sustainable design as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Emissions was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	
3-2	List of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
3-3	Management of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
305-1	Direct (Scope 1) GHG emissions	<p>2021/22 MAG GRI Disclosures, Table 302-1,2 & 305 – 1, 2, 3, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
305-2	Energy indirect (scope 2) GHG emissions	<p>2021/22 MAG GRI Disclosures, Table 302-1,2 & 305 – 1, 2, 3, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
305-3	Other indirect (scope 3) GHG emissions	<p>2021/22 MAG GRI Disclosures, Table 302-1,2 & 305 – 1, 2, 3, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
305-4	GHG emissions intensity	<p>2021/22 MAG GRI Disclosures, Table 302-1,2 & 305 – 1, 2, 3, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
305-5	Reduction of GHG emissions	<p>2021/22 MAG Annual Report and Accounts, p.47-48, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>2021/22 MAG Annual CSR Report, Zero Carbon Airports, p.17-28, 2021/22 MAG Annual CSR Report, Our Performance, p.47-74, 2021/22 MAG Greenhouse Gas Emission Report, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
305-6	Emissions of ozone-depleting substances (ODS)		<p>Not applicable. MAG operations do not emit ozone-depleting substances.</p>
305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions	<p>We monitor air quality at and near to our airports. Data is published at: 2021/22 MAG Annual CSR Report, Zero Carbon Airports, p.17-28, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual CSR Report, Our Performance, p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG GRI Disclosures, Table 4-AO5, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>Emission inventories are produced by our airports and submitted as required to fulfil regulatory obligations, typically to support planning applications</p>	

GRI 306: Waste

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 306-1 to 306-5 from GRI 306: Waste 2020

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG's foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted waste and resources and water conservation and quality as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Waste was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	
3-2	List of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
3-3	Management of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
306-1	Waste generation and significant waste-related impacts	<p>2021/22 MAG Annual CSR Report, Zero Carbon Airports, p.17-28 and p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO6 & 306, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
306-2	Management of significant waste-related impacts	<p>2021/22 MAG Annual CSR Report, Zero Carbon Airports, p.17-28 and p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO6 & 306, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
306-3	Waste generated	<p>2021/22 MAG Annual CSR Report, Zero Carbon Airports, p.17-28 and p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO6 & 306, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
306-4	Waste diverted from disposal	<p>2021/22 MAG Annual CSR Report, Zero Carbon Airports, p.17-28 and p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO6 & 306, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
306-5	Waste directed to disposal	<p>2021/22 MAG Annual CSR Report, Zero Carbon Airports, p.17-28 and p.47-74, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO6 & 306, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

GRI 307: Environmental Compliance

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI from 307-1 from GRI 307: Environmental Compliance 2016

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted climate change, waste and resource and sustainable design as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Employment was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	
3-2	Process to determine material topics	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
3-3	Management of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
307-1	Non-compliance with environmental laws and regulations	<p>No notices or prosecutions</p> <p>GRI Disclosures 2021/22, Table G4-AO7, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	



GRI 401: Employment

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI from 401-1 to 401-3 from GRI 401: Employment 2016

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted protect health and wellbeing, fair and decent work, training and development as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Employment was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
3-2	Process to determine material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
3-3	Management of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
401-1	New employee hires and employee turnover	2021/22 MAG GRI Disclosures, Table 401-1, available online at https://www.magairports.com/responsible-business/csr-reports/	
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	All of the benefits which are offered to our Full Time colleagues are available to Part Time or Temporary colleagues.	
401-3	Parental leave		Not available

GRI 402: Labour/management Relations

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 402-1 from GRI 402: Labour/management Relations 2016

DISCLOSURE	REFERENCE	OMISSION(S)
3-1	<p>Process to determine material topics</p> <p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted safe and secure for all, fair and decent work and ethics and compliance as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Occupational health and safety was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021). 2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/ 2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/ MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf 2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	
3-2	<p>List of materials</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
3-3	<p>Management of material topics</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
402-1	<p>Minimum notice periods regarding operational changes</p> <p>2021/22 MAG GRI Disclosures, Table 402-1, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	



A Ryanair 737-800 aircraft preparing for departure.

GRI 403: Occupational Health and Safety

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 403-1 to 403-7 and 403-09 to 403-10 from GRI 403: Occupational Health and Safety 2018

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted safe and secure for all, fair and decent work and ethics and compliance as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Occupational health and safety was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	
3-2	List of materials	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
3-3	Management of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
403-1	Occupational health and safety management system	<p>2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
403-2	Hazard identification, risk assessment, and incident investigation	<p>2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
403-3	Occupational health services	<p>2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
403-5	Worker training on occupational health and safety	<p>2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
403-6	Promotion of worker health	<p>2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
403-7	Prevention and mitigation of occupational health and safety impact directly linked by business relationships	<p>2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
403-8	Workers covered by an occupational health and safety management system	<p>2021/22 MAG Annual Report and Accounts, p.44, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
403-9	Work-related injuries	<p>2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG CSR Report, health, safety and wellbeing, p.34-35, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
403-10	Work-related ill health	<p>2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

GRI 404: Training and Education

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 404-1 to 404-3 from GRI 404: Training and Education 2016

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted training and development, fair and decent work and social value as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Training and education was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
3-2	List of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
3-3	Management of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
404-1	Average hours of training per year per employee	2021/22 MAG GRI Disclosures, Table 404-1 to 3 available online at https://www.magairports.com/responsible-business/csr-reports/	Site specific data will aim be provided in future reporting year 2022/23.
404-2	Programs for upgrading employee skills and transition assistance programs	2021/22 MAG GRI Disclosures, Table 404-1 to 3 available online at https://www.magairports.com/responsible-business/csr-reports/	
404-3	Percentage of employees receiving regular performance and career development reviews	2021/22 MAG GRI Disclosures, Table 404-1 to 3 available online at https://www.magairports.com/responsible-business/csr-reports/	Information unavailable. Site specific data is currentlu not reported. MAG will aim be provided in future reporting year 2022/23.

GRI 405: Diversity and Equal Opportunity

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 405-1 and 405-2 from GRI 405: Diversity and Equal Opportunity 2016

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted diversity and inclusion as a material topic from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Diversity and equal opportunity was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
3-2	List of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
3-3	Management of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
405-1	Diversity of governance bodies and employees	2021/22 MAG GRI Disclosures, Table 405-1, available online at https://www.magairports.com/responsible-business/csr-reports/	
405-2	Ratio of basic salary and remuneration of women to men	2021/22 MAG GRI Disclosures, Table 405-2, available online at https://www.magairports.com/responsible-business/csr-reports/	

GRI 413: Local Communities

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI from 413-1 to 413-2 from GRI 413: Local Communities 2016

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted local air quality, maintain community relations, providing community investment as material topics from a broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Local communities was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
3-2	List of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
3-3	Management of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
413-1	Operations with local community engagement, impact assessments, and development programmes	<p>2021/22 MAG Annual CSR Report, Local Voices, p.14-18, p.53-86. available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/ 22 Airport summary reports Manchester Airport, East Midlands Airport, Stansted Airport, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG GRI Disclosures, Table 413-1, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
413-2	Operations with significant actual and potential negative impacts on local communities	<p>2021/22 MAG Annual CSR Report, Local Voices, p.14-18, p.53-86, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/ 22 Airport summary reports Manchester Airport, East Midlands Airport, Stansted Airport, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

GRI 415: Public Policy

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 415-1 from GRI 415: Public Policy 2016

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG's foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted Public policy as a material topic from broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Public policy was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021 / 22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021 / 22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021 / 22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	
3-2	List of material topics	<p>2021 / 22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
3-3	Management of material topics	<p>2021 / 22 MAG Annual CSR Report, Knowing What's Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
415-1	Political contributions	No monetary or in-kind political donations made	



GRI 416: Customer Health and Safety

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 416-1 to 416-2 from GRI 416: Customer Health and Safety 2016

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted safe and secure for all, protect health and wellbeing as a material topic from broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Customer health and safety was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
3-2	List of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
3-3	Management of material topics	2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/	
416-1	Assessment of the health and safety impacts of product and service categories	2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, available online at https://www.magairports.com/responsible-business/csr-reports/	
416-2	Incidents of non-compliance concerning the health and safety impact of products and services	2021/22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, available online at https://www.magairports.com/responsible-business/csr-reports/	

GRI 419: Socioeconomic compliance

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI 419-1 from GRI419: Socioeconomic compliance 2016

DISCLOSURE	REFERENCE	OMISSION(S)
3-1	<p>Process to determine material topics</p> <p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted profitability and shareholder value , public policy and ethics and compliance as a material topic from broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Socioeconomic performance was reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	
3-2	<p>List of material topics</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
3-3	<p>Management of material topics</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
419-1	<p>Non-compliance with laws and regulations in the social and economic area</p> <p>No notices or prosecutions over this reporting period.</p>	



Sector Specific Disclosures

GRI G4

This material references Disclosures 3-1 to 3-3 from GRI 3: Material topics 2021 and GRI G4.

DISCLOSURE		REFERENCE	OMISSION(S)
3-1	Process to determine material topics	<p>MAGs short-term (2020-2025) CSR Strategy is structured around three thematic pillars (zero carbon airports, local voices, and opportunity for all) which draw upon MAG’s foundational materiality assessment. The most recent assessment at the beginning of 2022 highlighted air traffic development, transport to and from the airport, infra-airport transport, water conservation and quality, noise and niose as material topics from broader list of sustainability topics that are relevant to the sector and region. Where performance is worsening against the baseline, we assess the actual impacts (economic, environmental, social and human rights) and identify mitigation and performance improvement measures to minimise harm to individuals, communities and the environment. Sector specific disclosures were reviewed and approved by the highest governing body as is aligned to short, medium and long term risks and opportunities as identified through the recent TCFD assessment as well as MAGs most recent climate adaptation report (submitted to the UK Government in December 2021).</p> <p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG Annual Report and Accounts, p.75-85, available online at https://www.magairports.com/investor-relations/annual-and-interim-reports/</p> <p>MAG CSR Strategy document 2020-2025, available online at https://www.magairports.com/media/1653/csr-strategy-document-2020-2025-online.pdf</p> <p>2021/22 MAG Climate Change Adaption Progress Report, p.19-70, Climate adaptation risk register 2021, available online at https://www.magairports.com/media/1749/mag-2021-arp_v3_final.pdf</p>	
3-2	List of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
3-3	Management of material topics	<p>2021/22 MAG Annual CSR Report, Knowing What’s Important, p.9-11, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
G4-AO1	Total number of passengers annually	<p>2021/22 MAG GRI Disclosures, Table 4 – A01/2/3, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
G4-AO2	Total number of aircraft movements by day and night	<p>2021/22 MAG GRI Disclosures, Table 4 – A01/2/3, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
G4-AO3	Total amount of cargo	<p>2021/22 MAG GRI Disclosures, Table 4 – A01/2/3, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
G4-AO4	Quality of storm water by applicable regulatory standards	<p>2021/22 MAG GRI Disclosures, Table G4-AO4/AO6 & 303, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	
G4-AO5	Ambient air quality levels according to pollutant concentrations	<p>2021/22 MAG GRI Disclosures, Table 4-AO5, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>Emission inventories are produced by our airports and submitted as required to fulfil regulatory obligations, typically to support planning applications</p>	
G4-AO6	Aircraft and pavement de-icing/ anti-icing fluid used and treated.	<p>MAG 2021/22 Annual CSR Report, Zero Carbon Airports, p.17-28, available online at https://www.magairports.com/responsible-business/csr-reports/</p> <p>2021/22 MAG GRI Disclosures, Table G4-AO6 & 306, available online at https://www.magairports.com/responsible-business/csr-reports/</p>	

DISCLOSURE		REFERENCE	OMISSION(S)
G4-AO7	Number and percentage change of people residing in areas affected by noise	2021 / 22 MAG GRI Disclosures, Table G4-AO7, available online at https://www.magairports.com/responsible-business/csr-reports/	
G4-AO8	Number of persons physically or economically displaced	There were no persons physically or economically displaced during the reporting period.	
G4-AO9	Total annual number of wildlife strikes per 10,000 aircraft movements	2021 / 22 MAG GRI Disclosures, Table G4-A09, available online at https://www.magairports.com/responsible-business/csr-reports/	
G4-LA6	Health and Safety	2021 / 22 MAG GRI Disclosures, Table 403-1 to 10, 416-1 & 416-2, G4-LA6, available online at https://www.magairports.com/responsible-business/csr-reports/	
G4-LA11	Employee engagement score	2021 / 22 MAG GRI Disclosures, Table G4-LA 11, available online at https://www.magairports.com/responsible-business/csr-reports/	

Topics in the applicable GRI Sector Standards (GRI G4) determined as not material.

TOPIC	EXPLANATION
GRI 205 Anti-corruption	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 206 Anti-competitive behaviour	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 301 Materials	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 308 Supplier Environmental Assessment	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 406 Non-discrimination	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 407 Freedom of Association and Collective Bargaining	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 408 Child Labour	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 409 Forced or Compulsory Labor	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 410 Security Practices	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 411 Rights of Indigenous Peoples	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 412 Human Rights Assessment	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 414 Supplier Social Assessment	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11
GRI 417 Marketing and Labelling	2021 / 22 MAG Annual CSR Report , Knowing What's Important, p.9-11