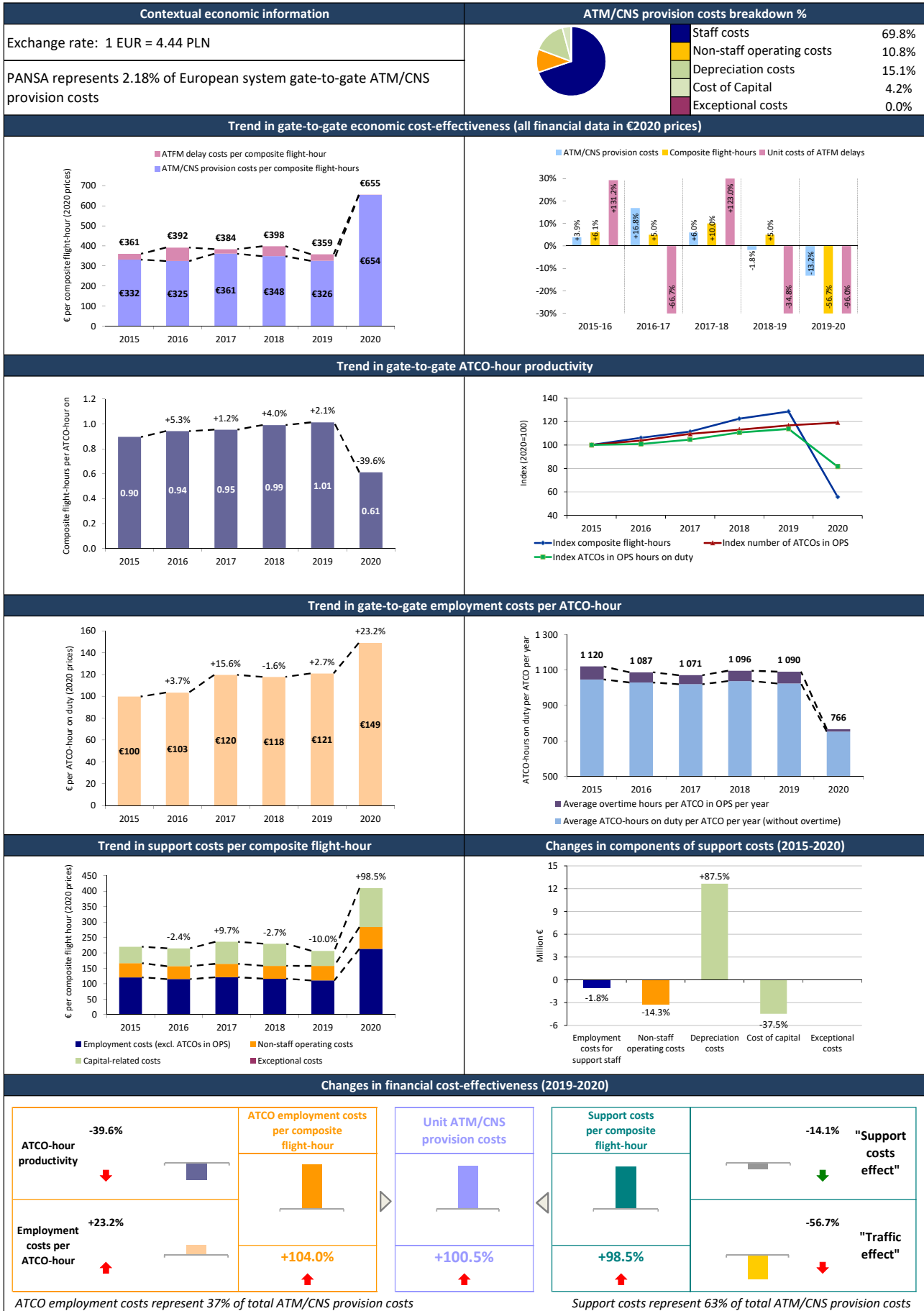


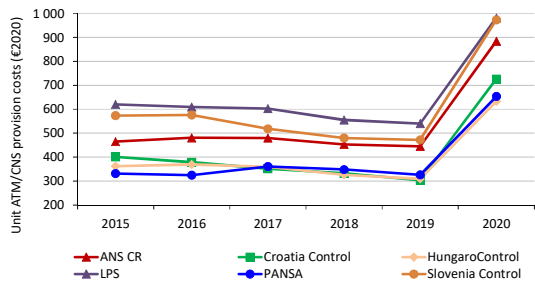
<p><u>Institutional arrangements and links (2022)</u></p> <pre> graph TD MI[Ministry of Infrastructure (MI)] --> CAA[Civil Aviation Authority (CAA) → NSA] MI --> PANSA[Polish Air Navigation Services Agency (PANSA)] MI --> PPL[Polish Airports State Enterprise (PPL)] </pre>	<p><u>Status (2022)</u></p> <ul style="list-style-type: none"> - PANSA has been operating as an independent entity as from 1st April 2007, separated from the Polish Airports State Enterprise (PPL) - State body (acting as a legal entity with an autonomous budget) - 100% State owned <p>National Supervisory Authority (NSA): Civil Aviation Authority (CAA)</p> <p>Body responsible for:</p> <ul style="list-style-type: none"> <u>Safety Regulation</u> Civil Aviation Authority (CAA) <u>Airspace Regulation</u> Civil Aviation Authority (CAA) <u>Economic Regulation</u> Civil Aviation Authority (CAA) 																						
<p><u>Corporate governance structure (2022)</u></p> <p>NO SUPERVISORY BOARD</p> <p>ADMINISTRATION</p> <p>According to the Act establishing PANSA, the Agency is managed by the President and his two Vice-Presidents. The President is nominated by the Prime Minister. The two Vice-Presidents are nominated by the MI</p>	<p><u>PANSA (2022)</u></p> <p>PRESIDENT OF POLISH AIR NAVIGATION SERVICES AGENCY Anita Oleksiak (as of 31 March 2022)</p> <p>DEPUTY PRESIDENT OF FINANCES AND ADMINISTRATION Ewa Suchora-Natkaniec</p> <p>DEPUTY PRESIDENT FOR AIR NAVIGATION Maciej Rodak (as of 1 April 2022)</p>																						
<p><u>Scope of services (2020)</u></p> <table border="1"> <tr> <td><input checked="" type="checkbox"/> GAT</td> <td><input checked="" type="checkbox"/> Upper Airspace</td> <td><input type="checkbox"/> Oceanic ANS</td> </tr> <tr> <td><input type="checkbox"/> OAT</td> <td><input checked="" type="checkbox"/> Lower Airspace</td> <td><input type="checkbox"/> MET</td> </tr> </table> <ul style="list-style-type: none"> - APP Kraków provides ATC services for Kraków and Katowice - Katowice TWR provides aerodrome control - APP Poznań provides ATC services for Poznań and Wrocław - Wrocław TWR provides aerodrome control 	<input checked="" type="checkbox"/> GAT	<input checked="" type="checkbox"/> Upper Airspace	<input type="checkbox"/> Oceanic ANS	<input type="checkbox"/> OAT	<input checked="" type="checkbox"/> Lower Airspace	<input type="checkbox"/> MET	<p><u>Operational ATS units (2020)</u></p> <ul style="list-style-type: none"> 1 ACC (divided vertically (DFL365)) 4 APPs (Warszawa, Gdańsk, Kraków, Poznań) providing radar control 7 TWRs (Warszawa Chopin and Modlin, Gdańsk, Kraków, Poznań, Katowice, Wrocław) providing aerodrome control 8 TWRs (Lublin, Szczecin, Rzeszów, Łódź, Zielona Góra, Bydgoszcz, Radom, Olsztyn) providing aerodrome control and non-radar approach control 4 FIS units (Warszawa, Kraków, Gdańsk, Poznań) 																
<input checked="" type="checkbox"/> GAT	<input checked="" type="checkbox"/> Upper Airspace	<input type="checkbox"/> Oceanic ANS																					
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<p><u>Key financial and operational figures (ACE 2020)</u></p> <table border="1"> <tr><td>Gate-to-gate total revenues (M€)</td><td>111</td></tr> <tr><td>Gate-to-gate total costs (M€)</td><td>206</td></tr> <tr><td>Gate-to-gate ATM/CNS provision costs (M€)</td><td>179</td></tr> <tr><td>Gate-to-gate total ATM/CNS assets(M€)</td><td>273</td></tr> <tr><td>Gate-to-gate ANS total capex (M€)</td><td>32</td></tr> <tr><td>ATCOs in OPS (FTEs)</td><td>585</td></tr> <tr><td>Gate-to-gate total staff (incl. MET staff*)</td><td>1 886</td></tr> <tr><td>Total IFR flight-hours controlled by ANSP ('000)</td><td>221</td></tr> <tr><td>IFR airport movements controlled by ANSP ('000)</td><td>194</td></tr> <tr><td>En-route sectors open at maximum configuration</td><td>10</td></tr> <tr><td>Minutes of ATFM delays (post-OPS adjusted, '000)</td><td>3</td></tr> </table> <p>* if applicable</p>	Gate-to-gate total revenues (M€)	111	Gate-to-gate total costs (M€)	206	Gate-to-gate ATM/CNS provision costs (M€)	179	Gate-to-gate total ATM/CNS assets(M€)	273	Gate-to-gate ANS total capex (M€)	32	ATCOs in OPS (FTEs)	585	Gate-to-gate total staff (incl. MET staff*)	1 886	Total IFR flight-hours controlled by ANSP ('000)	221	IFR airport movements controlled by ANSP ('000)	194	En-route sectors open at maximum configuration	10	Minutes of ATFM delays (post-OPS adjusted, '000)	3	<p><u>Size (2020)</u></p> <p>Size of controlled airspace: 333 000 km²</p>
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PANSA (Poland) – Cost-effectiveness KPIs (€2020)

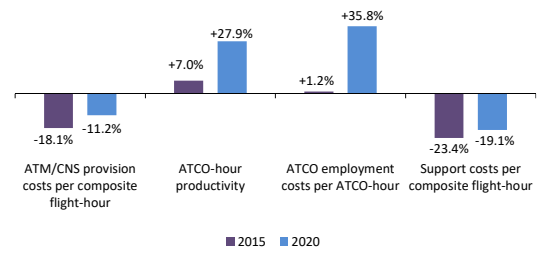


PANSA (Poland) – Cost-effectiveness KPIs (€2020)

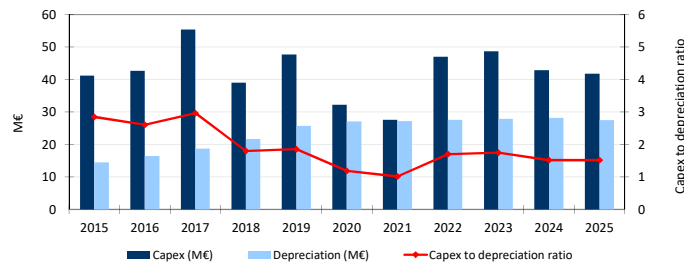
Changes in unit gate-to-gate ATM/CNS provision costs within comparator group



Deviation from groups' weighted average



Capital expenditures and depreciation costs



Information on major capex projects and ATM systems upgrades/replacements

ATM	COM	NAV	SUR	Building	Other	Years	FDPS	RDPS	HMI	VCS
							C: 2013*	C: 2013*	C: 2013*	C: 2010*
€282.0M (2015-2025+)	€20.1M (2018-2025+)		€13.7M (2017-2025+)		€5.9M (2015-2025+)	2015				
						2016				
						2017				
						2018				
						2019				
						2020				
						2021				
						2022				
						2023				
						2024				
				€13.9M (2024-2025+)		2024				
						2025				

* C = Commissioning Upgrade Replacement

Focus on the top five capex projects

Project number	Name of the project	Domain	Capex spent between start and end dates (€M)	Start date	End date
1	Campus	ATM	162.7	2016	Afret RP3
2	iTEC	ATM	61.9	2020	Afret RP3
3	Modernization of the ATM System_2	ATM	22.8	2015	2022
4	ATM OPS Centre Poznań	ATM	20.8	2018	2022
5	Tower at the Central Hub Airport	BUILDINGS	13.9	2024	Afret RP3