

# **Performance Review Board**

## **Monitoring Report**

### **Czech Republic - 2024**



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## 1 OVERVIEW

### 1.1 Contextual information

National performance plan adopted following Commission Decision (EU) 2022/772 of 13 April 2022

**List of ACCs** 1  
Prague ACC

**Exchange rate (1 EUR=)**  
2017: 26.3115 CZK  
2024: 25.0782 CZK

**Main ANSP**  
• ANS CR

**No of airports in the scope of the performance plan:**

- $\geq 80^{\circ}\text{K}$  1
- $< 80^{\circ}\text{K}$  0

**Share of Union-wide:**  
• **traffic (TSUs) 2024** 1.8%  
• **en route costs 2024** 1.8%

**Other ANSPs**  
-

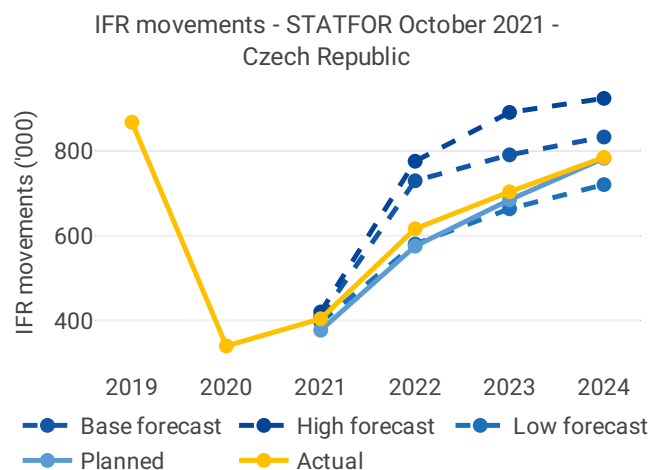
**Share en route / terminal costs 2024** 86% / 14%

**MET Providers**  
• CHMI

**En route charging zone(s)**  
Czech Republic

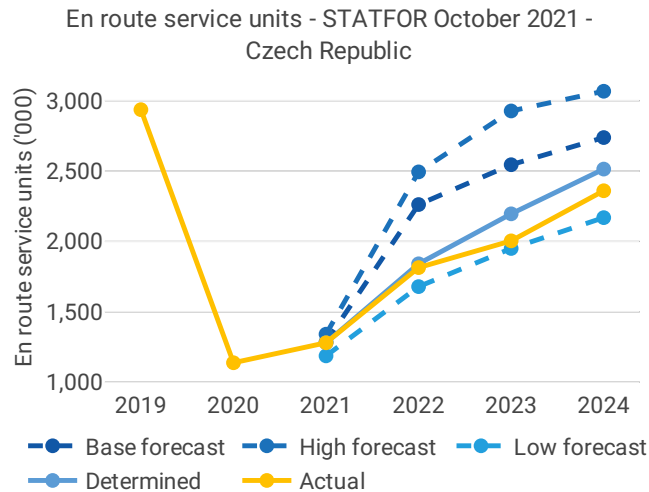
**Terminal charging zone(s)**  
Czech Republic

### 1.2 Traffic (En route traffic zone)



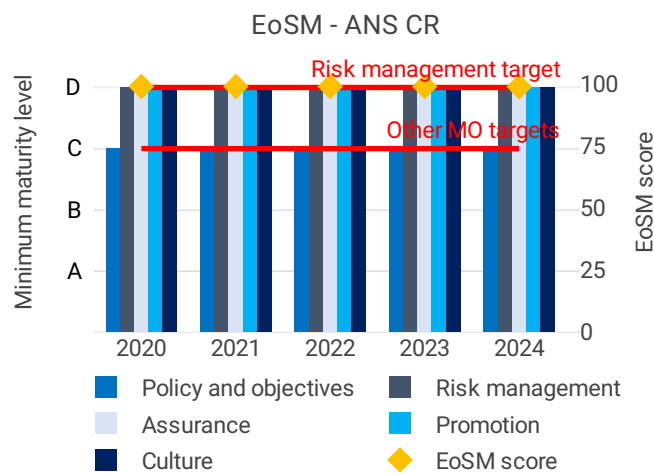
- Czech Republic recorded 784K actual IFR movements in 2024, +11.5% compared to 2023 (703K).
- Actual 2024 IFR movements were +0.3% above the plan (782K).
- Actual 2024 IFR movements represent 90% of the actual 2019 level (867K).





- Czech Republic recorded 2,360K actual service units in 2024, +17.8% compared to 2023 (2,004K).
- Actual 2024 service units were -6.1% below the plan (2,514K).
- Actual 2024 service units represent 80% of the actual 2019 level (2,936K).

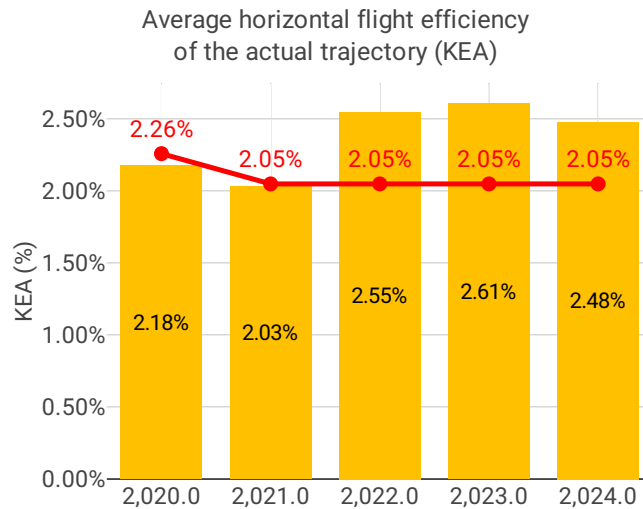
### 1.3 Safety (Main ANSP)



- ANS CR exceeded the RP3 EoS M targets as early as 2020 and remained at this maturity level throughout RP3.
- The Czech Republic has recorded a stable level of runway incursions (RIs) over RP3, while a marked reduction of the rate of separation minima infringements (SMIs) over RP3 going from above the Union-wide average to go well below.

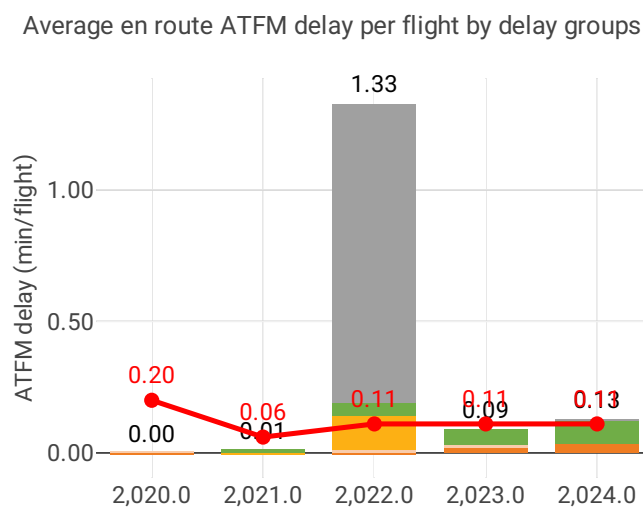


## 1.4 Environment (Member State)



- The Czech Republic achieved a KEA performance of 2.48% compared to its target of 2.05% and did not contribute positively towards achieving the Union-wide target.
- The NSA states the main reason for not meeting the target is the severe impact of flight trajectories caused by Russia's war of aggression against Ukraine, airspace user preferences and changes in the traffic pattern over LKAA FIR (decrease of long-haul flights).
- Both KEP and SCR improved in comparison with 2023. Despite the KEA target being missed, the improvement in SCR shows that the Czech Republic has improved environmental efficiency of its airspace when accounting for impacts outside of its control.
- The share of CDO flights remained stable in 2024.
- Additional taxi out time decreased from 2.30 to 2.17 min/flight, while additional time in terminal airspace increased from 0.69 to 0.93 min/flight in 2024 compared to 2023.

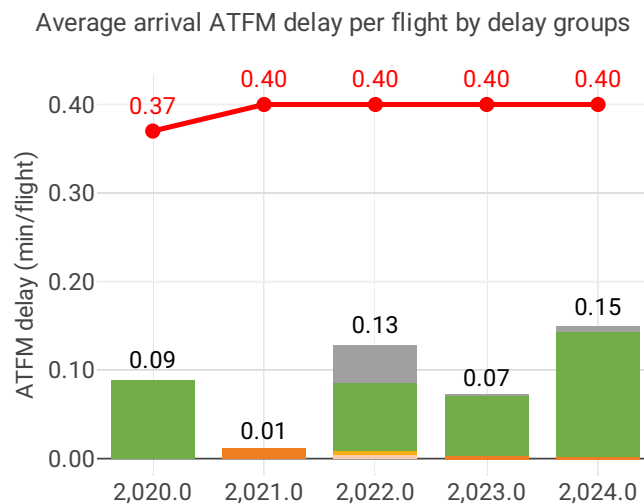
## 1.5 Capacity (Member State)



- Czech Republic registered 0.14 minutes of average en route ATFM delay per flight during 2024, which has been adjusted to 0.13 during the post-ops adjustment process, thus not achieving the local target value of 0.11. Delays in Czech Republic increased by 0.04 minutes per flight year-on-year.

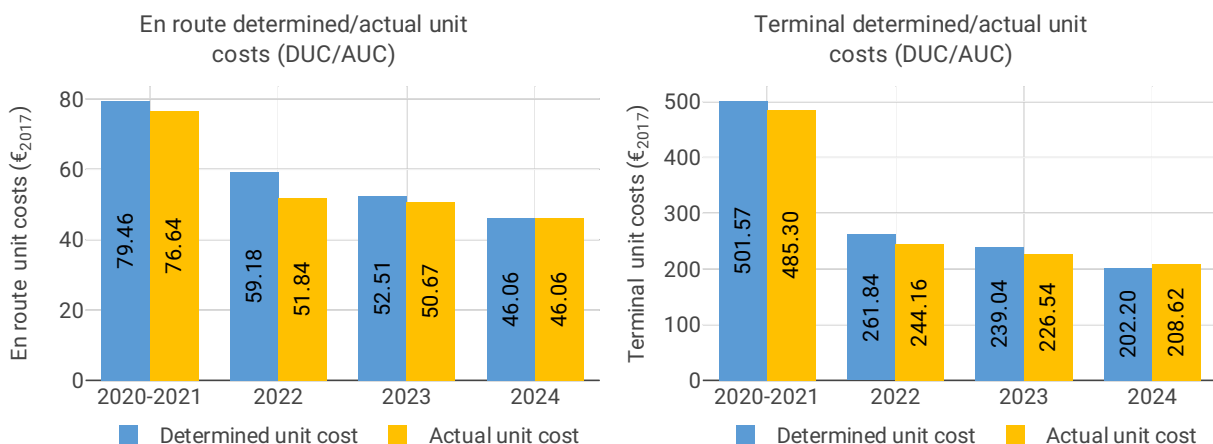


- Delays were highest between June and August, mainly driven by adverse weather conditions and ATC capacity issues.
- The share of delayed flights with delays longer than 15 minutes in the Czech Republic increased by 3 percentage points compared to 2023 and was higher than 2019 values.
- The average number of IFR movements was 16% below 2019 levels in the Czech Republic in 2024.
- The number of ATCOs in OPS is 144, being below the 2024 plan in Prague by 16 FTEs.
- The yearly total of sector opening hours in Prague ACC was 45,209, showing a 6.6% increase compared to 2023. Sector opening hours are 3.6% below 2019 levels.
- Prague ACC registered 15.71 IFR movements per one sector opening hour in 2024, being 11.6% below 2019 levels.



- character(0

## 1.6 Cost-efficiency (En route/Terminal charging zone(s))



- The en route 2024 actual unit cost of Czech Republic was 46.06€<sub>2017</sub>, which was equal to the determined unit cost (46.06€<sub>2017</sub>). The terminal 2024 actual unit cost of Czech Republic was 208.62€<sub>2017</sub>, +3.2% higher than the determined unit cost (202.20€<sub>2017</sub>).



- The en route 2024 actual service units (2.4M) were -6.2% lower than the determined service units (2.5M), mainly due to the ongoing effects of the shifted traffic flows caused by Russia's war of aggression against Ukraine.
- The en route 2024 actual total costs were -7.1M€2017 (-6.2%) lower than determined. The gap was mainly a result of the underspend in other operating costs (-3.4M€2017, or -22%) for ANS CR, which the NSA attributed to "cost containment measures".
- ANS CR costs of investments were 30M€2017 in 2024 for both en route and terminal charging zones, -14% less than determined (35M€2017), as the NSA indicated that "some of the system upgrades were postponed".
- The en route actual unit cost incurred by users in 2024 was 59.21€ (+11% above the 2024 DUC), while the terminal actual unit cost incurred by users was 257.26€ (+8.4% above the 2024 DUC). The difference between the AUCU and the DUC is mainly driven by the difference between the determined and actual SUs for both the en route and terminal charging zones, as well as the positive inflation adjustment.
- Czech Republic's RP3 performance plan included justifications for a deviation to achieve the RP3 capacity targets. The main measures included the recruitment and training of new ATCOs and a number of investments to increase capacity. Czech Republic has not submitted a detailed report of the capacity-related measures implemented. However, the number of ATCOs in operation at the end of RP3 is below the plan, and costs for new major investments are lower than determined. Czech Republic should reimburse to airspace users the excess funds received by ANSPs for measures not implemented.

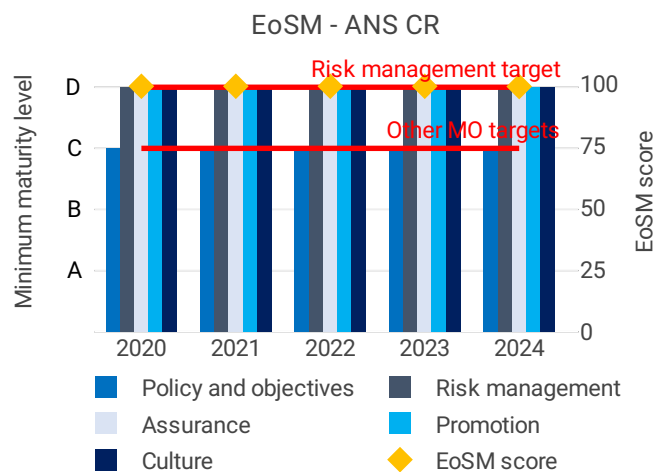


## 2 SAFETY - CZECH REPUBLIC

### 2.1 PRB monitoring

- ANS CR exceeded the RP3 EoSM targets as early as 2020 and remained at this maturity level throughout RP3.
- The Czech Republic has recorded a stable level of runway incursions (RIs) over RP3, while a marked reduction of the rate of separation minima infringements (SMIs) over RP3 going from above the Union-wide average to go well below.

### 2.2 Effectiveness of Safety Management (EoSM) (KPI#1)



### Focus on EoSM

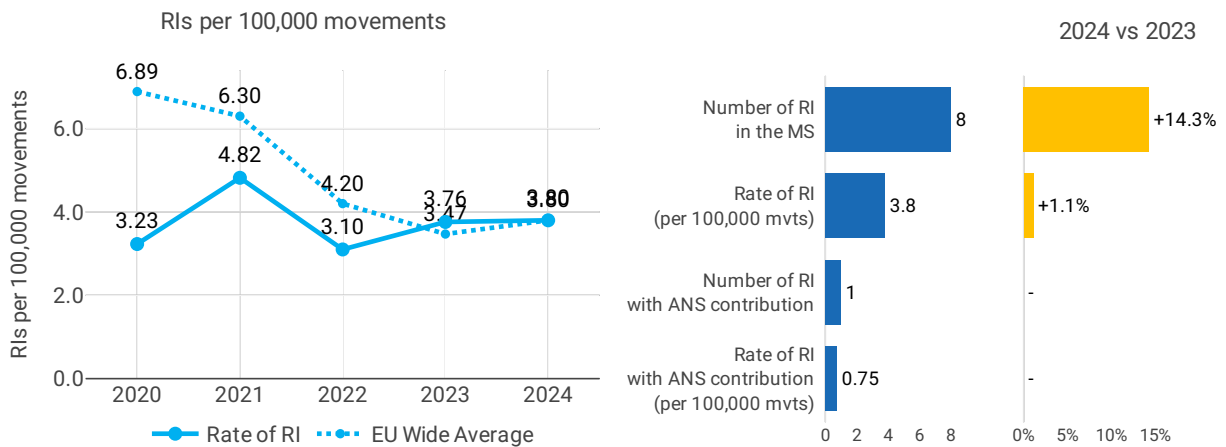
All five EoSM components of the ANSP meet, or exceed, the RP3 target level, with only one question below maximum maturity.

ANS CR exceeded the RP3 EoSM targets as early as 2020 and has shown a constant level of performance over RP3. In 2024, the organisation took additional steps to further enhance its SMS function by improving the process for assessing the safety implications of the functional system. Human factors and human performance training was also further extended and refined, with a particular focus on fatigue risk management, team resource management, and other contributing factors.



## 2.3 Safety occurrences

### 2.3.1 Rate of runway incursions (RIs) (PI#1)



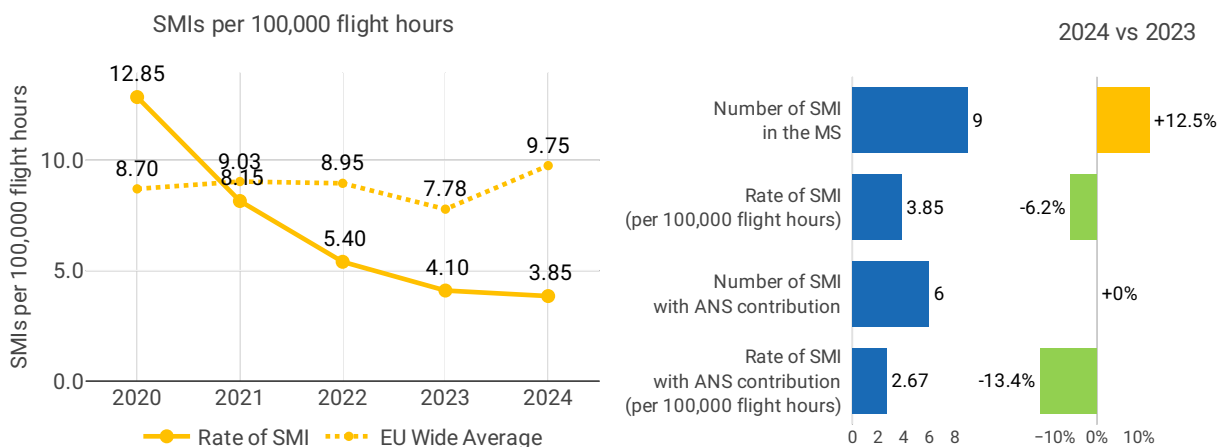
#### Rate of RIs per 100,000 airport movements - Czech Republic

#	Airport name	APT movements	Number of RI	Rate RI per 100,000
1	Prague	133,489	1	0.75

### Focus on runway incursions

The Czech Republic has seen a stable level of runway incursions (RIs) over RP3 with a marginal increase between 2023 and 2024. The 2024 rate of RIs is at the level of the Union-wide average, mainly driven by airports which are not part of the performance plan .

### 2.3.2 Rate of separation minima infringements (SMIs) (PI#2)



#### Rate of SMI with ANS contribution per 100,000 flight hours

#	ANSP	Flight hours					Number of SMIs				
		2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
1	ANS CR	113,261	135,047	178,983	194,893	225,125	7	11	8	6	6



#	ANSP	Rate of SMI per 100,000 flight hours					% variation in rate of SMIs				
		2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
1	ANS CR	6	8	4	3	3		+32%	-45%	-31%	-13%

### Focus on separation minima

Over RP3, the Czech Republic has recorded a significant reduction in the rate of SMIs being since 2022 well below the Union-wide average. The positive trend continued in 2024 with a further reduction of the rate.

The rate of SMIs with ANS contribution also declined over RP3, but with a slower pace. The number of occurrences remained at a similar level despite an increase in traffic.

The NSA closely monitors the rate of occurrences and assesses the effectiveness of implemented measures through regular meetings of its safety board.

#### 2.3.3 Quality of occurrences reporting

n/a

#### 2.4 Use of automated safety data recording system (ASDRS) (PI#3)

Use of automated safety data recording system - 2024	
For RIs	For SMIs
✓	✓



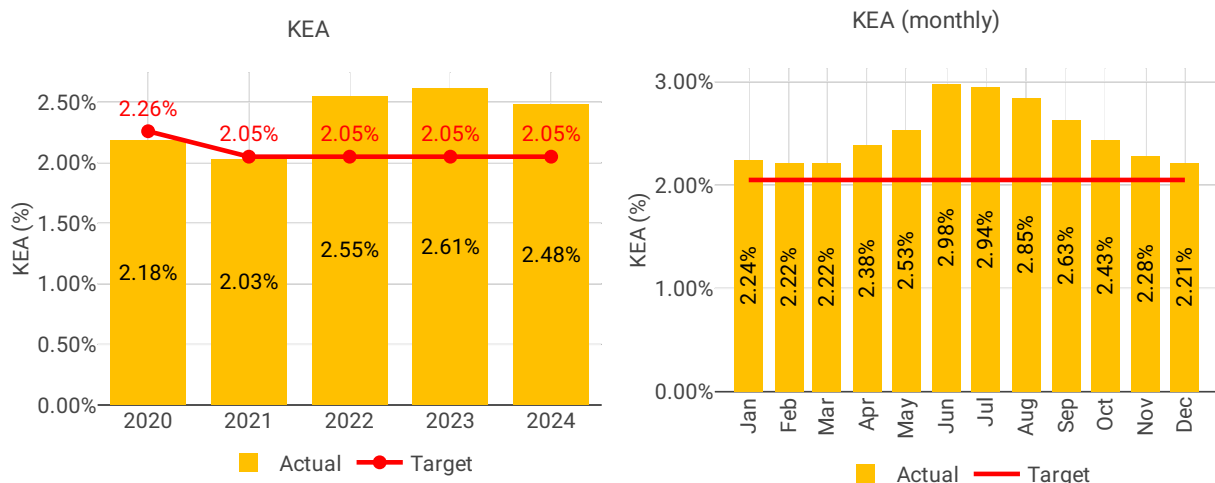
### 3 ENVIRONMENT - CZECH REPUBLIC

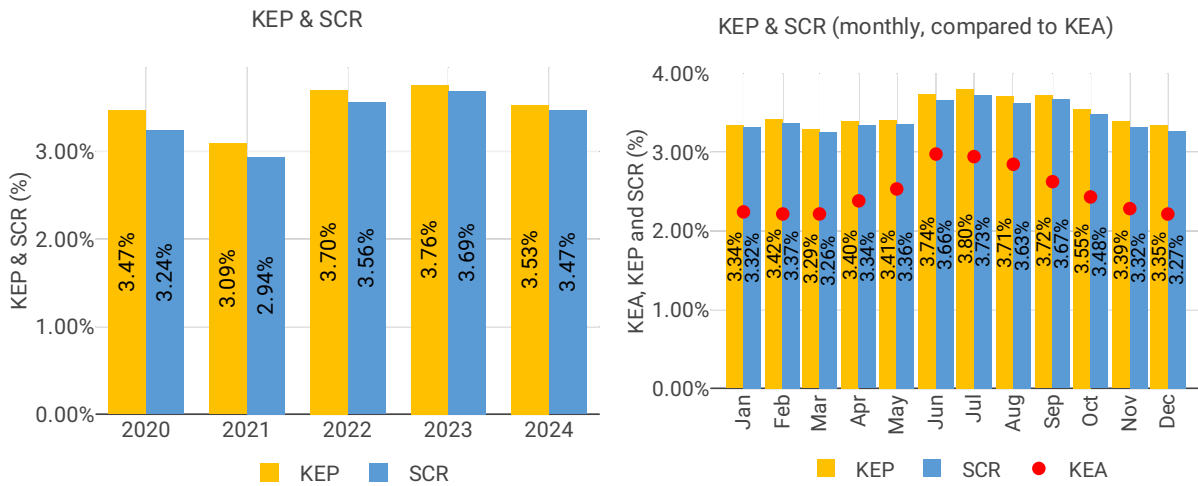
#### 3.1 PRB monitoring

- The Czech Republic achieved a KEA performance of 2.48% compared to its target of 2.05% and did not contribute positively towards achieving the Union-wide target.
- The NSA states the main reason for not meeting the target is the severe impact of flight trajectories caused by Russia's war of aggression against Ukraine, airspace user preferences and changes in the traffic pattern over LKAA FIR (decrease of long-haul flights).
- Both KEP and SCR improved in comparison with 2023. Despite the KEA target being missed, the improvement in SCR shows that the Czech Republic has improved environmental efficiency of its airspace when accounting for impacts outside of its control.
- The share of CDO flights remained stable in 2024.
- Additional taxi out time decreased from 2.30 to 2.17 min/flight, while additional time in terminal airspace increased from 0.69 to 0.93 min/flight in 2024 compared to 2023.

#### 3.2 En route performance

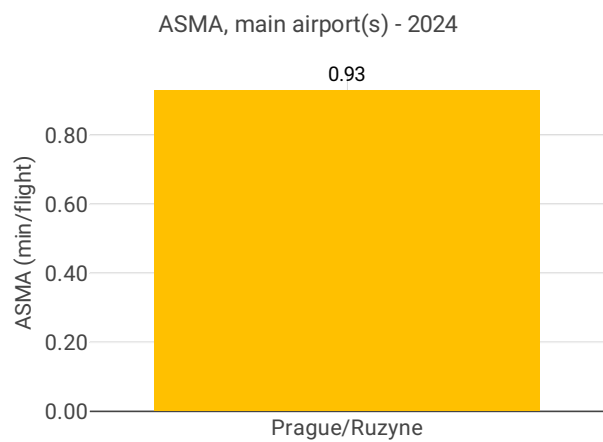
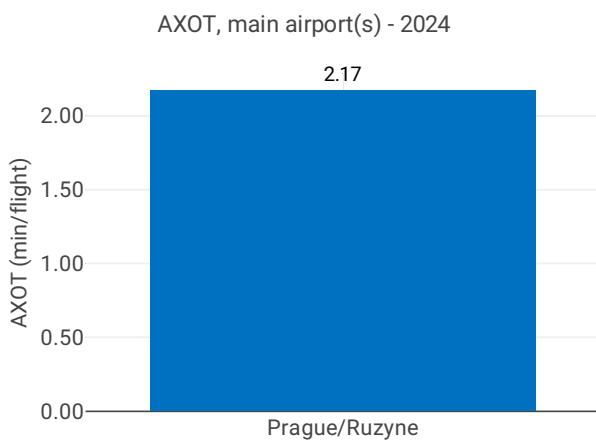
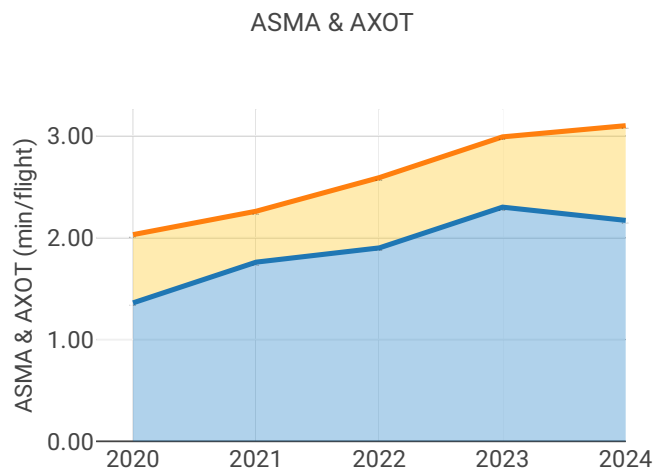
##### 3.2.1 Horizontal flight efficiency of the actual trajectory (KEA) (KPI#1), of the last filed flight plan (KEP) (PI#1) & shortest constrained route (SCR) (PI#2)





### 3.3 Terminal performance

#### 3.3.1 Additional taxi-out time (AXOT) (PI#3) & Arrival Sequencing and Metering Area (ASMA) time (PI#4)



## Focus on ASMA & AXOT

### AXOT

Additional taxi-out times at Prague decreased by 6% in 2024 (LKPR; 2019: 2.8 min/dep.; 2020: 1.36 min/dep.; 2021: 1.76 min/dep.; 2022: 1.9 min/dep.; 2023: 2.3 min/dep.; 2024: 2.17 min/dep.) and were below the SES average of 2.91 min/dep.

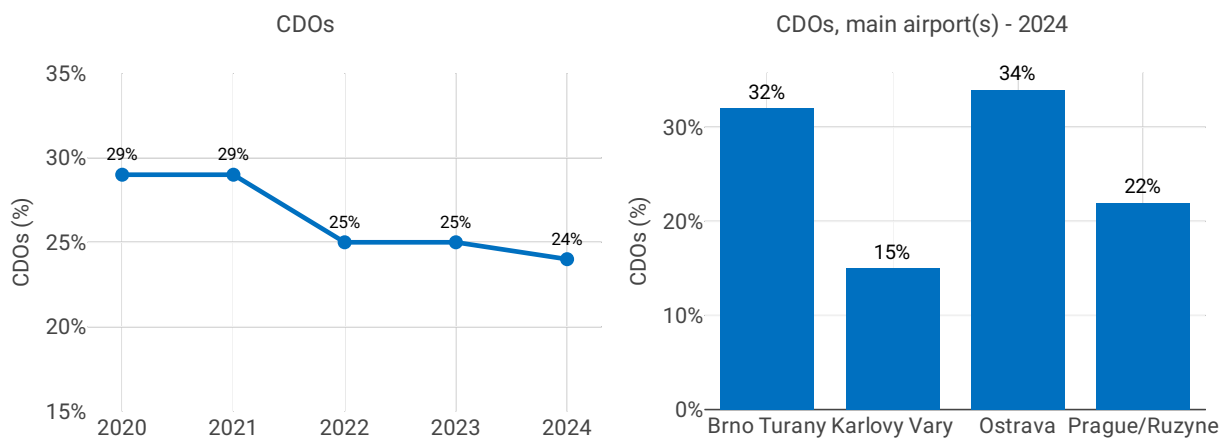
According to the Czech Republic's monitoring report: *There is a year-on-year improvement. No formal initiatives were implemented. The development of PI #3 is mainly influenced by the volume of traffic (gradual return of traffic after the COVID-19 pandemic). The PI monitoring is part of annual monitoring of the ANSP performance, which is provided to the CAA.*

### ASMA

The additional times in the terminal airspace observed a 35% increase with respect to 2023 (LKPR; 2019: 1.47 min/arr.; 2020: 0.67 min/arr.; 2021: 0.5 min/arr.; 2022: 0.69 min/arr.; 2023: 0.69 min/arr.; 2024: 0.93 min/arr.), although it was still below the SES average of 1.28 min/arr.

According to the Czech Republic's monitoring report: *No formal initiatives were implemented, but if traffic permits the aircraft are allowed for direct routing.*

### 3.3.2 Share of arrivals applying continuous descent operations (CDOs) (PI#5)



### Focus CDOs

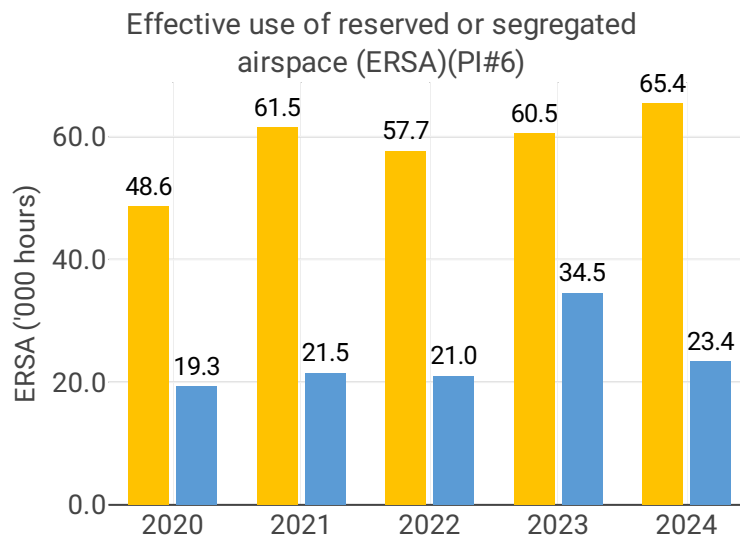
The share of CDO flights decreased at Prague to 22.0% which is lower than the overall RP3 value in 2024 (29.3%).

According to the Czech Republic's monitoring report: *There is no CDO officially published procedure in FIR Prague, but if traffic permits clearance are issued in order to allow CDO.*

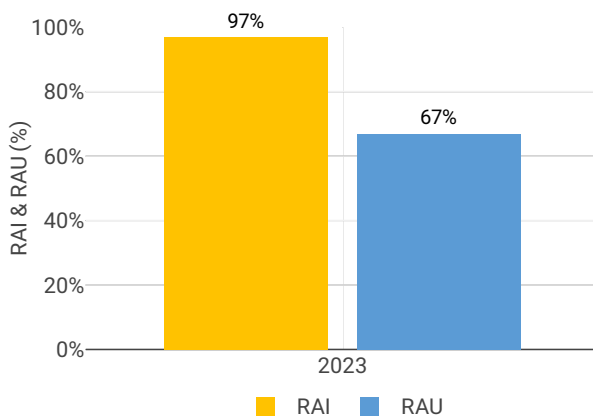


Airport level															
Airport	Additional taxi-out time (PI#3)					Additional ASMA time (PI#4)					Share of arrivals applying CDO (PI#5)				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Prague/Ruzyne	1.36	1.76	1.90	2.30	2.17	0.67	0.50	0.69	0.69	0.93	28%	26%	23%	23%	22%
Karlovy Vary	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	13%	16%	16%	16%	15%
Ostrava	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	35%	37%	37%	32%	34%
Brno Turany	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	39%	37%	35%	33%	32%

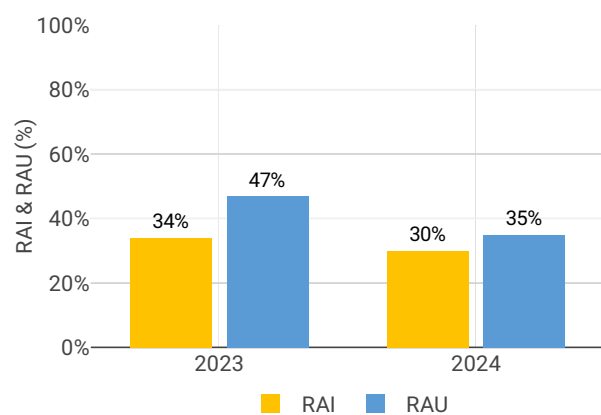
### 3.4 Civil-Military dimension



RAI & RAU via available conditional routes (PIs#7 & 8)



RAI & RAU via available restricted and segregated airspace (PIs#7 & 8)



## Focus on Civil-Military dimension

### Update on Military dimension of the plan

In 2024, military activities had a certain impact on environmental (ENV) indicators. The military assumed a leading role within the Airspace Management Cell (AMC), while Air Navigation Service Providers (ANSPs) lacked the authority to impose any limitations on the reservation of airspace by the military within the published Temporary Reserved Areas (TRA) and Temporary Segregated Areas (TSA).



The implementation of the Flexible Use of Airspace (FUA) concept was subject to regular evaluation through monitoring activities jointly conducted by the Civil Aviation Authority (CAA) and ANS CR, in close cooperation with the Military Aviation Authority (MAA). The administrators of the individual TRA/TSA, primarily the Czech Air Force, submitted monthly reports through the MAA to the CAA assessing the planning and activation of these areas. The few civil administrators provided such reports on a quarterly basis. Any identified shortcomings or inconsistencies were addressed either during the meetings of the Airspace Management Sub-Committee Group (ASMCG) or, where appropriate, directly with the relevant administrators.

Airspace Charter of the Czech Republic describes the competent authorities (CIV and MIL), their responsibilities and principles by which a joint civilian-military body (ASM Committee - ASMC) carries out strategic planning for the use of the Czech Republic airspace. The Charter incorporates as annexes the descriptions of processes used to provide high quality services to airspace users and ATS providers through safe, accurate and timely planning, approval and promulgation of national airspace management measures and international cooperation. The Airspace Charter was updated in August 2023.

The airspace of the Czech Republic is open to flights and it is divided in accordance with the rules contained in Sections 44 - 44c) of Act No. 49/1997. Pursuant to Section 44(2) of the Act, the CAA issues, in agreement with the Ministry of Defence and after consulting the Person authorized to exercise state administration in the matters related to sport flying devices, measures of general nature under the Administrative Procedure Code on division of the airspace of the Czech Republic to ensure safe conduct of flights and efficient provision of air services. In fulfilment of that mandate, the CAA takes into account, where possible, the FUA specifications described in "EUROCONTROL Specifications for the Application of the Flexible Use of Airspace (FUA)". Consultation with airspace users, service providers and other relevant bodies was conducted with the aim of obtaining consensus, wherever possible, before making changes in the planning or design of airspace management. The consultations were performed in a transparent way following a predefined procedure. The ASMC ensured effective cooperation at all levels through the ASM Consultation Group (ASMCG). In application of Regulation (EC) No 2150/2005, the ASMC cooperated very closely with CAA and took into account the findings and relevant corrective measures resulting from control activities (e.g. CAA, MAA, EASA). In accordance with ICAO requirements, the CAA published the airspace management policy and implementation of new airspace structures and follow-up procedures or their changes so that all airspace users and ATS providers had sufficient time to comply with the new requirements.

### **Military - related measures implemented or planned to improve capacity**

Dynamic Airspace Management was realized at ASM Level 2 and/or ASM Level 3. Areas published in AIP CR / MIL AIP or other pre-arranged areas were used under FUA rules as AUP manageable with UUP function updates. The ATM systems of the Czech Air Forces are directly connected to the ANS CR systems in order to present current status of reserved areas to the ATCOs. The AIM/AIS provider promulgated the planning status of the airspaces concerned in AISVIEW web tool, which serves for airspace users as an information source.

On the local level the FUA was addressed within the AMC activities, on the FAB CE level the DAM/STAM projects are in progress. The regulation 2150/2005 is fully implemented within the Czech Republic. With the objective of enhancing the application of the Flexible Use of



Airspace (FUA) concept within the Functional Airspace Block Central Europe (FAB CE) Member States, a regional initiative focusing on the harmonisation of Temporary Segregated Areas (TSA) and Temporary Reserved Areas (TRA) was undertaken. This initiative resulted in a set of final deliverables aimed at supporting regional alignment. The FAB CE TSA/TRA Harmonisation deliverables consolidate insights and recommendations derived from various EUROCONTROL guidance materials related to airspace management (ASM), the ICAO Doc 10088 Manual on Civil-Military Cooperation in Air Traffic Management, and previous FAB CE ASM-related activities. These inputs have been integrated into a unified Concept of Operations (CONOPS) for the FAB CE region, which outlines recommended actions for its realisation. It has been acknowledged that a harmonised and coordinated implementation of ASM is a key enabler for improved network performance at the national, sub-regional, and regional levels. Accordingly, each participating Member State and its respective Air Navigation Service Providers (ANSPs) are encouraged to take proactive steps to achieve the operational state outlined in the CONOPS. The deliverables also include recommendations pertaining to Level 1 (strategic), Level 2 (pre-tactical), and Level 3 (tactical) ASM functions.

It was acknowledged that the overall framework and implementation of Airspace Management (ASM) remain under the sovereign responsibility of individual States, and this initiative does not seek to infringe upon or override these national prerogatives. Nevertheless, the topics addressed within this activity, along with the resulting deliverables, were unanimously endorsed by the participating States—through the FAB CE Council and the FAB CE Joint Civil-Military Airspace Coordination Committee—as well as by the National Supervisory Authorities (NSAs) via the NSA Coordination Committee and the Air Navigation Service Providers (ANSPs) through the OPS Sub-Committee. In light of this consensus, the recommendations formulated as part of the initiative were considered applicable and relevant for implementation by all participating States and their respective ANSPs.

In response to the war in Ukraine, NATO corridors were established in 2022 to facilitate the smooth flow of military air traffic between Western and Eastern Europe. These corridors were created within the framework of airspace management (ASM) at the strategic level and were located within Class C airspace above flight level (FL) 095. Initially, the corridors were subject to management by the Airspace Management Cell (AMC). However, they were subsequently reclassified as non-AMC manageable, with their activation and deactivation being conducted at the tactical level. The use of these corridors continued throughout 2024.

At the end of 2023, the national project entitled Optimization of the Airspace Structure of the Czech Republic was launched. The project is scheduled to run from 2024 through 2028 and beyond, with the objective of enhancing the efficient use of airspace by all categories of users. The project brings together representatives from various airspace user groups—namely general aviation, commercial air transport, and military aviation—as well as air navigation service providers (ANS CR and AVA) and regulatory authorities (the Civil Aviation Authority, Military Aviation Authority, and the Ministry of Transport). This broad and structured stakeholder representation ensures a balanced approach that considers differing operational requirements and supports the efficient and safe utilization of national airspace. The active involvement of all key institutions and organizations was essential to ensure the effective, safe, and coordinated implementation of the proposed measures. In 2024, the project team was established, and an in-depth analysis was conducted to capture the visions and operational needs of each stakeholder group. In addition, international best practices were examined, and the project plan for 2025 was further refined. The project also takes into account the outcomes of harmonization efforts at the Functional Airspace Block Central Eu-



rope (FAB CE) level and at the wider European level, including the work of EUROCONTROL, EASA, and the Network Manager (NM).

### **Initiatives implemented or planned to improve PI#6**

Airspace Charter of the Czech Republic describes the competent authorities (CIV and MIL), their responsibilities and principles by which a joint civilian-military body (ASM Committee - ASMC) carries out strategic planning for the use of the Czech Republic airspace. The Charter incorporates as annexes the descriptions of processes used to provide high quality services to airspace users and ATS providers through safe, accurate and timely planning, approval and promulgation of national airspace management measures and international cooperation. The Airspace Charter was updated at AUG 2023.

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Dynamic Airspace Management is realized at ASM Level 2 and/or ASM Level 3. Areas published in AIP CR / MIL AIP or other pre-arranged areas can be used under FUA rules as AUP manageable with UUP function updates. FUA evaluation is performed monthly by individual TRA / TSA administrators and reported to the CAA on monthly (MAA) or quarterly basis (others). Deficiencies are addressed both within the ASMCG meetings and individually with individual administrators, if needed. CAA and MAA discuss any problems or improvements in the matter of FUA at their regular meetings.

With aim to improve FUA within the FAB CE member states an initiative concerning TSA/TRA harmonisation was conducted at FAB CE regional level with the final deliverables, which were adopted at the level of FAB CE Council. These FAB CE TSA/TRA Harmonisation deliverables consolidate findings and recommendations from various EUROCONTROL ASM related guidance materials, ICAO Doc 10088 'Manual on Civil-Military Coordination', and previous FAB CE ASM related activities to a consolidated Concept of Operations (CONOPS) for FAB CE



and makes recommendations to achieve this CONOPS. It was noted that a coordinated and cohesive ASM implementation is an enabler for improved network performance on national, sub-regional and regional level and each participating Member State and their ANSPs are encouraged to undertake activities to achieve the state-of-play described in the CONOPS. The deliverables contain some recommendations regarding Level 1 functions, as well as Level 2 and Level 3.

It was recognised that the overall ASM is State dependent and the purpose of this activity is not to attempt to override this State prerogative. However, as the topics contained in the activity and the resulting deliverables have been unanimously accepted by the participating States (via FAB CE Council and via FAB CE Joint Civil-Military Airspace Coordination Committee) and NSA (via NSA Coordination Committee) and ANSPs (via OPS SubC) the recommendations made should be considered for application by all States and ANSPs involved.

NATO corridors that were created within the framework of the ASM strategic level in the airspace of class "C" above FL 095 were at the beginning AMC manageable and later on they were handled as non AMC manageable, and their activation and deactivation is carried out at the tactical level. The corridors continued to be used in 2024.

At the very end of 2023, the national project Optimization of Airspace structure of the Czech Republic was launched, which is planned for the years 2024 - 2028 with the aim of improving the efficient use of airspace by all its users. The project includes representatives of various airspace user groups (general aviation, commercial air transport, military aviation, etc.), ANS providers (ANS CR and AVA) and regulatory authorities (CAA, MAA, MoT). This defined stakeholder representation allows for a balanced approach that takes into account the different operational needs and enables the efficient and safe use of airspace. The involvement of key institutions and organizations in the project was also necessary to prepare for an effective, safe and coordinated implementation of the proposed measures (changes). In 2024, a project team was put together and the visions and needs of each stakeholder were analysed, best practices abroad were researched and the project team's plan for 2025 was refined. The results of the harmonization activities at FAB CE and EU level (EUROCONTROL, EASA, NM) are taken into account in this project.

#### **Initiatives implemented or planned to improve PI#7**

There are no data available in the Czech Republic.

#### **Initiatives implemented or planned to improve PI#8**

There are no data available in the Czech Republic.



## 4 CAPACITY - CZECH REPUBLIC

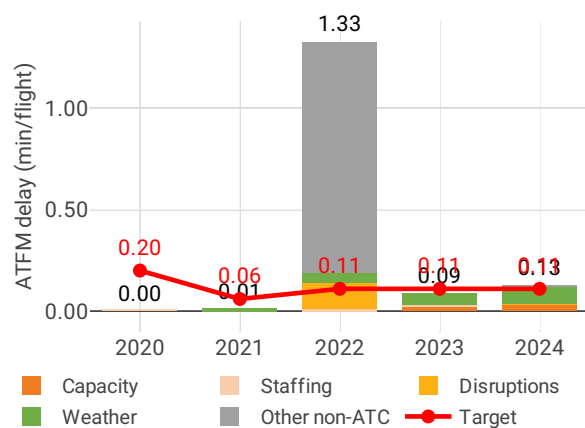
### 4.1 PRB monitoring

- Czech Republic registered 0.14 minutes of average en route ATFM delay per flight during 2024, which has been adjusted to 0.13 during the post-ops adjustment process, thus not achieving the local target value of 0.11. Delays in Czech Republic increased by 0.04 minutes per flight year-on-year.
- Delays were highest between June and August, mainly driven by adverse weather conditions and ATC capacity issues.
- The share of delayed flights with delays longer than 15 minutes in the Czech Republic increased by 3 percentage points compared to 2023 and was higher than 2019 values.
- The average number of IFR movements was 16% below 2019 levels in the Czech Republic in 2024.
- The number of ATCOs in OPS is 144, being below the 2024 plan in Prague by 16 FTEs.
- The yearly total of sector opening hours in Prague ACC was 45,209, showing a 6.6% increase compared to 2023. Sector opening hours are 3.6% below 2019 levels.
- Prague ACC registered 15.71 IFR movements per one sector opening hour in 2024, being 11.6% below 2019 levels.

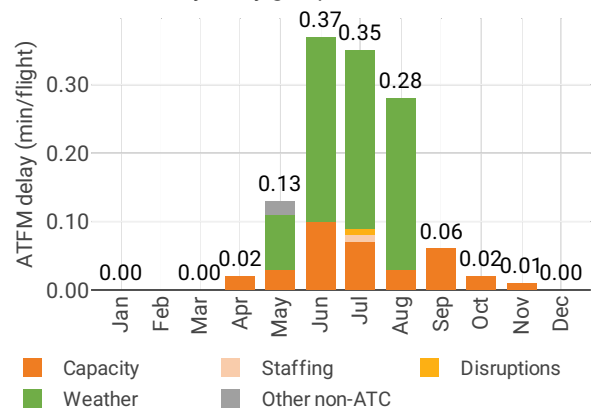
### 4.2 En route performance

#### 4.2.1 En route ATFM delay (KPI#1)

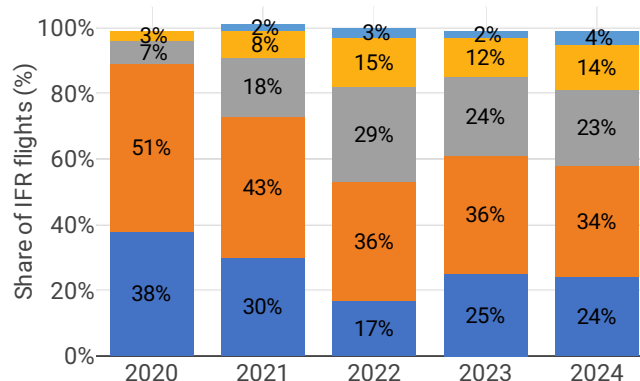
Average en route ATFM delay per flight by delay groups



Monthly distribution of en route ATFM delay by delay groups - 2024



Distribution of IFR flights per the duration of en route ATFM delay



## Focus on en route ATFM delay

### Summary of capacity performance

The Czech Republic experienced an increase in traffic from 703k flights in 2023, to 784k flights in 2024. En route ATFM delays increased from 56k minutes of delay in 2023 to 90k minutes in 2024. Traffic levels and ATFM delays are still significantly below 2019 levels (867k flights and 184k minutes of delay). There were an additional 11k minutes of delay originating in the Czech Republic that were re-attributed to DFS via the NM post operations delay attribution process, according to the NMB agreement for eNM/S24 measures, to ameliorate capacity shortfalls in Karlsruhe UAC.

### NSA's assessment of capacity performance

The targets set in the capacity KPA were almost met. In the en route area, the Czech Republic shows a minor deviation of 0.02 min/IFR flight, while in the case of terminal services both the delay target and compliance with departure slots were met. ANS CR was convinced that the objectives of this area are being met, however, the annual monitoring identified a difference between the internal methodology and the reality (according to NM) in the allocation between the en route and terminal area. This situation did not allow for corrective measures to be taken.

### Monitoring process for capacity performance

The monitoring process is based on quarterly monitoring reports prepared by ANS CR. These are based on the company Annual plan and cover all KPAs.

### Capacity planning

After the deployment of the new main ATM system (2022) and its stabilisation in previous periods, thanks to the continued training of new ATCOs and the gradual implementation of the Airspace Optimisation project in the Czech Republic (as outlined in the Czech Performance Plan for RP3), the Czech Republic has built sufficient capacity to adhere to the required level of performance.

Unfortunately, the NM uses a different methodology for recording network delay, where TVs (traffic volumes) of the "Enroute" category (which includes TMA Praha) are included in the line delay. At the same time, NM has transferred part of the en route delay of ANS CR to DFS within the post-processing procedure "delay reattribution". The resulting value of ACC



Praha's en route delay according to the NM methodology is 0.13 min/year. Thus, the capacity target of 0.02 min/year is not met from the point of view of performance planning.

### Application of Corrective Measures for Capacity (if applicable)

Part of the delay is caused by neighbouring FIRs and we don't know how much will be deducted in post-ops adjustments. Different methodology between ANS CR and NM, which allocates part of the airport delay to the en route segment. The hard-to-estimate impact of military activities.

The differential delay allocation methodology has already been resolved, the ongoing training of ATCOs and the ongoing Optimisation give the expectation of meeting the target in future years. NSA also recommends adjustments to training to accelerate the pace of operational personnel additions.

Actions already taken during RP3 to improve performance included:

- Staff Usage - full utilisation of operational staff with maximum use of overtime (up to legal limit);
- Optimisation project - Cross licensing and training of ATCO students on layer 'L';
- External factors - Coordination with the Czech AirForce in order to limit the impact of their activities on civil aviation.

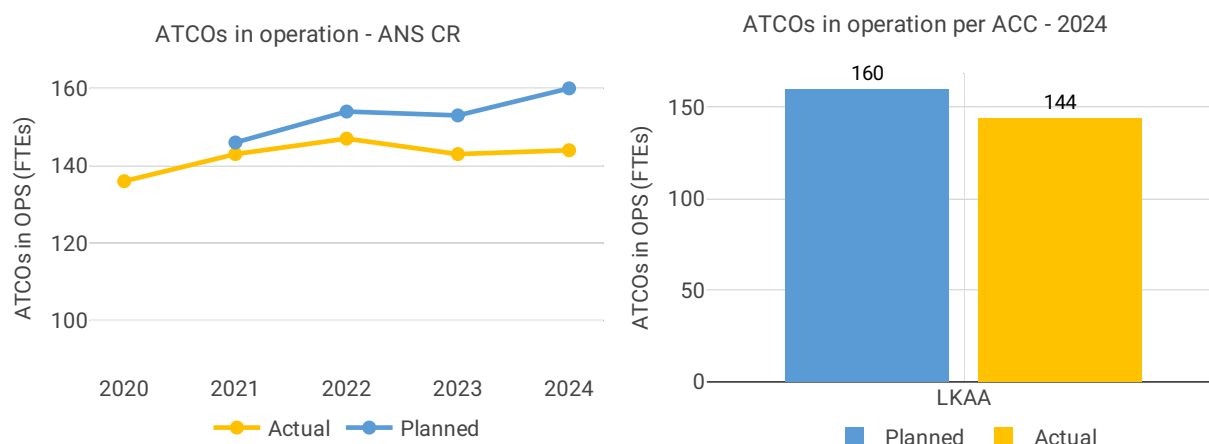
All remedial measures from previous years have been / are being implemented. If the traffic is consistent with the Performance plan assumption, there is sufficient capacity meet the capacity objective.

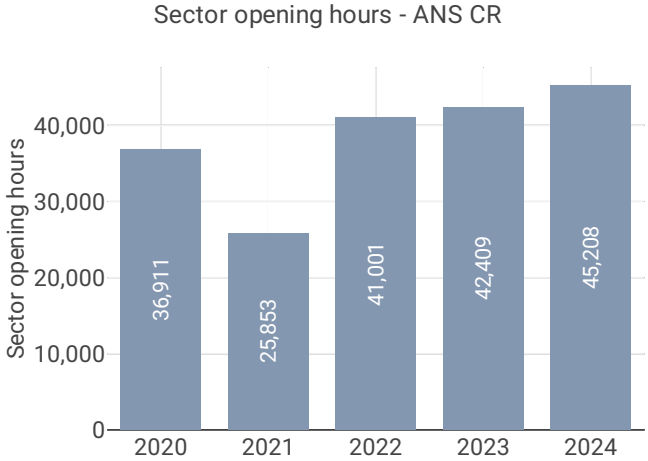
### En route Capacity Incentive Scheme

**ANS CR:** The NSA reports that, ANS CR is liable for a financial penalty of CZK 4 188 815.14

In accordance with Article 3(3)(a) of Implementing Regulation (EU) 2020/1627: The incentive scheme shall cover only the calendar years 2022 to 2024.

#### 4.2.2 Other indicators



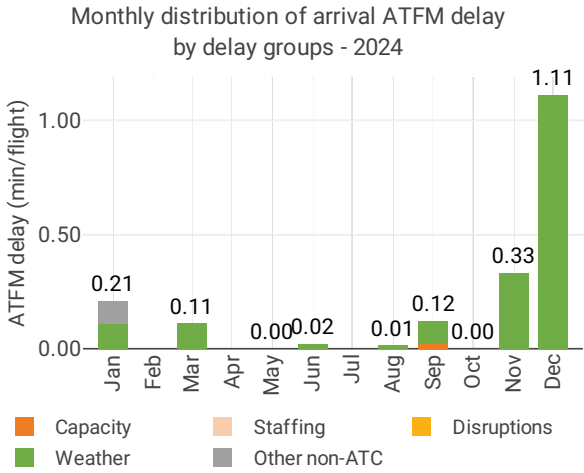
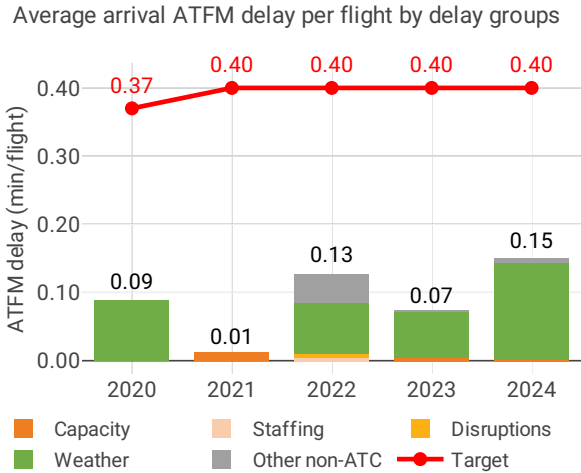


### Focus on ATCOs in operations

The number of operational ATCOs is some 10 % (in terms of FTE) below the planned level. This difference is due to 2 reasons: there are 34% less trained ATCOs than planned (in terms of FTE), the reason is the slowdown of training during the COVID19 pandemic when there was not enough traffic. The second reason is the 36% higher number of ATCOs (in terms of FTE) who have stopped working. Intensive training of additional ATCOs is currently underway to close this gap.

### 4.3 Terminal performance

#### 4.3.1 Arrival ATFM delay (KPI#2)



### Focus on arrival ATFM delay

Czech Republic has included only Prague in their last Performance Plan for RP3 monitoring. The Airport Operator Data Flow, necessary for the monitoring of the additional times, is correctly established at Prague and the monitoring of all environment indicators can be performed. Traffic this airport in 2024 was still 14% lower than in 2019, but 15% higher than in 2023.

Average arrival ATFM delays in 2024 was 0.15 min/arr, compared to 0.07 min/arr in 2023. The target was met. ATFM slot adherence has improved (2023: 97%; 2024: 97.2%).

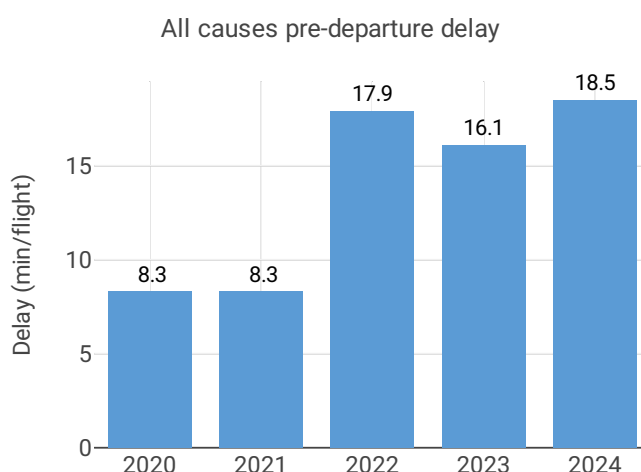


Delays at Prague (LKPR: 2019: 0.18 min/arr; 2020: 0.09 min/arr; 2021: 0.01 min/arr; 2022: 0.13 min/arr; 2023: 0.07 min/arr; 2024: 0.15 min/arr.) increased in 2024. 95% of the delays were attributed to Weather and 4% attributed to Aerodrome Capacity.

According to the Czech monitoring report: *Achievement of the objective is mainly dependent on the weather and ongoing construction work at the airport. In combination with the low traffic, the target was met. Russia's aggression against Ukraine has major impact on LKPR OPS. Because of ban on flights to/from Russia and Belarus and no flight zone in Ukraine LKPR suffers from significant traffic reduction.*

The Czech performance plan sets a national target on arrival ATFM delay for all RP3 of 0.4 min/arr. This target was met in 2024 with an actual performance of 0.15 min/arr. According to the Czech monitoring report, this performance corresponds to the maximum bonus (0.50%), computed by the NSA as CZK2963110.

#### 4.3.2 Other terminal performance indicators (PI#1-3)



Airport level										
Airport name	Avg arrival ATFM delay (KPI#2)					Slot adherence (PI#1)				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Brno Turany	NA	NA	NA	NA	NA	100.0%	98.2%	99.2%	99.6%	99.3%
Karlovy Vary	NA	NA	NA	NA	NA	100.0%	100.0%	97.3%	98.3%	98.2%
Ostrava	NA	NA	NA	NA	NA	100.0%	98.0%	99.4%	98.9%	99.4%
Prague/Ruzyne	0.09	0.01	0.13	0.07	0.15	94.7%	95.3%	96.1%	97.0%	97.2%

Airport name	ATC pre departure delay (PI#2)					All causes pre departure delay (PI#3)				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Brno Turany	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Karlovy Vary	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Ostrava	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Prague/Ruzyne	0.22	NA	0.04	NA	0.08	8.3	8.3	17.9	16.1	18.5



## Focus on performance indicators at airport level

### ATFM slot adherence

The slot adherence in 2024 was 97.2%, a slight improvement with respect to 2023 (97%). With regard to the 2.77% of flights that did not adhere, 0.92% were early and 1.85% were late.

### ATC pre-departure delay

The quality of the airport data reported by Prague (the only Czech airport subject to monitoring of this indicator) is too low, preventing the calculation of this indicator.

The calculation of the ATC pre-departure delay is based on the data provided by the airport operators through the Airport Operator Data Flow (APDF) which is properly implemented at Prague. However, there are several quality checks before EUROCONTROL can produce the final value which is established as the average minutes of pre-departure delay (delay in the actual off block time) associated to the IATA delay code 89 (through the APDF, for each delayed flight, the reasons for that delay have to be transmitted and coded according to IATA delay codes.

However, sometimes the airport operator has no information concerning the reasons for the delay in the off block, or they cannot convert the reasons to the IATA delay codes. In those cases, the airport operator might:

- Not report any information about the reasons for the delay for that flight (unreported delay)
- Report a special code to indicate they do not have the information (code ZZZ)
- Report a special code to indicate they do not have the means to collect and/or translate the information (code 999)

To be able to calculate with a minimum of accuracy the PI for a given month, the minutes of delay that are not attributed to any IATA code reason should not exceed 40% of the total minutes of pre-departure delay observed at the airport.

Finally, to be able to produce the annual figure, at least 10 months of valid data is requested by EUROCONTROL.

The share of unidentified delay reported by Prague was above 40% for 10 months in each year of RP3, preventing the calculation of this indicator.

### All causes pre-departure delay

Prague is the only Czech airport subject to the monitoring of this indicator. The total (all causes) delay in the actual off block time at Prague in 2024 increased with respect to 2023 (LKPR: 2020: 8.30 min/dep.; 2021: 8.32 min/dep.; 2022: 17.92 min/dep.; 2023: 16.12 min/dep.; 2024: 18.51 min/dep.).

According to the Czech monitoring report: *The main causes of the delay are: En-route delay - 19,34%; Airline delay - 15, 65%; Airport delay - 5,78%; Weather - B7-4,91%; Security & Immigration - 1,33% and Other - 52,98%. In the 2025 and 2026 season, a major reconstruction of the main RWY is underway and operational measures are being taken to improve the situation, which NSA closely monitors in regular meetings with the slot coordinator and with the airport*



*operator. The measures described in last year's report will continue to be further developed by the airport operator.*



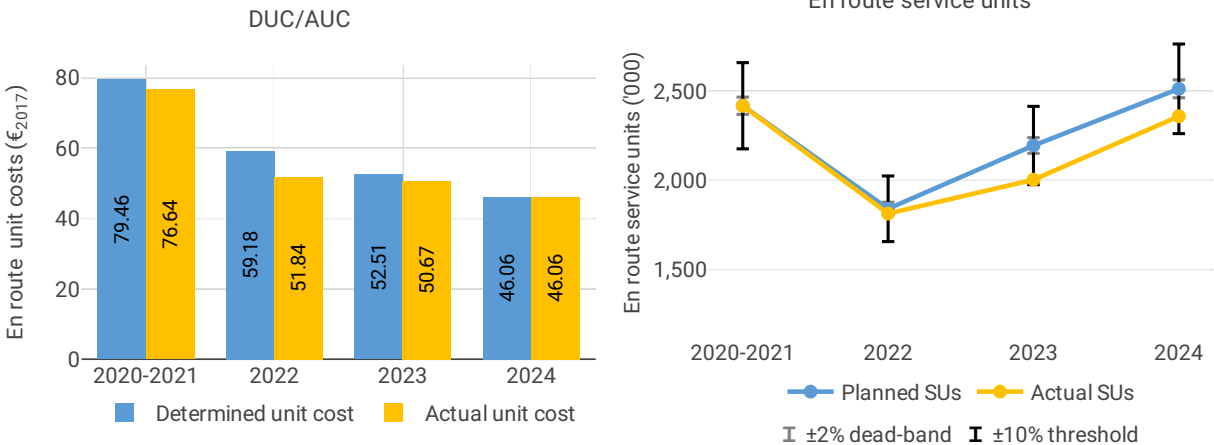
## 5 COST-EFFICIENCY - CZECH REPUBLIC

### 5.1 PRB monitoring

- The en route 2024 actual unit cost of Czech Republic was 46.06€2017, which was equal to the determined unit cost (46.06€2017). The terminal 2024 actual unit cost of Czech Republic was 208.62€2017, +3.2% higher than the determined unit cost (202.20€2017).
- The en route 2024 actual service units (2.4M) were -6.2% lower than the determined service units (2.5M), mainly due to the ongoing effects of the shifted traffic flows caused by Russia’s war of aggression against Ukraine.
- The en route 2024 actual total costs were -7.1M€2017 (-6.2%) lower than determined. The gap was mainly a result of the underspend in other operating costs (-3.4M€2017, or -22%) for ANS CR, which the NSA attributed to “cost containment measures”.
- ANS CR costs of investments were 30M€2017 in 2024 for both en route and terminal charging zones, -14% less than determined (35M€2017), as the NSA indicated that “some of the system upgrades were postponed”.
- The en route actual unit cost incurred by users in 2024 was 59.21€ (+11% above the 2024 DUC), while the terminal actual unit cost incurred by users was 257.26€ (+8.4% above the 2024 DUC). The difference between the AUCU and the DUC is mainly driven by the difference between the determined and actual SUs for both the en route and terminal charging zones, as well as the positive inflation adjustment.
- Czech Republic’s RP3 performance plan included justifications for a deviation to achieve the RP3 capacity targets. The main measures included the recruitment and training of new ATCOs and a number of investments to increase capacity. Czech Republic has not submitted a detailed report of the capacity-related measures implemented. However, the number of ATCOs in operation at the end of RP3 is below the plan, and costs for new major investments are lower than determined. Czech Republic should reimburse to airspace users the excess funds received by ANSPs for measures not implemented.

### 5.2 En route charging zone

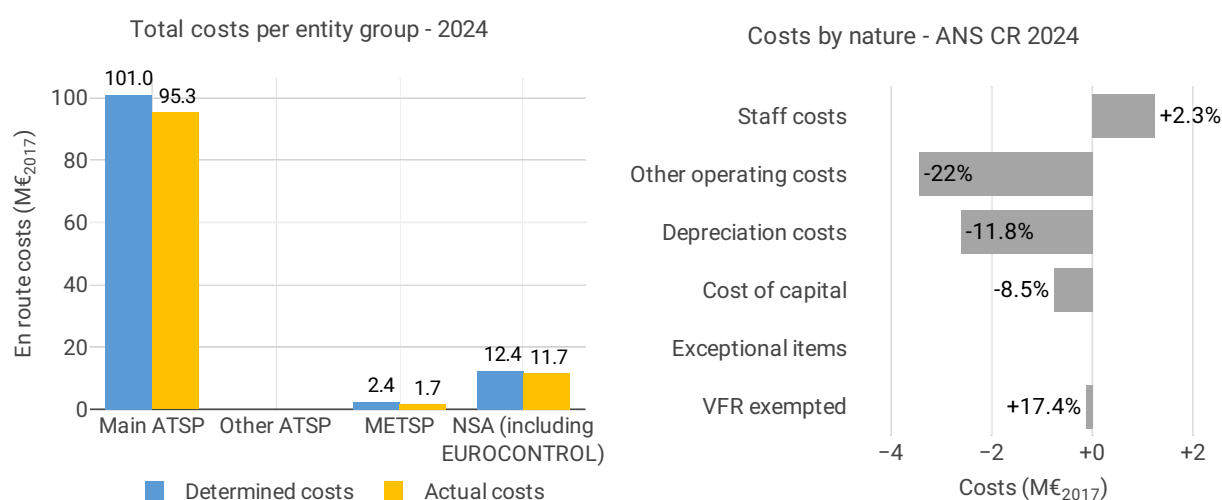
#### 5.2.1 Unit cost (KPI#1)



Actual and determined data				
Total costs - nominal (M€)	2020-2021	2022	2023	2024
Actual costs	196	109	128	141
Determined costs	203	118	126	128
Difference costs	-7	-8	2	13

Inflation assumptions	2020-2021	2022	2023	2024
Determined inflation rate	NA	2.0%	2.0%	2.0%
Determined inflation index	NA	112.8	115	117.3
Actual inflation rate	NA	14.8%	12.0%	2.7%
Actual inflation index	NA	128.2	143.6	147.5
Difference inflation index (p.p.)	NA	+15.4	+28.6	+30.1



## Focus on unit cost

### AUC vs. DUC

In 2024, the en route AUC was in line with the planned DUC. This results from the combination of significantly lower than planned TSUs (-6.2%) and significantly lower than planned en route costs in real terms (-6.2%, or -187.4 MCZK2017, -7.1 M€2017). It should be noted that the actual inflation index in 2024 was +30.1 p.p. higher than planned.

### En route service units

The difference between 2024 actual and planned TSUs (-6.2%) falls outside the  $\pm 2\%$  deadband, but does not exceed the -10% threshold foreseen in the traffic risk sharing mechanism. The resulting loss of en route revenues is therefore shared between the ANSP and the airspace users (see the main ANSP loss in Box 11).

### En route costs by entity

The 2024 actual real en route costs are -6.2% (-7.1 M€2017) lower than planned. This is the result of lower than planned costs for the main ANSP, ANS CR (-5.6%, or -5.7 M€2017), the NSA/EUROCONTROL (-5.7%, or -0.7 M€2017) and the MET service provider (-29.3%, or -0.7 M€2017).



## En route costs for the main ANSP at charging zone level

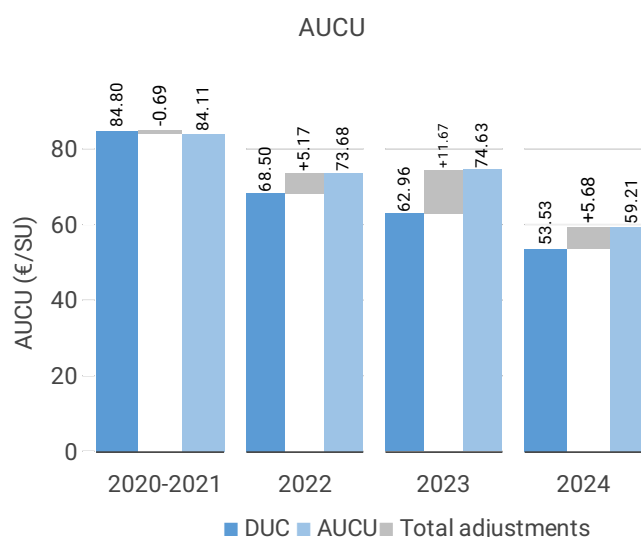
Significantly lower than planned en route costs in real terms for ANS CR in 2024 (-5.6%, or -5.7 M€2017) result from:

- Higher staff costs (+2.3%), reflecting the impact of high inflation in 2022 and 2023 (14.8% and 12.0% respectively),
- Significantly lower than planned other operating costs (-22.0%), mainly due to “*cost containment measures*”,
- Significantly lower than planned depreciation (-11.8%), reflecting the fact that “*some of the system upgrades were postponed*”,
- Significantly lower than planned cost of capital (-8.5%), mainly due to “*a gap in some investments and consequently lower asset base*”,
- Significantly higher than planned deduction for VFR exempted flights (+17.4%).

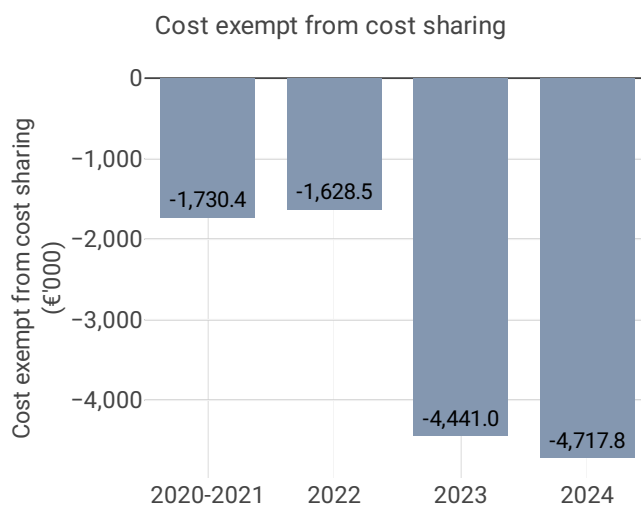
### RP3 summary

When considering the whole of RP3 (2020-2024) for Czech Republic en route charging zone, actual TSUs are -4.2% lower than planned, while actual costs in real terms are -8.0% lower than the determined costs (some -1 120.4 MCZK2017 or -42.6 M€2017). As a result, the weighted average actual unit cost over RP3 (1 498.69 CZK2017 or 56.96 €2017) is -4.0% lower than planned in the PP (1 561.34 CZK2017 or 59.34 €2017).

#### 5.2.2 Actual unit cost incurred by the users (AUCU) (PI#1)



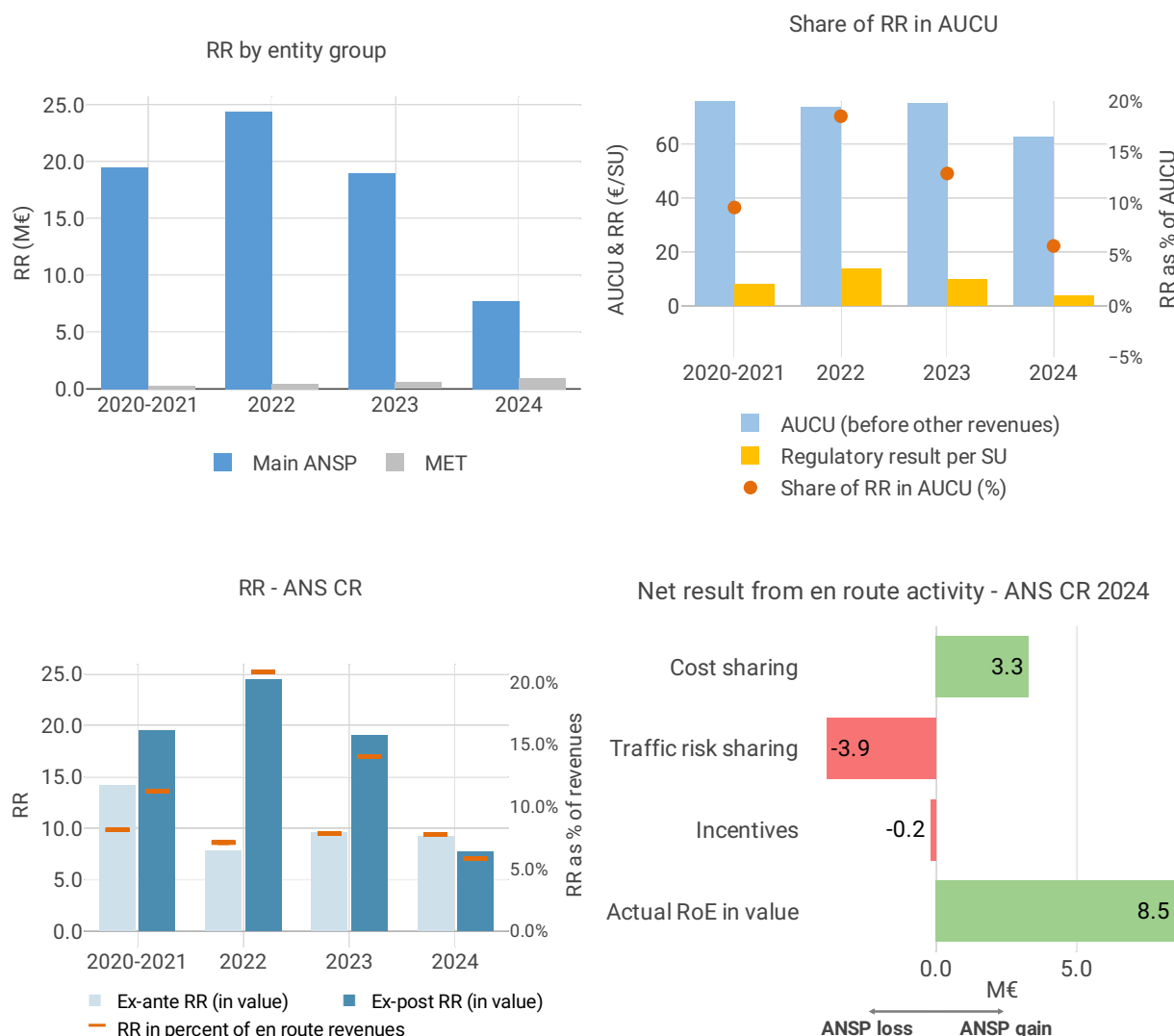
AUCU components (€/SU) – 2024	
<b>Components of the AUCU in 2024</b>	<b>€/SU</b>
<b>DUC</b>	<b>53.53</b>
Inflation adjustment	9.63
Cost exempt from cost-sharing	-2.00
Traffic risk sharing adjustment	1.46
Traffic adj. (costs not TRS)	0.41
Financial incentives	-0.07
Modulation of charges	0.00
Cross-financing	0.00
Other revenues	-3.63
Application of lower unit rate	-0.13
Total adjustments	5.68
<b>AUCU</b>	<b>59.21</b>
<b>AUCU vs. DUC</b>	<b>+ 10.6%</b>



Cost exempt from cost sharing – 2024		
<b>Cost exempt from cost sharing by item - 2024</b>	<b>€'000</b>	<b>€/SU</b>
New and existing investments	-3,909.1	-1.66
Competent authorities and qualified entities costs	476.8	0.20
Eurocontrol costs	-1,221.2	-0.52
Pension costs	-64.3	-0.03
Interest on loans	0.0	0.00
Changes in law	0.0	0.00
<b>Total cost exempt from cost risk sharing</b>	<b>-4,717.8</b>	<b>-2.00</b>



## 5.2.3 Regulatory result (RR)



### Focus on regulatory result

#### ANS CR net gain on activity in the Czech Republic en route charging zone in the year 2024

ANS CR reported a net loss of -18.5 MCZK, as a combination of a gain of +82.3 MCZK arising from the cost sharing mechanism, with a loss of -96.6 MCZK arising from the traffic risk sharing mechanism and a loss of -4.2 MCZK relating to financial incentives.

#### ANS CR overall regulatory result (RR) for the en route activity

Ex-post, the overall RR taking into account the net loss from the en route activity mentioned above (-18.5 MCZK) and the actual RoE (+212.5 MCZK) amounts to +194.0 MCZK (5.8% of the en route revenues). The resulting ex-post rate of return on equity is 7.7%, which is lower than the 8.4% planned in the PP. See also Note 1 in Box 10 above.

#### RP3 summary

When considering the whole of RP3 (2020-2024), ANS CR generated a cumulative gain in respect of cost sharing of +1 034.5 MCZK, as actual total costs for RP3 were lower than planned.

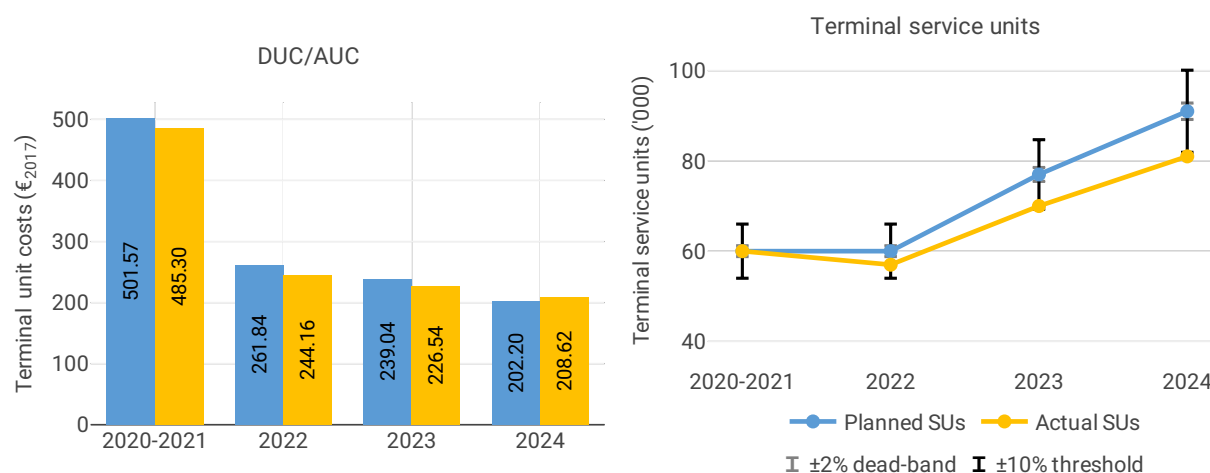


The traffic risk sharing mechanism generated a loss of -252.5 MCZK. Adding the loss of -0.4 MCZK to be retained by the ATSP in respect of financial incentives and the actual RoE (+973.7 MCZK over RP3) leads to an overall regulatory result of +1 755.2 MCZK, which corresponds to an average ex-post rate of return on equity of 14.7% (compared to 8.2% initially planned in the PP). See also Note 1 in Box 10 above.

**Note 1:** Ex-post RR does not take into account the application of the lower unit rate as per Art. 29.6 (loss in revenues corresponds to -7.5 MCZK or -0.3 M€ for 2024).

## 5.3 Terminal charging zone

### 5.3.1 Unit cost (KPI#1)

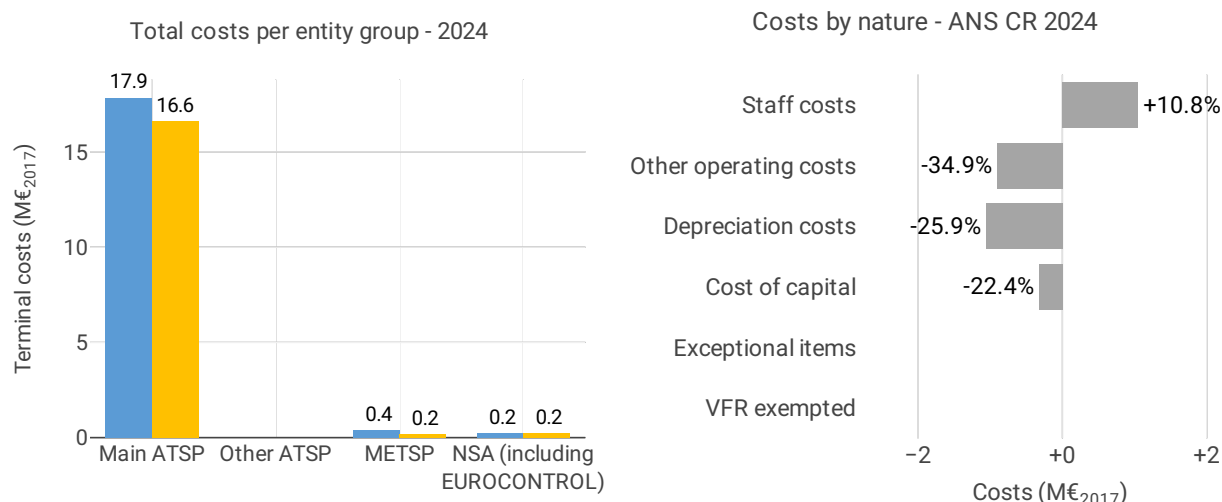


### Actual and determined data

Total costs - nominal (M€)	2020-2021	2022	2023	2024
Actual costs	31	17	21	23
Determined costs	32	17	20	21
Difference costs	-1	-1	0	2

Inflation assumptions	2020-2021	2022	2023	2024
Determined inflation rate	NA	2.0%	2.0%	2.0%
Determined inflation index	NA	112.8	115	117.3
Actual inflation rate	NA	14.8%	12.0%	2.7%
Actual inflation index	NA	128.2	143.6	147.5
Difference inflation index (p.p.)	NA	+15.4	+28.6	+30.1





## Focus on unit cost

### AUC vs. DUC

In 2024, the terminal AUC was +3.2% (or +168.76 CZK<sub>2017</sub>, +6.41 €<sub>2017</sub>) higher than the planned DUC. This results from the combination of significantly lower than planned TNSUs (-10.8%) and significantly lower than planned terminal costs in real terms (-7.9%, or -38.5 MCZK<sub>2017</sub>, -1.5 M€<sub>2017</sub>). It should be noted that the actual inflation index in 2024 was +30.1 p.p. higher than planned.

### Terminal service units

The difference between 2024 actual and planned TNSUs (-10.8%) falls outside the ±10% threshold foreseen in the traffic risk sharing mechanism. The resulting loss of terminal revenues is therefore shared between the ANSP and the airspace users (see the main ANSP loss in Box 11).

### Terminal costs by entity

The 2024 actual real terminal costs are -7.9% (-1.5 M€<sub>2017</sub>) lower than planned. This is the result of lower than planned costs for the main ANSP, ANS CR (-6.9%, or -1.2 M€<sub>2017</sub>), the MET service provider (-59.0%, or -0.2 M€<sub>2017</sub>) while the costs for the NSA are in line with the plan.

### Terminal costs for the main ANSP at charging zone level

Significantly lower than planned terminal costs in real terms for ANS CR in 2024 (-6.9%, or -1.2 M€<sub>2017</sub>) result from:

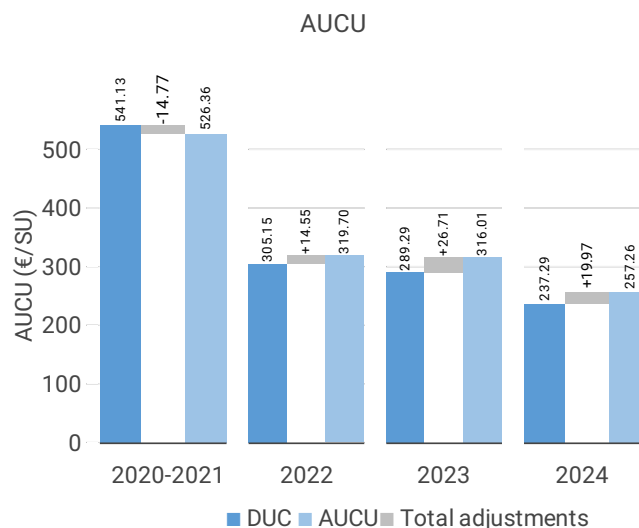
- Significantly higher than planned staff costs (+10.8%), reflecting the impact of high inflation in 2022 and 2023 (14.8% and 12.0% respectively),
- Significantly lower than planned other operating costs (-34.9%), mainly due to “*cost containment measures*”,
- Significantly lower than planned depreciation (-25.9%), reflecting the fact that “*some of the system upgrades were postponed*”,
- Significantly lower than planned cost of capital (-22.4%), mainly due to “*a gap in some investments and consequently lower asset base*”.



## RP3 summary

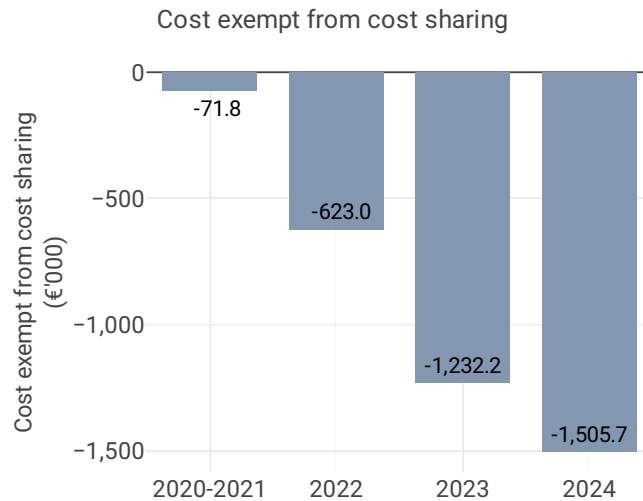
When considering the whole of RP3 (2020-2024) for Czech Republic terminal charging zone, actual TNSUs are -7.2% lower than planned, while actual costs in real terms are -8.6% lower than the determined costs (some -186.6 MCZK2017 or -7.1 M€2017). As a result, the weighted average actual unit cost over RP3 (7 439.05 CZK2017 or 282.73 €2017) is -1.4% lower than planned in the PP (7 547.00 CZK2017 or 286.83 €2017).

### 5.3.2 Actual unit cost incurred by the users (AUCU) (PI#1)



AUCU components (€/SU) – 2024	
<b>Components of the AUCU in 2024</b>	<b>€/SU</b>
<b>DUC</b>	<b>237.29</b>
Inflation adjustment	48.99
Cost exempt from cost-sharing	-18.48
Traffic risk sharing adjustment	16.36
Traffic adj. (costs not TRS)	0.93
Financial incentives	0.00
Modulation of charges	0.00
Cross-financing	0.00
Other revenues	-2.60
Application of lower unit rate	-25.22
Total adjustments	19.97
<b>AUCU</b>	<b>257.26</b>
<b>AUCU vs. DUC</b>	<b>+ 8.4%</b>

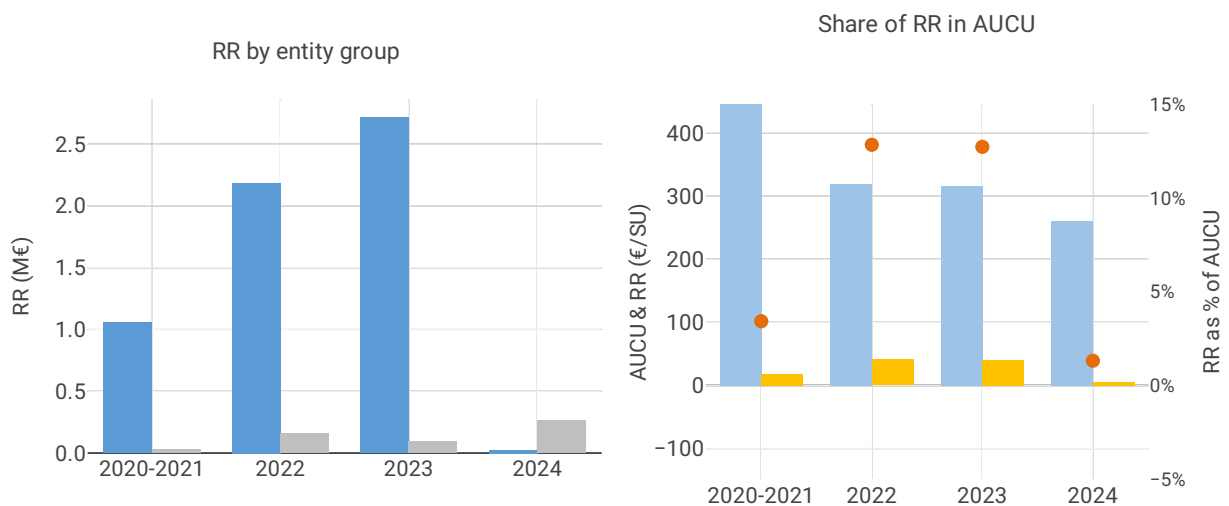


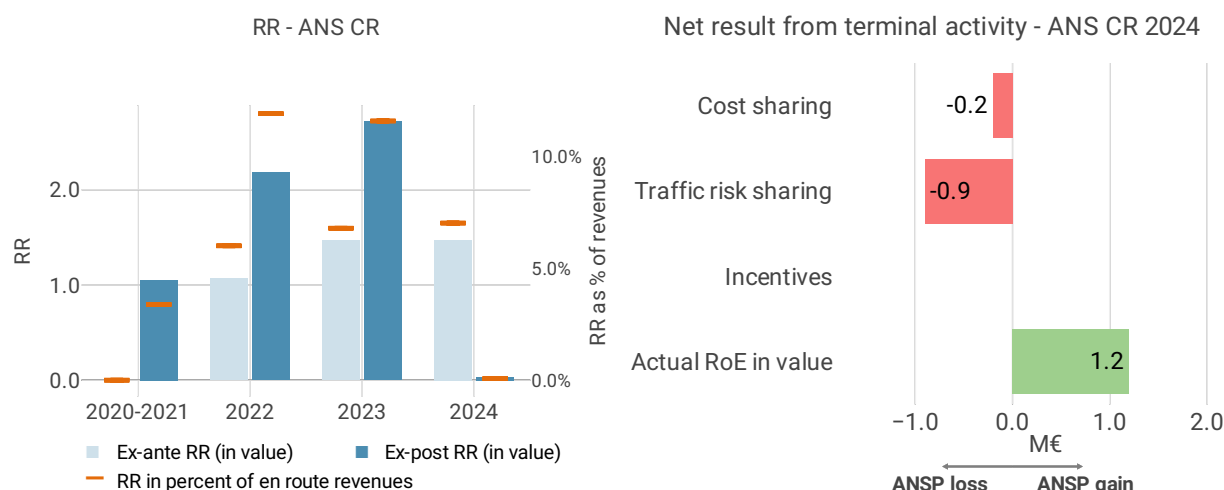


### Cost exempt from cost sharing – 2024

Cost exempt from cost sharing by item - 2024	€'000	€/SU
New and existing investments	-1,478.3	-18.14
Competent authorities and qualified entities costs	0.0	0.00
Eurocontrol costs	0.0	0.00
Pension costs	-27.4	-0.34
Interest on loans	0.0	0.00
Changes in law	0.0	0.00
<b>Total cost exempt from cost risk sharing</b>	<b>-1,505.7</b>	<b>-18.48</b>

### 5.3.3 Regulatory result (RR)





## Focus on regulatory result

### ANS CR net loss on activity in the Czech Republic terminal charging zone in the year 2024

ANS CR reported a net loss of -28.5 MCZK, as a combination of a loss of -5.3 MCZK arising from the cost sharing mechanism, with a loss of -23.1 MCZK arising from the traffic risk sharing mechanism. See also Note 3.

### ANS CR overall regulatory result (RR) for the terminal activity

Ex-post, the overall RR taking into account the net loss from the terminal activity mentioned above (-28.5 MCZK) and the actual RoE (+28.9 MCZK) amounts to +0.4 MCZK (0.1% of the terminal revenues). The resulting ex-post rate of return on equity is 0.1%, which is lower than the 8.4% planned in the PP. See also Notes 2 and 3.

### RP3 summary

When considering the whole of RP3 (2020-2024), ANS CR generated a cumulative gain in respect of cost sharing of +119.6 MCZK, as actual total costs for RP3 were lower than planned. The traffic risk sharing mechanism generated a loss of -61.5 MCZK. Adding the gain of +2.7 MCZK to be retained by the ATSP in respect of financial incentives and the actual RoE (+85.3 MCZK over RP3) leads to an overall regulatory result of +146.1 MCZK, which corresponds to an average ex-post rate of return on equity of 15.5% (compared to 9.0% initially planned in the PP). See also Notes 2 and 3.

**Note 2:** It should be noted that, since the Czech Republic caps the terminal Unit Rate, the ex-post RR is partially offset by the loss of revenues due to the application of the lower unit rate as per Art. 29.6 (loss of revenue amounting to -23.0 MCZK in 2020-21, -19.9 MCZK in 2022, -52.5 MCZK in 2023 and -51.6 MCZK in 2024).

**Note 3:** Czech Republic reported a bonus of 3.0 MCZK for performance in 2024 in the NSA Monitoring Report but has decided not to charge it to the airspace users.

