

Performance Review Board

Monitoring Report

Belgium - 2025



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1 OVERVIEW

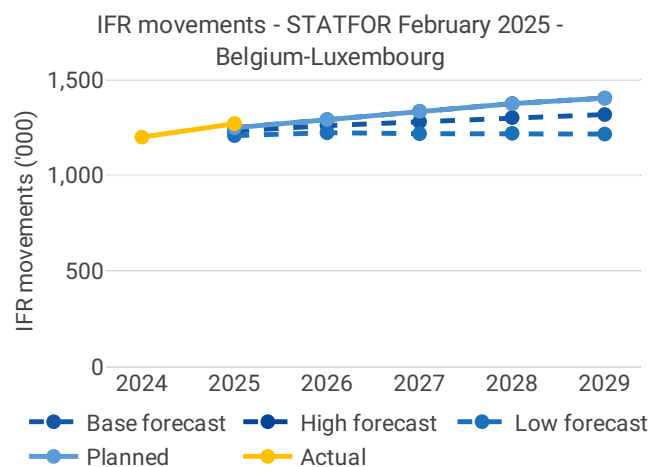
1.1 Contextual information

This document is based on the version of the Annual Monitoring Report file submitted by FABEC on 2026-07-15 (XF12503_FABEC AMR 2025 V1.1.xlsx) and the accompanying submission of en route and terminal (if applicable) reporting tables.

FAB draft revised performance plan currently under assessment

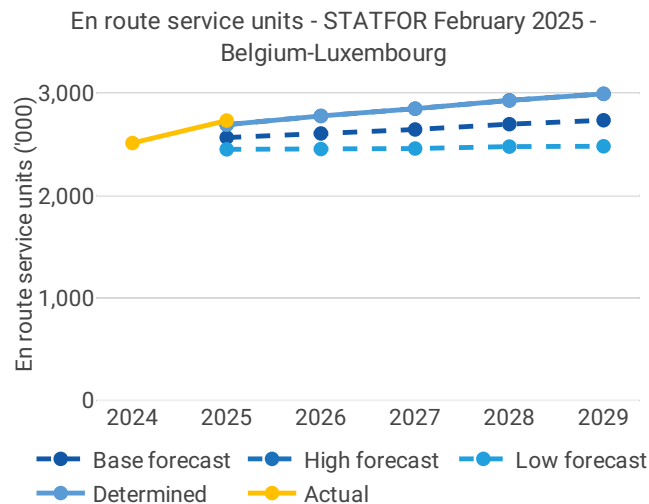
List of ACCs 1 Brussels ACC	Exchange rate (1 EUR=) 2022: 1 EUR 2025: 1 EUR	Main ANSP • skeyes
No of airports in the scope of the performance plan: • $\geq 80^{\circ}\text{K}$ 1 • $< 80^{\circ}\text{K}$ 0	Share of Union-wide: • traffic (TSUs) 2025 2.0% • en route costs 2025 3.4% Share en route / terminal costs 2025 86% / 14% En route charging zone(s) Belgium-Luxembourg Terminal charging zone(s) Belgium	Other ANSPs • MUAC MET Providers -

1.2 Traffic (En route traffic zone)



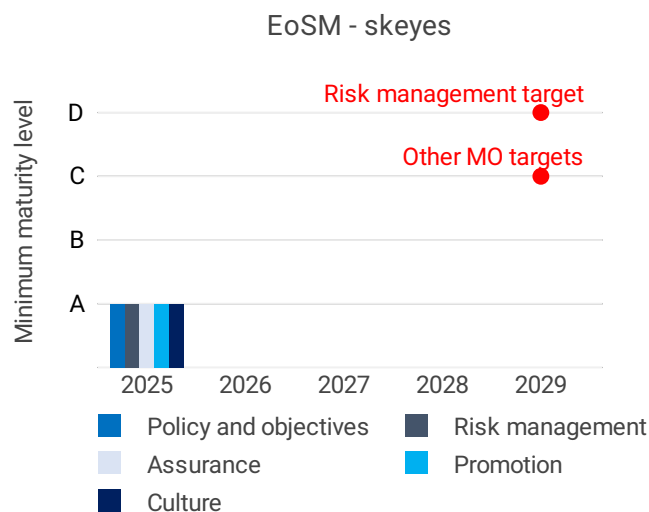
- Belgium-Luxembourg recorded 1,270K actual IFR movements in 2025, +5.8% compared to 2024 (1,200K).
- Actual 2025 IFR movements were +1.7% above the plan (1,249K).
- Actual 2025 IFR movements were +1.7% above the actual 2019 level (1,249K).





- Belgium-Luxembourg recorded 2,733K actual service units in 2025, +8.7% compared to 2024 (2,514K).
- Actual 2025 service units were +1.5% above the plan (2,693K).
- Actual 2025 service units are +4.3% above the actual 2019 level (2,620K).

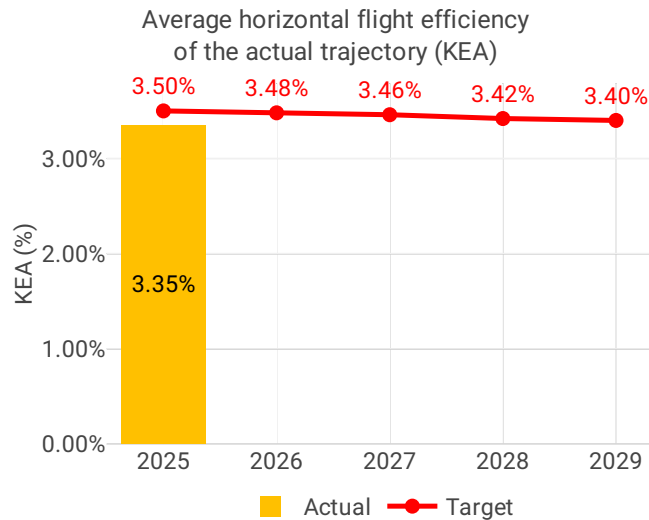
1.3 Safety (Main ANSP)



- In 2025, Skeyes did not achieve the planned maturity levels set out in its performance plan for any of the five components of the EoSM. Moreover, Skeyes scored A for all SM objectives and needs significant improvement in order to reach the targets by the end of RP4.
- The rate of runway incursions (RI) was 0.98 and equal to the RIs with ANS contribution, with the former indicator below the Union-wide average while the latter above. The rate of RIs has increased compared to 2024.
- The rate of separation minima infringements (SMIs) at State level was 5.04, and at ANSP level 9.31. The rate of SMIs was below Union-wide average at State level and above Union-wide average at ANSP level. When comparing to 2024, rate of SMIs has decreased at both State level and ANSP level.



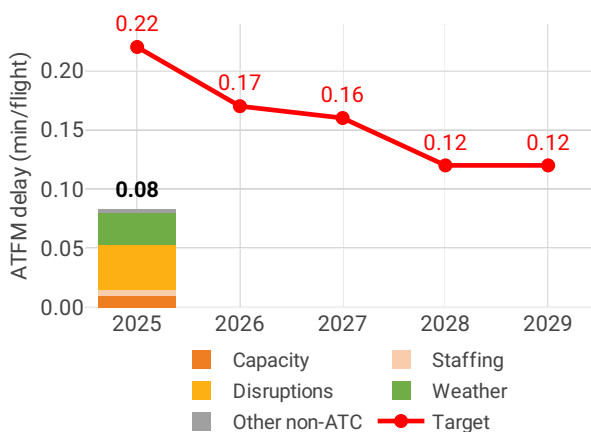
1.4 Environment (Member State)



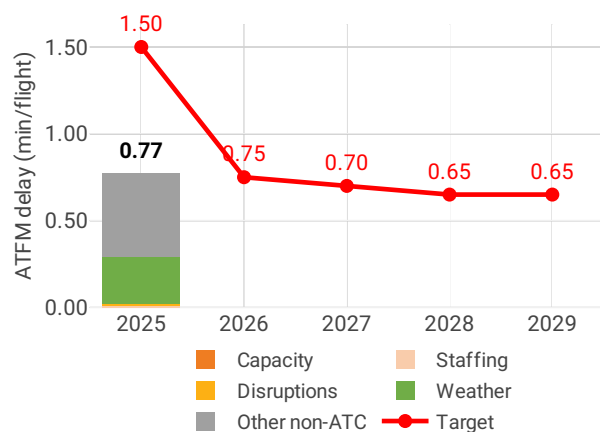
- Belgium registered a KEA performance of 3.35% compared to its local breakdown value of 3.50%. Whilst the local target for FABEC was not achieved, Belgium contributed positively towards Union-wide performance. The NSA states that the target was achieved mainly due to the implementation of FRA.
- Both KEP and KES improved in comparison with 2024. The improvement shows that Belgium has improved environmental efficiency.
- The average time in level flight during climb and descent remained stable with minor variations compared to 2024.
- VFE of the actual trajectory was at 75.90%, which was below the average Union-wide average.
- Additional taxi-out time was 2.98 min/flight, and additional taxi-in time was 1.28 min/flight, with both stable compared to 2024.
- Additional time in the arrival sequencing and metering area was at 2.47 min/flight, which degraded compared to 2.27 min/flight in 2024.

1.5 Capacity (Member State)

Average en route ATFM delay per flight by delay groups

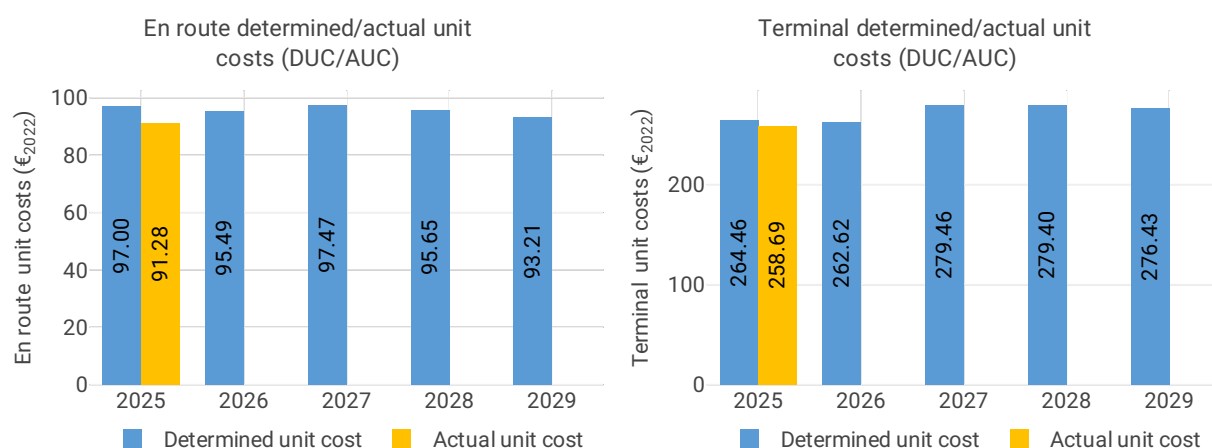


Average arrival ATFM delay per flight by delay groups



- Belgium registered 0.08 minutes of average en route ATFM delay per flight during 2025, which remained 0.08 after the post-ops adjustment process, thus achieving the local target value of 0.22. Delays in Belgium remained stable year-on-year. Delays were highest in January and October due to disruptions (technical issues and industrial action), and in June and July, mostly driven by weather.
- The share of delayed flights with delays longer than 15 minutes in Belgium decreased by -2 percentage points compared to 2024
- The number of ATCOs in OPS was 88, being below the 2025 plan in Brussels ACC by -8 FTE.
- The yearly total of sector opening hours in Brussels ACC was 28,234, showing a -1% decrease compared to 2024.
- Brussels ACC registered 21.48 IFR movements per sector opening hour in 2025, 6% above the 2024 level.
- Belgium registered an average airport arrival ATFM delay of 0.77 minutes per flight in 2025, thus achieving the local target of 1.5 minutes. Compared to 2024, average arrival ATFM delays in Belgium were 0.49 minutes per flight higher in 2025.
- The main drivers of delays were other non-ATC causes, accounting for 0.48 of the total delays, and weather, responsible for 0.27.

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



- The en route 2025 actual unit cost of Belgium-Luxembourg was 91.28€2022, -5.9% lower than the determined unit cost (97.00€2022). The terminal 2025 actual unit cost of Belgium was 258.69€2022, -2.2% lower than the determined unit cost (264.46€2022).
- The en route 2025 actual service units (2.73M) were +1.5% higher than the determined service units (2.69M).
- The en route 2025 actual total costs were -11.7M€2022 (-4.5%) lower than determined with all cost categories registering lower-than-planned costs, except staff costs. The gap is mainly due to lower other operating costs of Skeyes (-9.2M€2022, or -27.6%). The NSA attributed this decrease to lower maintenance and external support costs than planned.



- A deviation from the criteria to achieve capacity targets was considered justified for Belgium-Luxembourg. Actual costs for the measures necessary to achieve those targets were lower than determined (-1.8M€2022, or -9.7%), mainly due to lower depreciation (-1.8M€2022, or -83.5%) than planned.
- Skeyes spent 19.2M€2022 in 2025 related to costs of investments for both en route and terminal charging zones, -5.4% less than determined (20.3M€2022). According to the NSA, this reduction is mainly due to project delays and postponements, as well as lower costs for IT and data equipment.
- The en route actual unit cost incurred by users in 2025 was 102.11€ (-3.2% below the 2025 DUC). The terminal actual unit cost incurred by users was 215.63€ (-25.1% below the 2025 DUC) for Belgium and 275.46€ (-14.9% below the 2025 DUC) for Luxembourg. The difference between the AUCU and the DUC for the terminal charging zones is mainly driven by other revenues.
- The en route regulatory result for skeyes amounted to +17.5M€, or 10.0% of the 2025 revenue. This may indicate that the airspace users are charged for costs which have not materialised in 2025.

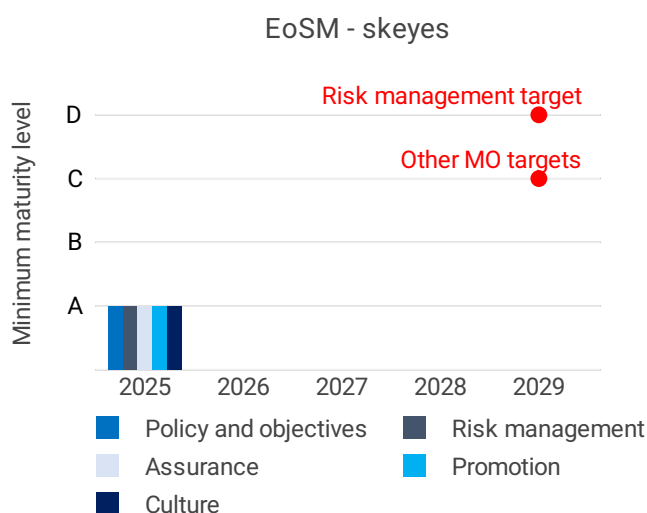


2 SAFETY - BELGIUM

2.1 PRB monitoring

- In 2025, Skeyes did not achieve the planned maturity levels set out in its performance plan for any of the five components of the EoSM. Moreover, Skeyes scored A for all SM objectives and needs significant improvement in order to reach the targets by the end of RP4.
- The rate of runway incursions (RI) was 0.98 and equal to the RIs with ANS contribution, with the former indicator below the Union-wide average while the latter above. The rate of RIs has increased compared to 2024.
- The rate of separation minima infringements (SMIs) at State level was 5.04, and at ANSP level 9.31. The rate of SMIs was below Union-wide average at State level and above Union-wide average at ANSP level. When comparing to 2024, rate of SMIs has decreased at both State level and ANSP level.

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



Focus on EoSM

In 2025, Skeyes did not meet the planned maturity levels set out in its performance plan for any of the five components of the EoSM. Skeyes scored A for all the safety management objectives and needs significant improvement for the EoSM in order to reach the targets by the end of RP4.

As described in the monitoring report, Skeyes has not achieved the expected intermediate targets. In terms of main measures put in place to achieve the safety performance targets, the report defines the following elements:

- Safety risk management: Human factors integration, revision of internal and external interfaces.
- Safety assurance: updated audit cycle to ensure sustained compliance in RP4.
- Safety culture development: conduct of regular safety culture assessment across the organisation.



- Benchmarking and peer learning.
- Monitoring and corrective actions: Corrective action plans will be launched whenever deviations from the safety targets are observed.

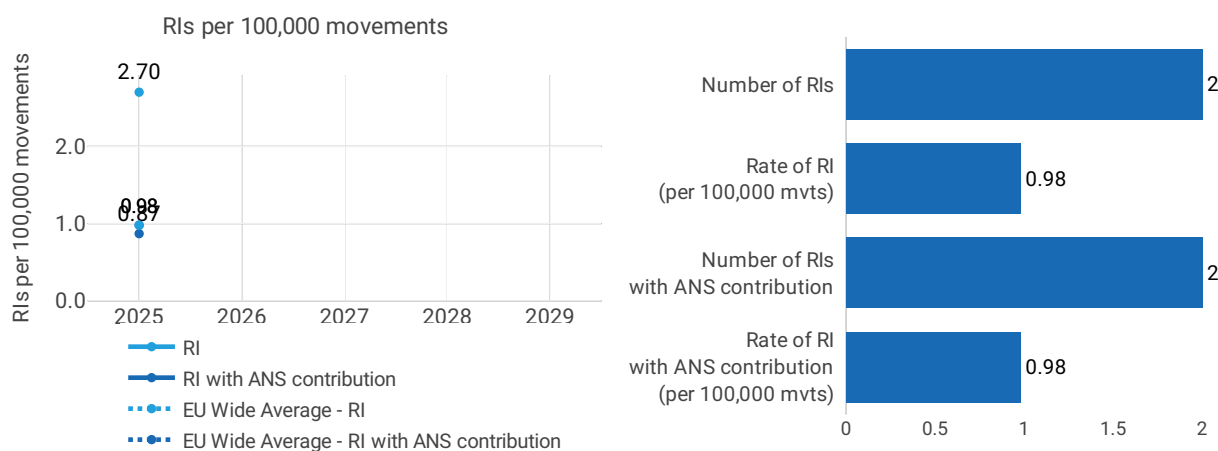
As the planned levels were not achieved, Belgium explains in the monitoring report the reasons leading to this situation; Skeyes is not always able to demonstrate compliance with the guidance provided in the EoSM questionnaire. In addition, Skeyes did not make use of the time allotted to provide and update the justification and evidence required to meet the intermediate targets.

In terms of remedial actions implemented or planned, as described in the monitoring report, a compliance monitoring plan has been established by Skeyes, with compliance monitoring audits planned. Internal SMS audit has been performed in 2025, CAP will be implemented to correct the findings.

The NSA describes in the monitoring report that the intended measures to be undertaken to remedy the situation are continuous oversight and possible enforcement measures.

2.3 Safety occurrences

2.3.1 Rate of runway incursions (RIs) (PI#1) and Rate of runway incursion with ANS contribution (PI#3)



Rate of RIs per 100,000 airport movements - Belgium

#	Airport name	APT movements	Number of RI	Rate RI per 100,000	Number of RI with ANS contribution	Rate RI per 100,000 with ANS contribution
1	Brussels	204,151	2	0.98	2	0.98



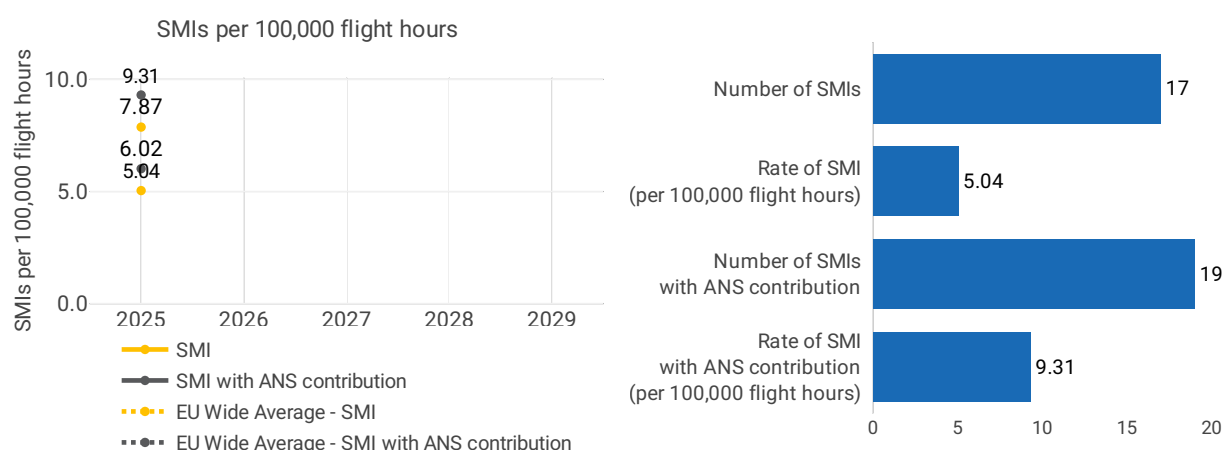
Focus on runway incursions

Belgium reported 2 runway incursions (RI) at Brussels airport during 2025. When comparing the RIs at airport level to Union-wide level, Belgium was lower than the Union-wide average (0.98 vs 2.70). The rate of runway incursions has increased compared to 2024 at airport level (0.98 vs 0.5).

In 2025, Belgium reported 2 runway incursions with ANS contribution. When comparing the RIs with ANS contribution to the Union-wide level, Belgium was slightly higher than Union-wide average (0.98 vs 0.87). At ANS contribution-level, Belgium reported 0 RIs in 2024.

As described in the monitoring report, Local Runway Safety Teams (LRSTs) are established at all international airports in Belgium. Occurrence of runway incursions and associated investigation is permanently monitored and reported in line with international regulation. Outcome of safety investigations and associated safety recommendations is permanently monitored by NSA and verified during ongoing oversight activities.

2.3.2 Rate of separation minima infringements (SMIs) (PI#2) and Rate of separation minima infringements with ANS contribution (PI#4)



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

#	ANSP	Flight hours					Number of SMIs with ANS contribution				
		2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
1	skeyes	204,151	NA	NA	NA	NA	19	NA	NA	NA	NA

#	ANSP	Rate of SMI with ANS contribution per 100,000 flight hours					% variation in rate of SMIs				
		2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
1	skeyes	9	NA	NA	NA	NA					

Focus on separation minima

At State level, Belgium reported 17 separation minima infringements (SMI) in their airspace during 2025. The rate of separation minima infringements was lower than the Union-wide average (5.04 vs 7.87). At ANSP level, Belgium reported 19 SMIs with ANS contribution. The rate of separation minima infringements at ANSP level was higher than the Union-wide average (9.31 vs 6.02).



When comparing to 2024, the rate of separation minima infringements has decreased at State level (5.04 vs 5.27) and decreased significantly at ANSP level (9.31 vs 17.94).

As described in the monitoring report, at Member State level, separation minima infringement occurrences and investigations are permanently monitored and followed up by the Belgian NSA and reported in line with international regulation. Safety of service provision and follow-up of safety recommendations is permanently subject to NSA oversight.



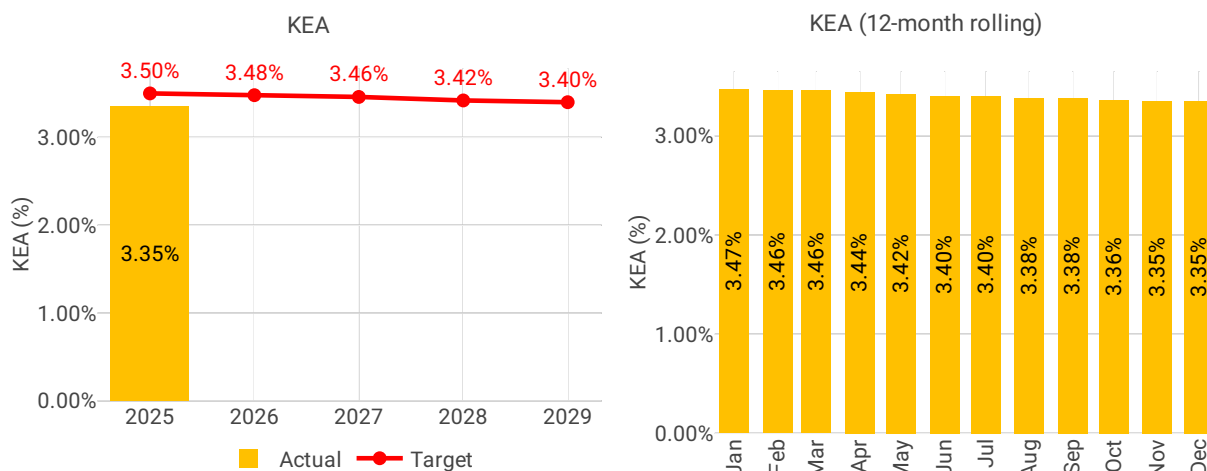
3 ENVIRONMENT - BELGIUM

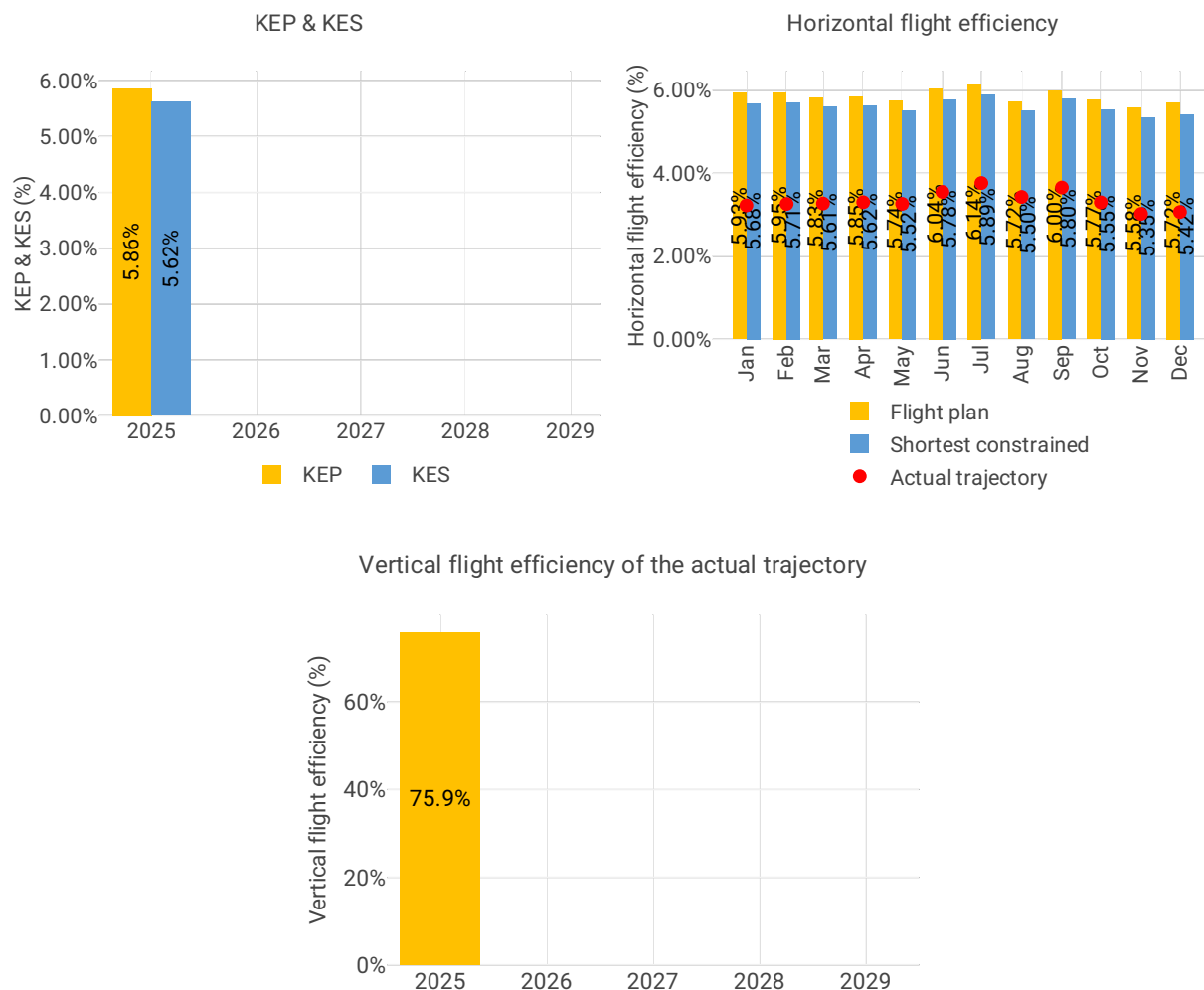
3.1 PRB monitoring

- Belgium registered a KEA performance of 3.35% compared to its local breakdown value of 3.50%. Whilst the local target for FABEC was not achieved, Belgium contributed positively towards Union-wide performance. The NSA states that the target was achieved mainly due to the implementation of FRA.
- Both KEP and KES improved in comparison with 2024. The improvement shows that Belgium has improved environmental efficiency.
- The average time in level flight during climb and descent remained stable with minor variations compared to 2024.
- VFE of the actual trajectory was at 75.90%, which was below the average Union-wide average.
- Additional taxi-out time was 2.98 min/flight, and additional taxi-in time was 1.28 min/flight, with both stable compared to 2024.
- Additional time in the arrival sequencing and metering area was at 2.47 min/flight, which degraded compared to 2.27 min/flight in 2024.

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 (KES) (PI#2) and vertical flight efficiency of the actual trajectory (VFE) (PI#3)





Focus on en route performance

KEA

Belgium has been improving both in terms of KEA and corrected KEA to consider the influence of war in Ukraine. The values for KEA are 3.59% in 2023, 3.48% in 2024 and 3.35% in 2025. For the corrected KEA the values are 3.51% in 2023, 3.39% in 2024 and 3.25% in 2025.

These values place Belgium as 18th for KEA and 24th for corrected KEA in 2025.

Belgium contributes 2.13% of the total additional distance in the SES area, 18th.

Regarding the assessment of the achieved level of actual performance in the environment KPA, the NSA reports: *"Free Route Airspace (FRA) is considered the largest enabler for improving KEA. However, upper airspace in Belgium (above FL245) is delegated to MUAC and is therefore out of scope for skeyes. Additionally as KEA is a horizontal en-route flight efficiency indicator, an area of 40 nm around the origin & destination airport is excluded from the calculation. This leaves only little room for improvement within skeyes airspace."*

Regarding the implementation of major operational or structural changes during the calendar year impacting performance in this key performance area, the NSA reports: *"cf. comment above - therefore no structural or operational change has been planned by skeyes."*



Regarding progress on the implementation of the measures committed to in the ERNIP, the NSA reports: *“skeyes: Over the past years AUP and UUP procedures have been updated in line with ERNIP Part 3, ensuring that any airspace made available is immediately published to NM through a UUP.”*

KEP

Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *“skeyes is monitoring the performance by using the SES dashboards, even though there is limited room for improvement within Belgian airspace; skeyes contributing to improvements of en-route flight efficiency by establishing a CIV-MIL AMC, co-located at skeyes premises, which aims at optimising the airspace management between CIV and MIL and contestant improvements of FUA on local level.”*

KES

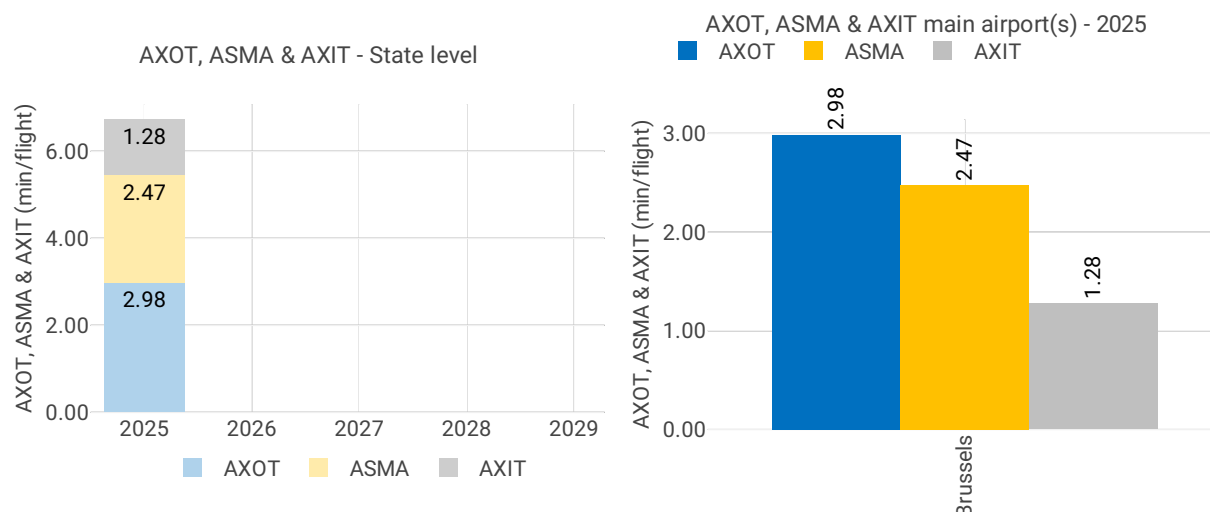
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Vertical flight efficiency

Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *“Upper airspace in Belgium (above FL245) is delegated to MUAC and is therefore out of scope for skeyes.”*

3.3 Terminal performance

3.3.1 Additional taxi-out time (AXOT) (PI#4), Additional taxi-in time (AXIT) (PI#5) & Arrival Sequencing and Metering Area (ASMA) time (PI#6)



Airport level															
	Additional taxi-out time (PI#4)					Additional ASMA time (PI#6)					Additional taxi-in time (PI#5)				
Airport	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
Brussels	2.98	NA	NA	NA	NA	2.47	NA	NA	NA	NA	1.28	NA	NA	NA	NA

Focus on AXOT, AXIT & ASMA

AXOT

The additional time in 2025 was equal to 2.98 min/dep, very close to the 2024 value – last year of RP3 – of 2.92 min/dep (*using the new methodology*).

The average for RP4 airports subject to monitoring of this indicator across Member States in 2025 was 3.61 min/dep.

Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *“skeyes has its own taxi indicators. As the actual performance for this indicator is good, no specific action is planned.”*

AXIT

The additional time in 2025 was equal to 1.28 min/arr.

The average for RP4 airports subject to monitoring of this indicator across Member States in 2025 was 1.71 min/arr.

Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *“skeyes has its own taxi indicators. As the actual performance for this indicator is good, no specific action is planned.”*

ASMA

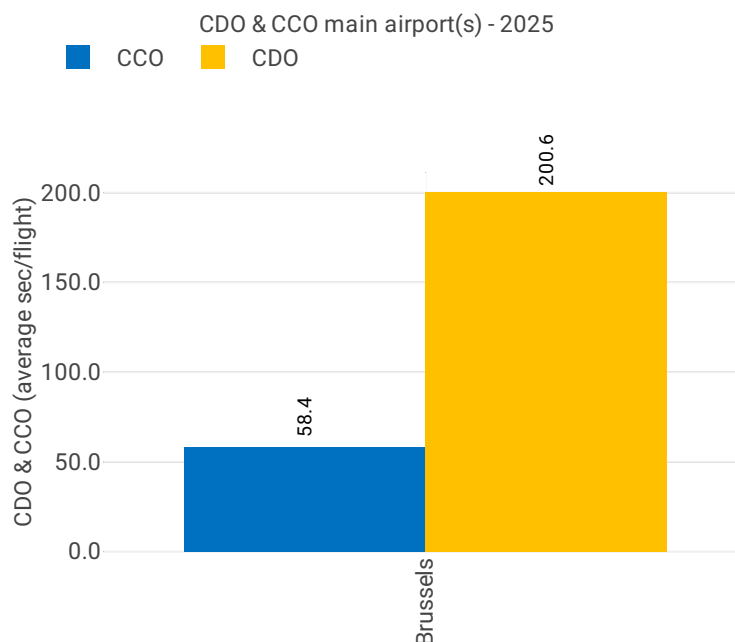
The additional time in 2025 increased in 2.47 min/arr, 9% higher than 2024 value – last year of RP3 – of 2.27 min/arr (*using the new methodology*).

The average for RP4 airports subject to monitoring of this indicator across Member States in 2025 was 2.98 min/arr.

Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *“no initiative is currently planned at skeyes.”*



3.3.2 Vertical flight efficiency of the descent (PI#7) and of the climb (PI#8)



Focus on vertical flight efficiency of the descent and of the climb

Vertical flight efficiency of the descent

Compared to the overall RP4 average value (149.2 seconds per flight), the average time flown level during descent is 51.4 seconds per flight higher in Belgium. Brussels (EBBR) has an average time flown level of 200.6 seconds per flight during descent.

Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *“skeyes established recurrent monitoring of the CDO performance, in order to improve monitoring and to be able to identify where and to which extent inefficiencies are taking place. Since ToD is outside skeyes AoR, skeyes developed its own indicators. In addition to binary indicators, skeyes is using non-binary CDO indicators based on average level-off time. The statistics are presented and discussed with the main Airlines during quarterly CEM meetings at airports.”*

Vertical flight efficiency of the climb

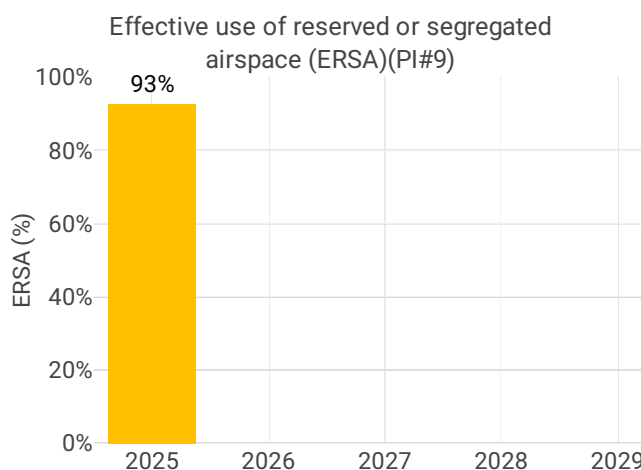
Compared to the overall RP4 average value (34.8 seconds per flight), the average time flown level during climb is 23.6 seconds per flight higher in Belgium. Brussels (EBBR) has an average time flown level of 58.4 seconds per flight during climb.

Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *“for monitoring skeyes relies on the data published by the AIU portal; the results there indicate that no major inefficiencies are detected. Continuous climb operations are being flown and facilitated as long as traffic situation permits. Since ToC is outside skeyes AoR, currently there is a work being done to develop an internal indicator for monitoring.”*

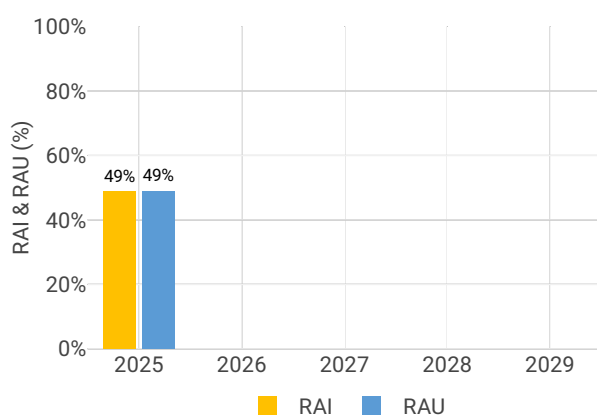


Airport level										
	Avg. duration in climb (PI#8)					Avg. duration in descent (PI#7)				
Airport	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
Brussels	58.4	NA	NA	NA	NA	200.6	NA	NA	NA	NA

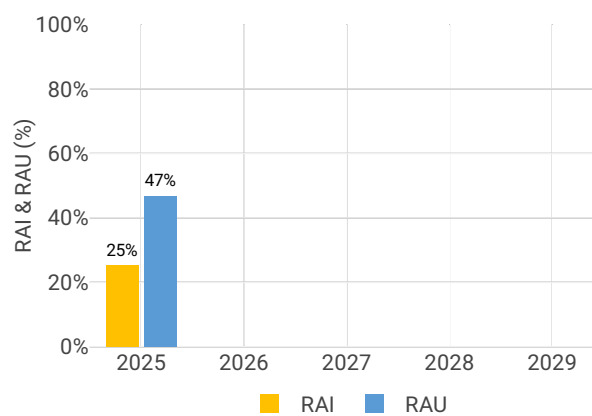
3.4 Civil-Military dimension



RAI & RAU via available conditional routes (PIs#10 & 11)



RAI & RAU via available restricted and segregated airspace (PIs#10 & 11)



Focus on Civil-Military dimension

Effective use of reserved or segregated local airspace

BELGIUM and LUXEMBOURG report a ratio of **66.32%**

- Total number of hours allocated & notified to NM: **1,550**
- Total number of hours used: **1,028**

Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *“Over the past years AUP and UUP procedures have been updated in line with ERNIP Part 3, ensuring that any airspace made available is immediately published to NM through a UUP.*



Belgium is also developing Flight Buffer Zones (FBZs) for all the major areas with linked FUA restrictions to maximise the accommodation of traffic flows.

In parallel, Belgium and the Netherlands are redesigning EBTRA North, moving from static area structures to configuration based airspace, with implementation foreseen in 2027.

EUROCONTROL supports initiatives through tools such as the GRRT (Group rerouting tool) and working groups with CFSPs and AOS to promote optimal use of ASM opportunities."

Rate of planning via available airspace structures

BELGIUM and LUXEMBOURG report that:

- The ratio of planning via available airspace structures is **8%** (via available restricted and segregated airspaces)
- The ratio of planning via available airspace structures is **51%** (via available conditional routes – CDR)

BRUSSELS ACC

- The ratio of planning via available airspace structures is **13%** (via available restricted and segregated airspaces)
- The ratio of planning via available airspace structures is **99%** (via available conditional routes – CDR)

Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *"Over the past years AUP and UUP procedures have been updated in line with ERNIP Part 3, ensuring that any airspace made available is immediately published to NM through a UUP.*

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Rate of using available airspace structures

BELGIUM and LUXEMBOURG report that:

- The ratio of the use of the available airspace structures is **17%** (via available restricted and segregated airspaces)
- The ratio of the use of the available airspace structures is **86%** (via available conditional routes – CDR)

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- The ratio of the use of the available airspace structures is **34%** (via available restricted and segregated airspaces)



- The ratio of the use of the available airspace structures is **126%** (via available conditional routes – CDR)

IMPORTANT NOTE:

The ratios reported by BELGIUM are not aligned with existing NM data. It will be useful to know the source of this data reported by BELGIUM.

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4 CAPACITY - BELGIUM

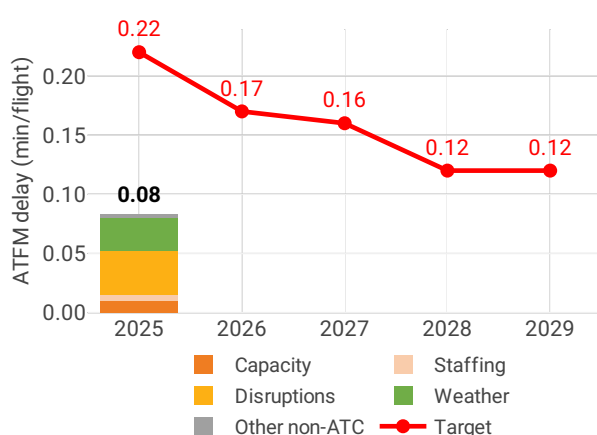
4.1 PRB monitoring

- Belgium registered 0.08 minutes of average en route ATFM delay per flight during 2025, which remained 0.08 after the post-ops adjustment process, thus achieving the local target value of 0.22. Delays in Belgium remained stable year-on-year. Delays were highest in January and October due to disruptions (technical issues and industrial action), and in June and July, mostly driven by weather.
- The share of delayed flights with delays longer than 15 minutes in Belgium decreased by -2 percentage points compared to 2024
- The number of ATCOs in OPS was 88, being below the 2025 plan in Brussels ACC by -8 FTE.
- The yearly total of sector opening hours in Brussels ACC was 28,234, showing a -1% decrease compared to 2024.
- Brussels ACC registered 21.48 IFR movements per sector opening hour in 2025, 6% above the 2024 level.
- Belgium registered an average airport arrival ATFM delay of 0.77 minutes per flight in 2025, thus achieving the local target of 1.5 minutes. Compared to 2024, average arrival ATFM delays in Belgium were 0.49 minutes per flight higher in 2025.
- The main drivers of delays were other non-ATC causes, accounting for 0.48 of the total delays, and weather, responsible for 0.27.

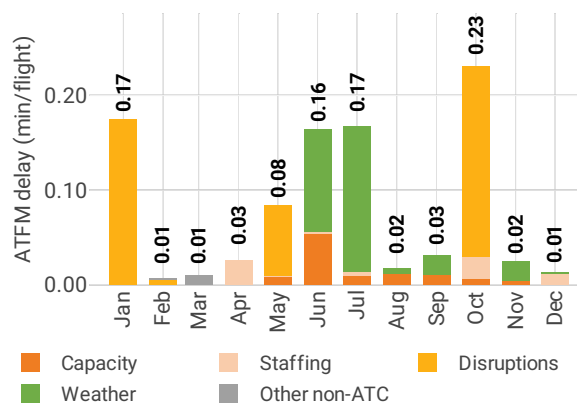
4.2 En route performance

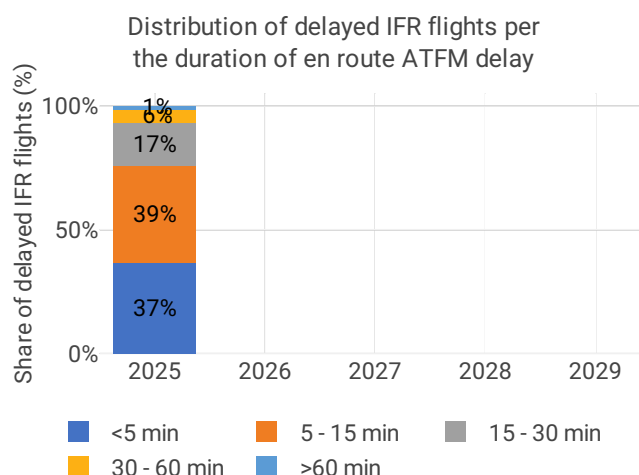
4.2.1 En route ATFM delay (KPI#1)

Average en route ATFM delay per flight by delay groups



Monthly distribution of en route ATFM delay by delay groups - 2025





Focus on en route ATFM delay

En route ATFM delay

- Belgium had 1,270k flights in 2025, up from 1,200k flights in 2024.
- The en route ANSPs in Belgium: skeyes and MUAC (Brussels sector group), applied en route ATFM regulations resulting in 494k minutes of delay in 2025, an increase from the 254k minutes in 2024.
- Following the NM post operations re-attributions process, en route ANSPs in Belgium were responsible for 458k minutes of en route ATFM delay.

Regarding the reasons and circumstances resulting in the achieved level of actual performance of the en route ATFM delay per flight KPI, the NSA reports: *“skeyes achieved the target set with a yearly performance of 0.08 minute per flight. This performance is similar to 2024 (0.08 min per flight), despite a 4.4% increase in traffic, demonstrating that skeyes has been able to demonstrate greater capacity.”*

Regarding the description of the adjustments to the capacity plan included in adopted performance plan, the NSA reports: *“According to the latest Network Operations Plan (NOP 2026), no capacity bottleneck is expected for EBBUACC. The level of performance achieved in 2025 shows that capacity should be sufficient in 2026.”*

Regarding remedial measures that have been / will be taken by the ANSP to rectify the situation, the NSA reports: *“According to the latest Network Operations Plan (NOP 2026), no capacity bottleneck is expected for EBBUACC. The level of performance achieved in 2025 shows that capacity should be sufficient in 2026.”*

En route capacity incentive scheme

The FABEC NSAs report neither a financial penalty, nor a financial bonus, for either of the en route ANSPs operating over Belgium & Luxembourg, because of the 2025 performance.

Individual en route incentive targets were set for both skeyes and MUAC (global).

For skeyes, the local incentive target for en route ATFM delays, due to CRSTMP causes only, was set at 0.17 mins/flight, (with a deadband of +/- 0.03 mins).



The FABEC NSAs report an achieved CRSTMP performance, for skeyes, of 0.05 mins/flight using data from the anspperformance.eu dashboard including post ops adjustments. [NB The attribution of original delay causes on the anspperformance.eu dashboard is unverified.]

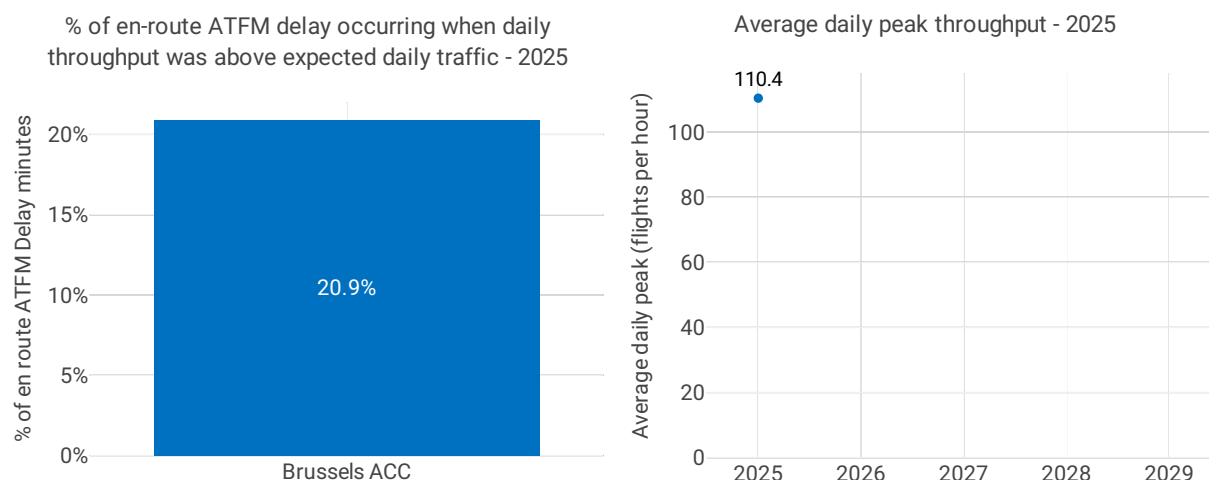
Although the local incentive target was surpassed, no bonus is applicable due to FABEC missing the overall capacity target.

For MUAC, the local incentive target for en route AFTM delays, due to CRSTMP causes only, was set at 0.19 mins/flight, (with a deadband of +/- 0.04 mins).

The FABEC NSAs report an achieved CRSTMP performance, for MUAC, of 0.18 mins/flight using data from the anspperformance.eu dashboard including post ops adjustments. [NB The attribution of original delay causes on the anspperformance.eu dashboard is unverified.]

The en route incentive capacity performance for MUAC fell inside the deadband, therefore no malus is applicable.

4.2.2 En route performance indicators at ACC level (PI#4-5)



Focus en route performance indicators at ACC level

Percentage of total en route ATFM delay that occurred on days when the daily throughput was above the expected daily traffic

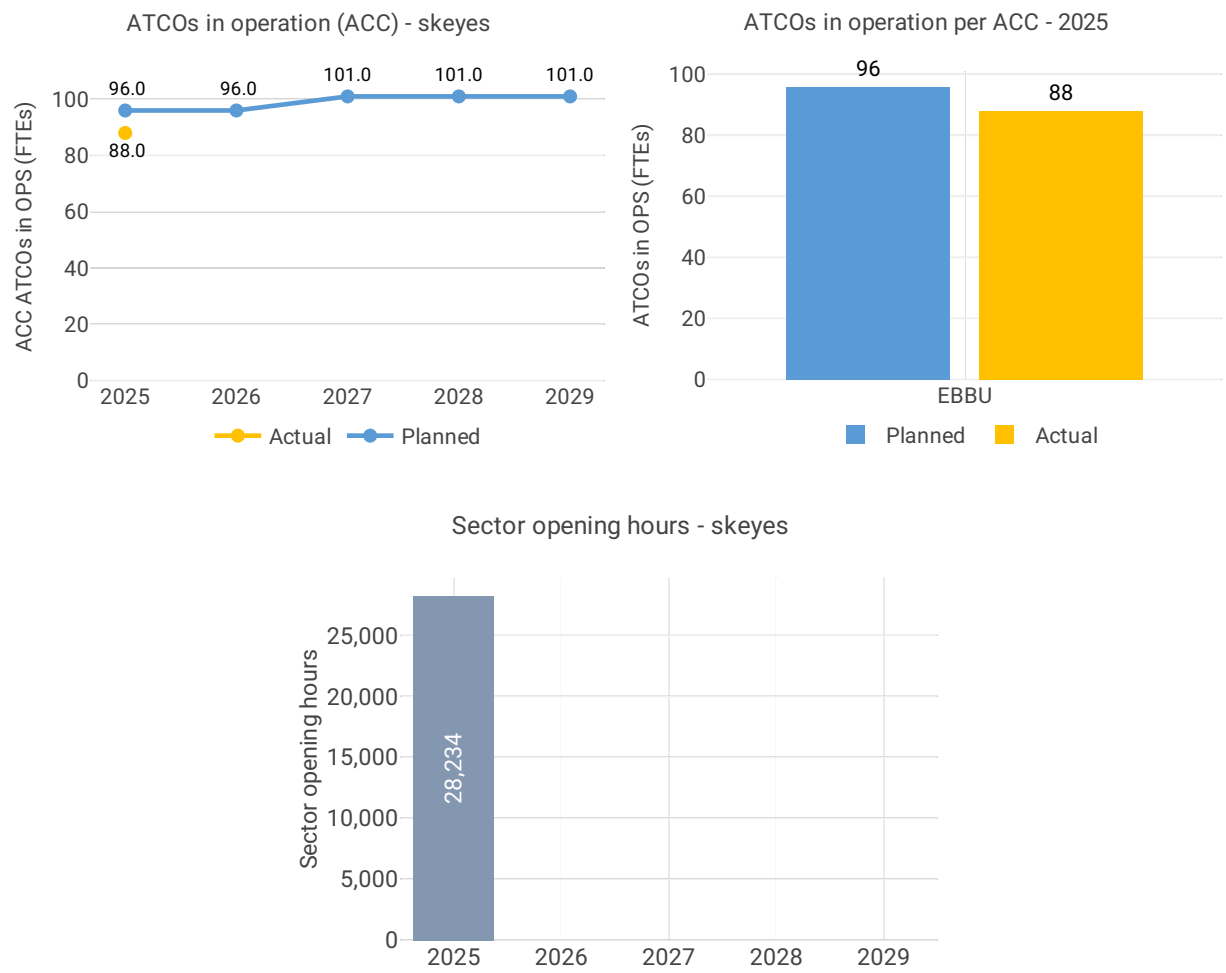
As background information on actual performance, the NSA reports: *“Regarding skeyes, there is too little historical data available to conduct monitoring. An analysis would require data from previous years, but the SES dashboard only provides only 2025 itself as baseline.”*

Annual weighted average of the daily peak throughput

As background information on actual performance, the NSA reports: *“Regarding skeyes, the daily peak throughput of Brussels ACC increased in 2025 compared to 2024; this is mainly due to the accommodation of the higher the traffic demand.”*



4.2.3 Other en route information



Focus on other en route information

As additional comments to ATCOs in the scope of the performance scheme, the NSA reports: *“The actual ATCO figures for en-route are in line with the performance plan. For APP, the difference comes from ATCO trainees failure and ATCOs having left the company. For TWR, the actual is above the planning.*

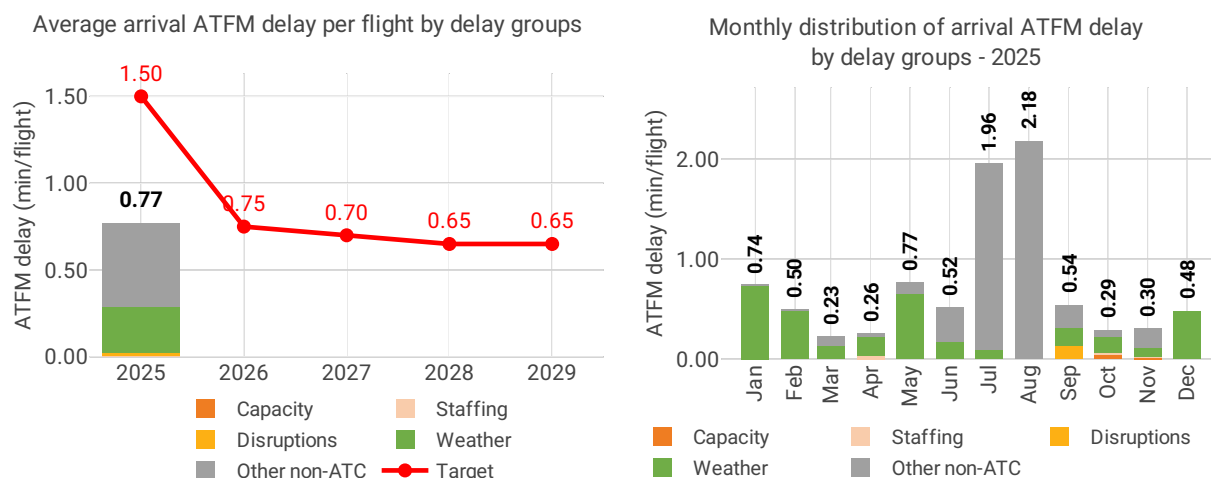
skeyes was able to deliver the required operational performance and met the delay targets.”

Regarding the training process, including details on the effective failure rate and the process used to allocate newly qualified ATCOs between ACC, APP and TWR positions, the NSA reports: *“The return on training investments and the impact of the additional training effort is clearly reflected in the training results and the total number of trainees in the training program.”*



4.3 Terminal performance

4.3.1 Arrival ATFM delay (KPI#2)



Focus on arrival ATFM delay

Arrival ATFM delay

Average ATFM arrival delay in Belgium was 0.77 min/arr in 2025, the first year of RP4. The performance has worsened compared to 2024, last year of RP3, when there were 0.28 min/arr.

The average for RP4 airports subject to monitoring of ATFM Arrival delay across Member States in 2025 was 0.97 min/arr.

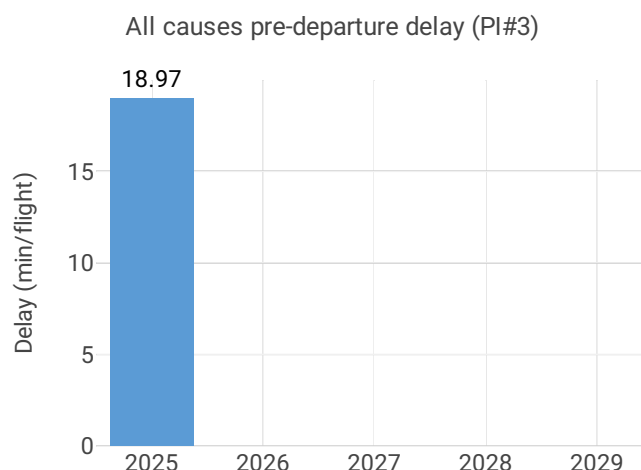
Regarding the reasons and circumstances resulting in the achieved level of actual performance of the arrival ATFM delay per flight KPI, the NSA reports: *"The target has been achieved with a yearly performance of 0.77 minute per flight. The delay increased compared to 2024 due to runway works at the airport. Aerodrome Capacity and Weather led to 95% of total delay. No capacity issue."*

Terminal capacity incentive scheme

In the first year of RP4, with an ATFM arrival delay of 0.77 min/arr, Belgium achieved the national target of 1.50 min/arr. However, the pivot value for incentives (0.09 min/arr) is limited to CRSTMP delay causes. As CRSTMP delay of 0.03 min/arr falls beyond the end of the bonus sliding range for the incentive scheme, meaning that the maximum bonus of 0.5% applies. As such, the NSA computes a bonus of EUR 55,297.



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



Airport level										
	Avg arrival ATFM delay (KPI#2)					Slot adherence (PI#1)				
Airport name	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
Brussels	0.77	NA	NA	NA	NA	95.6%	NA	NA	NA	NA

	ATC pre departure delay (PI#2)					All causes pre departure delay (PI#3)				
Airport name	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
Brussels	0.78	NA	NA	NA	NA	19	NA	NA	NA	NA

Focus on other terminal performance indicators

ATFM slot adherence

ATFM slot adherence in 2025 was equal to 95.6%, very close to 2024 value – last year of RP3 – of 95.5%. With regard to the 4.5% of flights that did not adhere, 3.1% were early and 1.4% were late.

The average for RP4 airports subject to monitoring of ATFM slot adherence across Member States in 2025 was 96.3%.

As background information on actual performance, the NSA reports: *“EBBR is in line with requirements. Performance is quite stable over years, and slightly improved by +0.1% compared to 2024.”*

ATC pre-departure delay

Delay in 2025 increased to 0.78 min/dep, 20% above 2024 value– last year of RP3 – of 0.65 min/dep.

The average for RP4 airports subject to monitoring of ATC pre-departure delay across Member States and for which enough data is available in 2025 was 0.74 min/dep.

As background information on actual performance, the NSA reports: *“Those data are not collected by skeyes as they are generated by the airport. No specific action is planned by skeyes.”*



All causes pre-departure delay

Delay in 2025 was equal to 18.97 min/dep, very close to 2024 value– last year of RP3 – of 19.07 min/dep.

The average for RP4 airports subject to monitoring of all causes pre-departure delay across Member States in 2025 was 16.47 min/dep.

As background information on actual performance, the NSA reports: *“Those data are not collected by skeyes as they go beyond ATC and are generated by the airport. No specific action is planned by skeyes.”*

Regarding the absence of data at airport level, the NSA reports: *“All cause departure delay is very generic and ATFM delay is only a small contributor. Departure delay can be generated by ATFM en-route delay (not only local airport, but the complete Network) but also reactionary and turnaround delay, technical issues with the aircraft, airport operations, problems with passengers and or luggage, etc. In other words, it is not always possible to address a specific reason as this delay is quite generic. It would be more interesting to check the overall ANSP share against the share of the other network stakeholders (airports and AOs) and also show the weather induced subshare.”*



5 COST-EFFICIENCY - BELGIUM

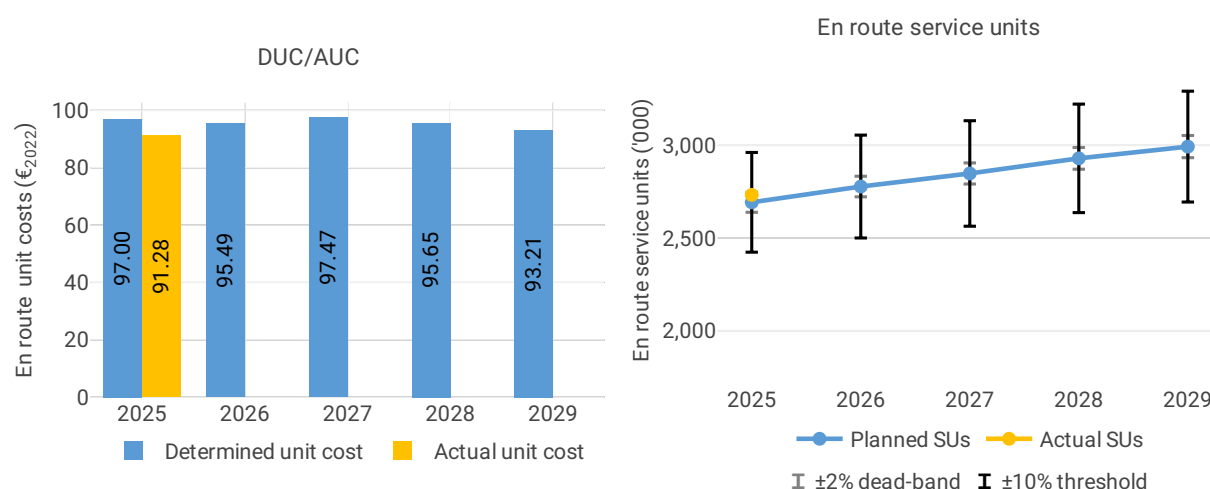
5.1 PRB monitoring

- The en route 2025 actual unit cost of Belgium-Luxembourg was 91.28€2022, -5.9% lower than the determined unit cost (97.00€2022). The terminal 2025 actual unit cost of Belgium was 258.69€2022, -2.2% lower than the determined unit cost (264.46€2022).
- The en route 2025 actual service units (2.73M) were +1.5% higher than the determined service units (2.69M).
- The en route 2025 actual total costs were -11.7M€2022 (-4.5%) lower than determined with all cost categories registering lower-than-planned costs, except staff costs. The gap is mainly due to lower other operating costs of Skeyes (-9.2M€2022, or -27.6%). The NSA attributed this decrease to lower maintenance and external support costs than planned.
- A deviation from the criteria to achieve capacity targets was considered justified for Belgium-Luxembourg. Actual costs for the measures necessary to achieve those targets were lower than determined (-1.8M€2022, or -9.7%), mainly due to lower depreciation (-1.8M€2022, or -83.5%) than planned.
- Skeyes spent 19.2M€2022 in 2025 related to costs of investments for both en route and terminal charging zones, -5.4% less than determined (20.3M€2022). According to the NSA, this reduction is mainly due to project delays and postponements, as well as lower costs for IT and data equipment.
- The en route actual unit cost incurred by users in 2025 was 102.11€ (-3.2% below the 2025 DUC). The terminal actual unit cost incurred by users was 215.63€ (-25.1% below the 2025 DUC) for Belgium and 275.46€ (-14.9% below the 2025 DUC) for Luxembourg. The difference between the AUCU and the DUC for the terminal charging zones is mainly driven by other revenues.
- The en route regulatory result for skeyes amounted to +17.5M€, or 10.0% of the 2025 revenue. This may indicate that the airspace users are charged for costs which have not materialised in 2025.



5.2 En route charging zone

5.2.1 Unit cost (KPI#1)

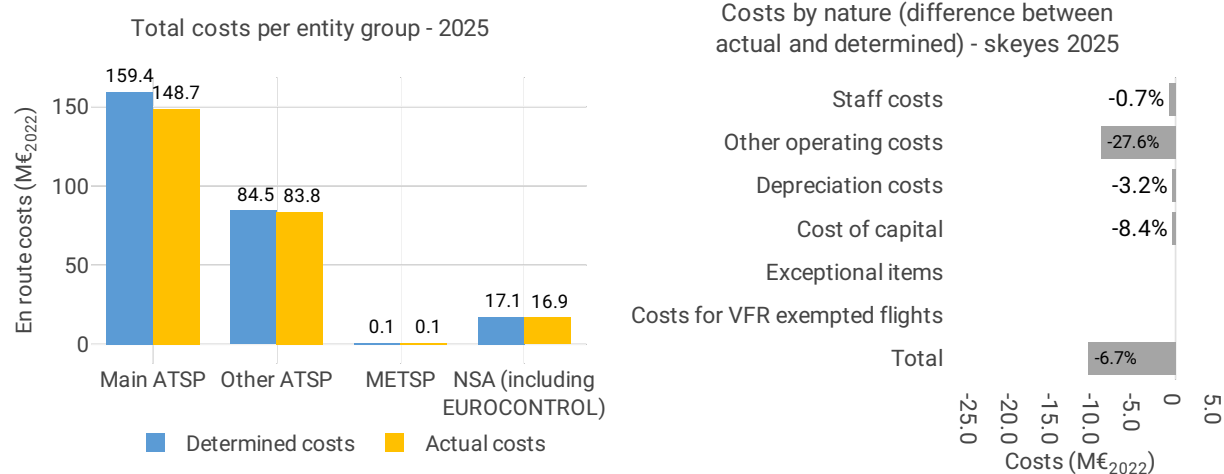


Actual and determined data

Total costs - nominal (M€)	2025	2026	2027	2028	2029
Determined costs	284.0	293.6	312.8	321.0	324.6
Actual costs	270.8	NA	NA	NA	NA
Difference costs	-13.2	NA	NA	NA	NA

Inflation assumptions	2025	2026	2027	2028	2029
Determined inflation rate	3.2%	2.1%	2.1%	2.0%	1.9%
Determined inflation index*	110.1	112.5	114.8	117.1	119.4
Actual inflation rate	3.0%	NA	NA	NA	NA
Actual inflation index*	109.9	NA	NA	NA	NA
Difference inflation index (p.p.)	-0.2	NA	NA	NA	NA

*100 = 2022



Focus on unit cost



AUC vs. DUC

In 2025, the en route AUC was -5.9% (or -5.72 M€2022) lower than the planned DUC. This results from the combination of lower than planned en route costs in real terms (-4.5%, or -11.7 M€2022) and higher than planned TSUs (+1.5%).

En route service units

The difference between actual and planned TSUs (+1.5%) falls inside the $\pm 2\%$ dead-band. Hence, the gain of additional en route revenues is kept by the ANSPs.

En route costs by entity

Actual real en route costs are -4.5% (-11.7 M€2022) lower than planned. This is the result of lower costs for the main ANSP, skeyes (-6.7%, or -10.7 M€2022), the other ANSPs (ANA and MUAC, -0.9%, or -0.8 M€2022), the NSA/EUROCONTROL (-1.3%, or -0.2 M€2022) and the MET service provider (-3.8%).

En route costs for the main ANSP (skeyes) at charging zone level

Based on the additional information to the en route reporting tables, the significantly lower than planned en route costs in real terms for skeyes in 2025 (-6.7%, or -10.7 M€2022) result from:

- Slightly lower than planned staff costs (-0.7%), mainly due to lower than foreseen salary increases, including indexation and merit increases.
- Significantly lower than planned other operating costs (-27.6%), mainly due to lower than planned maintenance costs and external support costs.
- Lower than planned depreciation (-3.2%), mainly due to lower depreciation costs for IT infrastructure network, systems and data centres, as well as IT communication radio assets.
- Significantly lower than planned cost of capital (-8.4%), mainly due to a lower than planned asset base.

Assessment of the actual performance in the charging zone reported by the NSA

The NSA provides the following overall assessment of the actual performance in 2025 at charging zone level:

“Overall, actual performance at charging zone level is favourable compared to budget, with underspending in operating costs and lower capital costs in both skeyes and MUAC largely offsetting slightly higher staff costs, while delays in investments have contributed to lower depreciation and cost of capital”.

Explanation of the differences between actual and determined costs at charging zone level reported by the NSA

The NSA provides the following explanation for the differences between actual and determined costs in the charging zone:

” ANSP: skeyes

1.1 Staff costs: The staff costs for En route are slightly below the budget due to lower than foreseen salary increase (index, merit).



1.2 Other operating costs: Other operating costs represent 72% of the budget foreseen in 2025. The underspent is driven by lower maintenance and lower external support costs versus budget.

1.3 Depreciation: The depreciation costs are 339k€ below budget: 97% of planned costs have materialized. We have lower costs for IT infra network, system & datacenter as well as IT com radio.

1.4 Cost of capital: The cost of capital is lower than foreseen in the budget, mainly due to a lower fixed asset base

ANSP MUAC

1.1 Staff costs: for MUAC BE LUX in 2025 (€69.8M) were slightly above the RP4 plan (+1.3%), mainly due to higher salary indexation, partly offset by fewer FTEs. Compared to 2024, staff costs decreased by 8.9% due to the absence of a one off reward paid in 2024.

1.2 Other operating costs: were 15.9% below plan thanks to cost containment, though slightly higher than 2024 due to increased spending on systems, security, and maintenance.

1.3 Depreciation: was lower than planned due to delays in investments but remained close to 2024 levels.

1.4 The cost of capital: was below plan due to lower interest rates but increased versus 2024 due to higher borrowing linked to renewed investments.

ANSP: ANA

Staff costs were slightly higher than initially forecasted for the RP4 performance plan. ANA had estimated an average age of retirement at 59 years for staff working on shifts (ATCOs, etc...) and 62 for other staff. Since the departure rate in 2025 did not materialise as forecasted, the overall staff costs have increased by 500kEUR.

Depreciation costs are higher, as some projects have been activated during 2025 (investment costs stemming from 2018 onwards, where the activation was not foreseen by now) and as investments from 2025 were activated during the year instead of only at the end of the year."

Recommendations formulated by the NSA to the ANSP (skeyes) to rectify the situation and actions taken by the ANSP

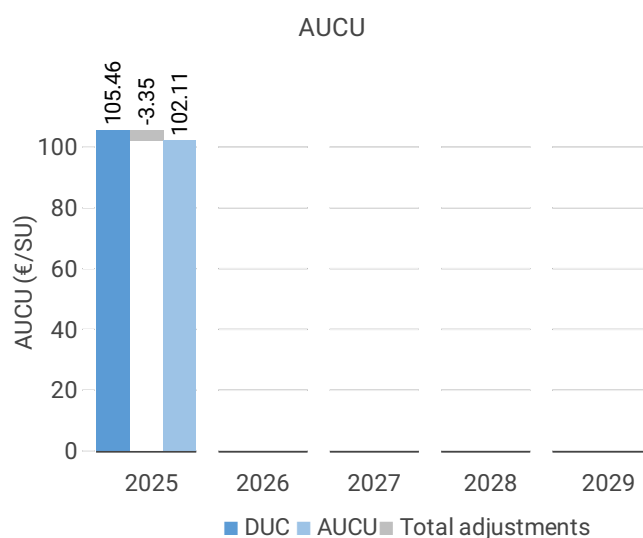
The NSA 2025 monitoring report indicates the following recommendations formulated by the NSA:

"Lack of time between the delivery of the data from the ANSPs and the deadline for submission did not allow an analysis of the situation".

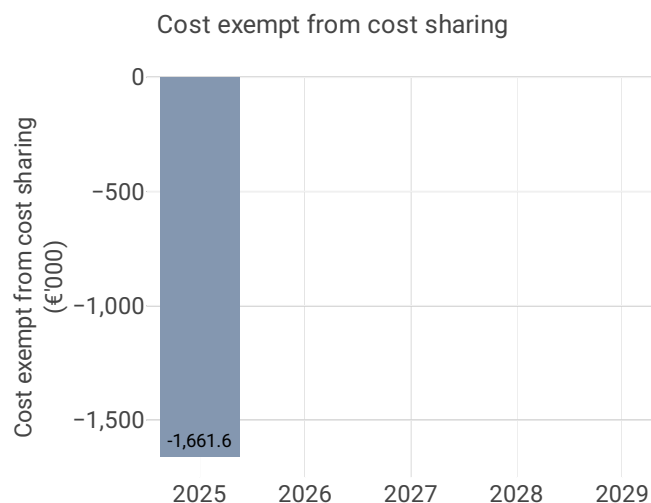
No action is reported by skeyes in the NSA 2025 Monitoring Report.



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



AUCU components (€/SU) – 2025	
Components of the AUCU in 2025	€/SU
DUC	105.46
Inflation adjustment	-0.18
Cost exempt from cost sharing	-0.61
Traffic risk sharing adjustment	0.00
Traffic adjustment (costs not TRS)	-0.13
Financial incentives	0.00
Modulation of charges	0.00
Cross-financing	0.00
Other revenues	-0.50
Application of lower unit rate	-1.93
Total adjustments	-3.35
AUCU	102.11
AUCU vs. DUC	-3.2%



Cost exempt from cost sharing – 2025		
Cost exempt from cost sharing by item - 2025	€'000	€/SU
New and existing investments	-1,421.0	-0.52
Competent authorities and qualified entities costs	-71.3	-0.03
Eurocontrol costs	-157.0	-0.06
Pension costs	-12.4	0.00
Interest on loans	0.0	0.00
Changes in law	0.0	0.00
Total cost exempt from cost risk sharing	-1,661.6	-0.61

Focus on AUCU

En route AUCU monitoring at charging zone level

The actual en route unit cost incurred by airspace users (AUCU) in respect of activities performed in 2025 (102.11 €) is -3.2% lower than the nominal DUC (105.46 €) which includes DUC initially charged: 112.72 €, and DUC to be charged retroactively: -7.26 €. The difference between the AUCU and the DUC (-3.35 €/SU) is due to:

- the negative inflation adjustment resulting from lower than planned inflation (-0.18 €/SU);
- the impact of adjustments resulting from the costs exempted from cost sharing mechanism (-0.61 €/SU);
- the deduction of the traffic adjustment (-0.13 €/SU) for the costs not subject to traffic risk sharing;
- the deduction of other revenues (-0.50 €/SU); and
- the application of a lower unit rate as foreseen in Art. 29(6) in year 2025 (-1.93 €/SU).

The share of the regulatory result (see next sub-section) in the AUCU (before the deduction of other revenues) is 6.9%.

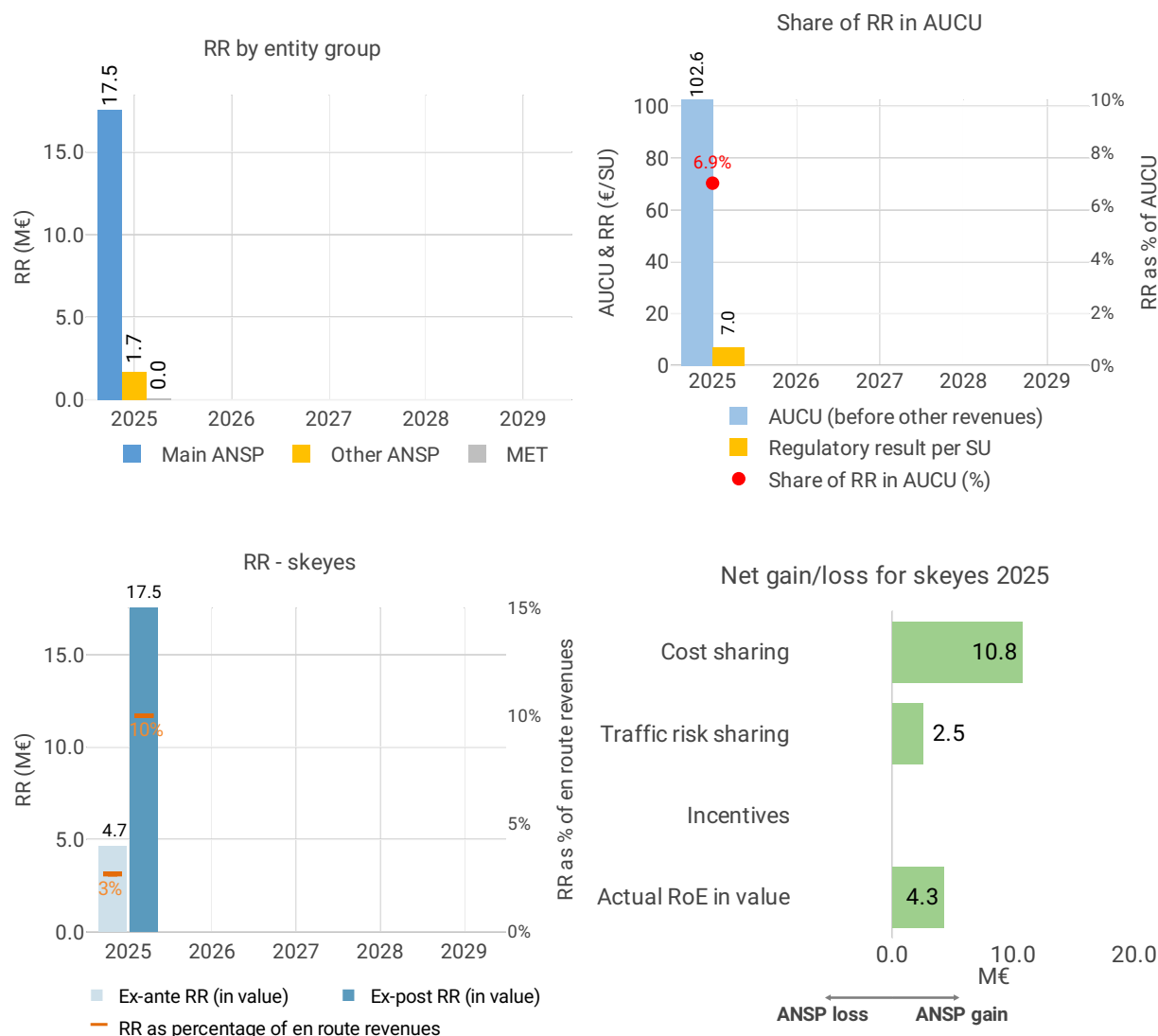
Initiatives implemented or planned that will improve this PI reported by the NSA

The NSA provides the following information regarding the initiatives:

“Lack of time between the delivery of the data from the ANSPs and the deadline for submission did not allow an analysis of the situation”



5.2.3 Regulatory result (RR)



Focus on regulatory result

skeyes net gain/loss on activity in the Belgium-Luxembourg en route charging zone in 2025

Skeyes reported a net gain of +13.3 M€, as a combination of a gain of +10.8 M€ arising from the cost sharing mechanism, with a gain of +2.5 M€ arising from the traffic risk sharing mechanism.

skeyes overall regulatory result (RR) for the en route activity

Ex-post, the overall RR, taking into account the net gain from the en route activity mentioned above (+13.3 M€) and the actual RoE (+4.3 M€), amounts to +17.5 M€ (10.0% of the en route revenues). The resulting ex-post rate of return on equity is 33.3%, which is much higher than the 8.1% planned in the PP. See also Note 1 below.

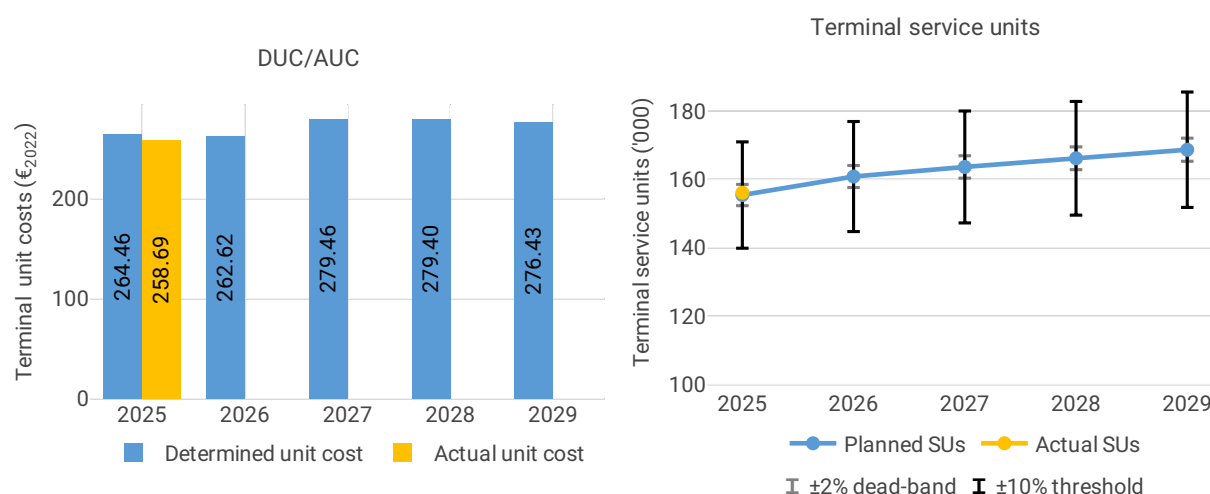
Note 1

The ex-post RR for en-route does not take into account the application of the lower unit rate as per Art. 29.6 (loss of revenue amounts to -3.3M€ for 2025).



5.3 Terminal charging zone

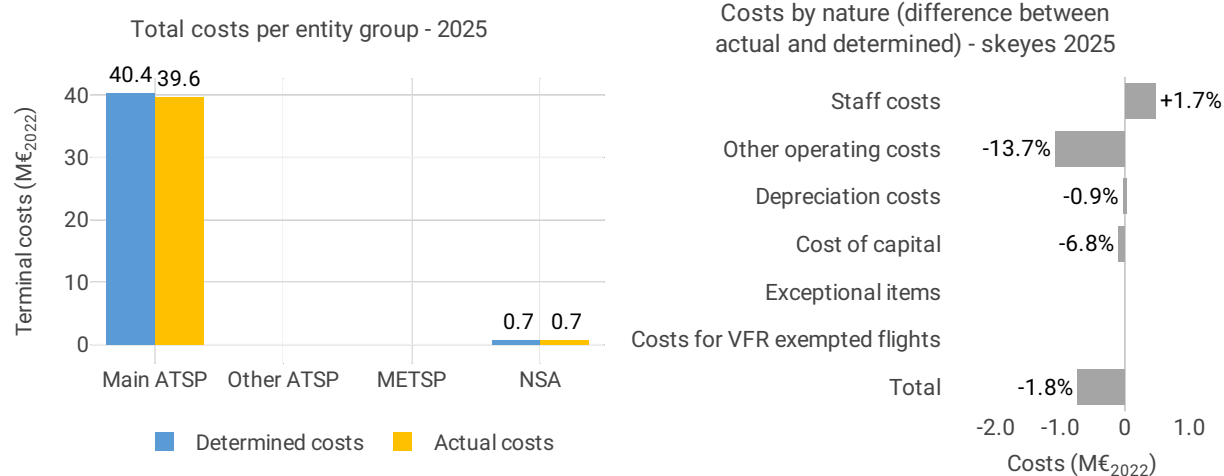
5.3.1 Unit cost (KPI#1)



Actual and determined data					
Total costs - nominal (M€)	2025	2026	2027	2028	2029
Determined costs	44.7	46.8	51.5	53.1	54.1
Actual costs	43.9	NA	NA	NA	NA
Difference costs	-0.9	NA	NA	NA	NA

Inflation assumptions	2025	2026	2027	2028	2029
Determined inflation rate	3.2%	2.1%	2.1%	2.0%	1.9%
Determined inflation index*	110.1	112.5	114.8	117.1	119.4
Actual inflation rate	3.0%	NA	NA	NA	NA
Actual inflation index*	109.9	NA	NA	NA	NA
Difference inflation index (p.p.)	-0.2	NA	NA	NA	NA

*100 = 2022



Focus on unit cost



AUC vs. DUC

In 2025, the terminal AUC was -2.2% (or -5.77 M€2022) lower than the planned DUC. This results from the combination of lower than planned terminal costs in real terms (-1.7%, or -0.7 M€2022) and slightly higher than planned TNSUs (+0.4%).

Terminal service units

The difference between actual and planned TNSUs (+0.4%) falls inside the $\pm 2\%$ dead-band. Hence, the gain of additional terminal revenues is kept by the ANSPs.

Terminal costs by entity

Actual real terminal costs are -1.7% (-0.7 M€2022) lower than planned. This is the result of lower costs for the main ANSP, skeyes (-1.8%, or -0.7 M€2022) and slightly higher costs for the NSA (+1.7%, or +0.01 M€2022).

Terminal costs for the main ANSP (skeyes) at charging zone level

Based on the additional information to the terminal reporting tables, the slightly lower than planned terminal costs in real terms for skeyes in 2025 (-1.8%, or -0.7 M€2022) result from:

- Slightly higher than planned staff costs (+1.7%).
- Significantly lower than planned other operating costs (-13.7%), mainly due to lower than planned maintenance and external support costs (including lower costs for IT strategy, HR business partner support, as well as risk and internal control external support).
- Slightly lower than planned depreciation (-0.9%).
- Significantly lower than planned cost of capital (-6.8%), mainly due to a lower than planned asset base.

Assessment of the actual performance in the charging zone reported by the NSA

The NSA of Belgium provides the following overall assessment of the actual performance in 2025 at charging zone level:

“Overall, performance is slightly above budget on staff costs but largely offset by significant underspending in other operating expenses, resulting in an overall favourable cost position. Depreciation is broadly on track, while lower capital costs further contribute to a positive variance versus budget.”

Explanation of the differences between actual and determined costs at charging zone level reported by the NSA

The NSA provides the following explanation for the differences between actual and determined costs in the charging zone:

The staff costs are 1% above the budget of 2025.

Other operating costs represent 86% of the budget foreseen for 2025. The underspent is driven by lower maintenance and lower external support costs versus budget (lower costs for IT strategy, HR business partner and risk & internal control external support costs).

The depreciation costs remain slightly below the budget: 99% of planned costs have materialized.



The cost of capital is lower than foreseen in the budget, mainly due to a lower fixed asset base.”

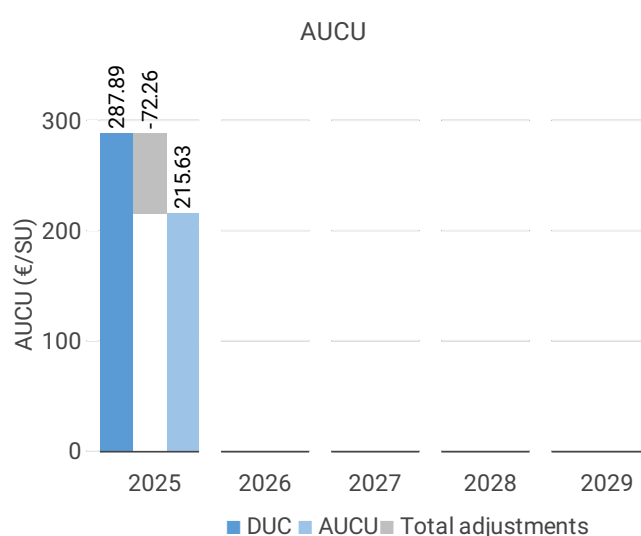
Recommendations formulated by the NSA to the ANSP (skeyes) to rectify the situation and actions taken by the ANSP

The NSA 2025 monitoring report indicates the following recommendations formulated by the NSA:

“Lack of time between the delivery of the data from the ANSPs and the deadline for submission did not allow an analysis of the situation.”

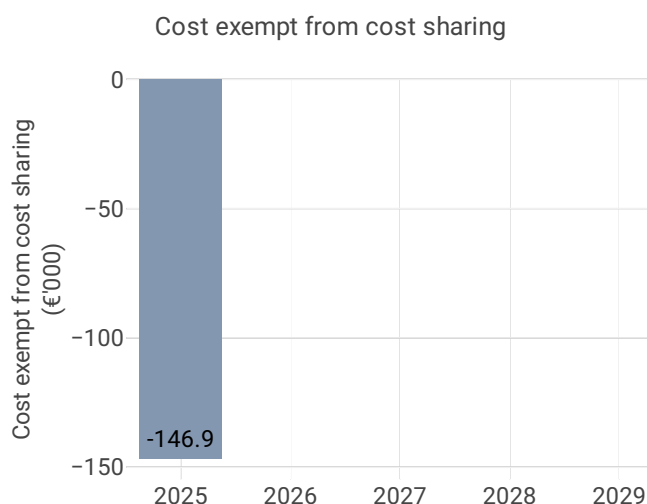
No information was provided by skeyes in the NSA 2025 Monitoring Report.

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



AUCU components (€/SU) – 2025	
Components of the AUCU in 2025	€/SU
DUC	287.89
Inflation adjustment	-0.50
Cost exempt from cost sharing	-0.94
Traffic risk sharing adjustment	0.00
Traffic adjustment (costs not TRS)	-0.09
Financial incentives	0.35
Modulation of charges	-2.30
Cross-financing	0.00
Other revenues	-68.78
Application of lower unit rate	0.00
Total adjustments	-72.26
AUCU	215.63
AUCU vs. DUC	-25.1%





Cost exempt from cost sharing – 2025

Cost exempt from cost sharing by item - 2025	€'000	€/SU
New and existing investments	-159.6	-1.02
Competent authorities and qualified entities costs	12.7	0.08
Eurocontrol costs	0.0	0.00
Pension costs	0.0	0.00
Interest on loans	0.0	0.00
Changes in law	0.0	0.00
Total cost exempt from cost risk sharing	-146.9	-0.94

Focus on AUCU

Terminal AUCU monitoring at charging zone level

The actual terminal unit cost incurred by airspace users (AUCU) in respect of activities performed in 2025 (215.63 €) is -25.1% lower than the nominal DUC (287.89 €), which includes DUC initially charged: 298.82 €, and DUC to be charged retroactively: -10.93 €. The difference between the AUCU and the DUC (-72.26 €/SU) is due to:

- the negative inflation adjustment resulting from lower than planned inflation (-0.50 €/SU);
- the impact of adjustments resulting from the costs exempted from cost sharing mechanism (-0.94 €/SU);
- the deduction of the traffic adjustment (-0.09 €/SU) for the costs not subject to traffic risk sharing;
- the impact of financial incentives (+0.35 €/SU);
- the impact of the modulation of charges (-2.30 €/SU); and
- the deduction of other revenues (-68.78 €/SU), corresponding to financing provided by the Belgian State in accordance with the fourth management contract.

The share of the regulatory result (see next sub-section) in the AUCU (before the deduction of other revenues) is 4.9%.

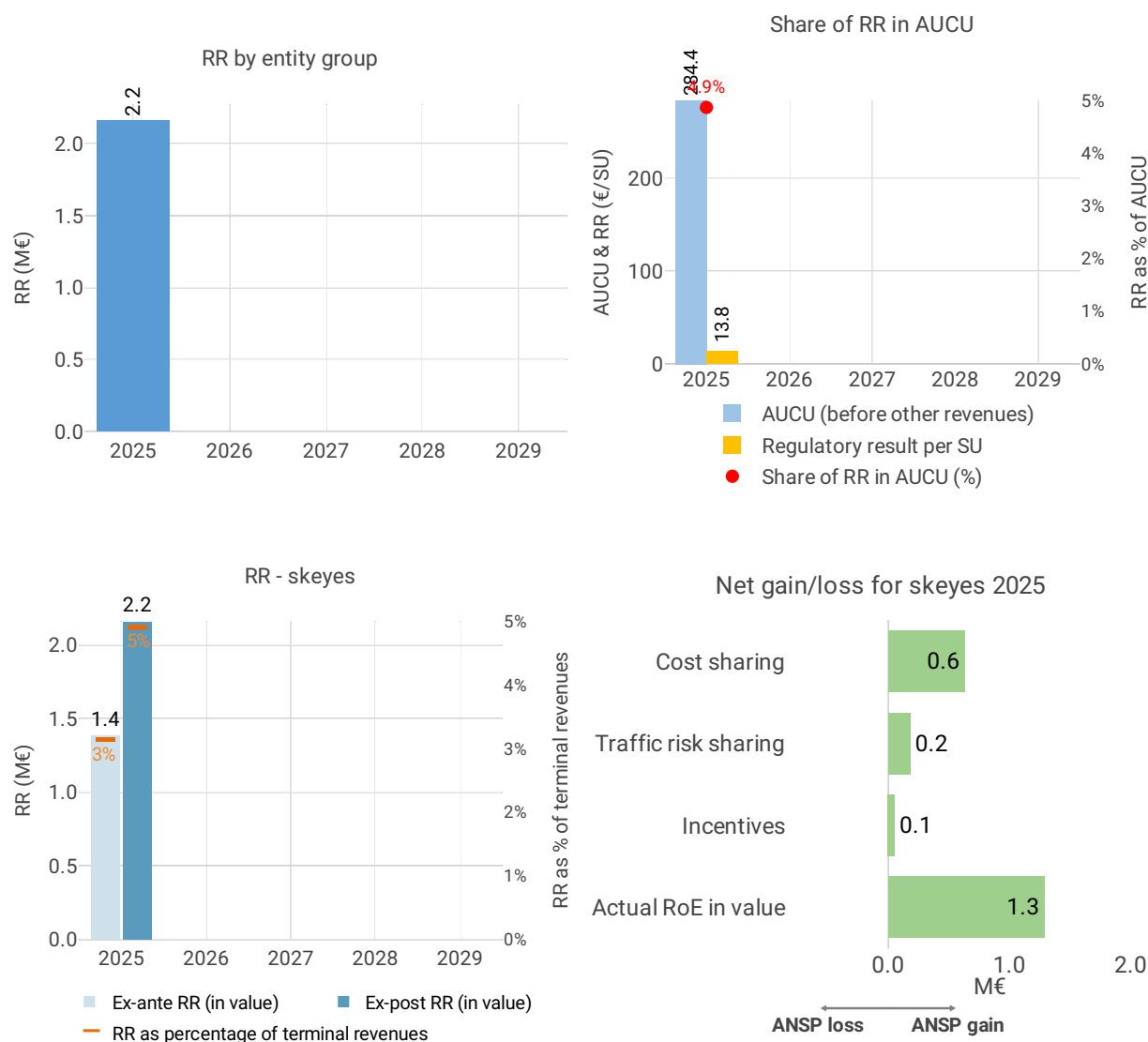


Initiatives implemented or planned that will improve this PI reported by the NSA

The NSA of Belgium provides the following information regarding the initiatives:

“Lack of time between the delivery of the data from the ANSPs and the deadline for submission did not allow an analysis of the situation”

5.3.3 Regulatory result (RR)



Focus on regulatory result

skyes net gain/loss on activity in the Belgium terminal charging zone in 2025

Skeyes reported a net gain of +0.9 M€, as a combination of a gain of +0.6 M€ arising from the cost sharing mechanism, with a gain of +0.2 M€ arising from the traffic risk sharing mechanism and a gain of +0.1 M€ relating to financial incentives.



skeyes overall regulatory result (RR) for the terminal activity

Ex-post, the overall RR, taking into account the net gain from the terminal activity mentioned above (+0.9 M€) and the actual RoE (+1.3 M€), amounts to +2.2 M€ (4.9% of the terminal revenues). The resulting ex-post rate of return on equity is 13.5%, which is higher than the 8.1% planned in the PP.

