

Performance Review Board

Monitoring Report

Hungary - 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 the state on 2026-06-24 (HU12438_Hungary_Monitoring_Report.xlsx) and the accompanying submission of en route and terminal (if applicable) reporting tables.

National performance plan adopted following Commission Decision (EU) 2025/1050 of 19 May 2025

List of ACCs 1
Budapest ACC

Exchange rate (1 EUR=)
2022: 390.405 HUF
2025: 397.388 HUF

Main ANSP
• HungaroControl

No of airports in the scope of the performance plan:

- ≥80'K 1
- <80'K 0

Share of Union-wide:
• traffic (TSUs) 2025 3.2%
• en route costs 2025 1.7%

Other ANSPs
–

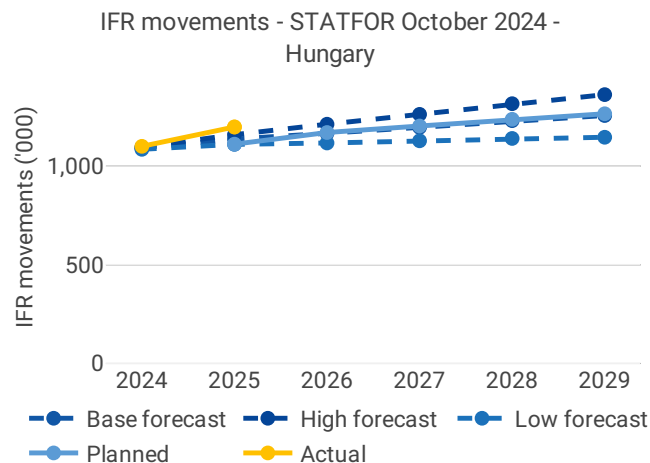
Share en route / terminal costs 2025 83% / 17%

MET Providers
• HungaroMet (Meteorological Service)

En route charging zone(s)
Hungary

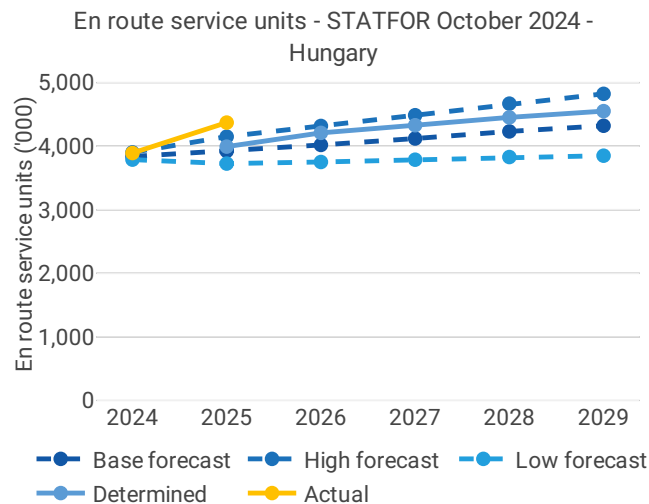
Terminal charging zone(s)
Hungary

1.2 Traffic (En route traffic zone)



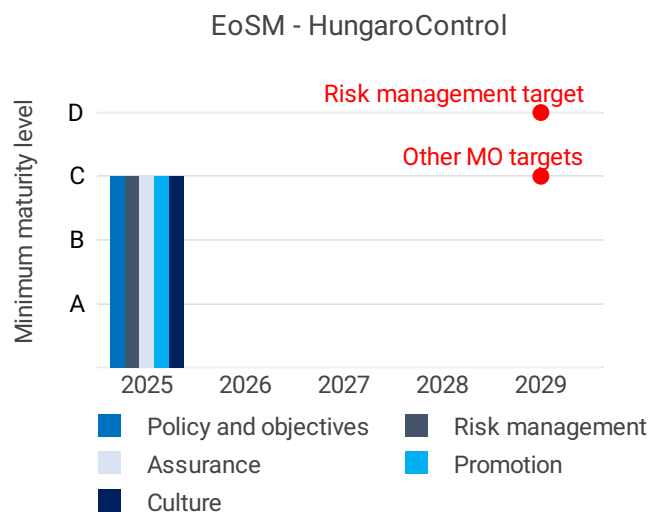
- Hungary recorded 1,198K actual IFR movements in 2025, +8.9% compared to 2024 (1,100K).
- Actual 2025 IFR movements were +7.9% above the plan (1,111K).
- Actual 2025 IFR movements were +34.4% above the actual 2019 level (892K).





- Hungary recorded 4,371K actual service units in 2025, +12.3% compared to 2024 (3,892K).
- Actual 2025 service units were +9.5% above the plan (3,993K).
- Actual 2025 service units are +38.2% above the actual 2019 level (3,162K).

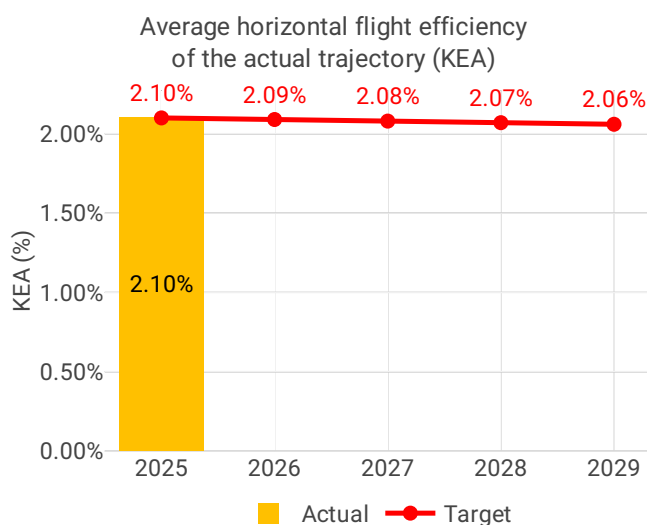
1.3 Safety (Main ANSP)



- In 2025, HungaroControl achieved the planned maturity levels set out in its performance plan for all five components of the EoS.
- The rate of runway incursions (RI) was 1.45 and equal to the RIs with ANS contribution, with the former indicator below the Union-wide average while the latter above. The rate of runway incursions at both levels has increased compared to 2024, when Hungary reported 0 RIs.
- The rate of separation minima infringements (SMI) was 2.00 at State level and equal to the SMIs at ANSP level, with both indicators below Union-wide average. The rates of SMIs was stable compared to 2024.



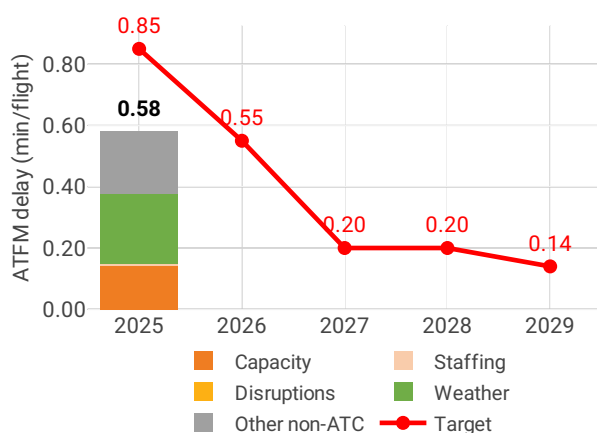
1.4 Environment (Member State)



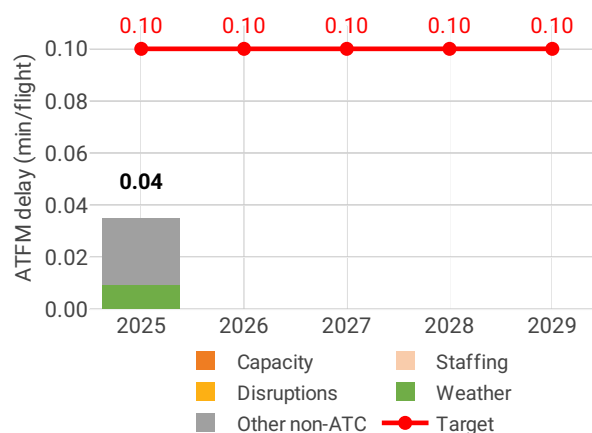
- Hungary registered a KEA performance of 2.10% compared to its target of 2.10% and contributed positively towards achieving the Union-wide target.
- KEP and KES improved marginally in comparison with 2024.
- The average time in level flight during descent remained stable and during climb deteriorated (from 47.9s in 2024 to 52.6s in 2025).
- VFE of the actual trajectory was 77.47%, which was better than the Union-wide average.
- Additional taxi-out time was 2.53 min/flight and additional taxi-in time was 1.31 min/flight, and both remained stable compared to 2024.
- Additional time in the arrival sequencing and metering area deteriorated marginally from 2.21 min/flight in 2024 to 2.30 min/flight in 2025.

1.5 Capacity (Member State)

Average en route ATFM delay per flight by delay groups



Average arrival ATFM delay per flight by delay groups



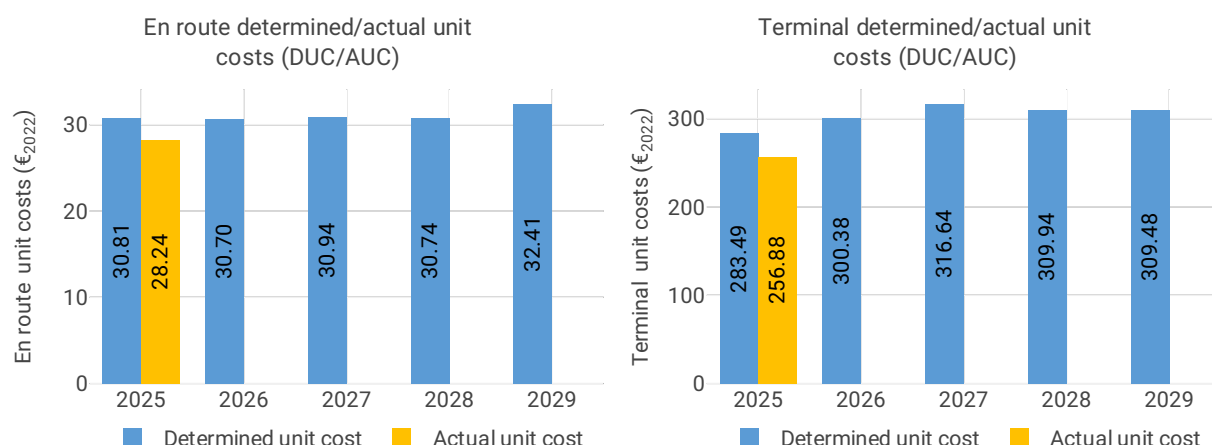
- Hungary registered 0.55 minutes of average en route ATFM delay per flight during 2025, which has been adjusted to 0.58 during the post-ops adjustment process, thus achieving



the local target value of 0.85. Delays in Hungary decreased by -2.17 minutes per flight year-on-year.

- Delays were highest in July, August and September, driven by a combination of ATC capacity, weather and other non-ATC causes.
- The share of delayed flights with delays longer than 15 minutes in Hungary decreased by -9 percentage points compared to 2024.
- The number of ATCOs in OPS was 117 being below the 2025 plan in Budapest ACC by -14 FTE.
- The yearly total of sector opening hours in Budapest ACC was 36,288, showing a 4% increase compared to 2024.
- Budapest ACC registered 31.83 IFR movements per sector opening hour in 2025, an increase of 5%.
- Hungary registered an average airport arrival ATFM delay of 0.04 minutes per flight in 2025, thus achieving the local target of 0.1 minutes. Compared to 2024, average arrival ATFM delays in Hungary were 0.04 minutes per flight higher in 2025.

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



- The en route 2025 actual unit cost of Hungary was 28.24€2022, -8.4% lower than the determined unit cost (30.81€2022). The terminal 2025 actual unit cost was 256.88€2022, -9.4% lower than the determined unit cost (283.49€2022).
- The en route 2025 actual service units (4.4M) were +9.5% higher than the determined service units (4.0M).
- The en route 2025 actual total costs were slightly higher than determined (+0.4M€2022, or+0.3%). This is entirely driven by higher staff costs, as all other cost categories registered lower costs than planned. Staff costs for HungaroControl were +4.9M€2022 higher than planned (+9.2%). The NSA explained this increase by higher-than-planned personnel expenditure related to measures for increasing capacity and pay rises reflecting inflation.



- A deviation from the criteria to achieve capacity targets was considered justified for Hungary. Actual costs for the measures necessary to achieve those targets were lower than determined (-0.8M€2022, or -11.7%), mainly due to lower other operating costs (-0.7M€2022, or -18.9%) than planned.
- HungaroControl spent 33.1M€2022 in 2025 related to costs of investments for both en route and terminal charging zones, -11.9% less than determined (37.5M€2022). The NSA explained that this reduction is mainly due to postponed investments and delayed developments.
- The en route actual unit cost incurred by users in 2025 was 32.66€ (-8.4% below the 2025 DUC), while the terminal actual unit cost incurred by users was 277.22€ (-13.7% below the 2025 DUC). The difference between the AUCU and the DUC for both terminal and en route charging zones is mainly driven by the traffic risk sharing adjustment.

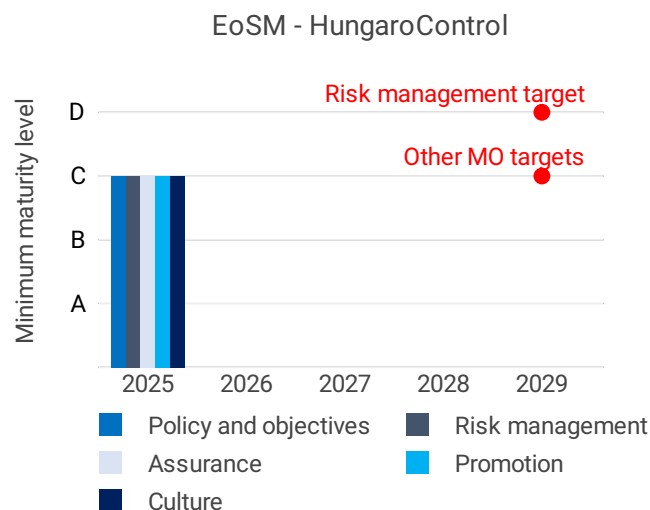


2 SAFETY - HUNGARY

2.1 PRB monitoring

- In 2025, HungaroControl achieved the planned maturity levels set out in its performance plan for all five components of the EoSM.
- The rate of runway incursions (RI) was 1.45 and equal to the RIs with ANS contribution, with the former indicator below the Union-wide average while the latter above. The rate of runway incursions at both levels has increased compared to 2024, when Hungary reported 0 RIs.
- The rate of separation minima infringements (SMI) was 2.00 at State level and equal to the SMIs at ANSP level, with both indicators below Union-wide average. The rates of SMIs was stable compared to 2024.

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



Focus on EoSM

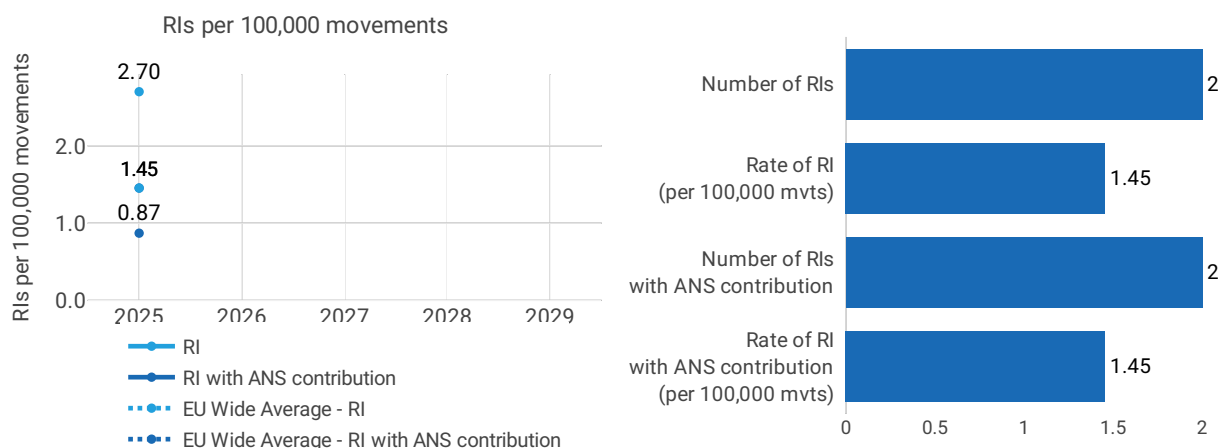
In 2025, HungaroControl achieved the planned maturity levels set out in its performance plan for all five components of the EoSM.

As described in the monitoring report, Hungary notes that HungaroControl runs a five-year safety development plan, and the activities outlined within support achieving target levels across all components by the end of the reference period.



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 - Hungary

#	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	Budapest - Ferihegy	137,512	2	1.45	2	1.45

Focus on runway incursions

Hungary reported 2 runway incursions (RI) at Budapest airport during 2025. When comparing the RIs at airport level to Union-wide level, Hungary was below the Union-wide average (1.45 vs 2.70).

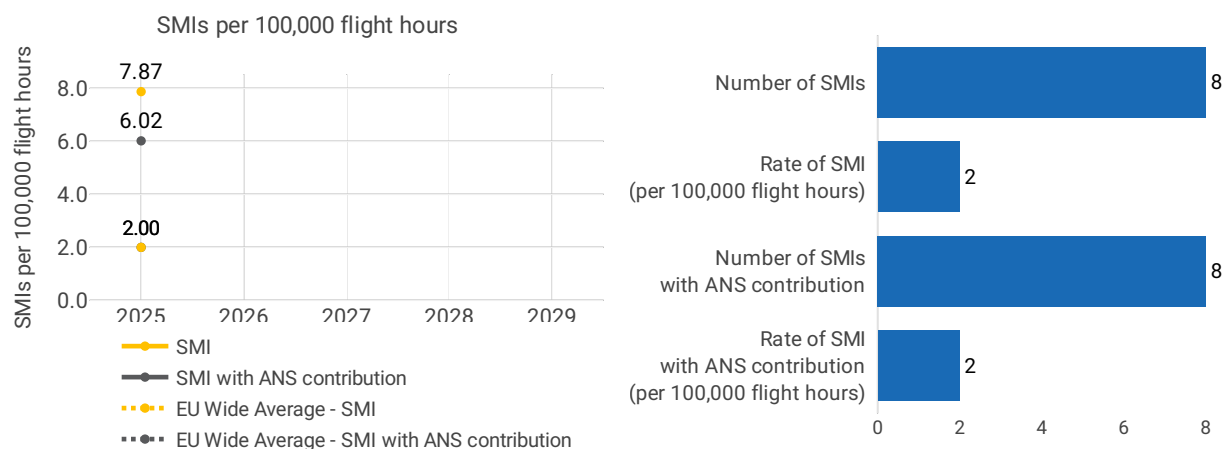
Hungary reported 2 RIs with ANS contribution in 2025. When comparing airport level with ANS contribution to the Union-wide level, Hungary was above the Union-wide average (1.45 vs 0.87).

The rate of runway incursions at both levels has increased compared to 2024, when Hungary reported 0 RIs.

The monitoring report does not list any initiatives implemented or planned to improve either the RI or SMI performance indicators. However, according to the report, the NSA intends to monitor through occurrence reporting, EoSM.



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	HungaroContro	400,559	NA	NA	NA	NA	8	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	HungaroContro	2	NA	NA	NA	NA					

Focus on separation minima

At State level, Hungary reported 8 separation minima infringements (SMI) in their airspace during 2025. The rate of separation minima infringements was below the Union-wide average (2.00 vs 7.87). At ANSP level, Hungary reported 8 SMIs with ANS contribution. The rate of separation minima infringements at ANSP level was below the Union-wide average (2.00 vs 6.02).

When comparing to 2024, the rate of separation minima infringements was stable at both State level (2.00 vs 2.09) and at ANSP level (2.00 vs 1.9).



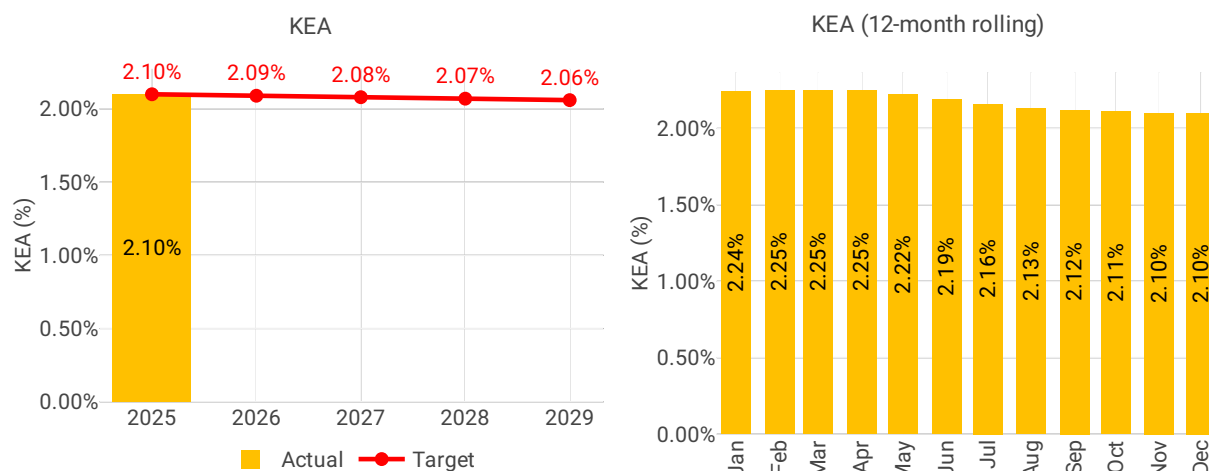
3 ENVIRONMENT - HUNGARY

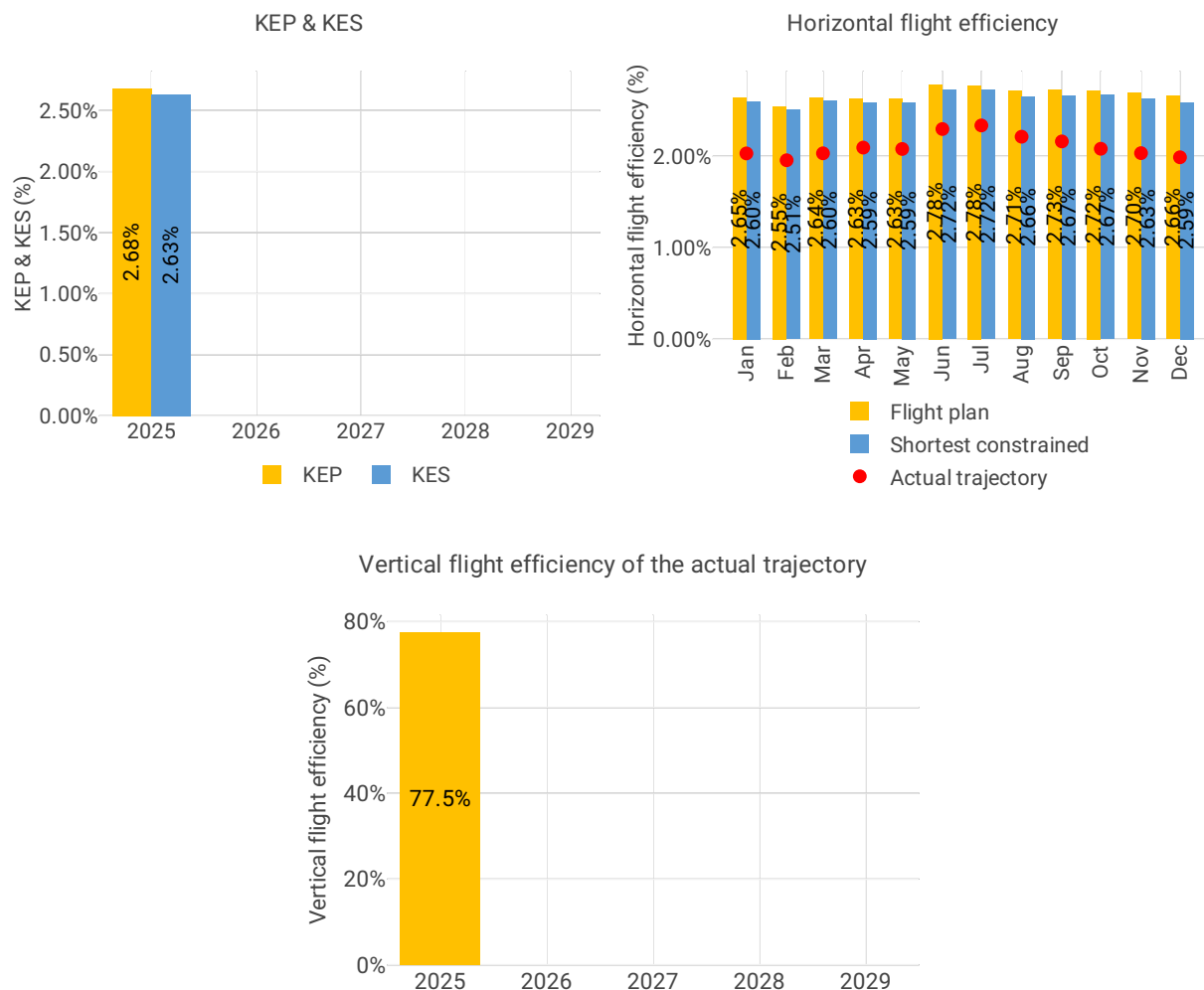
3.1 PRB monitoring

- Hungary registered a KEA performance of 2.10% compared to its target of 2.10% and contributed positively towards achieving the Union-wide target.
- KEP and KES improved marginally in comparison with 2024.
- The average time in level flight during descent remained stable and during climb deteriorated (from 47.9s in 2024 to 52.6s in 2025).
- VFE of the actual trajectory was 77.47%, which was better than the Union-wide average.
- Additional taxi-out time was 2.53 min/flight and additional taxi-in time was 1.31 min/flight, and both remained stable compared to 2024.
- Additional time in the arrival sequencing and metering area deteriorated marginally from 2.21 min/flight in 2024 to 2.30 min/flight in 2025.

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

The absolute values of the indicator see an improvement with respect to both 2023 and 2024, and this true both for KEA indicator and the KEA corrected for the influence of the war in Ukraine. The values are 2.11% in 2023, 2.23% in 2024 and 2.10% in 2025 for KEA, and 1.36% for 2023, 1.44% for 2024 and 1.35% for 2025 for the corrected KEA.

The value for the KEA places Hungary as 10th best, and in the top 3 (3rd) for the corrected KEA.

In terms of contribution to the overall additional distance in the SES area, the value is 2.05% (16th).

Regarding the assessment of the achieved level of actual performance in the environment KPA, the NSA reports: *“Based on the decision of the European Commission, during RP4 the impact of the Ukrainian Russian conflict was taken into account when setting the target for horizontal en-route flight efficiency. As a result of this, the Hungarian performance in the first year of RP4 fully met the established target.”*

Regarding the implementation of major operational or structural changes during the calendar year impacting performance in this key performance area, the NSA reports: *“Since Hungary is a member of one of the largest European FRA systems, SEE FRA, and furthermore*



has a cross-border FRA operational agreement in place with Austria, which is part of SECSI FRA, no new measures were required to achieve the established target.”

Regarding progress on the implementation of the measures committed to in the ERNIP, the NSA reports: *“The cross border FRA operation between Hungary and Austria had been implemented in accordance with the ERNIP in fall 2024. The same kind of FRA operation with Croatia is planned for spring 2026, but the full merger of the SEE FRA and SECSI FRA is planned for 2029.”*

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: *“The SEE FRA has reached its planned dimension in 2023, so this form of cooperation had not expanded further in 2025.*

In accordance to ERNIP, the cross border FRA operation between SEE FRA and SECSI FRA systems will be gradually implemented and as part of this gradual implementation the cross border FRA operation between Hungary and Austria started in autumn 2024. With Croatia it will start in 2026 spring. The full merge of the SEE FRA and the SECSI FRA airspaces will be a very significant step for the entire European ATM network which is planned for 2029. The NSA plans to monitor the effectiveness of these steps through the evolution of horizontal flight efficiency.”

KES

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: *“The SEE FRA has reached its planned dimension in 2023, so this form of cooperation had not expanded further in 2025.*

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Vertical flight efficiency

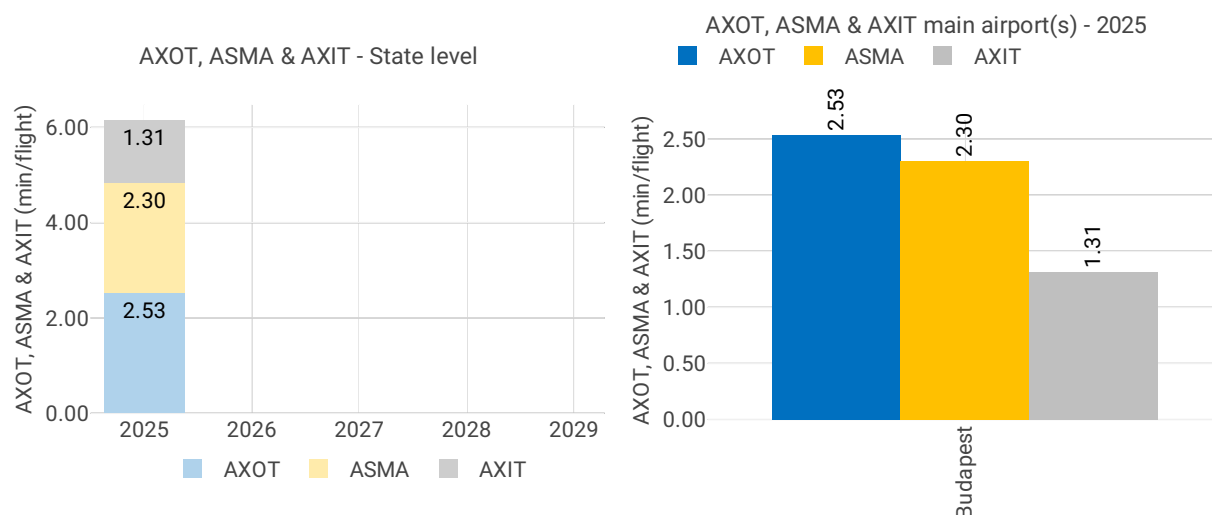
Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *“At the initiative of HungaroControl, an international conference titled “Fly as you filed” was held in Budapest in January 2025, with the aim of ensuring adherence to the flight levels specified in flight plans. Its objective is to reduce the number of so-called intruder flights, thereby also improving vertical flight efficiency.*

The NSA can monitor the effectiveness of this initiative by tracking the number and proportion of intruder flights.”



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
Budapest	2.53	NA	NA	NA	NA	2.3	NA	NA	NA	NA	1.31	NA	NA	NA	NA

Focus on AXOT, AXIT & ASMA

AXOT

The additional time in 2025 resulted in 2.53 min/dep, very close to the 2024 value – last year of RP3 – of 2.60 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: *“In 2025, LHBP’s traffic was at a record high, however despite this, the increase of this performance indicator did not cause delays, which is also due to the fact that Hungary was able to achieve significant capacity growth on the en-route side.*

In order to improve the PI, continuous discussions are taking place with the airport owner on the development of the airport taxiway network.

The NSA intends to continue to monitor the development of this indicator by measuring delays.”

AXIT

The additional time in 2025 was equal to 1.31 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: *“In 2025, LHBP’s traffic was at a record high, however despite of this no delays were registered due to additional taxi in time.*

In order to improve this PI, continuous discussions are taking place with the airport owner on the development of the airport taxiway network.

The NSA intends to continue to monitor the development of this indicator by measuring delays.”

ASMA

The additional time in 2025 resulted in 2.30 min/arr, very close to 2024 value – last year of RP3 – of 2.21 min/arr (*using the new methodology*).

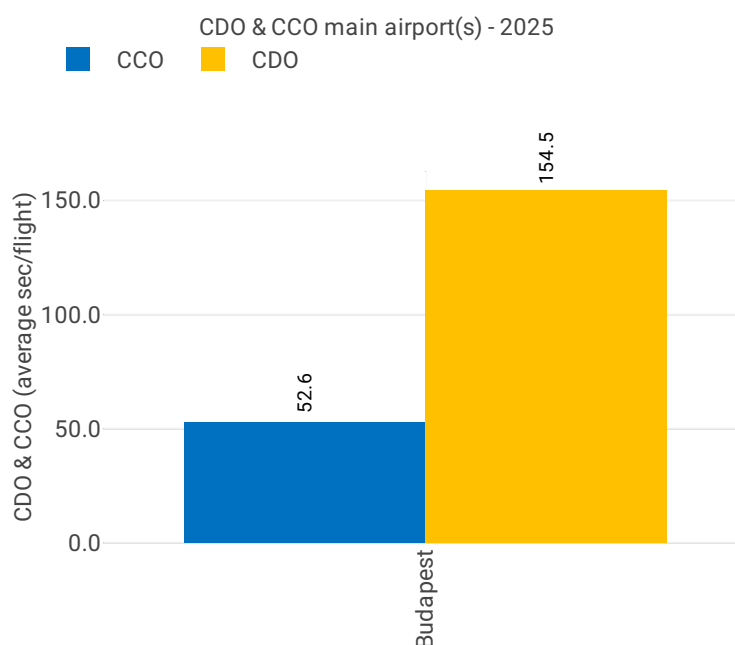
The average for RP4 airports subject to monitoring of this indicator across Member States in 2025 was 2.98 min/arr.

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: *“Budapest APP handles the bulk of LHBP arriving traffic according to CDO principles, so the deterioration in this indicator is the result of increased traffic. There were no delays at LHBP airport because of this in 2025.*

Since the actual value of this PI is still acceptable, no additional initiatives are needed.

The NSA intends to continue to monitor the development of this indicator by measuring delays.”

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), average times flown level during descent are 5.3 seconds per flight higher in Hungary. Budapest (LHBP) has an average time flown level of 154.5 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: *“The vertical flight efficiency for descent to LHBP starts already in the en route phase and continues within the Budapest TMA. Budapest APP handles the majority of the LHBP arriving traffic according to CDO principles.*

Since this is a new PI, we are confident that the 2025 value will continue to improve in the RP4 years, and the NSA intends to monitor the development of this indicator by comparing the actual values.”

Vertical flight efficiency of the climb

Compared to the overall RP4 average value (34.8 seconds per flight), average times flown level during climb are 17.8 seconds per flight higher in Hungary. Budapest (LHBP) has an average time flown level of 52.6 seconds per flight during climb.

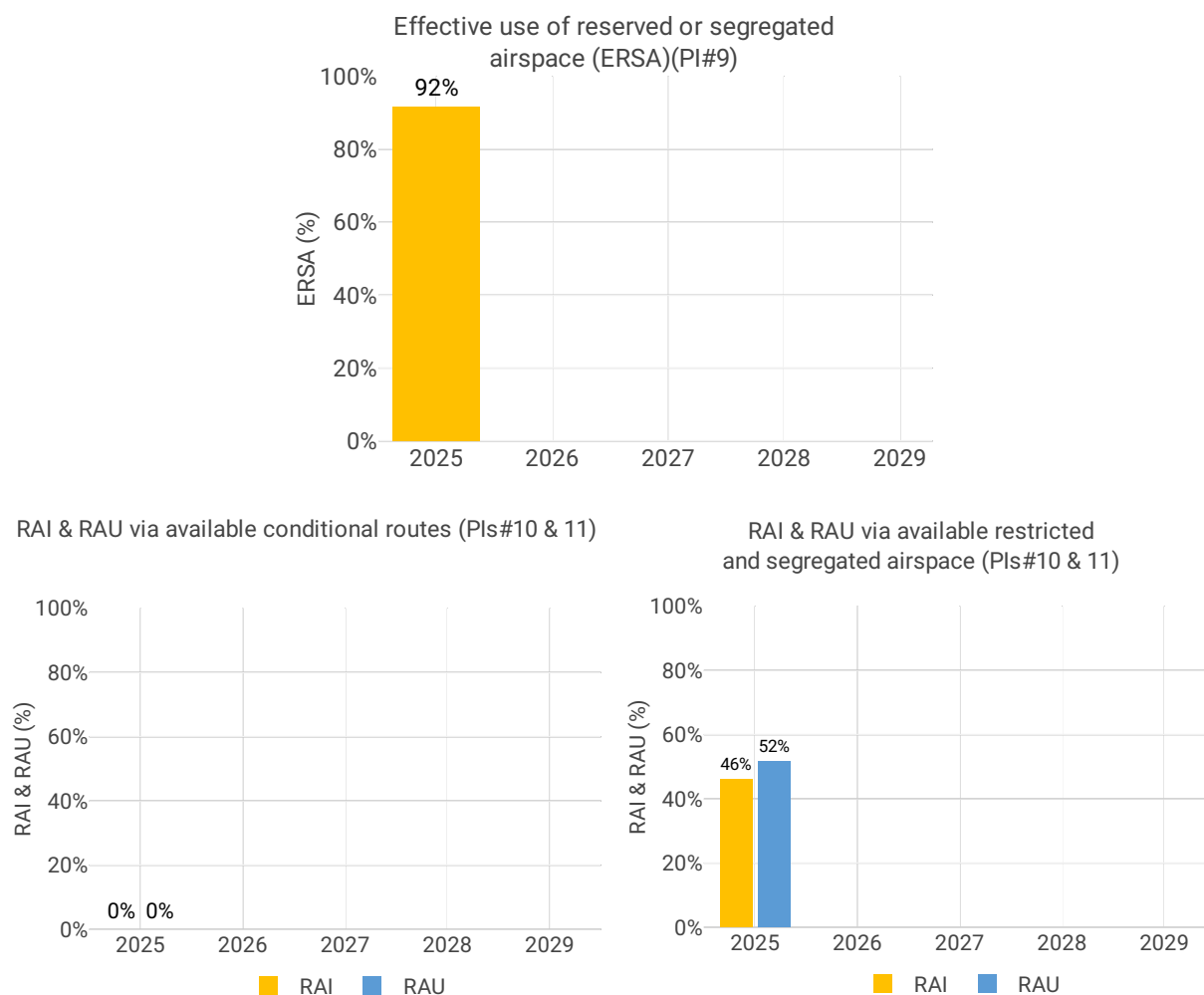
Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: *“Ensuring continuous climb for flights departing from LHBP begins in Budapest TMA, which can be ensured by permits on SIDs with different routes than STARs. This continuous climb can be ensured up to the FIR border, where departures must be handed over at Flight levels according to LoAs with neighboring ACCs.*

Since this is a new PI, we are confident that the 2025 value will continue to improve in the RP4 years and the NSA intends to monitor the development of this indicator by comparing the actual values.”

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
Budapest	52.6	NA	NA	NA	NA	154.5	NA	NA	NA	NA



3.4 Civil-Military dimension



Focus on Civil-Military dimension

Effective use of reserved or segregated local airspace

HUNGARY reports a ratio of **57%**

- Total number of hours allocated & notified to NM: **13,336**
- Total number of hours used: **7,646**

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: *“Compared to the previous year, there were about 1000 hours less airspace bookings overall, but the efficiency practically did not change.*

Unfortunately due to the ongoing war in neighbouring Ukraine the special military airspaces, created to better respond to threats are still in use and continued to be activated on an ad hoc basis.

The NSA continuously monitors the development of this PI by checking annual values.”

Rate of planning via available airspace structures

HUNGARY, reports that has no data available.



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: *“With the implementation of free route airspace in Hungary in 2015 all the ATS routes have been eliminated.*

Therefore, the entire CDR route concept has no meaning anymore in Hungary.”

Rate of using available airspace structures

HUNGARY, reports that has no data available.

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: *“With the implementation of free route airspace in Hungary in 2015 all the ATS routes have been eliminated.*

Therefore, the entire CDR route concept has no meaning anymore in Hungary.”



4 CAPACITY - HUNGARY

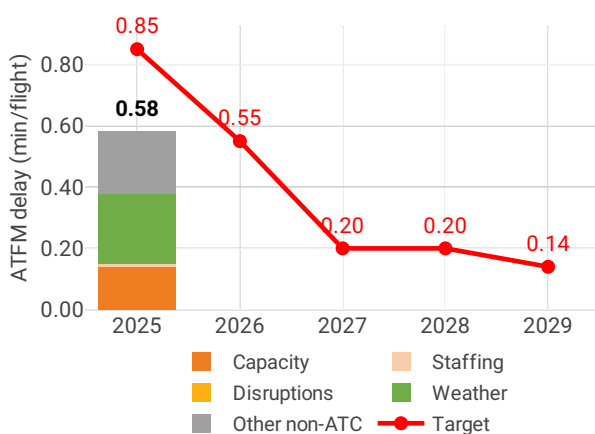
4.1 PRB monitoring

- Hungary registered 0.55 minutes of average en route ATFM delay per flight during 2025, which has been adjusted to 0.58 during the post-ops adjustment process, thus achieving the local target value of 0.85. Delays in Hungary decreased by -2.17 minutes per flight year-on-year.
- Delays were highest in July, August and September, driven by a combination of ATC capacity, weather and other non-ATC causes.
- The share of delayed flights with delays longer than 15 minutes in Hungary decreased by -9 percentage points compared to 2024.
- The number of ATCOs in OPS was 117 being below the 2025 plan in Budapest ACC by -14 FTE.
- The yearly total of sector opening hours in Budapest ACC was 36,288, showing a 4% increase compared to 2024.
- Budapest ACC registered 31.83 IFR movements per sector opening hour in 2025, an increase of 5%.
- Hungary registered an average airport arrival ATFM delay of 0.04 minutes per flight in 2025, thus achieving the local target of 0.1 minutes. Compared to 2024, average arrival ATFM delays in Hungary were 0.04 minutes per flight higher in 2025.

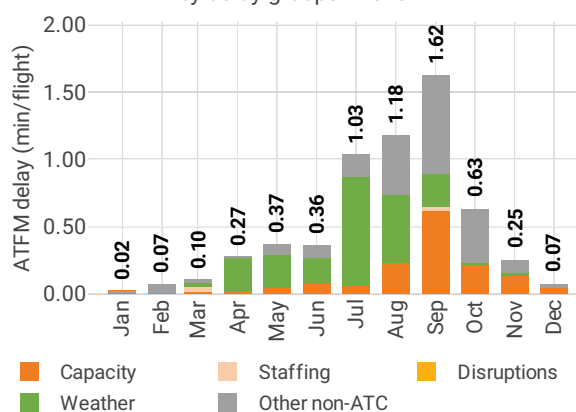
4.2 En route performance

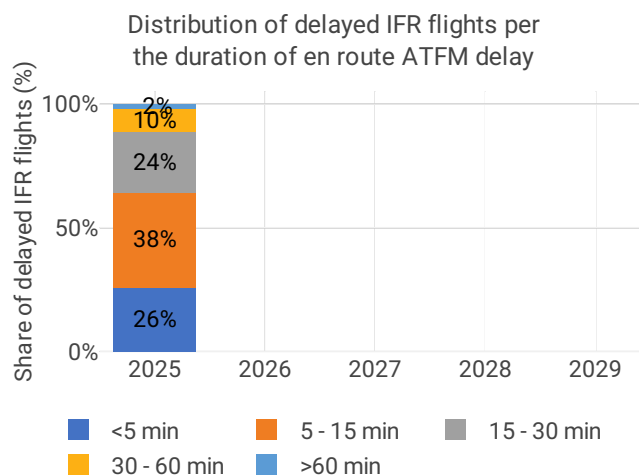
4.2.1 En route ATFM delay (KPI#1)

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

- Hungary had 1,198k flights in 2025, up from 1,100k flights in 2024.
- HungaroControl applied en route ATFM regulations resulting in 660k minutes of delay, a significant reduction from the 2,895k minutes in 2024.
- As part of the strategic traffic re-orientation programme (S25/NTDM) operated by the Network Manager, there were 46k minutes of en route ATFM delay reattributed to HungaroControl (plus 5k re-attributed to the KFOR sectors which fall outside the SES performance scheme); 36k minutes of delay originating in Budapest ACC were re-attributed to other ANSPs.
- Under the auspices of the Route Network (RN) Scenarios during Capacity & Weather Based Operations between June and September 2025, an additional 16k minutes of en route ATFM delay were re-attributed to HungaroControl – with <1k minutes of delay originating in Budapest ACC, being re-attributed to other ANSPs.
- When the above post-operations re-attributions are factored in, the total en route delay for HungaroControl in 2025 was 695k minutes in 2025 down from 3,014k minutes in 2024.

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: *“During preparations for the 2025 summer season, HungaroControl implemented the following significant measures:*

- 1. To increase the number of ATCOs, foreign ATCOs were recruited starting in autumn 2024 for the KFOR sector.*
- 2. The training of these ATCOs was successfully completed in June 2025, resulting in a significant increase in ATCO resources in the LHCC sectors.*
- 3. Office-based staff, holding ATCO licenses were required to perform daily operational ATCO duties.*
- 4. A new early-morning shift was introduced to handle traffic more efficiently—particularly traffic arriving from outside the NM area—thereby reducing delays in the first rotation of traffic.*
- 5. Additional personnel were called in for daytime and weekend peak periods.*



6. To improve the accuracy of adverse weather forecasting and support more effective supervisory decision-making, a meteorologist was permanently assigned to the Budapest ACC operations room.

7. Instead of pre-tactical ATFM restrictions, a tactical restriction scheme aligned with actual traffic development was applied.

8. The sector capacity values were reviewed.

9. The traffic flows were redesigned in order to better use available ACC sectors capacity.

These measures proved to be highly effective and resulted in a significant reduction in delays attributable to Budapest ACC, both in nominal terms and in terms of delay per flight."

Regarding follow up of the remedial measures indicated in the previous monitoring report(s), the NSA reports: "All planned measures were implemented on time and with the planned efficiency."

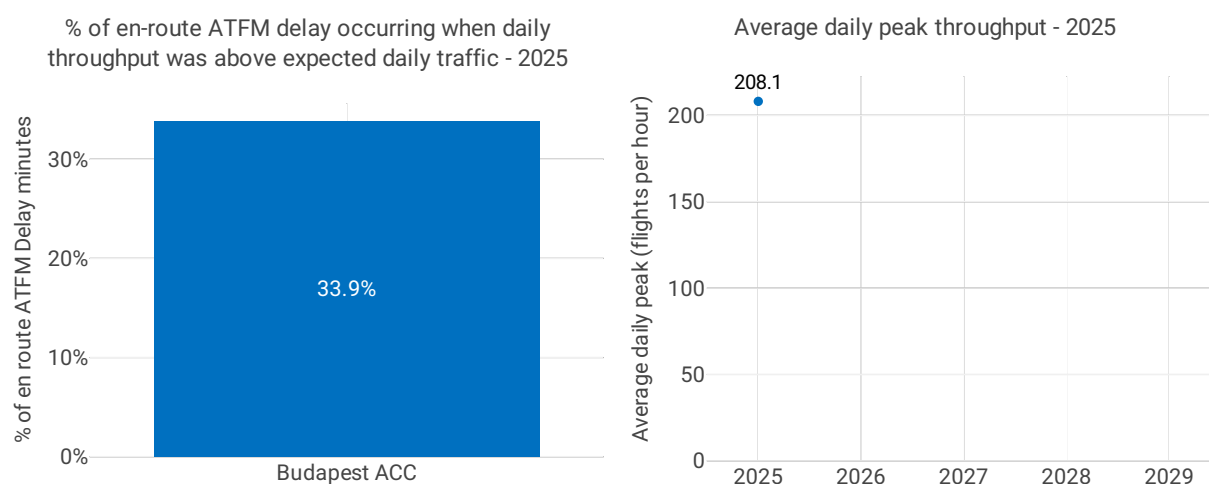
En route capacity incentive scheme

The Hungarian NSA reports neither a financial penalty, nor financial bonus, for Hungaro-Control because of the 2025 performance.

The local incentive target for en route ATFM delays, due to CRSTMP causes only, was set at 0.1717 mins/flight, with a deadband range between 0.129 – 0.215 mins/flight. The NSA reports an achieved performance of 0.1536 mins/flight using the data from the ansperformance.eu dashboard.

[NB The attribution of original delay causes on the ansperformance.eu dashboard is unverified]

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: *“Since this is a new PI, it is not yet possible to say whether the performance in the first year of RP4 is adequate for this purpose or not.”*

Annual weighted average of the daily peak throughput

As background information on actual performance, the NSA reports: *“Since this is a new PI, it is not yet possible to say whether the performance in the first year of RP4 is adequate for this purpose or not.”*

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: *“ACC: Hungary provides ATC services in LHCC and in the KFOR sector. When the performance plan had been prepared, the agreed reporting/planning methodology regarding ACC ATCOs was that the total cost shall be reported in the Hungarian ENR cost-base and subsequently the KFOR-related costs are returned to users (as other revenues). At the same time actual costs will be covered through the KFOR cost-base (as part of the common charging zone with Serbia and Montenegro). In the past only Hungarian ACC ATCOs were planned and cca 9% of these resources was normally deployed in the KFOR sector. Based on the 2025 planned ACC ATCO number that would mean 12 FTEs in the KFOR sector with dual licence. 100% of the ATCO FTEs were reported in the Hungarian Performance Plan. However, as of 2025, HungaroControl*



started to train and licence foreign ATCOs in the KFOR sector whose costs are directly covered and reported through the Serbia/Montenegro/KFOR cost-base. Therefore, we will not report their FTEs here either as they are not in the scope of the performance plan.

The actual and planned ATCO numbers differ by 13,6 FTEs in the ACC. Additional information to the analysis of the plan vs actual difference is the number of foreign ATCO FTEs employed in the KFOR sector: 12 FTEs. The ATCO availability of the Hungarian ACC ATCOs that were freed up by the new foreign ATCOs in the KFOR sector was ultimately utilized in the Budapest ACC. This was instrumental to achieve the capacity level we had committed to in the performance plan for 2025. We met the 2025 capacity requirements partly through this measure and largely through the efficient utilization of other internal company resources.

APP: The 1,8 FTE shortfall in APP is manageable.

TWR: The 6,5 FTE shortfall in TWR is a result of unplanned leaves and losses of licences. The ANSP detected the problem and allocated resources into the training."

"The difference between the planned FTE and the actual FTE adds up from three sources: the actual 2024 closing FTE was already 1,6 lower than the estimate in the plan. The number of new ATCOs was 8 FTEs lower (due to a low success rate). Also the unplanned leave was 7 instead of 3. The total difference is -13,6 FTEs. However, this shortage did not result in an operational or capacity problem, as we have made up for the shortage in another way: we have trained 12 foreign ATCOs who work exclusively in the KFOR sector. In the performance plan though, since ATCO mobility initiatives had not been finalized at the time of the drafting of the plan, we only planned with the 2 Lithuanian colleagues who had already been recruited at that time and planned with an ATCO mobility cost in OPEX (as part of the additional capacity building) with the commitment that any savings we will reimburse to users."

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: "Experience from previous years has clearly shown that smaller training groups provide a more effective learning environment. As a result, from 2025 onwards, a parallel training system has been introduced, under which initial training courses start twice a year, in January and September. This approach allows for an increase of an additional 8-8 students per year for ACC and TWR positions. Accordingly, we began training fewer students than planned for 2025.

In 2025, an ACC training course also began for an additional five foreign controllers —already holding ATCO licenses—beyond the planned number, further strengthening available capacity.

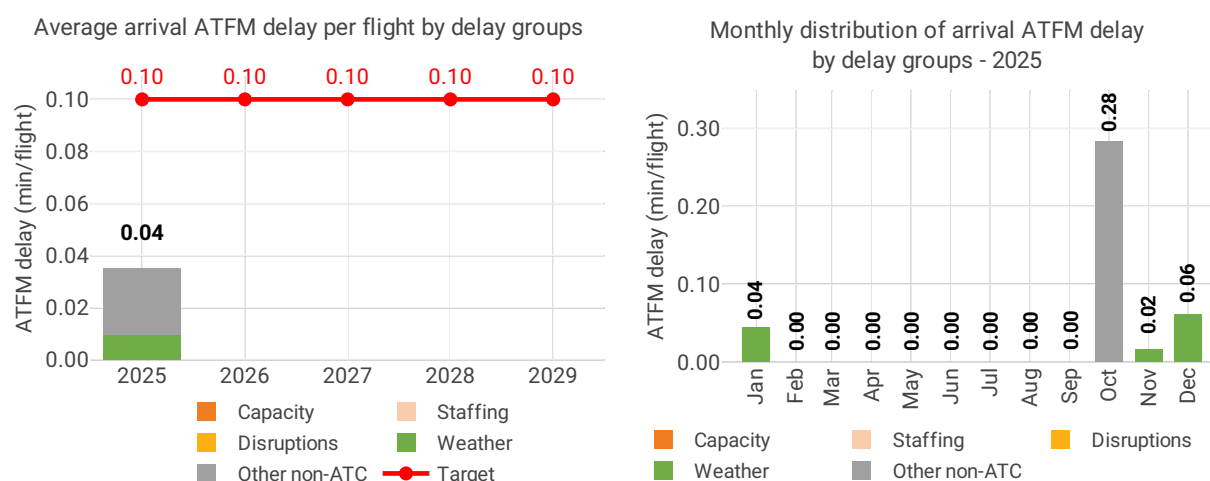
The current success rate is lower than planned. The primary reason for this is that some students encounter capacity limitations during the training process. Hungarian airspace is highly congested and complex, and only candidates with exceptional competencies are able to successfully complete the training. Although the required competencies are assessed during the selection process, their true limits often only become clear during training.

The number of ATCO trainees at year-end is significantly lower than planned, because the number of trainees completing the training was unexpectedly low due to low success rate and also those who entered the training programme was lower than the plan due to the above mentioned parallel training system that was introduced in 2025. In 2026, this latter factor will not have an impact on the trainee number."



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 Hungary was 0.04 min/arr in 2025, the first year of RP4. This is the second lowest in RP4 states and is in line with low Arrival ATFM delay during RP3 years, always below 0.1 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: *"In 2025, LHBP's traffic was at a record high, still the value of this KPI was better than the planned value. 70% of delays were attributable to Aerodrome capacity, and 30% to weather conditions, neither of them fall within the control of the ANSP."*

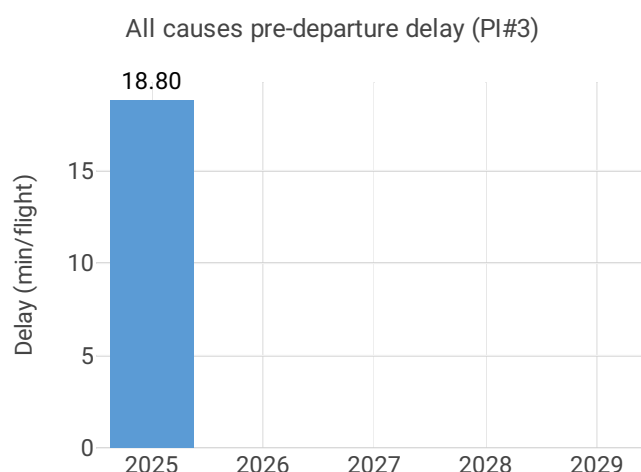
Regarding follow up of the remedial measures indicated in the previous monitoring report(s), the NSA reports: *"No remedial measures were identified."*

Terminal capacity incentive scheme

In the first year of RP4, with an ATFM arrival delay of 0.04 min/arr, Hungary achieved the national target of 0.1 min/arr. The KPI is beyond the end of the bonus sliding range for the incentive scheme, meaning that the maximum bonus of 1.0% applies. As such, the NSA computes a bonus of HUF 109,462,113.62.



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
Budapest	0.04	NA	NA	NA	NA	97.9%	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
Budapest	0.07	NA	NA	NA	NA	18.8	NA	NA	NA	NA

Focus on other terminal performance indicators

ATFM slot adherence

ATFM slot adherence in 2025 increased to 97.9%, above the 2024 value – last year of RP3 – of 96.6%. With regard to the 2.1% of flights that did not adhere, 0.8% were early and 1.3% 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: *“Due to the capacity growth at Budapest ACC, the delays on the first rotation have also reduced, and this contributed to the improvements of ATFM slot adherence, too.”*

ATC pre-departure delay

The delay in 2025 was equal to 0.07 min/dep, very close to the value of 2024 – last year of RP3 – of 0.08 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: *“The actual performance in the field of pre-departure delay was slightly better than in 2024, which is also due to the fact that Budapest ACC was able to achieve significant capacity growth on the en-route side.”*



All causes pre-departure delay

The delay in 2025 decreased to 18.80 min/dep, lower than the value of 2024 – last year of RP3 – of 24.63 min/dep. This represents a reduction of 24% after the challenges faced in 2024.

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: *“The actual performance in this respect was better than in 2024, which can be explained mainly by the increase of en-route capacity of Budapest ACC.”*



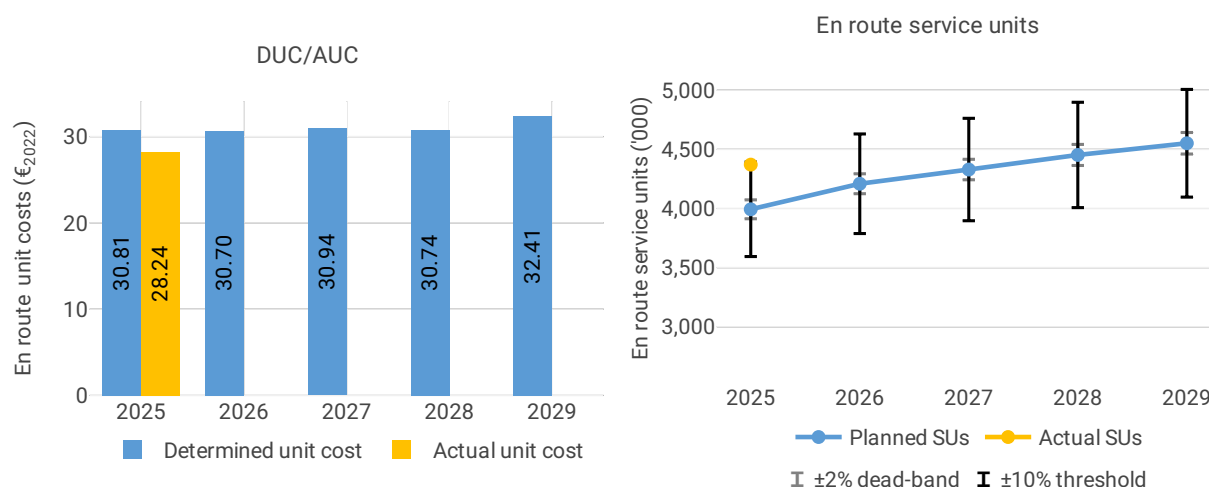
5 COST-EFFICIENCY - HUNGARY

5.1 PRB monitoring

- The en route 2025 actual unit cost of Hungary was 28.24€2022, -8.4% lower than the determined unit cost (30.81€2022). The terminal 2025 actual unit cost was 256.88€2022, -9.4% lower than the determined unit cost (283.49€2022).
- The en route 2025 actual service units (4.4M) were +9.5% higher than the determined service units (4.0M).
- The en route 2025 actual total costs were slightly higher than determined (+0.4M€2022, or+0.3%). This is entirely driven by higher staff costs, as all other cost categories registered lower costs than planned. Staff costs for HungaroControl were +4.9M€2022 higher than planned (+9.2%). The NSA explained this increase by higher-than-planned personnel expenditure related to measures for increasing capacity and pay rises reflecting inflation.
- A deviation from the criteria to achieve capacity targets was considered justified for Hungary. Actual costs for the measures necessary to achieve those targets were lower than determined (-0.8M€2022, or -11.7%), mainly due to lower other operating costs (-0.7M€2022, or -18.9%) than planned.
- HungaroControl spent 33.1M€2022 in 2025 related to costs of investments for both en route and terminal charging zones, -11.9% less than determined (37.5M€2022). The NSA explained that this reduction is mainly due to postponed investments and delayed developments.
- The en route actual unit cost incurred by users in 2025 was 32.66€ (-8.4% below the 2025 DUC), while the terminal actual unit cost incurred by users was 277.22€ (-13.7% below the 2025 DUC). The difference between the AUCU and the DUC for both terminal and en route charging zones is mainly driven by the traffic risk sharing adjustment.

5.2 En route charging zone

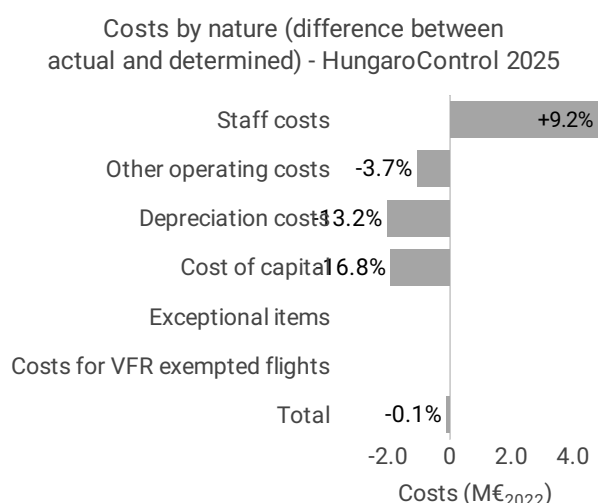
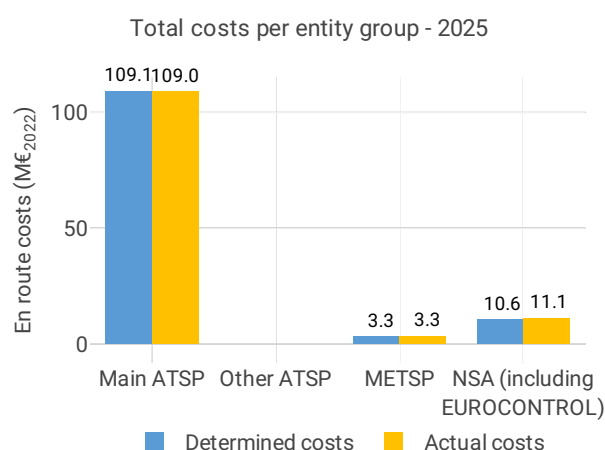
5.2.1 Unit cost (KPI#1)



Actual and determined data					
Total costs - nominal (M€)	2025	2026	2027	2028	2029
Determined costs	144.8	155.5	165.2	173.0	189.1
Actual costs	147.1	NA	NA	NA	NA
Difference costs	2.3	NA	NA	NA	NA

Inflation assumptions	2025	2026	2027	2028	2029
Determined inflation rate	3.5%	2.9%	3.0%	3.0%	3.0%
Determined inflation index*	125.7	129.3	133.2	137.2	141.3
Actual inflation rate	4.4%	NA	NA	NA	NA
Actual inflation index*	126.7	NA	NA	NA	NA
Difference inflation index (p.p.)	+1	NA	NA	NA	NA

*100 = 2022



Focus on unit cost

AUC vs. DUC

In 2025, the en route AUC was -8.4% (or -1 005.43 HUF₂₀₂₂, -2.58 €₂₀₂₂) lower than the planned DUC. This results from the combination of significantly higher than planned TSUs (+9.5%) and slightly higher than planned en route costs in real terms (+0.3%, or +149.4 MHUF₂₀₂₂, +0.4 M€₂₀₂₂).

En route service units

The difference between actual and planned TSUs (+9.5%) falls outside the $\pm 2\%$ dead-band but does not exceed the $\pm 10\%$ threshold foreseen in the traffic risk sharing mechanism. The resulting gain of additional en route revenues is therefore shared between the ANSP and the airspace users (see the main ANSP regulatory result).

En route costs by entity

Actual real en route costs are +0.3% (+0.4 M€₂₀₂₂) higher than planned. This is the result of higher costs for the NSA/EUROCONTROL (+4.5%, or +0.5 M€₂₀₂₂) and the MET service provider (+0.4%) and slightly lower costs for the main ANSP, HungaroControl (-0.1%, or -0.1 M€₂₀₂₂).



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

The slightly lower than planned en route costs in real terms for HungaroControl in 2025 (-0.1%, or -0.1 M€2022) are mainly due to higher than planned actual inflation index (+1.0 p.p), since, in nominal terms, the costs were above the plan (+1.3%). Based on the additional information to the en route reporting tables this results from:

- Significantly higher than planned staff costs (+9.2%), mainly due to the implementation of operational measures aimed at capacity restoration, expansion and airspace flexibility, which required personnel-related expenditures that exceeded the plan. In addition, pay rises exceeded the plan in nominal terms for both ATCO and non-ATCO positions as a result of inflation that was slightly higher than expected.
- Lower than planned other operating costs (-3.7%), due to: more favourable air traffic control liability insurance; favourable changes in the energy market; lower than planned manufacturer support costs, shifts in planned investments impacting IT services expenditure; lower than expected use of ATCO mobility.
- Significantly lower than planned depreciation (-13.2%), mainly due to later than planned implementation of some investments and some assets being put into operation later than planned.
- Significantly lower than planned cost of capital (-16.8%), due to a lower than planned average regulatory asset base that primarily reflects some fixed assets under construction being behind schedule.

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

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

“Based on actual costs, there was an 8% decrease in the real unit cost value in ENR compared to DUC (which represents better-than-planned performance). This is because the nominal cost level increased by 2%, but traffic was 9% higher, resulting in a unit cost lower than planned.”

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:

“Staff costs: Staff costs were driven primarily by significant efforts to restore and increase capacity. Thanks to numerous measures outlined in the PRC capacity performance analysis as well, capacity performance improved dramatically in 2025. The implementation of operational measures aimed at capacity restoration, expansion, and airspace flexibility required personnel-related expenditures that exceeded the plan.

In addition, pay rises exceeded the plan in nominal terms for both ATCO and non-ATCO positions as a result of inflation that was slightly higher than expected in PP.

OPEX: More favourable air traffic control liability insurance; further favourable changes in the energy market since the performance plan was drawn up; lower-than-planned manufacturer support costs, IT services partly related to some shifts in investments within the PP; we planned for the ATCO mobility measure in this category, while its actual costs consist largely of staff costs. As declared in PP, unspent ATCO mobility costs will be reimbursed to airspace users.



Cost savings were offset to a small extent by extra payment to the government based on a government decree applicable to all state-owned companies.

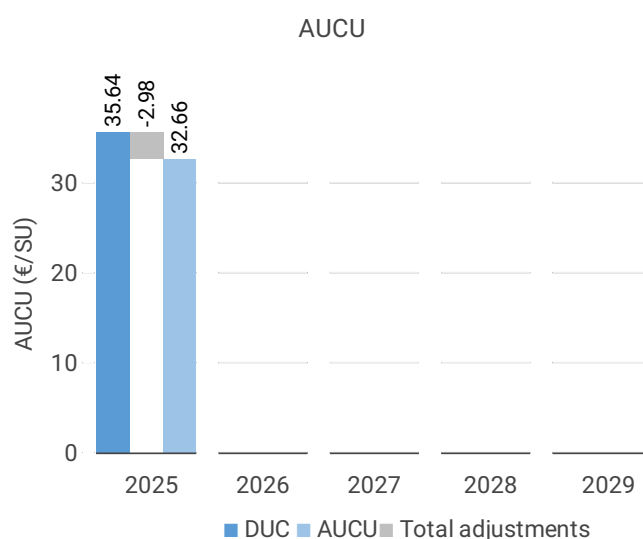
Depreciation: Some investment items are being implemented slightly later than planned within the PP, and certain assets have been put into operation later than planned in the PP. These effects result in depreciation that is below plan.

Cost of capital: Lower than planned average regulatory asset base that is primarily due to the fact that fixed assets under construction are behind schedule within the reference period, as noted earlier."

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

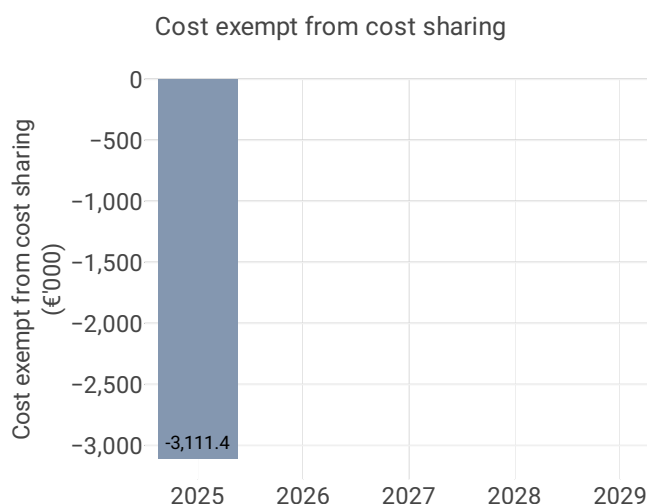
No information was provided in the NSA 2025 Monitoring Report.

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	35.64
Inflation adjustment	0.19
Cost exempt from cost sharing	-0.71
Traffic risk sharing adjustment	-1.53
Traffic adjustment (costs not TRS)	-0.31
Financial incentives	0.00
Modulation of charges	0.00
Cross-financing	0.00
Other revenues	-0.62
Application of lower unit rate	0.00
Total adjustments	-2.98
AUCU	32.66
AUCU vs. DUC	-8.4%





Cost exempt from cost sharing – 2025

Cost exempt from cost sharing by item - 2025	€'000	€/SU
New and existing investments	-3,580.6	-0.82
Competent authorities and qualified entities costs	-263.2	-0.06
Eurocontrol costs	732.4	0.17
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	-3,111.4	-0.71

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 (12 977.81 HUF or 32.66 €) is -8.4% lower than the nominal DUC (14 161.07 HUF or 35.64 €) which includes DUC initially charged: 14 359.67 HUF (or 36.14 €), and DUC to be charged retroactively: -198.61 HUF (or -0.50 €). The difference between the AUCU and the nominal DUC (-1 183.25 HUF/SU or -2.98 €/SU) is due to:

- the positive inflation adjustment resulting from higher than planned inflation (+76.27 HUF/SU or +0.19 €/SU);
- the impact of adjustments resulting from the costs exempted from cost sharing mechanism (-282.88 HUF/SU or -0.71 €/SU);
- the deduction of the traffic risk sharing adjustments (-606.95 HUF/SU or -1.53 €/SU);
- the deduction of the traffic adjustment (-124.40 HUF/SU or -0.31 €/SU) for the costs not subject to traffic risk sharing; and,
- the deduction of other revenues (-245.29 HUF/SU or -0.62 €/SU).

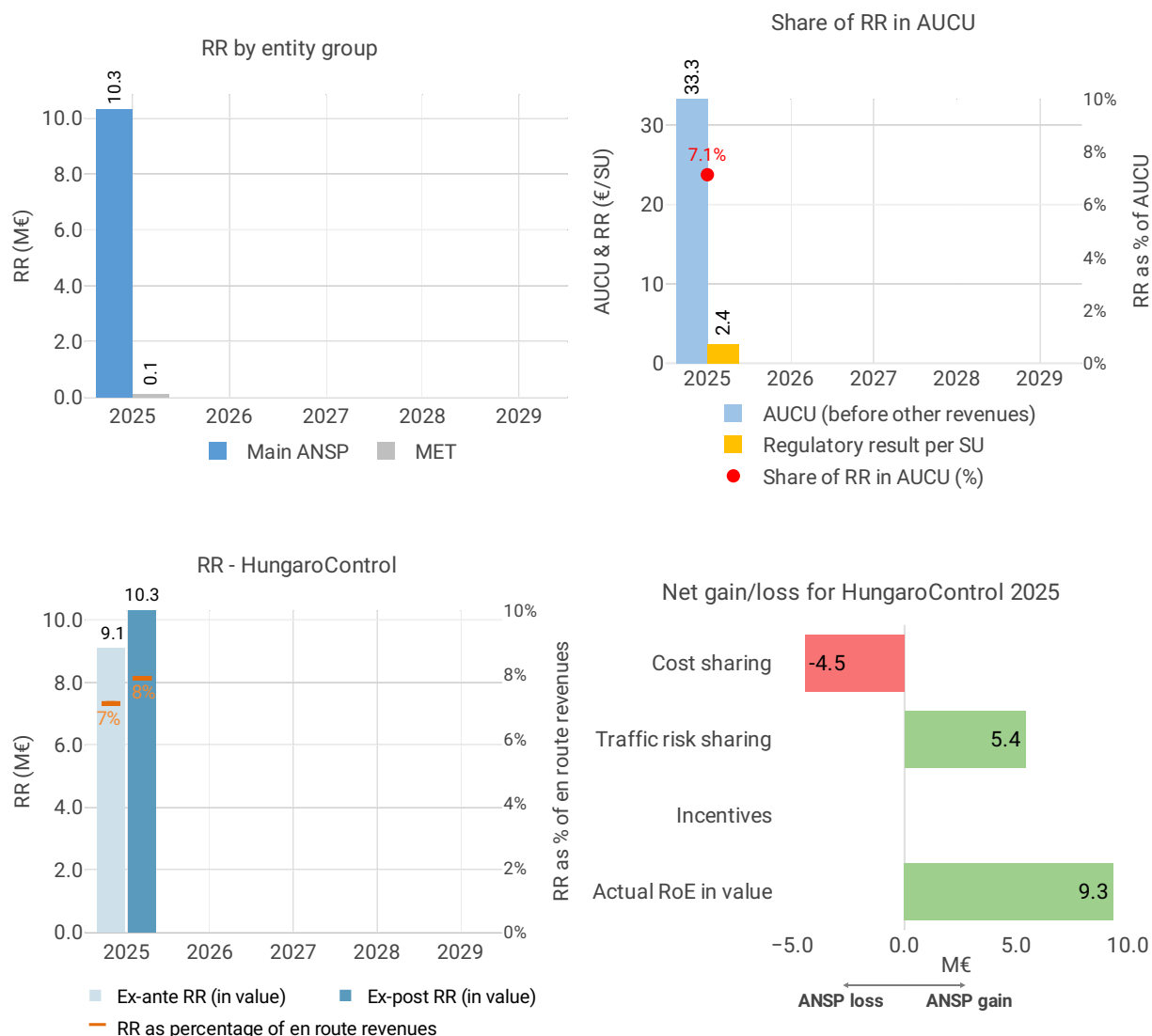
The share of the regulatory result (see next sub-section) in the AUCU (before the deduction of other revenues) is 7.1%.



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

No information on such initiatives was provided in the NSA 2025 Monitoring Report.

5.2.3 Regulatory result (RR)



Focus on regulatory result

HungaroControl net gain/loss on activity in the Hungary en route charging zone in 2025

HungaroControl reported a net gain of +1.0 M€, as a combination of a loss of -4.5 M€ arising from the cost sharing mechanism, with a gain of +5.4 M€ arising from the traffic risk sharing mechanism.

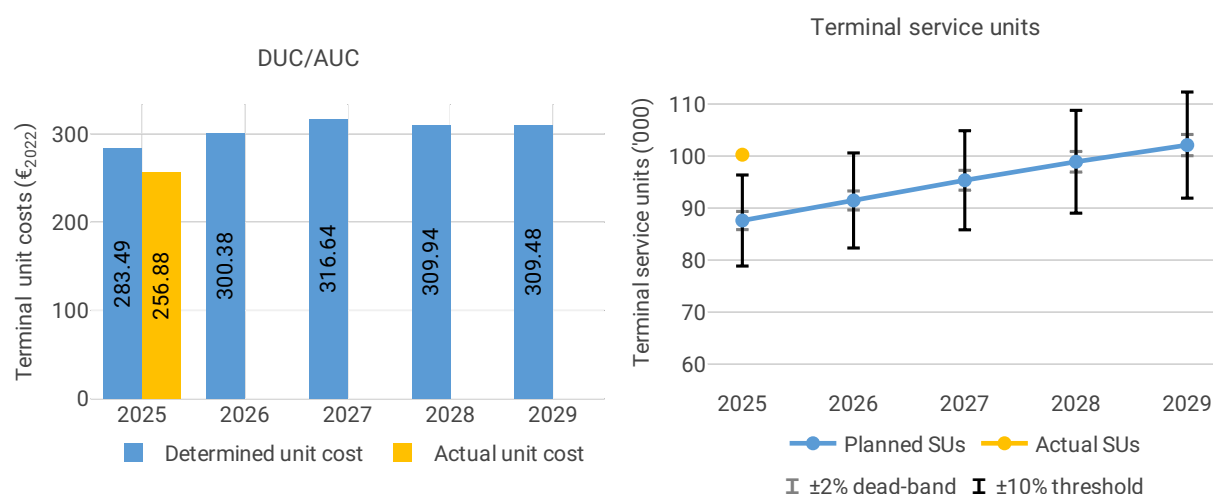
HungaroControl overall regulatory result (RR) for the en route activity

Ex-post, the overall RR, taking into account the net gain from the en route activity mentioned above (+1.0 M€) and the actual RoE (+9.3 M€), amounts to +10.3 M€ (7.9% of the en route revenues). The resulting ex-post rate of return on equity is 10.2%, which is slightly higher than the 10.0% planned in the PP.



5.3 Terminal charging zone

5.3.1 Unit cost (KPI#1)

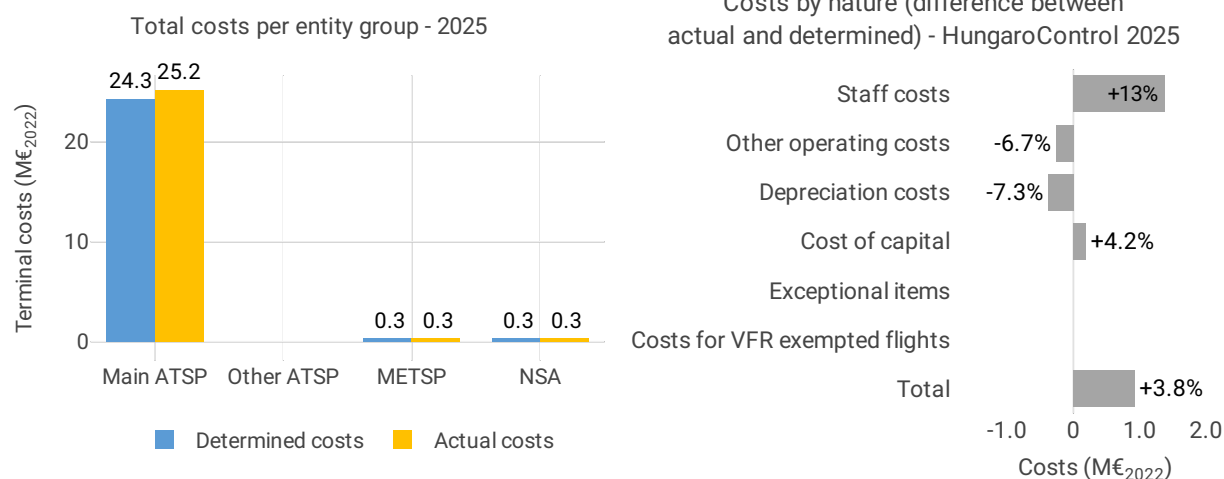


Actual and determined data

Total costs - nominal (M€)	2025	2026	2027	2028	2029
Determined costs	28.6	32.1	35.7	37.0	39.0
Actual costs	30.0	NA	NA	NA	NA
Difference costs	1.4	NA	NA	NA	NA

Inflation assumptions	2025	2026	2027	2028	2029
Determined inflation rate	3.5%	2.9%	3.0%	3.0%	3.0%
Determined inflation index*	125.7	129.3	133.2	137.2	141.3
Actual inflation rate	4.4%	NA	NA	NA	NA
Actual inflation index*	126.7	NA	NA	NA	NA
Difference inflation index (p.p.)	+1	NA	NA	NA	NA

*100 = 2022



Focus on unit cost



AUC vs. DUC

In 2025, the terminal AUC was -9.4% (or -10 389.74 HUF2022, -26.61 €2022) lower than the planned DUC. This results from the combination of significantly higher than planned TNSUs (+14.5%) and higher than planned terminal costs in real terms (+3.7%, or +359.9 MHUF2022, +0.9 M€2022).

Terminal service units

The difference between actual and planned TNSUs (+14.5%) falls outside the $\pm 10\%$ threshold foreseen in the traffic risk sharing mechanism. The resulting gain of additional terminal revenues is therefore shared between the ANSP and the airspace users (see the main ANSP regulatory result).

Terminal costs by entity

Actual real terminal costs are +3.7% (+0.9 M€2022) higher than planned. This is the result of higher costs for the main ANSP, HungaroControl (+3.8%, or +0.9 M€2022) and the MET service provider (+0.7%), while the costs for the NSA were in line with the plan.

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

Based on the additional information to the terminal reporting tables, the higher than planned terminal costs in real terms for HungaroControl in 2025 (+3.8%, or +0.9 M€2022) result from:

- Significantly higher than planned staff costs (+13.0%), mainly due to traffic being significantly higher than planned and pay rises exceeding the plan in nominal terms for both ATCO and non-ATCO positions as a result of inflation that was slightly higher than expected.
- Significantly lower than planned other operating costs (-6.7%), due to: more favourable air traffic control liability insurance; favourable changes in the energy market; lower than planned manufacturer support costs, shifts in planned investments impacting IT services expenditure.
- Significantly lower than planned depreciation (-7.3%), mainly due to later than planned implementation of some investments and some assets being put into operation later than planned.
- Higher than planned cost of capital (+4.2%), mainly due to the average net current assets being slightly above plan, although this was partially offset by the value of fixed assets under construction being below plan.

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

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

“In the terminal, there is a 9% decrease in the real terminal unit cost value compared to DUC (which represents better-than-planned performance). This results from the nominal cost level being 5% higher, while traffic is 14% higher, so the unit cost is lower than planned.”



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:

“Staff costs: Traffic was significantly higher than PP, and furthermore pay rises exceeded the plan in nominal terms for both ATCO and non-ATCO positions as a result of inflation that was slightly higher than expected in PP.

OPEX: More favorable air traffic control liability insurance; further favorable changes in the energy market since the performance plan was drawn up; lower-than-planned manufacturer support costs, IT services partly related to some shifts in investments within the PP.

The former was offset to a small extent by extra payment to the government based on a government decree applicable to all state-owned companies.

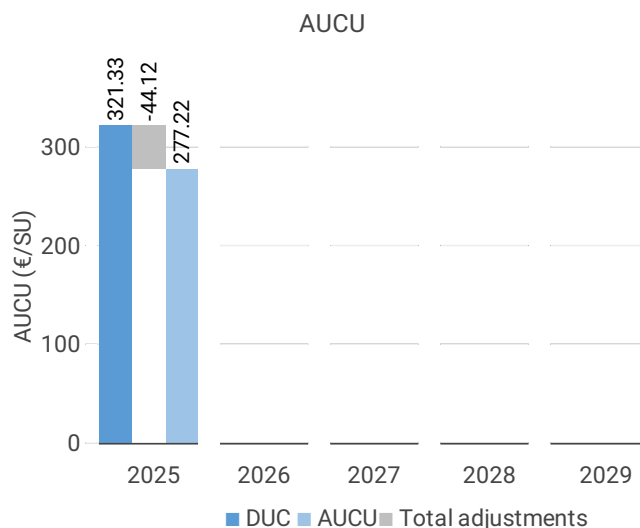
Depreciation: Some investment items are being implemented slightly later than planned within the PP, and certain assets have been put into operation later than planned in the PP. These effects result in depreciation that is below plan.

Cost of capital: Marginally above PP, as the average net current assets - which were slightly above PP - offset the value of fixed assets under construction, which was below PP.”

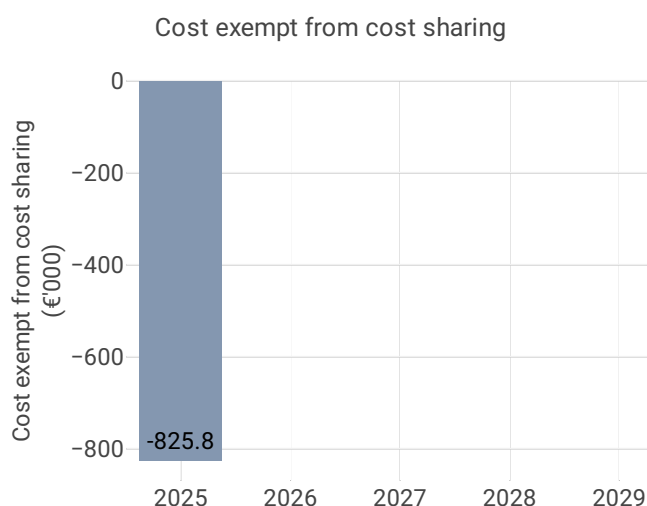
Recommendations formulated by the NSA to the ANSP (HungaroControl) to rectify the situation and actions taken by the ANSP

No information was provided 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	321.33
Inflation adjustment	1.46
Cost exempt from cost sharing	-8.24
Traffic risk sharing adjustment	-27.64
Traffic adjustment (costs not TRS)	-0.86
Financial incentives	2.75
Modulation of charges	0.00
Cross-financing	0.00
Other revenues	-11.59
Application of lower unit rate	0.00
Total adjustments	-44.12
AUCU	277.22
AUCU vs. DUC	-13.7%



Cost exempt from cost sharing – 2025		
Cost exempt from cost sharing by item - 2025	€'000	€/SU
New and existing investments	-825.8	-8.24
Competent authorities and qualified entities costs	0.0	0.00
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	-825.8	-8.24

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 (110 163.21 HUF or 277.22 €) is -13.7% lower than the nominal DUC (127 694.39 HUF or 321.33 €). The difference between these two figures (-17 531.19 HUF/SU or -44.12 €/SU) is due to:



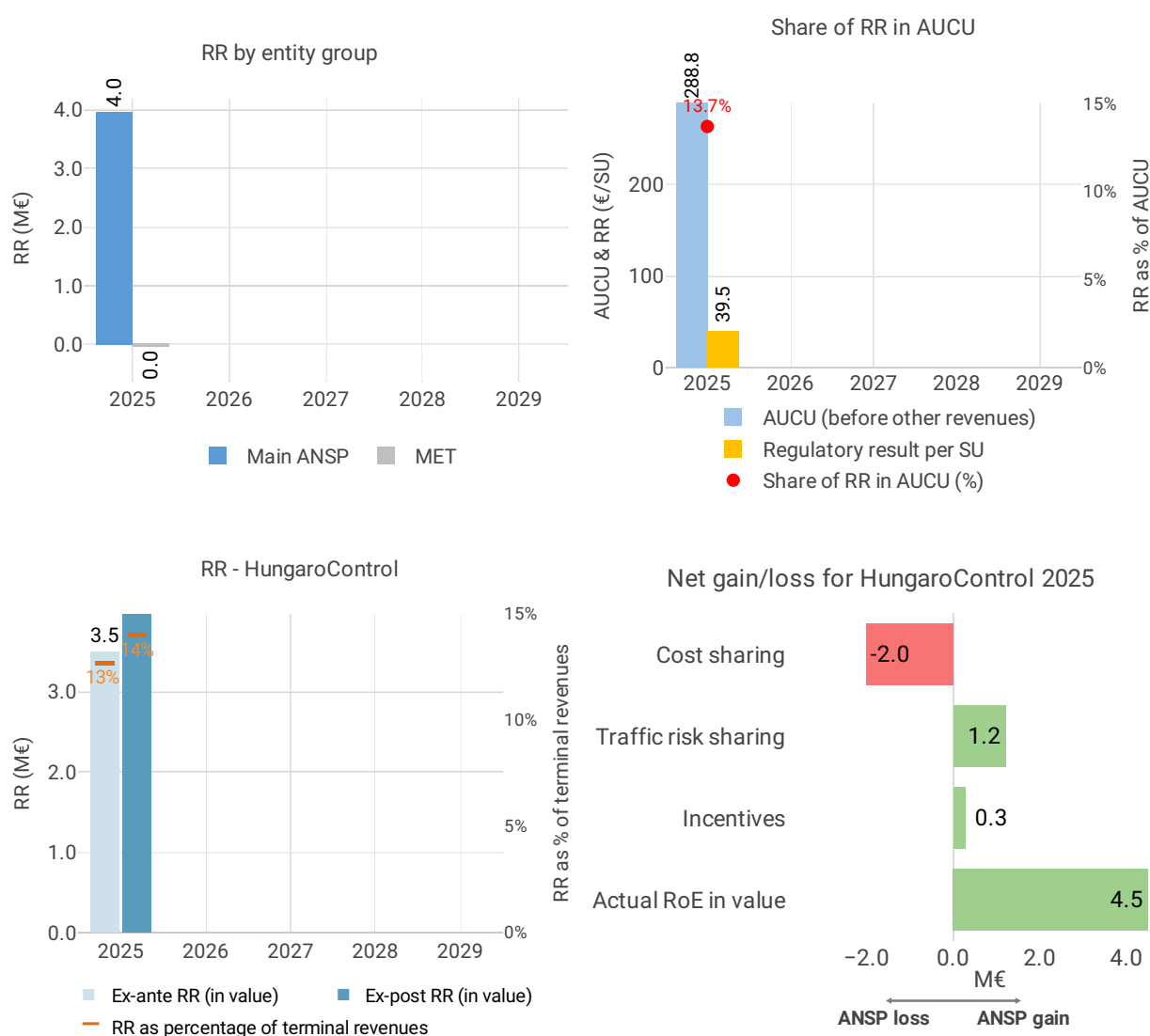
- the positive inflation adjustment resulting from higher than planned inflation (+582.04 HUF/SU or +1.46 €/SU);
- the impact of adjustments resulting from the costs exempted from cost sharing mechanism (-3 273.64 HUF/SU or -8.24 €/SU);
- the deduction of the traffic risk sharing adjustments (-10 982.68 HUF/SU or -27.64 €/SU);
- the deduction of the traffic adjustment (-341.94 HUF/SU or -0.86 €/SU) for the costs not subject to traffic risk sharing;
- the impact of financial incentives (+1 092.00 HUF/SU or +2.75 €/SU); and,
- the deduction of other revenues (-4 606.97 HUF/SU or -11.59 €/SU).

The share of the regulatory result (see next sub-section) in the AUCU (before the deduction of other revenues) is 13.7%.

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

No information on such initiatives was provided in the NSA 2025 Monitoring Report.

5.3.3 Regulatory result (RR)



Focus on regulatory result

HungaroControl net gain/loss on activity in the Hungary terminal charging zone in 2025

HungaroControl reported a net loss of -0.5 M€, as a combination of a loss of -2.0 M€ arising from the cost sharing mechanism, with a gain of +1.2 M€ arising from the traffic risk sharing mechanism and a gain of +0.3 M€ relating to financial incentives.

HungaroControl 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 (-0.5 M€) and the actual RoE (+4.5 M€), amounts to +4.0 M€ (14.0% of the terminal revenues). The resulting ex-post rate of return on equity is 9.3%, which is lower than the 11.3% planned in the PP.

