

Performance Review Board

Monitoring Report

Norway - 2025



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1 OVERVIEW

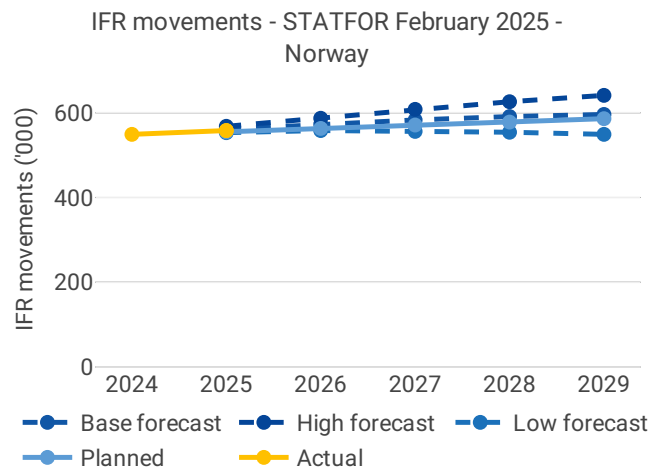
1.1 Contextual information

This document is based on the version of the Annual Monitoring Report file submitted by the state on 2026-06-25 (NO12440_Norway Monitoring Report 2025-v2.xlsx) and the accompanying submission of en route and terminal (if applicable) reporting tables.

National performance plan adopted following Commission Decision (EU) 2025/1064 of 23 April 2026

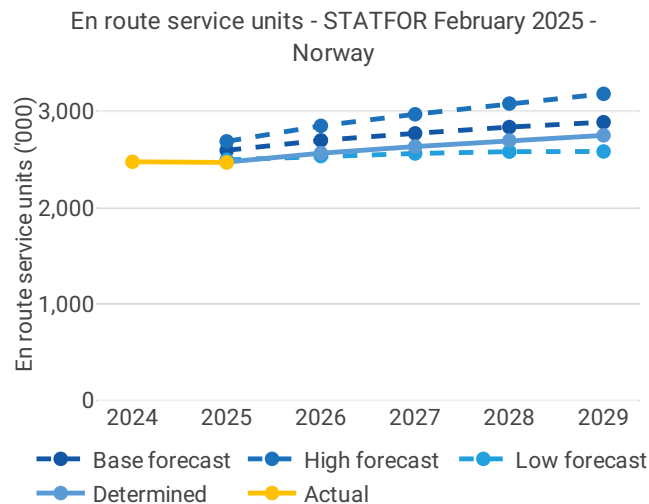
List of ACCs 3	Exchange rate (1 EUR=)	Main ANSP
Bodo ACC	2022: 10.0962 NOK	• Avinor Flysikring AS (Avinor ANS)
Oslo ACC	2025: 11.701 NOK	
Stavanger ACC		
No of airports in the scope of the performance plan:	Share of Union-wide:	Other ANSPs
• $\geq 80'K$ 2	• traffic (TSUs) 2025 1.8%	• Avinor AS
• $< 80'K$ 2	• en route costs 2025 1.8%	• Saerco (Kjevik ANSP)
	Share en route / terminal costs 2025 72% / 28%	MET Providers
	En route charging zone(s)	• The Norwegian Meteorological Institute (MET)
	Norway	
	Terminal charging zone(s)	
	Norway	

1.2 Traffic (En route traffic zone)



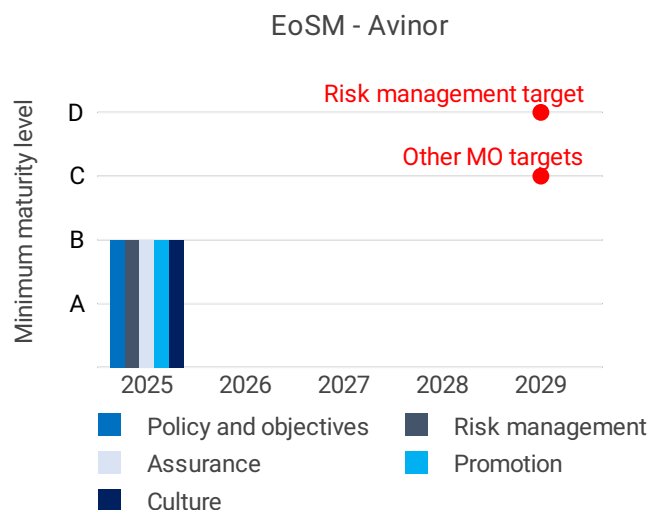
- Norway recorded 558K actual IFR movements in 2025, +1.7% compared to 2024 (549K).
- Actual 2025 IFR movements were +0.6% above the plan (555K).
- Actual 2025 IFR movements were -5.6% below the actual 2019 level (591K).





- Norway recorded 2,470K actual service units in 2025, in line with 2024 (2,477K).
- Actual 2025 service units were in line with the plan (2,474K).
- Actual 2025 service units are +1.4% above the actual 2019 level (2,437K).

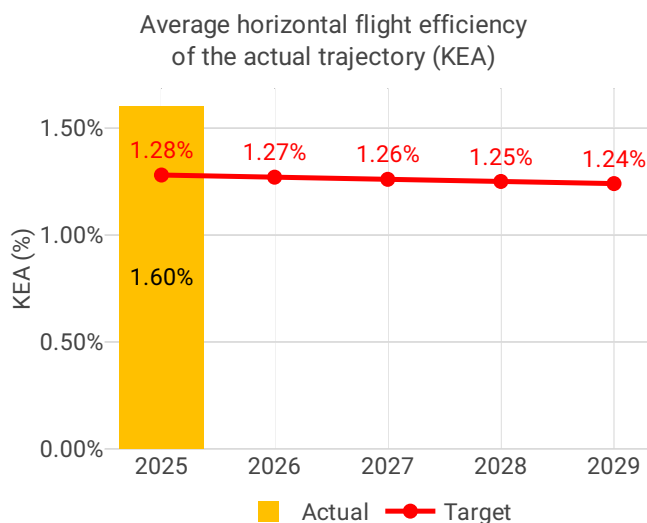
1.3 Safety (Main ANSP)



- In 2025, Avinor ANS achieved the planned maturity levels set out in its performance plan for four out of five components of the EoSM. Avinor ANS missed the planned levels in the area of Safety Risk Management.
- In 2025, Saerco 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 4.13 at airport level, higher than the Union-wide average, and higher than the rate of RIs in 2024. The rate of RIs with ANS contribution was 0.92, slightly lower than the Union-wide average, and lower than the rate of RIs with ANS contribution when comparing to 2024.
- The rate of separation minima infringements (SMIs) at State level was 16.27, and at ANSP level 4.99. The rate at State level was higher than the Union-wide average while the rate at ANSP level lower. When comparing to 2024, the rate of SMIs has increased at State level and decreased at ANSP level.



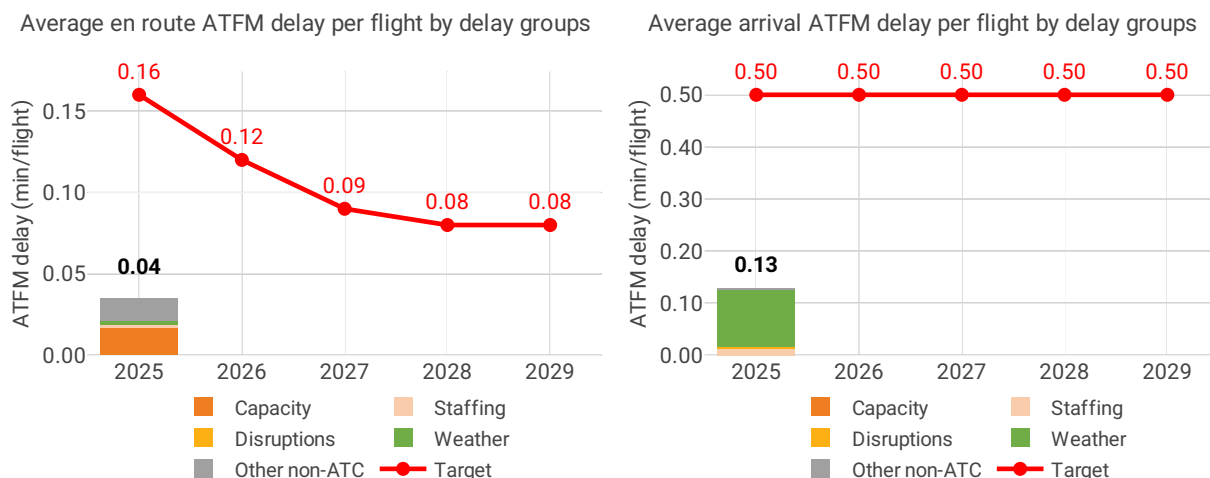
1.4 Environment (Member State)



- Norway registered a KEA performance of 1.60%. Their target of 1.28% was not achieved and Norway did not contribute positively to Union-wide performance. The NSA states that cross border free route airspace has been implemented and the overall performance is influenced by constraints related to Russia's war of aggression against Ukraine and the Middle East and Kashmir conflicts resulting in circumnavigating closed airspace.
- Both KEP and KES deteriorated in comparison with 2024.
- VFE of the actual en route trajectory was 79.35%, which was better than the average Union-wide performance.
- The average time in level flight during descent and climb both improved compared to 2024.
- Additional taxi-out time was 4.32 min/flight which improved marginally from 4.52 min/flight in 2024, and additional taxi-in time was 1.17 min/flight which improved compared to 1.49 min/flight in 2024.
- Additional time in the arrival sequencing and metering area deteriorated to 2.96 min/flight from 2.64 min/flight in 2024.
- Airport data for Bergen airport was not reported for 2025 despite being subject to monitoring as per the Regulation.



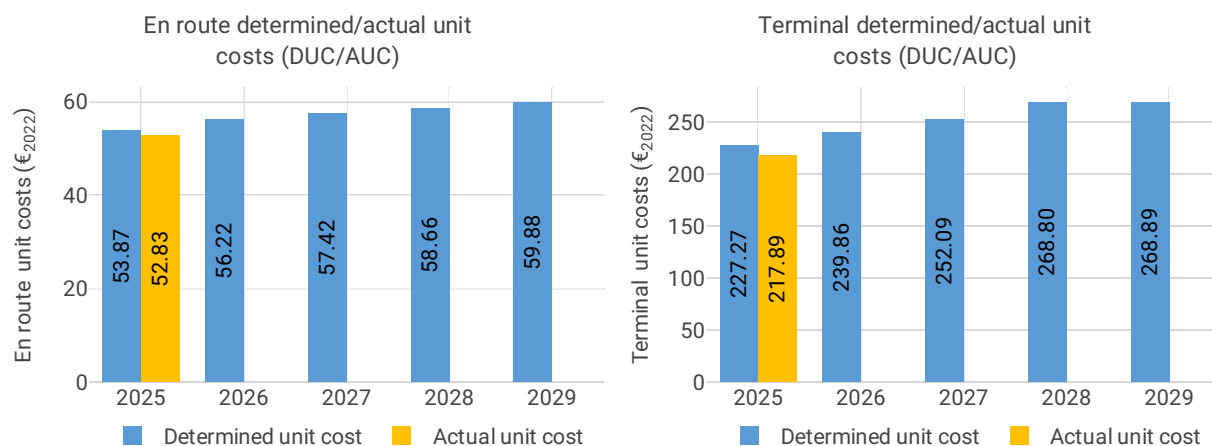
1.5 Capacity (Member State)



- Norway registered 0.04 minutes of average en route ATFM delay per flight during 2025, which remained 0.04 after the post-ops adjustment process, thus achieving the local target value of 0.16. Delays in Norway remained stable year-on-year.
- Delays were highest in July, mostly driven by ATC capacity.
- The share of delayed flights with delays longer than 15 minutes in Norway decreased by -8 percentage points compared to 2024 and was lower than 2019 values.
- Overall, the actual number of ATCOs in OPS across the three ACCs in Norway was in line with the plan. Specifically, for Bodo ACC the number of ATCOs in OPS was 46 FTE, in line with the plan. For Oslo ACC this was 44 FTE, 2 below the plan, and for Stavanger 35 FTE, 3 FTE above the plan.
- The yearly total of sector opening hours was 32,717 in Bodo ACC, 24,944 in Oslo ACC, and 18,828 in Stavanger ACC. For Stavanger ACC, this represented a significant increase of +15% compared to 2024. For Bodo, there was a small decrease (-1%), whereas for Oslo there was a significant decrease (-36%).
- Norway registered an average airport arrival ATFM delay of 0.13 minutes per flight in 2025, thus achieving the local target of 0.5 minutes. Compared to 2024, average arrival ATFM delays in Norway were -0.13 minutes per flight lower in 2025.
- The main drivers of delays were weather, accounting for 0.11 of the total delays, and ATC staffing, responsible for 0.01.



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



- The en route 2025 actual unit cost of Norway was 52.83€₂₀₂₂, -1.9% lower than the determined unit cost (53.87€₂₀₂₂). The terminal 2025 actual unit cost was 217.89€₂₀₂₂, -4.1% lower than the determined unit cost (227.27€₂₀₂₂).
- The en route 2025 actual service units (2.5M) were in line with the determined service units (2.5M).
- The en route 2025 actual total costs were -2.7M€₂₀₂₂ (-2.1%) lower than determined. This is mainly due to lower staff costs for Avinor ANS (-2.7M€₂₀₂₂, or -3.3%). The NSA explained that it is attributable to unforeseen changes in pension costs due to changes in the defined benefits pension scheme and the assumptions underlying pension costs.
- Avinor ANS spent 36.5M€₂₀₂₂ in 2025 related to costs of investments for both en route and terminal charging zones, +1.0% more than determined (36.1M€₂₀₂₂). According to the NSA, it is mainly due to a higher WACC than planned.
- The en route actual unit cost incurred by users in 2025 was 49.64€ (-1.3% below the 2025 DUC), while the terminal actual unit cost incurred by users was 210.53€ (-2.1% below the 2025 DUC). The difference between the AUCU and the DUC for the en route and terminal charging zones is mainly driven by pension costs in cost cost exempt from cost sharing.

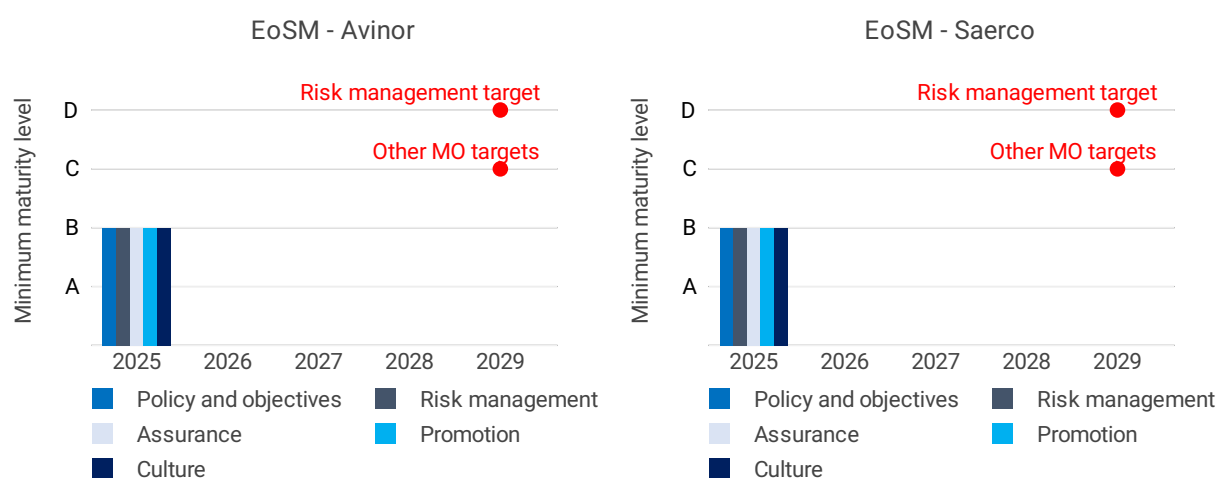


2 SAFETY - NORWAY

2.1 PRB monitoring

- In 2025, Avinor ANS achieved the planned maturity levels set out in its performance plan for four out of five components of the EoSM. Avinor ANS missed the planned levels in the area of Safety Risk Management.
- In 2025, Saerco 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 4.13 at airport level, higher than the Union-wide average, and higher than the rate of RIs in 2024. The rate of RIs with ANS contribution was 0.92, slightly lower than the Union-wide average, and lower than the rate of RIs with ANS contribution when comparing to 2024.
- The rate of separation minima infringements (SMIs) at State level was 16.27, and at ANSP level 4.99. The rate at State level was higher than the Union-wide average while the rate at ANSP level lower. When comparing to 2024, the rate of SMIs has increased at State level and decreased at ANSP level.

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



Focus on EoSM

Avinor ANS

In 2025, Avinor ANS achieved the planned maturity levels set out in its performance plan for four out of five components of the EoSM. Avinor ANS missed the planned levels in the area of Safety Risk Management.

As reported in the monitoring report, the achieved level of actual performance complies with the RP4 targets established for 2025, except in the area of safety risk management. In this respect, the current plan is to achieve the target (C) by the end of 2026. Avinor ANS adopted a conservative self-assessment for 2025, having invested significant time in familiarising with the new questionnaire and wishing to ensure that the fundamentals of safety management are properly established before progressing towards the future performance targets.



As further indicated in the monitoring report, Avinor ANS is currently establishing a Safety Plan, which will include all measures needed to achieve the safety performance. Avinor ANS decided to prioritise the production of evidence and explanations supporting the level B during this first year of the new reference period. As the questionnaire was more extensive than expected, it also decided to adjust its ambition for risk management from level C to level B.

Saerco

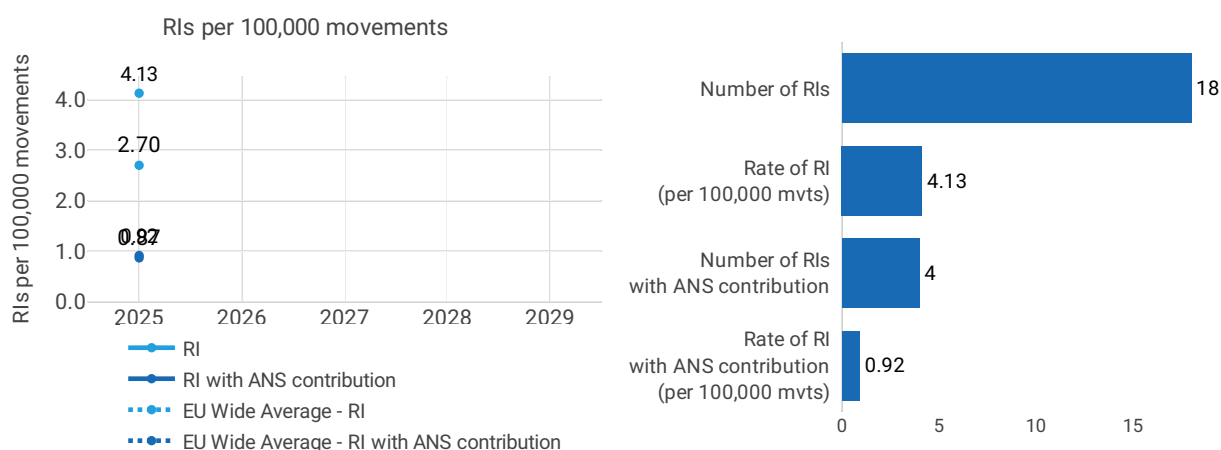
In 2025, Saerco achieved the planned maturity levels set out in its performance plan for all five components of the EoSM.

As reported in the monitoring report, the achieved level of actual performance complies with the RP4 targets established for 2025. Saerco has proposed a conservative self-assessment for 2025, as it is the first year of the reference period with a new questionnaire.

As for the measures put in place to achieve the planned levels, according to the monitoring report, throughout the period, Saerco has committed to working on areas such as enhancing human factors competence, reviewing formal interfaces and contracted activities with a focus on training needs, as well as hazard identification and safety assessment in the context of functional changes, together with the interrelationship between risk management and safety assurance, among other measures. Furthermore, for questions 3.1 and 5.1, the measure to be implemented is EUROCONTROL's Human Factors practitioner programme to achieve the target by the end of the reference period. The coordination carried out by AESA (Civil Spanish NSA) with EASA to ensure future compliance is particularly noteworthy. The current gap is mainly related to the formal recognition of the EUROCONTROL Practitioner LZ – Human Factors Practitioner Programme [HUM-PRG-PP] qualification within the EoSM framework. It has been clarified that this qualification may be considered acceptable in place of the HF Specialist/Expert accreditation required under the EoSM, provided that the staff has fully completed the programme and has officially obtained the certification, rather than being only in the process of training.

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 - Norway						
#	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	Oslo	224,416	7	3.12	0	0.00
2	Bergen	93,269	2	2.14	1	1.07
3	Stavanger/sola	64,903	7	10.79	3	4.62
4	Trondheim/Vaernes	53,349	2	3.75	0	0.00

Focus on runway incursions

Norway reported 18 runway incursions (RI) during 2025 for all airports listed in the performance plan (4). Out of all RIs, 4 were with ANS contribution.

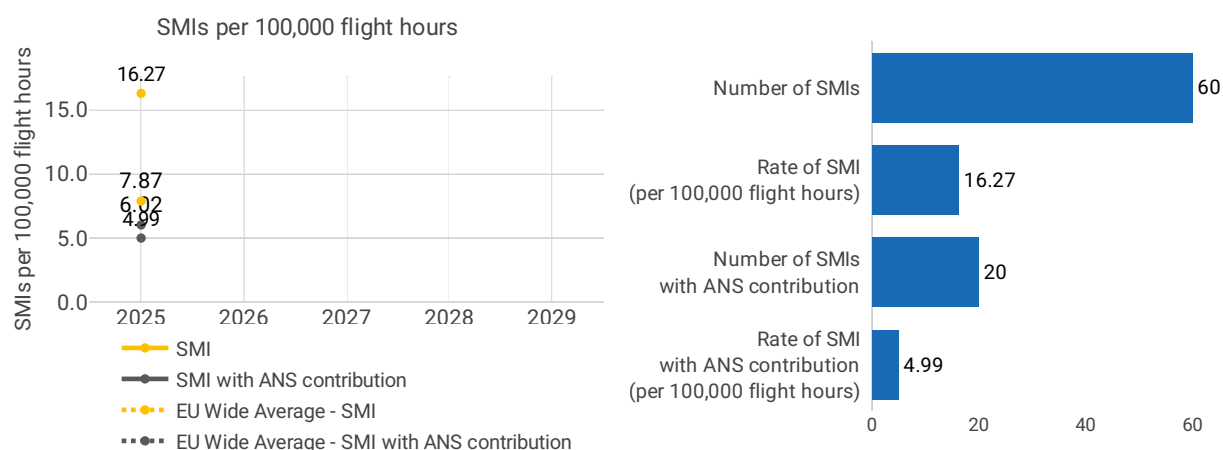
When comparing the rate of RIs at airport level to Union-wide level, Norway was higher than Union-wide average (4.13 vs 2.70).

When comparing the rate of RIs at airport level with ANS contribution, Norway was slightly higher than Union-wide average (0.92 vs 0.87).

The rate of runway incursions has increased compared to 2024 at airport level (4.13 vs 2.53) and decreased at ANS contribution-level (0.92 vs 2.53).

As described in the monitoring report, RI and SMI are subject to continuous monitoring. Flight safety information is distributed both internally and externally. Reported accidents and incidents are also followed up internally and externally, in accordance with current regulations, including with the market and other authorities.

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	Avinor	368,722	NA	NA	NA	NA	20	NA	NA	NA	NA
2	Saerco	32,000	NA	NA	NA	NA	0	NA	NA	NA	NA



		Rate of SMI with ANS contribution per 100,000 flight hours					% variation in rate of SMIs				
#	ANSP	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
1	Avinor	5	NA	NA	NA	NA					
2	Saerco	0	NA	NA	NA	NA					

Focus on separation minima

At State level, Norway reported 60 separation minima infringements (SMI) in their airspace during 2025. The rate of separation minima infringements was significantly higher than the Union-wide average (16.27 vs 7.87). At ANSP level, Norway reported 20 SMIs with ANS contribution. The rate of separation minima infringements at ANSP level was lower than the Union-wide average (4.99 vs 6.02).

When comparing to 2024, the rate of separation minima infringements has increased at State level (16.27 vs 11.74) and decreased at ANSP level (4.99 vs 8.85).



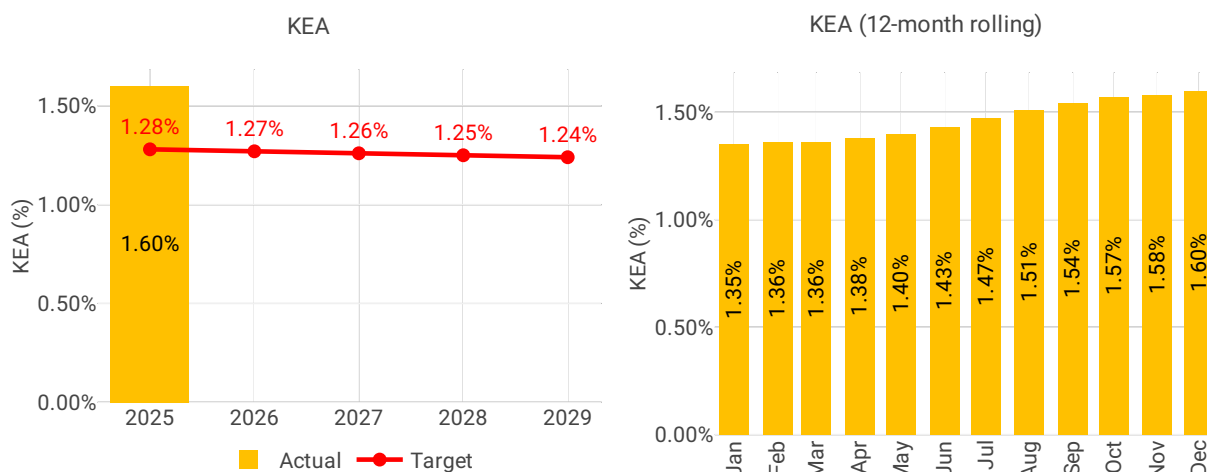
3 ENVIRONMENT - NORWAY

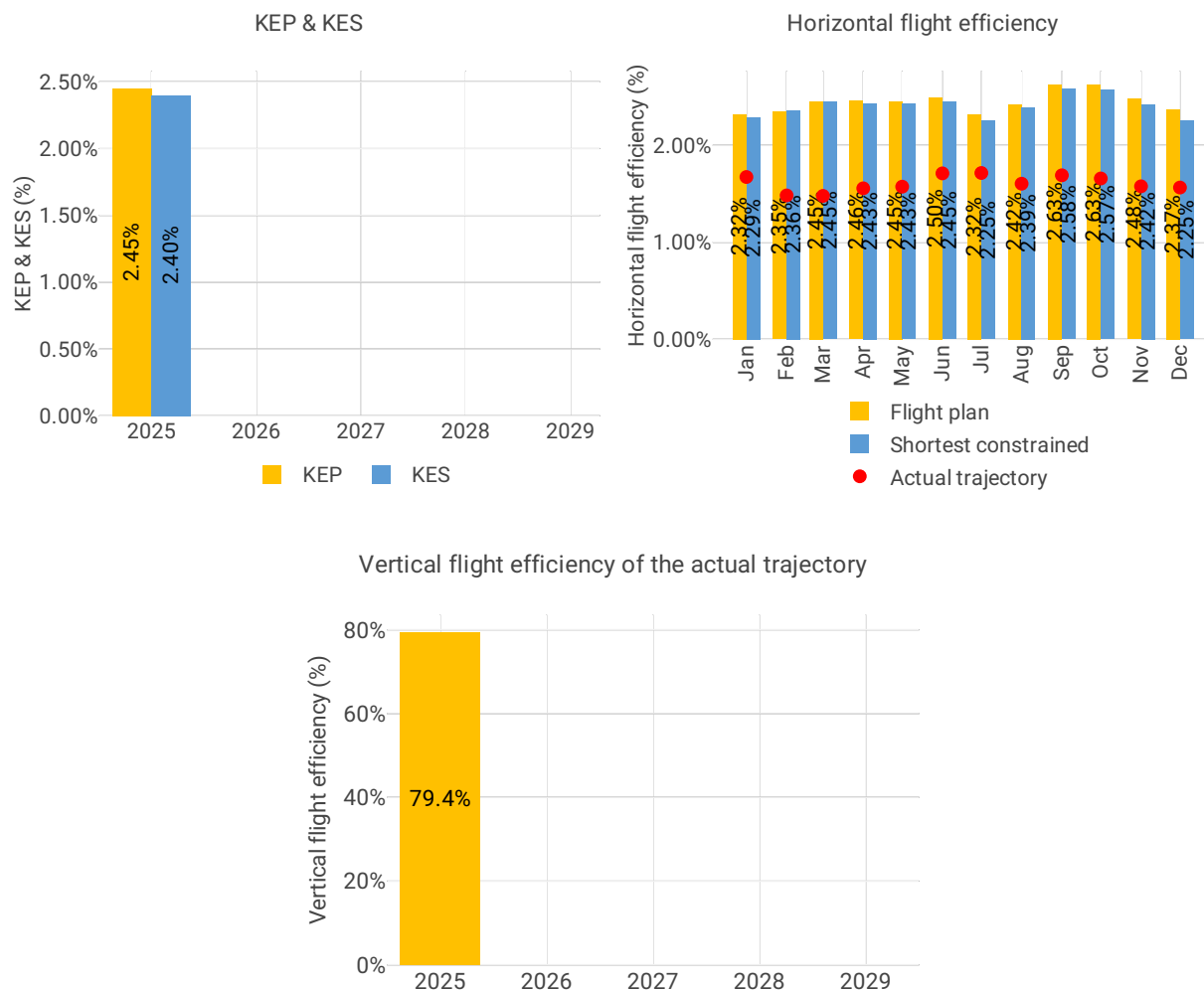
3.1 PRB monitoring

- Norway registered a KEA performance of 1.60%. Their target of 1.28% was not achieved and Norway did not contribute positively to Union-wide performance. The NSA states that cross border free route airspace has been implemented and the overall performance is influenced by constraints related to Russia's war of aggression against Ukraine and the Middle East and Kashmir conflicts resulting in circumnavigating closed airspace.
- Both KEP and KES deteriorated in comparison with 2024.
- VFE of the actual en route trajectory was 79.35%, which was better than the average Union-wide performance.
- The average time in level flight during descent and climb both improved compared to 2024.
- Additional taxi-out time was 4.32 min/flight which improved marginally from 4.52 min/flight in 2024, and additional taxi-in time was 1.17 min/flight which improved compared to 1.49 min/flight in 2024.
- Additional time in the arrival sequencing and metering area deteriorated to 2.96 min/flight from 2.64 min/flight in 2024.
- Airport data for Bergen airport was not reported for 2025 despite being subject to monitoring as per the Regulation.

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

Norway has seen a slight deterioration in terms of the absolute values of the indicator. The values for KEA went from 1.29% in 2023 to 1.33% in 2024 to 1.60% in 2025. The values for the KEA corrected for the influence of the war in Ukraine went from 1.15% in 2023 to 1.18% in 2024 to 1.41% in 2025. Those values place Norway in the top 5 performers (4th for KEA and 5th for corrected KEA in 2025).

In terms of contribution to the total additional distance in the SES area, Norway ranks as 6th lowest with 0.91%.

Regarding the assessment of the achieved level of actual performance in the environment KPA, the NSA reports: *“Cross border free route airspace implemented. Due to airspace constraint related to the war in Ukraine, Middle East and the Kashmir conflict, the overall performance is influenced by circumnavigating closed airspace.”*

Regarding the implementation of major operational or structural changes during the calendar year impacting performance in this key performance area, the NSA reports: *“No major operational or structural changes implemented.”*



Regarding the identification and analysis by the NSA of the underlying reasons or circumstances having led to the performance target not being achieved, the NSA reports: *"Avinor has implemented cross-boarder-free-route-airspace so that all aircraft have the opportunity to fly as short as possible in Norwegian airspace. Since the KEA is measured from take-off to landing regardless of how short they fly, the performance will be impaired by detours that are flown outside norwegian airspace."*

Regarding recommendations to the ANSP to rectify the situation, the NSA reports: *"No specific recommendations."*

Regarding remedial measures that have been / will be taken by the ANSP to rectify the situation, the NSA reports: *"No remedial measures taken."*

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

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: *"Cross border free route airspace already implemented in the entire airspace."*

KES

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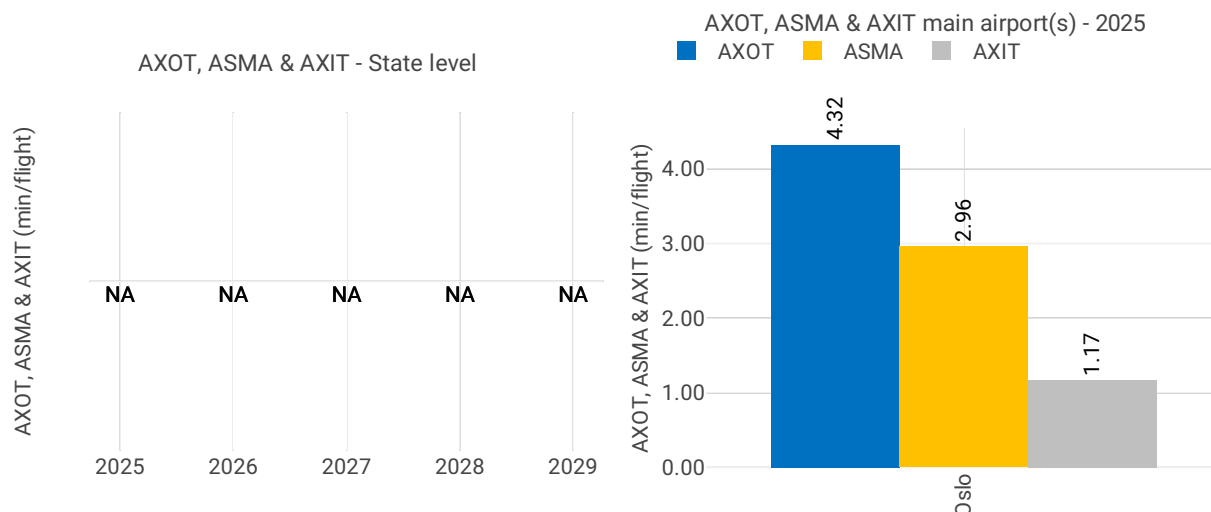
Vertical flight efficiency

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: *"Closed looped RNAV based SID/STARs implemented. Data on overall achievement published to national carriers."*



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
Bergen	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Oslo	4.32	NA	NA	NA	NA	2.96	NA	NA	NA	NA	1.17	NA	NA	NA	NA

Focus on AXOT, AXIT & ASMA

AXOT

The additional time in Oslo in 2025 decreased to 4.32 min/dep, below the 2024 value – last year of RP3 – of 4.52 min/dep (*using the new methodology*). As in previous years, the figure is driven by winter weather: 10.92 min/dep in January 2025.

No results are available for Bergen due to data quality issues in the APDF process (airport does not provide runway information).

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

Regarding the absence of data at airport level, the NSA reports: “Data of inadequate accuracy to correctly calculate PI at ENBR, according to Eurocontrol.”

AXIT

The additional time in Oslo in 2025 was equal to 1.17 min/arr.

No results are available for Bergen due to data quality issues in the APDF process (airport does not provide runway information).

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



Regarding the absence of data at airport level, the NSA reports: *“Data of inadequate accuracy to correctly calculate PI at ENBR, according to Eurocontrol.”*

ASMA

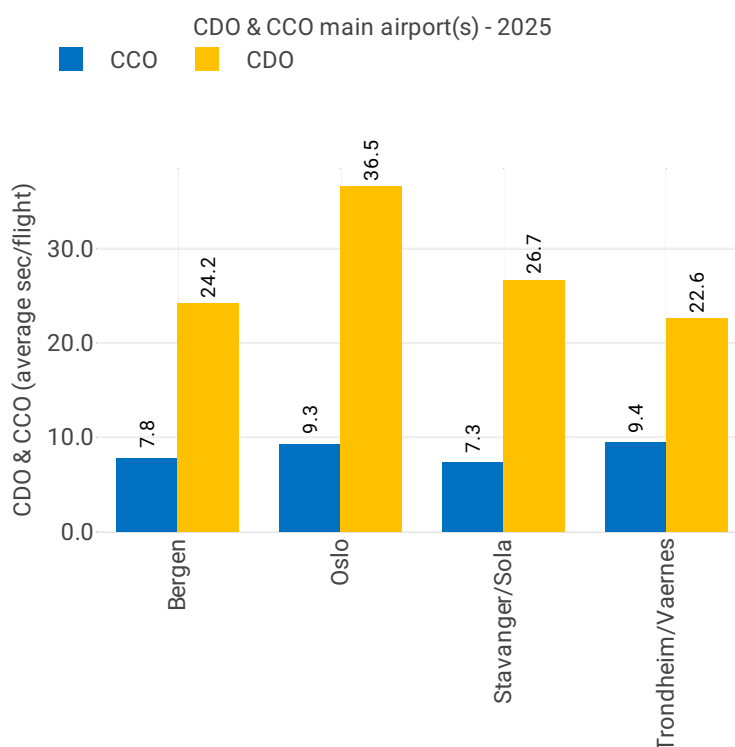
The additional time in Oslo in 2025 increased to 2.96 min/arr, 12% above the 2024 value – last year of RP3 – of 2.64 min/arr (*using the new methodology*).

No results are available for Bergen due to data quality issues in the APDF process (airport does not provide runway information).

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

Regarding the absence of data at airport level, the NSA reports: *“Data of inadequate accuracy to correctly calculate PI at ENBR, according to Eurocontrol.”*

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 on average 118 seconds per flight lower in Norway. The highest average time flown level during descent happens at Oslo (ENGM) (36.5 seconds per flight), while the lowest happens at Trondheim/Værnes (ENVA) (22.6 seconds per flight).

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: *“Point merge system implemented. RNAV based SID/STAR structure implemented.”*



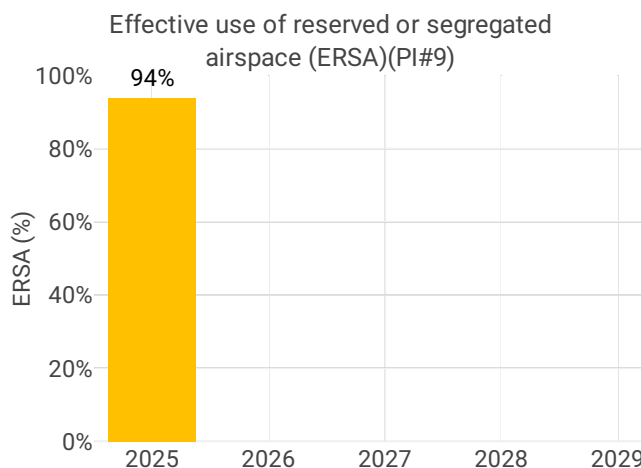
Vertical flight efficiency of the climb

Compared to the overall RP4 average value (34.8 seconds per flight), average times flown level during climb are on average 26 seconds per flight lower in Norway. The highest average time flown level during climb happens at Trondheim/Værnes (ENVA) (9.4 seconds per flight), while the lowest happens at Stavanger/Sola (ENZV) (7.3 seconds per flight).

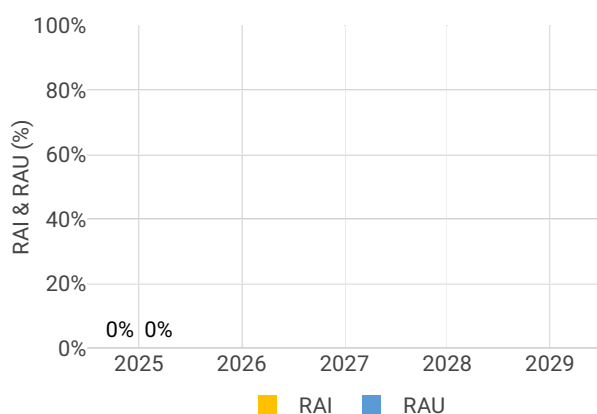
Regarding initiatives implemented or planned that will improve this PI and how does the NSA intend on monitoring their effectiveness on performance, the NSA reports: “RNAV based SID/STAR structure implemented.”

Airport level										
Airport	Avg. duration in climb (PI#8)					Avg. duration in descent (PI#7)				
	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
Bergen	7.8	NA	NA	NA	NA	24.2	NA	NA	NA	NA
Oslo	9.3	NA	NA	NA	NA	36.5	NA	NA	NA	NA
Trondheim/Værnes	9.4	NA	NA	NA	NA	22.6	NA	NA	NA	NA
Stavanger/Sola	7.3	NA	NA	NA	NA	26.7	NA	NA	NA	NA

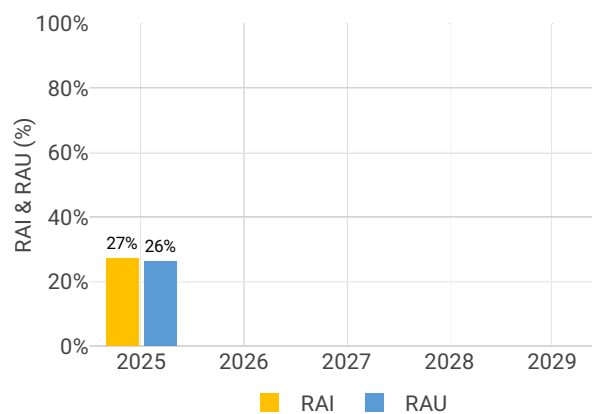
3.4 Civil-Military dimension



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**

NORWAY reports a ratio of **70%**

- Total number of hours allocated & notified to NM: **6,668**
- Total number of hours used: **4,684**

Rate of planning via available airspace structures

NORWAY reports, no data available

Rate of using available airspace structures

NORWAY reports, no data available



4 CAPACITY - NORWAY

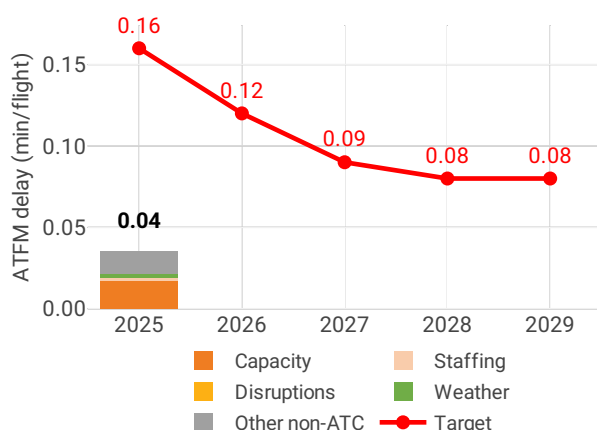
4.1 PRB monitoring

- Norway registered 0.04 minutes of average en route ATFM delay per flight during 2025, which remained 0.04 after the post-ops adjustment process, thus achieving the local target value of 0.16. Delays in Norway remained stable year-on-year.
- Delays were highest in July, mostly driven by ATC capacity.
- The share of delayed flights with delays longer than 15 minutes in Norway decreased by -8 percentage points compared to 2024 and was lower than 2019 values.
- Overall, the actual number of ATCOs in OPS across the three ACCs in Norway was in line with the plan. Specifically, for Bodo ACC the number of ATCOs in OPS was 46 FTE, in line with the plan. For Oslo ACC this was 44 FTE, 2 below the plan, and for Stavanger 35 FTE, 3 FTE above the plan.
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- Norway registered an average airport arrival ATFM delay of 0.13 minutes per flight in 2025, thus achieving the local target of 0.5 minutes. Compared to 2024, average arrival ATFM delays in Norway were -0.13 minutes per flight lower in 2025.
- The main drivers of delays were weather, accounting for 0.11 of the total delays, and ATC staffing, responsible for 0.01.

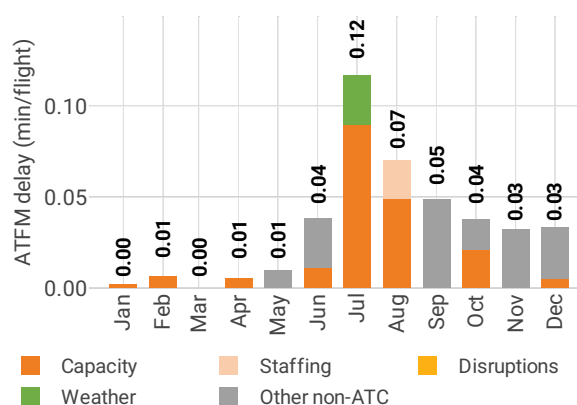
4.2 En route performance

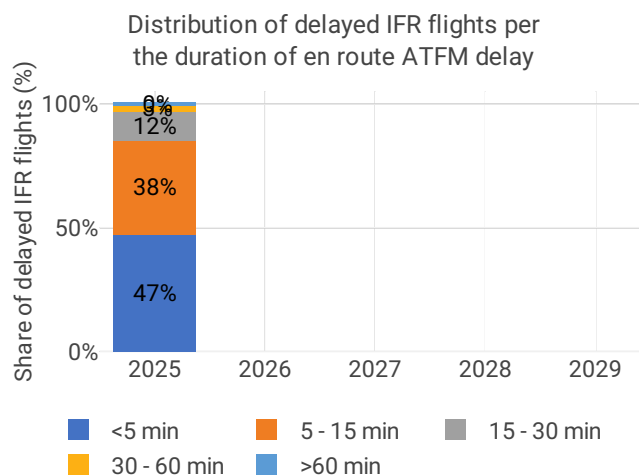
4.2.1 En route ATFM delay (KPI#1)

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

- Norway had 563k flights in 2025, up from 555k flights in 2024.
- Avinor applied en route ATFM regulations resulting in 20k minutes of delay, slightly lower than the 25k 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: *"The actual en-route atfm actual delay per flight of 0,04 min./flt. in 2025 was significant below the national target set to 0,16 min./flt. The delays in 2025 are mainly related ATC capacity in July and August and Non-ATC during the autumn period."*

The reasons and circumstances resulting in the achieved level of actual performance such as less traffic than expected due to the war in Ukraine, Middle-East and Kashmir conflict."

Regarding the description of the adjustments to the capacity plan included in adopted performance plan, the NSA reports: *"Planned implementation of upper/lower concept for sector 8 in June 2026."*

Regarding the identification and analysis by the NSA of the underlying reasons or circumstances having led to the performance target not being achieved, the NSA reports: *"Capacity performance target being achieved in 2025."*

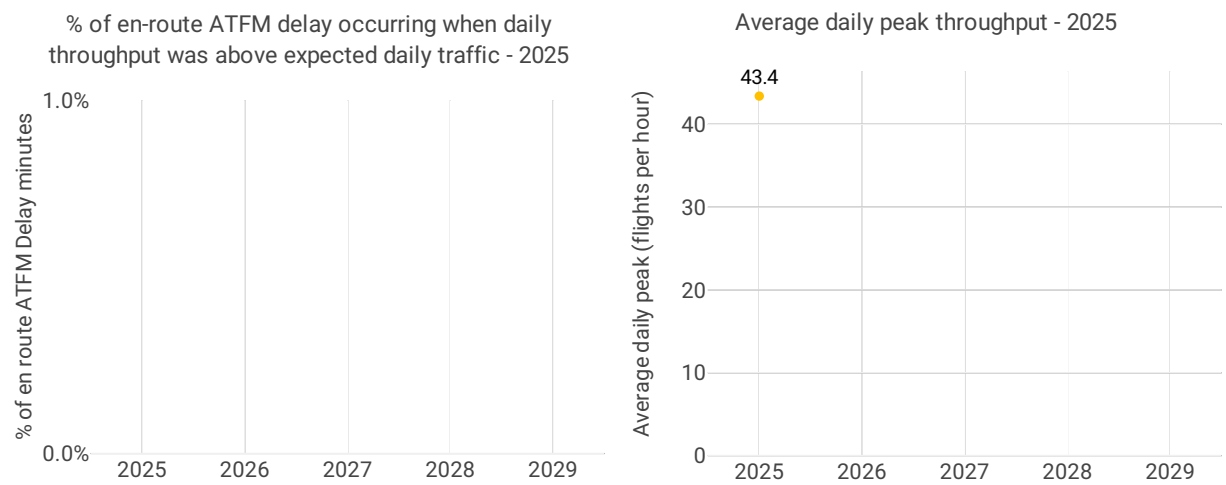
Regarding follow up of the remedial measures indicated in the previous monitoring report(s), the NSA reports: *"No spesific remedial measures indicated in the previous monitoring report(s)"*

En route capacity incentive scheme

The en route capacity incentive scheme described in the Norway performance plan does not foresee any possibility of a bonus. Therefore, even though the actual (0.04) en route delay per flight, for Avinor, surpassed the required level of en route capacity performance (0.16), no financial bonus is applicable.



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



Focus en route performance indicators at ACC level

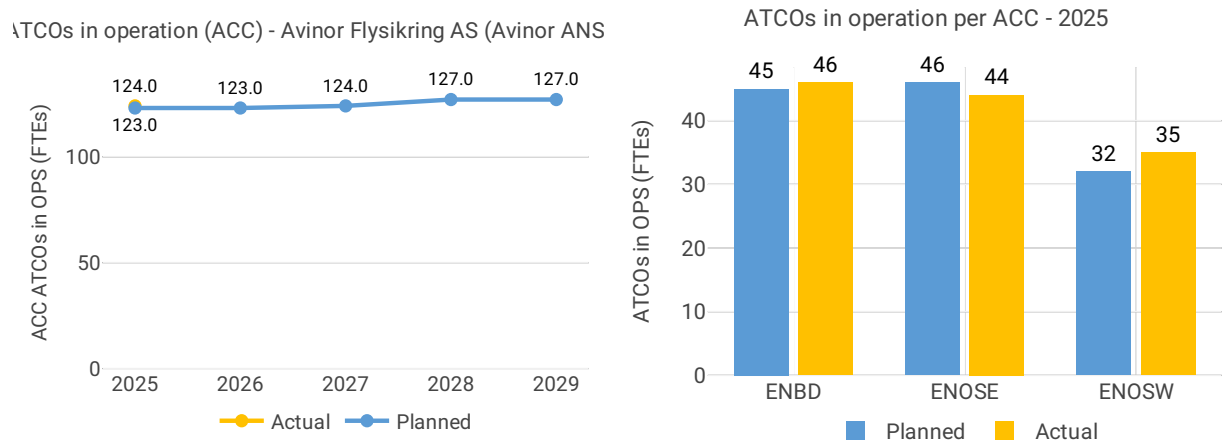
Percentage of total en route ATFM delay that occurred on days when the daily throughput was above the expected daily traffic

No comment provided.

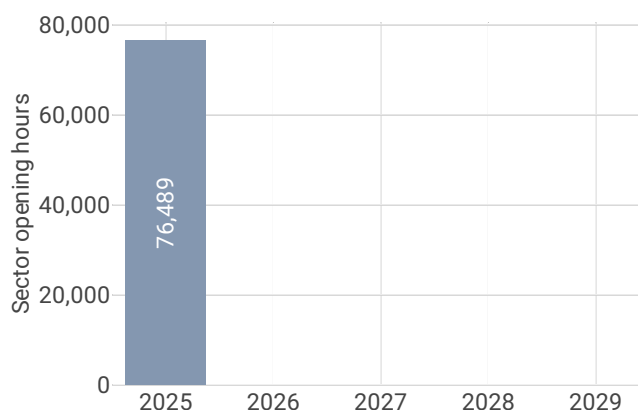
Annual weighted average of the daily peak throughput

No comment provided.

4.2.3 Other en route information



Sector opening hours - Avinor Flysikring AS (Avinor ANS)



Focus on other en route information

As additional comments to ATCOs in the scope of the performance scheme, the NSA reports: *"ATCOs on other duties have increast. Mainly ATCOs in training"*

"The reduction or increase in ATCOs are reported as the net effect."

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: *"Avinor is not licensed to provide the AB-INITO part for initial training for ATCO students, this is provided by an external provider with and Reg.(EU) 2015/340 approval. The training starts in September and finishes in June the following year."*

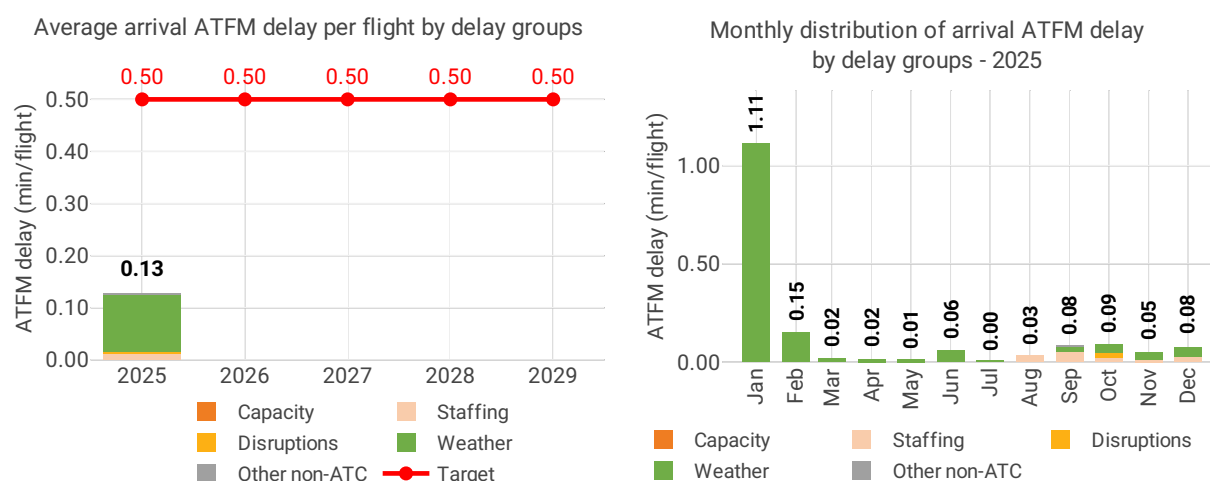
On return to Norway the students undertake a 3-week transition training course in preparation for working in Norwegian airspace. Then they move on to unit training. The unit training consists of four phases with a PRE-OJT of 2 months followed by three OJT-phases of 1.5 months, 4.5 months and 4 months respectively. Average failure rate is 20% over the last 12 years."

Allocation between units, positions and ratings is done in accordance with the agreement between Avinor and the ATCO union. (Seniority and a 3-year period bound to Avinor ANS after the ATCO license is achieved). Included in the number of trainees planned to enter the training program(s) during the year are the trainees starting the first phase of the training (initial training) without any previous qualifications and the trainees starting their on-the-job training (unit training). The number of trainees is increased in 2024 and 2025 in order to meet an aging demographic."



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 Norway was 0.13 min/arr in 2025, the first year of RP4. The performance has improved by 50% compared to 2024, last year of RP3, when there were 0.26 min/arr.

The 2025 result is the third lowest among RP4 states and was driven mostly by Oslo airport during January, when it suffered 1.09 min/arr due to weather issues, and February (0.15 min/arr). The rest of the year Oslo was below 0.10 min/arr, and the rest of Norwegian airports had very little or no ATFM arrival delay throughout 2025.

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 actual terminal and airport ANS ATFM arrival delay per flight of 0,13min./flt. at a national level in 2025, still significant below the national target set to 0,50 min./flt. Actual performance is so far in RP4 better than set in the PP."*

A significant part of the delays are reported in 2025 are connected to weather conditions at ENGM in January"

Regarding the identification and analysis by the NSA of the underlying reasons or circumstances having led to the performance target not being achieved, the NSA reports: *"Capacity performance target being achieved in 2025."*

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

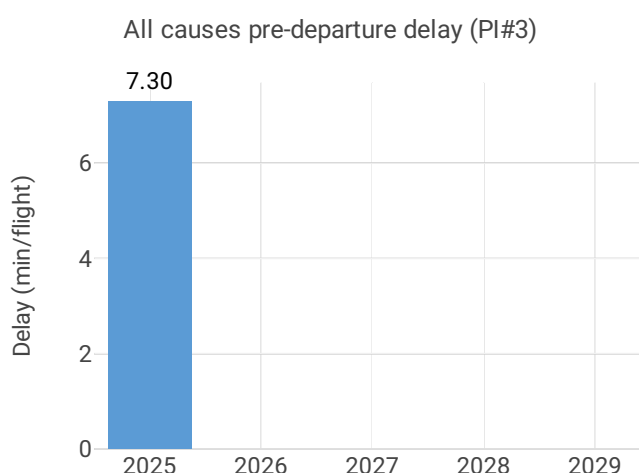


Terminal capacity incentive scheme

In the first year of RP4, with an ATFM Arr delay of 0.13 min/arr, Norway achieved the national target of 0.50 min/arr.

Furthermore, the pivot value for incentives (0.08 min/arr) is limited to CRSTMP delay causes. CRSTMP delay of 0.02 min/arr falls beyond the end of the bonus sliding range for the incentive scheme, however, the Norwegian Performance Plan does not establish any bonus.

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
Bergen	0.01	NA	NA	NA	NA	99.4%	NA	NA	NA	NA
Oslo	0.24	NA	NA	NA	NA	99.5%	NA	NA	NA	NA
Stavanger/Sola	0.00	NA	NA	NA	NA	97.9%	NA	NA	NA	NA
Trondheim/Vaernes	0.00	NA	NA	NA	NA	99.1%	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
Bergen	0.00	NA	NA	NA	NA	6.9	NA	NA	NA	NA
Oslo	0.14	NA	NA	NA	NA	7.4	NA	NA	NA	NA

Focus on other terminal performance indicators

ATFM slot adherence

ATFM slot adherence in 2025 was 99.2%, the same as 2024 value – last year of RP3. This is the second highest among RP4 states. All individual airports presented results close to the national average.

With regard to the 0.8% of flights that did not adhere, 0.3% were early and 0.5% 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: *“Adherence to ATFM slots at national level in 2025 (99,2%) is in line with previous year.*

I.e. excellent performance.”

ATC pre-departure delay

Delay in 2025 in Oslo was equal to 0.14 min/dep, almost equal to the value of 2024 – last year of RP3 – of 0.17 min/dep. Delay in Bergen was close to zero throughout the year.

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 pre-departure delay at Oslo airport is mostly related to winter operations with increased conflicts on the apron related to pushback and focus on delaying aircraft at parking stand, not on the TWY to reduce emissions.”*

All causes pre-departure delay

Delay in 2025 decreased in both Oslo and Bergen compared to the value of 2024 – last year of RP3. In the case of Oslo, it went from 11.08 min/dep to 7.44 min/dep, a reduction of 32%. In the case of Bergen, from 9.58 min/dep to 6.88 min/dep, a reduction of 28%.

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: *“Performance figures are significantly better than the last three years in the previous reference period, especially at ENGM.”*



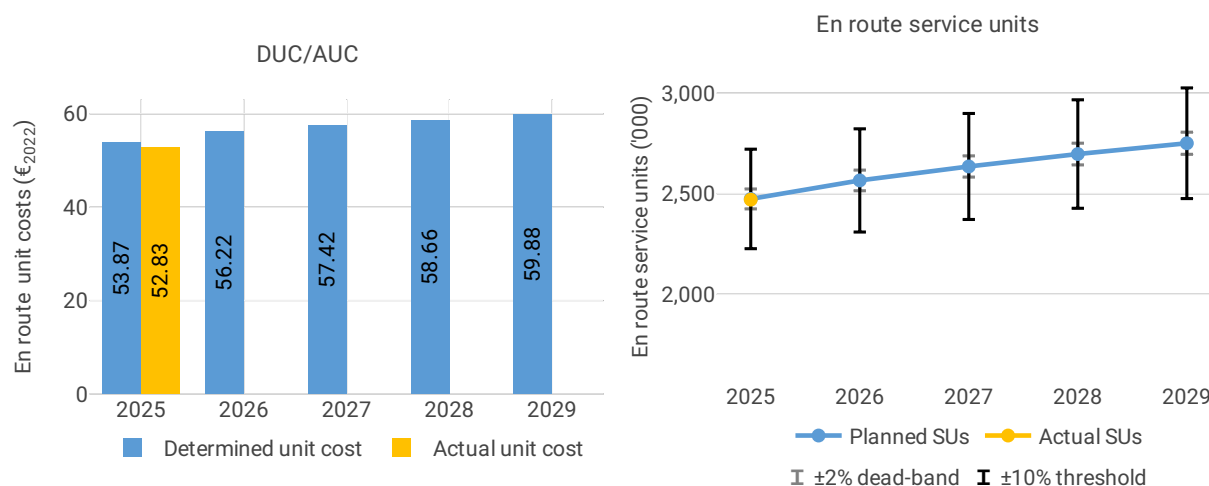
5 COST-EFFICIENCY - NORWAY

5.1 PRB monitoring

- The en route 2025 actual unit cost of Norway was 52.83€2022, -1.9% lower than the determined unit cost (53.87€2022). The terminal 2025 actual unit cost was 217.89€2022, -4.1% lower than the determined unit cost (227.27€2022).
- The en route 2025 actual service units (2.5M) were in line with the determined service units (2.5M).
- The en route 2025 actual total costs were -2.7M€2022 (-2.1%) lower than determined. This is mainly due to lower staff costs for Avinor ANS (-2.7M€2022, or -3.3%). The NSA explained that it is attributable to unforeseen changes in pension costs due to changes in the defined benefits pension scheme and the assumptions underlying pension costs.
- Avinor ANS spent 36.5M€2022 in 2025 related to costs of investments for both en route and terminal charging zones, +1.0% more than determined (36.1M€2022). According to the NSA, it is mainly due to a higher WACC than planned.
- The en route actual unit cost incurred by users in 2025 was 49.64€ (-1.3% below the 2025 DUC), while the terminal actual unit cost incurred by users was 210.53€ (-2.1% below the 2025 DUC). The difference between the AUCU and the DUC for the en route and terminal charging zones is mainly driven by pension costs in cost cost exempt from cost sharing.

5.2 En route charging zone

5.2.1 Unit cost (KPI#1)

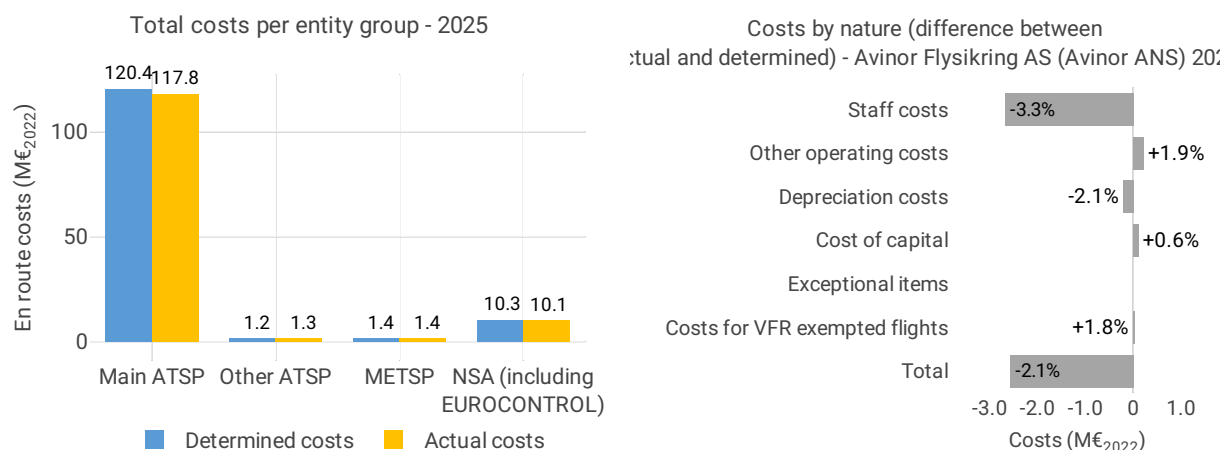


Actual and determined data					
Total costs - nominal (M€)	2025	2026	2027	2028	2029
Determined costs	144.2	157.9	167.5	176.5	185.4
Actual costs	141.4	NA	NA	NA	NA
Difference costs	-2.8	NA	NA	NA	NA



Inflation assumptions	2025	2026	2027	2028	2029
Determined inflation rate	2.6%	2.0%	2.0%	2.0%	2.0%
Determined inflation index*	111.6	113.8	116.1	118.4	120.8
Actual inflation rate	2.8%	NA	NA	NA	NA
Actual inflation index*	111.8	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 -1.9% (or -10.41 NOK2022, -1.03 €2022) lower than the planned DUC. This results from the combination of lower than planned en route costs in real terms (-2.1%, or -27.6 MNOK2022, -2.7 M€2022) and slightly lower than planned TSUs (-0.1%).

En route service units

The difference between actual and planned TSUs (-0.1%) falls inside the $\pm 2\%$ dead-band. Hence, the loss of en route revenues is borne by the ANSPs.

En route costs by entity

Actual real en route costs are -2.1% (-2.7 M€2022) lower than planned. This is the result of lower costs for the main ANSP, Avinor (-2.1%, or -2.6 M€2022), the NSA/EUROCONTROL (-2.0%, or -0.2 M€2022) and the MET service provider (-0.5%) and higher costs for the other ANSP (KJE, +4.4%, or +0.1 M€2022).

En route costs for the main ANSP (Avinor Flysikring AS (Avinor ANS)) at charging zone level

Based on the additional information to the en route reporting tables, the lower than planned en route costs in real terms for Avinor in 2025 (-2.1%, or -2.6 M€2022) result from:

- Lower than planned staff costs (-3.3%), mainly reflecting unforeseen change in pension costs (amounting to -19.5 MNOK in nominal terms), driven primarily by changes to the defined benefit pension scheme (SPK) and the related pension assumptions, including the discount rate, expected return, pension increase and social security increase.



- Higher than planned other operating costs (+1.9%), mainly due to higher consultancy costs and STAMNETT-related costs in Tech, as well as the write-off of receivables and purchases.
- Lower than planned depreciation (-2.1%), mainly due to projects not being completed according to plan. It should be noted that the 2025 actual depreciation cost has been adjusted up by 10.8 MNOK by the revenues from the Union assistance programmes of 2022.
- Slightly higher than planned cost of capital (+0.6%), mainly due to a higher WACC, partly offset by lower net current assets.
- Higher than planned deduction for VFR exempted flights (+1.8%).

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

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

"The real en route unit costs are -1.9% lower than the DUC mainly driven by the lower costs as the actual service units are only -0.1% lower than the determined."

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 main driver behind the cost reduction (28.5 MNOK) when comparing the actual costs to the determined is lower pension expenses. Unforeseen changes in pension costs for En Route are calculated to be a total of (19.5) MNOK, mainly driven by plan changes in the defined benefit pension scheme (SPK), as well as changes in the underlying pension assumptions (including discount rate and expected return, pension increase and social security increase). The amount will be carried forward and deducted from the unit rate in n+2."

Recommendations formulated by the NSA to the ANSP (Avinor Flysikring AS (Avinor ANS)) to rectify the situation and actions taken by the ANSP

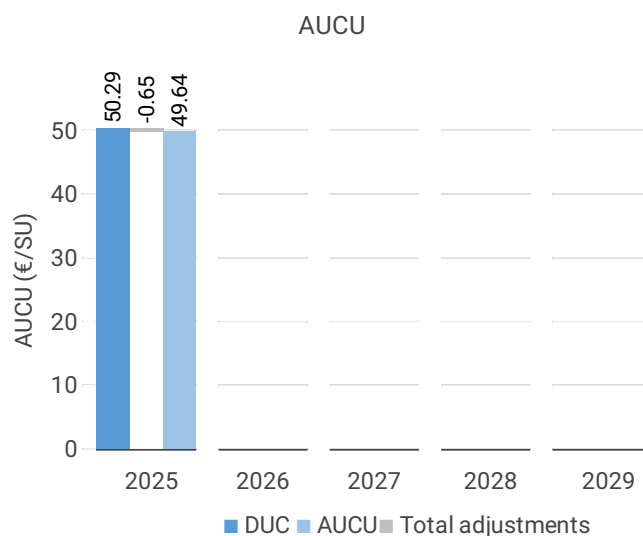
No information was provided by the NSA in the NSA 2025 Monitoring Report.

Avinor reports the implementation of the following actions:

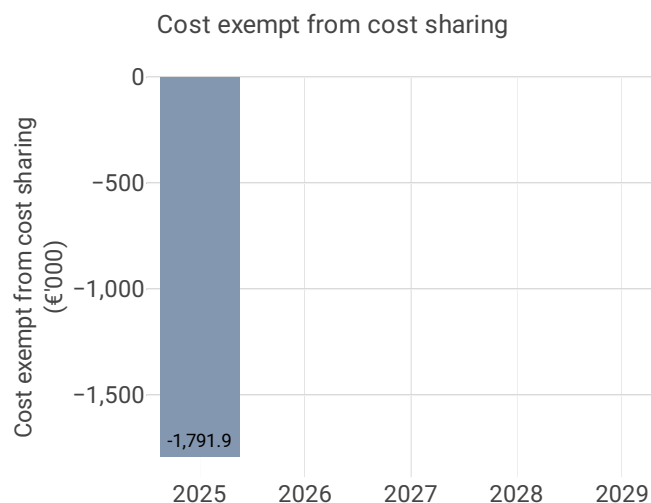
"An amount of -19.5 MNOK of the reduced pension costs are treated as an unforeseen change and carried forward to airspace users in n+2."



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	50.29
Inflation adjustment	0.07
Cost exempt from cost sharing	-0.73
Traffic risk sharing adjustment	0.00
Traffic adjustment (costs not TRS)	0.01
Financial incentives	0.00
Modulation of charges	0.00
Cross-financing	0.00
Other revenues	0.00
Application of lower unit rate	0.00
Total adjustments	-0.65
AUCU	49.64
AUCU vs. DUC	-1.3%



Cost exempt from cost sharing – 2025		
Cost exempt from cost sharing by item - 2025	€'000	€/SU
New and existing investments	140.7	0.06
Competent authorities and qualified entities costs	-36.1	-0.01
Eurocontrol costs	-140.6	-0.06
Pension costs	-1,827.6	-0.74
Interest on loans	-45.5	-0.02
Changes in law	117.2	0.05
Total cost exempt from cost risk sharing	-1,791.9	-0.73

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 (580.87 NOK or 49.64 €) is -1.3% lower than the nominal DUC (588.45 NOK or 50.29 €) which includes DUC initially charged: 599.14 NOK (or 51.20 €), and DUC to be charged retroactively: -10.69 NOK (or -0.91 €). The difference between the AUCU and the nominal DUC (-7.58 NOK/SU or -0.65 €/SU) is due to:

- the positive inflation adjustment resulting from higher than planned inflation (+0.84 NOK/SU or +0.07 €/SU);
- the impact of adjustments resulting from the costs exempted from cost sharing mechanism (-8.49 NOK/SU or -0.73 €/SU); and,
- the addition of the traffic adjustment (+0.07 NOK/SU or +0.01 €/SU) for the costs not subject to traffic risk sharing.

The share of the regulatory result (see next sub-section) in the AUCU (before the deduction of other revenues) is 7.9%.

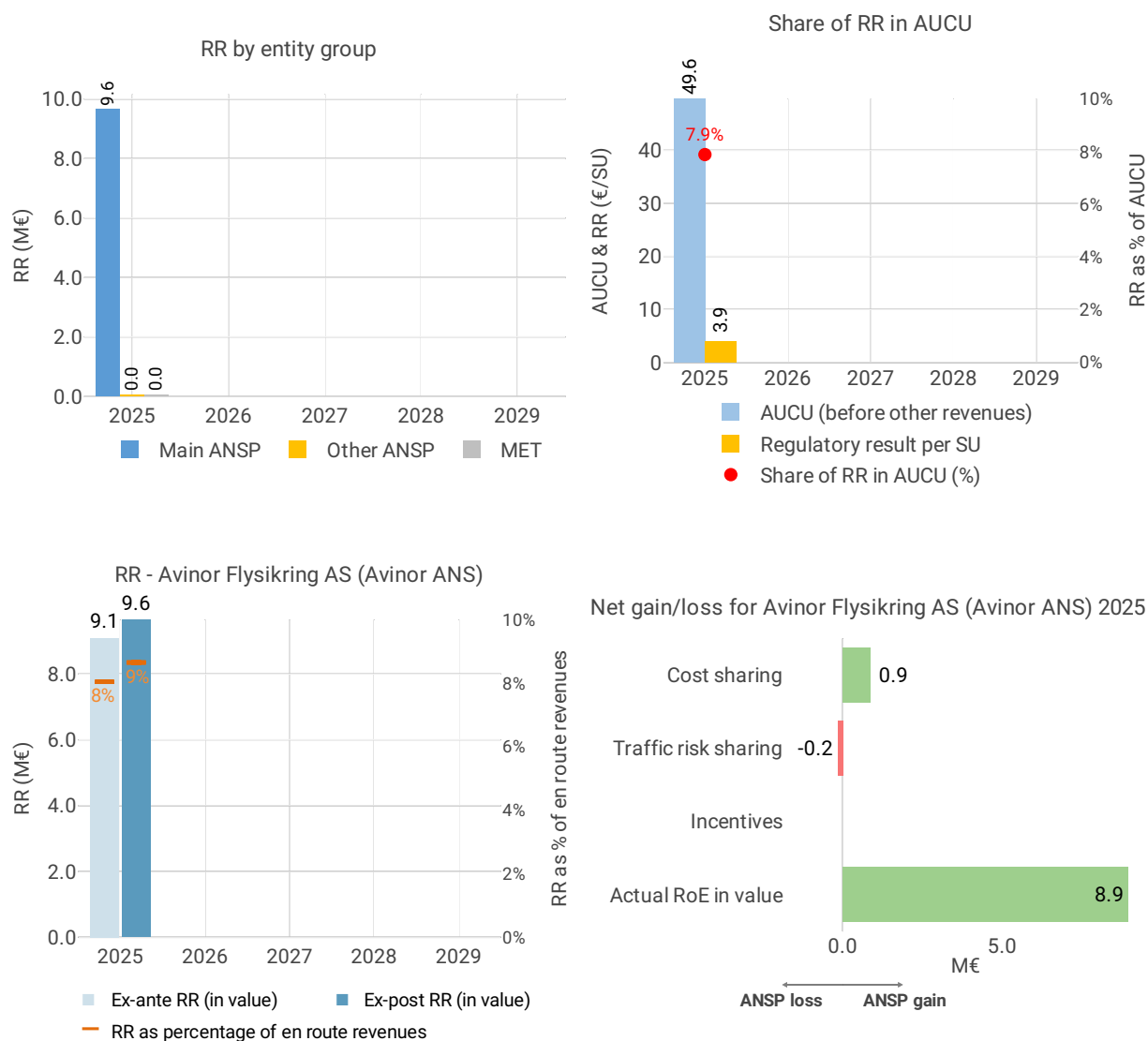
Initiatives implemented or planned that will improve this PI reported by the NSA

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

“The reduced unit cost (adjustments per actual service unit) is mainly driven by unforeseen changes in pension costs mainly driven by plan changes in the defined benefit pension scheme (SPK), as well as changes in the underlying pension assumptions (including discount rate and expected return, pension increase and social security increase), which are carried forward to the airspace users in n+2.”



5.2.3 Regulatory result (RR)



Focus on regulatory result

Avinor Flysikring AS (Avinor ANS) net gain/loss on activity in the Norway en route charging zone in 2025

Avinor reported a net gain of +0.7 M€, as a combination of a gain of +0.9 M€ arising from the cost sharing mechanism, with a loss of -0.2 M€ arising from the traffic risk sharing mechanism.

Avinor Flysikring AS (Avinor ANS) 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 (+0.7 M€) and the actual RoE (+8.9 M€), amounts to +9.6 M€ (8.7% of the en route revenues). The resulting ex-post rate of return on equity is 11.3%, which is higher than the 10.4% planned in the PP. See also Note 1 below.

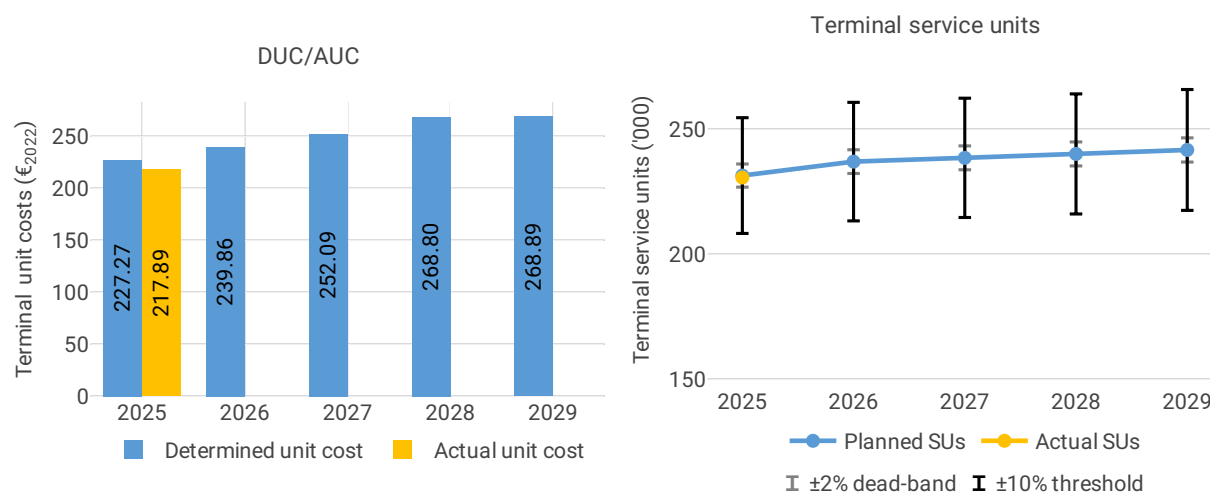
Note 1



Ex-ante and ex-post RoE are computed based on the notional gearing of 60% debt used in the RP4 PP. The actual gearing of Avinor for 2025 should be reported as it impacts the overall regulatory result for that year.

5.3 Terminal charging zone

5.3.1 Unit cost (KPI#1)

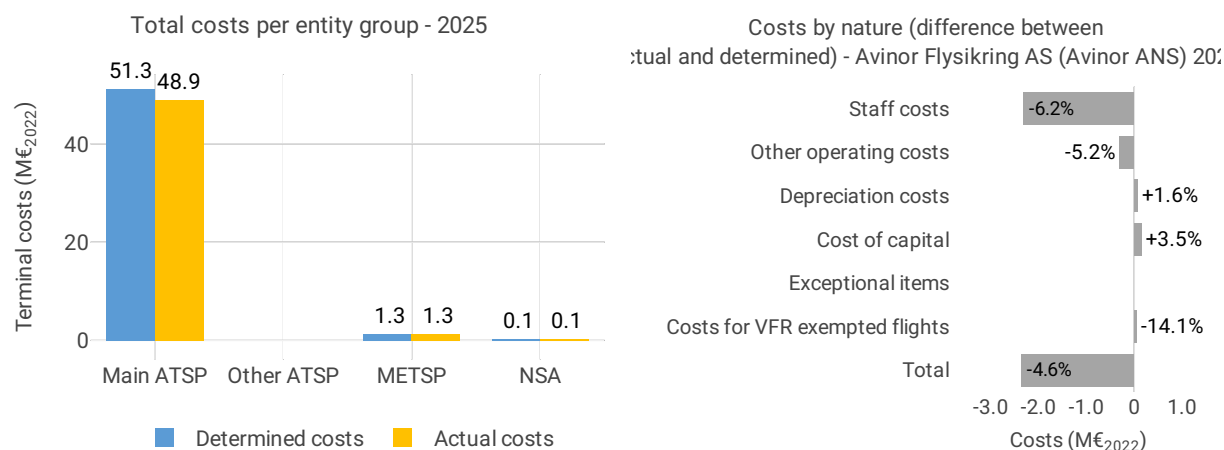


Actual and determined data

Total costs - nominal (M€)	2025	2026	2027	2028	2029
Determined costs	57.7	63.3	67.7	73.3	74.9
Actual costs	55.2	NA	NA	NA	NA
Difference costs	-2.6	NA	NA	NA	NA

Inflation assumptions	2025	2026	2027	2028	2029
Determined inflation rate	2.6%	2.0%	2.0%	2.0%	2.0%
Determined inflation index*	111.6	113.8	116.1	118.4	120.8
Actual inflation rate	2.8%	NA	NA	NA	NA
Actual inflation index*	111.8	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 -4.1% (or -94.75 NOK2022, -9.38 €2022) lower than the planned DUC. This results from the combination of lower than planned terminal costs in real terms (-4.5%, or -23.7 MNOK2022, -2.3 M€2022) and slightly lower than planned TNSUs (-0.3%).

Terminal service units

The difference between actual and planned TNSUs (-0.3%) falls inside the $\pm 2\%$ dead-band. Hence, the loss of terminal revenues is borne by the ANSPs.

Terminal costs by entity

Actual real terminal costs are -4.5% (-2.3 M€2022) lower than planned. This is the result of lower costs for the main ANSP, Avinor (-4.6%, or -2.4 M€2022) and higher costs for the MET service provider (+0.2%), the NSA (+11.9%, or +0.01 M€2022).

Terminal costs for the main ANSP (Avinor Flysikring AS (Avinor ANS)) at charging zone level

Based on the additional information to the terminal reporting tables, the lower than planned terminal costs in real terms for Avinor in 2025 (-4.6%, or -2.4 M€2022) result from:

- Significantly lower than planned staff costs (-6.2%), mainly due to lower pension costs. Actual pension costs were below determined costs, primarily driven by changes to the defined benefit pension scheme (SPK) and the related pension assumptions, including the discount rate, expected return, pension increase and social security increase. Lower than planned overtime costs for Towers also contributed to the decrease.
- Significantly lower than planned other operating costs (-5.2%), mainly due to lower than planned insurance premiums.
- Slightly higher than planned depreciation (+1.6%), reflecting minor adjustments across the project portfolio.
- Higher than planned cost of capital (+3.5%), mainly due to a higher WACC, resulting from an increase in the average interest on debts.
- Significantly lower than planned deduction for VFR exempted flights (-14.1%).

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

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

"The real en route unit costs are -4.1% lower than the DUC mainly driven by the lower costs as the actual service units are only -0.3% lower than the determined."

[It should be noted that the extract from the NSA 2025 monitoring report cited above refers to "en-route unit costs" whereas figures presented reflect terminal costs and service unit differences and it is reported under "terminal ANS" section of the report.]



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:

“Actual staff costs are 6.4 % lower than determined costs in 2025, equivalent of an underspend of 25.3 MNOK. The variance is mainly attributable to pension costs, with actual pension costs coming in NOK 14.8 million below determined costs, mainly driven by plan changes in the defined benefit pension scheme (SPK), as well as changes in the underlying pension assumptions (including discount rate and expected return, pension increase and social security increase). Another contributing factor is that overtime costs for Towers were lower than determined.”

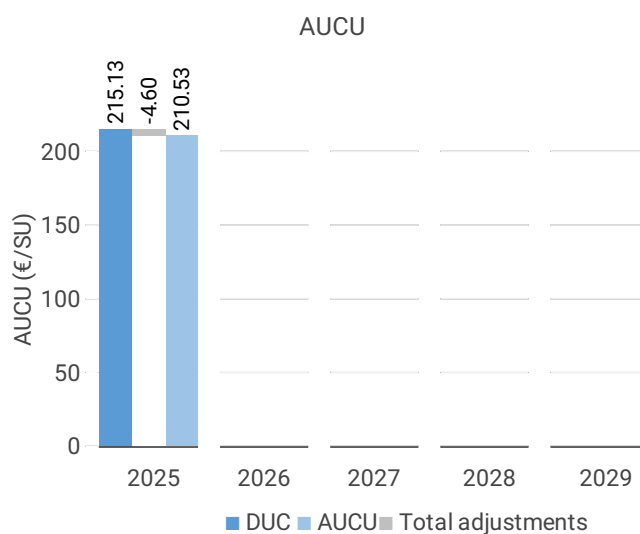
Recommendations formulated by the NSA to the ANSP (Avinor Flysikring AS (Avinor ANS)) to rectify the situation and actions taken by the ANSP

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

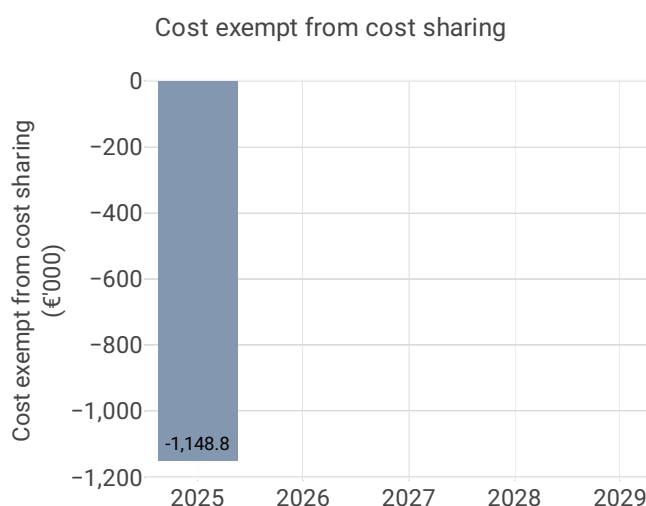
Avinor reports the implementation of the following actions:

“An amount of -9.9 MNOK of the reduced pension costs are treated as an unforeseen change and carried forward to airspace users in n+2.”

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	215.13
Inflation adjustment	0.36
Cost exempt from cost sharing	-4.98
Traffic risk sharing adjustment	0.00
Traffic adjustment (costs not TRS)	0.02
Financial incentives	0.00
Modulation of charges	0.00
Cross-financing	0.00
Other revenues	0.00
Application of lower unit rate	0.00
Total adjustments	-4.60
AUCU	210.53
AUCU vs. DUC	-2.1%



Cost exempt from cost sharing – 2025		
Cost exempt from cost sharing by item - 2025	€'000	€/SU
New and existing investments	187.9	0.81
Competent authorities and qualified entities costs	8.9	0.04
Eurocontrol costs	0.0	0.00
Pension costs	-1,379.2	-5.98
Interest on loans	0.0	0.00
Changes in law	33.6	0.15
Total cost exempt from cost risk sharing	-1,148.8	-4.98

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 (2 463.42 NOK or 210.53 €) is -2.1% lower than the nominal DUC (2 517.27 NOK or 215.13 €), which includes DUC initially charged: 2 609.95 NOK (or 223.05 €), and



DUC to be charged retroactively: -92.68 NOK (or -7.92 €). The difference between the AUCU and the nominal DUC (-28.64 NOK/SU or -2.45 €/SU) is due to:

- the positive inflation adjustment resulting from higher than planned inflation (+4.19 NOK/SU or +0.36 €/SU);
- the impact of adjustments resulting from the costs exempted from cost sharing mechanism (-58.27 NOK/SU or -4.98 €/SU); and,
- the addition of the traffic adjustment (+0.22 NOK/SU or +0.02 €/SU) for the costs not subject to traffic risk sharing.

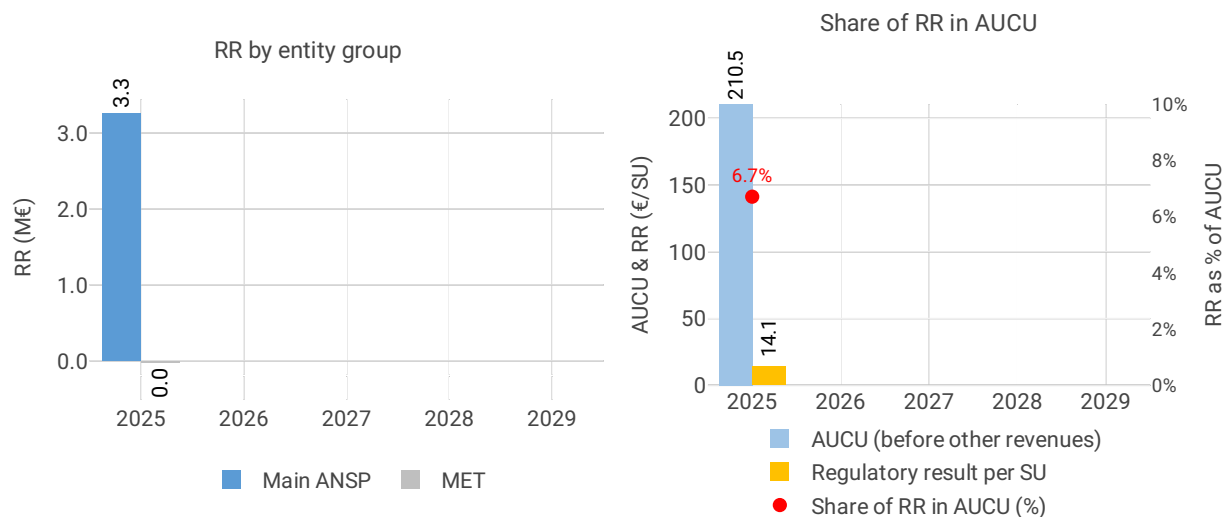
The share of the regulatory result (see next sub-section) in the AUCU (before the deduction of other revenues) is 6.7%.

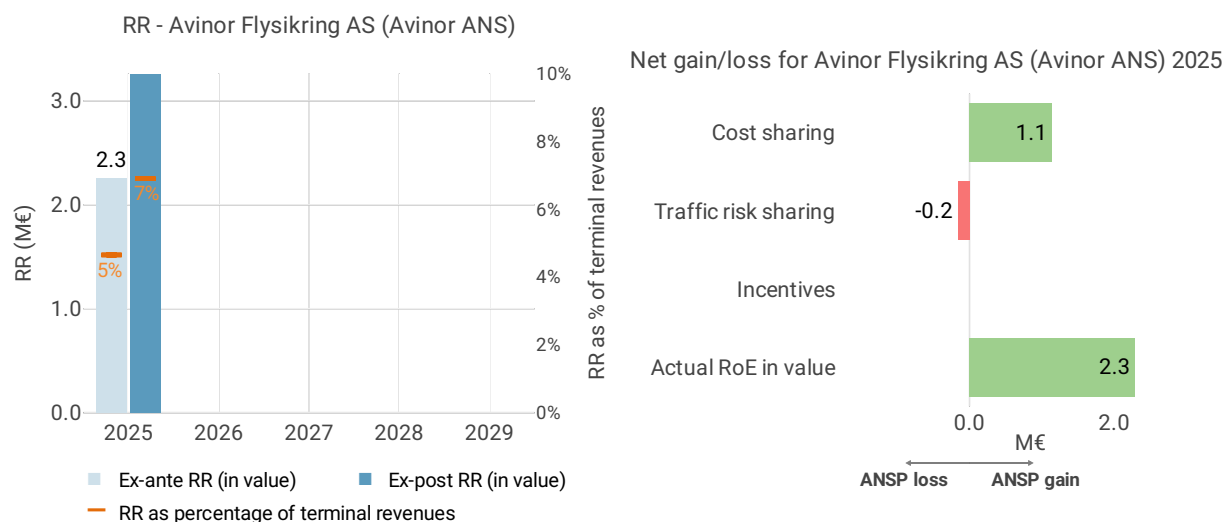
Initiatives implemented or planned that will improve this PI reported by the NSA

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

“The reduced unit cost (adjustments per actual service unit) is mainly driven by unforeseen changes in pension costs mainly driven by plan changes in the defined benefit pension scheme (SPK), as well as changes in the underlying pension assumptions (including discount rate and expected return, pension increase and social security increase), which are carried forward to the airspace users in n+2.”

5.3.3 Regulatory result (RR)





Focus on regulatory result

Avinor Flysikring AS (Avinor ANS) net gain/loss on activity in the Norway terminal charging zone in 2025

Avinor reported a net gain of +1.0 M€, as a combination of a gain of +1.1 M€ arising from the cost sharing mechanism, with a loss of -0.2 M€ arising from the traffic risk sharing mechanism.

Avinor Flysikring AS (Avinor ANS) 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 (+1.0 M€) and the actual RoE (+2.3 M€), amounts to +3.3 M€ (6.9% of the terminal revenues). The resulting ex-post rate of return on equity is 16.9%, which is higher than the 11.8% planned in the PP.

Note 1

Ex-ante and ex-post RoE are computed based on the notional gearing of 60% debt used in the RP4 PP. The actual gearing of Avinor for 2025 should be reported as it impacts the overall regulatory result for that year.

