

Performance Review Board

Monitoring Report

Switzerland - 2025



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1 OVERVIEW

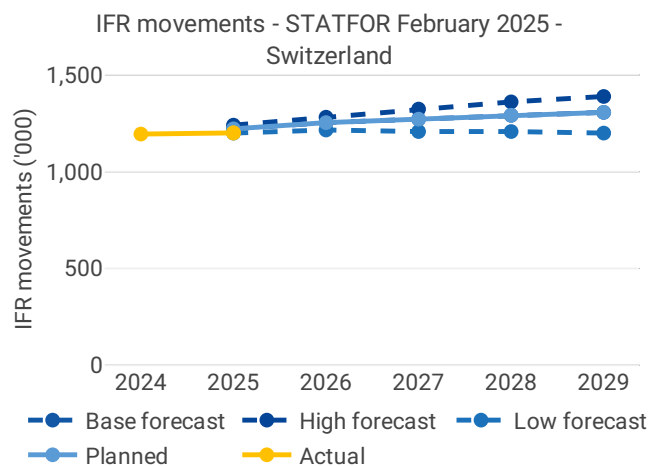
1.1 Contextual information

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

FAB draft revised performance plan currently under assessment

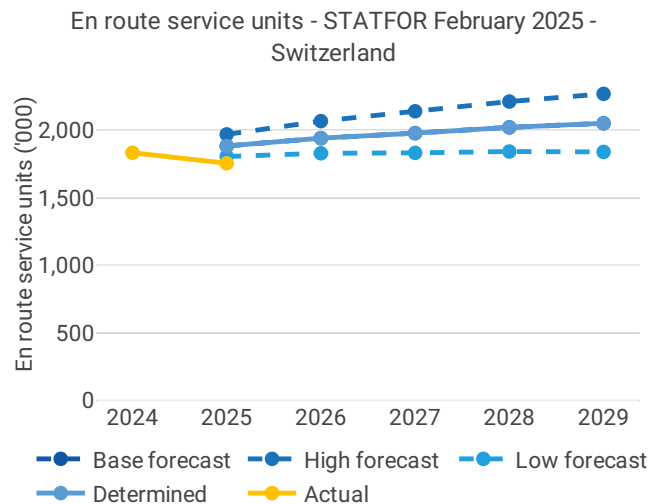
List of ACCs 2	Exchange rate (1 EUR=)	Main ANSP
Geneva ACC	2022: 1.00492 CHF	• Skyguide
Zurich ACC	2025: 0.936663 CHF	
No of airports in the scope of the performance plan:	Share of Union-wide:	Other ANSPs
• ≥80'K 2	• traffic (TSUs) 2025 1.3%	-
• <80'K 0	• en route costs 2025 3.5%	
	Share en route / terminal costs 2025 64% / 36%	MET Providers
	En route charging zone(s)	• Office Fédéral de la
	Switzerland	Météorologie et de Climatologie
	Terminal charging zone(s)	MétéoSuisse
	Switzerland	

1.2 Traffic (En route traffic zone)



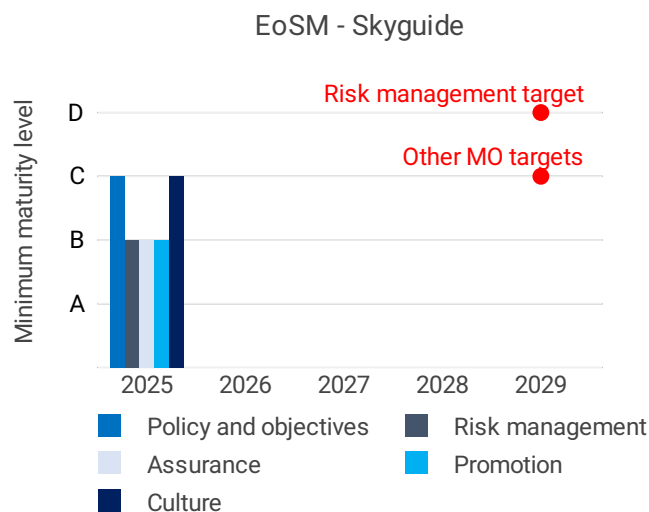
- Switzerland recorded 1,200K actual IFR movements in 2025, +0.5% compared to 2024 (1,194K).
- Actual 2025 IFR movements were -1.7% below the plan (1,221K).
- Actual 2025 IFR movements were +2.0% above the actual 2019 level (1,177K).





- Switzerland recorded 1,756K actual service units in 2025, -4.2% compared to 2024 (1,834K).
- Actual 2025 service units were -6.8% below the plan (1,884K).
- Actual 2025 service units are -0.7% below the actual 2019 level (1,769K).

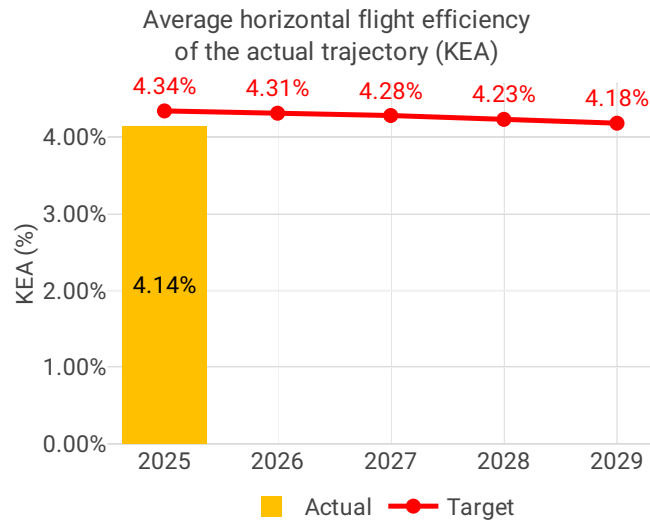
1.3 Safety (Main ANSP)



- In 2025, Skyguide achieved the planned maturity levels set out in its performance plan for all five components of the EoSM. In more detail, Skyguide exceeded the planned level in the area of Safety Culture.
- The rate of runway incursions (RI) was 3.32 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 1.11, higher than the Union-wide average, and higher than the rate of RIs with ANS contribution in 2024.
- The rate of separation minima infringements (SMIs) at State level was 13.08, and at ANSP level 6.89. Both indicators were above the Union-wide average. When comparing to 2024, rate of SMIs has increased at both State level and at ANSP level.



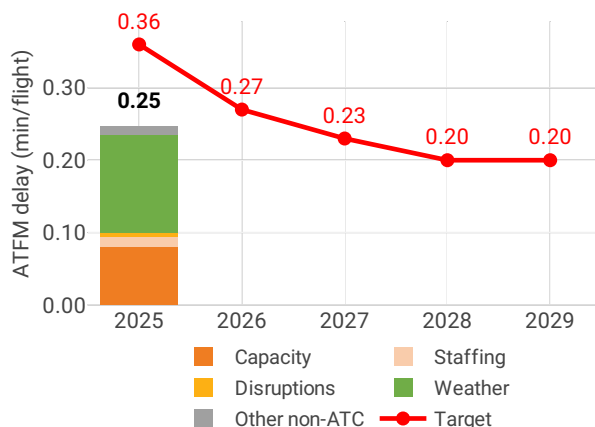
1.4 Environment (Member State)



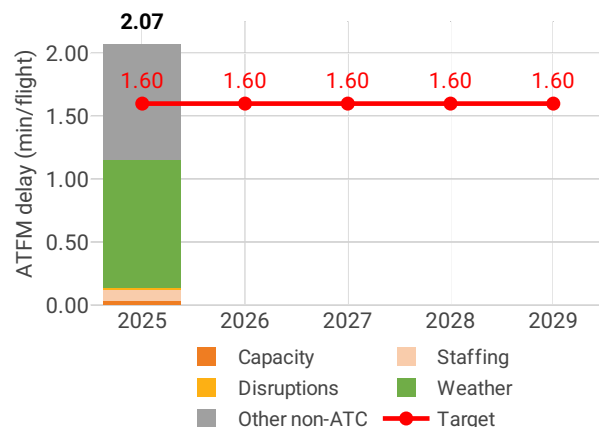
- Switzerland registered a KEA performance of 4.14% compared to its local breakdown value of 4.34%. Whilst the FABEC local target was not achieved, Switzerland contributed positively towards Union-wide performance. The NSA noted that performance slightly decreased in 2025 compared to 2024 due to increased traffic which is the main factor for a deterioration of flight trajectories.
- KEP and KES remained stable compared with 2024.
- VFE of the actual trajectory was at 75.3%, which was worse than the Union-wide average.
- The average time in level flight during descent remained stable and during climb deteriorated marginally compared to 2024.
- Additional taxi-out time was 3.49 min/flight and additional taxi-in time was 1.39 min/flight. Both deteriorated marginally compared with 2024.
- Additional time in the arrival sequencing and metering area remained stable at 3.41 min/flight.

1.5 Capacity (Member State)

Average en route ATFM delay per flight by delay groups

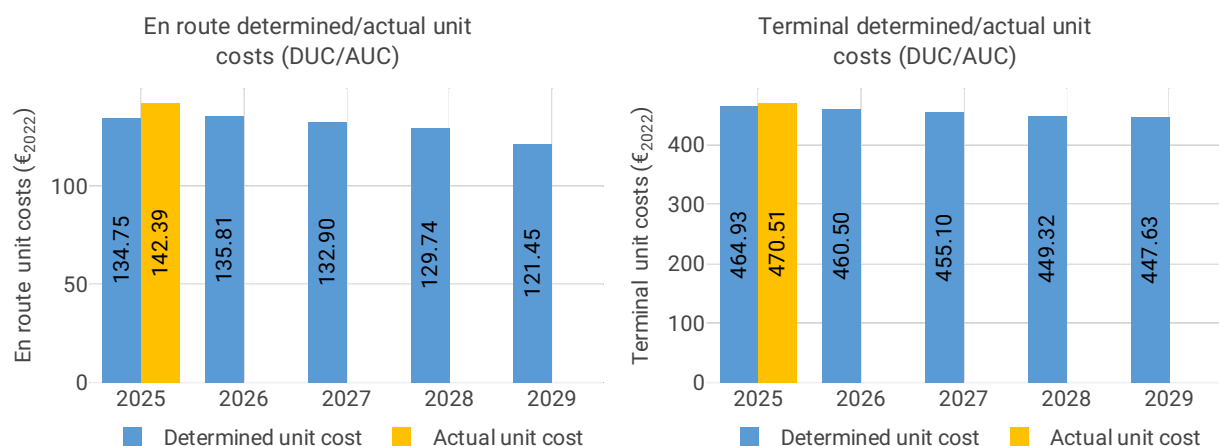


Average arrival ATFM delay per flight by delay groups



- Switzerland registered 0.30 minutes of average en route ATFM delay per flight during 2025, which has been adjusted to 0.25 during the post-ops adjustment process, thus achieving the local target value of 0.36. Delays in Switzerland decreased by -0.15 minutes per flight year-on-year.
- Delays were highest in June and July, mostly driven by weather.
- The share of delayed flights with delays longer than 15 minutes in Switzerland increased by 4 percentage points compared to 2024 and was higher than 2019 values.
- In Geneva ACC, the number of ATCOs in OPS was 86 being below the 2025 plan by -7 FTE. In Zurich ACC, the number of ATCOs in OPS was 98 being below the 2025 plan by -8 FTE.
- The yearly total of sector opening hours in Geneva ACC was 29,287, showing a -4% decrease compared to 2024. The yearly total of sector opening hours in Zurich ACC was 32,404, showing a -9% decrease compared to 2024.
- Geneva ACC registered 23.20 IFR movements per sector opening hour in 2025. Zurich ACC registered 25.53 IFR movements per sector opening hour in 2025. This is an increase of resp. +6% and +8% compared to 2024.
- Switzerland registered an average airport arrival ATFM delay of 2.07 minutes per flight in 2025, thus not achieving the local target of 1.6 minutes. Compared to 2024, average arrival ATFM delays in Switzerland were 0.29 minutes per flight higher in 2025.
- The main drivers of delays were weather, accounting for 1.01 of the total delays, and other non-ATC causes, responsible for 0.92.

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



- The en route 2025 actual unit cost of Switzerland was 142.39€₂₀₂₂, +5.7% higher than the determined unit cost (134.75€₂₀₂₂). The terminal 2025 actual unit cost was 470.51€₂₀₂₂, +1.2% higher than the determined unit cost (464.93€₂₀₂₂).
- The en route 2025 actual service units (1.8M) were -6.8% lower than the determined service units (1.9M).



- The en route 2025 actual total costs were -3.8M€2022 (-1.5%) lower than determined. This is mainly due to lower other operating costs for Skyguide (-3.8M€2022, or -7.2%). The NSA explained that the decrease in other operating costs resulted from saving measures implemented in response to the drop of traffic.
- Skyguide spent 44.0M€2022 in 2025 related to costs of investments for both en route and terminal charging zones, +1.9% more than determined (43.2M€2022). This increase is mainly due to higher depreciation costs of terminal.
- The en route actual unit cost incurred by users in 2025 was 154.90€ (+4.0% above the 2025 DUC), while the terminal actual unit cost incurred by users was 513.20€ (-0.2% below the 2025 DUC). The difference between the AUCU and the DUC for the en route charging zone is mainly driven by the adjustment for traffic risk sharing.

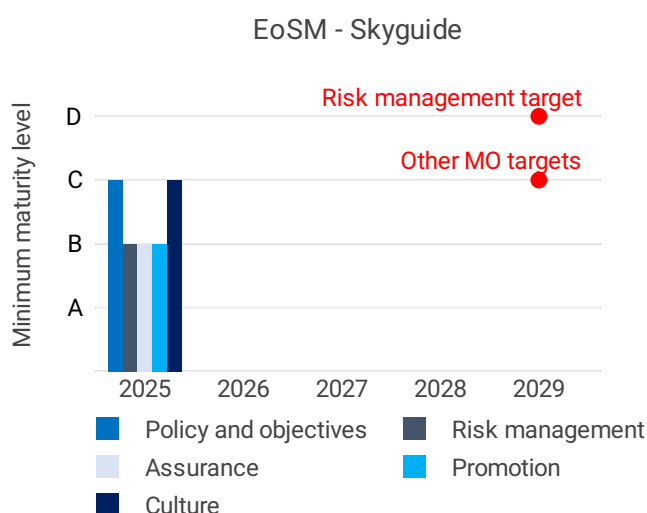


2 SAFETY - SWITZERLAND

2.1 PRB monitoring

- In 2025, Skyguide achieved the planned maturity levels set out in its performance plan for all five components of the EoSM. In more detail, Skyguide exceeded the planned level in the area of Safety Culture.
- The rate of runway incursions (RI) was 3.32 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 1.11, higher than the Union-wide average, and higher than the rate of RIs with ANS contribution in 2024.
- The rate of separation minima infringements (SMIs) at State level was 13.08, and at ANSP level 6.89. Both indicators were above the Union-wide average. When comparing to 2024, rate of SMIs has increased at both State level and at ANSP level.

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



Focus on EoSM

In 2025, Skyguide achieved the planned maturity levels set out in its performance plan for all five components of the EoSM. In more detail, Skyguide exceeded the planned level in the area of Safety Culture.

In terms of main measures put in place to achieve the safety performance targets, the report defines the following elements:

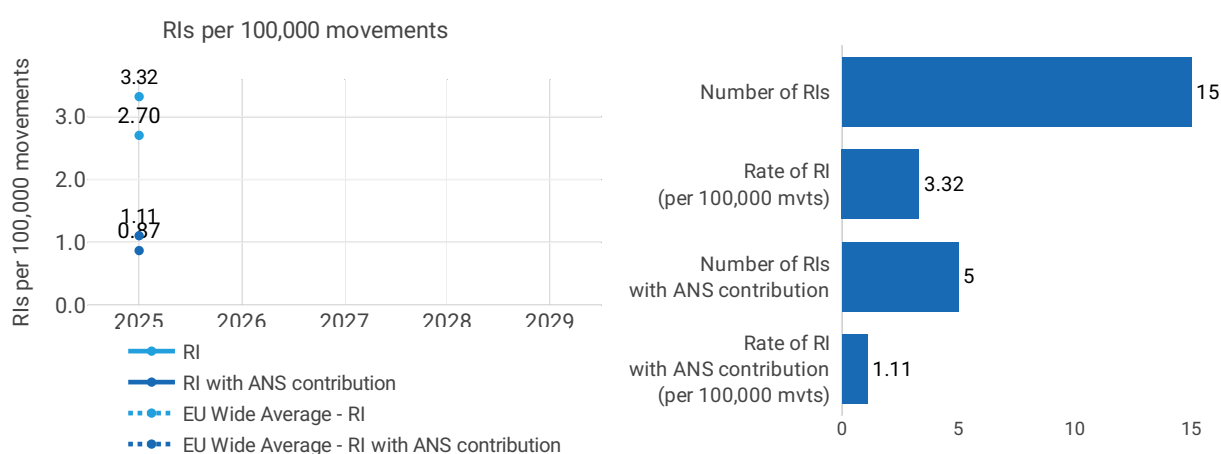
- Skyguide reviewed and updated TOP8 reporting to the board of directors.
- Skyguide completed strategic initiative on how to Support effectively decision-makers with safety products.
- The new training specialist position in safety department was created and filled in order to review and improve safety training provided in Skyguide.
- There was a language course for all investigators to address neutral/non blaming language and cooperation with HF team was reinforced and utilized in several investigations.



- The response plans are not only coordinated, but also regularly exercised for example by inviting other organisations to participate in Skyguide's exercise and by Skyguide participating in airport EASA exercises.
- Skyguide reviewed and updated the Safety Manual.
- Skyguide did a yearly SMS audit by another ANSP, MUAC.
- New roles and responsibilities established for safety management.

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 - Switzerland

#	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	Zürich	269,497	13	4.82	4	1.48
2	Geneva	182,594	2	1.10	1	0.55

Focus on runway incursions

In 2025, Switzerland reported a total of 15 runway incursions (RI) at its 2 airports listed in the performance plans. When comparing the RIs at airport level to Union-wide level, Switzerland was higher than Union-wide average (3.32 vs 2.70). The rate of runway incursions has increased compared to 2024 at airport level (3.32 vs 0.69).

In 2025, Switzerland reported 5 runway incursions with ANS contribution. When comparing the rate of RIs at airport level with ANS contribution, Switzerland was higher than Union-wide average (1.11 vs 0.87). The rate of RIs with ANS contribution has increased compared to 2024 (1.11 vs 0.91).

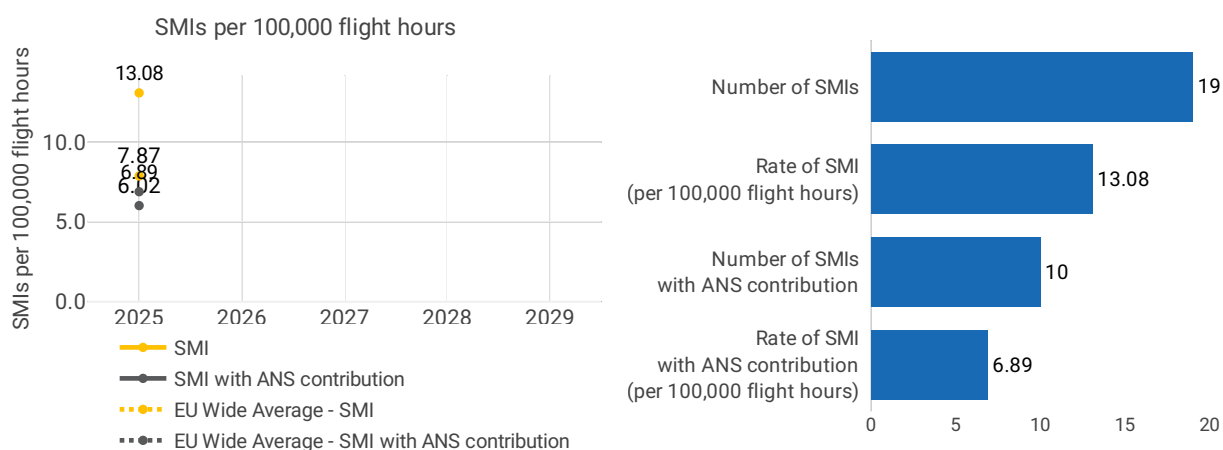
In terms of the initiatives implemented or planned to improve this performance indicator, according to the report, a new “Departure and Arrival Traffic Management System” (project



owned and implemented by FZAG). The new DARTS project aims at replacing the old departure manager at Zurich airport, and improving the support provided to apron controllers. Better departure planning, by considering runway concept plan. Improved safety and efficiency on the apron, by automatically detecting conflicts on the taxiways. The monitoring of the effectiveness on performance is done via the annual oversight activity and in addition to that via FOCA internal KPI 'quartal reporting SI' by the Safety Officer SI.

- For Geneva airport, the monitoring report lists the following initiatives implemented or planned: Colocation of CAT I / II / III stop bars on TWY P & Q (03.10.2024) as well as renaming of TWY and intermediate holding point on North Apron.
- Implementation of ARSI alerts (15.05.2025): Unexpected Movement (2 alerts): TKOFF-CLR vs UnexpectedMovement & LDGCLR vs UnexpectedMovement
- A new set of ARSI alerts are foreseen to be implemented in May 2026 to improve today's situation.

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	Skyguide	145,220	NA	NA	NA	NA	10	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	Skyguide	7	NA	NA	NA	NA					

Focus on separation minima

At State level, Switzerland reported 19 separation minima infringements (SMI) in their airspace during 2025. The rate of separation minima infringements was higher than Union-wide average (13.08 vs 7.87). At ANSP level, Switzerland reported 10 SMIs with ANS contribution. The rate of separation minima infringements at ANSP level was higher than the Union-wide average (6.89 vs 6.02).



When comparing to 2024, the rate of separation minima infringements has increased at both State level (13.08 vs 4.59) and at ANSP level (6.89 vs 3.82).

In terms of the initiatives implemented or planned to improve this performance indicator, the report defines the following elements:

- NRH3 Geneva will remove the system interpretation of the route, allowing for a better conflict detection prediction (tools).
- Improvement on CPDLC, which when used more, reduces the risk of Undetected Simultaneous Transmissions (USiT).
- 4D downlink trajectories will show the discrepancy between the FMS route and the filed FPL in system, better trajectory prediction.
- ADST will allow to downlink.
- LORD-CH (Leading Optimised Runway Delivery). The LORD project aims at delivering the following benefits: Reduced controller workload (via increased automation); Safety: reduced number of SMIs on final; Efficiency: systematic optimised spacing between pairs; Increased runway throughput (3% to 8%), leading to reduced delays.



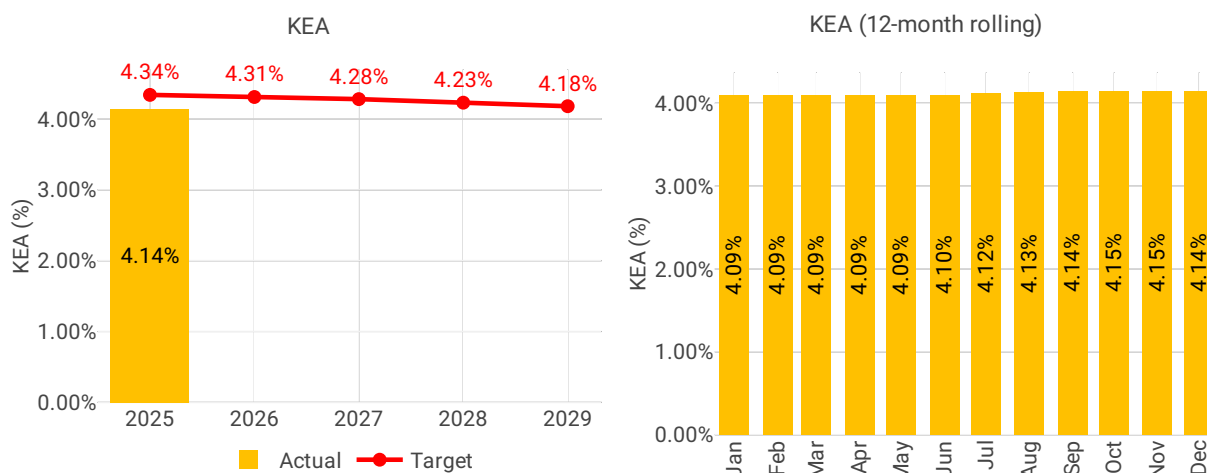
3 ENVIRONMENT - SWITZERLAND

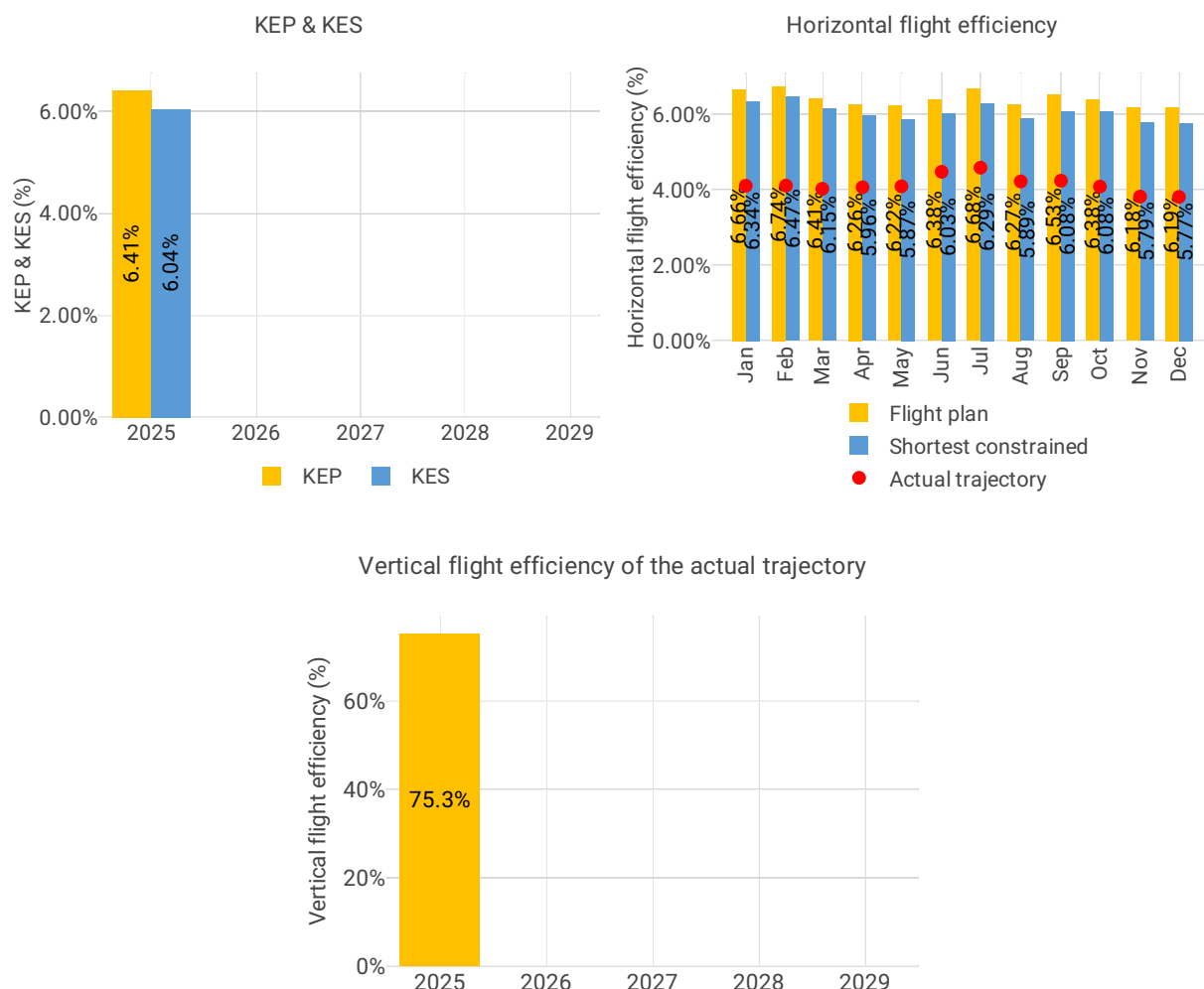
3.1 PRB monitoring

- Switzerland registered a KEA performance of 4.14% compared to its local breakdown value of 4.34%. Whilst the FABEC local target was not achieved, Switzerland contributed positively towards Union-wide performance. The NSA noted that performance slightly decreased in 2025 compared to 2024 due to increased traffic which is the main factor for a deterioration of flight trajectories.
- KEP and KES remained stable compared with 2024.
- VFE of the actual trajectory was at 75.3%, which was worse than the Union-wide average.
- The average time in level flight during descent remained stable and during climb deteriorated marginally compared to 2024.
- Additional taxi-out time was 3.49 min/flight and additional taxi-in time was 1.39 min/flight. Both deteriorated marginally compared with 2024.
- Additional time in the arrival sequencing and metering area remained stable at 3.41 min/flight.

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

After an improvement in 2024, Switzerland has seen a slight degradation in 2025. The values are 4.43% in 2023, 4.10% in 2024 and 4.14% in 2025 for KEA. For the value corrected for the influence of the war in Ukraine, on the other hand, the values are 4.36% in 2023, 4.02% in 2024 and 4.07% in 2025. Those values correspond to a ranking of 22nd for KEA and 28th for the corrected KEA.

The relatively short distances mean that the contribution of Switzerland to the total additional distance in the SES area sits as 15th in the ranking, with a value of 1.91%.

Regarding the assessment of the achieved level of actual performance in the environment KPA, the NSA reports: *"In 2025, Switzerland has met its KPA environment target, with the KEA reaching 4.14% compared to the goal of 4.34%, a difference of 0.20 percentage points."*

Performance slightly decreased in 2025 compared to 2024 due to increased traffic which is the main factor for a deterioration of flight trajectories. The positive trend set by the Free Route Airspace (FRA) in 2023 and 2024 while still playing may have reach its limit for absorbing new traffic without impairing too drastically KEA. Traffic forecast

The expansion and growing use of Free Route Airspace (FRA) enables more direct and efficient flight planning. While FRA had a limited effect on KEA, it significantly improved KEP



performance, especially at the Swiss-German border (cross-border FRA), allowing for more direct planned routes. These more efficient trajectories reduce fuel consumption, as aircraft can carry less fuel and thus fly lighter.

Within Switzerland, the internal KEA component stands at 0.8%, indicating that 99.2% of trajectories between CH FIR entry and exit points are direct showing stability. The most notable improvement from 2023 occurred at the CH FIR interface, with a 10% efficiency gain, likely due to cross-border FRA enhancements and fewer industrial actions in neighboring countries.

This case once again highlights that the KEA indicator does not fully reflect the performance of the air navigation service provider. Performance is influenced by multiple interdependent factors, such as safety, capacity, cost-efficiency, and weather, and responsibility is shared among various stakeholders, including airspace users and the Network Manager (NM)."

Regarding the implementation of major operational or structural changes during the calendar year impacting performance in this key performance area, the NSA reports: "Free Route Airspace Switzerland (FRACH), referenced in ERNIP 92.065, was implemented in December 2022, positively influencing HFE performance since then. Its primary objective was to enhance skyguide's service to airspace users by enabling shorter flight paths and simplifying the Route Availability Document (RAD) where feasible.

At the same time, Cross-Border FRA between Switzerland and Germany (CHE/DEU, ERNIP 102.006) was launched. This initiative introduced limited cross-border operations using mandatory FRA points strategically placed away from ATC sector boundaries to minimize flight distances between FRA zones. Further enhancements are planned to expand cross-border FRA operations and reduce network inefficiencies.

A FABEC study comparing February 2023 to February 2020 highlighted the benefits of cross-border FRA. It showed improvements in HFE for both internal and interface components. With strike days excluded, the study found that:

- HFE-KEP improved by 0.88%, indicating shorter planned trajectories and reduced fuel requirements.

- HFE-KEA improved by 0.22%.

Additional Cross-Border FRA are planned between 2026 and 2028 to improve operations between Switzerland and France (CHE/FRA ERNIP 102.036, CHE/FRA ERNIP 102.028)"

Regarding progress on the implementation of the measures committed to in the ERNIP, the NSA reports: "skyguide's FRA-CH and cross-border FRA measures are progressing as planned (ERNIP entries 92.065 and 102.006). Further cross-border FRA developments at the CHE/FRA border (102.036, 102.028) are planned for 2026-2028."

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: "Compared with 2024 (6.35%), the flight efficiency of the planned route slightly declined in 2025 (6.41%). However, it remains above the 2023 level, when the deployment of Free Route Airspace (FRA) began to deliver benefits.

The FRA-CH, implemented at the end of 2022 and further developed, brought significant improvements at KEP level thanks to its cross-border design. Further cross-border developments are planned."



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: *“Despite an increase in traffic, the flight efficiency of the shortest constrained route remained stable in 2025 (6.04%).”*

FRA-CH was implemented at the end of 2022, bringing significant improvements at KES level thanks to its cross-border design. Since then, further cross-border developments have been implemented and more are planned.

The difference between KEP and KES is increasing from 0.31% in 2024 to 0.37%. It shows the difference between the cheapest and the shortest available route.”

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: *“Vertical flight efficiency for the en-route part of the trajectory is a new performance indicator on which there has been no previous performance result published.*

As for Horizontal Flight Efficiency, this indicator benefits from FRA-CH deployment and FUA improvement. It is also sensitive to capacity shortfall and increased convective weather.

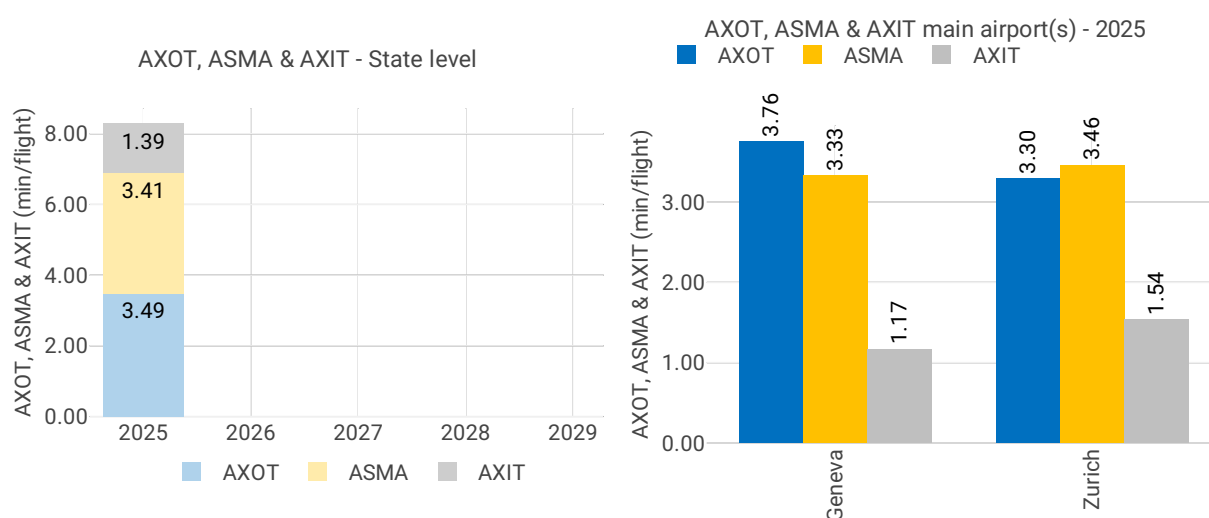
FRA-CH was implemented at the end of 2022. Since then, further cross-border developments have been implemented and more are planned.

Additional FUA activities are planned to improve tools, processes and procedures to allocate airspace according to both CIV and MIL needs.

FUA has also developed”

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
Geneva	3.76	NA	NA	NA	NA	3.33	NA	NA	NA	NA	1.17	NA	NA	NA	NA
Zurich	3.30	NA	NA	NA	NA	3.46	NA	NA	NA	NA	1.54	NA	NA	NA	NA

Focus on AXOT, AXIT & ASMA

AXOT

The additional time in Zurich in 2025 decreased to 3.30 min/dep, 4% lower than 2024 value – last year of RP3 – of 3.43 min/dep (*using the new methodology*).

The additional time in Geneva in 2025 increased to 3.76 min/dep, 14% higher than 2024 value – last year of RP3 – of 3.29 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: *“Ground efficiency has suffered from increased traffic in the summer of 2025.*

Further improvements will result from the use of :

- 1. the CP1 Airport Operation Plan, although it should be noted that taxi-out time is dependent on weather conditions, particularly if de-icing is required.*
- 2. the deployment of new DARTS (LSZH only) where various ground efficiency elements are expected”*

AXIT

The additional time in Zurich in 2025 was equal to 1.54 min/arr.

The additional time in Geneva in 2025 was equal to 1.17 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: *“Ground efficiency has suffered from increased traffic in the summer of 2025.*

Further improvements will result from the use of :

- 1. the CP1 Airport Operation Plan, although it should be noted that taxi-out time is dependent on weather conditions, particularly if de-icing is required.*
- 2. the deployment of new DARTS (LSZH only) where various ground efficiency elements are expected”*



ASMA

The additional time in Zurich in 2025 decreased to 3.46 min/arr, 2% lower than the 2024 value – last year of RP3 – of 3.54 min/arr (*using the new methodology*).

The additional time in Geneva in 2025 decreased to 3.33 min/arr, 3% lower than the 2024 value – last year of RP3 – of 3.45 min/arr (*using the new methodology*).

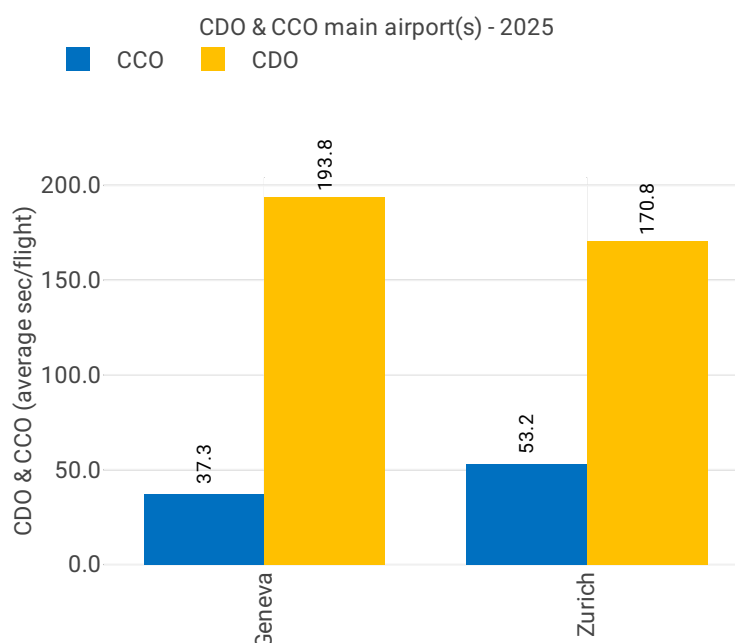
The average for RP4 airports subject to monitoring of this indicator across Member States in 2025 was 2.98 min/arr.

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: *“Efficiency within the last 40NM (additional time in descent flight phase) around LSZH and LSGG decreased in 2025 due to traffic increase.*

In LSZH, XMAN, AOP (thanks to the TTA used through the TTMS tool implemented by Zurich Airport) and Leading Optimised Runway Delivery (LORD) projects should help improving performance.

In LSGG, the deployment of an AMAN and LORD should help improve the performance.”

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 30.6 seconds per flight higher in Switzerland. The highest average time flown level during descent happens at Geneva (LSGG) (193.8 seconds per flight), while the lowest happens at Zurich (LSZH) (170.8 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: *“Vertical flight efficiency from Top of Descent remained stable in 2025 despite traffic increase. CDOs can be flown only when traffic is reduced.*

In 2025, the average duration of level-off segments during the descent phase was 2.8 minutes at Geneva Airport and 3.2 minutes at Zurich Airport, compared with an average of 2.8 minutes across the top 30 European airports.

Skyguide was audited in 2023, 2024 and 2025 by CANSO for CCO/CDO practices in ZRH and GVA as part of its GreenATM accreditation. Room for improvement is identified and corrective actions will be taken.

Skyguide continues to work with the airlines to improve the CCO/CDO rate. The OMASI trial with Swiss, aimed at implementing dynamic RAD on the border between France and Switzerland, OMASI waypoint, and thus enabling CDO from Top of Descent, was completed in March 2024. It shows impressive results and even if post-trial analysis determine that it can be continued because of its impact on capacity, improvement measured could be found.

Projects are planned to implement an AMAN in Geneva and optimize the Extended-AMAN (XMAN) in Zurich. The AMAN plays a critical role in ensuring that CDO can be executed effectively. By optimizing traffic flow, coordinating arrivals, and minimizing disruptions, AMAN enhances the ability of aircraft to maintain a smooth, uninterrupted descent.

Furthermore, in LSZH, LADY (Lean AMAN Development Yielder) will improve the inbound trajectory calculation, thus allowing the ATCOs to deliver a highly reliable “miles to touchdown” information to the pilots, which in turn will allow them to optimise their descents and contribute to our CDO objectives.

Projects are planned to implement an AMAN in Geneva and optimize the Extended-AMAN (XMAN) in Zurich. The AMAN plays a critical role in ensuring that CDO can be executed effectively. By optimizing traffic flow, coordinating arrivals, and minimizing disruptions, AMAN enhances the ability of aircraft to maintain a smooth, uninterrupted descent.

To further optimise CCO/CDO, a project based on new controller tools (including AMAN) and airspace design is planned”

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 12.2 seconds per flight higher in Switzerland. The highest average time flown level during climb happens at Zurich (LSZH) (53.2 seconds per flight), while the lowest happens at Geneva (LSGG) (37.3 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: *“Vertical flight efficiency to Top of Climb remained stable in 2025 despite traffic increase. CCOs can be flown only when traffic is reduced.*

In 2025, the average duration of level-off segments during the climb phase was 0.6 minutes at Geneva Airport and 0.9 minutes at Zurich Airport, compared with an average of 0.5 minutes across the top 30 European airports.



Skyguide was audited in 2023, 2024 and 2025 by CANSO for CCO/CDO practices in ZRH and GVA as part of its GreenATM accreditation. Room for improvement is identified and corrective actions will be taken.

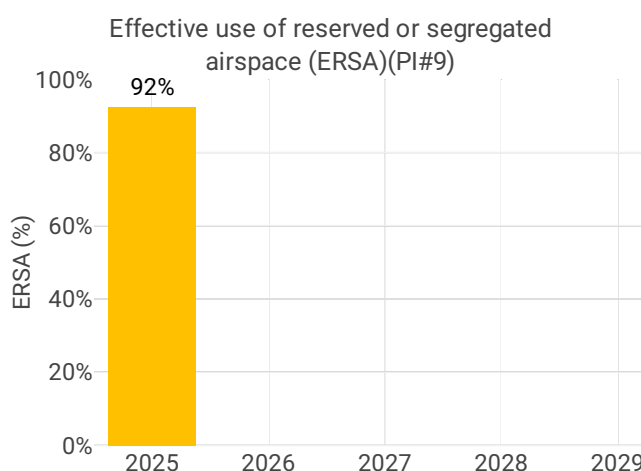
Projects are planned to renew the DMAN in Zurich and implement one in Geneva. The DMAN has a positive impact on CCO by Optimisation of departure trajectories (i.e. better planning and management of departures, optimisation of flight paths from the outset),

Reducing climb disruptions (i.e. DMAN helps to coordinate departures more smoothly, minimising air traffic control interventions that could disrupt a continuous climb. For example, it can help to avoid intermediate steps in the climb that would require the CCO to be interrupted. This is particularly true when the DMAN and AMAN are linked, as is the case at Zurich).

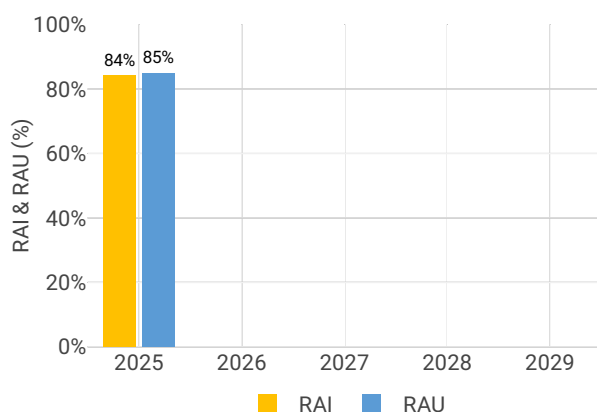
To further optimise CCO/CDO, a project based on new controller tools (including DMAN) and airspace design is planned."

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
Geneva	37.3	NA	NA	NA	NA	193.8	NA	NA	NA	NA
Zurich	53.2	NA	NA	NA	NA	170.8	NA	NA	NA	NA

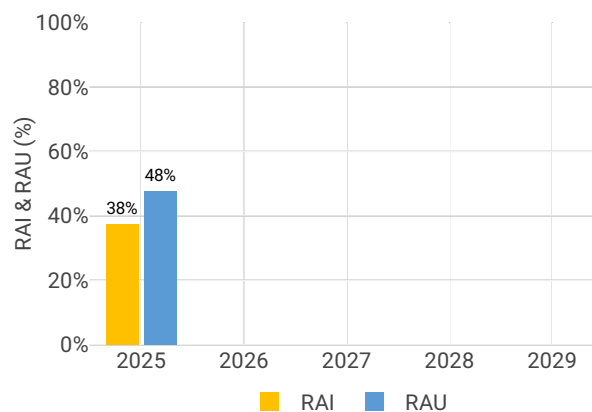
3.4 Civil-Military dimension



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

SWITZERLAND reports a ratio of **92.47%**

- Number of hours allocated & notified to NM: **21,570**
- Number of hours used: **19,983**

GENEVA ACC reports a ratio of **93%**

- Number of hours allocated & notified to NM: **9,002**
- Number of hours used: **8,415**

ZURICH ACC reports a ratio of **92%**

- Number of hours allocated & notified to NM: **12,568**
- Number of hours used: **11,568**

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: *"Ongoing national civil-military initiatives*

Enabled the technical capabilities for applying VPA, working on implementation of Dynamic RAD in Switzerland and in the frame of the CIV MIL ASM System we are implementing a fully integrated ASM data transfer from input by airspace user until output to airspace user as well as to ATCO radar.

Monitoring of effectiveness

Military mission effectiveness increased over the last years and fulfillment of planned missions is improving. CH NSA measure and analyze the PIs in a regular basis in order to better assess (and improve, if necessary) the effectiveness of national FUA processes."

Rate of planning via available airspace structures

SWITZERLAND reports that:

- The ratio of planning via available airspace structures is **81.05%** (via available restricted and segregated airspace)

GENEVA ACC

- The ratio of planning via available airspace structures is **87%** (via available restricted and segregated airspace)

ZURICH ACC

- The ratio of planning via available airspace structures is **79.00%** (via available restricted and segregated airspace)



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: *"FPL filed and flown on CDRs is not available in PRISMIL and would need to be added. However, all CDRs have been removed from our FUA restrictions since 14.05.2026, so for us, it makes no more sense to report on this."*

Ongoing national civil-military initiatives

Enabled the technical capabilities for applying VPA, working on implementation of Dynamic RAD in Switzerland and in the frame of the CIV MIL ASM System we are implementing a fully integrated ASM data transfer from input by airspace user until output to airspace user as well as to ATCO radar.

Monitoring of effectiveness

Military mission planning remains stable at a high level over years implying more reliable flight planning by AUs across Swiss airspace. CH NSA measure and analyze the PIs in a regular basis in order to better assess (and improve, if necessary) the effectiveness of national FUA processes."

Rate of using available airspace structures

SWITZERLAND reports that:

- The ratio of the use of the available airspace structures is **65.58%** (via available restricted and segregated airspace)

GENEVA ACC

- The ratio of the use of the available airspace structures is **73%** (via available restricted and segregated airspace)

ZURICH ACC

- The ratio of the use of the available airspace structures is **64%** (via available restricted and segregated airspace)

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: *"FPL filed and flown on CDRs is not available in PRISMIL and would need to be added. However, all CDRs have been removed from our FUA restrictions since 14.05.2026, so for us, it makes no more sense to report on this."*

Ongoing national civil-military initiatives

Enabled the technical capabilities for applying VPA, working on implementation of Dynamic RAD in Switzerland and in the frame of the CIV MIL ASM System we are implementing a fully integrated ASM data transfer from input by airspace user until output to airspace user as well as to ATCO radar.

Monitoring of effectiveness

Military mission planning remained stable at a high level over years implying more reliable flight planning by AUs across Swiss airspace. CH NSA measure and analyze the PIs in a regular basis in order to better assess (and improve, if necessary) the effectiveness of national FUA processes."



4 CAPACITY - SWITZERLAND

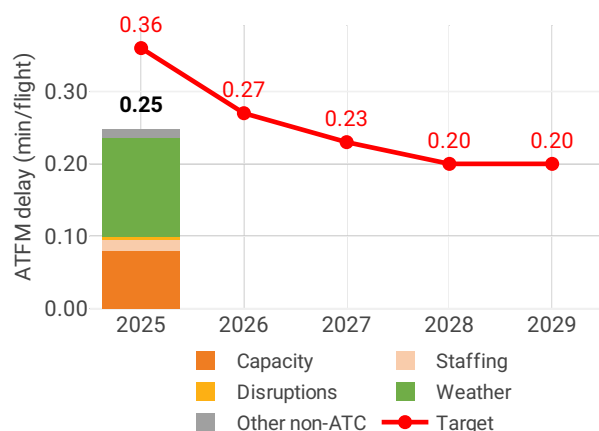
4.1 PRB monitoring

- Switzerland registered 0.30 minutes of average en route ATFM delay per flight during 2025, which has been adjusted to 0.25 during the post-ops adjustment process, thus achieving the local target value of 0.36. Delays in Switzerland decreased by -0.15 minutes per flight year-on-year.
- Delays were highest in June and July, mostly driven by weather.
- The share of delayed flights with delays longer than 15 minutes in Switzerland increased by 4 percentage points compared to 2024 and was higher than 2019 values.
- In Geneva ACC, the number of ATCOs in OPS was 86 being below the 2025 plan by -7 FTE. In Zurich ACC, the number of ATCOs in OPS was 98 being below the 2025 plan by -8 FTE.
- The yearly total of sector opening hours in Geneva ACC was 29,287, showing a -4% decrease compared to 2024. The yearly total of sector opening hours in Zurich ACC was 32,404, showing a -9% decrease compared to 2024.
- Geneva ACC registered 23.20 IFR movements per sector opening hour in 2025. Zurich ACC registered 25.53 IFR movements per sector opening hour in 2025. This is an increase of resp. +6% and +8% compared to 2024.
- Switzerland registered an average airport arrival ATFM delay of 2.07 minutes per flight in 2025, thus not achieving the local target of 1.6 minutes. Compared to 2024, average arrival ATFM delays in Switzerland were 0.29 minutes per flight higher in 2025.
- The main drivers of delays were weather, accounting for 1.01 of the total delays, and other non-ATC causes, responsible for 0.92.

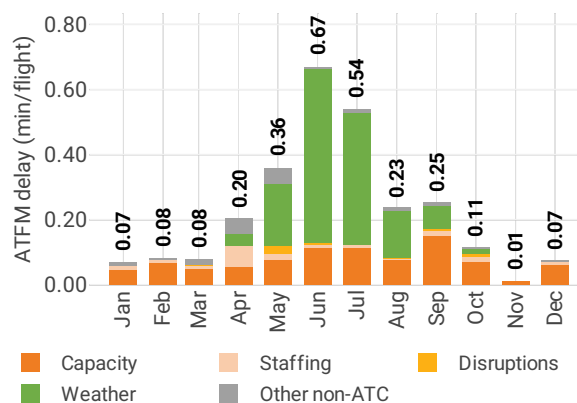
4.2 En route performance

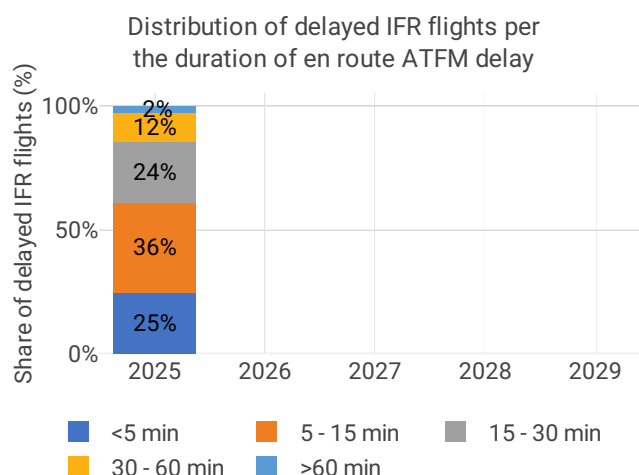
4.2.1 En route ATFM delay (KPI#1)

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

- Switzerland had 1,200k flights in 2025, up from 1,194k flights in 2024.
- The Swiss ANSP, Skyguide, applied en route ATFM regulations resulting in 402k minutes of delay in 2025, a significant decrease from the 660k minutes in 2024.
- As part of the strategic traffic re-orientation programme (S25/NTDM) operated by the Network Manager, 25k minutes of delay originating in Switzerland 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 3k minutes of en route ATFM delay were re-attributed to Skyguide – with 4k minutes of delay originating in Switzerland, being re-attributed to other ANSPs.
- A further 41k minutes of en route AFTM delay were reattributed (post-operations) to Swiss airports, as airport ATFM arrival delay.
- Following the NM post operations re-attributions process, Skyguide were responsible for 335k minutes of en route ATFM delay, compared to 540k 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: *“Skyguide achieved its target in 2025. In spite of observing traffic levels well above 2019 level (+8%) and above 2024 level (+3.6%), Skyguide could reduce its en-route ATFM delay by 38% compared to 2024.”*

Regarding the description of the adjustments to the capacity plan included in adopted performance plan, the NSA reports: *“According to the latest Network Operations Plan (NOP 2026), no capacity bottleneck is expected, neither in LSAZACC nor in LSAZACC. The level of performance achieved in 2025 shows that, with the STATFOR traffic forecast baseline scenario, capacity should still be sufficient in 2026 and beyond.”*

Regarding remedial measures that have been / will be taken by the ANSP to rectify the situation, the NSA reports: *“skyguide: Target met — no remedial measures required”*



En route capacity incentive scheme

The FABEC NSAs report neither a financial penalty, nor a financial bonus, for Skyguide, because of the 2025 performance.

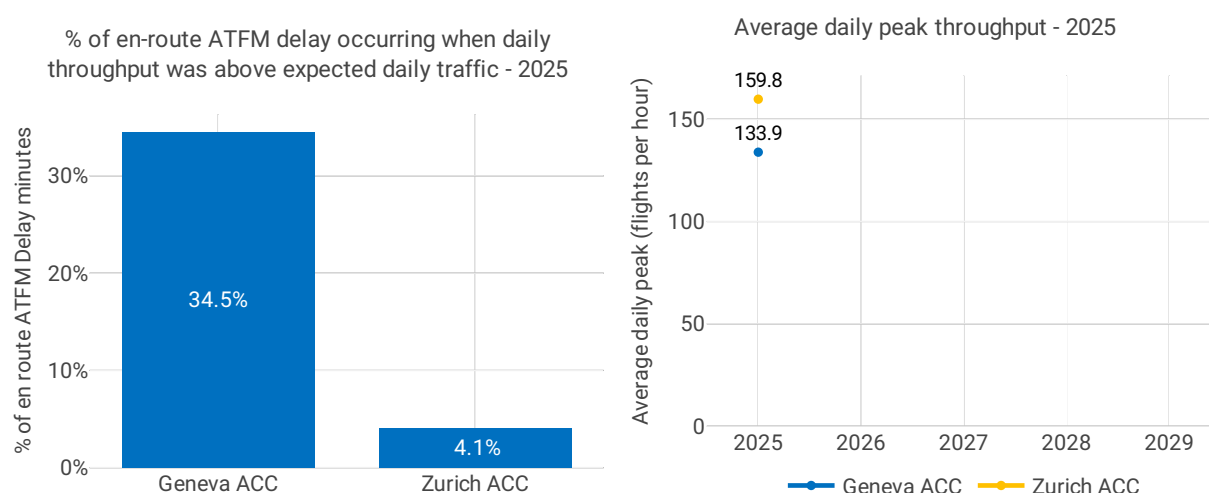
For Skyguide, the local en route capacity incentive target, due to CRSTMP causes only, was set at 0.25 mins/flight, (with a deadband of +/- 0.04 mins).

The FABEC NSAs report an achieved CRSTMP performance, for Skyguide, of 0.11 mins/flight using data from the ansperformance.eu dashboard including post ops adjustments.

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

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

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

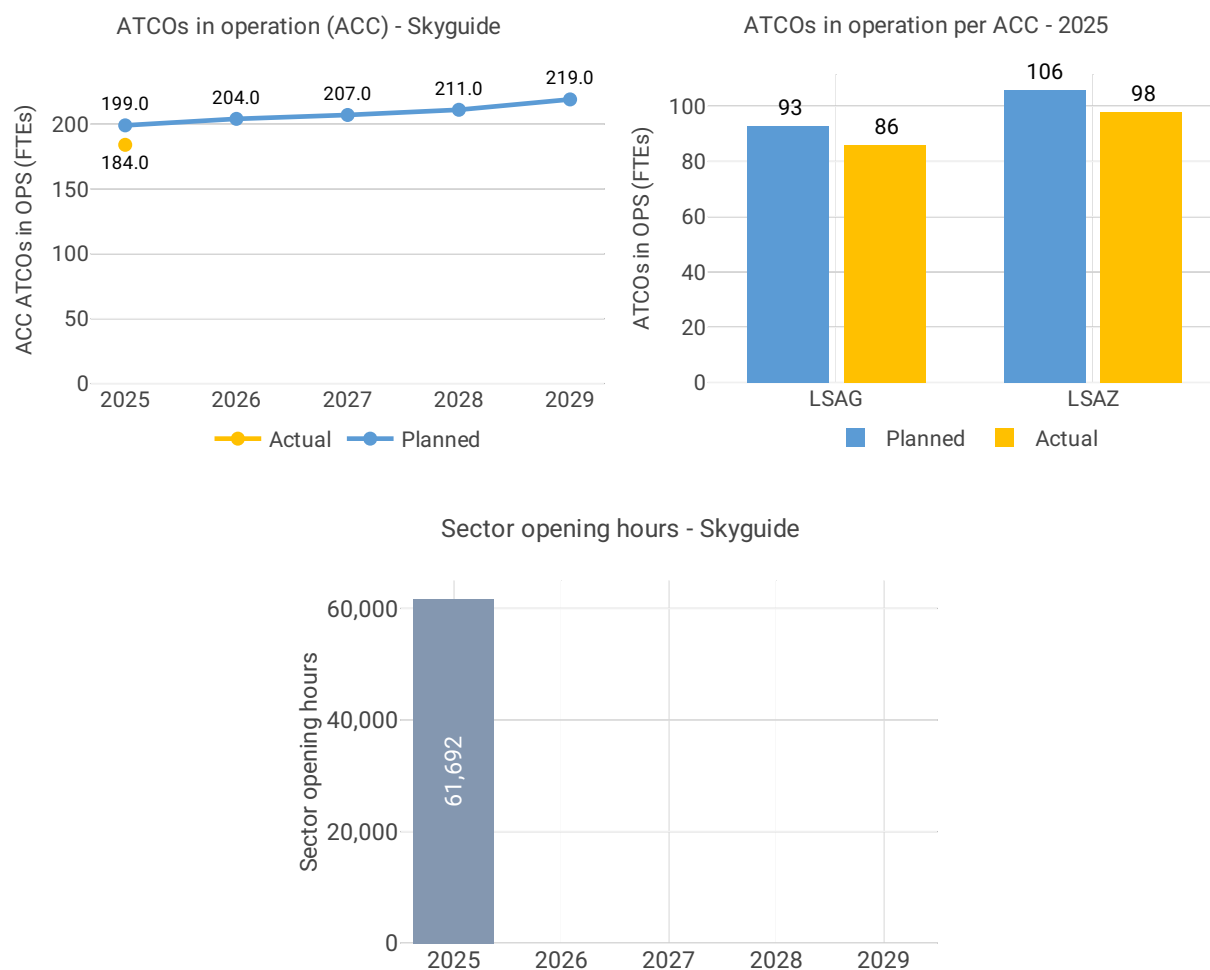
As background information on actual performance, the NSA reports: *“No historical data series available for comparison; the NSA will monitor this indicator more closely as per next year.”*

Annual weighted average of the daily peak throughput

As background information on actual performance, the NSA reports: *“This indicator is dependent on traffic evolution; as Zurich UAC lost 4.8 of traffic in 2025 compared to 2024, it is logical to observe a decrease of this indicator by 4%; in Geneva ACC, traffic increased by 1.5% in 2025 vs. 2024 and the sector capacity were increased in April 2025 showing an increase of the indicator by 3.6%.”*



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: *“As requested by the ACE study, the update of the non-ops duty percentage for 2025 (24.2%) showed a significant difference with 2023 (18.6%) and 2024 (22.3%) figures”*

“Geneva ACC

ATCOs planned to be operational: 93 (the value in the plan) is a value that was based on a percentage of non-ops duty equal to 18.6% (as requested by the ACE study for 2023 data); however, this percentage raised to 24.2% in 2025 and if Skyguide had applied the 2023 percentage to 85.5 (the actual value), they would have had 92.1 FTEs (so very close to 93).

Zurich ACC

ATCOs planned to be operational: 106.4 (the value in the plan) is a value that was based on a percentage of non-ops duty equal to 18.6% (as requested by the ACE study for 2023 data); however, this percentage raised to 24.2% in 2025 and if Skyguide had applied the 2023 percentage to 97.7 (the actual value), they would have had 104.9 FTEs (so, very close to 106.4).”



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: *“Training process: new ATCOs complete Basic and Rating Training in the Academy during their first year, followed by Unit Training in the operational units, which typically lasts 1.5 to 2 years depending on the unit. The allocation of newly qualified ATCOs is based on operational needs, available training capacity, and the candidates’ performance and suitability profiles. For smaller units, allocation occurs before Unit Training begins, whereas for larger units the assignment to ACC, TWR/APP (or APP only) is made after the Basic phase, to ensure a balanced match between trainee potential and unit requirements (roughly five months into training).*

Training courses that have recently finished (all trainees have either passed their second endorsement or have definitely failed) reached the following overall training success rate:

ZRH ACC: E23 = 67%; A22 = 57%, E24 = 80%

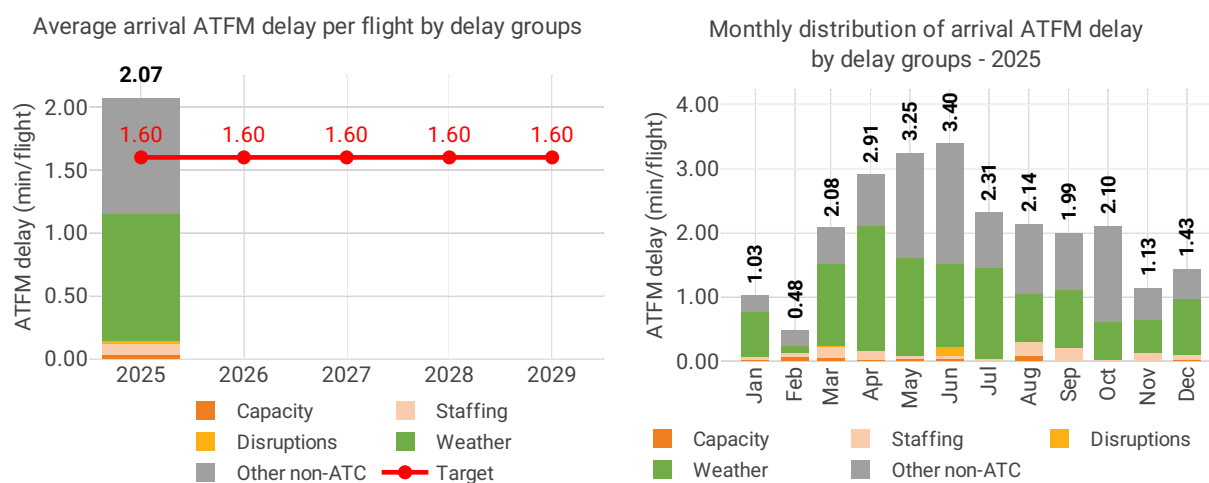
ZRH TWR/APP: A20 = 25%

GVA ACC: E23 = 80%; E24 = 100%; A22 = 33%;

GVA TWR/APP: A20 = 0%, A22 = 100%; E23 = 0%; E24 = 50%“

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 Switzerland was 2.07 min/arr in 2025, the first year of RP4. The performance has worsened compared to 2024, last year of RP3, when there were 1.78 min/arr.

Out of the two airports included in RP4, Zurich had delays of 2.73 min/arr and Geneva 1.03 min/arr. Aside from weather, operational challenges came from Zurich TTMS live trials and Geneva A-CDM systems replacement, as well as aerodrome capacity regulations in both.



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 performance in 2025 was slightly above the target, for both the total ARR ATFM delay per ARR flight and the CRTSMP ARR ATFM delay per ARR flight. The main reasons for delays at Zurich airport were Weather (52%), Other (TTMS live trial, 20%), Aerodrome Capacity (17%), Special Event (WEF Davos and LSZH TMA redesign project, 5%), Environmental issues (3%) and Staffing (2%). The main reasons for delays in Geneva airport were Weather (32%), Aerodrome Capacity (25%), Equipment non-ATC (A-CDM replacement at Geneva Airport, 17%), Staffing (15%), ATC-Capacity (8%) and Equipment-ATC (3%)."*

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: *"In 2025,*

- in LSZH, exceptional delays were linked to Aerodrome Capacity and TTMS live trial (which we intend to continue, as they provide benefits to our customers)

- in LSGG, exceptional delays were linked to Aerodrome Capacity and A-CDM replacement and Staffing"

Regarding recommendations to the ANSP to rectify the situation, the NSA reports: *"The adverse weather conditions not being in hands of the ANSP, the NSA recommended to work on the below remedial measures."*

Regarding remedial measures that have been / will be taken by the ANSP to rectify the situation, the NSA reports: *"- New DARTS / Zurich "Replacement of Zurich Airport's obsolete application DARTS. skyguide is investing quite significantly, to modernise the architecture, so as to make it more reliable for the future.*

DARTS is Zurich Airports' main ATM application, supporting the management of departures as well as deicing. Quite some interactions with skyguide systems are necessary." 2027 Ongoing

- PAGE-2 / Geneva Introduction of e-strip (to replace paper strips) and of an AMAN, leading to reduced waste (and reduced delays). 2030 Ongoing

- LORD / Zurich Optimisation of separation on final (via RECAT, PWS, reduce MRS or TBS), allowing reduced delays. 2030 Planned

- AOP / Zurich Extension of the A-CDM mechanisms to the landside, and extension in time to D-180, thus allowing better planning (and allowing to optimise delays). 2027 Ongoing

- RETrwy 34 LSZH / Zurich Introduction of rapid exit taxiways for runway 34 in LSZH, allowing to increase the arrival throughput, and thus to reduce the delays. 2027 Ongoing

- RETrwy 04 LSGG / Geneva Introduction of rapid exit taxiways for runway 04 in LSGG, allowing to increase the arrival throughput, and thus to reduce the delays. 2029 Planned

- Staffing / Geneva Recruitment as necessary to use the full capacity of the training. Initiative launched to enhance the training success rate. Initiative launched to develop a break optimiser. 2026 Ongoing



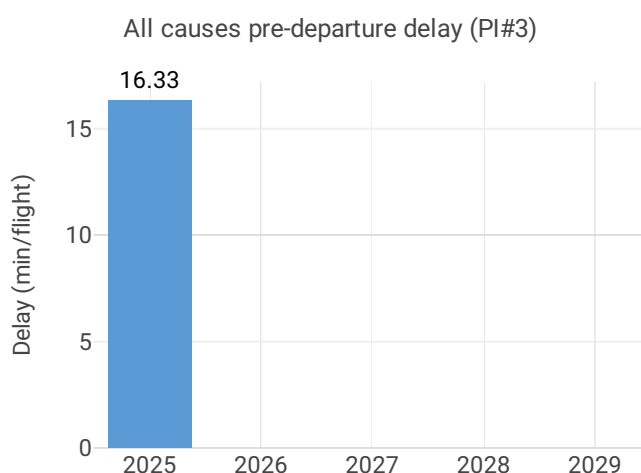
- TTMS Target Time Management System trial during the entire year 2026; it generates additional delays (as observed in 2025) compared to normal situations but brings significant benefits to both Zurich airport and Swiss aircraft operator. 2026 Ongoing”

Regarding follow up of the remedial measures indicated in the previous monitoring report(s), the NSA reports: “Monthly Equipment Reports, that focus on the health of Skyguide's systems are systematically completed and made available to the Executive Board. These reports include both quantitative (number of open bugs...) and qualitative (feedback from the operators) information, which provides a good overview.”

Terminal capacity incentive scheme

In the first year of RP4, with an ATFM arrival delay of 2.07 min/arr, Switzerland did not achieve the national target of 1.60 min/arr. However, the pivot value for incentives (0.20 min/arr) is limited to CRSTMP delay causes. As CRSTMP delay of 0.22 min/arr falls within the malus sliding range for the incentive scheme, the NSA calculates a financial penalty of CHF 150,503.73.

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



Airport level										
Airport name	Avg arrival ATFM delay (KPI#2)					Slot adherence (PI#1)				
	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
Geneva	1.03	NA	NA	NA	NA	93.3%	NA	NA	NA	NA
Zurich	2.73	NA	NA	NA	NA	96.4%	NA	NA	NA	NA

Airport name	ATC pre departure delay (PI#2)					All causes pre departure delay (PI#3)				
	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
Geneva	0.39	NA	NA	NA	NA	15.7	NA	NA	NA	NA
Zurich	0.97	NA	NA	NA	NA	16.8	NA	NA	NA	NA



Focus on other terminal performance indicators

ATFM slot adherence

ATFM slot adherence in 2025 was equal to 95.2%, very close to 2024 value – last year of RP3 – of 95.5%. There was a minor difference between Geneva (93.3%) and Zurich (96.4%).

With regard to the 4.8% of flights that did not adhere, 3.4% were early and 1.4% were late.

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

As background information on actual performance, the NSA reports: *“The performance in 2025 slightly deteriorated (5.21% outside slot tolerance window) against 2024 (4.46%), but Switzerland remains largely below the target of 20%.*

Take note that following a technical update to Skyguide’s system deployed on 8 May 2025, which resolved an issue related to incorrect time calculations for joining or leaving flights with only one waypoint in the route, an unintended side effect was identified. This side effect affected IFR flights for which the SID endpoint coincided with the Exit COP within Swiss airspace. The issue was observed exclusively for departures from EDNY and LZSR using the BEMKI or KPT SIDs.

In these specific cases, the system transmitted multiple flight status messages (FSAs) after the initial correct message, with each subsequent FSA indicating progressively earlier timings.

The impact of this bug is, as of May 2025, the proportion of flights operating outside the Slot Tolerance Window increased significantly, exceeding the regulatory threshold.

A corrective software update was deployed on 19 February 2026, preventing the transmission of multiple incorrect FSAs. As anticipated, this fix fully resolved the issue for both EDNY and LZSR”

ATC pre-departure delay

Delay in Zurich in 2025 decreased to 0.97 min/dep, 18% lower than 2024 value– last year of RP3 – of 1.18 min/dep.

Delay in Geneva in 2025 decreased to 0.39 min/dep, 15% lower than 2024 value– last year of RP3 – of 0.46 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: *“Performance improved in both Geneva and Zurich airports, no specific measures were implemented.”*

All causes pre-departure delay

Delay in 2025 decreased in both Zurich and Geneva compared to the value of 2024 – last year of RP3. In the case of Zurich, it went from 18.75 min/dep to 16.75 min/dep, a reduction of 11%. In the case of Geneva, from 16.26 min/dep to 15.66 min/dep, a reduction of 4%.

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 improved in both Geneva and Zurich airports, no specific measures were implemented.”*

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



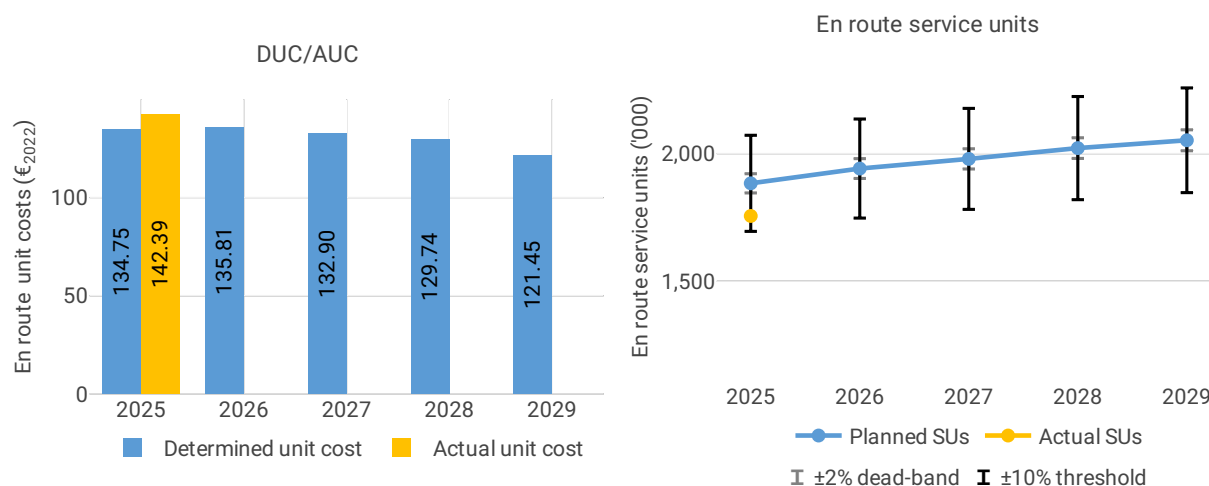
5 COST-EFFICIENCY - SWITZERLAND

5.1 PRB monitoring

- The en route 2025 actual unit cost of Switzerland was 142.39€2022, +5.7% higher than the determined unit cost (134.75€2022). The terminal 2025 actual unit cost was 470.51€2022, +1.2% higher than the determined unit cost (464.93€2022).
- The en route 2025 actual service units (1.8M) were -6.8% lower than the determined service units (1.9M).
- The en route 2025 actual total costs were -3.8M€2022 (-1.5%) lower than determined. This is mainly due to lower other operating costs for Skyguide (-3.8M€2022, or -7.2%). The NSA explained that the decrease in other operating costs resulted from saving measures implemented in response to the drop of traffic.
- Skyguide spent 44.0M€2022 in 2025 related to costs of investments for both en route and terminal charging zones, +1.9% more than determined (43.2M€2022). This increase is mainly due to higher depreciation costs of terminal.
- The en route actual unit cost incurred by users in 2025 was 154.90€ (+4.0% above the 2025 DUC), while the terminal actual unit cost incurred by users was 513.20€ (-0.2% below the 2025 DUC). The difference between the AUCU and the DUC for the en route charging zone is mainly driven by the adjustment for traffic risk sharing.

5.2 En route charging zone

5.2.1 Unit cost (KPI#1)

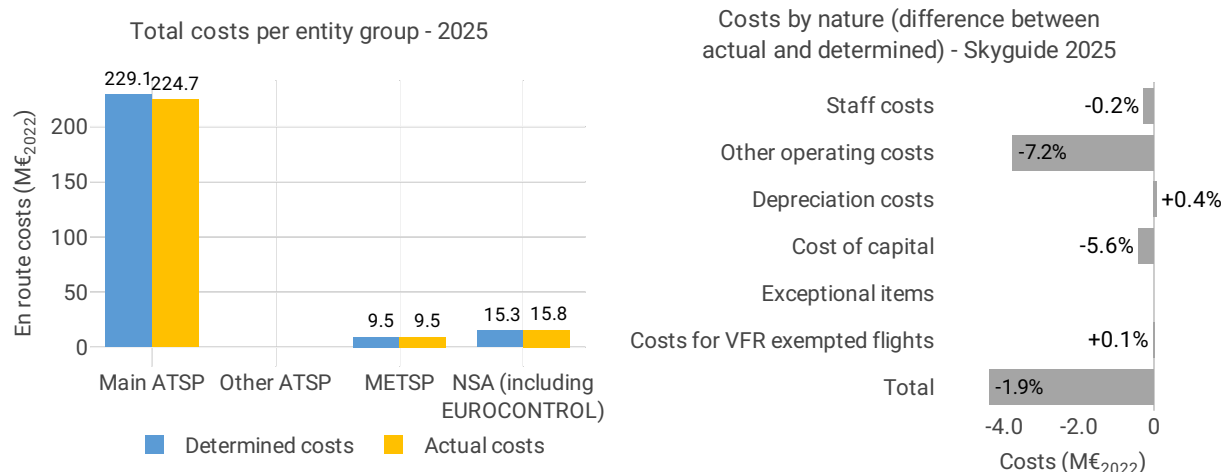


Actual and determined data					
Total costs - nominal (M€)	2025	2026	2027	2028	2029
Determined costs	261.6	272.8	273.7	274.4	262.2
Actual costs	257.3	NA	NA	NA	NA
Difference costs	-4.2	NA	NA	NA	NA



Inflation assumptions	2025	2026	2027	2028	2029
Determined inflation rate	0.2%	0.5%	0.7%	0.7%	0.7%
Determined inflation index*	103.7	104.2	104.8	105.6	106.3
Actual inflation rate	0.1%	NA	NA	NA	NA
Actual inflation index*	103.5	NA	NA	NA	NA
Difference inflation index (p.p.)	-0.1	NA	NA	NA	NA

*100 = 2022



Focus on unit cost

AUC vs. DUC

In 2025, the en route AUC was +5.7% (or +7.68 CHF₂₀₂₂, +7.64 €₂₀₂₂) higher than the planned DUC. This results from the combination of significantly lower than planned TSUs (-6.8%) and lower than planned en route costs in real terms (-1.5%, or -3.8 MCHF₂₀₂₂, -3.8 M€₂₀₂₂).

En route service units

The difference between actual and planned TSUs (-6.8%) falls outside the $\pm 2\%$ dead-band, but does not exceed the $\pm 10\%$ threshold foreseen in the traffic risk sharing mechanism. The resulting loss of en route revenues is therefore shared between the ANSP and the airspace users (see the main ANSP regulatory result).

En route costs by entity

Actual real en route costs are -1.5% (-3.8 M€₂₀₂₂) lower than planned. This is the result of lower costs for the main ANSP, Skyguide (-1.9%, or -4.4 M€₂₀₂₂) and higher costs for the MET service provider (+0.4%, or +0.04 M€₂₀₂₂) and the NSA/EUROCONTROL (+3.6%, or +0.6 M€₂₀₂₂).

En route costs for the main ANSP (Skyguide) 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 Skyguide in 2025 (-1.9%, or -4.4 M€₂₀₂₂) result from:

- Slightly lower than planned staff costs (-0.2%), with salaries, social charges and other staff costs broadly in line with the Performance Plan.



- Significantly lower than planned other operating costs (-7.2%), mainly due to lower purchased services and products, including external experts, maintenance, material and tools. This reflects the implementation of savings measures in response to the drop in traffic, mainly affecting support service expenses.
- Slightly higher than planned depreciation (+0.4%), with depreciation of assets broadly in line with the Performance Plan.
- Significantly lower than planned cost of capital (-5.6%), mainly due to a lower asset base.
- Slightly higher than planned deduction for VFR exempted flights (+0.1%) reflecting the impact of the inflation index as the nominal amounts are in line with the plan.

It is understood that the costs for Skyguide are netted off by the financing received for activities outside of the Swiss FIR. This should be considered when interpreting the variation in costs detailed above.

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

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

“The +5.7% increase in actual unit costs relative to the DUC is primarily explained by a significant decline in traffic (-6.8%), exceeding the decrease in costs (-1.5% in real terms).”

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 costs in nominal terms are slightly lower than the determined costs from the Performance Plan by -1.6% (-4.3M CHF) and -1.5% in real terms (-3.8M CHF).

This variance is mainly driven by lower operating costs, in particular a reduction in support service expenses.

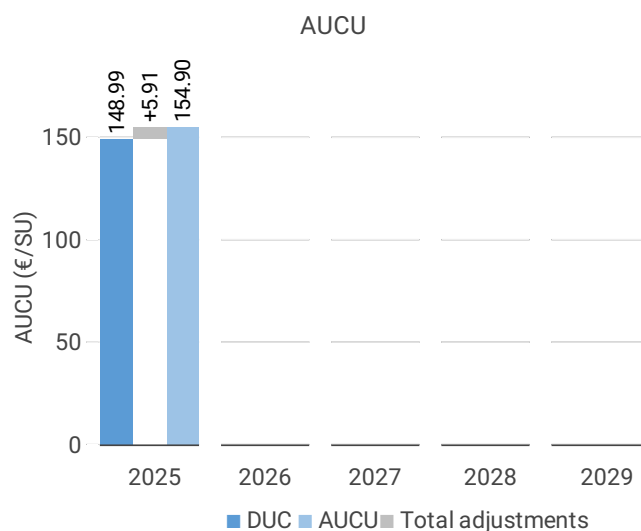
Indeed, some savings measures have been implemented over the year to partly compensate for the loss in revenue resulting from lower than forecasted traffic levels.”

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

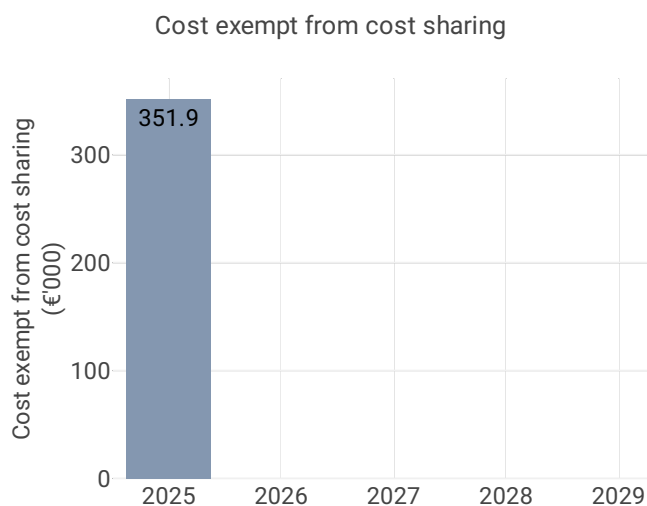
No recommendation from the NSA or action from the ANSP is reported in the 2025 NSA Monitoring Report.



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	148.99
Inflation adjustment	-0.17
Cost exempt from cost sharing	0.20
Traffic risk sharing adjustment	4.84
Traffic adjustment (costs not TRS)	1.04
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	5.91
AUCU	154.90
AUCU vs. DUC	+ 4.0%



Cost exempt from cost sharing – 2025		
Cost exempt from cost sharing by item - 2025	€'000	€/SU
New and existing investments	-236.6	-0.13
Competent authorities and qualified entities costs	11.1	0.01
Eurocontrol costs	577.5	0.33
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	351.9	0.20

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 (145.09 CHF or 154.90 €) is +4.0% higher than the nominal DUC (139.55 CHF or 148.99 €) which includes DUC initially charged: 136.94 CHF (or 146.20 €), and DUC to be charged retroactively: 2.61 CHF (or 2.78 €). The difference between the AUCU and the nominal DUC (+5.54 CHF/SU or +5.91 €/SU) is due to:

- the negative inflation adjustment resulting from lower than planned inflation (-0.16 CHF/SU or -0.17 €/SU);
- the impact of adjustments resulting from the costs exempted from cost sharing mechanism (+0.19 CHF/SU or +0.20 €/SU);
- the addition of the traffic risk sharing adjustments (+4.54 CHF/SU or +4.84 €/SU); and,
- the addition of the traffic adjustment (+0.98 CHF/SU or +1.04 €/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 1.2%.

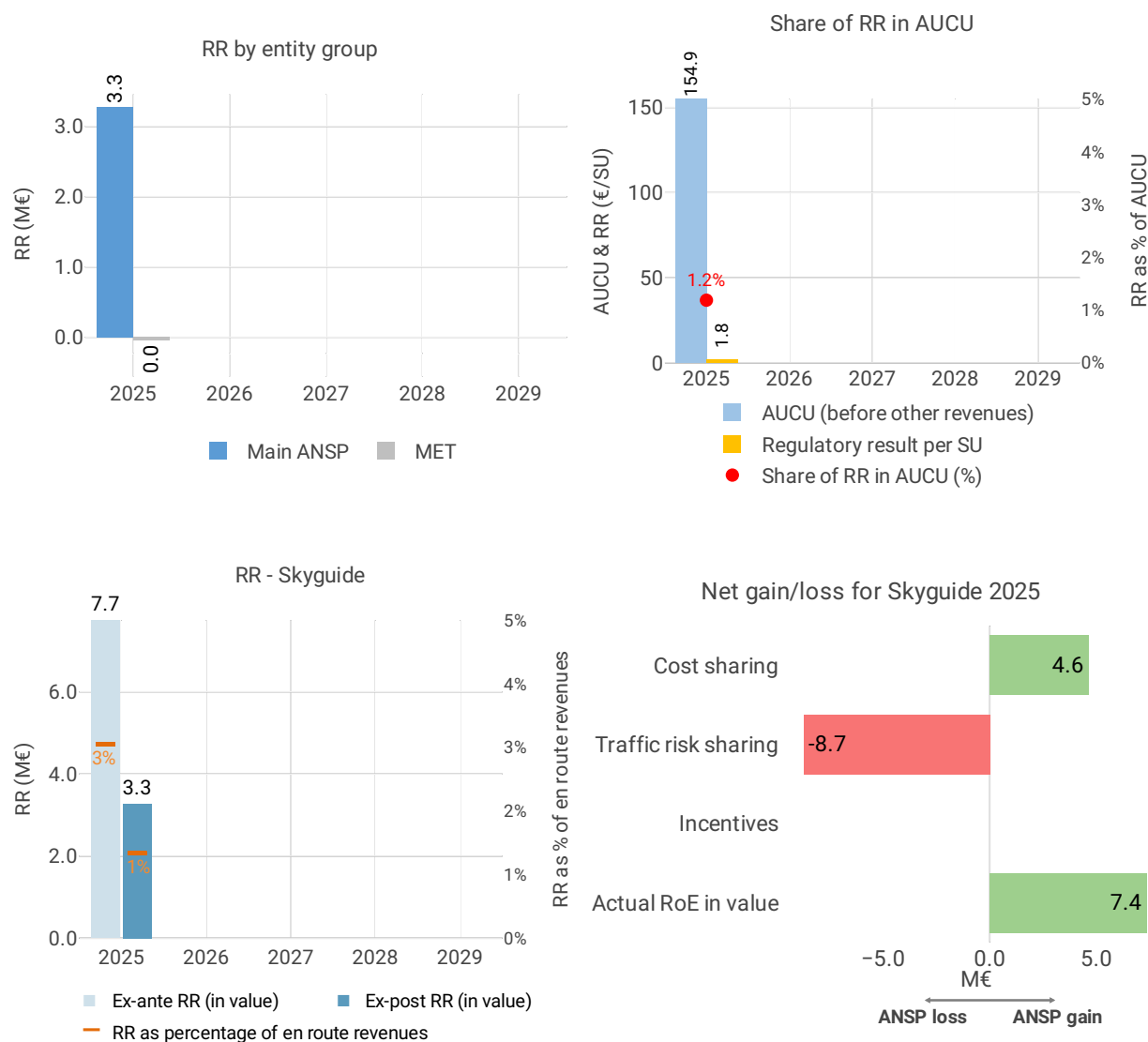
Initiatives implemented or planned that will improve this PI reported by the NSA

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

“The performance of this PI is a direct result of the application of the requirements of the performance and charging regulation. There is no need to implement measures to improve performance.”



5.2.3 Regulatory result (RR)



Focus on regulatory result

Skyguide net gain/loss on activity in the Switzerland en route charging zone in 2025

Skyguide reported a net loss of -4.1 M€, as a combination of a gain of +4.6 M€ arising from the cost sharing mechanism, with a loss of -8.7 M€ arising from the traffic risk sharing mechanism.

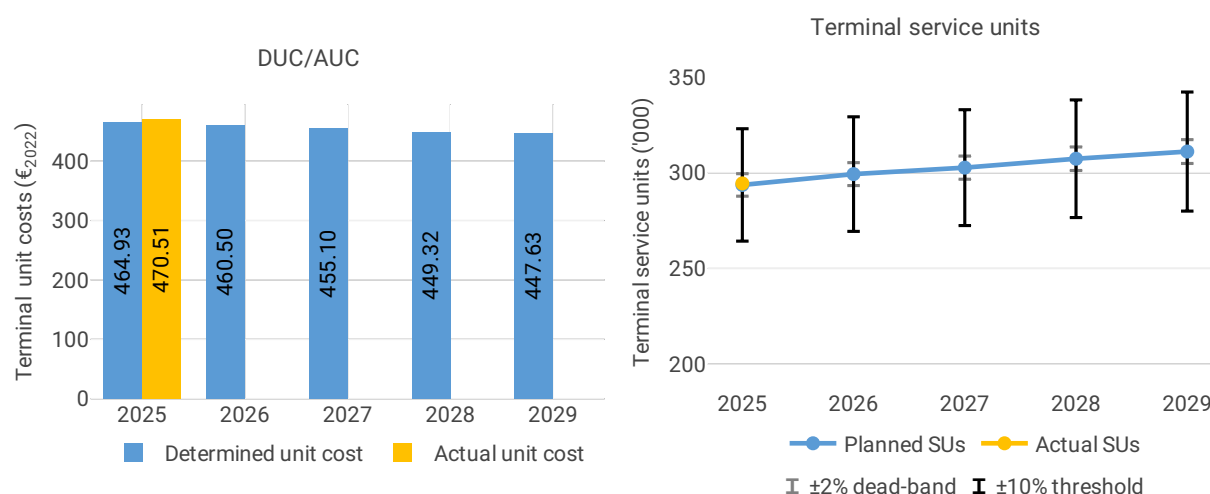
Skyguide overall regulatory result (RR) for the en route activity

Ex-post, the overall RR, taking into account the net loss from the en route activity mentioned above (-4.1 M€) and the actual RoE (+7.4 M€), amounts to +3.3 M€ (1.3% of the en route revenues). The resulting ex-post rate of return on equity is 4.0%, which is lower than the 9.9% planned in the PP.



5.3 Terminal charging zone

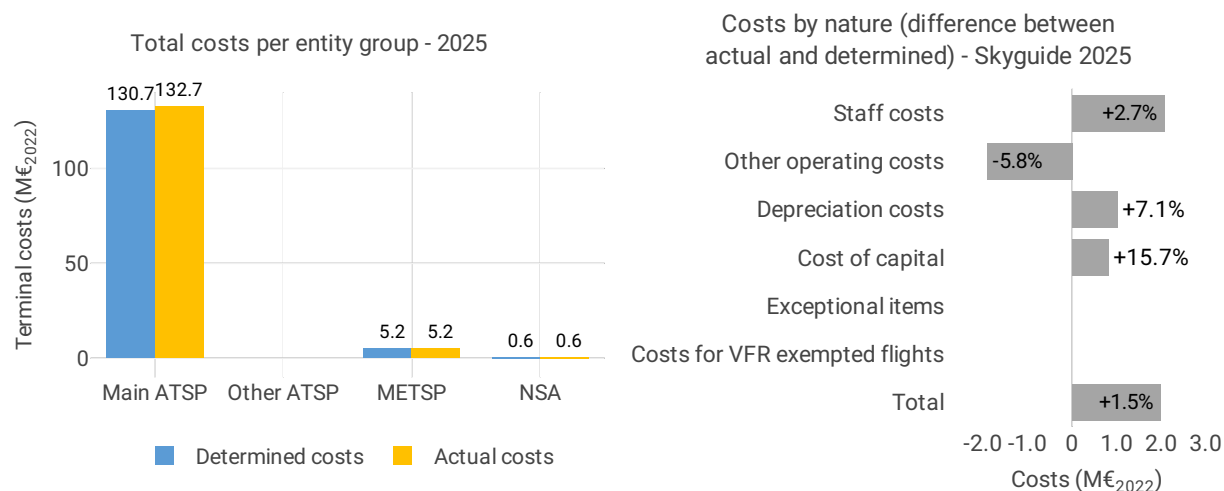
5.3.1 Unit cost (KPI#1)



Actual and determined data					
Total costs - nominal (M€)	2025	2026	2027	2028	2029
Determined costs	140.8	142.7	143.4	144.6	146.6
Actual costs	142.7	NA	NA	NA	NA
Difference costs	1.9	NA	NA	NA	NA

Inflation assumptions	2025	2026	2027	2028	2029
Determined inflation rate	0.2%	0.5%	0.7%	0.7%	0.7%
Determined inflation index*	103.7	104.2	104.8	105.6	106.3
Actual inflation rate	0.1%	NA	NA	NA	NA
Actual inflation index*	103.5	NA	NA	NA	NA
Difference inflation index (p.p.)	-0.1	NA	NA	NA	NA

*100 = 2022



Focus on unit cost



AUC vs. DUC

In 2025, the terminal AUC was +1.2% (or +5.61 CHF2022, +5.58 €2022) higher than the planned DUC. This results from the combination of higher than planned terminal costs in real terms (+1.5%, or +2.0 MCHF2022, +2.0 M€2022) and slightly higher 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 gain of additional terminal revenues is kept by the ANSPs.

Terminal costs by entity

Actual real terminal costs are +1.5% (+2.0 M€2022) higher than planned. This is the result of higher costs for the main ANSP, Skyguide (+1.5%, or +2.0 M€2022), the MET service provider (+0.5%, or +0.02 M€2022) and the NSA (+0.04%).

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

Based on the additional information to the terminal reporting tables, the slightly higher than planned terminal costs in real terms for Skyguide in 2025 (+1.5%, or +2.0 M€2022) result from:

- Higher than planned staff costs (+2.7%), mainly linked to the endorsement of ATCOs, operational training and ab initio programmes, as well as increased recruitment efforts.
- Significantly lower than planned other operating costs (-5.8%), mainly due to lower purchased services and products, including external experts, maintenance, material and tools. This reflects the implementation of savings measures mainly affecting support service expenses.
- Significantly higher than planned depreciation (+7.1%).
- Significantly higher than planned cost of capital (+15.7%), mainly due to higher net current assets.

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

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

“Actual unit costs are broadly in line with the DUC (+1.3%). This slight increase is mainly driven by a modest rise in actual costs (see explanation below).”

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 terminal costs for 2025 are slightly above the determined level, with a variance of +1.3% in nominal term (+1.9M CHF) and +1.5% in real term (+2.0M CHF).”

This variance is mainly driven by higher staff costs, notably linked to the endorsement of ATCOs, operational training and ab initio programs, as well as increased recruitment efforts, all aimed



at enhancing capacity and delivering better services to airspace users. This increase is partly offset by lower staff costs in operations departments.

This increase is partly compensated by Other operating costs lower than determined, where some reductions have been achieved during the year as explain for the En route.

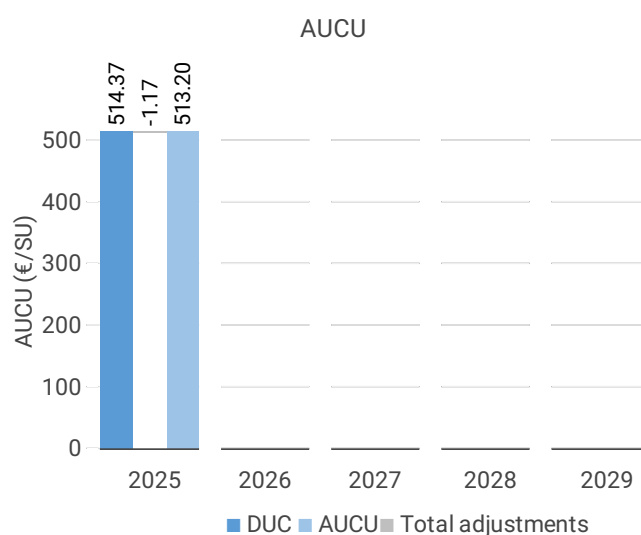
Depreciation and cost of capital show a moderate increase compared to the determined level, in line with the evolution of the asset base. This difference will not be passed on to airspace users.

Overall, while some cost containment actions have been implemented, particularly on operating expenses, they only partly offset the increase in staff-related costs.”

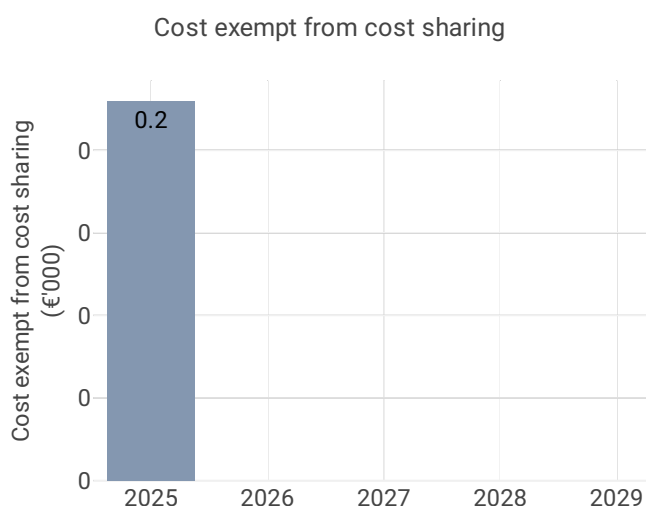
Recommendations formulated by the NSA to the ANSP (Skyguide) to rectify the situation and actions taken by the ANSP

No recommendation from the NSA nor action from the ANSP is reported in the 2025 NSA 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	514.37
Inflation adjustment	-0.57
Cost exempt from cost sharing	0.00
Traffic risk sharing adjustment	0.00
Traffic adjustment (costs not TRS)	-0.06
Financial incentives	-0.55
Modulation of charges	0.00
Cross-financing	0.00
Other revenues	0.00
Application of lower unit rate	0.00
Total adjustments	-1.17
AUCU	513.20
AUCU vs. DUC	-0.2%



Cost exempt from cost sharing – 2025		
Cost exempt from cost sharing by item - 2025	€'000	€/SU
New and existing investments	0.0	0.00
Competent authorities and qualified entities costs	0.2	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	0.2	0.00

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 (480.70 CHF or 513.20 €) is -0.2% lower than the nominal DUC (481.79 CHF or 514.37 €). The difference between the AUCU and the nominal DUC (-1.10 CHF/SU or -1.17 €/SU) is due to:



- the negative inflation adjustment resulting from lower than planned inflation (-0.53 CHF/SU or -0.57 €/SU);
- the deduction of the traffic adjustment (-0.06 CHF/SU or -0.06 €/SU) for the costs not subject to traffic risk sharing;
- the impact of adjustments (+0.001 CHF/SU or +0.001 €/SU) resulting from the costs exempted from cost sharing mechanism; and,
- the impact of financial incentives (-0.51 CHF/SU or -0.55 €/SU).

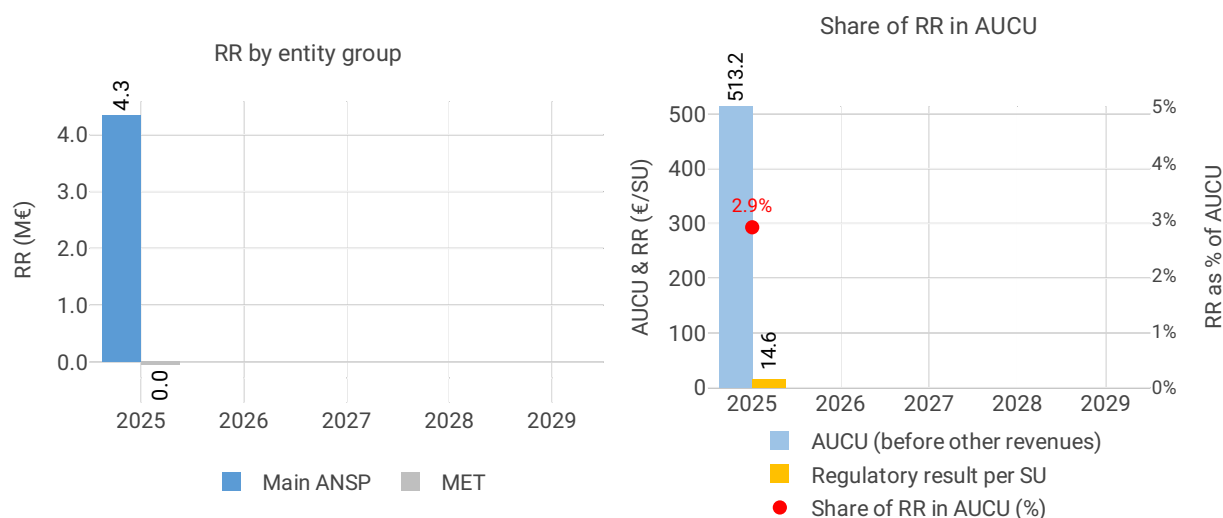
The share of the regulatory result (see next sub-section) in the AUCU (before the deduction of other revenues) is 2.9%.

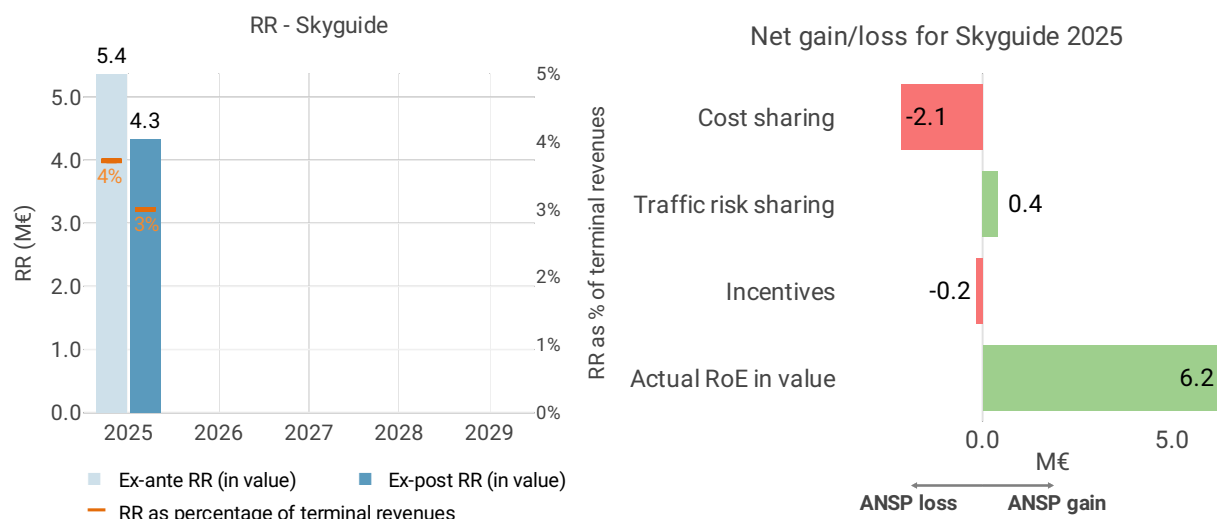
Initiatives implemented or planned that will improve this PI reported by the NSA

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

“The performance of this PI is a direct result of the application of the requirements of the performance and charging regulation. There is no need to implement measures to improve performance.”

5.3.3 Regulatory result (RR)





Focus on regulatory result

Skyguide net gain/loss on activity in the Switzerland terminal charging zone in 2025

Skyguide reported a net loss of -1.9 M€, as a combination of a loss of -2.1 M€ arising from the cost sharing mechanism, with a gain of +0.4 M€ arising from the traffic risk sharing mechanism and a loss of -0.2 M€ relating to financial incentives.

Skyguide 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 (-1.9 M€) and the actual RoE (+6.2 M€), amounts to +4.3 M€ (3.0% of the terminal revenues). The resulting ex-post rate of return on equity is 6.2%, which is lower than the 9.9% planned in the PP.

