





/ EDITORIAL

Excelling in partnership

Once again, this Annual Report contains a great many interesting figures and data, but for skeyes, those concerning safety are always very important. Ensuring the safety of all air traffic is and remains our primary mission and concern, and that of all our employees. The fact that we can once again present excellent results in this area is because everyone at skeyes is extremely aware of the importance of safety and pays attention to it day in and day out in all aspects of our operations.

In addition, we continue to invest in our infrastructure to improve our operational services further. Last year, among other things, work began to renew our radio sites across the whole Belgian territory and new weather prediction systems were also installed. These are less visible but equally indispensable links in our activities that lead to efficient and safe air traffic management. It is the collaboration between our technical staff, the people in the support services who provide meteorological and other aviation information, and our air traffic controllers who make skeyes the high-performance and customer-oriented company it is today.

But of course, the work is never finished. This Annual Report also provides you with an overview of the progress we are making with the various future-oriented projects on which we are working. Developments in aviation and air

safety take time because they are complex and often technological in nature, but must above all always guarantee maximum safety.

skeyes remains a frequently requested partner for pilot projects involving drones. We are happy to share the expertise that we have been building up in this sector for many years with entrepreneurs and institutions that want to test their projects in practice. In 2022, we participated in projects of Helicus and Port of Antwerp, among others. We took a leading role in BURDI, an EU-supported project to manage intensive drone traffic in and around large urban environments, international airports or port areas. The results in terms of safety, economic feasibility, sustainability and social acceptance serve as an example for developing U-spaces throughout Europe in the longer term.

Brussels Airport joined SkeyDrone, skeyes' subsidiary, as a partner last year.

The project on the first digital tower in Belgium took concrete shape last year. At the site in Steenokkerzeel, all air traffic controllers were able to become acquainted with their future working environment in a test environment with recorded images. Still this year, a simulator will be installed that will work with live images from the camera in-

frastructure at the airports. The last step is the one to the digital tower in Namur itself. To this end, SOWAER is starting with the construction of the building on their site.

“ We are happy to share the expertise that we have been building up. ”

As agreed with the various authorities and the sector, skeyes invested in new technology that minimises the impact of wind turbines on our (radar) systems as much as possible in order to free up even more space to install wind turbines. Together with our Defence colleagues, we continue to follow developments closely in this area. Last year, skeyes held a round table with the entire industry. We discussed how we can further strengthen each other in the development of the wind farm stock in Belgium.

We also continue to promote and apply sustainable applications in other areas of our operations and our internal operations, either alone or in collaboration with other partners. In 2022, under the umbrella of Stargate – an in-

ternational consortium of 21 stakeholders in the aviation sector, including skeyes – some 30 concrete projects were developed to make aviation and airports greener and more sustainable. Stargate works within the framework of the European Green Deal.

In June of last year, the renewed Executive Committee took office. It was the impetus to redistribute the powers within that body, to integrate additional skills and from there to rethink the organisation of skeyes. In this way, we arrived at a new structure that is better adapted to the changed (and still changing) environment in which skeyes operates and which deploys the right people, knowledge and skills in the right places. skeyes will become a centre of excellence in air traffic control, both in Belgium and at European level, where we are also becoming increasingly prominent in international partnerships.

The above is just a selection of the many initiatives you will discover further on in this Annual Report. It already shows that skeyes remains a dynamic, ambitious and future-oriented company and a partner for all our customers and all our employees.

Johan DECUYPER
CEO



The challenges for skeyes and our strengths to overcome them

At the beginning of 2022, a new Board of Directors was installed at skeyes. I have the honour of chairing a team of enthusiastic directors, managers and employees with experience in various areas, who will all contribute to the future development of skeyes.

This editorial is an opportunity for me to thank our predecessors for the work carried out in complex circumstances, with the health crisis having complicated the last few years of their term of office. Nevertheless, they have put in place stable foundations on which skeyes develops as a company.

The new Board of Directors will continue to support skeyes in carrying out its missions of being a reliable partner, a modern employer, and a future-oriented company. To this end, we intend to strengthen the organisation in order to consolidate operational activities and carry out future projects initiated in the past.

While we are aware of the challenges that our ambitions bring, we are convinced that skeyes is up to the task, due to its commitment, maturity, creativity, flexibility and skills. This is clear from just a few examples.

skeyes is continuously improving the services provided to its customers, and to the aviation sector in its entirety, in order to maintain Belgian airspace and airports safe and at-

tractive, both operationally and economically. This is partly in the context of the Single European Sky and future liberalisation of the air traffic control market. Indeed, while skeyes operates in a highly competitive international environment, it has been preparing for this new impending reality for a long time.

skeyes wants to be a loyal partner for all its stakeholders. Air traffic control is a vital link in Belgian aviation, the second most important pillar of the country's economy. But we are also playing our full social role. Ecologically, we are investing in operational procedures, in new technologies for our facilities and in applications for everyday life at our various sites to promote and integrate sustainability within all aspects of our operations. In this way, we are reconciling the economy and ecology in the interest of local residents around our airports as well as for the good of the planet.

In the field of Unmanned Aviation, it is no exaggeration to say that skeyes is a true pioneer. Proof of this can be seen in the fact that the European Commission is relying on the expertise of skeyes - acquired via use cases - to establish the regulations for the use of drones.

The primary mission of the Board of Directors for this year will be to create a framework in which skeyes can develop in the medium and long term, by, among other things,

concluding a new (fourth) management contract with the federal government. The amendments to the third management contract at the end of last year were already heading in the direction in which skeyes has committed itself, namely towards a financially stable position, after the difficult years following the health crisis and towards even more commitments in terms of the sustainability of aviation.

We will also closely follow the discussions between the Belgian government and the European Commission on Reference Period 3 (RP3). The directives in this multi-year plan will structurally determine the financial and operational conditions for skeyes' activities at European level.

The stakes are therefore considerable. However, skeyes has already shown itself to be resistant and resilient in the past. We have the vision, the experience, and the people to succeed in our objectives in the interest of the company and all our stakeholders. I can count on us!

Laurent VRIJDAGHS
Chairman of the Board of Directors







/ SUMMARY

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01

#KEY FIGURES

/ TOP SAFETY FOR RECOVERED TRAFFIC

From the beginning of 2022, the emergence of new sources of uncertainty - the Omicron variant, the conflict in Ukraine, the energy crisis and inflation - threatened the recovery of air traffic. Despite these obstacles, air traffic in the airspace managed by skeyes began to increase gradually in 2022, reaching 84% of pre-pandemic levels. This recovery in traffic in an environment marked by uncertainties has in no way distracted skeyes from its priority mission since the company recorded the 2nd best result in its history in terms of safety. Always forward-looking, skeyes has pursued its strategy which focuses on innovation, investment and collaboration with its partners to support the new world of aviation that is opening up before us.

Air traffic in 2022

911,802

number of flights managed by skeyes

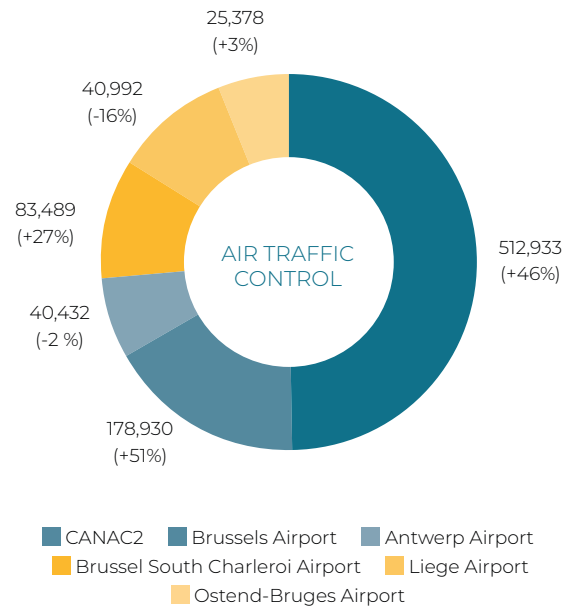
+ 35%

growth in air traffic compared to 2021 (number of flights).

84%

Air traffic in 2022 reached 84% of air traffic in 2019 before the outbreak of the health crisis.

NUMBER OF FLIGHTS MANAGED PER UNIT





/ 2022 FIGURES

84%

Air traffic in 2022 reached 84% of air traffic in 2019 before the outbreak of the health crisis.

911,802

Number of flights managed by skeyes.

**€ 15.8
millions**

of investments by skeyes

0

category A
incident

1

category B
incident

skeyes records the 2nd best result in its history in terms of safety

98.8%

flights managed in a punctual manner by skeyes

933

number of employees

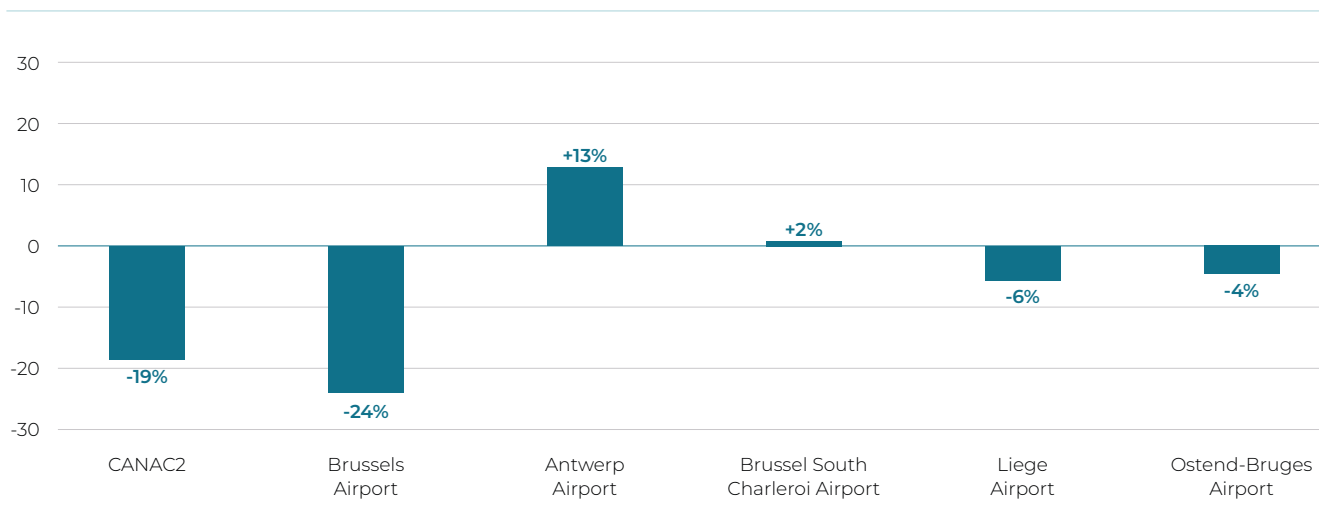
**€ 306.1
millions**

revenue

+35%

growth in air traffic compared to 2021 in airspace managed by skeyes. Despite new obstacles to a recovery (war in Ukraine, energy crisis and inflation, Omicron variant), air traffic began to rise gradually in 2022 to reach 84% of pre-pandemic levels.

CHANGE IN THE NUMBER OF FLIGHTS IN 2022 COMPARED TO 2019,
I.E. BEFORE THE ONSET OF THE HEALTH CRISIS



Antwerp and Charleroi are the only airports that record an increase compared to the pre-COVID situation.



**FLIGHT INFORMATION SERVICE
AT KORTRIJK AIRPORT:**

29,648 flights
+8% compared to 2021 / -3% vs 2019

28 millions

passengers flew in 2022 from or through Belgian public airports.

107% more than in 2021, but still 20% less than in 2019 before the onset of the health crisis.

Almost 2 million tonnes

of freight passed through Belgian public airports.

-14% compared to 2020

+23% compared to 2019

Despite a decrease in the need to transport medical equipment due to the end of the global health crisis, freight transport volumes are generally increasing and cargo traffic is still doing well in Belgium as it is up significantly compared to 2019.

**Air traffic safety:
2022 in 2nd place on the podium**

0

category A incident

1

category B incident

skeyes records the 2nd best result in its history in terms of safety

Punctuality: efficient management of air traffic flows

TOTAL

98.8%

of flights were managed in a punctual manner by skeyes in 2022.

EN-ROUTE TRAFFIC

0.16 min/vol

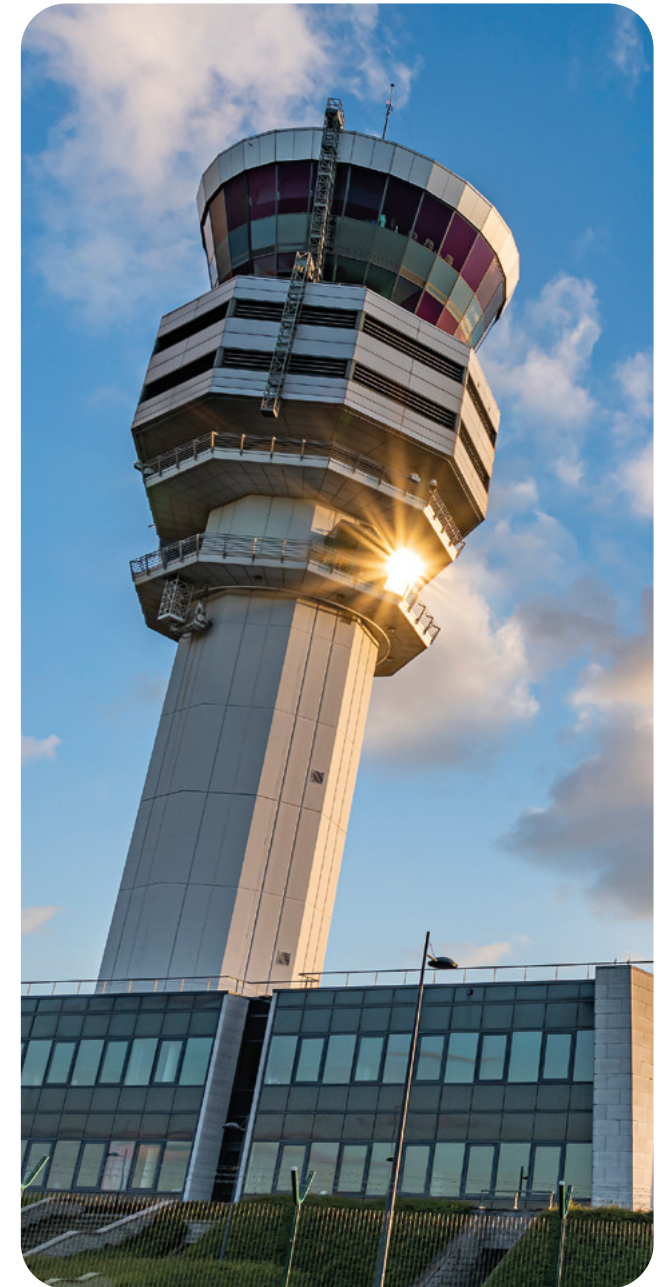
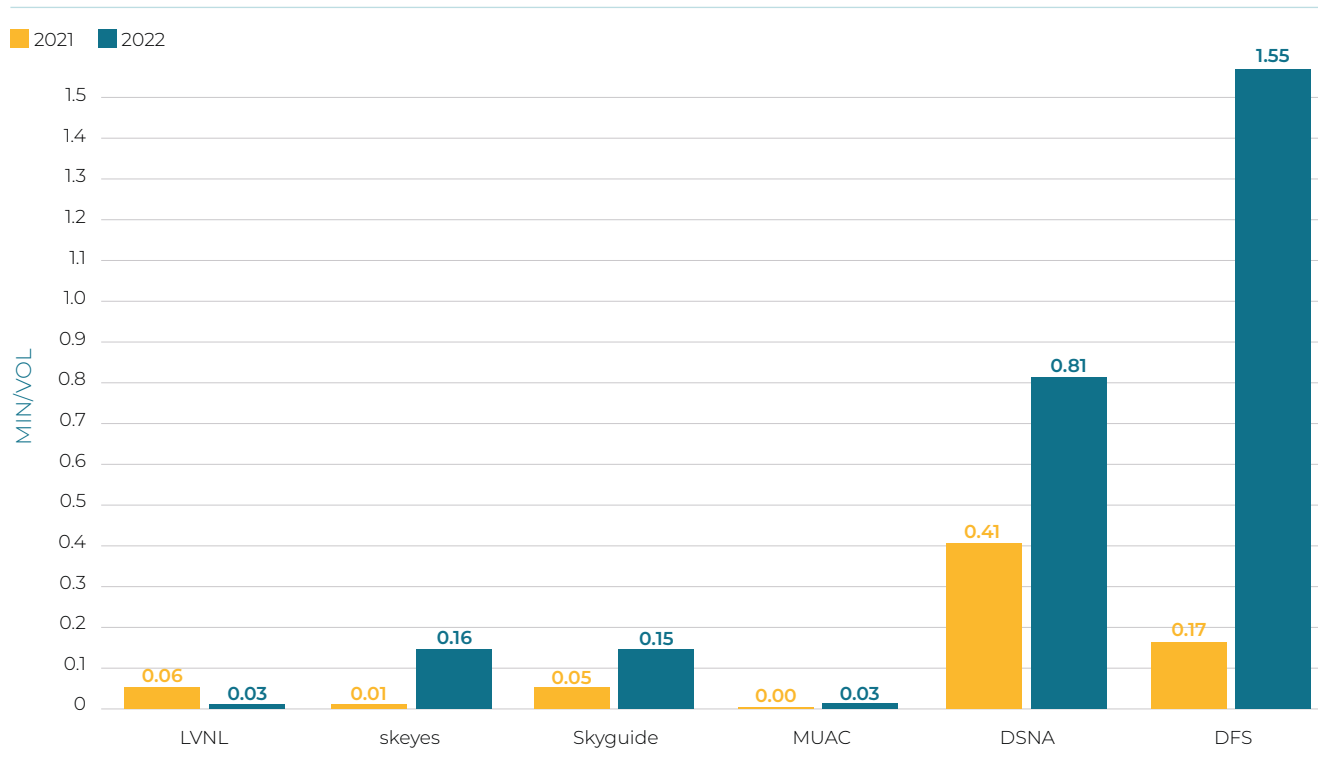
= 9.6 seconds delay per flight (CRSTMP causes)

Causes CRSTMP

These are causes that can be influenced by air traffic control: C-Capacity, R-Routing, S-Staffing, T-Equipment, M-Airspace Management, P-Special Events.

Despite a slight increase in en-route delays in its airspace, skeyes contributed positively to the performance of FABEC (Belgium, Netherlands, Luxembourg, Germany, France and Switzerland) in terms of punctuality.

COMPARISON OF AVERAGE DELAY PER FLIGHT IN FABEC (CRSTMP CAUSES)



Airports

BRUSSELS AIRPORT

0.11 min/flight

= 6.6 seconds delay per flight all causes combined

77.2%

of arrival delays at Brussels Airport are due to weather conditions.

LIEGE AIRPORT

0.06 min/flight

= 3.6 seconds delay per flight

100%

of arrival delays at Liege Airport are due to weather conditions.

BRUSSEL SOUTH CHARLEROI AIRPORT

0 min/flight

= 0 second delay per flight

OSTEND-BRUGES AIRPORT

0 min/flight

= 0 second delay per flight

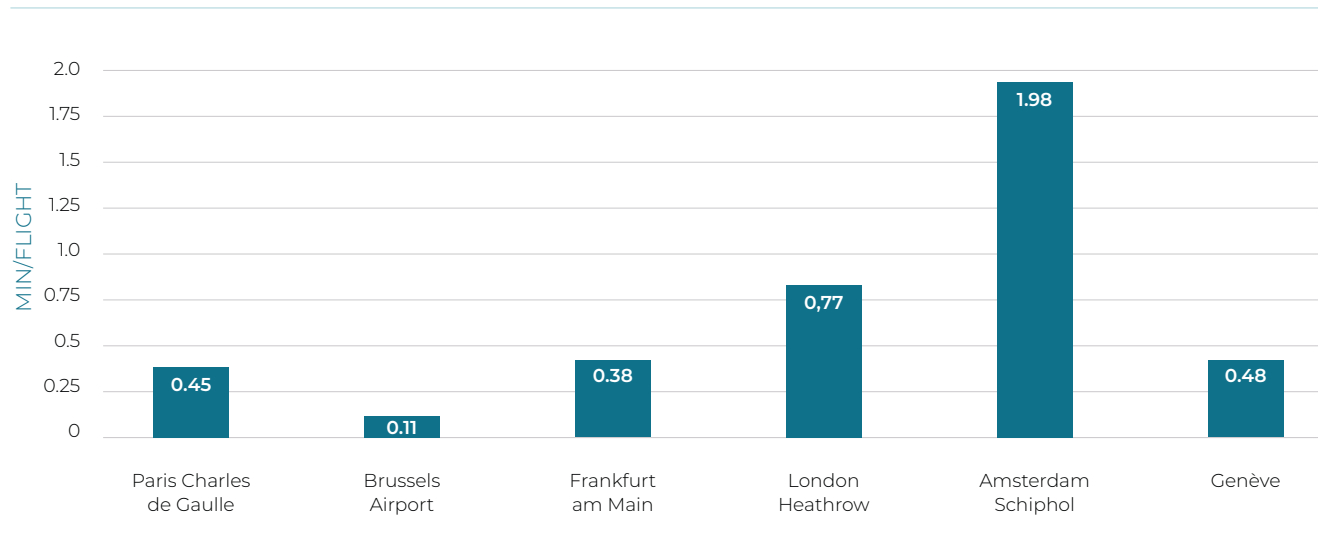
ANTWERP AIRPORT

0 min/flight

= 0 second delay per flight

Ostend and Antwerp airports have not recorded any delays since 2018.

COMPARISON OF ARRIVAL DELAYS AT BRUSSELS AIRPORT AND AT THE LARGE NEIGHBOURING AIRPORTS (ALL CAUSES COMBINED)



Financial data

REVENUE

€ 306.1 millions

INVESTMENTS

€ 15.8 millions

EN-ROUTE UNIT RATE

Pending an approved 2020-2024 performance plan, in accordance with the regulations, for 2022 invoicing was based on the rate proposed in the last draft performance plan submitted at the end of 2021.

€ 120.30

unit rate charged by skeyes for an en-route service unit in the airspace for which it is responsible.

For en-route traffic, the fees are in proportion to the distance travelled and the square root of an aircraft's mass. A service unit corresponds to the control of an aircraft of 50 tonnes over 100 kilometres.



skeyes invests in talent

933

number of employees
as at 31 December 2022

90

new employees
were hired in 2022.

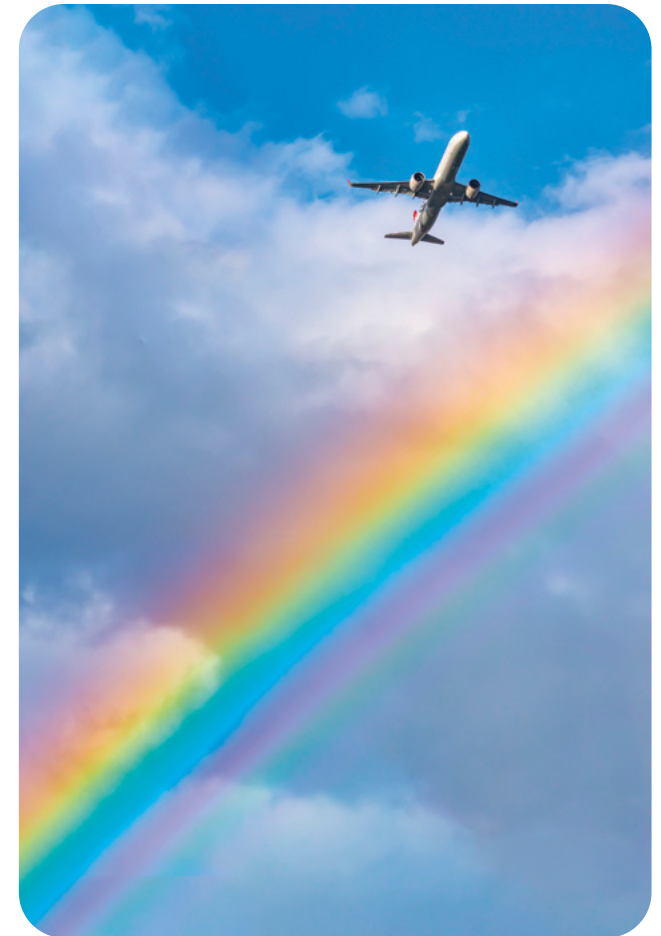
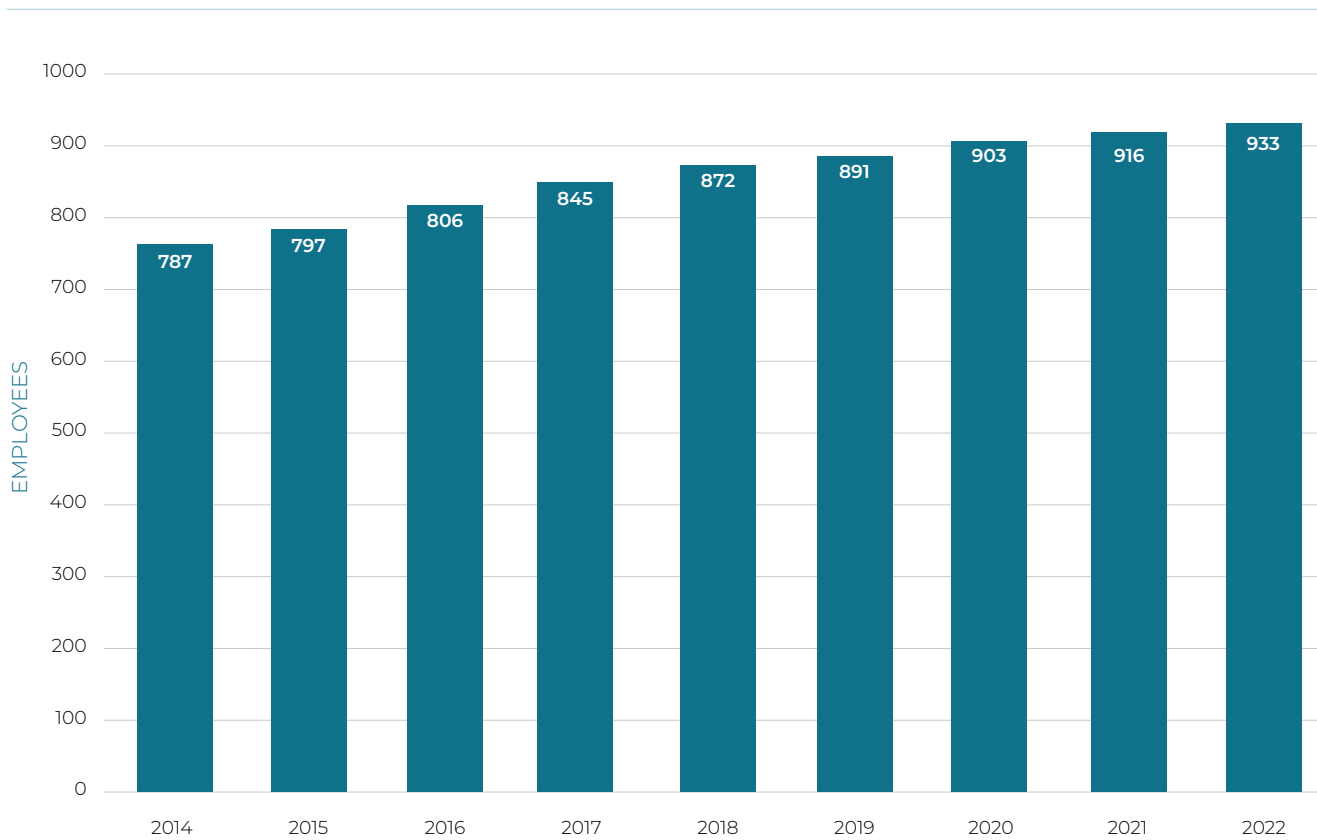
8

new air traffic controllers completed their
training and commenced employment in 2022.

37

air traffic controller trainees
started their training in 2022.

NUMBER OF EMPLOYEES AS AT 31/12



Aeronautical and weather information: crucial data for aviation safety

10,985

NOTAMs produced by the skeyes Brussels Notam Office. NOTAMs (Notice to Airmen) are messages published for the purpose of notifying pilots of changes in airspace and on the ground.

32,923

flight plans processed by the Brussels ARO (ATS Reporting Office).

58,448

Pre-flight Information Bulletins were requested via the skeyes operational web application. These bulletins contain all flight-specific aeronautical and weather information.

> 112,000

forecast bulletins, alerts, weather warnings and briefings were distributed by the skeyes weather service.

990

number of special activity requests handled by the skeyes SPACC (Special Activities Coordination Cell) unit.

The special activities coordinated by the SPACC unit include flights to calibrate ground-based air navigation infrastructure, photo and video flights (e.g. during major sports events), thermal-imaging flights as well as fireworks. The number of special activities also includes some drone flights that require SPACC handling. The majority of drone flights are coordinated automatically by the Drone Service Application (DSA).



Drones: players in the new world of aviation

14,089

drone flights were introduced via the Drone Service Application (DSA) in 2022.

+27%

increase in the number of drone flights compared to 2021.





#SAFETY



/ A SAFE FLIGHT TO A NEW WORLD

Despite circumstances requiring a significant ability to adapt, not only to the rapid recovery in air traffic but also to the impacts on European traffic flows of the closure of Ukrainian airspace, the level of safety provided by skeyes to air traffic reached new peaks once again in 2022. Safety is the absolute top priority for skeyes and the foundation of its corporate culture. It is constantly being analysed and improved. Airspace and its management are undergoing a profound transformation towards a new world where safety will remain the priority.

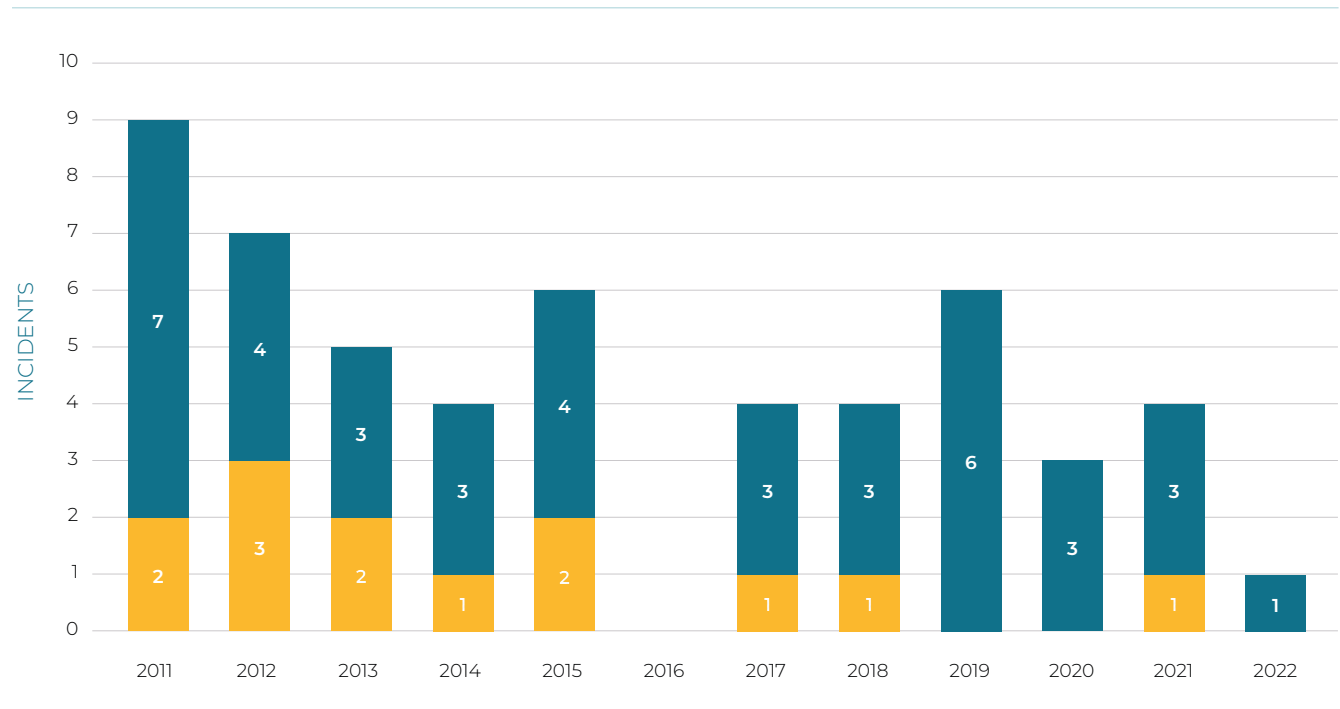
0
category A
incident

1
category B
incident

1,1
categories A and B incident
per million movements

0
category A incident per
million movements

CHANGE IN NUMBER OF CATEGORY A (SEVERE) AND B (MAJOR) INCIDENTS



In 2022, skeyes recorded the 2nd best result in its history in terms of safety, with only 1 category B incident and no category A incidents. This result comes immediately behind that of 2016 when no incidents in these significant categories occurred.

The severity of occurrences is evaluated by independent experts on a scale from A (severe) to E (no impact on safety). The severity of an occurrence is determined by the horizontal and vertical separations between the aircraft and by the level of control over the situation.

Reporting of safety-related occurrences

skeyes' safety culture, which has always guided its actions in the management of safety-related occurrences is based on the search for causes in order to gain a thorough understanding and take appropriate measures so that a similar event does not occur again.

After analysis, some reported events are downgraded and are not qualified as a safety-related occurrence.

While the absolute number of safety-related occurrences also depends on traffic volume, the number of reports per 100,000 movements offers a more accurate indication of the progress of the safety culture and systematic reporting.

In 2022, the exceptional increase in traffic - +35% - was higher than the rate of increase in reports (+23%). The number of occurrence reports per 100,000 movements is therefore down 5% compared to 2021.

In over ten years, the number of occurrence reports has increased significantly overall. This does not mean that there are more occurrences than before, but rather that they are increasingly systematically reported in order to be analysed and to be able to draw useful lessons from them for improving safety.

The 62% jump between 2015 and 2016 is also due to European regulation 376/2014 introduced at the end of 2015, which expanded the types of occurrences to be reported.

The absolute number of safety-related occurrences is not the only measure of the safety culture.

The content of reports and the fact that reporting an occurrence has become a well-established reflex are important criteria for assessing the extent to which the safety culture has taken root.

1,727
occurrence reports in 2022

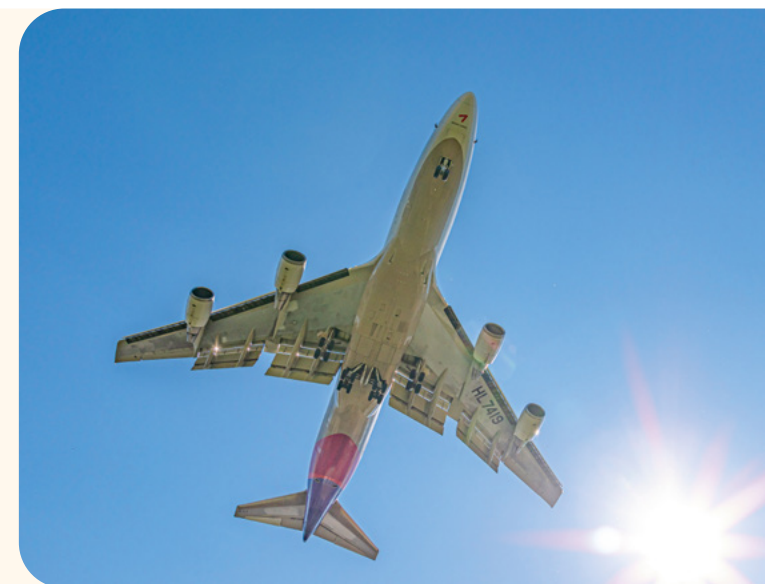
+23%
compared
to 2021

1,589
the number of safety-related
occurrences identified in
2022 after analysis

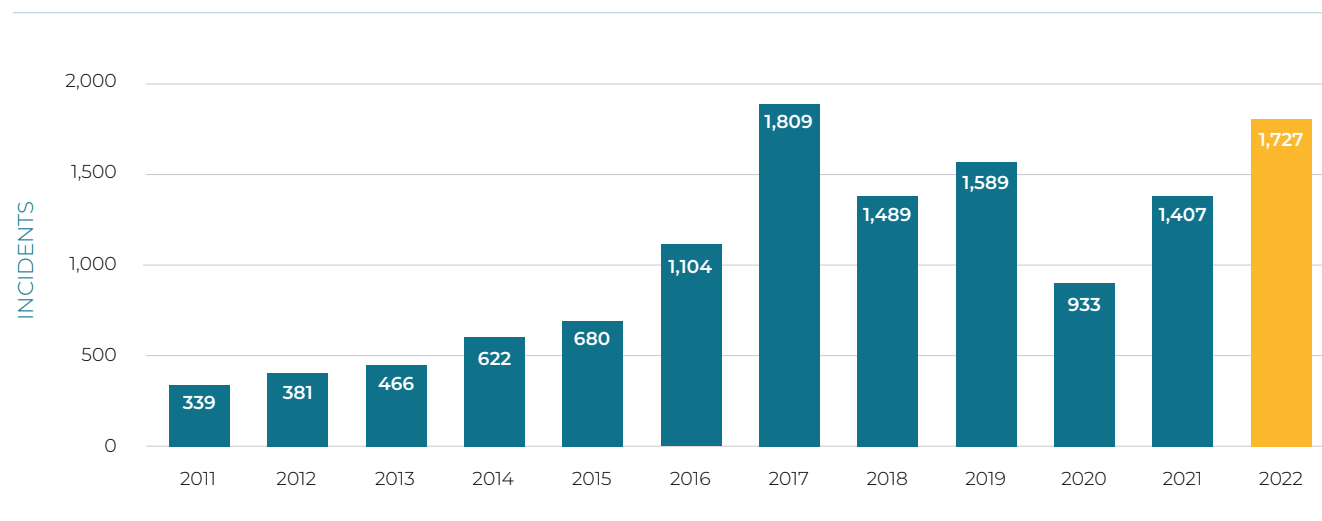
+28%
compared
to 2021

187
occurrence reports per
100,000 movements

-5%
compared
to 2021



NUMBER OF OCCURRENCES REPORTED BY SKEYES AIR TRAFFIC CONTROLLERS



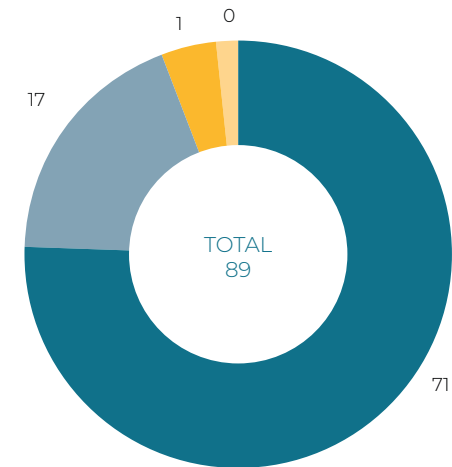


skeyes' responsibility

skeyes bore no responsibility in the vast majority of safety-related occurrences. In 2022, the involvement of skeyes was only established for 89 occurrences, which represents 5.6% of the total number of occurrences reported in 2022 (same in 2021, 4.4% in 2020 and 6.3% in 2019).

Regarding the severity of these 89 occurrences, 71 were category E and were therefore considered as having no impact on the level of safety. 17 were category C (significant), 1 category B (major) and 0 category A (severe).

INVOLVEMENT OF SKEYES IN SAFETY-RELATED OCCURRENCES



category E category C
category B category A

The most frequently-reported occurrences

In the top three places in the ranking of the most reported occurrences, two places are occupied by occurrences completely unrelated to the mission of skeyes, but the reporting of which is required by European legislation: interference with wildlife tops the list, ahead of technical problems on aircraft reported by pilots, in third place.

2022 was marked by a significant increase (+62%) in airspace infringements by general aviation pilots and pilots of military or state aircraft (172 occurrences compared to 110 in 2021, 42 in 2020 and 91 in 2019). These occurrences occupy second place in the overall ranking.

In fourth position, there was a 7% increase in occurrences relating to the blinding of pilots using laser pointers compared to 2021 (95 occurrences compared to 89 in 2021, 56 in 2020 and 79 in 2019). A resurgence of this worrying phenomenon after a significant decrease (this type of occurrence occupied first place from 2010 to 2015 with more than 200 occurrences reported per year) attributable to the coordinated efforts of skeyes and airport and judicial authorities.

Deviations from ATM procedures and deviations from ATC clearances rank in fifth and sixth place respectively, after an increase in 2022. Thanks to continuous improvement of the safety culture, new local issues are reported and addressed. Deviations from ATM procedures increased by 26%, with 82 occurrences compared to 65 in 2021. Deviations from ATC clearances increased by 34%, with 78 occurrences compared to 58 in 2021.

Regarding non-compliance with minimum separations between aircraft, there was an increase in 2022 (38 occurrences) compared to 2021 (24 occurrences). Nevertheless, this type of occurrence, generally linked to traffic density, has decreased somewhat since 44 such

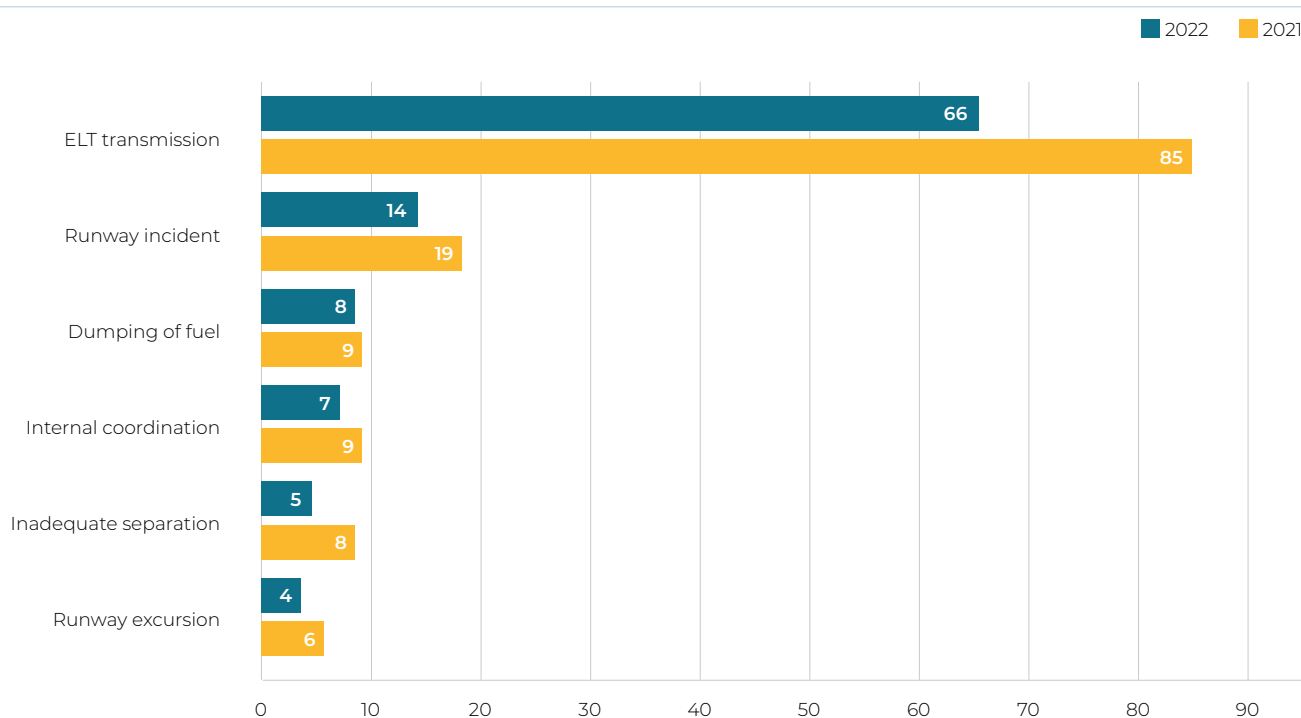
occurrences were recorded in 2019. The involvement of skeyes was confirmed for 28 of these occurrences (i.e. 74%) in 2022, for 21 in 2021 (88%), for 7 in 2020 (70%) and for 35 of them in 2019 (80%).

Runway incursions are another type of occurrence that directly concerns skeyes' safety performance. In 2022, 42 runway incursions were reported, compared to 33 the previous year, 27 in 2020 and 26 in 2019. However, there was

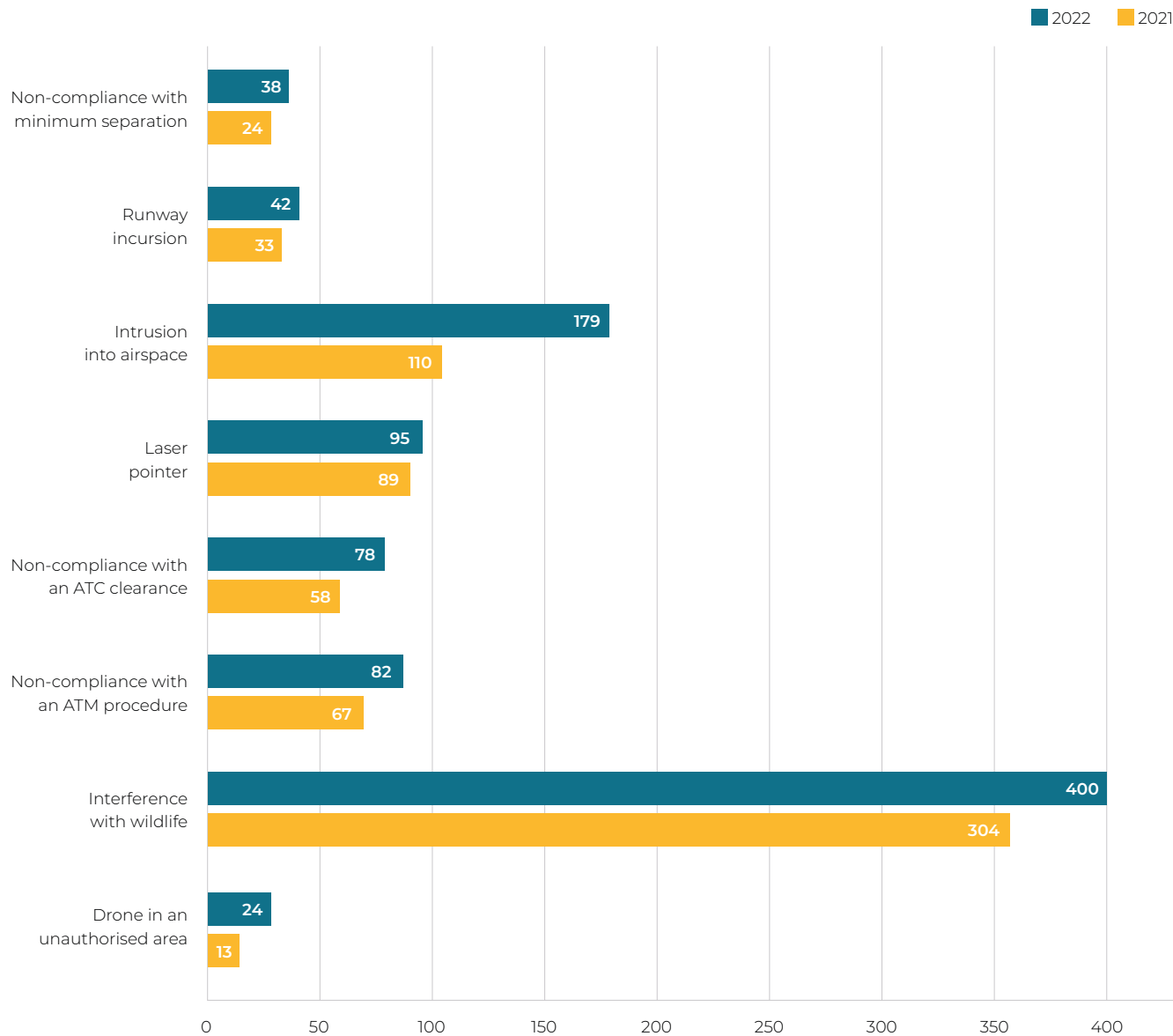
a decrease in the involvement of skeyes, confirmed for 9 of these incursions (i.e. 21% of them) compared to 24% in 2021, 22% in 2020 and 27% in 2019.

Finally, occurrences related to drone flights in unauthorised areas were the subject of 24 occurrence reports, all submitted by pilots, mainly in the CTRs of the airports of Brussels and Antwerp.

OCURRENCES DECREASING BETWEEN 2021 AND 2022



OCCURRENCES INCREASING BETWEEN 2021 AND 2022



SAFETY: INCREASED PERFORMANCE TO ENTER THE NEW WORLD

« When we compare the past ten years with the ten years before, the difference is really phenomenal. We can see that the company has done a very good job in terms of safety and safety performance. »

ALAIN DU BOIS, SAFETY MANAGER



#EFFICIENCY

/ A WORLD OF REDEFINED EFFICIENCY

In the new world of aviation that is taking shape, social, economic and environmental stakes will be key. skeyes is working alongside its customers and airspace users to meet these new challenges by improving and adapting its services towards redefined efficiency that will respond to new needs in terms of safety, punctuality and traffic flow in an optimal manner while controlling costs and limiting the impact on the environment.

Guaranteed punctuality despite a more difficult context in 2022

The punctuality of an aircraft is dependent on many factors, some of which can be controlled by air navigation management (grouped under the acronym CRSTMP - C-Capacity, R-Routing, S-Staffing, T-Equipment, M-Airspace management, P-Special events) and some - such as the weather - that are beyond anyone's control. Others are dependent on airport services. In all circumstances, in flight or on arrival at an airport, skeyes manages traffic in order to keep delays to a minimum and thus reduce costs for its customers, waiting times for passengers and the environmental impact.

In 2022, the sharp increase in traffic - +35% - combined with the disruption to traffic flows in Europe following the closure of Ukrainian airspace put more pressure on the network and made managing punctuality more difficult.

98.8% of flights were managed in a punctual manner by skeyes in 2022.

This is a decrease of 1.1% compared to 2021, but the Russian-Ukrainian conflict, which broke out on 24 February 2022 and led to the closure of Ukraine's airspace significantly impacted traffic flows in Europe and therefore also those managed by skeyes.

En-route delays

0.16 min/flight

= 9.6 seconds delay per flight

Average en-route ATFM delay per flight (CRSTMP causes). This figure represents the average delay per flight caused by skeyes' en-route air navigation services. Although this is a substantial increase compared to the previous year's result, this performance remains relatively good given the more difficult context than that of 2021.

1.25 min/flight

= 75 seconds delay per flight

Average en-route ATFM delay per flight in FABEC airspace (CRSTMP causes). FABEC comprises six Member States (Belgium, France, Germany, Luxembourg, the Netherlands and Switzerland) and manages more than 55% of European air traffic. skeyes' performance in terms of en-route punctuality helped reduce the average en-route delay in FABEC.



Arrival delays at airports

To assess the performance of air navigation in terms of airport punctuality, only arrivals are taken into account. The timely departure of an aircraft is dependent on many other factors - such as ground services (handling, refuelling, etc.) - which are beyond skeyes' control, but which are coordinated with skeyes based on the Airport CDM (Collaborative Decision Making) concept through an information exchange application - AMS (Airport Movement System) - developed by skeyes.

BRUSSELS AIRPORT

0,11 min/flight

= 6.6 seconds delay per flight all causes combined

77.2%

of arrival delays at Brussels Airport are due to weather conditions.

Brussels Airport is the only Belgian airport for which a punctuality performance target has been set.

0.02 min/flight

= 1.2 seconds delay per flight on arrival at Brussels Airport if only the CRSTMP causes that skeyes can control are taken into account.

LIEGE AIRPORT

0.06 min/flight

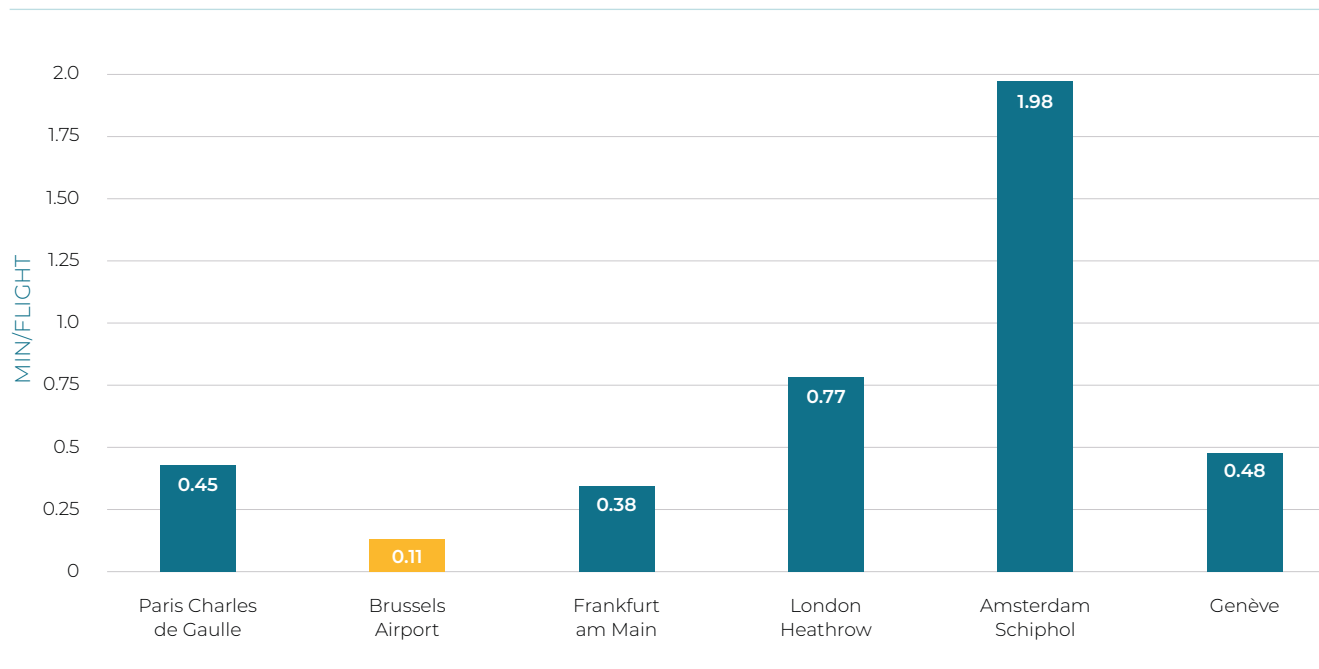
= 3.6 seconds delay per flight

100% of arrival delays at Liege Airport are due to weather conditions.

0 min/flight

= 0 seconds delay per flight if only the CRSTMP causes that skeyes can control are taken into account.

COMPARISON OF ARRIVAL DELAYS AT BRUSSELS AIRPORT AND AT THE LARGE NEIGHBOURING AIRPORTS (ALL CAUSES COMBINED)



BRUSSEL SOUTH CHARLEROI AIRPORT

0 min/flight

= 0 seconds delay per flight

OSTEND-BRUGES AIRPORT

0 min/flight

= 0 seconds delay per flight

ANTWERP AIRPORT

0 min/flight

= 0 seconds delay per flight

Ostend and Antwerp airports have not recorded any delays since 2018.



skeyes weather service in support of performance

Traffic flows are also managed and regulated at full European network level. This task is carried out by the Brussels-based Network Manager at EUROCONTROL.

During the summer of 2022, the skeyes weather service contributed to the cross-border, multi-party service for forecasting convective phenomena that can generate

thunderstorms, heavy rainfall or hail and therefore impact air traffic.

The presence of a skeyes meteorologist in the Network Manager's operations centre has helped to predict and manage these phenomena and thereby enhance the performance of the network.



Reducing environmental impact

Coordinating activities at the airport to effectively manage traffic flows also has a positive impact on fuel consumption and therefore on emissions, local air quality, noise and costs for airlines. Aircraft engines are started up at the right time and waiting times on taxiways are kept to a minimum.

GREEN LANDINGS (CDO - CONTINUOUS DESCENT OPERATIONS)

Another way to reduce aircraft consumption is to manage air traffic so that aircraft can be landed using the Continuous Descent Operation (CDO) procedure. The CDO - also known as green landing - is an operation in which the aircraft descends continuously, employing minimum engine thrust to the greatest possible extent, depending on the characteristics of the flight and the air traffic situation. This enables a reduction in noise pollution, fuel consumption and greenhouse gas emissions.

79%

of landings followed the green landing procedure at Brussels Airport in 2022. This figure remained stable compared to 2021.

56%

of landings followed the green landing procedure at Brussels South Charleroi Airport in 2022.

+8% compared to 2021.

60%

of landings followed the green landing procedure at Liege Airport in 2022.

-7% compared to 2021.

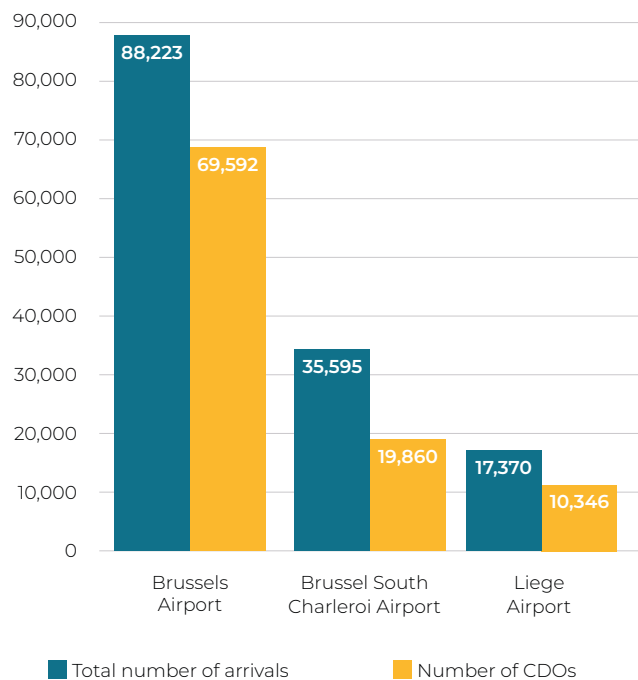
92.5%

of departing aircraft at Brussels Airport have received clearance to start up their engines at the expected time (TSAT - Target Start-up Approval Time).

99.8%

of aircraft at Brussels Airport taxied between the runway and their stand in less than the average time required (VTT - Variable Taxi Time).

NUMBER OF CDOs IN ABSOLUTE TERMS RELATIVE TO NUMBER OF ARRIVALS IN 2022



Cooperating at all levels for sustainable aviation

COLLABORATIVE ENVIRONMENTAL MANAGEMENT (CEM)

skeyes cooperates with airlines and airports in order to take joint initiatives that reduce the environmental impact of airport operations.

RNP AT LIEGE AIRPORT

Thanks to the work carried out by the CEM group at Liege Airport since 2020, the new RNP (Required Navigation Performance) approach procedures have been fully operational since 2022 and are offered to all airlines at Liege Airport.

RNP procedures, based on satellites and point-to-point navigation, optimise the fuel-intensive final approach phase.

STARGATE

RNP APPROACH AT BRUSSELS AIRPORT

A series of tests of RNP approach procedures brought together the partners of the **STARGATE** project, including skeyes, between May and September 2022, in order to assess the frequency of use as well as the positive impacts from the point of view of number of kilometres travelled as well as fuel consumption, greenhouse gas emissions and noise pollution.

CLEAN SKY COMPLETED IN 2022

In 2020, skeyes committed to the **Clean Sky** project, the aim of which is to develop technologies to reduce the environmental impact of aviation.

More specifically, skeyes contributed to the **Dispatcher 3** project, which aimed to improve airline operations by providing technological tools to systematically estimate the variability between planned and executed flight plans. The project was completed in November 2022.





ATM ENVIRONMENTAL TRANSPARENCY WORKING GROUP

Under the aegis of **EASA** and **EUROCONTROL**, this working group, in which skeyes participated, completed its work in 2022. This resulted in the identification of existing and future environmental performance indicators, strategic and technical recommendations, tools and information to monitor the impact of the operation of air traffic control bodies on the environment.

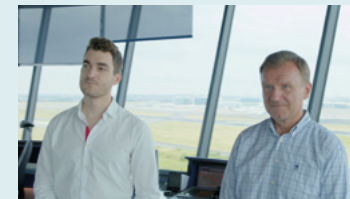
FABEC STANDING COMMITTEE ENVIRONMENT

skeyes meets regularly with its FABEC partners in the **FABEC** Environment Standing Committee permanent working group. At the end of 2022, a workshop devoted to Vertical Flight Efficiency brought together experts from air navigation service providers, airlines and the aeronautical industry to coordinate initiatives to reduce the ecological footprint of aviation.

HERON

Initiated at the end of 2022, **HERON** (Highly Efficient Green Operations) is a large-scale project that brings together ANSPs, including skeyes, airlines and industry, and is financed by the EU as part of the **SESAR** programme. HERON has set ambitious targets to reduce noise, fuel consumption and CO₂ emissions from air transport.

HERON is planning a series of demonstrations under real conditions including, at Brussels Airport, approaches with an increased glideslope angle facilitating CDOs (Continuous Descent Operations).



PREDICTING TRAFFIC TO INCREASE EFFICIENCY

« We have tools at our disposal that enable us to see sector by sector how much traffic will arrive. »
 « The TCAST – the Traffic Complexity Assessment and Simulation Tool – enables us to forecast the workload of the air traffic controllers. »

CRISTIAN SIMION, PROJECT MANAGER TCAST
 DAVID VAN RILLAER, AIR TRAFFIC CONTROLLER



04

#INNOVATION

/ A WORLD BUILT ON INNOVATION

Airspace is changing rapidly. In the coming years, new aircraft, some unmanned, will be crisscrossing the sky even in urban environments. Air traffic control will be carried out remotely from digital control towers. New technologies will be implemented to ensure the efficiency and safety of this new reality for air traffic, while reducing its impact on the environment. skeyes continues to invest and cooperate with its partners and take centre stage in innovation projects that will shape the new world of aviation.

Drones and U-space: a new world for air transport

Operating in very varied environments - particularly urban environments - depending on their use or mission, drones represent a very buoyant sector from an economic point of view. It is also very promising for other uses, particularly medical, because they enable very rapid transportation that is not dependent on road traffic, which is often heavy.

INSPECTION BY DRONE

skeyes regularly performs flights for the calibration of navigation instruments at airports, such as Instrument Landing Systems (ILS). These inspections are carried out using small manned aircraft. In 2021, skeyes equipped itself with a drone specially designed to perform these calibrations. In 2022, flight and coordination procedures with the relevant control units were established, reducing the impact on airport capacity as well as costs, by spacing out mandatory surveillance operations carried out using specialised manned aircraft.



14,089

drone flights were introduced via the Drone Service Application (DSA) in 2022. These applications concerned drone flights in the CTRs managed by skeyes.

27/11/2022

skeyes has been appointed Common Information Service Provider (CISP) for Belgium. The CISP is in charge of providing essential operational data to the various U-space players.

27%

increase in these applications compared to 2021.

+38%

of complex missions, referred to as SPECIFIC.

+16%

of missions of less complexity, referred to as OPEN.



Digital towers: test & training platform installed

skeyes aims to gradually equip all Belgian airports with digital control towers in order to increase the efficiency, flexibility and resilience of air navigation services.

After the selection of the supplier - Saab Digital Air Traffic Solutions - and the agreement concluded in 2021 with **SOWAER** regarding the installation of the first digital towers in Namur for managing airport traffic in Liege and Charleroi, skeyes continued the project in 2022 by setting up the test and training platform on its Steenokkerzeel site.

An important milestone in the project, the test and training platform will be used to start developments in terms of ergonomics on working positions, familiarise controllers on the basis of known traffic scenarios, anticipate operational validation scenarios, support new projects at aerodromes and provide safety cases or proofs of concept.

ATM systems: upgrades and modernisation

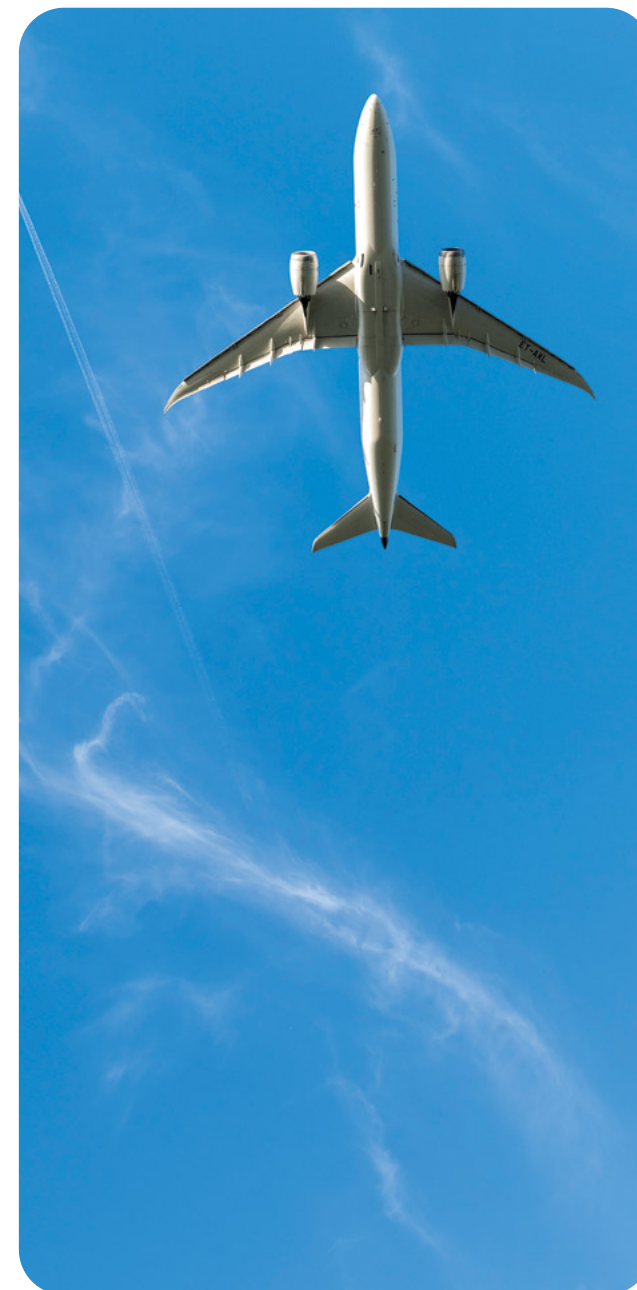
In 2022, skeyes launched the major Mid-Life Upgrade 2.0 project for the Eurocat system that is installed in the **CANAC 2** air traffic control centre and the control towers, with the aim of modernising and preparing it for the future. In addition to the complete update of all Eurocat sub-systems and the associated new requirements to counter cyberattacks, the project also includes functional updates to meet new requirements.

Performance-based Navigation: the future of air navigation

Performance-based Navigation (PBN) is the future of air navigation. Based on satellite technology and coupled with on-board technologies, PBN enables aircraft to follow very precise waypoints, leading to benefits for safety, cost-efficiency and the environment.

In 2022, the new PBN procedures (RNAV1 and RNP APCH) were developed and tested at Liege and Charleroi airports. Those in Brussels, Antwerp and Ostend will follow in 2023.

In a later phase, the objective will be to make Belgian airports full PBN environments. All conventional procedures - unless they are necessary for redundancy - will then be removed.





FIRST BVLOS FLIGHTS

The **1st** European flight Beyond Visual Line of Sight (BVLOS) in an urban environment was conducted as part of the **SAFIR-Med** project on 21 June 2022 in Antwerp.

Launched in December 2020, the SAFIR-Med project (Safe and Flexible Integration of Advanced U-Space Services Focusing on Medical Air Mobility) aims to develop solutions for the integration of safe, sustainable and socially acceptable urban air mobility for the benefit of the community by focusing on medical applications.

In 2022, with the participation of skeyes, the project consortium developed technical and procedural solutions to coordinate flights between drone operators, the U-space Service Provider (USSP) and the air navigation service provider. Real flights were thus able to be carried out safely, including flights beyond the sight of the remote pilot (Beyond Visual Line of Sight - BVLOS).

BURDI

A U-SPACE CONCEPT FOR BELGIUM

18 partners are working together within the **BURDI** project to implement the U-space concept in Belgium.

In June 2022, skeyes was appointed coordinator of the **BURDI** project. The kick-off meeting for this EU-co-funded project took place on 4 November 2022. The ambition is to implement U-space airspace in controlled and non-controlled airspace in Belgium through the certification of skeyes as a Common Information Service Provider (CISP), of SkyDrone as a U-space Service Provider (USSP) and the publication of this U-space airspace.

SWIM: DATA EXCHANGE NETWORK

The establishment of a Trust Framework was finalised in 2022 as part of the implementation of System-Wide Information Management (**SWIM**), which aims to use open and interoperable standards enabling the exchange of information and data between air navigation service providers and users.

TCAST: FORECASTING TRAFFIC COMPLEXITY

In December 2022, skeyes successfully completed the implementation of **TCAST** (Traffic Complexity Assessment and Simulations Tool), its local tool for assessing and simulating traffic complexity in its en-route airspace. TCAST continuously analyses and evaluates the current and expected traffic situation and anticipates the workload of air traffic controllers.

DISPATCHER 3: IMPROVING FLIGHT EFFICIENCY

The **Dispatcher 3** project was completed in 2022. It consists of optimising pre-flight operations, such as drawing up the flight plan, using data processing software that makes it possible to estimate the variability between a flight plan and the flight actually carried out. The Dispatcher 3 project will provide very valuable tools for dispatchers, pilots and planners to improve the efficiency of flights.



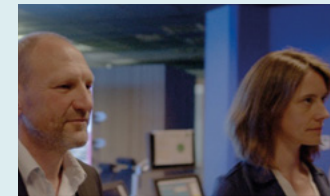
Co-financed by the Connecting Europe Facility of the European Union

<https://ec.europa.eu/inea/connecting-europe-facility/cef-energy/beneficiaries-info-point/publicity-guidelines-logos>



MODE-S RADAR: LESS ANTENNA, MORE EFFICIENCY

In May 2022, skeyes signed a contract for the purchase and installation of two new **Mode-S** radar systems that will replace the four existing antennas.



DIGITAL TOWERS

« Use the advantages of technology to give air traffic control greater flexibility and efficiency while maintaining the highest possible level of safety. »

OLIVIER NICOLAY, SENIOR ADVISOR OPS DEVELOPMENT

STÉPHANIE VANDESCUEREN, MANAGER STRATEGIC PLANNING



51 #SUSTAINABILITY

/ SHAPING A SUSTAINABLE WORLD

Significant changes are underway in the aviation world. New users and new technologies are emerging. For skeyes, these changes are an opportunity to help build the foundations of a new world. A world where security, economic development, social well-being and environmental protection are the priorities. Conscious of the important role it has to play, skeyes is evolving and already adapting to the world of tomorrow.

A new human-centric world

9

experienced foreign air traffic controllers began their training in 2022 as part of the "senior ATCO" recruitment programme.

2

recruitment competitions for air traffic controllers were organised in 2022 to strengthen the operational teams.

37

air traffic controller trainees started their training in 2022.

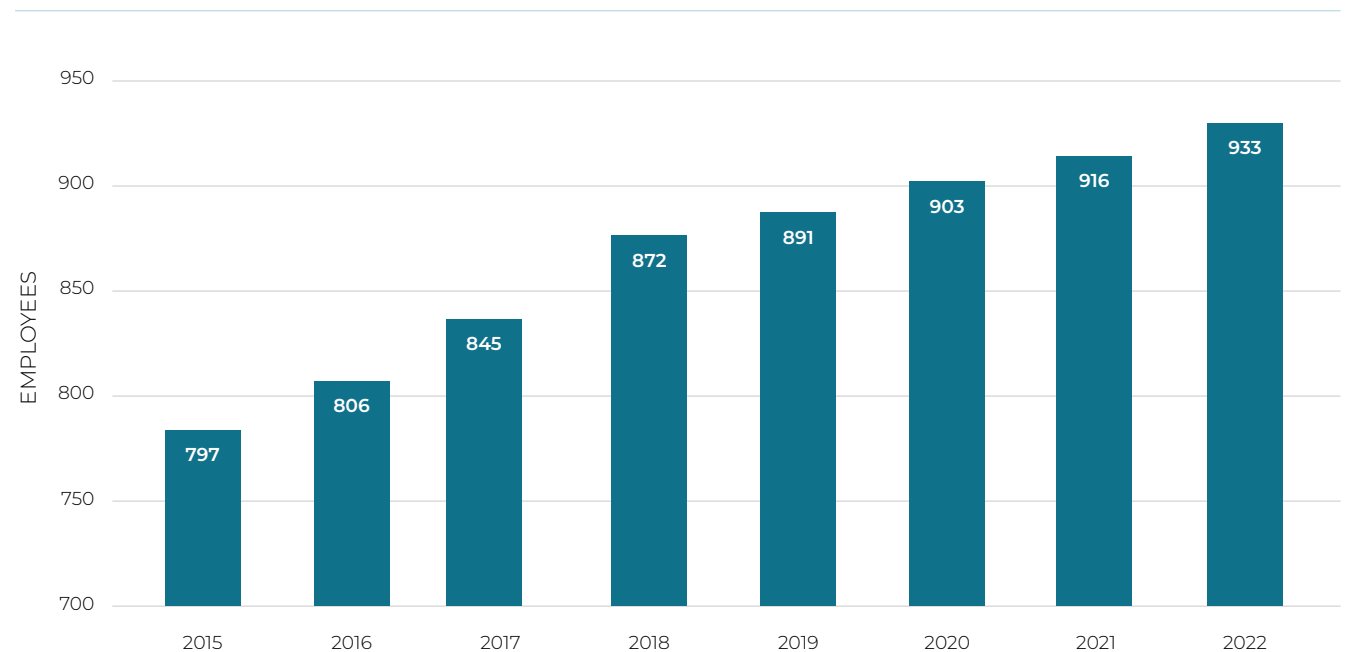
933

employees as at 31 December 2022.

90

new employees were hired in 2022.

NUMBER OF EMPLOYEES AS AT 31/12



Training for the long term

1,078

days of training were received by skeyes operational staff in 2022. Training is organised in collaboration with skeyes subsidiary Entry Point North Belgium (EPNB).

95

air traffic control simulator sessions were organised.

10

courses on the human factor in air traffic control were completed by operational staff.

6

ATSEP (Air Traffic Safety Electronic Personnel) employees have been trained and have joined the CISM peers team, the structural psychological support available to air traffic controllers and members of the operational services. The team was extended in 2022 to members of the technical (ATSEP) and IT services.

367

coaching sessions were delivered to ATCO students by experienced colleagues alongside their air traffic controller training programme.

195

technical staff members (ATSEP) underwent system training or continuous training in the various technical areas via the skeyes subsidiary, EPNB.

670

men



263

women



A new world, new responsibilities

2

key functions have been added to the Executive Committee in 2022 in order to enable skeyes to help shape the new world that is being built: Chief Compliance Officer (CCO) and Chief Information Officer (CIO).

With these two new responsibilities, skeyes is reinforcing its strategy, by both pursuing digital transformation through implementation of the most advanced and safest technologies, and by ensuring continuity in the provision of services that are compliant with the highest international standards. Through these commitments, skeyes is fully assuming its social responsibility with a sustainable and respectful approach.

Contributing to the development of wind energy

388

applications have been submitted for the construction of new wind turbines.

303

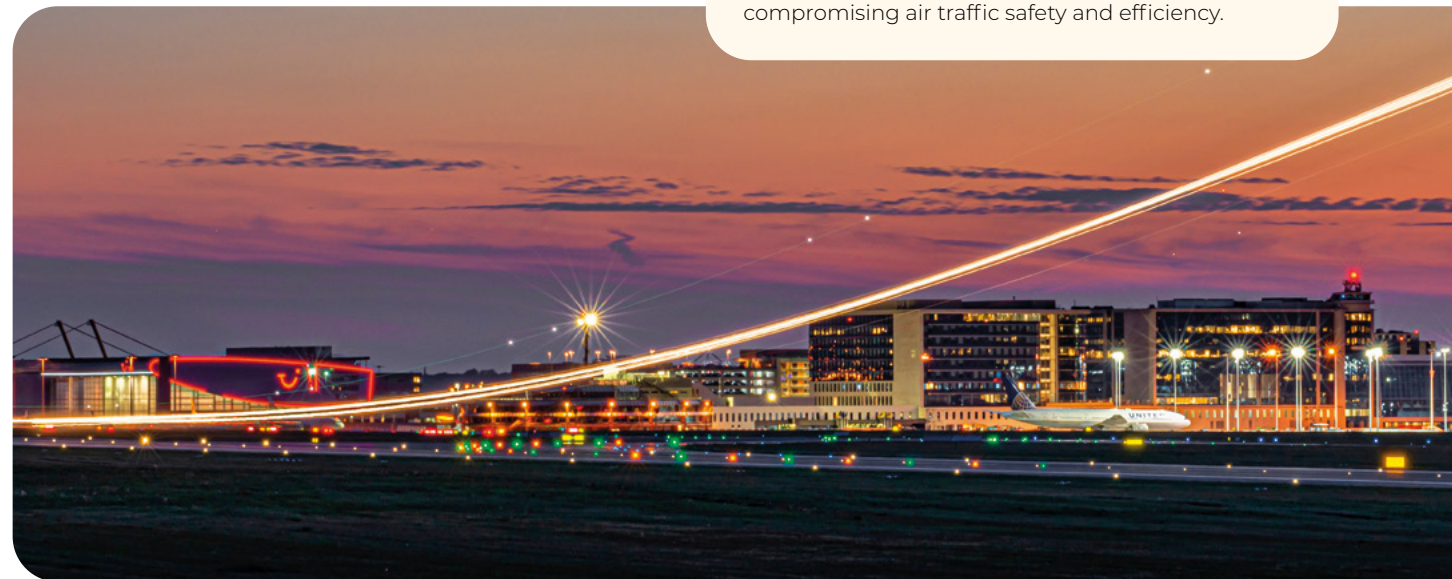
received a positive opinion from skeyes.

30/06/2022

skeyes organised a round table discussion on wind turbines with the main players in the energy and aviation sectors.

22/11/2022

skeyes presented a new set of measures to support the energy transition. These include removing the protection area around the radar at Charleroi Airport. Thus, more wind projects can be evaluated without compromising air traffic safety and efficiency.



Recycling, mobilising and reusing to reduce the ecological footprint

58%

of the company's total vehicle fleet consists of green vehicles (electric, hybrid and CNG).

40%

of the company's total vehicle fleet consists of electric vehicles.

11

tonnes of computer and electronic equipment have been recycled or reused thanks to the collaboration between skeyes and the social enterprise Close the Gap.

49

tonnes of CO₂ have been saved. This corresponds to the CO₂ absorbed by

4

hectares of forest.

In 2022, the CSR team continued the series of webinars to exchange ideas with other ANSPs for introducing sustainability into the organisation in the context of the Air Traffic Management Environmental Transparency Working Group.

skeyes has a proactive policy for the environmental management of its buildings. The new construction materials used not only save energy through better insulation but are also reusable after disassembly. This makes it possible to meet the company's needs in terms of flexibility of its spaces without generating construction waste.

The building slabs for the new contingency basement and digital tower simulator operational rooms were manufactured from recycled PET bottles.

Focused on customers and users

The changes reshaping the new world of aviation also herald new requirements for our customers and users. To identify them correctly, skeyes conducted a major survey of users in 2022. It is also working on a stable, continuous and extensive solution both in terms of the data and information to be collected from users and the implementation of continual two-way communication.



▶ SOCIAL RESPONSIBILITY AT SKEYES

« For several years now, skeyes has been calculating its carbon footprint, and we can see that thanks to its initiatives and in particular its energy-saving policy, this carbon footprint is being reduced over the years. »

THIERRY GENARD, CHIEF COMPLIANCE OFFICER



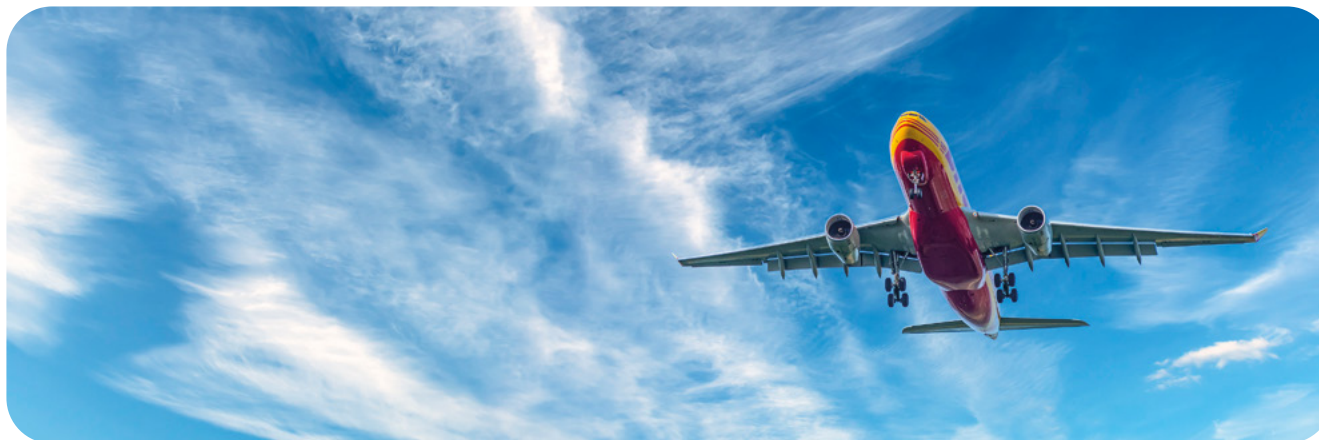
▶ NEW RESPONSIBILITIES ON THE EXECUTIVE COMMITTEE

« With the role of Chief Information Officer, skeyes is looking more closely at cybersecurity issues, as well as everything to do with data management, and is aiming to set up a highly robust, future-proof network to connect all its systems. »

« The Chief Compliance Officer's department is there to respond to all the issues relating to corporate social responsibility: energy, climate and risk management. »

CHRISTOPHE WIEL, CHIEF INFORMATION OFFICER

THIERRY GENARD, CHIEF COMPLIANCE OFFICER





#ANNUAL REPORT

6



/ ANNUAL REPORT

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/ CORPORATE GOVERNANCE

skeyes' governance model

As an autonomous public company, skeyes is subject to the Law of 21 March 1991 on the reform of certain economic public companies. The provisions of the Code of Companies and Associations are only applicable in cases to which the Law of 21 March 1991 expressly refers.

skeyes' governance model is characterised by:

- A Board of Directors;
- The creation from within the Board of Directors of an Audit Committee, a Strategy Committee and a Remuneration Committee;
- An Executive Committee consisting of the Chief Executive Officer and the members of the Executive Committee.

In addition there are also the supervisory bodies, such as the Board of Auditors and the Government Commissioner.

Board of Directors

COMPOSITION

The provisions governing the composition of the Board of Directors and the appointment of its members are laid down in the Law of 21 March 1991. At least one third of the members are of the opposite sex and there are as many French-speaking as Dutch-speaking members.

The Board of Directors is made up of ten members, including the Chief Executive Officer and the Chairperson. In 2022, the Board of Directors was composed as follows:

- **Until 16 January 2022 inclusive:** by the Royal Decree of 18 November 2013 appointing the Chairman and 9 members of the Board of Directors of skeyes, published in the Belgian Official Gazette of 2 December 2013. The Directors were appointed for a term of six years, expiring

in principle on 17 November 2019. As no new appointment decision had been taken by the government before that date, the terms of office were extended by operation of law, in application of the principle of continuity of the public service, until the appointment of the new Directors;

- **From 17 January 2022:** by the Royal Decree of 23 December 2021 appointing the Chairman and members of the Board of Directors of skeyes, published in the Belgian Official Gazette of 17 January 2022. The Directors have been appointed for a term of six years commencing on 17 January 2022.

In 2022, the Board of Directors was composed as follows:

UNTIL 16 JANUARY 2022	FUNCTION	FROM 17 JANUARY 2022	FUNCTION
Renaud Lorand	Chairman	Laurent Vrijdaghs	Chairman
Johan Decuyper	Chief Executive Officer	Johan Decuyper	Chief Executive Officer
Julie Ludmer	Director	Julie Ludmer	Director
Liesbeth Van der Auwera	Director	Liesbeth Van der Auwera	Director
Fons Borginon	Director	Jean Leblon	Director
Laurent de Briey	Director	Kurt Van Raemdonck	Director
Gérald Duffy	Director	Renaud Lorand	Director
Luc Laveyne	Director	Luc Laveyne	Director
Sandra Stainier	Director	Sandra Stainier	Director
Hugo Van Bever	Director	Fons Borginon*	Director

* Mr Fons Borginon was appointed Director with effect from 22 April 2022 (Royal Decree of 23 March 2022) to replace Mrs Elisabeth Matthys, Director from 17 January 2022 to 22 April 2022. Mr Borginon will complete Mrs Matthys' term of office.

POWERS AND FUNCTIONING

The Board of Directors is empowered to perform any act necessary for or useful in attaining the corporate goal of the public company and supervises the management tasks carried out by the Executive Committee. The Board of Directors may delegate some of its powers to the Executive Committee.

The Board has adopted an internal regulation which details the rules and principles of its functioning.

The Board meets regularly and at least eight times a year. Additional meetings may be convened each time that the company's interest requires this or two Directors request it.

The Chairman convenes the Board. At the end of the calendar year, the timetable for meetings for the following calendar year is set. The agenda of each meeting is set by the Chairman and consists of items on which a decision must be taken and items for information.

The Board of Directors may only validly deliberate or decide if at least half its members are present or represented at the meeting.

All the decisions are in principle made by a simple majority of Directors present or represented. With regard to certain specific issues detailed in the law of 21 March 1991, a two-thirds majority is required, for approval of the management contract for example. These decisions may be prepared by the specialised Committees created by the Board of Directors.

In 2022, the Board of Directors met eleven times. Individual attendance records are disclosed in the remuneration report.

Committees set up by the Board of Directors

The Board of Directors has set up three Committees, whose task is to assist it and to give it advice in specific fields: an Audit Committee, a Strategy Committee and a Remuneration Committee. The composition and powers of these Committees were approved during the meeting of the Board of Directors on 10 February 2022. The three Committees comply with the principle of language parity.

Audit Committee

The existence of this Committee is laid down in Article 173 §4 of the Law of 21 March 1991.

COMPOSITION

As at 31 December 2022, the Audit Committee was composed as follows:

- Mr Luc Laveyne, Chairman;
- Mrs Sandra Stainier, Mrs Liesbeth Van der Auwera and Mr Renaud Lorand.

The Government Commissioner and the Chairman of the Board of Directors are invited to the Committee and have an advisory vote. In practice, the Chief Executive Officer is also invited.

POWERS AND FUNCTIONING

The Audit Committee assists the Board of Directors in verification of the accounts, budget control and any other internal auditing matters.

The specific mission of this Committee is to supervise the biannual and annual financial accounts, the five-year plan and all major investments. The Committee prepares these documents for approval by the Board of Directors and checks whether the internal audit system is implemented appropriately within the organisation.

The Chairman of the Audit Committee will report on their meetings to the Board of Directors.

In 2022, the Audit Committee met seven times.



Strategy Committee

The Strategy Committee was set up by the Board of Directors in execution of the powers entrusted to it by Article 17 §4 of the Law of 21 March 1991.

COMPOSITION

As at 31 December 2022, the Strategy Committee was composed of six members of the Board of Directors.

- Mr Laurent Vrijdaghs, Chairman;
- Mrs Sandra Stainier, Messrs Johan Decuyper, Luc Laveyne, Kurt Van Raemdonck and Jean Leblon.

The Government Commissioner is also invited to the meetings.

POWERS AND FUNCTIONING

The Strategy Committee assists the Board of Directors in deciding the company strategy. Amongst other things it gives advice on the strategic priorities and on the development of the company internationally.

The Strategy Committee meets at the invitation of its Chairman, who also sets the agenda.

In 2022, the Strategy Committee met three times.



Remuneration Committee

The existence of this Committee is laid down in Article 17 §4 of the Law of 21 March 1991.

COMPOSITION

As at 31 December 2022, the Remuneration Committee was composed of four Directors appointed by the Board of Directors:

- Mrs Liesbeth Van der Auwera, Chairwoman;
- Mrs Julie Ludmer and Mr Jean Leblon;
- Mrs Elisabeth Matthys (until 22 April 2022), Mr Fons Borginon, from 22 April 2022).

POWERS AND FUNCTIONING

The Remuneration Committee makes recommendations to the Board of Directors regarding decisions on the direct and indirect pecuniary benefits granted to the members of the management bodies.

Every year the Remuneration Committee draws up a report on the remuneration of the members of the Board of Directors and the Executive Committee, which is included in the management report. The remuneration report for 2022 is detailed on page 60.

The Remuneration Committee meets at the invitation of its Chairwoman, who also sets the agenda.

In 2022, the Remuneration Committee met eight times.

Chief Executive Officer and Executive Committee

CHIEF EXECUTIVE OFFICER

By Royal Decree of 23 December 2021, Mr Johan Decuyper was reappointed as Chief Executive Officer of skeyes for a term of six years, as from 17 January 2022.

EXECUTIVE COMMITTEE

The Chief Executive Officer and the members of the Executive Committee together constitute the Executive Committee. The Executive Committee is chaired by the Chief Executive Officer (Art. 20 of the law of 21 March 1991). The Executive Committee is made up of as many Dutch-speaking members as French-speaking members.

The provisions governing the appointment of the Chief Executive Officer and other members of the Executive Committee are set by the law of 21 March 1991.

COMPOSITION

On a proposal from the Chief Executive Officer and after consulting the Remuneration Committee for advice, the Board of Directors appoints members of the Executive Committee, excepting the Chief Executive Officer, for a term of six years.

In 2022, in addition to the Chief Executive Officer, the Executive Committee was composed as follows:

Until 19 May 2022:

- Mrs Peggy Devestel, Chief Operations Officer;
- Mrs Hilde Van den Houten, Director-General Finance and Support;
- Mr Christian Berlanger, Director-General International and Public Affairs;
- Mr Geoffroy Robert, Director-General Strategy and Implementation;
- Mr Alain Vandenaabeele, Director-General Digital Transformation & New way of working (until 30 June 2022).

From 19 May 2022:

- Mrs Peggy Devestel, Chief Operations Officer;
- Mr Geoffroy Robert, Chief Strategy Officer;



- Mr Alain Vandenabeele, Director-General Digitalisation & New Way of Working

From 30/06/2022 :

- Mr Grégory Desterbecq, Director-General Finances & Support *
- Mrs Peggy Devestel, Chief Operations Officer
- Mr Geoffray Robert, Director-General Strategy & Implementation
- Mr Christophe Wiel, Chief information Officer
- Mr Thierry Genard, Chief Compliance Officer

** Mr Gregory Desterbecq was appointed CFO with effect from 30 June 2022; on his own initiative, he terminated his mandate early.*

From 08/09/2022 :

- Mrs Peggy Devestel, Chief Operations Officer
- Mr Geoffray Robert, Director-General Strategy & Implementation
- Mr Christophe Wiel, Chief information Officer
- Mr Thierry Genard, Chief Compliance Officer
- Mr Bernard De Groote, Chief Finance Officer

POWERS AND FUNCTIONING

The Executive Committee is responsible for daily management and representation of this management, as well as for the execution of the decisions of the Board of Directors. The Executive Committee represents the company in negotiations concerning the management contract. The members of the Executive Committee constitute a board chaired by the Chief Executive Officer. The decisions of the Executive Committee are in principle taken by consensus.

In 2022, the Executive Committee met forty times.

Board of Auditors

As do all autonomous public companies, skeyes entrusts the verification of its financial position, of its annual accounts and their regularity in the eyes of the law, and the operations shown in the annual accounts, to a Board of Auditors.

The Board of Auditors is composed of two company auditors and two members of the Court of Audit.

Every year the Board of Auditors draws up a detailed written

report, which is submitted to the Board of Directors and to the Minister responsible for skeyes.

As at 31 December 2022, the Board of Auditors consisted of:

- Ernst & Young BV CVBA, represented by Mr Daniel Wuyts;
- Mazars Company Auditors, represented by Mr Philippe Gossart;
- Mr Philippe Roland, First Chairman of the Court of Audit;
- Mrs Hilde François, Chairwoman of the Dutch-speaking chamber of the Court of Audit.

Government Commissioner

As an autonomous public company, skeyes is subject to the supervisory powers of the Minister to whom it reports, in this case the Minister for Mobility. This supervision is carried out by the Government Commissioner who ensures the company complies with the law and the management contract. The Government Commissioner reports to the Minister for Mobility.

By Royal Decree of 25 November 2020, Mrs Tanja Bruynseels was appointed Government Commissioner at skeyes, with effect from 3 December 2020.

/ MANAGEMENT REPORT

Please find hereafter the report on the position and results of the autonomous public company skeyes, the registered office of which is at Square de Meeûs 35, 1000 Brussels, for the financial year 2022 in accordance with the legal provisions.

This report has been drawn up pursuant to Article 27 of the Law of 21 March 1991 reforming certain economic public companies.

Company's main activities in 2022

While late 2021 suggested that there was light at the end of the tunnel and the prospect of a rapid increase in air traffic to its 2019 level prior to the start of the global health crisis, early 2022 was marked by the emergence of the new Omicron variant, which raised concerns about its rapid spread. Immediately afterwards, another dramatic event dampened hopes of a resumption of aviation activity: the invasion of Ukraine by Russia. In addition to the human drama that such a conflict represents, this war led to a surge in energy costs and widespread inflation that Europe had not seen for 50 years.

Despite these obstacles to any hope of recovery, air traffic began to increase gradually in 2022 reaching, in the European Civil Aviation Conference (ECAC) area, nearly 83% of 2019 traffic, with 9.3 million flights. The airspace controlled by skeyes was in this range with, in 2022, 84% of pre-crisis air traffic.

skeyes controlled 911,802 flights in 2022, an increase of 35% compared to 677,000 flights in 2021.

The CANAC 2 air traffic control centre - which controls aircraft overflying Belgian-Luxembourg airspace up to 24,500 feet and flights on approach - handled 512,933 flights in 2022, 46% more than in 2021, but still 19% less than in 2019.

When it comes to airports, the figures are mixed. Brussels Airport followed a similar trend to en-route traffic and recorded 178,930 flights, an impressive 51% increase compared to 2021, reducing the disparity with the pre-crisis situation to 24%.

Brussels South Charleroi Airport also made good progress with 83,489 flights, up 27% compared to the previous year, but above all, saw a 2% increase compared to 2019. If this growth does not seem very remarkable, this is due to the 20% decrease in VFR flights (mainly recreational aviation

and training). Commercial aviation, i.e. IFR flights, rose 72% compared to 2021 and 5% compared to 2019.

Antwerp is, with Charleroi, the only airport that recorded an increase compared to the pre-COVID situation. In 2022, the airport had a total of 40,432 flights. While this is 2% below the 2021 figure, it is 13% better than in 2019.

It is the relatively good health of the aviation business, which has a strong presence in Antwerp, that maintained the airport's positive trend compared to the pre-crisis period. This is also the case for Kortrijk Airport, which, while remaining 3% below the volume of traffic in 2019, increased by 8% compared to 2021 with 29,648 flights.

The only airport to report a decrease in its traffic both compared to 2021 and compared to the pre-crisis period: Liege Airport. The airport, mainly intended for cargo traffic, recorded a significant decrease of 16% compared to 2021, and even 6% compared to 2019 with a total of 40,992 flights in 2022.

The "boost" effect of the health crisis on cargo traffic with the transport of medical equipment and vaccines - in which Liege Airport played a central role in Europe - began to fade in 2022. The combined effects of reduced needs for the transport of medical equipment and the decision of the company FedEx to move part of its activities from Liege to Paris in April 2022 have impacted the Walloon airport.

Needs for the transport of goods rose overall and cargo traffic still did well in Belgium as it was up significantly compared to 2019. The three main freight transport airports - i.e. Liege Airport, Brussels Airport and Ostend Airport - totalled 1.97 million tonnes of goods. This is a 14% decrease compared to 2021, but a 23% increase compared to 2019. Liege remained the busiest Belgian cargo airport with 1.14 million tonnes (-19% compared to 2021 and +26% compared to 2019), followed by Brussels Airport with 776,000 tonnes (-8%

compared to 2021 and +16% compared to 2019) and finally Ostend with 51,191 tonnes (-17% compared to 2021 but +106% compared to 2019).

The coastal city's airport saw its overall traffic increase by 3% compared to the previous year and IFR flights (including cargo) by 8% compared to 2019.

In 2022, the exit from the global health crisis had beneficial effects on passenger traffic despite the uncertainties linked to the consequences of the war in Ukraine. Thus, 28 million passengers passed through Belgian airports in 2022. While this is still 20% below the 35 million passengers transported before the crisis in 2019, the number of travellers more than doubled compared to 2021 (+107%) and almost tripled (+198%) compared to 2020.

As might be expected in the current economic situation, only Charleroi Airport reached - and even slightly exceeded - the number of passengers recorded in 2019 with 8.3 million travellers.

The other airports recorded significant increases in passenger numbers compared to 2021, in particular Brussels Airport, which welcomed twice as many travellers with 19 million passengers in 2022, but these numbers still remained around 20% (28% for Brussels Airport) lower than before the health crisis.

The significant recovery in air traffic in the airspace managed by skeyes is also reflected in the number of service units charged for overflight traffic (en-route and approach) and for airport traffic. Differences compared to the traffic trend figures can be more or less marked, as the service units take into account in particular the weight of the aircraft as well as the distance travelled in the airspace. Aircraft types and traffic flows will therefore influence service unit figures.



For en-route, service units increased by nearly 80% compared to 2021, but were still 20% lower than those recorded in 2019.

At Brussels Airport, service units rose by 41% compared to the previous year and decreased by 19% compared to the pre-pandemic period. Growth at Charleroi Airport was accurately reflected in service units (+88% compared to 2021 and +5% compared to 2019). In Liege, which saw its activity fall compared to 2021, there were 18% fewer service units, but an increase of 9% compared to 2019. The trend in service units in Ostend is -3% compared to both 2021 and 2019. The situation in Antwerp is more mixed with an increase of 18% compared to the previous year but a decrease of 40% compared to 2019.

SINGLE EUROPEAN SKY PERFORMANCE TARGETS

The Single European Sky legislation introduced performance targets in four areas: safety, capacity, environment and cost-efficiency. These targets must be achieved by the Member States and air navigation service providers brought together within the FABs (Functional Airspace Blocks). skeyes, a member of FABEC (Functional Airspace Block Europe Central - Belgium, Luxembourg, Germany, France, the Netherlands and Switzerland), contributed to the common targets defined in the performance plans relating to the first two reference periods running from 2012 to 2014 and from 2015 to 2019 respectively. All of skeyes' performance in relation to the targets for these first two reference periods is detailed in the corresponding editions

of the skeyes annual report and this management report from the Board of Directors.

The performance plan for the third reference period (2020-2024) was submitted by FABEC to the European Commission in October 2019. Following the impact of the health crisis on air traffic, the European Commission adopted exceptional measures concerning performance plans. These measures included in particular a revision of the European targets and the obligation for Member States to submit new performance plans.

In line with these exceptional measures, a new draft performance plan was submitted by the FABEC States to the European Commission in October 2021. After evaluation, the European Commission decided in April 2022 not to approve the FABEC performance plan. Following this decision, the FABEC States submitted a revised version of the performance plan in July 2022.

In October 2022, the Commission decided to carry out a detailed examination of the Belgian-Luxembourg part of the FABEC performance plan.

The Commission's decision is expected in 2023. Where applicable, rate corrections will be made via the corrective mechanisms in 2024 and 2025.

As no valid performance plan was in place during 2022 and therefore no target was set, this report will be limited to reviewing skeyes' performance in the key areas of the Single European Sky with their progress compared to the previous year.

SAFETY: ALWAYS TOP PRIORITY

Despite a situation requiring a high degree of adaptability, not only to the rapid upturn in air traffic but also to the impacts of the closure of Ukrainian airspace on traffic flows in Europe, the safety offered by skeyes to air traffic once again reached a very high level.



skeyes is proud to have achieved in 2022 the second best result in its history in terms of safety with only 1 category B incident and no category A incident.

This result comes immediately behind that of 2016 when no incidents in these significant categories occurred and beats that of 2020 when only 3 category B incidents were attributable to skeyes, with air traffic admittedly falling sharply in the midst of the pandemic.

Safety is the top priority for skeyes and the foundation of its corporate culture. It is constantly analysed and improved through continuous monitoring and rigorous and for-

malised analysis of Safety-Related Occurrences (SROs) as well as through the promotion of systematic reporting of each occurrence.

The number of SROs reported by air traffic controllers for 2022 amounted to 1,727. Compared to the 1,407 reports in 2021, this represents a 23% increase in reported occurrences. In addition, 197 reports were received from airlines, airports, other air navigation service providers and the BCAA, continuing the trend of increased reporting.

Of course, since the number of occurrences is proportional to the traffic volume, the number of occurrence reports per

100,000 movements is a more accurate criterion for assessing the progress of SRO reporting. However, in 2022, the exceptional increase in traffic - +35%, it should be recalled - was higher than the rate of increase in reporting (+23%). The number of occurrence reports per 100,000 movements was therefore down 5% compared to 2021.

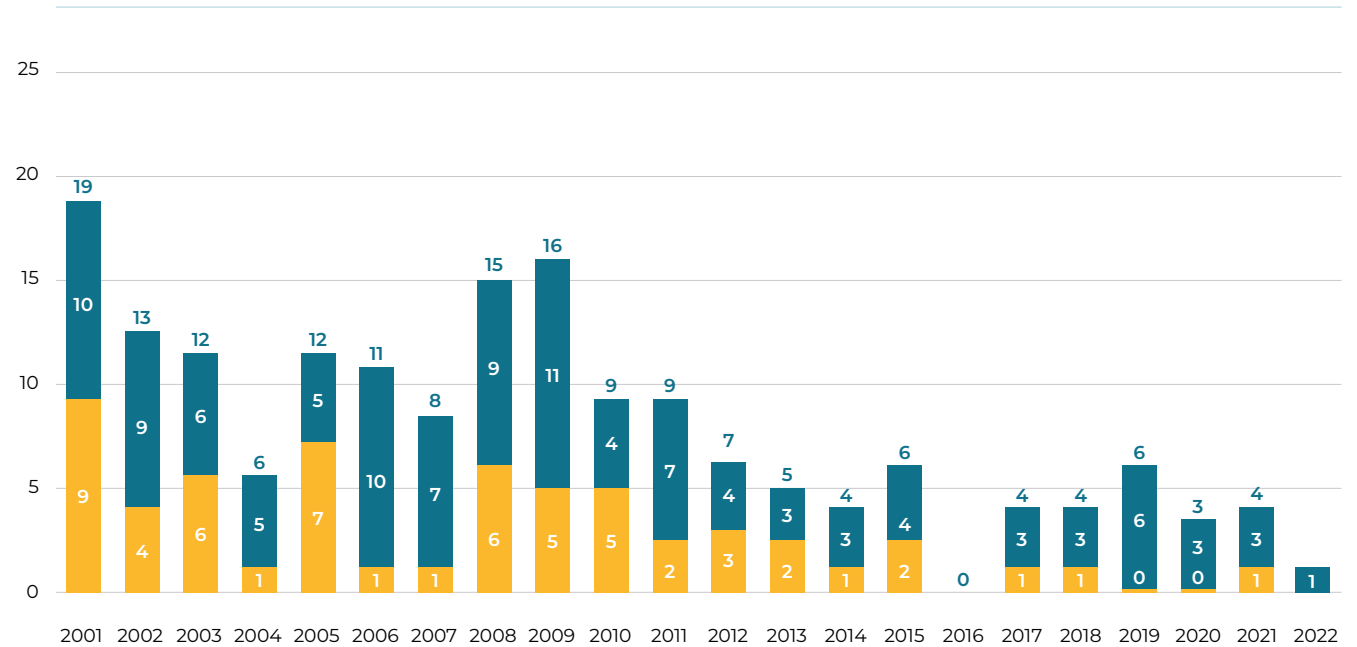
After analysis of these reported occurrences, the total number of SROs for 2022 amounted to 1,589, i.e. a 28% increase compared to 2021. This does not mean that there was an increase in safety-related occurrences, but that they are increasingly better reported by the operational teams. This growth reflects that of the safety culture in the company.

skeyes bore no responsibility in the vast majority of these occurrences. The involvement of skeyes was only established for 89 of these occurrences, i.e. 5.6% of the total number of SROs reported in 2022 (idem in 2021, 4.4% in 2020 and 6.3% in 2019).

In terms of the severity of the 89 occurrences involving skeyes, 71 were category E and were therefore considered as having no impact on the level of safety, 17 were category C (significant), 1 incident was category B (major) and no category A incidents, the most severe, were reported in 2022.

The crowning achievement in 2022 was the remarkable performance in terms of safety, which is the result of the day-to-day work of the air traffic controllers and all skeyes staff, whose top priority is safety. In more structural terms, the safety management system (SMS) used in all the company's operational services as well as the culture of open and ever-present reporting and the concept of Just Culture are paying off: they make it possible to collect the maximum amount of data for analysis and to approach safety in a proactive, responsive, systematic and formalised manner and provide a set of processes to continuously improve, assess and monitor safety. The SMS has now reached a high level of maturity at skeyes.

SRO A AND B - 2001-2022



MOST COMMON TYPES OF OCCURRENCES IN 2022

In the top three places in the ranking of the most reported occurrences, two places are occupied by occurrences completely unrelated to the mission of skeyes, but the reporting of which is required by European legislation: interference with wildlife tops the list, ahead of technical problems on aircraft reported by pilots, in third place.

2022 was marked by a significant increase (+62%) in air-space infringements by general aviation pilots and pilots of military or state aircraft (172 occurrences compared to 110 in 2021, 42 in 2020 and 91 in 2019). These occurrences occupy second place in the overall ranking.

In fourth position, there was a 7% increase in occurrences relating to the blinding of pilots using laser pointers compared to 2021 (95 compared to 89 in 2021, 56 in 2020 and 79 in 2019). A resurgence of this worrying phenomenon after a significant decrease (this type of occurrence occupied first place from 2010 to 2015 with more than 200 occurrences reported per year) attributable to the coordinated efforts of skeyes and airport and judicial authorities.

Deviations from ATM procedures and deviations from ATC clearances rank in fifth and sixth place respectively, after an increase in 2022. Thanks to continuous improvement of the safety culture, new local issues are reported and addressed. Deviations from ATM procedures increased by 26%, with 82 occurrences compared to 65 in 2021. Deviations from ATC clearances increased by 34%, with 78 occurrences compared to 58 in 2021.

Regarding non-compliance with minimum separations between aircraft, there was an increase in 2022 (38 occurrences) compared to 2021 (24 occurrences). Nevertheless, this type of occurrence, generally linked to traffic density, has decreased somewhat since 44 such occurrences were recorded in 2019. The involvement of skeyes was confirmed for 28 of these occurrences (i.e. 74%) in 2022, for 21 in 2021

(88%), for 7 in 2020 (70%) and for 35 of them in 2019 (80%).

Runway incursions are another type of occurrence that directly concerns skeyes' safety performance. In 2022, 42 runway incursions were reported, compared to 33 the previous year, 27 in 2020 and 26 in 2019. However, there was a decrease in the involvement of skeyes, confirmed for 9 of these incursions (i.e. 21% of them) compared to 24% in 2021, 22% in 2020 and 27% in 2019.

Finally, occurrences related to drone flights in unauthorised areas were the subject of 24 occurrence reports, all submitted by pilots, mainly in the CTRs of the airports of Brussels and Antwerp.

BUSINESS CONTINUITY AND SAFETY MANAGEMENT SYSTEM'S MATURITY

The BSA (Belgian Supervisory Authority) confirmed for 2022 the increased level of maturity of emergency response capacities, which ensure an orderly and efficient transition between normal operations and emergency operations, as well as the return to normal operations.

CYBERSECURITY

The fulfilment of skeyes' mission on a daily basis is of course based on the skills and expertise of its staff but also on many IT tools and systems that process and exchange data with the outside world. The integrity of these systems is a condition sine qua non for ensuring the safety of air traffic at all times.

For this reason, skeyes has made cybersecurity a priority in the management of its IT infrastructure.

In late 2022, skeyes completed an initial audit cycle in order to comply with the NIS legislation (7 April 2019 - Law establishing a framework for the security of networks and information systems of general interest for public safety).

The last audit conducted in November 2022 was an ISO-27001 certification audit, during which skeyes obtained ISO-27001 certification for its safety management system.

Owing to this certification, skeyes is on track to comply with European Regulation (EU) 2023/203 on "requirements for the management of information security risks with a potential impact on aviation safety".

This regulation will enter into force in early 2026.



PUNCTUALITY

Whether for en-route traffic or arrivals at airports, air navigation service providers can influence certain factors involved in punctuality. These factors are grouped under the acronym CRSTMP (C-Capacity, R-Routing, S-Staffing, T-Equipment, M-Airspace management, P-Special events). Other factors - such as the weather - are beyond any control. A distinction is therefore made between all-cause delays and delays due to CRSTMP causes.

Overall, skeyes managed 98.8% of flights in a punctual manner in 2022. This is a 1.1% decrease compared to 2021, but the Russian-Ukrainian conflict that broke out on 24 February 2022 and led to the closure of Ukraine's airspace significantly impacted traffic flows in Europe and therefore also those managed by skeyes and FABEC, which shows a fall in the number of punctual flights by 8.2% to 88.7%.

EN-ROUTE PUNCTUALITY: A MORE DIFFICULT CONTEXT IN 2022

The performance indicator for en-route punctuality is the average en-route ATFM (Air Traffic Flow Management) delay per flight. In 2022, this en-route delay generated by skeyes amounted to 0.17 minutes per flight for all causes - i.e. 10.2 seconds - and to 0.16 minutes - i.e. 9.6 seconds - per flight for causes that air traffic control can manage (CRSTMP). Although this is a substantial increase compared to the previous year's result, this performance remains relatively good given the more difficult context than that of 2021, when the en-route delay reached an exceptionally low level (0.01 minutes per flight) due in particular to low traffic volumes.

The seven air navigation service providers brought together within the FABEC generated an average en-route delay of 1.89 minutes per flight for all causes in 2022 and of 1.25 minutes per flight for manageable causes (CRSTMP). This delay is also significantly higher compared to 2021, also due to the significant increase in traffic, but it remains in the ECAC (European Civil Aviation Conference) area's aver-

age (1.76 minutes per flight), whereas FABEC encompasses more than 50% of European traffic, which makes the management of punctuality more challenging.

Despite a slight increase in the en-route delay in its airspace, skeyes made a positive contribution to FABEC's performance in terms of punctuality.

PUNCTUALITY AT BRUSSELS AIRPORT

Only Brussels Airport recorded a small average delay in arrivals due to CRSTMP causes of 0.02 minutes, or 1.2 seconds, per flight in 2022. This performance is very close to that of 2021 (0.01 minutes), i.e. an almost non-existent arrival delay.

Taking into account other factors, such as the weather, which often contributes significantly to overall airport delays, Brussels Airport recorded an average delay of 0.11 minutes, or 6.6 seconds, per arrival. 77.2% of this average all-cause delay was due to the weather.

Brussels Airport is the only Belgian airport for which a performance target is included in the FABEC performance plan for the third reference period of the Single European Sky (2020-2024). As a reminder, in this report, no comparison is made with reference to this plan, which is still being examined by the European bodies.

CONTRIBUTION OF THE METEOROLOGICAL SERVICE TO NETWORK PERFORMANCE

As in 2021, skeyes' Meteorological Service supported the Network Manager during the summer of 2022 by helping to set up a cross-border, multi-stakeholder service for forecasting convective phenomena, in particular through the presence of a meteorologist on site in the Network Manager's operations centre.

In this way, the Meteorological Service helped the Network Manager to manage convective weather situations, which

is vital for reducing as much as possible the impact that this type of weather phenomena can have on the network and therefore increasing overall efficiency.



REDUCING ENVIRONMENTAL IMPACT

GREEN LANDINGS

A CDO (Continuous Descent Operation) - also known as a green landing - is an operation in which the aircraft descends continuously, employing minimum engine thrust to the greatest possible extent, depending on the characteristics of the flight and the air traffic situation. This enables a reduction in noise pollution, fuel consumption and greenhouse gas emissions.

CDO is a flight technique facilitated by ATC. An inbound flight is considered a CDO if it does not level off for more than 30 seconds between 6000 and 3000 feet, levels where measurement is performed. Of course, skeyes facilitates the carrying out of CDOs starting at higher levels, when the situation allows.

In 2022, the proportion of arrivals benefitting from a CDO at Brussels Airport remained stable compared to 2021 at 79%. At Charleroi Airport, 56% of landings followed a CDO procedure, an increase of 8%.

Liege Airport recorded 60% green landings, a decrease of 7%. Alongside green landings, skeyes is constantly improving its procedures and pursuing projects to improve the structure of Belgian airspace and its management, particularly with the Belgian Defence. This joint management will enable optimal use of airspace for both civil and military purposes.

REDUCING AIRCRAFT CONSUMPTION ON THE GROUND

At Brussels Airport in 2022, 92.5% of aircraft received clearance to start up their engines at the expected time (TSAT - Target Start-up Approval Time). This is a slight improvement of 0.3% compared to 2021.

99.8% of aircraft at Brussels Airport taxied between the runway and their stand in less than the average time required (VTT - Variable Taxi Time).

COOPERATING AT ALL LEVELS FOR SUSTAINABLE AVIATION

Collaborative Environmental Management (CEM)

skeyes is also working with its partners on strategies to be implemented to improve environmental performance. This is the objective of Collaborative Environmental Management (CEM). The aim is to strengthen cooperation with airlines and airports in order to take joint initiatives that reduce the environmental impact of airport operations.

Launched at Brussels Airport in 2018 on the basis of a collaboration with skeyes, CEM has delivered very good results, including the improvement of green landings (CDO), the reduction of low-altitude holding, single-engine taxiing on the airport's taxiways, etc.

While the savings made at every stage of a flight are important for reducing the impact on the environment, the focus is first and foremost set on approach procedures. Indeed, an aircraft consumes a lot of fuel during low-altitude manoeuvres. Optimising these phases quickly brings significant environmental benefits. Thanks to the work carried out by the CEM group at Liege Airport since 2020, the new RNP - Required Navigation Performance - approach procedures have been fully operational in Liege since 2022 and are offered to all airlines.

In November 2021, Brussels South Charleroi Airport committed to reducing the environmental impact of its operations with the collaboration of its partners including skeyes, SO-WAER, EUROCONTROL, SABCA, Ryanair, TUI fly and Air Corsica.

The 2022 agenda for this close cooperation focused on, among other things, the use of sustainable fuel, noise reduction procedures, improvement of the design of the airspace between the airport and the overflight air corridors and also the Enhanced Flight Vision System, which enables access

to the airport when visibility conditions are very poor, thus reducing the use of holding or diversions to other airports, both of which are very fuel-intensive.

Approach procedures at Brussels Airport

Also in the domain of RNP - Required Navigation Performance - the Brussels Airport STARGATE project in which skeyes participates and which is co-funded by the European Union as part of the European Green Deal programme, implemented a series of trials of these new approach procedures from May to September 2022 in order to assess the frequency of use as well as the positive impacts from the point of view of the number of kilometres travelled as well as fuel consumption, greenhouse gas emissions and noise pollution.

The difference compared to the traditional instrument approach (Instrument Landing System - ILS) is the greater predictability, thanks to a series of waypoints provided in advance by the air traffic controller, of the descent trajectory by the pilots who can therefore optimise the continuous descent profile (CDO).

Performance Based Navigation

Performance-based Navigation (PBN) is the future of air navigation. It is based on satellite technology while conventional air navigation is based on beacons and ground equipment. Coupled with on-board technologies, satellite navigation enables aircraft to follow very precise trajectories from point to point (waypoints), both laterally and vertically.

Based on ICAO international guidelines and European regulations, a national PBN implementation and transition plan has been developed. This plan presents the strategy for transitioning from conventional navigation to PBN navigation.

This plan consists of two phases:

The first phase of the plan is to put PBN compliant environ-

ments in place at all Belgian public airports. For this purpose, conventional procedures will be replaced by RNAVI and RNP APCH procedures.

To best prepare for this change, awareness campaigns have been organised, the use of the current RNP APCH has been encouraged, full and continuous monitoring of system performance has been undertaken and feedback from operational services has been continuously taken into account. In 2022, this phase was underway at the airports of Charleroi and Liege. It will be launched in 2023 at the airports of Brussels, Antwerp and Ostend.

The objective of the second phase is to make Belgian airports full PBN environments. All conventional procedures - unless required for redundancy - will be withdrawn and the minimum operational network (MON) established. This phase has not started in any airport.

PBN, which is more precise and flexible than conventional navigation, will bring benefits for safety, cost-efficiency and of course the environment.

Clean sky

skeyes committed in 2020 to the Clean Sky project, the aim of which is to develop technologies to reduce the environmental impact of aviation.

More specifically, skeyes contributed to the Dispatcher 3 project, which aimed to improve airline operations by providing technological tools to systematically estimate the variability between planned and executed flight plans. The project was completed in November 2022.

Identifying levers to reduce the ecological footprint

Over the past two years, experts from skeyes have contributed to the Air Traffic Management Environmental Transparency Working Group set up by the EASA (European Union



Aviation Safety Agency) and EUROCONTROL. The work was completed in 2022. This work of pooling knowledge and experience to reduce the ecological footprint both in terms of the service provision and the internal functioning of air traffic control bodies resulted in the publication of two reports, released in early 2023.

The first is an inventory of existing and future environmental indicators that could be used to measure the environmen-

tal performance of air navigation service providers (ANSPs). It also provides strategic and technical recommendations to help these organisations identify areas in which they can contribute to the strategic objectives of decarbonisation of the aviation industry.

The second provides tools and information to help ANSPs monitor the impact of their own operation on the environment.

At the FABEC level, skeyes participated in many initiatives. These include the first COO InterFAB meeting held in March 2022, with the impact of the war in Ukraine on traffic flows, the environmental optimisation of operations and cybersecurity on the agenda.

skeyes meets regularly with its FABEC partners in the FABEC Standing Committee Environment permanent working group. In late 2022, a workshop dedicated to Vertical Flight Efficiency brought together experts from air navigation service providers, airlines and the aeronautical industry to coordinate initiatives to reduce the ecological footprint of aviation.

skeyes is also involved in a new large-scale project, bringing together ANSPs, airlines and industry, and funded by the EU as part of the SESAR programme: the HERON (Highly Efficient Green Operations) project. It is aimed at an ambitious set of targets to reduce CO₂ emissions from air transport and at proposing mitigation measures, including more efficient air operations, both in the air and on the ground. The project, initiated in November 2022 and led by Airbus, provides for a series of demonstrations under real conditions including, at Brussels Airport, approaches with a raised glideslope angle.

CONTRIBUTING TO THE DEVELOPMENT OF WIND ENERGY

Another way in which skeyes is acting in favour of the environment is to facilitate the coexistence of wind energy generation facilities and air traffic safety.

In specific terms, the aim is to be able to authorise the installation of more wind turbines at distances from air traffic management equipment that are shorter than today. skeyes is taking action on two fronts to achieve this objective: on the one hand, by deploying new radar technologies that are more robust in the face of the negative effects of wind tur-

bines and, on the other hand, by drastically and rationally reducing the number of radar sites via the sharing of infrastructure between skeyes and the Belgian Armed Forces.

In 2022, skeyes took a major step forward in supporting the wind energy sector, in particular with the decommissioning of the Charleroi radar and the freeing up of the protection area.

With the federal government's decision of 18 March 2022, several measures were taken to increase energy independence. For the aviation sector, a €13.5 million grant was allocated to accelerate the implementation of support measures for the wind energy sector. Half of this amount was allocated to skeyes in the form of a grant (€6.75 million). This decision enabled skeyes to draw up a new roadmap taking into account the priorities and demands identified by the wind energy associations.

With this money, skeyes wants to invest in new technologies that are more resistant to the negative effects of wind turbines. As far as possible, operating procedures will evolve to free up additional space for wind turbine construction. All of these measures are detailed in a new wind energy roadmap.

In order to highlight its commitment to the wind energy sector, two major events were organised in 2022.

On Thursday 30 June, skeyes organised a round table on wind turbines with the main players in the energy and aviation sector in the tower auditorium on the Steenokkerzeel site.

On 22 November, skeyes presented a new set of measures to support the energy transition. These include removing the protection area around the radar at Charleroi Airport. Thus, more wind projects can be evaluated without compromising air traffic safety and efficiency.



In 2022, 388 new applications were submitted for wind turbines. skeyes gave its approval to 303 of them.

RECYCLING, MOBILISING AND REUSING TO REDUCE THE ECOLOGICAL FOOTPRINT

In terms of corporate management, initiatives are also taken to reduce skeyes' ecological footprint. Every step forward in this area contributes to building a more sustainable world.

In early 2020, the Board of Directors set targets to make the vehicle fleet more environmentally friendly (5% green vehi-



cles in 2020, 15% in 2021 and 50% in 2025). A decision was also made to no longer acquire new diesel vehicles.

The 2025 target has already been reached since environmentally-friendly vehicles (electric, hybrid and CNG) accounted for no less than 58% of the company's total vehicle fleet in 2022. The share of electric vehicles alone represents 40% of the total fleet. skeyes will continue to invest in renewing its vehicles to make its vehicle fleet increasingly environmentally friendly.

skeyes continued to contribute to the circular economy by

donating IT equipment to its partner Close The Gap. Out of a total of 11,537 kg of used electronic equipment, skeyes recycled 10,923 kg and 614 kg were reused. In doing so, we saved over 49 tonnes of CO₂ emissions, 33 tonnes of which were due to re-use and 16 tonnes due to equipment recycling. This is equivalent to the CO₂ absorbed by 4.1 hectares of forest in one year.

skeyes also pays particular attention to reducing the impact on the environment in its buildings management. Thus, in the renovation of the rooms of the CANAC building, which dates back to 1993, the new construction materials used not

only permit energy savings through better insulation but are also reusable after dismantling. This makes it possible to meet the company's needs in terms of flexibility of its spaces without generating construction waste. In the new contingency basement and Digital Tower simulator operational rooms, the construction panels used were manufactured from recycled PET bottles.

In 2022, the CSR team continued the series of webinars to exchange ideas with other ANSPs for introducing sustainability into the organisation in the context of the Air Traffic Management Environmental Transparency Working Group.

INNOVATING ALONGSIDE OUR PARTNERS TO BUILD A NEW WORLD

skeyes is very active with its international partners in the aviation sector. It is notably involved in projects of the SESAR (Single European Sky ATM Research) programme, the technological pillar of the Single European Sky, which aims to improve airspace management by modernising and harmonising Air Traffic Management technologies and systems.

For some years now, the SESAR programme has been structured around two phases: innovation and deployment. skeyes is involved in several projects integrated into these two phases. Since 2015, skeyes has been part of the SESAR Deployment Framework Partnership in which all operational players implement, with the help of European subsidies, the solutions developed in the innovation phase of the SESAR programme. To date, 10 skeyes projects have been subsidised in the programme's deployment phase.

In the innovation phase, the Heron project, already mentioned above, aims to carry out a set of developments and trials to reduce flight delays, fuel consumption and CO2 emissions by enabling continuous descent operations and optimising trajectories.

In the deployment phase, two major projects were completed in 2022:

In the implementation of System-Wide Information Management (SWIM) - which aims to use open and interoperable standards enabling the exchange of information and data between air navigation service providers and users - the public key infrastructure, policies and procedures for establishing a Trust Framework were finalised under the coordination of EUROCONTROL.

In December 2022, skeyes successfully completed the implementation of TCAST (Traffic Complexity Assessment and Simulations Tool), its local tool for assessing and simulating

traffic complexity in its en-route airspace, in accordance with European regulations. As a new operational tool, TCAST makes it possible to improve air traffic management efficiency and safety in Belgian airspace, depending on traffic demand and its complexity. It continuously analyses and evaluates the current and expected traffic situation and anticipates the workload of air traffic controllers. It can propose solutions concerning sectorisation, traffic regulations and the deployment of resources.

Other technical solutions that are part of the European regulation for Common Project One (CP1) for the deployment of SESAR, like the TCAST project, were implemented in 2022 by skeyes in compliance with deadlines. These solutions concern the management of departures (Departure Management Synchronised with Pre-departure Sequencing), the flexible use of airspace with the military (Airspace management and advanced flexible use of airspace), and the short-term traffic flow regulations (enhanced short-term ATFCM measures).

Other major projects in the innovation phase of the SESAR programme concern a sector that is expected to develop rapidly in the coming years: drones.

DRONES AND U-SPACE: A NEW WORLD FOR AIR TRANSPORT

In 2022, the increase in the number of drone flights, otherwise known as unmanned aerial systems (UAS), particularly concerned the execution of more complex missions, referred to as SPECIFIC, with +38% compared to 2021. Missions with less complexity, referred to as OPEN, also increased by 16%. Thus, skeyes participated in the smooth running of large-scale projects, acquired a drone for inspecting navigation aids and is the coordinator of a European project to implement the U-space concept in Belgium.

On 27 November 2022, as part of the deployment of the

U-space concept, skeyes was designated the Common Information Service Provider (CISP) for Belgium. The CISP is responsible for providing the essential operational data to the various U-space players.

Inspection by drone

In 2021, skeyes acquired a drone capable of monitoring navigation aids (ILS, VOR). In 2022, flight and coordination procedures with the relevant control units were established, reducing the impact on airport capacity as well as costs by spacing out the mandatory monitoring operations carried out using a specialised manned aircraft.

SAFIR-Med

The SAFIR-Med project, with the aim of developing solutions for the use of drones to support medical operations, continued in 2022. Throughout the year, with the participation of skeyes, the consortium developed technical and procedural solutions to coordinate flights between drone operators, the U-space Service Provider (USSP) and the air navigation service provider. Real flights were thus able to be carried out safely, including flights beyond the sight of the remote pilot (Beyond Visual Line of Sight - BVLOS). The results obtained foreshadow the solutions that will be developed during the implementation of the U-space concept.

BURDI, a European project

In June 2022, skeyes was appointed coordinator of a consortium composed of 18 partners, the objective of which is to implement the U-space concept in Belgium. The kick-off meeting for this project, co-funded by the European Union, took place on 4 November 2022. The ambition is to implement U-space airspace in controlled and uncontrolled airspace in Belgium through the certification of skeyes as the Common Information Service Provider (CISP), of SkeyeDrone as U-space Service Provider (USSP), the publication of this U-space airspace, and to assess their relevance from both

an economic and an operational point of view.

These projects enable drone operators, air navigation service providers and other industry stakeholders to develop coordination and data exchange processes necessary to deal with the expected increase in drone operations in an urban environment within controlled or uncontrolled airspace.

The automation of this data exchange will be essential to deal with the expected number of flight applications in these types of zones. skeyes will continue to be involved in future European projects paving the way for solutions to safely and effectively integrate manned and unmanned aircraft into Belgian airspace.



DIGITAL TOWERS: TEST & TRAINING PLATFORM INSTALLED

skeyes aims to gradually equip all Belgian airports with digital control towers in order to increase the efficiency, flexibility and resilience of air navigation services.

After the selection of the supplier - Saab Digital Air Traffic Solutions - and the agreement concluded in 2021 with SO-WAER regarding the installation of the first digital towers in Namur for managing airport traffic in Liege and Charleroi, skeyes continued the project in 2022 by setting up the test and training platform on its Steenokkerzeel site.

This platform will be used intensively to assess the controllers' training needs, start developments in terms of ergonomics on working positions, familiarise controllers on the basis of known traffic scenarios, anticipate operational validation/testing scenarios and simulate the importing of data on the visual representation.

The platform can also be used to support new projects on aerodromes and to ensure safety cases or proofs of concept. This test and training platform is in any case an important milestone in the project and skeyes will be able to learn as much as possible from it in order to achieve all its objectives towards this major technological development.

NEW TECHNOLOGY FOR MODE-S RADARS

In May 2022, skeyes signed a contract for the purchase and installation of two new Mode-S radar systems. This purchase is part of skeyes' project to renew its existing radar infrastructure and reduce the number of rotating radar antennas by implementing new surveillance techniques.

The two new Mode-S radar systems will replace the four old systems located in Bertem and Saint-Hubert. Their operational commissioning is scheduled for early 2024.

ATM SYSTEMS: UPGRADES AND MODERNISATION

In the OPS room of the CANAC 2 air traffic control centre as well as in the airport control towers, air traffic controllers have a large amount of information and data that are processed by ATM (Air Traffic Management) systems and displayed in applications on the screens of their console.

Two data processing systems coexist and interact. The first, Eurocat, was supplied by Thales ATM and has been equipping operational services since the launch of CANAC 2 in 2009. The other, the Airport Movement System (AMS), is an internally developed system that has been providing controllers with airport traffic management tools since 2005. Both are continuously improved and incorporate new developments and technologies.

In 2022, skeyes launched the major Mid-Life Upgrade 2.0 project for the Eurocat system in order to modernise it and prepare it for the future. In addition to the complete upgrade of all Eurocat sub-systems and the associated new system requirements to counter cyberattacks, the project also includes a number of functional updates to meet new requirements. These functional updates are linked to ICAO regulations and also support flexible use of airspace (FUA).

In the longer-term, skeyes is considering and exploring different avenues for equipping the control centre with a new ATM system.

With regard to AMS, new developments, also carried out internally with the advantage of full system control, were implemented in 2022. They mainly concern the integration of new safety alerts (safety nets) at Liege Airport - to avoid incorrect lighting of the runways - and Charleroi Airport - freeze ramp emergency button at the apron to stop any movement in the event of a dangerous situation.

A NEW HUMAN-CENTRIC WORLD

skeyes attaches particular importance to the well-being and development of its staff. The internal skills of its employees and their motivation represent its most valuable asset. It is therefore only natural that skeyes continued to invest in human resources.

skeyes hired 90 new employees in 2022. Following the two recruitment competitions for air traffic controllers organised in 2021, 37 controller trainees started their training in 2022 (14 for the control towers and 23 for the CANAC 2 control centre).

To continue supporting the operational teams and prepare for the future, two recruitment competitions were again organised in 2022.

skeyes also turned to experienced air traffic controllers from abroad to quickly strengthen its operational teams. For these new recruits who already have experience, a programme called “senior ATCO” was launched in late 2021.

Thus, in 2022, 31 experienced foreign ATCOs were invited to take a test in the simulator. 9 of them were able to start their training in 2022. Others will follow in 2023.

The operational teams do not consist solely of air traffic controllers; Flight Information Service Officers (FISOs) are also present to provide flight information to airspace users. This team was strengthened with 2 new members in 2022.

Supervisors play a central role in coordinating and managing work in the OPS room while providing support through their expertise. In 2022, 4 experienced air traffic controllers were trained as Supervisors.

As at 31 December 2022, the company had 933 employees (670 men and 263 women) compared to 916 in 2021.

TRAINING: A SOLID FOUNDATION

In partnership with its subsidiary, Entry Point North Belgium (EPNB), skeyes organised 95 simulator sessions and delivered a total of 1,078 days of operational training spread over 19 continuous training courses in the area of air traffic control, 12 development courses and 10 courses relating to human factors and CISM (Critical Incident Stress Management).

In the area of human factors and performance, the structural support available to air traffic controllers and operational staff was extended in 2022 to members of the technical (ATSEP) and IT services. To this end, 6 ATSEP employees were trained and they joined the CISM peers team in early 2023.

To reinforce the training given to new air traffic controllers, skeyes stepped up coaching by its experienced employees. In 2022, 367 coaching sessions were delivered to students alongside their air traffic controller training programme. Close collaboration with Belgian Armed Forces colleagues has also taken place in this area.

With regard to skeyes' technical jobs, courses on systems and equipment were attended by 128 ATSEP participants and were delivered via the EPNB subsidiary and divided into the various technical areas.

In addition, 67 technical staff took continuous training courses and 3 ATSEP staff were trained as instructor and/or examiner.



STRUCTURING AND ORGANISING OPERATIONAL WORK

Improvements, based on automation, standardisation and digitalisation, were made in 2022, particularly in the area of air traffic controller licence management, for example, by automatically informing the service concerned and air traffic controllers when part of the overall certification package has to be renewed.

Particular attention was also paid to human resource management in the operational services, by providing a complete operational dashboard that makes it possible to monitor, in real time, each change in the teams and the actual availability, the actual performance, but also the working time performed, the compensatory rest and the regular rest days, and many other things to be checked and validated under the regulations, in terms of rest periods and the frequency of rest.

These new digital management methods ensure data integration and integrity for all shift workers and on-call or full-time employees.

NEW RESPONSIBILITIES IN THE EXECUTIVE COMMITTEE

skeyes is aware that it will have to rely on its own strengths to meet the challenges it will face in the future. The latter are driven by technological developments - drones, digital towers and control centres, international programmes such as SESAR - and organisational developments such as digitalisation, opening up to competition and civil-military cooperation. skeyes is giving itself the means to deploy its strategy to respond to them as effectively as possible.

To this end, skeyes has strengthened its executive management team with two new functions: Chief Compliance Officer (CCO) and Chief Information Officer (CIO).

These two new responsibilities are now essential for preparing keyes for the future and, on the one hand, ensuring the continuity of service provision, in compliance with the highest international and European standards and taking ownership of its social responsibility in a sustainable and respectful approach. On the other hand, they also help to make the digital transformation a reality by implementing the most advanced and safe technologies in a corporate culture focused on innovation and creativity.

This strategic positioning, embodied by the two new members of the Executive Committee, will contribute to ensuring that keyes is as effective as possible in carrying out its mission.

AN ONGOING RELATIONSHIP WITH CUSTOMERS AND USERS

The formal consultation process for users of skeyes services was the subject of in-depth reflection over the last two years in order to develop a stable, continuous and rigorous solution both from the point of view of the data and information to be collected from users, and the means to be implemented to establish continuous two-way communication and to be able to best meet their needs. It was possible to identify these needs thanks to a large survey of users in 2022.

COST-EFFICIENCY

In 2019, an initial version of the performance plan was submitted for the third reference period (2020-2024). As documented in detail in the comment on the revenue, the process and framework of the performance and charging scheme were revised following the COVID crisis by Implementing Regulation (EU) 2020/1627 of 3 November 2020 on exceptional measures for the third reference period (2020-2024) of the single European sky performance and charging scheme due to the COVID-19 pandemic.

In accordance with the updated regulations and in view of the revised cost and air traffic expectations, successive revisions of the performance plan have been submitted to the Commission. The latest version submitted was the subject of a detailed examination by the Commission in late 2022. However, the corrective measures proposed by the Commission were not approved by the Single Sky Committee on 21 March 2023. The matter was discussed again in COREPER (Committee of the Permanent Representatives of the Governments of the Member States to the European Union) on 24 April 2023. skeyes is still waiting for the decision.

Pending the approval of a 2020-2024 performance plan, in accordance with the regulations, invoicing was based on the rate proposed in the latest draft performance plan submitted: in 2020 and 2021 based on the plan submitted in 2019 and in 2022 based on the plan submitted in late 2021.

The cost increases provided for in the Belgian-Luxembourg performance plan submitted were therefore not accepted by the Commission, both for the MUAC costs and those of skeyes. The cost increases for skeyes are justified by several factors. On the one hand, the COVID crisis has had a major impact on the aviation sector. However, skeyes continued to ensure the continuity of services during this difficult period and to invest and make efforts in terms of equipment, staff and strategic projects. On the other hand, the energy crisis and the macroeconomic situation have led to unprecedented price rises, especially with regard to energy costs and staff costs due to the automatic indexation of salaries. Finally, skeyes is facing an ageing air traffic controller population, which leads to additional costs for air traffic controllers in non-active status¹ and recruitment and training costs for new air traffic controllers.

1. 23 APRIL 2017. - Royal Decree laying down for the autonomous public company Belgocontrol, the conditions for granting non-active status with pre-retirement allowance and pre-retirement leave with pre-retirement allowance (free translation).

Financial data relating to the 2022 financial year

PROFIT AND LOSS ACCOUNT

(in thousands of €)	2021 A	2022 A	EVOLUTION
Revenue	271,946	306,061	34,114
Other operating income and non-recurring operating income	4,527	4,351	-176
Operating income	276,473	310,412	33,938
Services and miscellaneous goods	93,670	109,656	15,986
Remuneration, social security contributions and pensions	146,691	160,837	14,145
Depreciation, write-downs and provisions	12,623	15,388	2,765
Other operating expenses and non-recurring operating expenses	2,633	5,217	2,584
Operating expenses	255,617	291,097	35,480
Operating result	20,857	19,314	-1,542
Financial result	-502	-474	29
Provision for taxes	24	0	-24
Profit for the year	20,379	18,841	-1,538

REVENUE

Given the current legislative framework, the published European cost-efficiency target and the application of the principle of prudence, at the closing of the 2022 accounts, revenue was recognised on the basis of the actual 2022 cost base, both for en-route activity and for terminal activity.

In 2021, to determine revenue for en-route activity, a possible limitation of the cost base to be invoiced to airlines for 2020 and 2021 was taken into account up to the level of 97% of the actual cost base for 2019. Given that there is no applicable European cost-efficiency target for terminal activity, the actual cost base for 2021 has been recognised as revenue.

The difference between the assumption for revenue recognition at the closing of accounts in 2021 (limitation to 97% of the actual cost base for 2019 for en-route activity) and the assumptions for 2020 and 2021 at the closing of accounts in 2022 (actual cost base recognised as revenue) generated a profit of €13.2 million in 2022, which related to the years 2020 and 2021 (see comment on the revenue).

Total en-route revenue increased by €33.3 million compared to 2021:

- Invoicing for en-route activity increased by €135.6 million (129.3%), due to an 80.5% increase in the number of chargeable service units after the COVID pandemic and an increase in the en-route unit cost, from €91.0 for 2021 to €115.6;
- The corrective mechanism decreased by €101.3 million: while the corrective mechanism for 2022 reflects the recognition of revenue on the basis of actual costs, the exceptional traffic situation in 2021 led to a corrective mechanism of €91.6 million as at 31/12/2021.

In 2022, terminal revenue was €1.0 million higher than in 2021:

- In both 2022 and 2021, revenue was included on the basis of actual costs.
- 2021 included the €4.5 million adjustment for terminal activity in 2020.

COSTS

The increase in operating expenses of €35.5 million (+13.9%) compared to the previous financial year was mainly due to the following elements:

- an increase in staff costs (+€14.1 million; +9.6%), mainly due to the various indexations in 2021 (2% in October 2021) and 2022 (5 x 2%), to an increase in premiums and training costs, and other staff costs, mainly due to inflation;
- an increase in the contribution paid to EUROCONTROL (+€8.6 million; +13.8%) for the operation of MUAC and the Agency;
- a general increase in maintenance costs and public utility costs due to the war in Ukraine, the energy crisis and high inflation (+€5.6 million);
- a €3.4 million increase in non-recurring operating expenses due to the termination of the SAS3 contract with MUAC.

RESULT FOR THE YEAR

A profit of €18.8 million was made in 2022, compared to a profit of €20.4 million in 2021. The decrease in the result is the outcome of a €35.5 million increase, i.e. +13.9%, in operating expenses, while operating income increased by only €33.9 million, i.e. +12.3%.

However, the two years were marked by adjustments to the assumption for revenue recognition, as explained in detail in the notes to the annual accounts.



BALANCE SHEET

ASSETS

(in thousands of €)	31/12/2021	31/12/2022	EVOLUTION
Intangible fixed assets	321	179	-142
Tangible fixed assets	109,085	107,682	-1,403
Financial fixed assets	5,813	5,814	1
Fixed assets	115,219	113,675	-1,544
Amounts receivable after more than one year	2,974	4,999	2,026
Amounts receivable within one year	37,816	65,200	27,383
Current investments	94,975	52,472	-42,503
Cash at bank and in hand	14,743	54,497	39,754
Deferred charges & accrued income	229,632	244,692	15,060
Current assets	380,140	421,860	41,720
Total assets	495,359	535,535	40,176

Fixed assets decreased by €1.5 million: €15.8 million were invested (among other things in the “cooperative surveillance” project, the A-SMGCS2 in Brussels, the replacement of VCS-b equipment, and the renewal of the IT infrastructure), €12.6 million was written off and €4.8 million was downgraded following the decision to cease the SAS3 project.

Financial fixed assets mainly comprise skeyes’ two holdings in its subsidiaries, namely:

- 50% stake in the capital of the SkeyDrone subsidiary (€5.6 million);
- 50% stake in the capital of EPNB (€200 k).

“Amounts receivable after more than one year” relate to A-SMGCS in Liege and Charleroi, pre-financed by skeyes and which became operational in March 2021 and June 2022 respectively. SOWAER will reimburse this sum over a period of 8 years.

The increase in “Amounts receivable within one year” (+€27.4 million) is mainly due, on the one hand, to a €9.5 million subsidy to be received from the State to make the aviation sector more sustainable and for the energy transition, and, on the other hand, to an increase in en-route receivables due to a higher unit rate (€116.3 compared to €95.2 in 2021)



and higher traffic figures in November and December 2022 compared to November and December 2021 (+26%).

The most significant increase was in Deferred charges and accrued income (+€15.1 million). It is explained by the difference between billing to airlines and recognised revenue, based on actual costs. This difference (= corrective mechanism) is recognised as a receivable from airlines in the Deferred charges and accrued income and will for the most part (99%) be invoiced over a period of 7 years from 2024 at the earliest. The items in the Deferred charges and accrued income were prepared on the basis of information known on the date of adoption of the accounts, in particular concerning the procedure for approving the RP3 performance plan at the European level and the impact of the economic situation on the aviation sector and airlines. In this regard, we refer the reader to the notes to the annual accounts (point A).

BALANCE SHEET

LIABILITIES

(in thousands of €)	31/12/2021	31/12/2022	EVOLUTION
Capital	145,000	170,000	25,000
Reserves	83,660	111,021	27,361
Profit (loss) brought forward	8,520	0	-8,520
Capital subsidies	259	243	-16
Equity	237,439	281,264	43,825
Provisions	20,910	24,026	3,116
Amounts payable after more than one year	133,354	101,434	-31,920
Amounts payable within one year	67,429	95,431	28,002
Accruals and deferred income	36,227	33,380	-2,847
Debts	237,010	230,245	-6,765
Total liabilities	495,359	535,535	40,176

Pursuant to the sixth amendment to the third management contract between the Belgian State and skeyes, €25 million of the grant received in 2020 was added to the capital to mitigate the impact of the COVID-19 pandemic and ensure the operational and financial continuity and capacity of skeyes.

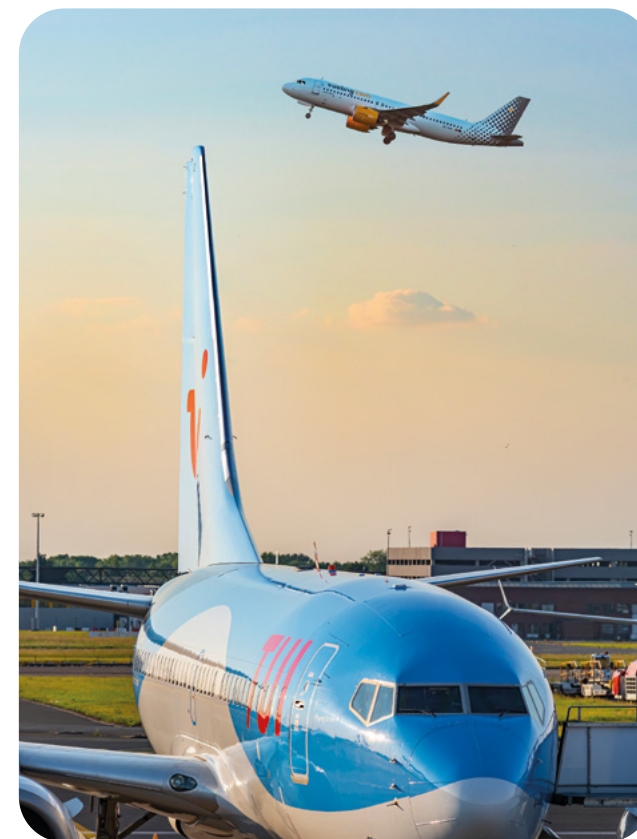
The profit for the financial year amounts to €18.8 million. The change in reserves and the profit brought forward are explained in the "Appropriation of the result" section below.

The increase in the "Provisions" item is mainly due to the addition of a provision for future costs related to the hospitali-

sation insurance for retirees and current staff members after their retirement (+€2.6 million).

"Amounts payable after more than one year" fell by €31.9 million. In 2020 and 2021, skeyes received loans of €20 million and €110 million respectively from the Belgian State. Of the €20 million loan, €5 million was repaid in late 2022 and €5 million was transferred to "Amounts payable within one year". Of the €110 million loan, €22 million was transferred to "Amounts payable within one year".

"Amounts payable within one year" increased by €28.0 mil-



lion, mainly due to the transfer of €27 million of debt to the State from the long term to the short term.

"Accruals and deferred income" decreased by €2.8 million, mainly due to the transfer of the €25 million State grant to the capital. This situation is partially offset by:

- the 2022 corrective mechanism for the en-route activity of €9.8 million because the fees invoiced were higher than the actual cost base for 2022;
- subsidies to be received from the State of €2.7 million and €6.8 million, for sustainable aviation and the energy transition towards renewable energies respectively.

APPROPRIATION OF THE 2022 RESULT

€2.5 million of the financial year's profit (€18.8 million) and the profit brought forward from 2021 (€8.5 million) are allocated to the legal reserve to reduce it to a maximum of 10% of the capital; the balance of €24.9 million is added to the available reserves.

	in kEUR	
Profit for the financial year to be appropriated	18,841	
Profit brought forward from the previous financial year	8,520	
2022 profit to be appropriated	27,361	
Appropriation of the result		
Allocation to the legal reserve		2,500
Allocation to available reserves		24,861
		27,361

EVENTS AFTER THE BALANCE SHEET DATE

In autumn 2022, the European Commission announced that the performance plan submitted in 2022 was not yet compliant with European directives and decided to conduct a detailed examination². The corrective measures proposed by the Commission³ were, however, not approved by the Single Sky Committee on 21 March 2023. The matter was discussed again within COREPER (Committee of the Permanent Representatives of the Governments of the Member States to the European Union) on 24 April 2023. skeyes is still waiting for the decision.

2. Commission Decision (EU) 2022/2255 of 24 October 2022 on the initiation of the detailed examination of certain performance targets contained in the revised draft performance plan for the third reference period submitted at functional airspace block level by Belgium, Germany, France, Luxembourg, and the Netherlands pursuant to Regulation (EC) No 549/2004 of the European Parliament and of the Council.

3. Draft Commission Implementing Decision on corrective measures to be taken by Belgium and Luxembourg regarding certain performance targets for the third reference period in accordance with Regulation (EC) No 549/2004 of the European Parliament and of the Council.

2022 remuneration report

REMUNERATION OF THE MEMBERS OF THE MANAGEMENT BODIES

Article 17 §4 of the Law of 21 March 1991 stipulates that the Remuneration Committee is to prepare an annual report on the remuneration of the members of the management bodies, which is to be included in the management report.

The Royal Decree of 2 October 2013 appointed Mr Johan Decuyper as Chief Executive Officer of skeyes from 2 October 2013 for a period of six years. Subsequently, the Royal Decree of 18 November 2013 appointed the Chairman and members of the Board of Directors of skeyes for a period of six years. The terms of office of the Directors technically expired on 17 November 2019. In accordance with the principle of continuity of public services, their terms of office were automatically extended until the appointment of new Directors.

The Directors for the period up to and including 16 January 2022 were:

- 1° Ms Julie Ludmer;
- 2° Ms Sandra Stainier;
- 3° Mr Fons Borginon;
- 4° Mr Laurent de Briey;
- 5° Mr Gérald Duffy;
- 6° Mr Luc Laveyne;
- 7° Mr Renaud Lorand – Président du Conseil d'administration;
- 8° Ms Liesbeth Van der Auwera;
- 9° Mr Hugo Van Bever;
- 10° Mr Johan Decuyper.

By a Royal Decree of 23 December 2021, Mr Decuyper was re-appointed as Chief Executive Officer for a period of six years. In a second Royal Decree of the same date, the following people were appointed Directors of skeyes for a renewable period of six years, from 17 January 2022:

- 1° Ms Julie Ludmer;
- 2° Ms Elisabeth Matthys;
- 3° Mr Jean Leblon;
- 4° Mr Kurt Van Raemdonck;
- 5° Mr Laurent Vrijdaghs - Chairman of the Board of Directors;
- 6° Mr Luc Laveyne;
- 7° Mr Renaud Lorand;
- 8° Ms Sandra Stainier;
- 9° Ms Liesbeth Van der Auwera;
- 10° Mr Johan Decuyper.

Since 22 April 2022, Ms 'Elisabeth Matthys has been replaced by Mr F. Borginon, who will complete Ms Matthys' term of office (Royal Decree of 23 March 2022).

MEMBERS OF THE BOARD OF DIRECTORS

The remuneration received by the members of the Board of Directors on account of their Directorship is determined by the King pursuant to Article 21 §2 of the Law of 21 March 1991. Within the Board, the Directors (with the exception of the Chief Executive Officer) and the Chairman received, on the basis of the Royal Decree of 18 November 2013, gross annual remuneration of €11,155.20 and €52,057.64 respectively, linked to the pivotal index 138.01.

The Directors also receive an attendance fee for their participation in the specialised committees created within the Board of Directors (Audit Committee, Remuneration Committee, Strategic Committee) on the basis of the Royal Decree of 3 May 1999. This attendance fee amounts to €371.84, is not index-linked and the annual total may not exceed 1/3 of the annual basic remuneration received as a Director.

For the 2022 financial year, the gross remuneration (in €) received by the members of the Board of Directors⁴ was as follows:



DIRECTORS	Gross	Attendance fees	TOTAL
VRIJDAGHS Laurent (Chairman)	78,511.79	5,577.60	84,089.39
BORGINON Fons	12,934.19	1,487.36	14,421.55
LAVEYNE Luc	17,481.68	4,090.24	21,571.92
LEBLON Jean	16,823.92	2,974.72	19,798.64
LORAND Renaud	19,893.46	2,974.72	22,868.18
LUDMER Julie	17,481.68	1,859.20	19,340.88
STAINIER Sandra	17,481.68	3,718.40	21,200.08
Van der AUWERA Liesbeth	17,481.68	4,090.24	21,571.92
Van RAEMDONCK Kurt	16,823.92	1,115.52	17,939.44
de BRIEY Laurent	657.76	-	657.76
DUFFY Gerald	657.76	371.84	1,029.60
MATTHYS Elisabeth	3,138.51	-	3,138.51
VAN BEVER Hugo	657.76	371.84	1,029.60
Director's total	220,025.79	28,631.68	248,657.47

4. Following an audit, it was found that during the 2022 financial year 2 Directors received an excess attendance fee and 4 Directors received an insufficient attendance fee; this situation was resolved in 2023.

The attendance rate at meetings of the Board of Directors was 98% (including the Chief Executive Officer). In 2022, the Board of Directors met 11 times and the Audit Committee 7 times; the Remuneration Committee and the Strategic Committee met 8 and 3 times respectively.

	Attendance at meetings of the Board of Directors and committees			
	Board (11 in total)	Remuneration Committee (8 in total)	Audit Committee (7 in total)	Strategy Committee (3 in total)
VRIJDAGHS Laurent	11/11	7/7	6/7	3/3
BORGINON Fons	8/8	6/6	-	-
LAVEYNE Luc	11/11	1/1	7/7	3/3
LEBLON Jean	10/11	6/7	-	2/3
LORAND Renaud	11/11	1/1	7/7	-
LUDMER Julie	11/11	6/7	-	-
STAINIER Sandra	10/11	-	7/7	3/3
Van der AUWERA Liesbeth	11/11	7/7	5/7	-
Van RAEMDONCK Kurt	11/11	-	-	3/3
de BRIEY Laurent	-	-	-	-
DUFFY Gerald	-	1/1	-	-
MATTHYS Elisabeth	3/3	1/1	-	-
VAN BEVER Hugo	-	1/1	-	-
DECUYPER Johan (CEO)	11/11	8/8	7/7	3/3
BRUYNSEELS Tanja (Government Commissioner)	11/11	-	7/7	2/3

EXECUTIVE COMMITTEE

In accordance with Article 17 §4 of the Law of 21 March 1991, the remuneration and benefits granted to the Chief Executive Officer and the members of the Executive Committee are decided by the Board of Directors at the proposal of the Remuneration Committee.

When each member of the Executive Committee took office, the salary package was the subject of a specific agreement in accordance with Article 21 of the Law of 21 March 1991.

In 2022, the Executive Committee, including the Chief Executive Officer, was composed of 6 members. The Chief Executive Officer began a second term of office with effect from 17 January 2022. Following the expiry of the terms of office of the remaining five members of the Executive Committee in 2022, the Board of Directors, at its meeting on 19 May, appointed the new members of the Executive Committee. Two members of management were reappointed, and three members took office.

When setting the Chief Executive Officer's remuneration, the relevant guidelines laid down by the Government in 2013 were taken into account. Based on these guidelines, and at the proposal of the Remuneration Committee, the Board of Directors set out a system of remuneration in the CEO's specific agreement providing for the granting of a fixed gross annual salary, a variable gross salary and a certain number of additional benefits.

The Chief Executive Officer does not receive any specific remuneration in his capacity as a member of the Board of Directors.

The specific agreement for the five members of the management also provides for a salary package consisting of a fixed gross annual salary, a variable gross salary and a certain number of additional benefits.

VARIABLE REMUNERATION

40% of the assessment is based on collective objectives, calculated on the basis of the average completion rates for the 2 years of past services (2020 and 2019 for 2021 services; 2020 and 2021 for 2022 services under the former term of office (former Executive Committee)), and the remaining 60% on the achievement of individual objectives previously set by the Chief Executive Officer.

• Regarding services in 2021

In 2022, the members of the Executive Committee received variable remuneration relating to 2021 services, as provided for in the specific agreements for the respective terms of office under the former Executive Committee.

• Regarding services in 2022

For members of the Executive Committee whose term of

office expired in 2022, the pro rata payment of the variable remuneration relating to the services provided in 2022 until the end of the term of office was made in 2022, in accordance with the arrangement provided for in the specific agreements for the respective terms of office under the former Executive Committee.

ADDITIONAL BENEFITS IN 2022

In 2022, the Chief Executive Officer and the other members of the Executive Committee received a number of additional benefits, such as a company car and hospitalisation insurance, as stipulated in their individual contracts. The contractual members of the Executive Committee also benefited from "income protection insurance" and group insurance.

In 2022, the members of the Executive Committee received the following salary package:

FORMER EXECUTIVE COMMITTEE	Fixed salary (*)	Variable remuneration and other benefits (**)	TOTAL
Chief Executive Officer	9,523.30	53,629.81	63,153.11
General managers	516,194.05	240,674.70	756,868.75
TOTAL	525,717.35	294,304.51	820,021.86

(*) Fixed salary = salary + holiday pay + end-of-year bonus (depending on the end date of the former term of office)

(**) Variable remuneration for 2021 services + 2022 services in proportion to the term of office

NEW EXECUTIVE COMMITTEE	Fixed salary (*)	Other benefits	TOTAL
Chief Executive Officer	271,817.65	32,054.20	303,871.85
General managers	643,485.82	89,292.66	732,778.48
TOTAL	915,303.47	121,346.86	1,036,650.33

(*) Fixed salary = salary + holiday pay + end-of-year bonus (depending on the start date of the new term of office)



GOVERNMENT COMMISSIONER

Ms Bruynseels was appointed as the Government Commissioner from 3 December 2020 (Royal Decree of 25 November 2020). In 2022, she received gross remuneration of €22,450.68.

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Scope of consolidation

On 27 February 2018, skeyes and Entry Point North Sweden created the joint venture “Entry Point North Belgium (EPNB)” to provide training services and administrative services to air traffic controllers in Belgium. Both parties acquired 50% of the shares.

SkeyDrone, a wholly-owned subsidiary of skeyes at the time, was created on 10 February 2020. On 31 January 2022, it was decided to increase the capital by €4,325,713.78 to increase it from €5,579,000.00 to €9,904,713.78 by cash contribution and by the issue of 55,789 shares, half of which were immediately paid up by the new shareholder “Brussels Airport Ventures SA” (CBE 0780.935.419) and the second half at the beginning of 2023. skeyes retains 55,790 shares in SkeyDrone. Given that skeyes retains control, the full consolidation method has been applied.

2022 is the third year in which consolidated annual accounts were prepared. The consolidated annual accounts for the 2022 financial year relate to the full consolidation of the annual accounts of the autonomous public company skeyes with those of its subsidiary SkeyDrone SA and proportional consolidation with Entry Point North Belgium SA.

Activity report of the EPNB subsidiary

In 2022, skeyes remained the strategic partner and main customer of EPNB.

The amount of revenue linked to third-party customers increased sharply to €1,493 K in 2022 compared with €227 K in 2021. This increase in revenue is mainly attributable to the various LVNL courses organised by EPNB during 2022, which will come to an end in early 2023. Depending on the outcome of the call for tenders procedure that will be launched by LVNL in mid-2023, new batches of courses could be organised at the end of 2023/beginning of 2024.

Thanks to additional preparatory training work with the Belgian army, EPNB also organised specific courses for the military in 2022. This ongoing collaboration with the Belgian army means that new batches of courses can be planned for the military in 2023.

All of these factors helped EPNB to make a profit after tax of €1,658 K.

Overall, EPNB organised more than 130 courses with a total of over 1400 participants. The variety of training services offered include ATC Initial & Unit Training for various partners (mainly skeyes), the Belgian army and LVNL.

Consolidating company	skeyes	Company number	skeyes' share	Method of consolidation
Companies integrated in the consolidation	Entry Point North Belgium SA	0691.631.279	50%	Proportional
	SkeyDrone SA	0743.488.073	50%	Full

Activity report of the SkeyDrone subsidiary

During its second year of activity, SkeyDrone focused on the continued development of its first two product lines:

- Product line 1 (UTM and drone detection systems): in addition to the continued development of its UTM (SkeyDrone Control) software suite, the Company secured an additional client in the UAS geozone managers segment. The results of several drone detection proofs-of-concept have been translated into a drone detection service offering (“drone detection as a service”).
- Product line 2 (UTM services for drone operators): the Company has developed a structural risk mitigation framework that allows “BVLOS” drone flights (i.e. Beyond Visual Line of Sight flights) in anticipation of “U-space”. This framework has been approved by the Belgian Civil Aviation Authority, after validation by the EASA (European Union Aviation Safety Agency), and forms the basis for operational BVLOS flights carried out by several of the Company’s customers in various Belgian geozones. In addition, the Company continued its preparations for certification as a U-space service provider in 2023.

SkeyDrone also continued its participation in already-in-progress subsidised European research and development projects on U-space and urban air mobility (SAFIR-MED and CORUS-XUAM). The Belgian project to implement U-space (BURDI), in which the Company will play a key role, was launched at the end of 2022. The Company can also expect European subsidies for this project.

The Company’s total income for the 2022 financial year amounted to €1,166,979.93, compared to €334,295.54 in 2021. Revenue amounted to €383,049.00 (compared to €229,640.94 in 2021). The increase is mainly due to the capitalisation of the developments carried out.

The Company’s operating expenses for the 2022 financial year were €2,145,901.43. This represents an increase of 25% compared to the 2021 financial year, which is mainly due to an increase in salary costs and social security charges.

In 2022, SkeyDrone recorded a loss before interest and taxes

(EBIT) of €978,921.50, compared to a loss of €1,379,193.68 in 2021. No extraordinary income or expenses were recorded during the 2022 financial year.

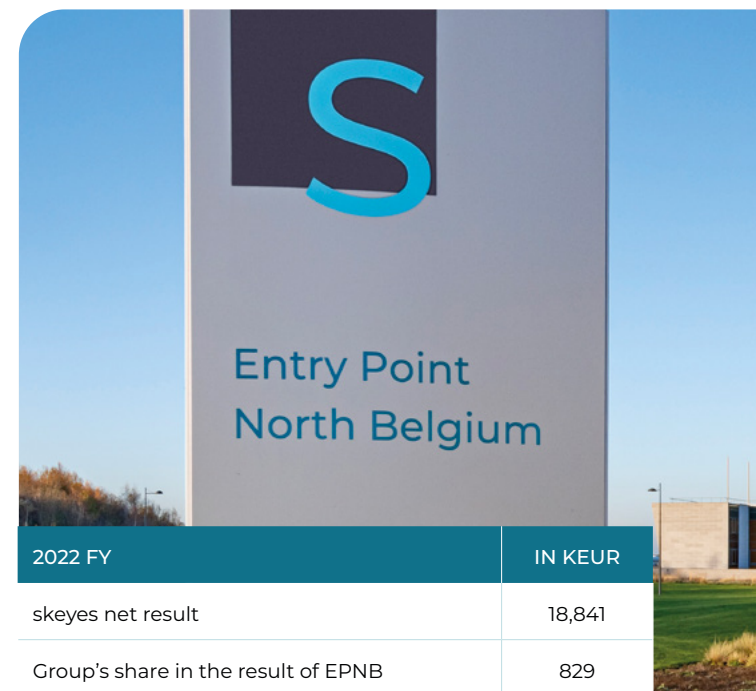
The Board of Directors concludes that the net result after tax for the 2022 financial year shows a loss of €995,069.93.



Financial data for the 2022 financial year

BALANCE SHEET AND PROFIT AND LOSS ACCOUNT

PROFIT AND LOSS ACCOUNT (in thousands of €)	2021	2022	EVOLUTION
Revenue	270,047	305,450	35,403
Fixed assets produced	-	609	609
Other operating income	3,818	3,845	27
Non-recurring operating income	160	29	- 131
Operating income	274,025	309,932	35,908
Tradeable goods	36	39	3
Services and miscellaneous goods	95,438	112,164	16,726
Remuneration, social security contributions and pensions	143,353	157,504	14,150
Amortisation	12,560	12,718	157
Write-downs and provisions	171	2,818	2,647
Other operating expenses	2,203	1,854	- 349
Non-recurring operating expenses	432	3,368	2,936
Operating expenses	254,193	290,464	36,271
Operating result	19,832	19,469	- 363
Financial result	- 511	- 488	22
Income tax	68	306	238
Consolidated result	19,253	18,675	- 578
Minority interests' share in the result	0	-498	-498
Group's share in the result	19,253	19,172	-81



2022 FY	IN KEUR
skeyes net result	18,841
Group's share in the result of EPNB	829
Group's share in the result of SkeyDrone	-498
Group's share in the consolidated result	19,172

The consolidated annual accounts show a profit of €18.7 million: the group's share in the result is €19.2 million, of which €18.8 million for the parent company skeyes, €829 K for EPNB (50%) and a loss of €498 K for the SkeyDrone subsidiary (50%); the minority interests' share in the result concerns the 50% share of Brussels Airport Ventures SA in the loss of SkeyDrone.

skeyes accounts for 99% of consolidated operating income and 98% of consolidated operating expenses.

The fixed assets produced concern internal developments by SkeyDrone, which were recognised as assets for the first time in 2022 in the amount of €609 K.



ASSETS	2021	2022	EVOLUTION
Fixed assets	109,967	108,909	- 1,058
Current assets	384,973	428,138	43,165
Total assets	494,940	537,047	42,107

LIABILITIES	2021	2022	EVOLUTION
Equity	236,204	281,220	45,016
Minority interests	-	805	805
Provisions	20,910	24,026	3,116
Debts	237,826	230,996	- 6,830
Total liabilities	494,940	537,047	42,107

The total consolidated balance sheet amounts to €537 million. Also for the balance sheet, skeyes accounts for more than 99% of the various items in the consolidated balance sheet.

Minority interests indicate the share of consolidated equity that is not held by the parent company skeyes, but that is contributed by third parties (e.g. Brussels Airport Ventures SA).

For discussion of the balance sheet and of the profit and loss account of the parent company and subsidiaries, please refer to the statutory annual accounts and the annual report of these respective companies.

EVENTS AFTER THE BALANCE SHEET DATE

Events after the balance sheet date are addressed in skeyes' annual report.

/ REPORT OF THE JOINT AUDITORS

Report of the Joint Auditors of the autonomous public company skeyes for the year ended 31 December 2022

In accordance with the articles of association of the company and the provisions of the law, and more particularly, in accordance with Section 25 of the law of 21 March 1991 concerning the reform of certain economic public companies (hereinafter referred to as “the law of 21 March, 1991”) which makes reference to Sections 3:74 and 3:75 of the Code of companies and associations, the Board of Auditors hereby submits its report to you under our mandate as statutory auditor of skeyes (the “autonomous public company”). This report includes our opinion on the balance sheet as at 31 December 2022, the income statement for the year ended 31 December 2022 and the disclosures (all elements together the “Annual Accounts”) and includes as well our report on other legal and regulatory requirements. These reports are considered as one and are inseparable.

The members of the Institute of Auditors have been appointed by the Dutch business court in Brussels. This mandate expires with the deliberation of the Annual Accounts for the year ending 31 December 2022. They performed the statutory audit of the Annual Accounts of the Company during 3 years.

Per Section 25 §3 of the law of 21 March 1991, two members of the Joint Auditors have been appointed by the shareholders' meeting of the Court of Audit of respectively 25 August 2021 and 19 April 2023.

Report on the audit of the Annual Accounts

UNQUALIFIED OPINION

We have audited the Annual Accounts of skeyes, that comprise of the balance sheet on 31 December 2022, the income statement of the year and the disclosures, which





show a balance sheet total of € 535.534.923 and of which the income statement shows a profit for the year of € 18.840.905.

In our opinion, the Annual Accounts give a true and fair view of the autonomous public company's net equity and financial position as at 31 December 2022, and of its results for the year then ended, prepared in accordance with the financial reporting framework applicable in Belgium.

BASIS FOR THE UNQUALIFIED OPINION

We conducted our audit in accordance with International Standards on Auditing ("ISAs"). Our responsibilities under those standards are further described in the "Our responsibilities for the audit of the Annual Accounts" section of our report.

We have complied with all ethical requirements that are relevant to our audit of the Annual Accounts in Belgium, including those with respect to independence.

We have obtained from the Board of Directors and the officials of the autonomous public company the explanations and information necessary for the performance of our audit and we believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

EMPHASIS OF CERTAIN MATTERS

Without qualifying our opinion, we draw attention to Note VOL- kap 6.20 to the Annual Accounts in which the uncertainties are described with respect to the revenue and result of the current period given that the revised European Union-wide targets for the third reference period (2020-2024) have not been finalized yet. Additionally, the impact of the changed assumptions with respect to financial years 2020-2021 on the financial year 2022 have been described. The outcome of the matter explained above could have a significant impact on the financial position

and results of the autonomous public company.

RESPONSIBILITIES OF THE BOARD OF DIRECTORS FOR THE PREPARATION OF THE ANNUAL ACCOUNTS

The Board of Directors is responsible for the preparation of the Annual Accounts that give a true and fair view in accordance with the financial reporting framework applicable in Belgium and for such internal controls relevant to the preparation of the Annual Accounts that are free from material misstatement, whether due to fraud or error.

As part of the preparation of Annual Accounts, the Board of Directors is responsible for assessing the autonomous public company's ability to continue as a going concern, and provide, if applicable, information on matters impacting going concern, The Board of Directors should prepare the financial statements using the going concern basis of accounting, unless the Board of Directors either intends to liquidate the autonomous public company or to cease business operations, or has no realistic alternative but to do so.

OUR RESPONSIBILITIES FOR THE AUDIT OF THE ANNUAL ACCOUNTS

Our objectives are to obtain reasonable assurance whether the Annual Accounts are free from material misstatement, whether due to fraud or error, and to express an opinion on these Annual Accounts based on our audit. Reasonable assurance is a high level of assurance, but not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Annual Accounts.

In performing our audit, we comply with the legal, regulatory and normative framework that applies to the audit



of the Annual Accounts in Belgium. However, a statutory audit does not provide assurance about the future viability of the Company, nor about the efficiency or effectiveness with which the board of directors has taken or will undertake the Company's business operations. Our responsibilities with regards to the going concern assumption used by the board of directors are described below.

As part of an audit in accordance with ISAs, we exercise professional judgment and we maintain professional skepticism throughout the audit. We also perform the following tasks:

- identification and assessment of the risks of material misstatement of the Annual Accounts, whether due to fraud or error, the planning and execution of audit procedures to respond to these risks and obtain audit evidence which is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting material misstatements resulting from fraud is higher than when such misstatements result from errors, since fraud may

involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;

- obtaining insight in the system of internal controls that are relevant for the audit and with the objective to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the autonomous public company's internal control;
- evaluating the selected and applied accounting policies, and evaluating the reasonability of the accounting estimates and related disclosures made by the Board of Directors as well as the underlying information given by the Board of Directors;
- conclude on the appropriateness of the Board of Directors' use of the going-concern basis of accounting, and based on the audit evidence obtained, whether or not a material uncertainty exists related to events or conditions that may cast significant doubt on the autonomous public company's ability to continue as a going concern.

If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Annual Accounts or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the autonomous public company to cease to continue as a going-concern;

- evaluating the overall presentation, structure and content of the Annual Accounts, and evaluating whether the Annual Accounts reflect a true and fair view of the underlying transactions and events.

We communicate with the managing bodies of the autonomous public company regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other legal and regulatory requirements

RESPONSIBILITIES OF THE BOARD OF DIRECTORS

The Board of Directors is responsible for the preparation and the content of the management report, the compliance with the legal and regulatory requirements regarding bookkeeping, as well as compliance with the law of 21 March 1991, the management contract of the autonomous public company and with the Company's articles of association.

RESPONSIBILITIES OF THE JOINT AUDITOR

In the context of our mandate and in accordance with the additional standard to the ISA's applicable in Belgium, it is our responsibility to verify, in all material respects, the management report, as well as compliance with certain requirements of the law of 21 March 1991 and the articles of association, as well as to report on these matters.

ASPECTS RELATING TO MANAGEMENT'S REPORT

In our opinion, after carrying out specific procedures on the management report, the management report is consistent with the Annual Accounts and has been prepared in accordance with articles 3:5 and 3:6 of the Code of companies and associations.

In the context of our audit of the Annual Accounts, we are also responsible to consider whether, based on the information that we became aware of during the performance of our audit, the management's report contains any material inconsistencies or contains information that is inaccurate or otherwise misleading. In light of the work performed, we do not need to report any material inconsistencies.

ASPECTS RELATING TO THE SOCIAL BALANCE SHEET

The social balance sheet, to be published in accordance with article 3:12, § 1, 8° of the Code of companies and associations, includes both in form and in substance the required information as prescribed by the Code of companies and associations and does not contain any material inconsistencies compared to the information we have in our audit files.

INDEPENDENCE MATTERS

Our audit firm and our network have not performed any services that are not compatible with the statutory audit of the Annual Accounts and have remained independent of the autonomous public company during the course of our mandate.

No additional services, that are compatible with the statutory audit of the Annual Accounts as referred to in Article 3:65 of the Code of companies and associations and for which fees are due, have been carried out.

OTHER COMMUNICATIONS

- Without prejudice to certain formal aspects of minor importance, the accounting records were maintained in accordance with the legal and regulatory requirements applicable in Belgium taking into account the specific applicable legislation, sometimes deviating from the Belgian Company Code, specifically referring to the law of 31 July 2017 with respect to the change of Section 176 of the law of 21 March 1991 which states that no provision should be created for risks and charges related to disability and leave preceding the legal pension of the employees of skeyes.

- The appropriation of the results complies with the relevant requirements of the law and the Company's articles of association.
- There are no transactions undertaken or decisions taken in breach of the law of 21 March 1991, the articles of association or of the third management contract of the autonomous public company that we have to report to you.

Brussels, 28 April 2023

The Board of Auditors,

The members of the Institute of Company Auditors

EY Réviseurs d'entreprises SRL
Statutory auditor represented by

DANIEL WUYTS*

Partner*

Chair of the Board of Auditors

**Acting on behalf of a BV*

Mazars Réviseurs d'entreprises SCRL

Statutory auditor represented by

PHILIPPE GOSSART

PARTNER

The Court of Audit

represented by

PHILIPPE ROLAND

First Chairman of the Court of Audit

HILDE FRANÇOIS

Chairman of the Court of Audit

/ ANNUAL ACCOUNTS 2022

PROFIT AND LOSS ACCOUNT	31/12/2021 (€)	31/12/2022 (€)	Ref.
Operating income	276 473 340.12	310 411 506.82	
A. Turnover	271 946 469.35	306 060 922.83	A
B. Increase (Decrease) in stocks of finished goods, work in progress and in contracts in progress			
C. Fixed assets - own construction			
D. Other operating income	4 366 957.36	4 322 461.58	
E. Extraordinary income	159 913.41	28 122.41	
Operating charges	255 616 669.55	291 097 095.94	
A. Raw materials, consumables and goods for resale			
1. Purchases			
2. Decrease (increase) in stocks			
B. Services and other goods	93 669 534.11	109 655 945.31	
C. Remuneration, social security costs and pensions	146 691 444.64	160 836 519.01	
D. Depreciation and other amounts written off formation expenses and intangible and tangible fixed assets	12 451 342.50	12 570 001.89	
E. Amounts written off stocks, contracts in progress and trade debtors - Increase (decrease)	-327 121.12	151 526.51	
F. Provisions for risks and charges - Appropriations (Utilization and write-back)	498 455.89	2 666 313.19	
G. Other operating charges	2 201 345.67	1 851 838.11	
H. Operating charges capitalized as restructuring costs			
I. Extraordinary charges	431 667.86	3 364 951.92	B
Operating profit (loss)	20 856 670.57	19 314 410.88	
Financial income	124 694.99	145 019.25	
Recurring financial income	124 694.99	145 019.25	
A. Income from financial fixed assets			
B. Income from current assets			
C. Other financial income	124 694.99	145 019.25	
Non-recurring financial income			
Financial charges	626 949.40	618 525.16	
Recurring financial charges	626 949.40	618 525.16	
A. Interest and other debt charges	573 819.73	266 704.19	

B. Amounts written off current assets other than stocks, contracts in progress and trade debtors			
C. Other financial charges	53 129.67	351 820.97	
Non-recurring financial charges			
Profit (Loss) on ordinary activities before taxes	20 354 416.16	18 840 904.97	
A. Transfer from deferred taxes			
B. Transfer to deferred taxes			
Income taxes	-24 270.45	0.00	
A. Taxes			
B. Adjustment of income taxes and write-back of tax provisions	24 270.45	0.00	
Profit (Loss) for the financial year	20 378 686.61	18 840 904.97	
Transfer from reserves			
Transfer to reserves			
Profit (Loss) for the year available for appropriation	20 378 686.61	18 840 904.97	
APPROPRIATION ACCOUNT	31/12/2021 (€)	31/12/2022 (€)	Ref.
Profit (Loss) to be appropriated	8 520 442.58	27 361 347.55	
Profit (Loss) for the year available for appropriation	20 378 686.61	18 840 904.97	
Profit (Loss) brought forward	-11 858 244.03	8 520 442.58	
Transfers from capital and reserves			
from capital and share premium account			
from reserves			
Transfers to capital and reserves	0.00	27 361 347.55	
to capital and share premium account			
to the legal reserve	0.00	2 500 000.00	
to other reserves	0.00	24 861 347.55	
Profit (Loss) to be carried forward	8 520 442.58	0.00	
Shareholders' contribution in respect of losses			
Profit to be distributed			
Dividends			
Directors' or managers' entitlements			
Other beneficiaries			

ASSETS	31/12/21 (€)	31/12/2022 (€)	Ref.
Formation expenses			
FIXED ASSETS	115 219 412.13	113 675 029.10	
Intangible fixed assets	320 930.26	178 835.01	
Tangible fixed assets	109 085 081.23	107 681 803.45	
A. Land and buildings	52 058 392.39	50 083 730.54	
B. Plant, machinery and equipment	28 781 034.12	30 988 495.00	
C. Furniture and vehicles	3 431 843.98	3 696 782.64	
D. Leasing and other similar rights			
E. Other tangible fixed assets	2 264 302.74	4 270 081.94	
F. Assets under construction and advance payments	22 549 508.00	18 642 713.33	B
Financial fixed assets	5 813 400.64	5 814 390.64	
A. Affiliated enterprises	5 779 000.00	5 779 000.00	
1. Participating interests	5 779 000.00	5 779 000.00	
2. Amounts receivable			
B. Enterprises linked by participating interests			
1. Participating interests			
2. Amounts receivable			
C. Other financial assets	34 400.64	35 390.64	
1. Shares			
2. Amounts receivable and cash guarantees	34 400.64	35 390.64	

CURRENT ASSETS	380 139 738.60	421 859 893.91	29/58
Amounts receivable after one year	2 973 716.20	4 999 364.78	
A. Trade debtors			
B. Other amounts receivable	2 973 716.20	4 999 364.78	C
Stocks and contracts in progress			
A. Stocks			
1. Raw materials and consumables			
2. Work in progress			
3. Finished goods			
4. Goods purchased for resale			
5. Immovable property intended for sale			
6. Advance payments			
B. Contracts in progress			
Amounts receivable within one year	37 816 359.39	65 199 822.75	
Trade debtors	11 952 977.15	15 408 037.98	
Other amounts receivable	25 863 382.24	49 791 784.77	
Current investments	94 974 765.35	52 471 948.02	
A. Portfolio for investment			
B. Other investments and deposits	94 974 765.35	52 471 948.02	
Cash at bank and in hand	14 743 275.70	54 497 096.77	
Deferred charges and accrued income	229 631 621.96	244 691 661.59	D
TOTAL ASSETS	495 359 150.73	535 534 923.01	

EQUITY AND LIABILITIES	31/12/2021 (€)	31/12/2022 (€)	Ref.
EQUITY	237 439 331.67	281 264 021.36	E
Capital	145 000 000.00	170 000 000.00	
A. Issued capital	145 000 000.00	170 000 000.00	
B. Uncalled capital			
Share premium account			
Revaluation surpluses			
Reserves	83 660 034.93	111 021 382.48	
A. Legal reserve	14 500 000.00	17 000 000.00	
B. Reserves not available for distribution			
1. In respect of own shares held			
2. Other			
C. Reserves			
D. Reserves available for distribution	69 160 034.93	94 021 382.48	
Accumulated profits (losses)	8 520 442.58	0.00	
Investment grants	258 854.16	242 638.88	
Advance to associates on the sharing out of net assets			
PROVISIONS AND DEFERRED TAXES	20 909 746.33	24 026 059.52	
Provisions for liabilities and charges	20 909 746.33	24 026 059.52	
1. Pensions and similar obligations	2 340 076.20	4 339 140.91	F
2. Taxation			
3. Major repairs and maintenance	12 613 917.13	13 257 917.13	
4. Environmental obligations			
5. Other liabilities and charges	5 955 753.00	6 429 001.48	
B. Deferred taxes			

LIABILITIES	237 010 072.73	230 244 842.13	
Amounts payable after one year	133 354 421.71	101 433 929.72	
A. Financial debts	132 510 166.67	100 520 374.68	
1. Subordinated loans			
2. Unsubordinated loans			
3. Leasing and other similar obligations			
4. Credit institutions			
5. Other loans	132 510 166.67	100 520 374.68	G
B. Trade debts			
1. Suppliers			
2. Bills of exchange payable			
C. Advances received on contracts in progress			
D. Other amounts payable	844 255.04	913 555.04	
Amounts payable within one year	67 428 794.41	95 430 956.57	
A. Current portion of amounts payable after one year	6 265 890.42	27 004 957.86	G
B. Financial debts			
1. Credit institutions			
2. Other loans			
C. Trade debts	38 987 211.04	45 521 021.59	
1. Suppliers	38 987 211.04	45 521 021.59	
2. Bills of exchange payable			
D. Advances received on contracts in progress			
E. Taxes, remuneration and social security	20 742 788.31	21 472 072.48	
1. Taxes	418 644.19	1 255 840.04	
2. Remuneration and social security	20 324 144.12	20 216 232.44	
F. Other amounts payable	1 432 904.64	1 432 904.64	
Accrued charges and deferred income	36 226 856.61	33 379 955.84	C / D
TOTAL LIABILITIES	495 359 150.73	535 534 923.01	

/ SUMMARY OF VALUATION RULES

Assets

FORMATION EXPENSES

The formation expenses and initial costs of establishment are immediately booked during the financial year in which they were incurred.

The restructuring costs are carried to assets when they consist of clearly defined expenses that are linked to a drastic change in the structure or the organization of the company and when these expenses have a permanent and favourable impact on the profitability of the company.

These expenses are amortized in annual instalments of 20%.

INTANGIBLE FIXED ASSETS

The royalties for patents and licences are booked in this section and are subject to a linear amortization rate of 20% a year.

Studies, on the other hand, are immediately booked under 'Services and other goods' (applied from the year 2000 onwards).

TANGIBLE FIXED ASSETS

The fixed assets are booked under the assets of the balance sheet at their acquisition value, including the extra costs which, for major projects, comprise the nonrecoerable taxes and transport charges, as well as the fees for architects and engineering firms (with regard to stability, special techniques, safety and control).

Amortization is calculated per month in a linear way, according to the rates mentioned in the amortization table, while the month of coming into service corresponds to the first monthly amortization instalment.

The fixed assets are considered as operational either on the date of the report of provisional acceptance (on that

date, they can be removed from the section 'Fixed assets under construction' under which they were registered, and booked to their specific account), or on the date of the delivery of the goods.

In exceptional circumstances, skeyes can provide for amortization on 'Fixed assets under construction' when the putting into service takes place before the provisional acceptance; in such a case, the actual date of putting into service is taken into account.

The categories of (in)tangible fixed assets were reviewed, further differentiated and refined in 2019. Depending on the estimated economic life of the investments in the various categories, the amortization rates were determined. For some categories the amortization period becomes longer, for others shorter.

FINANCIAL FIXED ASSETS

AFFILIATED ENTERPRISES

The financial fixed assets are booked on the assets side of the balance sheet at their acquisition value.

At the end of each financial year, the valuation is revised in accordance with the situation, profitability or prospects of the company in which the participation is held.

Amounts written down are booked for the financial fixed assets for which a durable capital loss is determined or for which the repayment, as a whole or partly, is insecure or in danger.

A write-back of the amounts written down is carried out equal to the said amounts written down if, later on, a durable capital profit is recorded.



When the estimated value is higher than the value of the booked item, in principle, no changes are made to the accounting value.

AMOUNTS RECEIVABLE AFTER MORE THAN ONE YEAR

The amounts receivable are booked at their nominal value or their acquisition value.

A write-down is applied when the realisation value on the closing date is lower than the accounting value – provided that this constitutes a durable capital loss - or when the repayment upon maturity, as a whole or partly, is insecure or in danger.

The valuation rules concerning currencies are applicable to this.

STOCKS

The purchased goods represent a relatively insignificant amount compared to the total of the section 'Operating charges'. They are allocated to the section 'Services and other goods' and consequently they are booked completely at the time of delivery.

AMOUNTS RECEIVABLE WITHIN ONE YEAR

The amounts receivable are booked at their nominal value or their acquisition value and are subject to the same valuation rules as the amounts receivable after more than one year.

CURRENT INVESTMENTS

- The current investments on time-deposit accounts are booked at their acquisition value;
- The investments in marketable securities are rated at the

market value, which measures in a useful way the yield of the investment for the covered period on the date of the report;

- The securities that have a fixed redemption value, and which are not marketable, are valued as if they had a constant yield level until their maturity date.

DEFERRED CHARGES AND ACCRUED INCOME

This section includes:

- Deferred charges, i.e. the pro rata of costs that were incurred during the financial year or the previous financial year, but which must be charged to one or more subsequent financial years;
- Accrued income, i.e. the pro rata of income that will only be receivable during a subsequent financial year, but which relates to the financial year that has ended.

Liabilities

PROVISIONS FOR LIABILITIES AND CHARGES

At the end of every financial year, the Board of Directors investigates with care, sincerity and in good faith, the provisions that have to be made in order to cover the liabilities and charges to be expected, i.e.:

- Charges inherent to major repairs and maintenance; risks that resulted in the course of the financial year from clearly described future losses and charges;
- Losses or charges of a clearly defined nature, incurred during the financial year, but of which the amount is not yet determined;
- Obligations resulting from individual agreements concluded with members of staff, having a final character and that have materialised as agreements concluded within the framework of restructuring measures;
- The risk of losses because skeyes is committed to a performance plan that sets the tariffs for 'en-route' activity for a certain reference period for the cost efficiency part. Based on yearly updates of the traffic forecasts we calculate the losses due to the traffic risk for the remaining years of the reference period and that we have to bear.

The provisions built up during the previous financial years are to be reviewed and written-back if they are no longer wholly or partially necessary.

AMOUNTS PAYABLE AFTER MORE THAN ONE YEAR AND PAYABLE WITHIN ONE YEAR

These amounts payable are recorded at their nominal value.

Remuneration and social security are valued according to the current social and fiscal legislation and in line with the agreements concluded with the employees' unions.

The valuation rules concerning currencies are applicable to this.

ACCRUED CHARGES AND DEFERRED INCOME

The section contains:

- The accrued charges, i.e. the pro rata of charges that will only be paid in a future financial year, but which refer to the previous financial year;
- The deferred income, i.e. the pro rata of income that has been collected in the course of the financial year or a previous financial year, but which refer wholly or partly to a later financial year.

Miscellaneous

GENERAL PRINCIPLES APPLICABLE TO THE VALUATION OF THE ASSETS AND LIABILITIES THAT ARE EXPRESSED IN CURRENCY

The transactions in foreign currency are converted into Euro at the rate of exchange the day of the transaction.

At the end of the financial year, the (intangible, tangible or financial) fixed assets as well as the other assets and liabilities for the part of the balance of those accounts expressed or originally in currencies, are converted to the rate of exchange applicable at the time of their entry.

NOTE: C 6.10. OPERATING RESULTS - PENSIONS

In application of article 85, paragraph 2 of the RD of 30 January 2001, we have adapted the section "Personnel Costs – Retirement and Survivors' Pensions" in note C. 6.10 to the specific features of our company. This section contains the contribution of 35% paid to the State, in accordance with the current value of the acquired and future retirement pension rights of the active statutory staff members.

ADDITIONAL MENTIONS TO NOTE C.6.10 AND TO THE SOCIAL BALANCE SHEET: VOL.6 «WORKERS FOR WHOM THE COMPANY HAS SUBMITTED A DIMONA DECLARATION OR WHO WERE ENTERED IN THE GENERAL PERSONNEL REGISTER»

skeyes has introduced a DIMONA declaration for its statutory workers who are not bound by an employment contract (which means that the Employment Contracts Act is not applicable); they have been mentioned in the social balance sheet of permanent workers since the creation of skeyes.



NOTE ON THE END-OF-CAREER COSTS OF AIR TRAFFIC CONTROLLERS

In Belgium, just like in many other European countries, air traffic controllers are subject to a long-standing system whereby they acquire a non-active status a number of years before their pension. As part of this system, they receive a significant part of their salary without any performances in return. They remain however at the disposal of skeyes. The cost of this system is borne by the company, which adds it to the cost base it charges to its customers.

Since the creation of skeyes the costs of the air traffic controllers' non-active status have been entered under personnel costs at the time of payment of this compensation (consistent financial reporting framework).

In accordance with European regulations applicable to the charging of air navigation services, these end-of-career costs are financed simultaneously by charging customers. In application of the 'matching' concept in accounting, there is a

consistency between the costs (compensation paid to the air traffic controllers) and the revenues (charging the compensation back to the customers).

The law of 31 July 2017 amending Article 176 of the law of 21 March 1991 confirms that skeyes does not have to make provision for obligations in respect of liabilities and charges for the non-active status and pre-pension leave of its staff.

/ NOTES TO THE ANNUAL ACCOUNTS

REF A :

Comment on revenue (heading 70) and the result for the accounting period

HISTORY

skeyes' revenue recognition for en-route and EBBR activities is based on EU regulations which determine and regulate the fees for airlines by 5-year reference period¹.

The 2022 financial year just ended, as well as the two previous financial years, fall under the third European reference period (RP3) which covers the years 2020-2024 inclusive.

This reference period was characterised by the Covid pandemic, giving rise to great uncertainty and unknowns, which led to specific temporary measures² and the introduction of various successive pricing proposals over time.

The European Regulation provides that the last performance plan submitted must be used to determine the unit rates and the invoicing rate for as long as there is no final approval of the performance plan by the European Commission.

The rates for 2020 and 2021 were applied on the basis of the pre-Covid performance plan, which did not enable skeyes to recover its costs due to the sharp fall in air traffic.

The rates applied during the last financial year 2022 are based on a revised performance plan, submitted to the European Commission in 2021. This revised plan was rejected at the beginning of 2022 and a new adapted plan was requested. In July 2022, the states of Belgium and Luxembourg submitted a new revision of the plan.

In the autumn of 2022, the European Commission announced that it believed that this most recent plan was still not compliant with European directives and decided to carry out a detailed examination of the last plan introduced³. The corrective measures proposed by the Commission⁴ were, however, disapproved by the Single Sky Committee on 21 March 2023. The case was discussed again within COREPER (Committee of the Permanent Representatives of the Governments of the Member States to the European Union) on 24 April 2023. skeyes is still, to date, awaiting the decision.

The rates for the third reference period for Belgium-Luxembourg are therefore not yet, to date, definitively known.

However, the Covid pandemic, followed by the geopolitical situation in Eastern Europe, led to delays in several areas, particularly with regard to project execution and recruitment. Savings were also achieved. It follows that actual costs for the years 2020, 2021 and 2022 proved to be lower than those of the corresponding plan.

For the end of the 2022 financial year and given these uncertain circumstances, we opted for revenue recognition based on the actual cost base for all the years of the third reference period RP3, i.e. 2020, 2021 and 2022.

In doing so, skeyes is assuming that the European Commission will agree to the recovery of the actual cost base (as opposed to the expected cost base in the various successive plans) for the en-route and EBBR terminal activities for the closed years. The assumption that the European Commis-

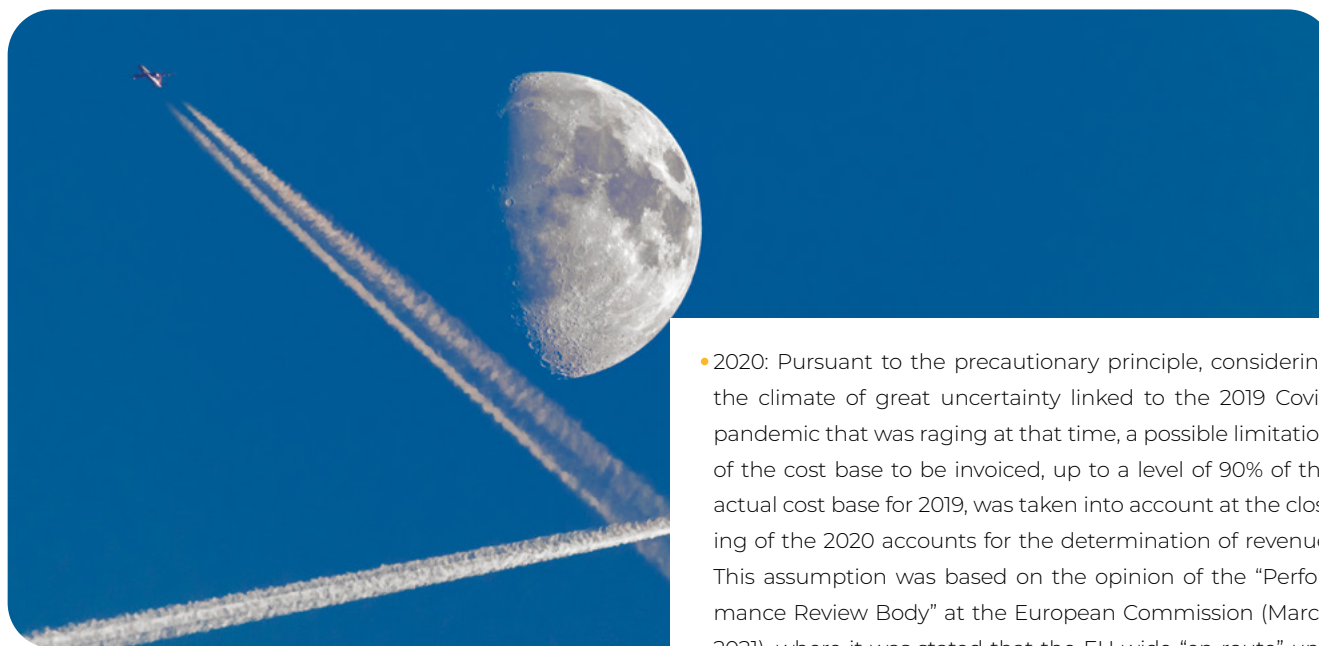
1. Commission Implementing Regulation (EU) 2019/317 of 11 February 2019 laying down a performance and charging scheme in the single European sky and repealing Implementing Regulations (EU) No 390/2013 and (EU) No 391/2013.

2. Commission Implementing Regulation (EU) 2020/1627 of 3 November 2020 on exceptional measures for the third reference period (2020-2024) of the single European sky performance and charging scheme due to the COVID-19 pandemic.

sion would require a lower cost base than the actual (and demonstrable) cost base for the regulated activities in question seems unrealistic. Indeed, this would mean that the ANSPs would be forced to operate at a loss, which is not viable in the (medium or) long term.

In addition, the Commission proposes in the draft corrective measures⁵ that the difference between the actual costs for 2022 and the cost base for 2022 included in the performance plan be returned to airspace users via a one-off cost reduction in 2024. This implicitly confirms the Commission's agreement to charge the actual costs for 2022 to airspace users.

This is why choosing to recognise revenue based on the actual cost base is therefore the most acceptable assumption.



SUMMARY OF REVENUE RECOGNITION ASSUMPTIONS FOR THE 2020-2022 FINANCIAL YEARS

En-route activity

		ACCOUNTING PERIOD		
		2020	2021	2022
REPORTING YEAR	2020	90% of the actual cost base for 2019		
	2021	97% of the actual cost base for 2019	97% of the actual cost base for 2019	
	2022	100% of the actual cost base for 2020	100% of the actual cost base for 2021	100% of the actual cost base for 2022

3. Commission Decision (EU) 2022/2255 of 24 October 2022 on the initiation of the detailed examination of certain performance targets contained in the revised draft performance plan for the third reference period submitted at functional airspace block level by Belgium, Germany, France, Luxembourg, and the Netherlands pursuant to Regulation (EC) 549/2004 of the European Parliament and of the Council.

4-5. Draft Commission Implementing Decision on corrective measures to be taken by Belgium and Luxembourg regarding certain performance targets for the third reference period in accordance with Regulation (EC) 549/2004 of the European Parliament and of the Council.

6. Commission Implementing Decision (EU) No 2021/891 of 2 June 2021 setting revised Union-wide performance targets for the air traffic management network for the third reference period (2020-2024) and repealing Implementing Decision (EU) No 2019/903.

- 2020: Pursuant to the precautionary principle, considering the climate of great uncertainty linked to the 2019 Covid pandemic that was raging at that time, a possible limitation of the cost base to be invoiced, up to a level of 90% of the actual cost base for 2019, was taken into account at the closing of the 2020 accounts for the determination of revenue. This assumption was based on the opinion of the "Performance Review Body" at the European Commission (March 2021), where it was stated that the EU-wide "en-route" unit cost for the combined years of 2020-2021 should be limited to +104.2% of the EU-wide unit cost for 2019. This would mean that the cost base to be charged to airlines for 2020 and 2021 would be limited to 90% of the actual costs for 2019.

- 2021: In the Commission's final decision⁶, the limitation of the en-route cost base at European level was further relaxed, to 97% of the actual costs for 2019. This is why the revenue recognition assumption at the end of 2021 has been revised, from 90% to 97% of the actual cost base for 2019.

- 2022: revenue recognition based on 2022 actual costs (see above).

In practice, the change in the revenue recognition assumption led to a revaluation of the corrective mechanisms for 2020 and 2021 relative to the level used for the closing on 31/12/2021 (97% of the actual cost base for 2019), which had a +€13.8 million impact on revenue in the financial year ended.

EBBR terminal activity

		ACCOUNTING PERIOD		
		2020	2021	2022
REPORTING YEAR	2020	90% of the actual cost base for 2019		
	2021	100% of the actual cost base for 2020	100% of the actual cost base for 2021	
	2022	100% of the actual cost base for 2020	100% of the actual cost base for 2021	100% of the actual cost base for 2022

- 2020: As for en-route activity, for the determination of revenue at 2020 accounts closing, a possible limitation of the cost base to be invoiced up to the level of 90% of the actual cost base for 2019 was also taken into account for the terminal activity - based on the precautionary principle. This assumption was based on the opinion of the "Performance Review Body" at the European Commission (March 2021), where it was stated that the EU-wide "en-route" unit cost for the combined years of 2020-2021 should be limited to +104.2% of the EU-wide unit cost for 2019. This would mean that the cost base to be charged to airlines for 2020 and 2021 would be limited to 90% of the actual costs for 2019.
- 2021: No EU-wide cost-efficiency target applies to the terminal activity; this is why the revenue recognition assumption at the end of 2021 has been revised, from 90% of the actual cost base for 2019 to 100% of the actual cost base for 2020 and 2021.
- 2022: There was no change in the assumption used for the recognition of revenue for the EBBR terminal activity compared to 31/12/2021.



IMPACT

In order to inform readers of the annual accounts as comprehensively and transparently as possible, the table below reflects what the revenue and result would have been if the actual costs scenario for the provision of en-route and terminal services had been applied in 2020-2021 when the accounts for the years in question were closed.

In 2020, revenue recognition based on the actual cost base would have been €24.2 million higher than revenue recognition based on 90% of the actual cost base for 2019 (€19.7

million for en-route and €4.5 million for EBBR terminal).

In 2021, €18.6 million in revenue regarding 2020 had, on the one hand, been included, and on the other hand, the recognition of revenue for en-route based on the actual cost base would have been €7.6 million higher than the recognition of revenue based on 97% of the actual cost base for 2019. Together, these 2 effects resulted in a revenue that was €11 million lower than the revenue reported for 2021.

in kEUR	2020	2021	2022
En-route revenue Annual Accounts	181,781	210,597	243,862
Adjustment to 90% A 2019 --> 97% A 2019	14,174	-14,174	
Adjustment to 97% A 2019 --> Actual Year N	5,546	7,636	-13,182
Pro forma en-route revenue	201,502	204,058	230,680
EBBR terminal revenue Annual Accounts	45,035	54,599	55,639
Adjustment to 90% A 2019 --> Actual Year N	4,468	-4,468	
Pro forma EBBR terminal revenue	49,502	50,131	55,639
Reported result	-11,858	20,379	18,841
Pro forma result	12,330	9,373	5,659

After neutralisation of the effects relating to previous financial years and revenue recognition based on the actual cost base during the years 2020-2021-2022, revenue showed a logical evolution in line with the evolution in skeyes' costs.

The increase in 2022 compared to 2021 was mainly due to the rise in energy prices and inflation as a result of the general macroeconomic situation due to the war in Ukraine and the energy crisis.

REF B :

Comment on non-recurring operating expenses (decommissioning of fixed assets) (headings 66A and 27)

At the end of 2022, it was decided to terminate the cooperation agreement with EUROCONTROL (MUAC) for the development of a shared ATS system (SAS3).

€4.8 million had already been invoiced by MUAC to skeyes (initially included in heading 27 Fixed assets under construction and advance payments). Of this amount, €1.9 million will be credited for services not yet delivered (estimate based on the information available at the time of the closing of the accounts). The balance of €2.9 million was decommissioned and recorded as non-recurring operating expenses (heading 66A).

REF C :

Comments on Other receivables (heading 41) and Deferred charges (heading 492/3) – Subsidy to be received from the State

In amendments 9 and 10 to the third management contract between the Belgian State and skeyes, adopted by a Royal Decree of 21 December 2022, the State granted 2 subsidies to skeyes:

- A subsidy of €2.7 million to finance projects aimed at making the aviation sector more sustainable. These projects aim to promote the concepts of CCO (Continuous Climb Operations), CDO (Continuous Descent Operations) and green approach, as well as to implement "greener pricing" of fees for the provision of terminal services;
- A subsidy of €6.75 million to support the energy transition.

This subsidy to be received was included as at 31/12/2022 under the headings "41- Other receivables" and "49- Accruals and deferred income".

REF D:

Comment on Deferred charges & accrued income and Accruals & deferred income (headings 490/1 and 492/3) – En-route and terminal activity corrective mechanisms

ASSETS

Deferred charges & accrued income include €220.5 million in corrective mechanisms. These are receivables from airlines resulting from differences in inflation, traffic and costs pursuant to the European regulation on the performance and charging scheme⁷. In principle, they are offset each time in the unit rate 2 years later. For 2020 and 2021, the amounts were very substantial due to the sharp fall in traffic. Pursuant to exceptional measures following the Covid pandemic⁸, these amounts will be charged to the unit rate over 7 years (at the earliest from 2024). The “terminal 2022” corrective mechanism will be offset in the 2024 unit rate.

LIABILITIES

Accruals and deferred income include €12.8 million of corrective mechanisms. These are amounts owed to airlines by skeyes as at 31/12/2022 as a result of any differences in inflation, traffic and costs. In principle, they are offset each time in the unit rate 2 years later. The amount of the “terminal 2019” corrective mechanism as at 31/12/2022 is the portion that was not offset in 2021 due to lower-than-expected traffic. This amount will be offset in the unit rate and invoicing for 2023. The en-route 2022 corrective mechanism will be included in the 2024 unit rate. The “terminal 2021” corrective mechanism relates to the difference between revenue based on the performance plan submitted and revenue based on the actual cost base of 2021 and will be deducted from the 2024 unit rate.



ASSETS	in kEUR
En-route 2020 corrective mechanism	109,619
Terminal 2020 corrective mechanism	4,225
En-route 2021 corrective mechanism	106,084
Terminal 2021 corrective mechanism	371
Terminal 2022 corrective mechanism	239
Corrective mechanism on Deferred charges & accrued income	220,539

LIABILITIES	in kEUR
En-route 2022 corrective mechanism	9,816
Terminal 2019 corrective mechanism	1,027
Terminal 2021 corrective mechanism	1,984
Corrective mechanism on Accruals and deferred income	12,827

7. Commission Implementing Regulation (EU) 2019/317 of 11 February 2019 laying down a performance and charging scheme in the single European sky and repealing Implementing Regulations (EU) No 390/2013 and (EU) No 391/2013.

8. Commission Implementing Regulation (EU) 2020/1627 of 3 November 2020 on exceptional measures for the third reference period (2020-2024) of the single European sky performance and charging scheme due to the COVID-19 pandemic.



REF E :

Comment on changes in Equity (heading 10/15)

skeyes received a grant of €25 million from the Belgian State in 2020. Pursuant to the sixth amendment to the management contract between the Belgian State and skeyes, this grant was added to issued share capital as a capital increase, to limit the impact of the Covid-19 pandemic and ensure the operational and financial continuity and capacity of skeyes.

The profit for the financial year (€18.8 million) and the profit brought forward from 2021 (€8.5 million) are allocated in the amount of €2.5 million to the legal reserve to reduce it to a maximum of 10% of the share capital; the balance of €24.9 million is added to the available reserves.

REF F :

Comment on provisions for pensions and similar obligations (headings 160 and 635/8)

As at 31/12/2022, a €2.6 million provision was established for future costs related to hospitalisation insurance for retired staff and currently active employees after their retirement, taking into account the number of years of service compared to a full career at skeyes, the average premium per retired employee, a mortality factor and a discount rate.

REF G :

Comment on long- and short-term debt – Belgian government loan (headings 174 and 42)

skeyes received a non-convertible loan of €110 million from the Belgian State in 2021 following the Covid pandemic, to ensure the operational and financial continuity of the public company. The repayment terms are set out in amendment no. 4 to the third management contract

between the Belgian State and skeyes (adopted by Royal Decree of 06/05/2021). An initial repayment for this loan is planned for December 2023 in the amount of €22 million. Nevertheless, the management contract stipulates that in the event of changing circumstances, such as the non-payment of fees by airspace users or an amendment to Implementing Regulation (EU) 2019/317, consultations shall be organised between the Minister and skeyes in order to adapt the repayment conditions and/or amount to these new circumstances by means of an amendment to the management contract. This article has since been triggered because, among other things, the corrective mechanisms for the years 2020-2021 will be collected at the earliest from 2024 and will also be staggered over a period of 7 years instead of 5. The consultation between the Minister and skeyes is ongoing to, among other things, align the loan repayment conditions with the recovery of corrective mechanisms. As no formal confirmation has yet been received at the time of preparation of the annual accounts, it has been decided, as a precaution, to recognise the first tranche of €22 million as a short-term liability, in accordance with amendment no. 4 to the management contract.

in kEUR	Capital	Legal reserves	Reserves available	Profit or loss brought forward	Capital subsidies	TOTAL
As at 31/12/2021	145,000	14,500	69,160	8,520	259	237,439
Grant from the Belgian State (received in 2020)	25,000					25,000
Profit for the 2022 financial year				18,841		18,841
Allocation to the legal reserve		2,500		-2,500		-
Allocation to available reserves			24,861	-24,861		-
Recognition of capital subsidies in the profit and loss account					-16	-16
As at 31/12/2022	170,000	17,000	94,021	0	243	281,264



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