ESG FACTSHEET

ENVIRONMENTAL DISCLOSURES

easyJet plc

LAST UPDATED 13 DECEMBER 2023

OVERVIEW

The information in this document covers the period 1 October 2022 to 30 September 2023 (FY23) and should be read in conjunction with the commentary in the 2023 Annual Report and Accounts, in particular pages 39 to 58 and the Environment Policy **corporate.easyjet.com/sustainability/policies/**

This factsheet provides supplementary disclosures on our Environmental Management System (EMS) and our financial year 2023 greenhouse gas emissions and calculation methodology.

Visit our website where we outline what we are doing to manage and minimises our environmental impacts and what actions we are taking to pioneer a sustainable future for travel.

IMPROVING OUR ENVIRONMENTAL PERFORMANCE

To improve our environmental performance in a structured, systematic and documented way, in 2020 we joined the IATA Environmental Assessment Programme (IEnvA), an EMS accreditation programme developed to independently assess the commitment of aviation stakeholders to continuously improve their environmental and sustainability performance. IEnvA is based on standards and best practices that were built in collaboration with airlines, airports, ground service providers, IATA and sustainability experts. It complies with ISO 14001 (Environmental Management System Standard) requirements. easyJet achieved full accreditation in August 2022, two years since we signed up to the programme. All three operating airlines in the easyJet Group are in scope of our EMS, and it covers 100% of sites. Our EMS is independently verified in accordance with the requirements of ISO 14001.

One area of focus in FY23 was on improving onboard waste segregation as well as the recycling capabilities at our bases. We set ourselves an ambitious target of ensuring recycling at 50% of our bases in Sep 23, up from 31% in Sep 22, and we were very close to achieving this, with recycling now in place at 48% of our bases.

See page 47 of our Annual Report and Accounts corporate.easyjet.com/investors/reports-and-presentations

Year	% of bases recycling
FY23	**48%**
FY22	31%

ENVIRONMENTAL MANAGEMENT SYSTEM

GOVERNANCE STRUCTURE

The IEnvA programme is overseen by the Environmental Management Review (EMR) Board to ensure that it continues to be effective in meeting our intended environmental goals, adequately covers the desired operations and business activities and provides a framework for continual improvement.

IMPLEMENTATION

In 2020 we created a cross-functional EMS working group reporting to the EMR Board, to implement and embed the EMS into day-to-day business. The working group includes representatives from Flight Operations, Safety, Security & Compliance, Engineering & Maintenance, Property, Inflight Retail, Ground Operations, and Crew Operations. The group meets on a monthly basis and is responsible for championing environmental improvement, delivering environmental initiatives and improving integration of the environmental policy and procedures in their departments. Environmental management plans have been developed to maintain environmental compliance, prevent pollution and drive continuous environmental improvement.

ENVIRONMENTAL INITIATIVES CARRIED OUT BY THE EMS WORKING GROUP IN FY23

- Introduction of electric line maintenance vehicles.
- Trial of reusable cutlery and cups for all pilots and cabin crew.
- Paperless document review – exploring more opportunities to move to digital and/or reduction in printing, i.e. new material for boarding passes printed at airports resulting in 20% less paper use.
- Trial of cleaning cloths that can be washed and reused up to 50 times, to reduce hazardous waste generation.
- Onboard waste segregation improvements.
- Review and reduction of dry stores loading plan.
- Ongoing initiatives to reduce food waste, packaging, and increase recycling.
- HQ energy-saving initiatives such as installation of LED lighting, changing from gas oil to electric for heating and upgraded ventilation systems.
- Embedding of the EMS within the Integrated Management System.
- Company-wide flight efficiency improvements and fuel saving initiatives (further information is detailed in our 2023 CDP submission, questions 2.4(a) & 4.3(c).

INTERNAL AND EXTERNAL ASSESSMENTS

The IEnvA programme requires evaluation of the performance of the EMS through periodic internal and external assessments. Internal audits are undertaken annually to demonstrate whether our EMS continues to conform to IEnvA standards and recommended practices and any documented environmental management policies, procedures or processes. Any non-conformities identified are addressed in line with our Integrated Management System procedures (see 'Safety, quality and governance ESG factsheet').

Evaluation of compliance with applicable legal and other obligations, including needs and expectations of stakeholders, is also undertaken on an annual basis.

The external assessment and re-certification takes place every two years in accordance with IATA Operational Safety Audit (IOSA) rules and are undertaken by a team of independent IEnvA assessors (consisting of one lead IOSA auditor and one certified ISO 14001 auditor). Our next external audit is due Q3 FY24 and will include a revalidation to check and ensure continued compliance with the programme's standards.

ASSESSMENT OF SIGNIFICANT ENVIRONMENTAL ASPECTS AND IMPACTS

Through the procedure of significance assessment, all environmental aspects and impacts are rated to understand key environmental risks and where actions needs to be prioritised.

Water, biodiversity and ecosystem services and emissions to land and water were assessed as non-material for easyJet's direct operations and therefore no targets, KPIs or specific risk provisions were set for these issues.

MAPPING OUR GREENHOUSE GAS EMISSIONS

KEY METRICS

Well-to-wake emissions due to aviation fuel (Scope 1 due to combustion and Scope 3 Category 3 due to upstream emissions) account for 92% of easyJet's total carbon footprint. easyJet reports on three key intensity metrics associated with the use of aviation fuel;

- Grams CO_2 per revenue passenger kilometre (gCO_2/RPK) – Scope 1 only
- Grams CO_2 equivalent per revenue passenger kilometre (gCO_2e/RPK) – Scope 1 only
- Well-to-wake grams CO_2 equivalent per revenue tonne kilometre (gCO_2e/RTK) in line with Science Based Targets initiative (SBTi) intensity metric for aviation decarbonisation pathway – Scope 1 and Scope 3 Category 3

You can read about how we measure and report on our carbon emissions in the Sustainability section of our FY23 Annual Report and Accounts, pages 39 to 58.

METHODOLOGIES

Scope 1 and Scope 3 Category 3 due to aviation fuel

easyJet has adopted the convention of using Great Circle Distance (GCD) plus a fixed correction factor of 95km for each sector in this reporting year, as recommended by the EU Emissions Trading Scheme reporting methodology. This approach is acknowledged to be a more realistic, or 'real world' measure of the sector length flown during each flight as it accounts for indirect routings.

Completed flight data, fuel in tanks, fuel density, booked (revenue) passengers and GCD are recorded for each flight. Internal checking processes are applied to data on a regular basis for the purpose of ensuring data is of a high, robust quality for internal and external reporting requirements.

Greenhouse gas (GHG) emissions are calculated from recorded fuel burn using the UK Government's Environment Department (DEFRA)'s GHG Conversion Factors for Company Reporting – last issued in June 2023.

Note that for the calculation of well-to-wake CO_2e/RTK for the SBTi target, we align the methodology with SBTi, which does not include the GCD +95km adjustment factor in the RTK calculation and assumes 100kg per passenger and bag.

Scope 1 excluding aviation fuel

Fuel and refrigerant use data was gathered from across the Company and the UK Government's Environment Department (DEFRA)'s GHG Conversion Factors for Company Reporting were used to calculate the emissions in CO_2e.

Scope 2

easyJet uses the market-based approach to calculate emissions associated with electricity use at sites where easyJet has direct operational control. Note that easyJet has seven sites in the UK and one each in Germany and France that fall into this category.

Scope 3 all categories excluding Category 3

easyJet has worked with EcoAct, an international climate consultancy, to map the Scope 3 carbon footprint. Specific categories of Scope 3 emissions have been excluded where they are not applicable to easyJet.

MAPPING OUR GREENHOUSE GAS EMISSIONS (CONTINUED)

Verification

Scope 1 emissions due to aviation fuel (tank-to-wake), Scope 2 emissions and Scope 3 Category 3 emissions due to fuel and energy-related activities have received independent verification with reasonable assurance by Verifavia, an independent and accredited verification, certification and auditing body for aviation. Please see Verifavia's Assurance Statement for FY23 at **corporate.easyjet.com/sustainability**

easyJet's carbon footprint results

Please see our 2023 Annual Report and Accounts page 45 for the data table of our greenhouse gas emissions.

Breakdown of Scope 3 emissions

Our Scope 3 emissions are broken down into a number of sub-categories, and this can help us see where our Scope 3 emissions can be attributed. The breakdown of our FY23 emissions is as below:

Category	Tonnes CO_2e
1: Purchased goods and services	**627,157**
2: Capital goods	**80,871**
3: Fuel and energy-related activities	**1,564,928**
4: Upstream transportation and distribution	**1,978**
5: Waste generated in operations	**470**
6: Business travel	**8,113**
7: Employee commuting	**13,363**
8: Upstream leased assets	**4,787**
12: End-of-life treatment of sold products	**113**
15: Investments	**1,371**

Scope 3 figures exclude the following GHG protocol categories as they are not applicable to easyJet: (9) Downstream transportation and distribution; (13) Downstream leased assets; and (14) Franchises. Categories (10) Processing of sold products and (11) Use of sold products are not deemed to be material for easyJet and are also excluded.

GREENHOUSE GAS, METHANE AND NITROGEN DIOXIDE EMISSIONS

Our GHG emissions are calculated by multiplying fuel and energy use by UK Government's Environment Department (DEFRA) GHG Conversion Factors for Company Reporting. CO_2, methane (CH_4) and nitrous oxide (N_2O) emissions are calculated in line with these conversion factors.

Source	Tonnes CO_2e	Tonnes CO_2	Tonnes CH_4	Tonnes N_2O
Aviation turbine fuel	7,515,806	7,447,940	5,191	62,664
Gas oil	694	472	1	0
Natural gas	446	189	0	2
Diesel	169	18	0	0
Petrol	18	0	0	0
Propane	218	217	0	0
Refrigerants	574	0	0	0
Total	**7,517,925**	**7,448,836**	**5,192**	**62,666**

	Fuel (tCO_2e)	CH_4 (equivalent tonnes CO_2e)	N_2O (equivalent tonnes CO_2e)
FY21	2,114,961	1,302	19,791
FY22	6,421,434	3,956	60,145
FY23	**7,515,806**	**5,192**	**62,666**