



**OPTIMISED
FOR TODAY.
MINDFUL OF
TOMORROW.**

**Annual Sustainability Report
FY 2026
Executive Summary**



Message from the Chair of the Sustainability & Culture Committee of Wizz Air

“

Embedding sustainability across governance, strategy and culture remains central to Wizz Air’s long-term resilience and performance.

”

Charlotte Andsager
Chair of the Sustainability & Culture Committee



Through next-generation fleet investments and disciplined operational efficiency, Wizz Air has achieved its lowest-ever emissions intensity, strengthening its position as one of Europe’s most carbon-efficient airlines¹ while reinforcing its structural cost advantage, supported by strong employee engagement and a clear customer focus through the Customer First Compass.

KEY SUSTAINABILITY MILESTONES

Our Operations

Lowest CO₂ intensity reported by Wizz Air

50.6
CO₂/RPK

In FY26, Wizz Air achieved its lowest-ever CO₂ intensity, representing a 3% improvement year on year.

70
MILLION
NUMBER OF PASSENGERS



90.7%
LOAD FACTOR



AVERAGE FLEET AGE
YEARS **4.57**



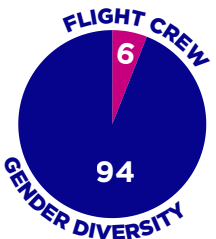
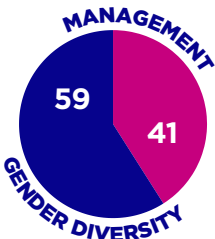
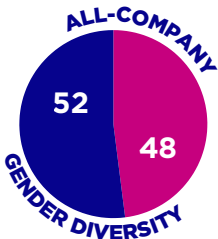
262
FLEET SIZE

75%
NEW TECHNOLOGY AIRCRAFT

£5 MILLION
ADVANCING SAF DEVELOPMENT
Wizz Air is investing in Firefly and CleanJoule to support the development and scaling of Sustainable Aviation Fuel.

Our People

NUMBER OF EMPLOYEES **9668**
NUMBER OF NEW EMPLOYEES HIRED **2775**
NUMBER OF NATIONALITIES **100+**



Share of Women (%) Share of Men (%)

Industry Recognition

Most Sustainable Low-Cost Airline 2021-2025

World Finance

World’s 3rd youngest aircraft fleet Category: 100+ aircraft in their fleet 2022-2025

ch-aviation

Gold status, Europe’s most emissions-efficient airline and second globally 2025

EmeraldSky by Cirium

Sustainable Airline of the Year 2025

Airline Economics

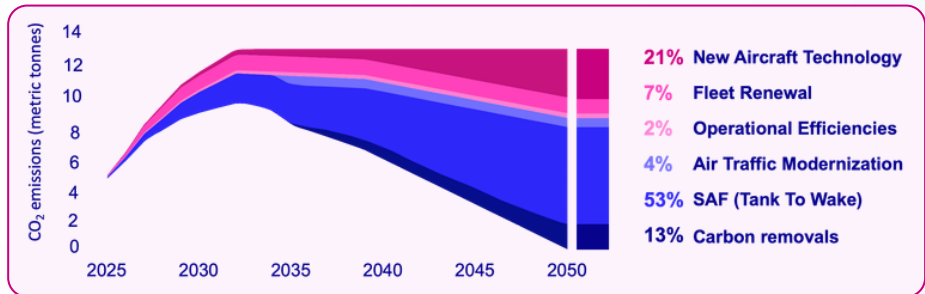
¹ As recognised by Cirium and Airline Economics.

ENVIRONMENT

NET ZERO ASPIRATION BY 2050

Wizz Air’s “Flying Towards Net Zero 2050” aspirational roadmap is built on scalable, proven levers including Sustainable Aviation Fuel, next generation aircraft, fleet renewal, air traffic reform and operational efficiency. Its delivery depends on coordinated progress across the aviation ecosystem, particularly in scaling SAF supply and modernising European airspace, while maintaining a pragmatic approach to emerging technologies.

DECARBONISATION ROADMAP



Flights – Driving Efficiency and Cost Advantage Through Fleet Renewal

Wizz Air continues to strengthen its competitive position through ongoing investment in next-generation aircraft and engine technology, systematically replacing older models with more efficient assets. This strategy underpins a young, fuel-efficient fleet that delivers both lower emissions intensity and structurally lower unit costs, reinforcing Wizz Air’s position as one of the most carbon- and cost-efficient airlines in Europe ².

62

A321NEO AIRCRAFT DELIVERED IN FY26

75%

FLEET FEATURING NEW AIRCRAFT TECHNOLOGY

While fleet renewal is the primary driver of these improvements, operational discipline further enhances performance. Wizz Air works closely with partners to optimise operations, including the use of AI-enabled digital solutions in the flight deck to support real-time decision-making and flight path optimisation, improving fuel efficiency.

Why the A321neo aircraft is a gamechanger:³

- 50% reduction in noise footprint
- 20% lower fuel burn
- 50% reduction in nitrogen-oxide emissions

Fuel – Emission Reduction with Sustainable Aviation Fuel

In FY26, Wizz Air uplifted 27,600 tonnes of Sustainable Aviation Fuel (SAF) in compliance with ReFuelEU Aviation regulation. SAF is a key component of the Company’s decarbonisation strategy and is expected to play a central role in reducing emissions by 2050. Wizz Air is focused on maximising its use where commercially viable, while actively supporting the development of the aviation fuel market.

To accelerate SAF availability, Wizz Air secures long-term offtake agreements and makes targeted investments in production technologies to support the scale-up of supply. Through equity investments in Firefly and CleanJoule, Wizz Air supports innovative SAF production pathways expected to increase availability in Europe.

This approach strengthens the resilience of Wizz Air’s fuel supply while improving access to SAF at more competitive cost levels as demand and regulatory requirements increase.

27600
TONNES OF SAF UPLIFTED

£5M
SAF INVESTMENTS

Footprint – Driving System-Level Efficiency and Enabling Infrastructure

Wizz Air’s decarbonisation approach extends beyond fleet and fuel to address the broader operational environment in which it operates. Improving system-level efficiency, particularly through the modernisation of European airspace, remains a key opportunity to reduce emissions at scale.

Wizz Air continues to support initiatives that enhance air traffic management and operational efficiency, recognising the role of regulatory and infrastructure reform in enabling more direct routings, reduced fuel burn and improved operational performance.

While the decarbonisation pathway is primarily driven by fleet renewal and SAF adoption, Wizz Air maintains a pragmatic approach to emerging technologies, including zero-emission solutions such as hydrogen. These are monitored closely but are not yet incorporated into the near-term roadmap due to ongoing technological and infrastructure uncertainties.

² As recognised by Cirium and Airline Economics.
³ Compared with older aircraft generations and based on operating conditions

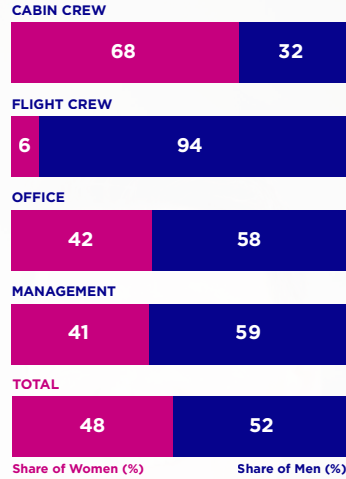
SOCIAL

GENDER DIVERSITY

A balanced and diverse workforce supports Wizz Air’s ability to operate at scale and maintain consistency across the network. Maintaining a well-distributed talent base across functions and levels contributes to organisational stability and effective execution.

Women represent 48% of the total workforce, reflecting a balanced organisational structure, while gender diversity at management level reached 41%, exceeding the established target and supporting a broad-based leadership pipeline.

Continued focus on representation across all roles, including operational and leadership positions such as the flight deck, ensures a sustainable and well-balanced talent pool aligned with the Company’s long-term growth.



EMPLOYEE ENGAGEMENT

Employee engagement remains a key driver of operational consistency and performance. In FY26, more than 2,700 new colleagues joined Wizz Air, with continued focus on workforce integration, leadership capability and skills development.

In November 2025, the ninth employee engagement survey recorded 5,728 responses, representing a 63% participation rate. The overall engagement score increased to 7.5, up 0.5 points year on year, indicating continued progress in engagement and organisational alignment.

The **People Council** provides a structured mechanism for employee representation, ensuring that workforce feedback is captured and considered in decision-making. Regular base visits, CEO engagement and reporting processes support transparency, early identification of issues and continuous dialogue across the organisation.



SUSTAINABILITY CULTURE

The **Sustainability Ambassadors Programme** continues to strengthen cross-functional engagement, embedding sustainability considerations into day-to-day activities across the organisation. Now in its third term, the programme enables employees to contribute to local environmental and community initiatives, supporting knowledge-sharing and the broader adoption of sustainable practices across teams.

This is complemented by the **Annual Sustainability Month**, a structured, four-week, network-wide initiative designed to promote practical actions at scale. Through targeted activities, employees are encouraged to support local products, embrace circular practices, prioritise well-being and reduce resource use, including plastic consumption.

Together, these programmes support consistent behaviours and cultural alignment across the organisation, reinforcing awareness of sustainability priorities while contributing to employee engagement and operational effectiveness across the network.

CUSTOMER FIRST COMPASS

The Customer First Compass is a multi-year investment programme, with over €14 billion allocated to strengthening operational performance and customer outcomes. It provides a structured framework for aligning delivery across the network, ensuring that punctuality, affordability, innovation and service shape every journey.

The programme is built on four core pillars:

- Product: delivering a next-generation travel experience through modern aircraft and digital-first journeys
- Price: ensuring low, transparent fares, making air travel consistently affordable and accessible
- Service: strengthening operational resilience and punctuality, ensuring reliable journey delivery
- Communication: clear communication and real-time updates, keeping customers informed and supported

The Customer First Compass translates operational performance into measurable customer outcomes, ensuring that improvements in customer experience are delivered through efficiency and scale, reinforcing the resilience and competitiveness of Wizz Air’s ultra-low-cost model.



GOVERNANCE

ESG GOVERNANCE

Wizz Air’s governance framework ensures that environmental, social and governance considerations are systematically integrated into strategic, operational and financial decision-making. The Board of Directors provides overall direction and oversight, with ESG priorities embedded within the Company’s broader governance, risk and control framework.

The Sustainability and Culture Committee oversees the development and implementation of the sustainability agenda, monitors performance against key targets and ensures alignment with evolving regulatory requirements, including the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). The Committee also reviews the Company’s disclosures, data quality and preparedness for assurance.

At management level, ESG is embedded through defined reporting lines, internal controls and cross-functional accountability, ensuring consistent execution across the organisation. Regular reporting, employee engagement feedback, and oversight mechanisms provide visibility of performance and support timely decision-making.

This integrated governance approach strengthens transparency, enhances the credibility and comparability of disclosures, and ensures that sustainability considerations are consistently reflected in business decisions and long-term value creation.

CULTURE

Wizz Air’s culture is anchored in five core values which guide behaviour, decision-making and execution across the organisation. These values define expectations for professional conduct and support a consistent approach to accountability and performance.

The application of these principles is supported by a structured governance framework, including established policies, internal controls and oversight mechanisms. These include a whistleblowing framework, supplier standards and internal audit processes, ensuring that ethical conduct, compliance and transparency are maintained across all areas of the business.

Clear standards of conduct are reinforced through regular communication and oversight, supporting consistent implementation across the organisation and alignment with Wizz Air’s broader governance and risk management framework.

!NCLUSIV!TY

we embrace diversity, engaging and collaborating with all key stakeholders to achieve our goals.

POS!T!V!TY

we are an inspired and inspiring team, passionate about what we offer, using a positive mindset to unlock new ways to do things better and more efficiently.

!NTEGR!TY

doing what is right for passengers and stakeholders, holding ourselves to the highest possible standards in everything we do.

DED!CAT!ON

we have an entrepreneurial “can-do” attitude, taking individual and collective ownership, and are accountable for everything we do.

SUSTA!NAB!L!TY

we are committed to reducing the environmental impact of our operations and integrating sustainability considerations into our business decisions.

WIZZ FOUNDATION

The Wizz Foundation extends Wizz Air’s social impact through partnerships with organisations supporting children living with life-threatening illnesses. In FY26, the Foundation expanded beyond Hungary and Poland into Italy, the United Kingdom and Romania, establishing coverage across all core markets.

This ensures a consistent and scalable approach to community engagement aligned with Wizz Air’s network footprint, supporting targeted, locally relevant impact across the regions in which it operates.



This document constitutes an extract of Wizz Air's sustainability disclosures, integrated into the F26 Annual Report of Wizz Air Holdings Plc, published on 11 June 2026. The full report is available on the Company's website.

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