Agencia Estatal
de Seguridad Aérea



ESPP4

Spain Performance Plan for RP4: 2025-2029

GOBIERNO DE ESPAÑA
MINISTERIO DE TRANSPORTES Y MOVILIDAD SOSTENIBLE
AESA AGENCIA ESTATAL DE SEGURIDAD AÉREA

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EXECUTIVE SUMMARY

1 EXECUTIVE SUMMARY

1.1 Context

The purpose of the 2025-2029 Spain Performance Plan (ESPP4) is twofold: firstly, to establish the high-level performance targets for the Air Navigation Services, provided in Spain, within the scope of the Regulation (EU) 2019/317; and secondly to set out the guidelines for the action plan to meet them.

The Performance Scheme is defined in Article 11 of Regulation (EC) 549/2004 of the European Parliament and of the Council of 10 March 2004, and has been developed by subsequent implementing rules that have been applicable since 2012. ENAIRE, as the public ANSP, has been subject to the Performance Scheme regulation since its beginning. The Performance scheme provides the framework to deliver better air navigation services results by setting targets and incentives in four key performance areas (KPAs), over five years cycle (reference period): Safety, Capacity, Environment and Cost-efficiency.

The Performance Scheme is closely linked to the Charging System defined in Chapter III of Regulation (EC) 550/2004. In this sense, with the goal of enhancing performance aspects, the charging scheme should promote cost and operational efficiencies and should establish incentive schemes for air navigation service providers to support improvements in the provision of air navigation services, including the application of traffic risk sharing.

The Performance Plan for the fourth Reference Period (RP4) will start running from 1 January 2025 to 31 December 2029 and contents the performance targets and the strategic plans to achieve them. It has been developed in consistency with EU- wide targets, set by the European Commission, taking on board the Commission Implementing Regulation (EU) 2019/317 and the Commission Implementing Decision (EU) 2024/1688 of 12 June 2024 setting Union-wide performance targets for the air traffic management network for the fourth reference period from 1 January 2025 to 31 December 2029.

In Spain, ENAIRE is the designated Air Navigation Service Provider (ANSP) to en-route and approach air traffic services, accordingly with national Law 9/2010. ENAIRE also provides aerodrome control services (ATS) in the five main airports: Adolfo Suárez Madrid – Barajas, Josep Tarradellas Barcelona – El Prat, Palma de Mallorca, Málaga - Costa del Sol and Gran Canaria. It is important to highlight that for RP4 ENAIRE remains the only ANSP subject to the entire extent of the regulation (the performance and the charging part). Accordingly, most of the content in this document is related to the establishment of the targets, incentive schemes and other mechanisms applicable to this ANSP in the four key performance areas.

The national Law 9/2010 introduced the liberalization of the aerodrome control services (ATS and AFIS) and part of these services are provided by private air navigation services providers. During 2019 Alicante - Elche and Ibiza airports, where aerodrome ATS is provided by Skyway (a private ANSP), were included in the scope of the Performance Plan, the former because it has exceeded the threshold of 80.000 instrumental flight rules (IFR) and the latter because it was expected to do so during the third reference period. After the review of the draft performance plan as a result of the drop in the air traffic caused by the COVID-19 pandemic and in accordance with 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, the two airports were kept within the scope of the performance plan and are retained for the fourth reference period as the rationale made in 2019 remains valid.

Alicante – Elche and Ibiza were declared under market conditions in 2019 through the Commission Implementing Decision (EU) 2019/2174, of 17 December 2019, on the existence of market conditions, within

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the meaning of Article 35 of Commission Implementing Regulation (EU) 2019/317, in respect of some of the terminal air navigation services at the airports of Alicante and Ibiza was adopted. With the purpose of RP4 and in accordance with Article 35(4) AESA - the civil NSA assessed that the conditions laid down in Annex X continue to be met and the point was presented in the consultation held with stakeholders on 23 July 2024. Given this fact and in accordance with article 35(2) of Regulation (EU) 2019/317, these two airports are not subject to the following:

(a), apply cost-efficiency targets, including the setting of determined costs, for the key performance indicators referred to in point 4.1 of Section 2 of Annex I;

(b), apply traffic risk sharing and cost sharing mechanisms in accordance with Articles 27 and 28;

(c), set financial incentives in the key performance areas of capacity and environment in accordance with Article 11;

(d), calculate terminal charges in accordance with Article 31(2);

(e), set terminal unit rates in accordance with Article 29;

(f), be subject to the consultation requirements specified in Article 24(3).

Finally, AESA, as civil National Supervisory Authority is responsible for the elaboration of the Performance Plan for RP4 (ESPP4) in collaboration with the MET NSA and MIL NSA for, respectively, the meteorological and military services included in the Plan. To this end, AESA has obtained data and information from all the relevant parties, including air navigation service providers under its supervision. In addition, AESA shall supervise the implementation of the Performance Plan during RP4 in collaboration with the military and meteorological NSAs where appropriate.

1.2 Summary of KPA proposals

For all key performance areas (KPAs), in the sub-sections attached below, a brief overview is enclosed to describe the national performance targets set out for each calendar year of the reference period. The Union-wide performance targets for RP4 adopted in the Commission Implementing Decision (EU) 2024/1688, are set out below.

EU-wide performance targets for RP4		2025	2026	2027	2028	2029
Safety KPA: EoSM	Safety Risk Management MO	D	D	D	D	D
	All other MOs	C	C	C	C	C
Environment KPA: KEA		2,80	2,75	2,71	2,68	2,66
Capacity KPA: minutes of en-route ATFM delay / flight		0,90	0,70	0,60	0,50	0,50
Cost-Efficiency KPA: year-on-year change of the average Union-wide determined unit cost (DUC) for en-route ANS (short term)		-1,2%	-1,2%	-1,2%	-1,2%	-1,2%
Cost-Efficiency KPA: year-on-year change of the average Union-wide determined unit cost (DUC) for en-route ANS (long term)		-1,0%	-1,0%	-1,0%	-1,0%	-1,0%

Table 1 Union-wide targets set in Commission Implementing Decision (EU) 2024/1688 for the four key performance areas.

The Spain performance targets are to be an adequate contribution to their achievement and in the case of capacity and environment, specific reference values are set at local level by European Commission. The following sections summarize the Spanish commitment to the Union-wide targets.

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1.2.1 Safety

Local performance targets in the key performance area of safety, as referred to in point 1.1 of Section 2 of Annex I to Implementing Regulation (EU) 2019/317, to be achieved by the end of 2029 by air navigation service providers certified to provide air traffic services, are aligned with the Safety Union-wide performance target set at the following levels of effectiveness of safety management, expressed as a level of implementation, ranging from European Union Aviation Safety Agency ('EASA') level A to D:

(a), at least Level C in the safety management objectives 'safety culture', 'safety policy and objectives', 'safety assurance', and 'safety promotion';

(b), at least Level D in the safety management objective 'safety risk management'.

ENAIRE and SKYWAY are the air traffic services providers subject to the target included in article 2 of Commission Implementing Decision (EU) 2024/1688 and their commitment is shown below:

Safety Targets – ENAIRE		2025	2026	2027	2028	2029
Safety KPI #1: EoSM	Safety policy and objectives	C	C	C	C	C
	Safety risk management	C	C	C	C	D
	Safety assurance	C	C	C	C	C
	Safety promotion	C	C	C	C	C
	Safety culture	C	C	C	C	C

Table 2 ENAIRE safety targets in compliance with Union-wide targets set in Commission Implementing Decision (EU) 2024/1688

Safety Targets – SKYWAY		2025	2026	2027	2028	2029
Safety KPI #1: EoSM	Safety policy and objectives	C	D	D	D	D
	Safety risk management	C	C	D	D	D
	Safety assurance	C	C	C	C	C
	Safety promotion	D	D	D	D	D
	Safety culture	C	C	C	C	C

Table 3 SKYWAY safety targets in compliance with Union-wide targets set in Commission Implementing Decision (EU) 2024/1688

Safety Targets – EA		2025	2026	2027	2028	2029
Safety KPI #1: EoSM	Safety policy and objectives	C	C	C	C	C
	Safety risk management	C	C	C	C	D
	Safety assurance	C	C	C	C	C
	Safety promotion	C	C	C	C	C
	Safety culture	D	C	C	C	C

Table 4 ANSP MIL safety targets in compliance with Union-wide targets set in Commission Implementing Decision (EU) 2024/1688

1.2.2 Environment

Union-wide performance targets in the key performance area of environment are set in article 3 of Commission Implementing Decision (EU) 2024/1688. As defined in point 2.1 of Section 1 of Annex I to Implementing Regulation (EU) 2019/317 the KPI shall be expressed as an average horizontal en-route flight efficiency of the actual trajectory and measured as average additional distance flown compared to the great

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circle distance and shall not exceed the following percentages: 2,80 % in 2025, 2,75 % in 2026, 2,71 % in 2027, 2,68 % in 2028 and 2,66 % in 2029.

The local reference value for Environment target is defined in point 2.1 of Section 2 of Annex I to the Implementing Regulation (EU) 2019/317 and consists of a breakdown of the above figures assigned by the Commission to the States.

The environment local reference value assigned to Spain for the horizontal en-route flight efficiency of the actual trajectory (KEA) and to which Spain commits are:

Environment Targets – Spain National level	2025	2026	2027	2028	2029
Environment KPI #1: KEA	2,86	2,82	2,79	2,75	2,74

Table 5 Spain environment local reference values in compliance with the contribution to Union-wide targets set in Commission Implementing Decision (EU) 2024/1688

1.2.3 Capacity

At local level there are two key performance indicators in the capacity KPA, on the one hand the en-route capacity target, set by the European Commission at EU level and on the other hand the arrival capacity target set at national level.

Union-wide performance targets for the key performance area of capacity for en-route are set in article 4 of Commission Implementing Decision (EU) 2024/1688 and as defined in accordance with point 3.1 of Section 1 of Annex I to Implementing Regulation (EU) 2019/317, the European KPI shall be an average en-route air traffic flow management ('ATFM') delay attributable to air navigation services of a maximum of 0,9 minute per flight in 2025, 0,7 minute per flight in 2026, 0,6 minute per flight in 2027, 0,5 minute per flight in 2028 and 0,5 minute per flight in 2029.

The local reference value for the en-route capacity target is defined in point 3.1 of Section 2 of Annex I to the Implementing Regulation (EU) 2019/317 and consists of a breakdown of the above figures assigned by the Commission to the States.

The en-route capacity local reference values assigned to Spain and to which Spain commits are:

En- route Capacity Targets – Spain National level (ENAIRE)	2025	2026	2027	2028	2029
Capacity KPI #1: minutes of en-route ATFM delay / flight	0,38	0,29	0,24	0,21	0,21

Table 6 Spain (ENAIRE) en-route capacity local reference values in compliance with the contribution to Union-wide targets set in Commission Implementing Decision (EU) 2024/1688

At local level a second key performance indicator is defined in point 3.1.b of Section 2 of Annex I to Implementing Regulation (EU) 2019/317 as an average arrival air traffic flow management ('ATFM') delay attributable to air navigation services. The arrival capacity performance target has been set in coordination with AESA, ENAIRE, SKYWAY and AENA. The Spanish airports included in the scope of the Performance Plan are those with more than 80.000 IFR transport movements per year, plus Ibiza.

The arrival capacity targets to which Spain commits are:

Arrival Capacity Targets – Spain National level	2025	2026	2027	2028	2029
Capacity KPI #2: minutes of arrival ATFM delay / flight (*)	0,60	0,60	0,59	0,56	0,50

Table 7 Spain arrival capacity local targets.

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1.2.4 Cost-Efficiency

There are two local KPIs in the cost-efficiency KPA: the determined unit cost (DUC) for en-route ANS; and the DUC for terminal ANS, as defined in point 4.1 of Section 2 of Annex I to Implementing Regulation (EU) 2019/317.

The cost-efficiency Union-wide performance targets are set in article 5 of Commission Implementing Decision (EU) 2024/1688 and shall be a year-on-year change of the average Union-wide determined unit cost for en route air navigation services of -1,2 % for 2025, -1,2 % for 2026, -1,2 % for 2027, -1,2 % for 2028 and -1,2 % for 2029. The year-on-year change shall be calculated starting from the baseline value for the determined unit cost set in paragraph 3. It shall also be considered recital 22 where it is stated that over the time period covering both RP4 and RP3, the long-term Union-wide DUC trend for en route air navigation services should amount to -1,0 % per year.

The cost-efficiency targets for Spain are set at charging zone level: en-route Continental, en-route Canarias and Terminal.

The consistency of the en-route charging zone – Spain Continental is shown below:

En route charging zone	Baseline 2019	Baseline 2024	RP4 cost-efficiency targets (determined 2025-2029)					2029D vs. 2019B (CAGR)	2029D vs. 2024B (CAGR)
Spain Continental (000€)	2019 B	2024 B	2025 D	2026 D	2027 D	2028 D	2029 D		
Total en route costs in nominal terms (in national currency)	610.166	742.453	796.783	836.022	862.533	879.825	884.522	4,2%	3,6%
Total en route costs in real terms (in national currency at 2022 prices)	**663.543**	**710.452**	**750.408**	**777.168**	**792.040**	**798.046**	**792.220**	2,0%	2,2%
Total en route costs in real terms (in EUR2022) 1	663.543	710.752	**750.408**	777.168	792.040	**798.046**	792.220	2,0%	2,2%
YoY variation				3,6%	1,9%	0,8%	-0,7%		
Total en route Service Units (TSU)	11.502	13.233	13.620	14.107	14.538	14.986	15.369	3,3%	3,0%
YoY variation									
Real en route unit costs (in national currency at 2022 prices)	**57,69€**	**53,71€**	**55,10€**	**55,09€**	**54,48€**	**53,26€**	**51,55€**	-1,2%	-0,8%
Real en route unit costs (in EUR2022) 1	**57,69€**	**53,71€**	**55,10€**	**55,09€**	**54,48€**	**53,26€**	**50,84€**	-1,2%	-0,8%
YoY variation				0,0%	-1,4%	-2,3%	-3,2%		

Table 8 En-route Spain Continental charging zone determined unit costs for RP4.

Spain Continental charging zone contribute to the Union-wide target by achieving the consistency criterion set in Point 1.4 b) of Annex IV of Regulation 2019/317 given that the determined unit cost trend over the time period covering both RP3 and RP4 is lower than the long-term Union-wide DUC trend for en-route air navigation services of -1,0% per year included in recital 22 of the Commission Implementing Decision (EU) 2024/1688 of 12 June 2024 setting Union-wide performance targets for the air traffic management network for the fourth reference period from 1 January 2025 to 31 December 2029.

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It is also expected to achieve the consistency criterion set in Point 1.4.c) of Annex IV of Regulation 2019/317, related to the comparison of the baseline value for the determined unit cost with the corresponding average value of the comparator group where Spain has been included in accordance with Article 7 of Commission Decision (EU) 2024/1688.

The consistency of the en-route charging zone – Spain Canarias is shown below:

En route charging zone	Baseline 2019	Baseline 2024	RP4 cost-efficiency targets (determined 2025-2029)					2029D vs. 2019B (CAGR)	2029D vs. 2024B (CAGR)
Spain Canarias (000€)	2019 B	2024 B	2025 D	2026 D	2027 D	2028 D	2029 D		
Total en route costs in nominal terms (in national currency)	104.243	118.079	124.024	131.893	137.345	141.288	143.333	3,6%	4,0%
Total en route costs in real terms (in national currency at 2022 prices)	**113.179**	**112.877**	**116.548**	**122.349**	**125.872**	**127.855**	**128.131**	1,4%	2,6%
Total en route costs in real terms (in EUR2022) [1]	113.179	**112.877**	**116.548**	**122.349**	**125.872**	**127.855**	**128.131**	1,4%	2,6%
YoY variation				5,0%	2,9%	1,6%	0,2%		
Total en route Service Units (TSU)	1.954	2.148	2.215	2.284	2.341	2.400	2.468	2,6%	2,8%
YoY variation									
Real en route unit costs (in national currency at 2022 prices)	**57,93€**	**2,63€**	**53,56€**	**53,77€**	**53,77€**	**53,28€**	**51,92€**	-1,2%	-0,2%
Real en route unit costs (in EUR2022) [1]	**57,93€**	**2,63€**	**53,56€**	**53,77€**	**53,77€**	**53,28€**	**51,92€**	-1,2%	-0,2%
YoY variation				1,8%	0,4%	-0,9%	-2,6%		

Table 9 En-route Spain Canarias charging zone determined unit costs for RP4.

Spain Canarias charging zone contribute to the Union-wide target by achieving the consistency criterion set in Point 1.4 b) of Annex IV of Regulation 2019/317 given that the determined unit cost trend over the time period covering both RP3 and RP4 is lower than the long-term Union-wide DUC trend for en-route air navigation services of -1,0% per year included in recital 22 of the Commission Implementing Decision (EU) 2024/1688 of 12 June 2024 setting Union-wide performance targets for the air traffic management network for the fourth reference period from 1 January 2025 to 31 December 2029.

It is also expected to achieve the consistency criterion set in Point 1.4.c) of Annex IV of Regulation 2019/317, related to the comparison of the baseline value for the determined unit cost with the corresponding average value of the comparator group where Spain has been included in accordance with Article 7 of Commission Decision (EU) 2024/1688.

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The consistency of the Terminal charging zone is shown below:

Terminal charging zone	Baseline 2024	RP4 cost-efficiency targets (determined 2025-2029)					2029D vs. 2024B (CAGR)
(000€)	2024 B	2025 D	2026 D	2027 D	2028 D	2029 D	
Total terminal costs in nominal terms (in national currency)	**119.398**	**131.168**	133.751	137.736	140.565	142.235	3,6%
Total terminal costs in real terms (in national currency at 2022 prices)	**113.180**	**121.804**	**122.208**	**123.916**	**124.497**	**124.007**	1,8%
Total terminal costs in real terms (in EUR2022) [1]	113.180	**121.804**	**122.208**	118. **123.916**	**124.497**	124.007	1,8%
YoY variation			0,1%	1,5%	0,7%	-0,4%	
Total terminal Service Units (TNSU)	991	1.026	1.059	1.089	1.123	1.150	3,0%
YoY variation							
Real terminal unit costs (in national currency at 2022 prices)	**114,21€**	**118,70€**	**115,35€**	**113,75€**	**110,84€**	**107,87€**	-1,1%
Real terminal unit costs (in EUR2022) [1]	**114,21€**	**118,70€**	**115,35€**	**113,75€**	**110,84€**	**107,84€**	-1,1%
YoY variation			-2,8%	-1,4%	-2,6%	-2,7%	

Table 10 Terminal Spain charging zone determined unit costs for RP4.

The proposal for the local terminal cost-efficiency performance target is a determined unit cost trend of -1.1% from 2024 to 2029.

1.3 Structure of this document

This document is structured as follows:

- Chapter 2 sets out an introduction of the Spain Reviewed Performance Plan for RP4, including a brief description of the scope and economic and traffic assumptions for this period.
- Chapter 3 presents the performance plan itself in line with the template distributed by the European Commission.
- Chapter 4 includes the annexes to the performance plan in line with the index included in the template distributed by the European Commission

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INTRODUCTION

2 INTRODUCTION

2.1 Purpose of the ESPP4

The purpose of the 2025-2029 Spain Performance Plan (ESPP4) is to establish the high-level performance targets for the Air Navigation Services provided in Spain within the scope of the plan and set out the guidelines for the action plan to meet them. This is to be done in consistency with the Performance and Charging Regulation (Regulation (EU) No 2019/317) and with the Commission Implementing Decision (EU) 2024/1688 of 12 June 2024 setting Union-wide performance targets for the air traffic management network for the fourth reference period from 1 January 2025 to 31 December 2029.

2.2 Regulatory framework

At the time of preparation of this document, the ATM Master Plan is pending adoption, but all the information available to date has been taken into account for the elaboration of it.

The ESPP4 (Spain Performance Plan for RP4) is encompassed within the framework of the European ANS Performance Scheme. The Performance Scheme is a Single European Sky initiative aimed at improving the performance of the air navigation services and network functions in Europe through:

- The establishment of European-wide targets in four key performance areas: safety, environment, capacity and cost-efficiency.
- The elaboration of performance plans at national or FAB level, consistent with and adequately contributing to the EU-wide targets.
- Periodic monitoring, review and assessment of performance.

This performance plan is elaborated with the SES 2 regulations in force as well as the implementing regulation published:

- Regulation (EC) No 549/2004 of the European Parliament and of the Council of 10 March 2004 laying down the framework for the creation of the single European sky (the framework Regulation).
- Regulation (EC) No 550/2004 of the European Parliament and of the Council of 10 March 2004 on the provision of air navigation services in the Single European Sky.
- 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.
- Commission Implementing Decision (EU) 2024/1688 of 12 June 2024 setting Union-wide performance targets for the air traffic management network for the fourth reference period from 1 January 2025 to 31 December 2029.

This regulation requires NSAs to draw up Performance Plans, at National or FAB level, including targets in a gate-to-gate perspective, and adopt them after consultation with relevant stakeholders. The legal framework establishes a link between performance targets and the charging scheme, through mandatory financial incentives for capacity and cost-efficiency.

For the Third Reference Period, Portugal and Spain decided to develop the performance plan at National level and this is also the case for the Fourth Reference Period.

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2.3 Situation and scope

The Spanish national rule Ley 21/2003, de 7 de julio, de Seguridad Aérea (Law No 21/2003, of 7 July, Aviation Safety and Security), sets the framework of accountabilities for the civil, military and meteorological authorities within its Title I. Each entity is responsible for the supervision of the services of its field as specified below according to specific lower-level regulations (Royal Decree):

- The Spanish Civil NSA (AESA-Agencia Estatal de Seguridad Aérea) is responsible for the supervision of the civil air navigation services provision, except meteorological ones Real Decreto 184/2008, de 8 de febrero (Royal Decree 184/2008).
- The Spanish Meteorological NSA (NSA-MET within MITERD – Ministerio para la Transición Ecológica y el Reto Demográfico) is responsible for the supervision of the meteorological services provision Real Decreto 503/2024, de 21 de mayo (Royal Decree 503/2024).
- The Spanish Military NSA (NSA-EA – Ejército del Aire y del Espacio) is responsible for the supervision of the military air navigation services provision.

In addition, the Spanish Civil NSA – AESA is responsible for integrating the different contributions and drawing up the Spain Performance Plan for the Fourth Reference Period (ESPP4). The RP4 Spain Performance Plan (ESPP4) covers:

- The en-route air navigation services provided in the Barcelona, Canarias, and Madrid Flight Information and Upper Information Regions (FIR/UIR). In the Spanish charging scheme, two charging zones are considered, Continental (Barcelona and Madrid FIR/UIR) and Canary Island (Canarias FIR/UIR).
- The terminal air navigation services provided at airports in Spain with more than 80,000 instrument flight rules (IFR) air transport movements per year: Adolfo Suárez Madrid-Barajas (LEMD), Josep Tarradellas Barcelona-El Prat (LEBL), Palma de Mallorca (LEPA), Málaga-Costa del Sol (LEMG), Gran Canaria (GCLP) and Alicante – Elche (LEAL). Additionally, Ibiza airport (LEIB) is also included in the scope as it is close to the threshold of IFR movements, and it is expected to be overpassed during the fourth reference period. However, Alicante – Elche and Ibiza aerodrome traffic services are provided under market conditions by the private ANSP Skyway.

The performance regulation requires that national targets are consistent with EU-wide targets. In addition, target setting on Cost-Efficiency applies to the determined unit costs established in Article 15(2)(a) and (b) of Regulation (EC) No 550/2004. Consequently, the scope of the plan covers all the accountable entities for determined costs of en-route air navigation services financed through en-route charges imposed on the users of air navigation services, in accordance with the provisions of the Performance and Charging Regulation (2019/317).

Accordingly, the list of accountable entities within the scope of the ESPP4 is set out below:

- AESA (Agencia Estatal de Seguridad Aérea): Spanish Civil NSA and national responsible coordinator for integrating the different contributions and drawing up the Performance Plan.
- NSA-EA: Spanish Military National Supervisory Authority (Ejército del Aire y del Espacio) is responsible for the supervision of the military air navigation services provision.
- NSA-MET: Spanish Meteorological NSA (ANSMET within MITERD – Ministerio para la Transición Ecológica y el Reto Demográfico) is responsible for the supervision of the meteorological services provision.

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- ENAIRE: En-route, approach and aerodrome control service provider in Spain of ATM, CNS and AIS services.
- AEMET (Agencia Estatal de Meteorología): MET services provider in Spain.
- ANSP-EA: Spanish Air Forces (Ejército del Aire y del Espacio) ATM, CNS and SAR services provider.
- Skyway: a private aerodrome control service provider for Alicante – Elche and Ibiza airports under market conditions.

In addition, it is to be considered that at national level, Eurocontrol costs are financed by en-route charges as well.

2.4 Provision of Air Navigation Services in Spain

The Spanish NSA (AESA-Agencia Estatal de Seguridad Aérea) is responsible for drawing up the Spain Performance Plan for the Fourth Reference Period (ESPP4) in collaboration with the MET NSA and the MIL NSA. The services provided in Spain are divided into:

- The en-route air navigation services, which are provided in the Flight Information and Upper Information Regions (FIR/UIR) of Barcelona, Canary Islands and Madrid. These services are provided in Spain by:
    - ENAIRE, the main air navigation service provider, provides ATM, CNS and AIS services.
    - ANSP-EA providing Search and Rescue services and CNS and ATM services to civilians, but not in a predominantly manner and;
    - AEMET, as the single Spanish MET provider.
    - In addition, the costs from AESA, NSA-MET, NSA-EA and Eurocontrol costs are also considered in the En-route cost base.
- The terminal air navigation services:
    - On the one hand, approach service is not liberalized in Spain and is provided entirely by ENAIRE.
    - On the other hand, Ley 9/2010, de 14 de abril (Law 9/2010, of 14 April) introduced a new scheme for the liberalization of the provision of ANS in Spain, liberalizing the provision of aerodrome traffic services at some airports. Terminal air navigation services are provided at the airports in Spain with more than 80.000 instrument flight rules (IFR) air transport movements per year:
        - Adolfo Suárez Madrid-Barajas (LEMD), Barcelona (LEBL), Palma de Mallorca (LEPA), Málaga (LEMG), Gran Canaria (GCLP) provided by ENAIRE.
        - Alicante (LEAL) and Ibiza (LEIB) provided by Skyway under market conditions. Alicante and Ibiza were in the initial set of airports liberalized through the Ministerial Order FOM/3352/2010.
    - In addition, the costs of the meteorological provider AEMET and those from AESA and NSA-MET are also considered in the Terminal cost base.

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2.5 Macro-economic scenario and overall assumptions

2.5.1 Economic Assumptions

The inflation forecasts taken into account in the compilation of the RP4 cost-efficiency data are shown in the table below.

The actual data will be derived from Eurostat's HICP, and the source of the forecasts is the International Monetary Fund (IMF).

In addition, GDP forecasts for Spain are included to give a better idea of the economic context in which the performance plan for RP4 will be implemented. Actual GDP data and forecasts are in line with those of the IMF (World Economic Outlook Database, April 2024):

Economic Assumptions		2024	2025	2026	2027	2028	2029
Inflation	Spain %	2,67%	2,39%	1,89%	1,80%	1,80%	1,80%
GDP (growth rate)	Spain %	1,9%	2,1%	1,8%	1,6%	1,6%	1,6%

Table 11 Economic Assumption. Source: IMF April 2024 World Economic Outlook.

2.5.2 Traffic Assumptions

2.5.2.1 IFR Flights – En-route

The en-route traffic forecasts for Spain in RP4 in terms of IFR flights are those published by STATFOR in February 2024 (in its base scenario) and are shown in the following table:

IFR Flights (thousands)		2025	2026	2027	2028	2029
Spain Continental	Flights (000)	2.244	2.314	2.376	2.440	2.492
	Annual variation %	3,0%	3,1%	2,7%	2,7%	2,1%
Spain Canarias	Flights (000)	401	410	415	422	432
	Annual variation %	0,9%	2,1%	1,4%	1,5%	2,4%
Spain Overall	Flights (000)	2.379	2.451	2.514	2.579	2.632
	Annual variation %	2,7%	3,0%	2,6%	2,6%	2,1%

Table 12 IFR Flights - En-route. Source: STATFOR EUROCONTROL Seven-Year Forecast February 2024, scenario base.

2.5.2.2 IFR Flights – Arrival

The arrival traffic forecasts for Spain in RP4 in terms of IFR flights are those published by STATFOR in February 2024 (in its base scenario) and are shown in the following table:

IFR arrival movements at airports (thousands)		2025	2026	2027	2028	2029
Spain TCZ	Arrival movs. (000)	757	778	798	818	834
	Annual variation %	2,7%	2,8%	2,5%	2,5%	1,9%

Table 13 IFR Flights - Arrival. Source: STATFOR EUROCONTROL Seven-Year Forecast February 2024, scenario base. The forecast includes all 7 airports within the scope of the ESPP4: LEMD, LEBL, LEPA, LEMG, GCLP, LEAL and LEIB.

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2.5.2.3 *En-route Service Units*

Traffic forecasts for Spain in RP4 in terms of en-route service units are in line with those published by STATFOR in February 2024 (scenario base) and are set out within the table below:

Total en-route service units		2025	2026	2027	2028	2029
Spain Continental	SUs (000)	13.620	14.107	14.538	14.986	15.369
	Annual variation %	2,9%	3,6%	3,1%	3,1%	2,6%
Spain Canarias	SUs (000)	2.215	2.284	2.341	2.400	2.468
	Annual variation %	3,1%	3,2%	2,5%	2,5%	2,8%

Table 14 En-route Service Units. Source: STATFOR EUROCONTROL Seven-Year Forecast February 2024, scenario base.

2.5.2.4 *Terminal Service Units*

Traffic forecasts for Spain in RP4 in terms of terminal service units are in line with those published by STATFOR in February 2024 (scenario base) and are set out within the table below:

Total terminal service units		2025	2026	2027	2028	2029
Spain TCZ	SUs (000)	1.026	1.059	1.089	1.123	1.150
	Annual variation %	3,5%	3,2%	2,8%	3,1%	2,4%

Table 15 Terminal Service Units. Source: STATFOR EUROCONTROL Seven-Year Forecast February 2024, scenario base. The forecast includes all 7 airports within the scope of the ESPP4: LEMD, LEBL, LEPA, LEMG, GCLP, LEAL and LEIB.

2.6 Process to complete ESPP4

This performance plan is the result of the contribution of the entities listed in section 2.3 and was subject to consultation with stakeholders (see Annex C). In accordance with article 12 of Regulation (EU) 2019/317, Spain submitted on 30 September the adopted draft performance plan for the fourth reference period.

On 25 October 2024, the European Commission, in accordance with article 13 of Regulation (EU) 2019/317, Verification of completeness of draft performance plan, sent a letter to Spain asking for the update of the draft performance plan in line with the content of Annex Y. This version of the Spain Performance Plan considers the modifications or justifications required, where appropriate.

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PERFORMANCE PLAN

3 PERFORMANCE PLAN

See specific information provided separately in the Excel file provided by European Commission.

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ANNEXES

4 ANNEXES

ANNEX A. REPORTING TABLES & ADDITIONAL INFORMATION (EN-ROUTE)

See specific information provided separately in the Excel and Word files provided by European Commission.

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ANNEX B. REPORTING TABLES & ADDITIONAL INFORMATION (TERMINAL)

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ANNEX C. CONSULTATION

This annex intends to recap on the consultations held with stakeholders for the preparation of the Spanish Performance Plan for RP4.

Two meetings organised by AESA were held:

1. Capacity incentive scheme on 9 May 2024
2. RP4 Performance plan on 23 July 2024

In the following sections a set of information is attached associated to those meetings.

After a modification of the cost bases of Continental, Canarias and Terminal Charging Zones a presentation was distributed to stakeholders to inform of this fact.

1. Capacity incentive scheme on 9 May 2024

A hybrid meeting was held at AESA headquarters on 9 May 2024 with the intention to gather stakeholders' views on the RP4 capacity incentive scheme. The agenda of the meeting was shared by email on 3 May 2024 with a selection of airspace users and their professional organizations representatives, ENAIRE, AENA, military NSA, meteorological provider (AEMET) and its NSA, ATCOs professional staff representatives. Representatives from the Directorate General of Civil Aviation also attended the meeting.

1.1. Minutes of the meeting

The minute of the meeting is attached hereunder:

UNIT/ORGANISM	Date	Duration
Servicio de Supervisión Económica y Performance – AESA	09/05/2024	11.30-13.30

ATTENDANTS			WRITTEN BY	DATE WRITTEN
NAME AND SURNAME	**POSITION/COMPANY**	**EMAIL**	**AESA**	14/05/2024
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MEETING OBJECTIVES
1st Meeting in relation to the capacity incentive system for the fourth reference period, RP4 (2025-2029)

AGENDA
- **Introduction of the incentive system RP4** - **RP4 Legal Framework** - **Current en-route and arrival delays** - **RP3 Incentive Schemes** - **Stakeholder expectations and comments** - **Scheduling of next meeting**

Nº	SUMMARY OF TOPICS DISCUSSED
1	Following the agenda, AESA thanked the participants for their attendance and presented the agenda for the day.
2	AESA presented the traffic forecast in Spain, in IFR movements, for RP4 according to the STATFOR forecast of February 2024. ENAIRE highlighted that in 2030 almost 25% more traffic is expected than in 2019 and points out that the recovery of traffic in Spain is clear and is a differentiating fact with respect to other countries, since with respect to the 5 large ANSPs, the traffic managed by ENAIRE is the one which has grown the most. IATA pointed out the uncertainty generated by the conflict in Ukraine with respect to the traffic forecast and that the STATFOR forecasts consider as a hypothesis that the war, or its consequences, will continue in the 5 years of PR4. If the conflict were to end earlier, it is likely that traffic would be redistributed and movements in Eastern

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	Europe would be rebalanced, although another conditioning factor as a consequence of the conflict are the sanctions and the vetoes to airlines, a factor which could continue to affect even if the war were to end. ENAIRE pointed out that the base scenario of STATFOR is not a very ambitious scenario, but it will be the one to be considered in the Performance Plan. AESA confirmed that the starting point for the preparation of the Performance Plan is the STATFOR forecast.
3	AESA presented the forecast of milestones to be met in the coming months in relation to the preparation of the ESPP4 Performance Plan. Several coordination meetings would be good to be held to listen to the different parties and 3 weeks before the user consultation (July 23) the draft plan would be delivered for consultation.
4	AESA presented the evolution of traffic and en-route delay for the RP3 period, specifying between delay from attributable and non-attributable causes. It sets out the delay evolution in the 5 regions comparing the results for the years 2019 to 2023. AESA noted that the approved post-ops cases have been taken into account in the 2023 delay data presented, with the exception of the reallocations of delay minutes under Summer Measures 2023 (eNM23) whose data had just arrived and were still being processed. The reallocation of minutes to France and Germany under eNM23 affects exclusively en-route, being around 100,000 minutes and mainly concentrated in LECM and LECB, to a lesser extent in LECS. APROCTA highlighted the reduction of attributable cases in 2023 compared to 2019. ENAIRE and APROCTA stressed the increase in traffic and delay in the Southern Region (LECS), underlining as a contributing factor the political problems between Morocco and Algeria which directly affect the flights transiting that area. APROCTA pointed out that it must be taken into account that when the congestion point is reached, the "capacity crunch" takes place and that the delay increases exponentially. ENAIRE pointed out that positive aspects have to be taken into account, such as the fact that the attributable delay has decreased in spite of the increase in traffic, and that in spite of providing a good service, they receive a penalty as a result of the incentive system. It is also mentioned that the delay per flight indicator could be more interesting and meaningful to understand the evolution of the service provided. IATA stated that the most important thing is to analyze the aspects to be improved and how to achieve an optimal management of unforeseen events. AESA concluded that delay data are presented in minutes in an attempt to present the data as objectively as possible. It is reminded that, apart from the data, the objective is to propose an adequate, functional and justified incentive system.
5	AESA presented the evolution of traffic and delay in arrivals in the RP3 period, specifying between delay from attributable and non-attributable causes. The evolution of delay at the 7 airports considered in the Performance Plan is presented, comparing the results for the years 2019 to 2023. IATA recalled that already for RP3 was talked about minimizing the impact of weather and the minutes of delay generated by this cause and points out that the duration time of regulations due to W-Weather sometimes exceeds the duration of the phenomenon itself, therefore, IATA advocates establishing mechanisms to improve the management of Weather and its impact on air traffic. Finally, it indicated its preference for a non-modulated incentive system to take into account all minutes, including those generated by weather events. IATA also asked for the incorporation of weather forecasters in the units. ANSMET responded that the predictors are at the ACCs in Seville during office hours and in Barcelona. It is foreseen in Gran Canaria in the future. He also pointed out the importance of being able to discriminate the type of weather phenomenon at each airport, since each one has its particularities (LEMD fog and storms, LEBL and LEPA storms, GCLP calima and wind, etc). There is a lot of information available that is probably not reaching all users and that the service could also be improved, although ANSMET warns that with the increase in traffic the Weather cause will generate more delays due to the increase in the number of flights affected. ANSMET stressed that the measures

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	could be aimed at improving weather information and a better use of forecasts by users. In any case, the impact of the weather forecaster has to be analyzed by ENAIRE. It is noted in the slides that the Weather cause has decreased in en route. AEMET (MET provider) also added that an expert advice service is provided at 6 aerodromes LEMD, LEBL, LEPA, GCLP, GCTS and GCXO, and emphasizes that the quality of the service perceived by its users is high. ENAIRE stated that there is a weather forecaster at LECB and a meteorologist at LECS, soon there will be a forecaster at GCCC. Although these figures are more applicable for en-route, it is not known whether they could have a certain positive impact on arrivals as well. It is reminded that the presence of a forecaster or meteorologist does not mean that the delay due to W-Weather will disappear, but it means a support in the weather forecast and in the decisions on ATFM measures for traffic management. APROCTA pointed out how positive the presence of the forecaster in the ACCs is for the decision making of supervisors and room managers. However, operational management is very complex and local phenomena can be difficult to predict. ENAIRE mentioned that at present it is not possible to separate the different meteorological phenomena and that there seems to be a trend towards shorter but more intense phenomena. IATA stated that even if minutes of delay that are generated by weather are not attributable to the provider, something should be done to improve. It is reported that Eurocontrol has established correlations between Weather delay in integrated sectors. IATA also informed that Eurocontrol has started to differentiate through delay codes between the weather events which generate it. ENAIRE explained that for arrival delay and the associated targets which are being built, 2 hypotheses are going to be proposed, and pointed out that it will be necessary to include in the ESPP4 Performance Plan an explanation of those hypotheses in case that in the future they are no longer fulfilled, and a justification must be sought in the case of non-fulfillment of the targets. AENA mentioned that they are also working with AEMET and investigating the application of new products. They pointed out that it appears that Weather events are changing and that storms are unpredictable.
6	In relation to the parameters of the incentive scheme for en-route and arrivals, AESA exposed the characteristics of the current parameters of the incentive system in RP3 and its application in the last years. APROCTA highlighted that the system does not provide incentives, and it is a penalty mechanism in which the probability of compliance is remote or when not flying. They do not believe they can be met even with the addition of more staff. Among the measures that could be addressed is the splitting of airways and the use of OCC (occupancy). ENAIRE stressed the good work of the organization and considers unfavourable that the deadband (symmetrical range around the pivot value with zero impact on the activation of the incentive system) in Spain is lower than in other countries. ENAIRE advocates a symmetrical system, a larger deadband and points out that Spain is the only European country that does not have a bonus, therefore, it is being more demanding than other countries. IATA disagreed and argued that the incentive scheme should be seen, not as a penalty system, but as a compensation system, so that the airlines are reimbursed the cost due to the delay caused, since airlines have to compensate users, regardless of who causes the delay. They point out that every minute of delay means about 100 euros for the airlines. They call for an asymmetric system with a zero bonus since, even if the target is met, they stand to lose 20 million euros (the result of a quick calculation considering the delay cost estimate of 100 euros/minute ATFM delay). IATA points out that perhaps a more flexible deadband could be considered if the value of the target is low and the impact of the delay for the airline is consequently also low. In this regard, information is requested regarding the targets that are being proposed for arrivals, where this could be the case. Regarding the benchmark, it is not appropriate to look only at worse countries, there are also countries with such low goals that

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	do not have bonuses and have penalties, in some cases, higher. IATA asks for concrete proposals to be made by AESA based on a scientific methodology (it is given as an example the initial proposals for RP3 in 2019). EASYJET supported IATA's proposals and that the ANSP's good behaviour is monitored.
7	It is agreed by the parties to reflect on the subject and send any comments they may consider. The date of the next meeting is to be set.

Comments in writing were also sent by attendees. A summary on what concerns to the parameters to be defined for the incentive scheme are summarised in the following box:

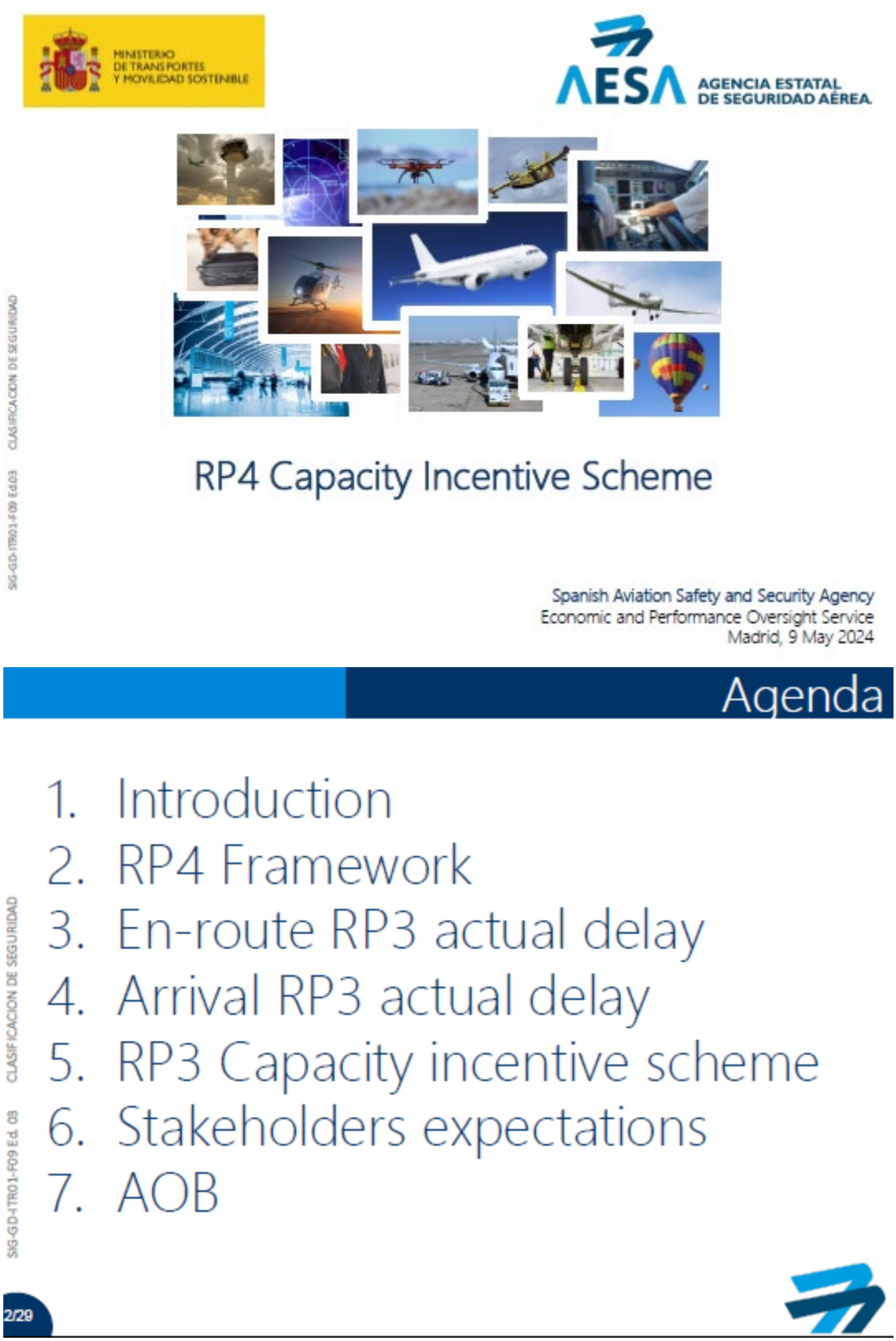
Nº	SUMMARY OF COMMENTS RECEIVED IN WRITING
1	easyJet recommends stricter penalties than the existing (0.5%) and no bonus. Provides different references and studies to support the definition of the parameters. To adopt a more proactive approach in monitoring and enforcing effective economic oversight to protect consumer's interests and defining and applying appropriate measures if targets are not met.
2	IATA recommends the incentive scheme to be considered as a compensation scheme for users with a maximum level of penalty without bonus. Minimum deadband of 0.01. No modulation of the target except if the "controllable pivot/target" is stretched considering the evolution of weather. RP4 parameters to be chosen in a data-driven approach.
3	APROCTA recommends the incentive scheme not to be a compensation tool specially with unachievable targets. Inclusion of some bonus. Advises to pursue capacity gains: splitting of airways and sectors and increasing ATCOs.
4	ENAIRE recommends an incentive scheme aligned with others ANSP as DFS or DSNA and claims for a symmetric incentive scheme with a maximum penalty of 0,5% and a deadband wider than the 0,01 set in RP3. Highlights its commitment to the capacity targets but stressed the high volatility of the traffic for Spain.

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1.2. Presentations shown on 9 May meeting



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Introduction

WHY?

Article 11(3)a-f, R. 2019/317 – Capacity incentive scheme proporcional to the level of ATFM delay, consisting of financial advantages and disadvantages with material impact on revenue at risk

WHAT?

- Maximum financial disadvantages ≥ Maximum financial advantages, not exceeding 2%.
- Pivot value: fixed or modulated
- Simmetric range around the pivot value ("dead band")

HOW?

National supervisory authority shall consult with stakeholders: airspace users', ANSP, Airport operator, profesional staff representatives through a series of meetings to be scheduled as needed

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RP4 Framework

LEGAL FRAMEWORK



Regulation (EC) **549/2004**, creation of the single European sky



Regulation (EC) **550/2004**, on the provision of air navigation services in SES

Regulation (EU) **2019/317**, laying down a performance and charging scheme

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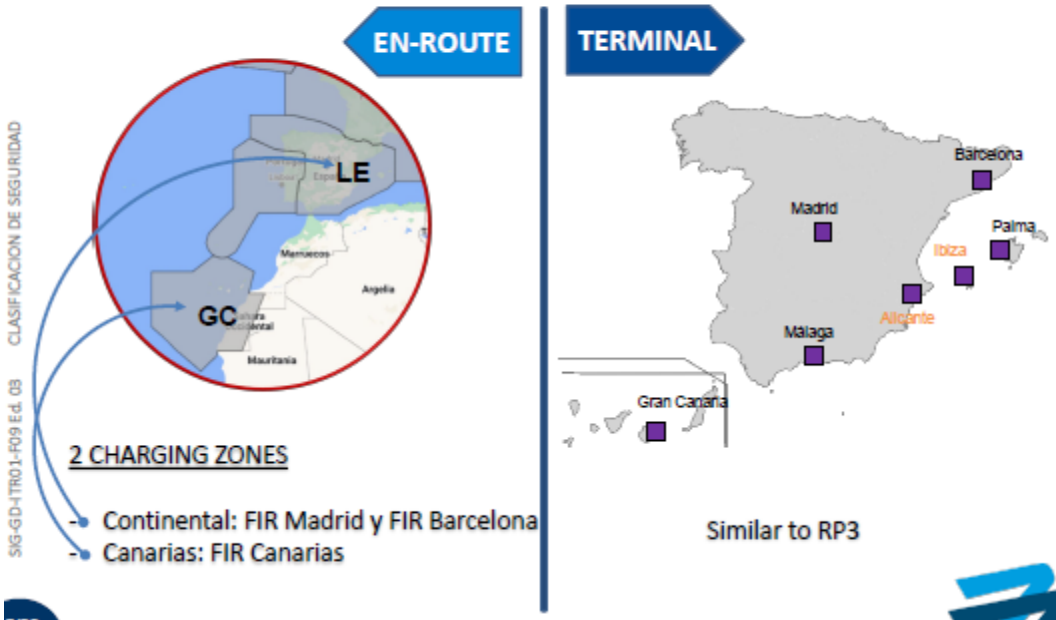
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RP4 Framework

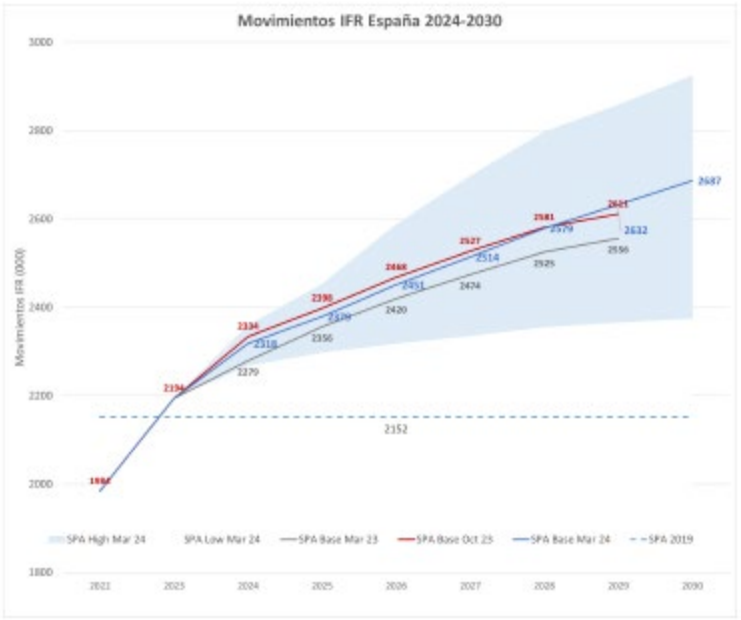
RP4 SCOPE – CHARGING ZONES



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RP4 Framework

EXPECTED TRAFFIC – STATFOR FEB.2024



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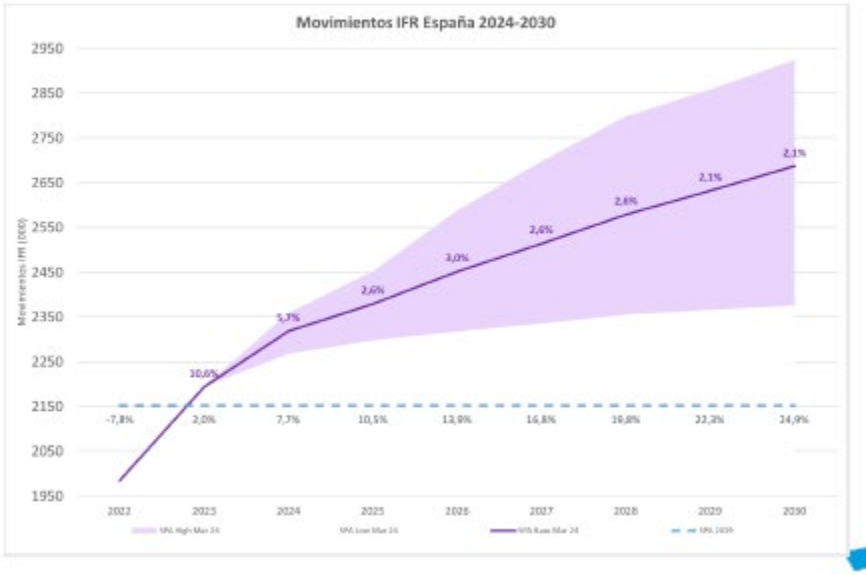
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RP4 Framework

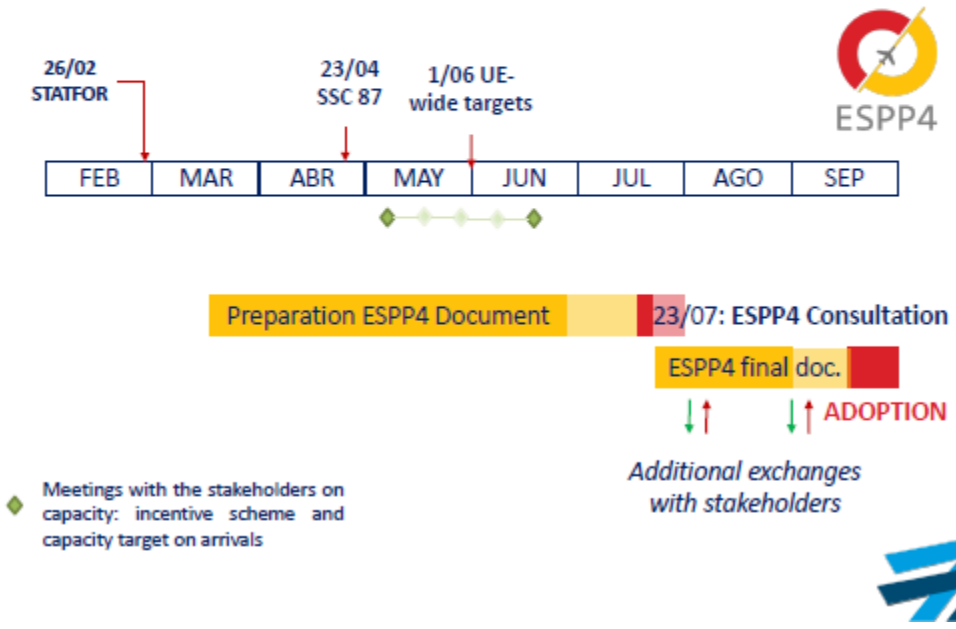
EXPECTED TRAFFIC – STATFOR FEB.2024



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RP4 Framework

ROADMAP



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RP3 ACTUAL EN ROUTE DELAY – ERD

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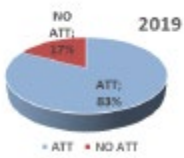
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RP3 ACTUAL ERD

IFR TRAFFIC EVOLUTION & DELAY



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TRAFFIC 2023/2019 ↑ 2%

DELAY 2023/2019 ↑ 11%

ATT: C R S T M P
NO ATT: A E G I N O V W

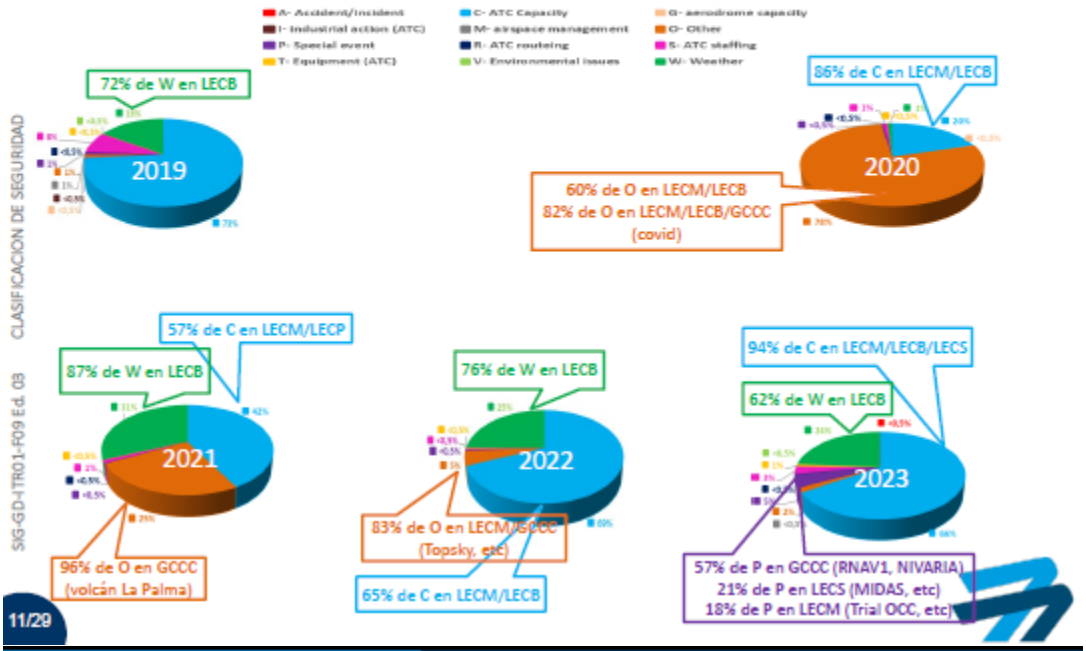
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RP3 ACTUAL ERD

EVOLUTION OF CAUSES OF DELAY



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RP3 ACTUAL ERD

ACC MADRID (332.764 min; 29% s/total)	
Traffic 2023/2019	+1%
Delay 2023/2019	-7%
Causes	C: 242.051 min (73%) W: 61.959 min (19%) O: 15.465 min (5%) P: 10.016 min (3%)

ACC BARCELONA (497.787 min; 44% s/total)	
Traffic 2023/2019	+4%
Delay 2023/2019	-4%
Causes	C: 310.987 min (62%) W: 166.877 min (34%)

ACC SEVILLA (200.574 min; 18% s/total)	
Traffic 2023/2019	+16%
Delay 2023/2019	+301%
Causes	C: 143.178 min (71%) W: 24.716 min (12%) S: 17.863 min (9%) P: 11.542 min (6%)

ACC PALMA (20.106 min; 2% s/total)	
Traffic 2023/2019	+7%
Delay 2023/2019	+19%
Causes	C: 15.079 min (75%) W: 2.239 min (11%) S: 1.576 min (8%)

ACC CANARIAS (78.249 min; 7% s/total)	
Traffic 2023/2019	+6%
Delay 2023/2019	+6%
Causes	P: 32.055 min (41%) C: 31.591 min (40%) W: 12.474 min (16%)

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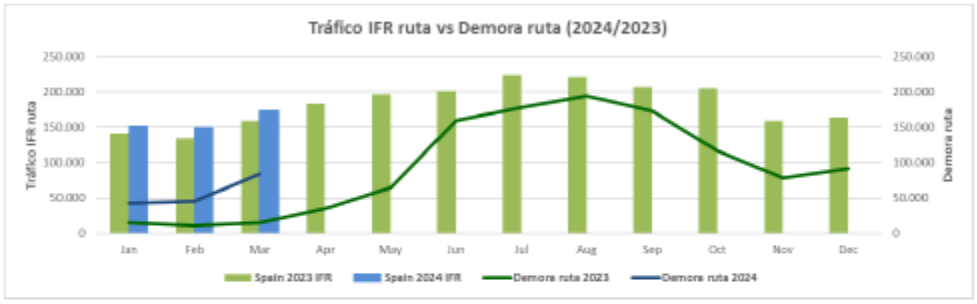
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RP3 ACTUAL ERD

EVOLUTION OF CAUSES OF DELAY - 2024



TRAFFIC 2024/2023 ↑ 10%

DELAY 2024/2023 ↑ 328%

TRAFFIC 2024/2019 ↑ 9%

DELAY 2024/2019 ↑ 77%





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RP3 ACTUAL ARRIVAL DELAY – TAD

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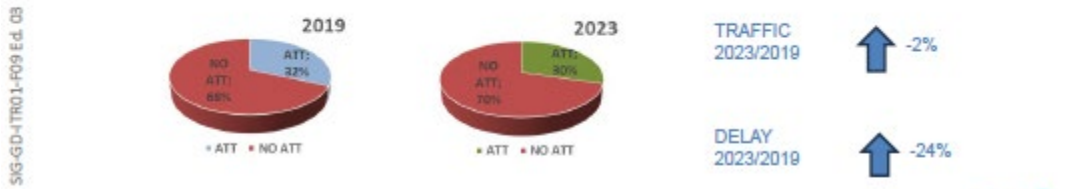
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RP3 ACTUAL TAD

IFR TRAFFIC EVOLUTION & DELAY





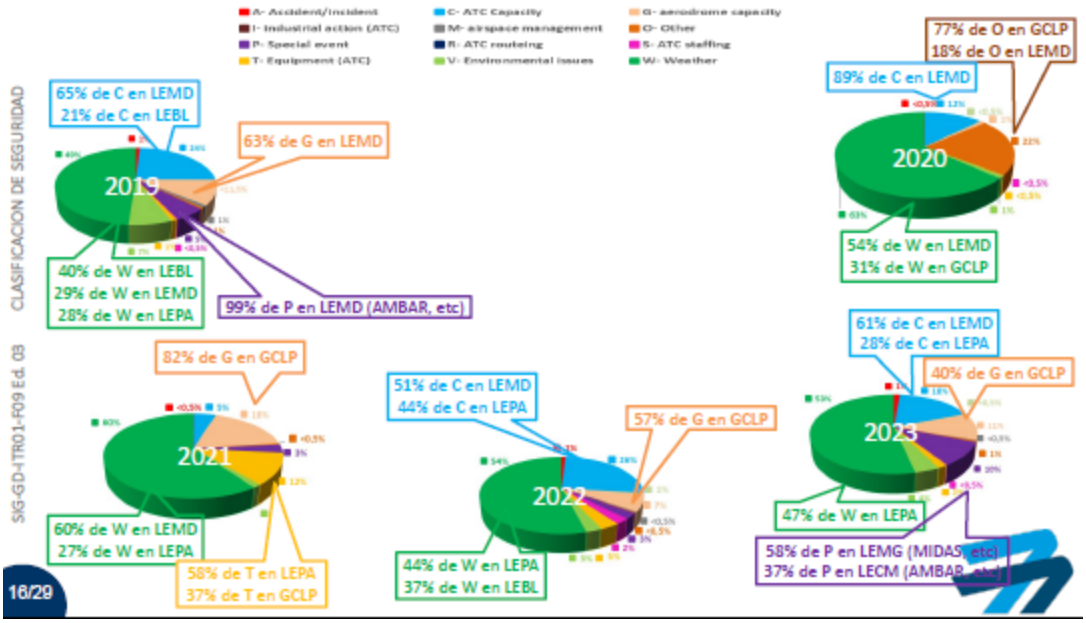
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ATT: C R S T M P
NO ATT: A E G I N O V W

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RP3 ACTUAL TAD

EVOLUTION OF CAUSES OF DELAY



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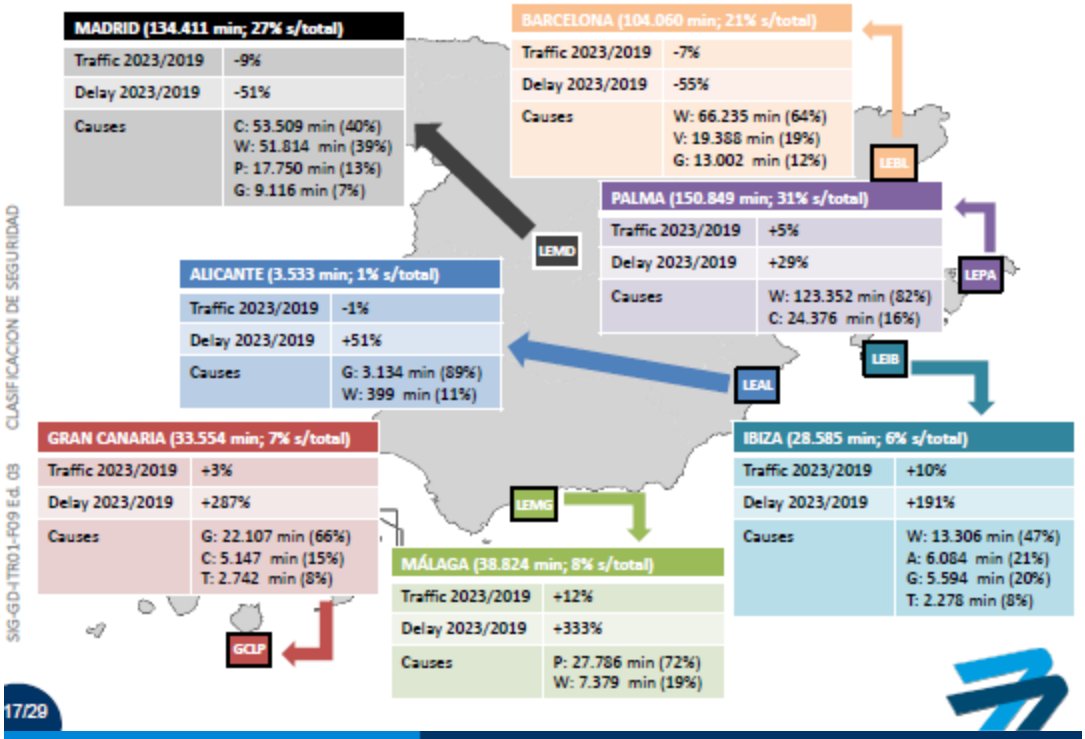
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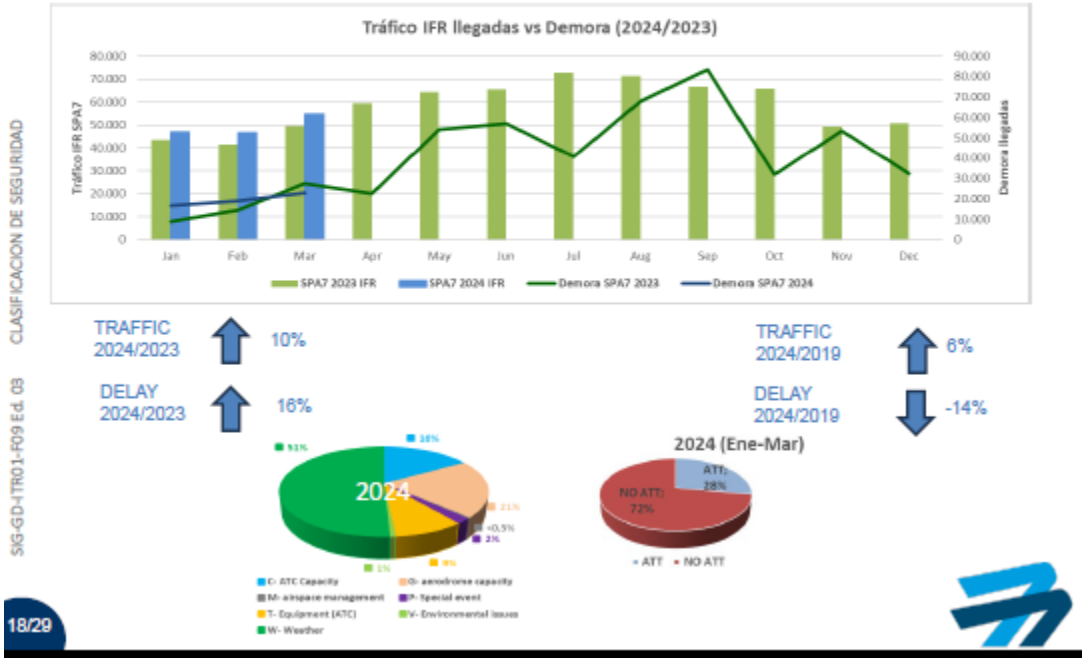
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RP3 ACTUAL TAD



RP3 ACTUAL TAD

EVOLUTION OF CAUSES OF DELAY - 2024



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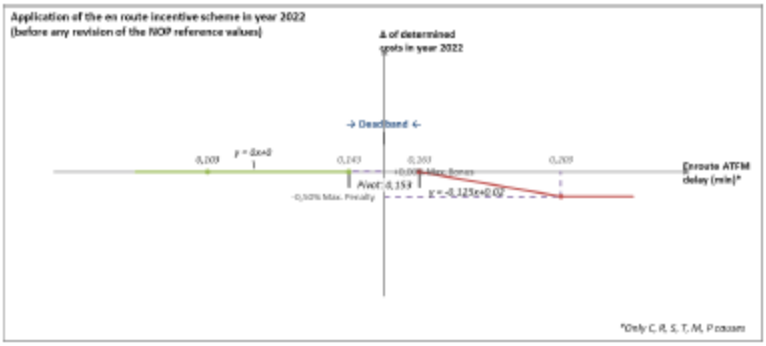
RP3 CAPACITY INCENTIVE SCHEMES

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RP3 CAP INC SCHEMES

EN-ROUTE: PARAMETERS

- Reference value subject to november update. In 2024 it was slightly increased from 0.19 to 0.20
- Pivot value subject to update of reference value and ADF update (attributable delay factor)
- ADF percentage of attributable delay causes to ANSP of the last 5 years.
- Dead band: ±0,1 model-error based scheme
- Maximum penalty: 0,5%
- Maximum bonus: 0%



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RP3 CAP INC SCHEMES

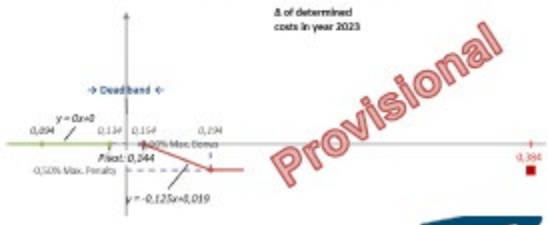
EN-ROUTE: APPLICATION



2022 { ERD: 0,30>0,20
ERD ATT: 0,208>0,153

2023 { ERD: 0,51>0,19
ERD ATT: 0,38>0,144



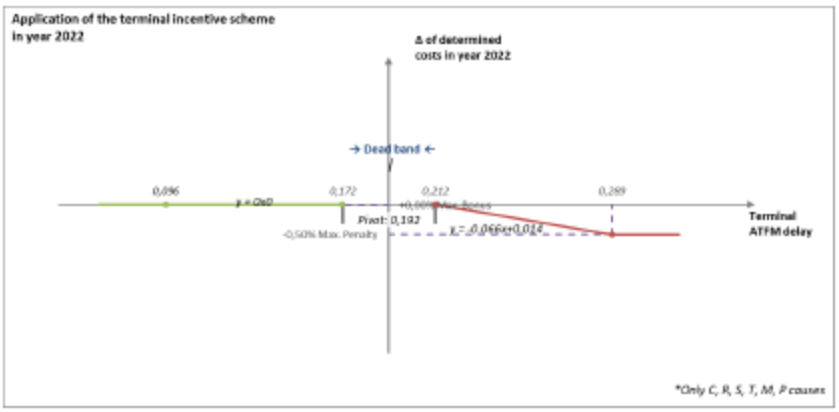


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RP3 CAP INC SCHEMES

ARRIVAL: PARAMETERS

- Reference value fixed in the Performance Plan ESPP3
- Pivot value subject to ADF update (attributable delay factor)
- ADF percentage of attributable delay causes to ANSP of the last 5 years.
- Dead band: ±0,02 model-error based scheme
- Maximum penalty: 0,5%
- Maximum bonus: 0%



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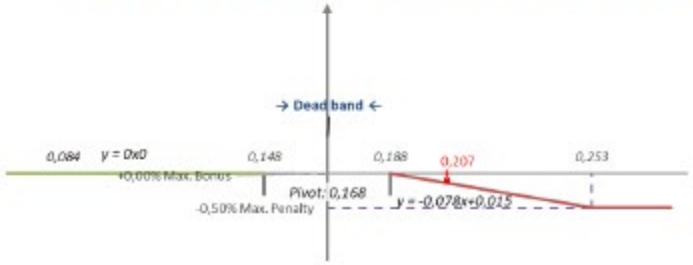
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RP3 CAP INC SCHEMES

ARRIVAL: APPLICATION



2023 TAD: 0,70>0,57 TAD ATT: 0,21>0,171 TAD ENAIRE: 0,67>0,56 TAD ATT ENAIRE: 0,21>0,168



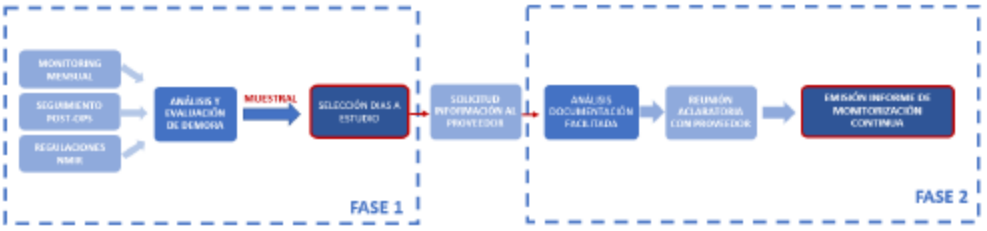
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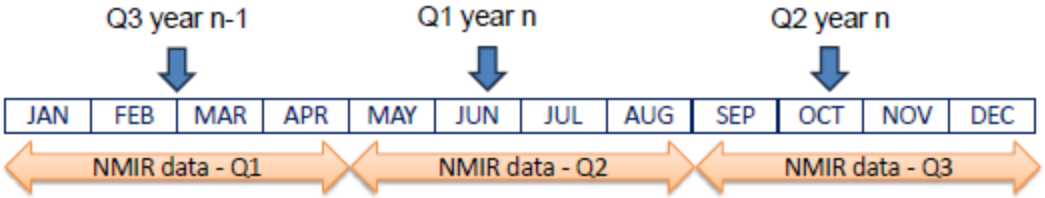
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RP3 CAP INC SCHEMES

AESA MONITORING OF CAUSES OF DELAY





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RP4 STAKEHOLDERS EXPECTATIONS

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RP4 EXPECTATIONS

STAKEHOLDERS EXPECTATIONS



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ANY OTHER BUSINESS

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AOB

NEXT MEETING

- Date – ??/5/2024
- Written comments from stakeholders on RP4 expectations on:
  - Traffic evolution
  - Delay evolution
  - Maximum penalty
  - Maximum bonus
  - Dead band
  - Modulation of capacity incentive scheme
- AESA will analyse and make a draft proposal of incentive scheme as a result of stakeholders comments
- Possible arrival capacity target for RP4

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2. RP4 Performance plan on 23 July 2024

The Spanish stakeholder consultation held in Madrid on 23 July focused on 2023 actual data and RP4 Performance Plan, however the content of this section is exclusively centred in RP4.

2.1. Minutes of the meeting

UNIT/ORGANISM	Date	Duration
Spanish Aviation Safety and Security Agency - AESA	23-07-2024	9.30 -15.45

Name and surname	Acronym	Entity
Patricia Pérez de Juan	PPJ	**AESA**
Patricia Nieto Valiente	PNV	**AESA**
Álvaro Fernández Darna	AFD	**AESA**
Elena López Ballestín	ELB	**AESA**
Luis Miguel González González	LGG	**AESA**
Patricia Alonso Elena	PAE	**AESA**
Jing Jie Chen Yin	JCY	**AESA**
Ángel Colmeiro Quero	ACQ	**AEMET**
Paloma Arriaga	PA	**AEMET**
Javier Gago Barros	JGB	**AEMET**
José Voces Aboy	JVA	**AEMET**
Mercedes Velázquez Pérez	MVP	**AEMET**
Colin Betteridge	CB	**IAG**
Pal Peter Bardos	PPB	**PRB**
Estelle Malavolti	EM	**PRB**
Fernando Javier González González	FJGG	**AENA**
Andrés López Morales	ALM	**DGAC**
Fabián Giménez Almansa	FGA	**DGAC**
Claudia Pérez Gallego	CPG	**DGAC**
Emmanuel Priozeau	EP	**AIR FRANCE**
Johan Zandstra	JZ	**KLM**
Sanne Nijburg	SN	**KLM**
Tomás Virseda	TV	**SPICA**

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Mathilde Dorfsman	MD	**Ryanair**
Olga Crespo Pérez	OCP	**NSA-MIL: Spanish Air and Space Force**
José Javier Chueca Ibáñez	JCI	**NSA-MIL: Spanish Air and Space Force**
Francisco Penalva Fernández	FPF	**NSA-MIL: Spanish Air and Space Force**
Rory Sergison	RS	**IATA**
Marin Mežnarić	MM	**IATA**
Francesco Rado	FR	**Easyjet**
Pierre Portier	PP	**Easyjet**
Nicole Ammann	NA	**SWISS**
Antonio Alonso Esteve	AAE	**APROCTA**
Esteban Pajares Muñoz	EPM	**OCCA**
Marcelino Vicotria	MV	**APCAE**
Antonio Alonso	AA	**ATCEU**
Javier Lloret del Hoyo	JLH	**SNCA**
David Zorrilla Gascón	DZG	**SNCA**
Javier Martínez Pérez-Pérez	JMP	**ENAIRE**
Mariluz de Mateo García	MMG	**ENAIRE**
José Luis Rodríguez Castro	JLRC	**ENAIRE**
Xavier Benavent Navarro	XBN	**ENAIRE**
Estíbaliz Salazar Fernández	ESF	**ENAIRE**
Santi Cortés Burns	SCB	**ENAIRE**
Alicia Lacasa Oter	ALO	**ENAIRE**
Gracia Pérez Corrales	GPC	**ENAIRE**
Adriana Salmon Fernandez	ASF	**Skyway**
Alicia López Rejas	ALR	**NSA MET**

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Nº	TOPICS COVERED DURING THE MEETING
1	Patricia Nieto Valiente, Head of the Economic and Performance Oversight Service of AESA, welcomed the participants to the stakeholder consultation and gave the floor to Ms. Patricia Pérez de Juan, Director of Air Navigation of the Spanish NSA at AESA who welcomed attendees their interest on the consultation and encouraged them to actively participate. Within this point, the agenda was presented and the list of participants attending the meeting even if they were physically in the room or remotely.
2	2023 Actual data MoM is in a separate document.
3	Patricia Nieto (AESA) continued with the presentation **Stakeholders' consultation 2024 – RP4, Draft Performance Plan (2025-2029).** First, an introduction including the context with the regulatory framework, the scope of the RP4 PP regarding charging zones and organizations involved was also presented. It was informed that en-route and terminal charging zones for RP4 remained equal to RP3. Regarding Terminal, even the seven airports included were the same and that Alicante and Ibiza aerodrome control services were under market conditions as in RP3. No comments were done by stakeholders with these regards during the consultation. Right after, the data for traffic IFR and service units for each charging zone were presented. The source of information used was February 2023 STATFOR forecast. Regarding the targets for the KPIs in the key performance areas of Safety, Environment and Capacity and the main measures to meet them were explained. Spain commits to the achievement of the assigned reference values. It was also explained the arrival capacity targets for each year of the reference period and the way it was built in cooperation with organizations involved: ENAIRE, SKYWAY, AENA and others as AEMET (MET provider), AESA and DGAC. **Q&A in the block related to RP4, Draft Performance Plan:** **ENAIRE** took the floor to state that there was an error in the part of safety targets. ENAIRE's intention is to comply with D objective by the end of the period in the safety risk management component, instead of at the beginning of the reference period. ENAIRE also added comments on the traffic forecast included in the performance plan and highlighted the very different evolution of traffic recovery in Spain in comparison with European averages or even among Spanish ACCs and the impact this is having in resources planning. After this comment, the Director of Operations at ENAIRE took the floor to further explain the capacity projects that will allow to achieve the performance targets. There were no further comments from attendees.
4	Regarding ENAIRE's investment plan, AESA very briefly showed a summary of determined total costs (depreciation and cost of capital) to be charged to users in the full reference period for those investment coming from RP3 and for the new for RP4. The floor was given to the Director of Systems at ENAIRE who continued with the presentation **Stakeholders' consultation 2024 – ENAIRE's Investment Plan** showing the investments costs planned for RP4, the main projects, New&Major projects (total RP4 investment costs), the common projects Investments and the consistency of investments with ATM Master Plan **Q&A in the block related to ENAIRE's Investment Plan.** **Mathilde Dorfsman (Ryanair)**

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	Ryanair asked for details on the RP3 costs compared with RP4 and the reasons behind RP3 investment plan was having a greater impact in RP4 costs in comparison with RP4 investment plan. ENAIRE answered that RP3 projects have long depreciation periods, linked to the life cycle, so that the depreciation cost will be impacting RP4 even next reference periods. Similar will happen with RP4 investment plan, that during the that reference period the great part of the cost will be charged in future reference periods. It was also mentioned that the main cost (depreciation) is charged when the project has been implemented, that is, put into service. Ryanair asks if all the main parts are depreciation costs, to which ENAIRE says they're not, that it's all long-term projects. **Rory Sergison (IATA)** IATA commented that the environmental part is very challenging. However, in the safety aspect, they consider it not ideal that some parts returned to being classified as C from being D in earlier years. AESA explained that EoSM questionnaires had been modified by EASA and EC and made more demanding and that greater efforts, especially on human factors, will be needed to achieve the target. This was also supported by Estelle Malavolti from PRB. IATA further asked if additional costs were claimed with regard capacity. AESA stated that no additional costs were required in the performance plan. Some questions regarding the implementation of the regulatory investment were made. ENAIRE mentioned that CP1 will be achieved but it was not included in the slides as it was given for granted and it was further explained in the performance plan. With respect to CP1 implementation, ENAIRE referred that ATM Functionalities (AFs) deployment will be carried out in line with SESAR Deployment Plan, with some specific delays as explained with more detail in the investment plan included in the draft Performance Plan for RP4. IATA then asked for the inclusion of the 370M in the plan. Mentioned some issues they see such as a significant amount of SDOs, yet less than 50% of solutions, plus the inclusion of U-Space costs. ENAIRE clarified that the classification is mostly a guideline. It doesn't mean that all the SDOs are covered. Furthermore, they mention that ATM Master Plan is not yet finalized, and it will be changed later this year. And lastly, it was confirmed that none of the U-Space costs have been included. **Mathilde Dorfsman (Ryanair)** Ryanair asked if the SDO had been included in RP4. To which AESA confirmed they were included in the way it was required in the performance plan. Then Ryanair asked if changes would be made after the approval of the Master Plan, to which the answer was positive. **Johan Zandstra (KLM)** KLM asked about the plan for adapting to the changing economy post-pandemic (interest inflation, etc)? AESA clarified that the estimation does take into account the current situation for its calculations. It was also inquired how investment was planned. To this ENAIRE explained the legal process the organization is subjected to and that it was included through the Multiannual Plan to the National Budget. **Rory (IATA)** IATA inquired about the fact that the prediction of the investments' impact on KPA are not quantitative. ENAIRE answered that the details for investments reported in the Performance Plan correspond to the requirements of the Template, which classifies the 'Quantitative Impact' in the following categories: N/A, Negligeable, Significant or Major.
5	

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	The presentation continued with Patricia Nieto from AESA together with Tcol. Olga Crespo from Military NSA and Paloma Arriaga from AEMET who presented the slides related to **Stakeholders' consultation 2024 – RP4, Draft Performance Plan (2025-2029) - KPA – COST EFFICIENCY.** Assumptions were followed by detailed determined cost evolutions by entity and charging zone. Then, the total determined cost and targets achievement were exposed. Given that Terminal cost-efficiency targets are not set at European level, Spain proposed to comply with the short-term trend set at en-route level by European Commission. **Q&A in the block related to the assumptions and cost.** **Johan Zandstra (KLM)** KLM required confirmation on data on cost of capital was a 2% higher in Canarias with respect to Continental. AESA answered that it was correct and stemmed from the differences of asset bases of the two en-route charging zones. **Javier Llorent (SNCA Union)** SNCA Union mentioned that the charts their company presented to them are not coherent with the data shown and asked for clarifications, especially regarding the forecasted total ATCO costs, being the presented figures much higher than the internal estimates of the Union. AESA answered that their data also includes other staff costs aside from ATCOs salaries. SNCA Union commented a disparity of +100M to -80M and that they were also concerned about the high expectations and forecast and how staff costs were estimated, , asking ENAIRE for a breakdown of the numbers, to clarify where the differences in criteria may find root. ENAIRE then committed to SNCA to provide this breakdown after the meeting, for clarification purposes. AESA clarified that staff salary averages (by labour agreement) were considered together with the number of ATCOs evolution based on the STATFOR forecast and it was added a small percentage of on-call ATCOs to the total. Regarding the general labour agreement, the evolution of staff followed the recruitment plan related to the second phase of Plan de vuelo 2025 (Flight Plan 2025). **Rory Sergison (IATA)** IATA asked for clarifications on the increment of staff costs, due to the impact in the increasing trends of the total cost bases observed between 2019 and 2029. It was also asked about the increase on pension costs. ENAIRE responded that until RP3 only pure pension costs were in the calculations. But currently active reserve and special active reserves are also bundled in with them. Roughly 200 more ATCOs are expected at the end of RP4. Also, that salaries are up 2% per year according to inflation values. IATA then asked about the parameters involved in ENAIRE's cost of capital parameters and the evolution of the net current assets. AESA explained that the methodology was the same as in RP3. The risk-free rate, 2.8% is based in the forecast issued by the Spanish Central Bank which goes until 2026 with a figure of 3.4%, however it has been decided to include a lower figure in the understanding that it could be lower for the remaining years of the reference period. Regarding the Market risk premium, which is set at 5.31%, the source is a report issued by CNMC for Telecommunications sector, which is based in turn on BEREC, and the value of RP3 is maintained. Regarding the evolution of the net current assets, extended information has been included in Annex B, point 2. IATA asked, in respect Spanish Air and Space Force's part, for a breakdown on the maritime and aviation SAR costs. Tcol. Olga Crespo (Air Force) explained the SAR allocation cost methodology but committed to expand on it in writing in Annex B point 1. IATA then asked for an explanation on the increase of NBV of MET provider. AEMET clarified that there is a significant increase in depreciation and new requirements of maintenance costs. It was agreed to answer in writing to the comments sent by IATA after the consultation.

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	Javier Lloret (SCNA Union): SCNA Union asked if the 2% was the only increase for ATCO salaries and that they would like a breakdown of the numbers. ENAIRE responded that there were other variable factors like categories, it's not a flat amount. As for the breakdown, ENAIRE suggests they submit a formal request to ENAIRE after the meeting.
6	AESA followed with the Capacity Incentive Schemes (en route and arrival) and the slides **Stakeholders' consultation 2024 – RP4, Draft Performance Plan (2025-2029) – Capacity incentive schemes.** Patricia Nieto thanked IATA, EASYJET, ENAIRE and APROCTA their engagement and good insights provided for the development of capacity incentive scheme to which AEMET and AENA also contributed. In the meeting held on 9 May, stakeholders had the opportunity to exchange their points of views on the capacity incentive scheme for RP4. Some of the attendees suggested to build an incentive scheme that somehow will compensate the extra delay above the target. While others required a symmetric scheme with a low penalization. AESA, in the attempt to objectify a method to propose an incentive scheme use as a reference the cost of delay for airlines included in the study issued by Westminster University set at network level in 100€ (€ 2015). Adding the regulatory framework, it was observed a mathematical relationship between the minutes of delay per flight and the determined costs and given there aren't references of cost of delay by States or regions the method had to be done al network level and therefore used as a reference average. Considering the determined costs at network level from the Union-wide targets, the range of minutes of delay to be incentivised up to the alert threshold (adding or removing the minutes of delay related to the dead band) and working with averages figures, what it was gotten was that the range of maximum penalty at EU level varied between 0.8 and 1.2 % with a deadband of 0.02. After that introduction, AESA shown the slides that contained the parameters for the en-route and arrival capacity incentive schemes. **Q&A in the block related to Capacity Incentive Schemes.** **ENAIRE** did not support the increase of the maximum penalty amount from 0.5% to 1.0%, as the situation of Spain with respect to traffic forecast differs from the European average, far surpassing the forecasted increase for RP4 (22% for Spain with respect to 2019 compared to 7% for Europe). AESA answered that this is the proposal from NSA, and the decision was made having considered all the recommendations. **IATA** comments that they support the asymmetrical scheme with a maximum penalty of 2% and 0.5% of bonus.
7	AESA followed with the slides on charging policy, presented the 2025 unit rates and stated the difficulties to forecast a charging policy for upcoming years, but highlighted the Spanish commitment to competitive unit rates. **Q&A in the block related to charging policy.** APROCTA Union asked why art. 29.6 applies to the terminal rate and also who assumes the cost for it. Patricia Nieto answered that ENAIRE and NSAs assume the costs and the application of article 29.6 corresponded to the Spanish charging policy.
8	Patricia Nieto (AESA) gave the presentation **Next Steps.** After the consultation 2 more weeks until 6 August would be given for written questions or comments. Minutes would be distributed as soon as possible, as well as the extended information required by participants.

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	By 1st September AESA would report to the Commission the result of the consultation and the report on 2023 Cost exempt. There were no questions or comments from participants.

2.2. Responses to topics raised during the meeting and committed to answering in writing.

Nº	TOPICS ANSWERED IN WRITING
1	Question on the ENAIRE's Cost of Capital increase
	The evolution of net current assets (current assets - current liabilities) in the period of 2023-2029 is a **downward** trend from 184.6 million euros in December 2023 to 97.1 million euros in December 2029. The asset that varies the most in the period is "other financial assets" under the section "Financial investments in companies from the group or associated to CP" which represents the imputable part of the Treasury to the AN sector, this asset goes from 227.7 million euros in December 2023 to 5.6 million euros in December 2029, the explanation is that the evolution of the Treasury imputable to AN is trending downwards as a consequence of its activity, the payment of the new investments and the amortization of the internal credit that had been generated in the period 2020-2023 to alleviate the consequences of the strong losses in that period. The Net Current Assets transferred to the tables are a result of reducing the previous Net Current Assets by eliminating the item "other financial assets", which, being an asset that decreases considerably in the period, causes the resulting Net Current Assets to grow in that period, with the difference between 2023 and 2025 being the most pronounced. The following table corresponds to section (b) - Adjustment. The following table shows the evolution of the overall annual average values, and the net current assets transferred to tables.

ANNUAL AVERAGE VALUES	Actual	Determined RP4				
	2023	2025	2026	2027	2028	2029
3.1 Net book val. fixed assets	717.328	811.635	848.401	878.152	903.000	923.884
(a) - Net current assets (c. assets - c. liabilities)	128.843	134.132	105.125	91.436	89.929	95.234
(b) - Adjustment (*)	174.442	64.427	19.032	6.082	1.951	4.758
3.3 Net current assets [(a) - (b)]	-45.600	69.704	86.092	85.354	87.979	90.477
3.4 Total asset base	671.728	881.340	934.493	963.506	990.979	1.014.360
3.3 Net current assets - ENR Pen	-37.042	56.207	68.800	67.928	69.890	71.753
3.3 Net current assets - ENR Can	-4.299	7.576	9.978	10.174	10.614	11.036
3.3 Net current assets - TNC tables	-2.327	3.644	4.516	4.594	4.977	5.351
Rest not in tables	-1.931	2.278	2.798	2.657	2.497	2.336

(*) - Current asset account not considered in the Cost of capital: **"Otros activos financieros"** from the epigraph **"Inversiones en empresas del grupo y asociadas a corto plazo"**

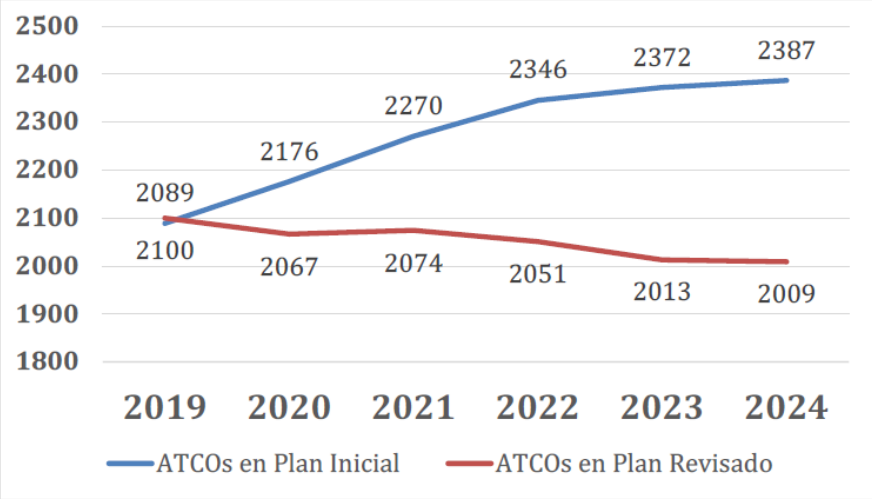
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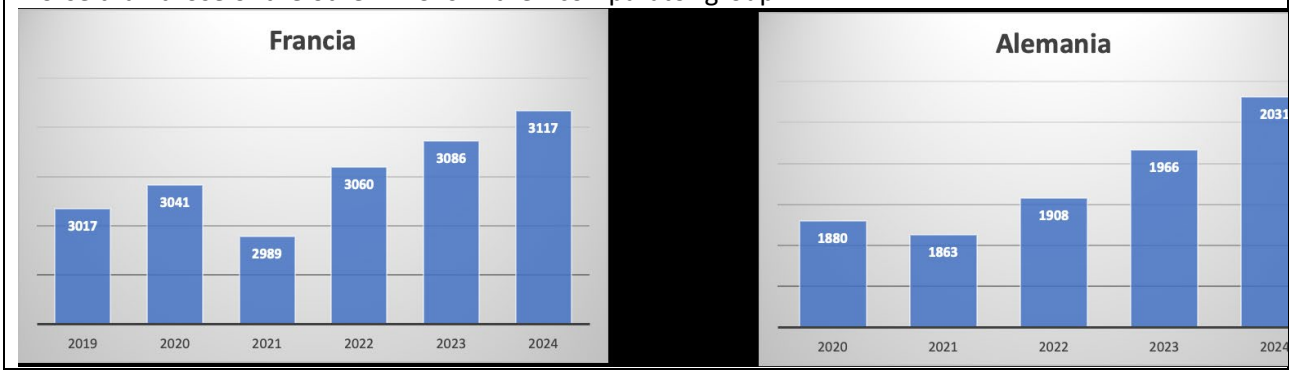
2.3. Responses to additional comments received in writing

Comment #1
Stakeholder: APROCTA
Topic: Predicted staffing levels

Back in October 2021, APROCTA commented against the reduction in the projected number of ATCOs available for the remainder of RP3. We found it excessive and risky in case traffic came back faster than expected. Our worst fear became a reality and now ENAIRE faces a severe understaffing problem and is generating more delay than ever before. Find below the original projected staffing numbers for RP3 before and after the revision of the Performance Plan.



We all know how traffic has recovered and the consequences it is having in the overall performance of the ATM sector, not only in Spain but in the whole continent. Nonetheless, in France and Germany the projected reduction in ATCO staffing numbers after the revision of 2021 was not so steep (see figures below). This has helped them contain the production of delay, while Spain's performance is now even worse than those of the other ANSPs in their comparator group.



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While this is all in the past now, APROCTA would like to remind all stakeholders of the consequences of excessive reduction in staffing numbers:

- ENAIRE had 2118 ATCOs in roster in 2023, compared to the projected 2013 from the revised performance plan. This is still 260 ATCOs less than the original RP3 performance plan (2372 ATCOs).

- It is important to bear in mind that the traffic levels expected for 2023 used for the revision of the performance plan for RP3 where those contained in the STATFOR predictions of May 2021. The level of IFR movements (in thousands) of that prediction was 2069 (high), 1725 (base), 1245 (low) for 2023 and 2283 (high), 1977 (base), 1413 (low) for 2024. The actual traffic level of IFR movements for 2023 was 2194 (above the high scenario in the prediction of May 2021). **This is only 20k IFR movements below the 2214 that were predicted in the base scenario for 2023 back in the forecast that STATFOR issued in Autumn of 2019**. That is less than 1% below the prediction made for 2023 before Covid even existed!. ENAIRE (and its ATCOs) has serviced almost the amount predicted in the original RP3 plan, but instead of having 2372 ATCOs available they had 2118. **So, the reality of 2023 has been a -1% reduction in traffic compared to the predictions made before Covid but with a reduction of -11% in staffing levels**.

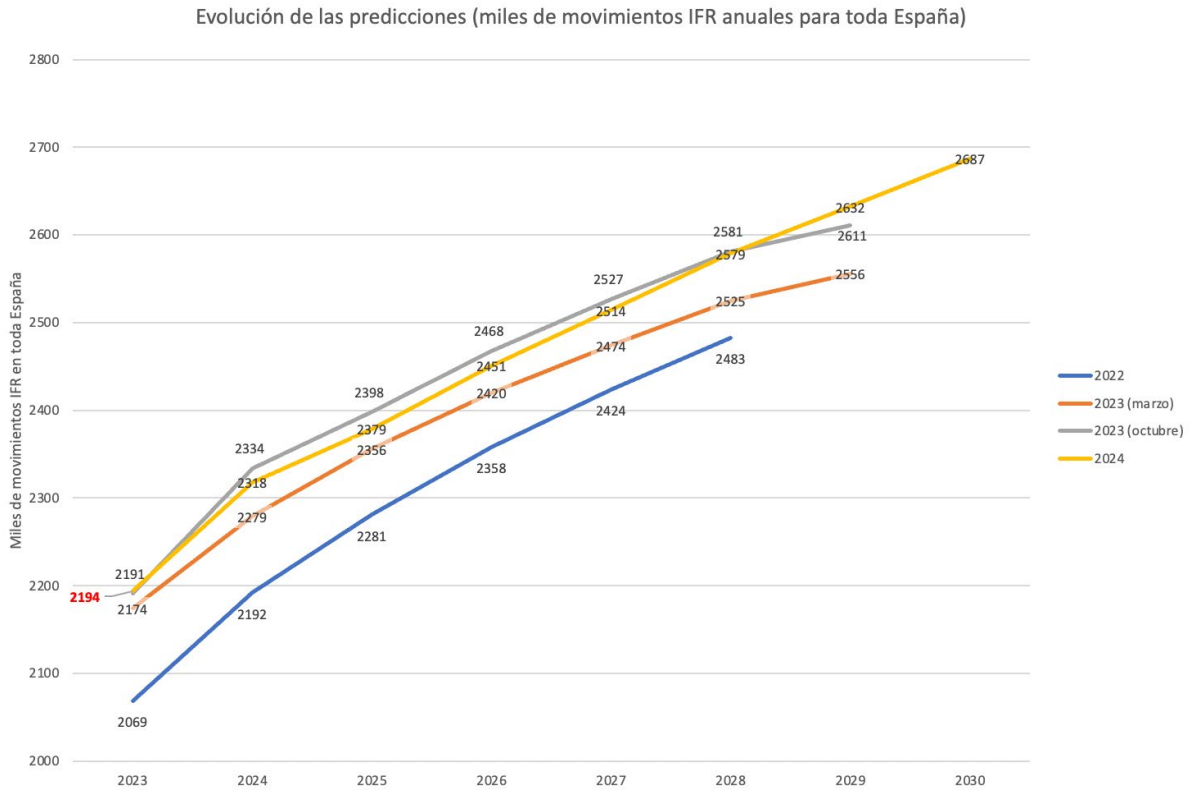
- The trend in the successive predictions issued by STATFOR can be seen in the following figure. All these increases have been absorbed by a greatly reduced ATCO staff. The consequences on the fatigue levels of the staff and the overall safety performance in such a situation should also be watched closely.

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- The difference in staffing levels for 2023 between the revised performance plan and the actual figures implies a difference in staffing costs that has to be absorbed by ENAIRE without any possibility to recuperate those costs from Airspace Users. Moreover, the difference in traffic levels to those used for the calculation of the rates will imply an additional reduction in rates for year n+2, adding yet another financial burden to the ANSP.

- It is also important to mention that ENAIRE did not request any financial help to cope with the enormous income reduction of the pandemic period. This was also helped partially by an agreement with the ATCO staff that provided savings in staffing costs to the ANSP of up to 50 MEUR in 2020 and 2021.

- While Summer 2024 is being quite hard to manage for ENAIRE due to lack of staff, we predict Summer 2025 to be even worse due to the time needed to train new ATCOs and to retirements scheduled and another increase expected in traffic once the last remaining bottlenecks are solved (namely, delays in deliveries by aircraft manufacturers).

Another consequence of the lack of staff is the systematical denial of early retirement requests by ATCOs between the ages of 57 and 65 (RA: Reserva Activa), despite ENAIRE having the pension funds available due to properly formulated actuarial hypothesis. ENAIRE is one of the few ANSPs in Europe with ATCOs 60+ working full time without any possibility of partial or total retirement. Studies conducted by CANSO point at ENAIRE as the ANSP with the highest average age in Europe.

NSA Response

The comment is well noted.

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Comment #2 **Stakeholder: RYANAIR** **Topic: Staffing**
Given the new regulation with the Active Reserve and Special Active Reserve, could we be provided with details of how the changes will affect RP4? In particular with reference to the impact of these changes on the pension costs - what is included in the staff costs, and what is included in the pension costs in the tables. During the presentation it would have been appreciated to have the ATCO number evolution given the 22% traffic increase planned by 2029 vs 2019 and see the correlated ATCO number to achieve capacity increase. We took note you used the February STATFOR forecast, given the recent “not foreseeable” increase in traffic it would be appreciated if Spain could use the latest traffic forecast, when available in October.
NSA response
As explained during the public consultation, the new legal regulation affects the Special Active Reserve. In RP4, this legislative change will have an impact on personnel costs of approximately 3.2% of the total Personnel Cost. This increase in staff costs will also be included in RP4 in the amount that appears in tables as pension costs, as this latter figure is only informative of how much, within the staff cost, corresponds to pensions. It should be clarified that these amounts comparable to pensions, both from the Special Active Reserve and the Active Reserve, are not included in RP3 in this section of pension costs. Regarding the update of the traffic forecast with the October STATFOR issue, the comment is well noted, and possibilities will be assessed.

Comment #3 **Stakeholder: RYANAIR** **Topic: Investments**
The investment plan presented by ENAIRE for RP4 is substantial and raises a lot of questions especially regarding the inclusion of all SDOs, while some of them haven’t even reached maturity level yet nor are foreseen to during RP4. There needs to be a better explanation of each investment for those SDOs and a review of what is realistic for RP4 investments. On the other new investments for RP4, ENAIRE is reporting investment in “Integration ATM-Drones”, we do not support this cost to be applied to the airspace users cost base and should be financed in another way. Regarding EA investment, there is a significant amount being inputted into the acquisition and adaptability of infrastructure for new SAR aircrafts. Can you please provide details of the cost distribution between different users for this service? On the MET side, please provide additional details regarding the meteorological satellite. Given the major investment of over €55M, we would like to understand why this investment is necessary and what additional benefit it will bring for aviation specifically.
NSA response
Response related to ENAIRE investments.

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ENAIRE fully endorses the European Strategic Deployment Objectives (SDOs). With regards to investment in SDOs, every single SDO included in the last version of the European ATM Master Plan includes at least one (or more) validated SESAR Solutions that are TRL6 completed. In fact, ENAIRE as member of S3JU has participated in the development of some of those solutions.

In addition, there are solutions in some SDOs that are in the pipeline for delivery, meaning this in practical terms that those solutions are most likely going to reach TRL6 maturity before the end of 2026, making them suitable for investments within the RP4 timeframe (2025-2029) if successfully delivered.

In this sense, all ENAIRE investments are duly justified, and must therefore be addressed independently of their alignment with SDOs, the alignment work has been carried out to find out what contribution ENAIRE would make in the event that SDOs are approved by the end of this year.

With these investments ENAIRE does not guarantee the full compliance with SDO, in some cases only partial alignment with SDOs with its investments. The investments in the deployment of SDOs are on a voluntary basis, in the moment any of these objectives became an obligation, ENAIRE will reprogramme its works and investments to align them with future regulations.

The new draft ATM Master Plan (date 22nd July) foresees a huge increase of investment for ANSPs, the investment effort needed for the deployment of SDOs covering phase C is estimated by S3JU at around EUR 12 billion between 2025 and 2035 (EUR 4.0 billion in RP4 and EUR 8.3 billion in RP5). ENAIRE is fully committed in the deployment of the Digital European Sky, and so its investments are aligned with the ATM Master Plan strategy.

With regards to investments in "Integration ATM-Drones", this includes ATM works needed to accommodate new entrants, to comply with interoperability between ATM and UTM and to maintain safety levels within ATM system. U-space and drone developments are not included in RP4 plans.

AESA performs an annual audit on the evolution of investment costs reported to Commission in line with Regulation provisions.

Response related to military investments.
The Spanish National agreement for the provision of SAR services establishes that the Spanish Air and Space Force provides one fixed-wing and one rotary-wing aircraft in each of its SAR squadrons in Spain (there are three SAR squadrons: one with its main base in Madrid, another in the Canary Islands, and the third in the Balearic Islands).

This investment involves the acquisition of a new fleet of maritime surveillance aircraft, as the current fleet needs to be replaced. Although the acquisition program is called VIGMA, the new fleet will also perform SAR missions. The current allocation of costs to air civil SAR activities excludes any other mission or activity (military SAR, maritime surveillance, etc.). On this basis, for accounting purposes on the performance plan, only the costs related to the aforementioned commitment to the Spanish SAR service are considered, and our calculations use only the figures for commercial traffic and activity. Therefore, only the effort dedicated to civil SAR activity is charged.

This is to say, the cost allocation of this investment to the civil SAR service follows the same scheme as the rest of the SAR costs:

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The costs of SAR services are allocated through a standard analytical accounting model for public organizations (CANOA). Each unit involved in SAR services becomes a cost centre in this system. This cost allocation system is based on 3 pillars: traffic (only civil commercial traffic is taken into account), activity (percentage of the SAR activity dedicated to civil commercial activities) and national SAR commitment (based on the equipment dedicated to civil SAR).

EA calculates the SAR flying hours (FH). Firstly, flying hours are classified in function of the type of the missions: Military SAR, Maritime Civil SAR, Air Civil SAR, Maritime Surveillance, Logistic Transport, etc. This allows to exclude other kinds of mission (military SAR, maritime SAR, maritime survilliance, …).

In addition, the number of air civil SAR FH is reduced by the ratio of en-route commercial air traffic to the total traffic (traffic sharing). This allows to remove SAR services for non-commercial civil aviation. The resulting civil commercial FH figure is reduced again taking into account the national SAR commitment (one fixed-wing aircraft and one rotary wing aircraft in each SAR unit).

This allocation of costs ensures that civil airspace users are not charged with costs not properly allocable to them.
To complement this information, please note the following extract from the PRB *Review of the reporting of search and rescue costs for air navigation services*: "Spain: The SAR service is the result of the collaboration between the Ministry of Defence (Spanish Air and Space Force) and the Ministry of Transport, Mobility and Urban Agenda.

The NSA verifies and monitors the SAR costs included in the cost bases each year, focusing primarly on (i) the SAR costs included as a part of the ANSP costs and only in en route cost bases, because there are no military services in the terminal charging zone, and (ii) the cost drivers used by the analytical accounting model are correctly defined (the flying hours assigned to civil SAR are calculated and considered).

Response related to meteorological investments.
Firstly, from a budgetary point of view, Spain is part of EUMETSAT, the European consortium created to manage meteorological satellites in a more collaborative and cost-efficient way. As a member of EUMETSAT, Spain pays a fee proportional to its GDP.

From a technical point of view, it is absolutely essential to have information from meteorological satellites to monitor the atmosphere so that adverse weather warnings can be issued for aviation, especially thunderstorm warnings, aerodrome warnings, TREND forecasts, SIGMET and AIRMET warnings, volcanic ash cloud monitoring, etc. These numerical models are used to produce the charts of the world area forecast centres as well as all area and aerodrome forecasts for aviation produced at the national level.

Comment #4
Stakeholder: easyJet
Topic: Costs' development

The proposed charges increases are driven by a ca. € 60m inflation adjustment in en-route, coupled with a concerning strong upward trajectory for staff costs, projected to rise 22% in 2025 and 34% by 2029 compared to 2019 levels in Continental. We also note a substantial surge in cost of capital, almost doubling

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by 2029. We do not believe that the increase in costs reflects the efforts towards economy that an efficient market operator within a competitive landscape would undertake. In support of this view, we note that the Spanish regulated entities for Continental en-route services increased their actual costs by ca. 9.7% and 15.2% vs determined levels in 2023 and 2024 (or ca. 15% year-on-year), when the CPI inflation rate in Spain is between 2.5 and 3.5% in the same period.

Given the increase in 2025, we would have expected the regulated companies to provide sufficient information and a robust efficiency plan to justify the increase in costs presented in the RP4 PP. According to Art. 24 of the Regulation, the cost basis for charges shall be established “in a transparent manner”.

We understand that the active reserve duty is a determinant factor behind the increase in staff costs. We oppose to the concept that users will have to bear the costs of ATCOs who are not actively working, but this should rather be borne by the State, as this was introduced by a national law. Moreover, ENAIRE has its own financial commitments and operational responsibilities, including maintaining and updating systems, and providing adequate operational resourcing. These are essential operational costs that directly impact the company's ability to function effectively and efficiently. Therefore, having to cover the cost for these active reserves could divert significant resources away from these crucial areas.

We are also concerned about the expected pay increase for ATCOs and we are keen to understand what expected benefits it is supposed to bring to operations. Over the period, we notice there will be ca. 120 more ATCOs, but nevertheless we note that in 2027-28 the number of ATCOs are expected to peak in terms of additional hours, who is an inefficient and more expensive way of providing the services. Regrettably, we have not received sufficient justification that these cost increases in 2025 are the result of efficient planning. For instance, we have not been showed the staffing requirements compared to the level of traffic forecasted and the investments planned. This is further unjustified given the fact that capacity targets have been met in 2023.

Finally, given the existence of the inflation adjustment mechanisms according to Art. 26 of the Regulation, we suggest that the NSA makes sure that the higher 2024 cost-base is not resulting in a double-counting of inflation effects and that the adjustment from 2023 is only considering an efficient allowance for actual costs.

We ask the NSA to accurately assess costs on the basis of efficient levels and appropriately incentivizes its ANSPs to economy for the consumer’s benefits.

NSA response

During the consultation detailed explanations were given on the hypothesis and rationale behind the cost evolution per entity and per charging zone. Please consider the information distributed in advanced as well as the presentations shared and the answered provided during the consultation that have been gathered in the Minutes of the meeting for RP4.

Given the relevance and concerns raised during the consultation additional information on the Active Reserve costs are provided below:
Considering that the costs associated ATCOs collective related to the Active Reserve (RA – Reserva Activa) and Special Active Reserve (RAE- Reserva Activa Especial) is an element affecting staff costs, it is important to rise the attention to the following factors:

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- The allocation of the RA and RAE cost are made while the ATCO is in active work in ENAIRE through the corresponding accounting provision. This provision takes into account yearly rights for each ATCO in concept of future payments in concept of RA or RAE situation. Therefore, when an ATCO is not active anymore being considered in RA or RAE situation, there is no impact on the costs allocated to the air navigation charges, since only while they are operative generate a cost.
- The related RA and RAE accounting provision is not the main driver for the increase in staff costs, since RA and RAE related provisions represents approx. 6% of total staff costs planned for RP4, while in 2023 this percentage was approx. 9%.
- Comparing RP3 and RP4 “pension cost” a considerable increase is observed. The reason behind this fact is a change in criteria for RP4 reporting breakdown. Although RA and RAE are not considered purely Pension schemes, the related provision costs must be reported for the first time as “pension cost” for monitoring purposes.

Regarding inflation, please, be aware that Regulation provisions are applied and assessed by NSAs prior to the submission to Commission. In case wrong application of the Regulation is detected, the corresponding modification on adjustments would be implemented through the mechanisms given within the Regulation.

The Draft RP4 Performance Plan indicates that the annual determined cost increases remain below the forecasted rate of traffic growth in the short term, supporting cost-efficiency improvements and effective service provision.

Comment #5
Stakeholder: easyJet
Topic: Investments

In our view, it is critical that the presented plan ensures that the implemented EU-wide targets will meet their intended outcomes. On top of that, it would be useful to understand how effective it will be meeting the objectives of "timeliness" (delivering results efficiently and promptly), and "user-focus" (prioritising the needs and interests of airspace users). It is vital for the Spanish ANSPs to demonstrate the necessity of these investments (totalling ca. €1Bn over the period) and the associated benefits to consumers.

We find that the planned projects lack a clear demonstration of its benefits. As Recital (23) of the Regulation states, “the introduction of new technologies and business models to stimulate integrated service provision should lead to significant cost reductions to the benefit of users over time but can lead to initial restructuring costs.”

While we promote and support the modernisation ambitions of ENAIRE and the other ANSPs, these needs to be weighted and reasonable. Customers need to be better informed of the value-for-money of the projects proposed and to be given evidence of efficient planning for effective capacity and productivity delivery. For instance, the investment programme includes all of the Service Deployment Objectives (SDOs) as part of the CapEx. According to the SESAR 3 Joint Undertaking (SJU) the ANSPs should invest solely in the outlined SDOs. We don’t think this perspective to be realistic, not only from a regulatory standpoint – as the commission would never implement a regulation that would result in ANSPs investing only in this – but also from an operational viewpoint. ANSPs need to maintain their systems, infrastructure, etc., which requires investments beyond the SDOs.

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It is critical that future engagements enable stakeholders to discuss, influence and collaborate with the ANSPs on his modernisation plans. We expect the ANSPs to deliver a high level of transparency and quantitative information. The investment plans shall be presented by the ANSPs with a complete and cohesive set of information and with opportunity for a meaningful negotiation with the Stakeholders. Finally, it is important that there are clear and realistic timelines on the ANSPs, with enough time for stakeholders to review and comment on the materials of the plan.

Finally, given its impact on the unit rates pricing profile of the level of CapEx during RP4, users will be expecting the Spanish ANSPs to provide a degree of optionality, outlining a fully justified and comprehensive sensitivity analysis on costs and quality (in terms of capacity, safety, environment) arising from the plan. The Spanish ANSPs should thus be providing a range of scenarios, including savings in OpEx, and then reaching an agreement with stakeholders where possible.

NSA response

The necessity of these investments, as well as the associated benefits to consumers, are reflected in the Performance Plan according to the Regulation. Specifically, for ENAIRE, this information is detailed in tab 2.1 of the Template, with additional information provided in Annex E.

ENAIRE fully endorses the European Strategic Deployment Objectives (SDOs). With regards to investment in SDOs, every single SDO included in the last version of the European ATM Master Plan includes at least one (or more) validated SESAR Solutions that are TRL6 completed. In fact, ENAIRE as member of S3JU has participated in the development of some of those solutions.

In addition, there are solutions in some SDOs that are in the pipeline for delivery, meaning this in practical terms that those solutions are most likely going to reach TRL6 maturity before the end of 2026, making them suitable for investments within the RP4 timeframe (2025-2029) if successfully delivered.
In this sense, all ENAIRE investments are duly justified, and must therefore be addressed independently of their alignment with SDOs, the alignment work has been carried out to find out what contribution ENAIRE would make in the event that SDOs are approved by the end of this year.

With these investments ENAIRE does not guarantee the full compliance with SDO, in some cases only partial alignment with SDOs with its investments. The investments in the deployment of SDOs are on a voluntary basis, in the moment any of these objectives became an obligation, ENAIRE will reprogramme its works and investments to align them with future regulations.
The new draft ATM Master Plan (date 22nd July) foresees a huge increase of investment for ANSPs, the investment effort needed for the deployment of SDOs covering phase C is estimated by S3JU at around EUR 12 billion between 2025 and 2035 (EUR 4.0 billion in RP4 and EUR 8.3 billion in RP5). ENAIRE is fully committed in the deployment of the Digital European Sky, and so its investments are aligned with the ATM Master Plan strategy.

ENAIRE agrees with the need to collaborate with the stakeholders with relevant information and transparency. For this reason, ENAIRE has put in place very strong collaboration elements that will be used in RP4 to ensure stakeholders contribution. Among these mechanisms, the following stand out:

- Direct channels with companies, pilots, and their associations (ENAIRE Committee-Airlines-Pilots Association-Airlines Associations, Profiles for companies and pilots on the Customer Portal; WhatsApp channel for direct communication with major companies; Personalized

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satisfaction questionnaire for Airlines and Pilots; Satisfaction survey for the main Airlines by number of flights; Specific meetings, etc.).

- Direct channels with airport managers, establishing personalized communication mechanisms (satisfaction questionnaires, direct contact and specific meetings, etc.).
- Direct channels with non-commercial aviation (General Aviation technical group, Satisfaction survey to the presidents of the national General and Sports Aviation Associations, etc.).

ENAIRE continuously receives improvement suggestions from all airspace users through existing communication channels, which are analysed and implemented.

Comment #6
Stakeholder: easyJet
Topic: Cost of Capital

We would like to suggest to the NSA that a proper discussion of the WACC shall be undertaken between ENAIRE and its stakeholders, as this represents a significant factor for the determination of the regulated air navigation charges for the reference period. We are afraid that no meaningful consultation will be undergoing in the context of RP4.

We believe that the WACC of ENAIRE should be in alignment with the risk level of the Spanish state. As a fully state-owned entity, the ENAIRE benefits from an implicit government guarantee. This can be argued to reduce its risk profile. It implies that the risk associated with ENAIRE's operations is on par with the overall risk of the state's financial activities. This could be due to various factors including the “state interest” nature of ENAIRE's operations, its financial structure and its strategic importance.

We set out easyJet’s proposal for setting up a methodology for calculating some of the parameters of the WACC of ENAIRE which seem particularly unrealistic estimates.

The proposed methodology is balanced and tailored to the needs of users and passengers and is intended to improve the proposed approach.

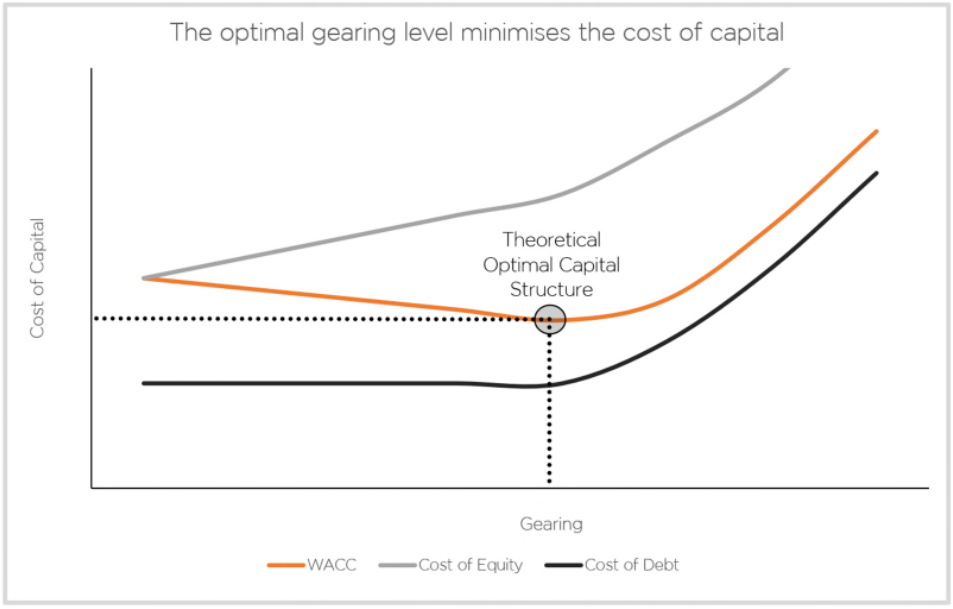
Gearing

We support a level of the gearing determined through a normative approach, rather than based on the effective level of debt. As a matter of fact, the main goal in corporate finance should be to find the optimal capital structure that will result in the lowest WACC and the maximum value of the company, and thus shareholder’s wealth. This would be achieved through a level of debt that an efficient operator would choose as long as it allows it to minimise its weighted average cost of capital. See the below graph for illustrative purposes:

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This approach is consistent with regulatory practices in the industry – for instance, the UK CAA and the Irish CAR, and the Thessaloniki Forum, which also states that the use of the gearing of the current capital structure of the regulated company could be suboptimal. The use of the average gearing of similar corporate entities is equally biased, as it is assuming that the peer group is composed by entities which are appropriately regulated and do not abuse their market power.

Risk Free Rate

We acknowledge that the ANSP uses a 2.8% estimate of the risk-free rate, but no explanation of the methodology has been offered during the consultation. We offer an alternative for a robust estimate.

When facing investing decisions on capital allocation, investors seek to compare the risk between assets viewed in terms of the variance of actual returns with the expected returns. The usual comparison benchmark is represented by the risk-free asset which, by definition, should deliver the same actual returns as the expected returns, time invested and sizing being equal. Put it simply, investors use the risk-free rate to compare one asset to another when seeking the most attractive return amongst all investment opportunities.

Here, for simplicity, a theoretical investor would thus be facing the choice of allocating an equal amount of capital invested in ENAIRE. In order to make this choice, the investor would compare the expected returns of investing in these companies with a risk-free investment. This corresponds to the only theoretically default-free securities which are government bonds.

For consistency, the risk-free rate used to come up with expected returns should be measured consistently with the currency denomination of cash flows – if cash flows are estimated denominated in nominal EUR terms, the risk- free rate will be a European treasury government bond rate.

This has the following implication: In Europe, as long as the bond security is EUR denominated, it should not make much difference to choose from a particular country's government bond rate. As a matter of

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fact, an investor seeking the safest EUR denominated risk-free rate in terms of default-risk will arguably look at the 10Y German Government Bond Yield, currently yielding ca. 2.4% as spot rate. Since risk and return are negatively correlated, this usually corresponds, in fact, to the less risky security and thus the lowest government bond rate in the European Monetary Union. This is arguably the safest investment an investor would make when seeking a EUR denominated return.

Because of the long-term investment horizon on which bases the Capital Asset Pricing Model (CAPM), we suggest the use of a maturity of 10 years for the zero-coupon government bonds, in line with the recommendations of the wide regulatory practice.

- Choosing the current spot rate, or similarly a very short-term horizon such as 3-months averages, of the security present similar volatility risks and little forward-looking significance, especially when dealing with a longer-term CRE framework. Spot rates and short periods of averaging are over-simplifications that can pick up sporadic changes or transient market sentiments that do not provide any useful information about the actual risk-free rate.
- On the other side, long averaging periods (e.g. 10 years, as suggested by the PRB) run the risk of including yields that no longer accurately reflect relevant market conditions. However, if WACC parameters change over time, it is true that older data may no longer be relevant for estimation.

Following a balancing principle for this trade-off, we thus consider a 5-year period as an appropriate compromise while producing a reasonable number of observations, thus reducing "noise", statistical errors and volatility.

As a result, for a more statistically accurate, consistent, stable and economically meaningful estimation of the risk- free rate, the NSA should be using the average of the last 5 years of monthly observations of the German 10-year government bond (0.74% is the 5 year's daily average at end-May 2024).

Cost of debt

It is our understanding that the variable cost of debt is one of the main components of the cost of capital increases during RP4 (above 80% above 2019 levels at the end of the period).

Users are not offered explanations on the mitigation actions taken nor have been active party in the decision to avoid securing all-time low cost of financing at a fixed rate. We are suspicious that the Spanish ANSPs have unduly transferred onto customers the interest rate risk, abusing their monopolistic position. The PRB published on June 24, 2024, its guidance material, stating that the "ANSPs should aim to reach the optimal capital structure and the corresponding efficient WACC to not pass through the cost of economically inefficient decisions to airspace users."

We support the estimation of the cost of debt through a weighted average of the cost of new debt and historical debt and an intersection of operator and market's data as this seems a balanced approach. For example, we would consider in the analysis an estimation of the "credit spread" to be applied on top of the risk-free rate. We think that a duration of 5 or more years from corporate bonds is consistent with the choice made for other parameters, such as the risk-free rate.

As regards to the cost of new debt we suggest, as it is supported by other industry practices – i.e. other ISAs and the Thessaloniki Forum –, to cap at 1pp to 2pp the additional debt risk premium spread –

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estimated in accordance with credit rating activity at the time of the estimate –, in order to limit the wide variance in risk premiums and exogenous factors that might influence those – e.g. the Italian ART includes a cap at 2pp on the debt risk premium. That is because comparisons with historical and/or peers' interest rates is dangerous because one cost of debt might be higher not because of change of risk, but because time horizon is different, for instance. Also, different bonds from the same firm can have different bond ratings.

easyJet proposal of a flat-rate Regulatory Risk Adjustment

We finally propose to introduce an additional element in the WACC determination for ENAIRE, that is a flat-rate risk adjustment given the existence of a comprehensive and always-applicable settlement mechanism.

The WACC determines the discount rate (or rate of return) used in the estimation of the opportunity cost of capital to debt and equity investors consistent with the systematic risk of the regulated company's expected cash flows. The cost of capital provides guidance on the appropriate return required on future risk-adjusted investments. A key topic for ENAIRE is that there is a significant likelihood that its idiosyncratic risk, measured by the asset beta – can be over-estimated, meaning that ENAIRE might be earning too much compared to its risk profile.

ENAIRE's aviation activities have a lower risk profile than other industry actors included in the beta calculation, such as airports. ENAIRE can, in principle, pass on the risk of volume effects to its users. This reduces ENAIRE's risk profile compared to the situation in which it cannot offset. To the extent that on average less can be settled elsewhere, the Asset Beta determines an overestimation of ENAIRE's risk profile, with a corresponding need for a downward adjustment in the WACC determined for ENAIRE. If ENAIRE's traffic risk sharing options are interpreted so expansively that settlements occur even in extraordinary circumstances, as it happened during RP3, then ENAIRE essentially bears very limited "traffic risk".

The existing mechanism provided by the Regulation mitigate the level of the regulatory risk borne by the company and this, as a consequence, must be reflected in the WACC. Even though ENAIRE would run (virtually) no risk other than its own financing risk, we suggest to apply – as a minimum adjustment to recognise this regulatory safeguard in favour of ENAIRE – a flat-rate discount of 1pp to reflect the minor regulatory risk in the cost of capital.

NSA response

The fact that the cost of capital planned for 2029 will nearly double the actual 2019 related costs is mainly due to the increase in investment carried out by ENAIRE, which translates into a higher average fixed assets value in the planned 2019 balance sheet of around 70%.

Additionally, though to a lesser extent, the rise in net current assets included in the tables also influences this increase. However, this rise is actually due to the decrease in the adjustment of the net current assets (current assets – current liabilities) because of the records included in the balance sheet that are not accounted for in calculating the final capital cost included in the tables.

For more information on cost of capital see Table below on ENAIRE's data for Continental Spain and the comparison for years 2019 (actual data) and 2029 RP4 Draft PP, coordinated with ENAIRE.

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	2019A	2029D
1.4 Cost of Capital	23 861	42 306

Average asset base	2019A	2029D
3.1 Net book val. Fixed assets	424 818	726 492
3.2 Adjustments total assets	0	0
3.3 Net current assets	17 380	71 753
3.4 Total asset base	442 199	798 246
3.5 Cost of capital pre tax rate	5.40%	5.30%

Methodology used to calculate the Cost of capital.
AESA is aware of the different methodologies available and easyJet proposal well noted, however during the consultation the methodology on cost of capital for each ANSP was explained and it was informed that it was similar to the one for RP3 and its principles aligned with EU Regulations in force. The sources of the parameters are also similar but have been revised in line with the most updated reports. Details were included in the Performance Plan, in the excel file distributed previously in 3.4.6 tab, and the sources were told verbally during the consultation (see the minutes of the meeting, point 5, under the IATA requested clarifications).

Comment #7
Stakeholder: easyJet
Topic: Traffic

We support the use of the independent sources of forecasts, such as the one offered by STATFOR. In the context of great uncertainty as demand recovers after COVID-19, STATFOR has an established track record for accuracy.

NSA response

The comment is well noted.

Comment #8
Stakeholder: APROCTA
Topic: Capacity Incentive Scheme

APROCTA supports the introduction of a bonus in case capacity targets are met. This makes the scheme work as a true incentive, which could give financial reasons for ANSPs to commit to extra spending to reach that bonus. Unfortunately, the values given to ENAIRE for the capacity targets are so unrealistic that all previous considerations are moot. We fail to understand the reasoning behind setting targets that are completely unattainable year after year. Furthermore, with the current situation of record levels of traffic and heavy understaffing due to the recruitment cuts approved during the RP3 Performance Plan revision of October 2021, the delay targets set for Spain are absolutely out of reach. This makes the introduction of the bonus in the Capacity Incentive Scheme more of a gesture than a reality that could help in any way the ANSP or the overall performance of the ATM sector in Spain. On the other hand, the increase of the penalty from 0,5% to 1% will only add yet another financial burden to ENAIRE.

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NSA response
The comment is well noted and as mentioned during the consultation Spain is absolutely committed with the accomplishment of the capacity targets, as well as with the need to address the significant differences and particularities of the Spanish present situation with traffic increases that could triple during RP4 the average European growth.

Comment #9 **Stakeholder: RYANAIR** **Topic: Targets**
We appreciate the more-challenging capacity targets proposed by ENAIRE in comparison to the proposed EU targets. Could we please have the recap of ENAIRE's RP3 targets achievement (on Capacity and Environmental) to date to be able to have an idea of what has been achieved in the past? It is to be noted that the non-achievement of the cost-efficiency target from the European Commission on your RP4 plan is not acceptable. Your performance plans need to reflect this already not challenging enough cost reduction of 1.2%. You must put in place every measure possible and find potential opportunities to reduce the unit-rate over the next reference period. Regarding the incentive scheme, we appreciate the non-symmetrical arrival scheme but feel like this should be the same for the en-route incentives. Overall, on a general incentive point for RP4, we believe it should be a penalty-only for ANSPs – a bonus would charge airspace users for what is expected from ANSPs.
NSA response
Regarding the capacity targets, Spain, and particularly ENAIRE, is absolutely committed with the accomplishment of the capacity targets, as well as with the need to address the significant differences and particularities of the Spanish present situation with traffic increases that could triple during RP4 the average European growth. During the meeting held on 9 May 2024 for the preparation of the capacity incentive scheme, the evolution of the capacity key performance indicators was shown. It will be included in Annex C – Consultation, of the Performance Plan the Minutes of the meeting as well as the presentations shared. Considering the cost – efficiency target Spain is meeting criterion b) of point 1.4 of Annex IV to Regulation 2019/317 where for the combined time period covering both RP4 and RP3, "the long-term" Union-wide Determined Unit Cost trend set in recital 22 of EU Decision for enroute air navigation services should amount to -1.0% per year and Spain complies with this requirement in the cost effectiveness KPI. It is also expected to comply with criterion c) of point 1.4 of Annex IV to Regulation in relation to the average baseline value of the comparator group set in Article 7 of EU Decision. During the consultation the rationale behind the parameters selected for both capacity incentive schemes were provided (see Minutes of the meeting related to RP4, point 6 of the document), however, given the relevance of this item an Annex I will be included in the Performance Plan with further explanations.

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Comment #10 **Stakeholder: easyJet** **Topic: Targets**
Art. 15 and Recital (19) of the Regulation requires the Member States' PPs to be complete and consistent with the Union-wide performance targets. easyJet notes that the proposed performance targets are below the Union-wide performance targets, which is not compliant with the Regulation. We note that the presented Performance Plan (PP) for RP4 is not meeting the EU-wide targets adopted by the European Commission (EC). In fact, en-route determined unit cost evolution over the period is -1% pa for Spain vs EU-wide targets at -1.2% pa. The Spanish ANSPs have not achieved cost efficiency in 2022 and 2023 and are projected to miss their targets again in 2024. The baseline value for the calculation of the RP4 cost base should consider these discrepancies as the regulation requires the ANSP to meet its cost efficiency targets. We call upon the NSA to comply with the Regulation and propose challenging targets which can outperform EU requirements. The EU-wide targets are already significantly below airspace users' requirements and the Performance Review Body's (PRB) initial proposal. We encourage ENAIRE to deliver both capacity and flexibility they have committed to. The summer of 2024 is proving to be exceptionally challenging due to a surge in weather-related disruptions, with the Spanish airspace experiencing a significant brunt of these delays. We advocate for enhanced Network performance and robust collaboration between all operational partners, including Eurocontrol, to effectively manage this situation. We anticipate that ENAIRE will engage with meteorological organisations and other operational stakeholders to mitigate the impact of weather-related delays. This should be pursued through a cross-border, collaborative decision-making strategy, aimed at minimising the overall network disruption caused by adverse weather conditions.
NSA response
The comment is well noted. Answer in relation to the accomplishment of cost-efficiency target has been included in comment #9.

Comment #13 **Stakeholder: easyJet** **Topic: Capacity Incentive Scheme**
ENAIRE, holding significant market power, needs effective regulation to ensure value for consumers and high service and safety levels. We suggest AESA adopt a proactive approach in setting targets levels that protect consumer interests. We suggest that AESA provides more guidance on incentives to drive performance quality. In particular, • AESA should refrain from comparing ENAIRE's incentives with other European ANSPs, as these peers are similarly dominant and not significantly challenged by competition. On the contrary, it is AESA that should address the issue and set the right level of incentives that promotes' consumer's interests, without assuming that other ANSPs are appropriately regulated. • Current incentives don't encourage good behaviour, as showed by the fact that Member States, including Spain, have not been able to meet their capacity targets historically. The NSA must define

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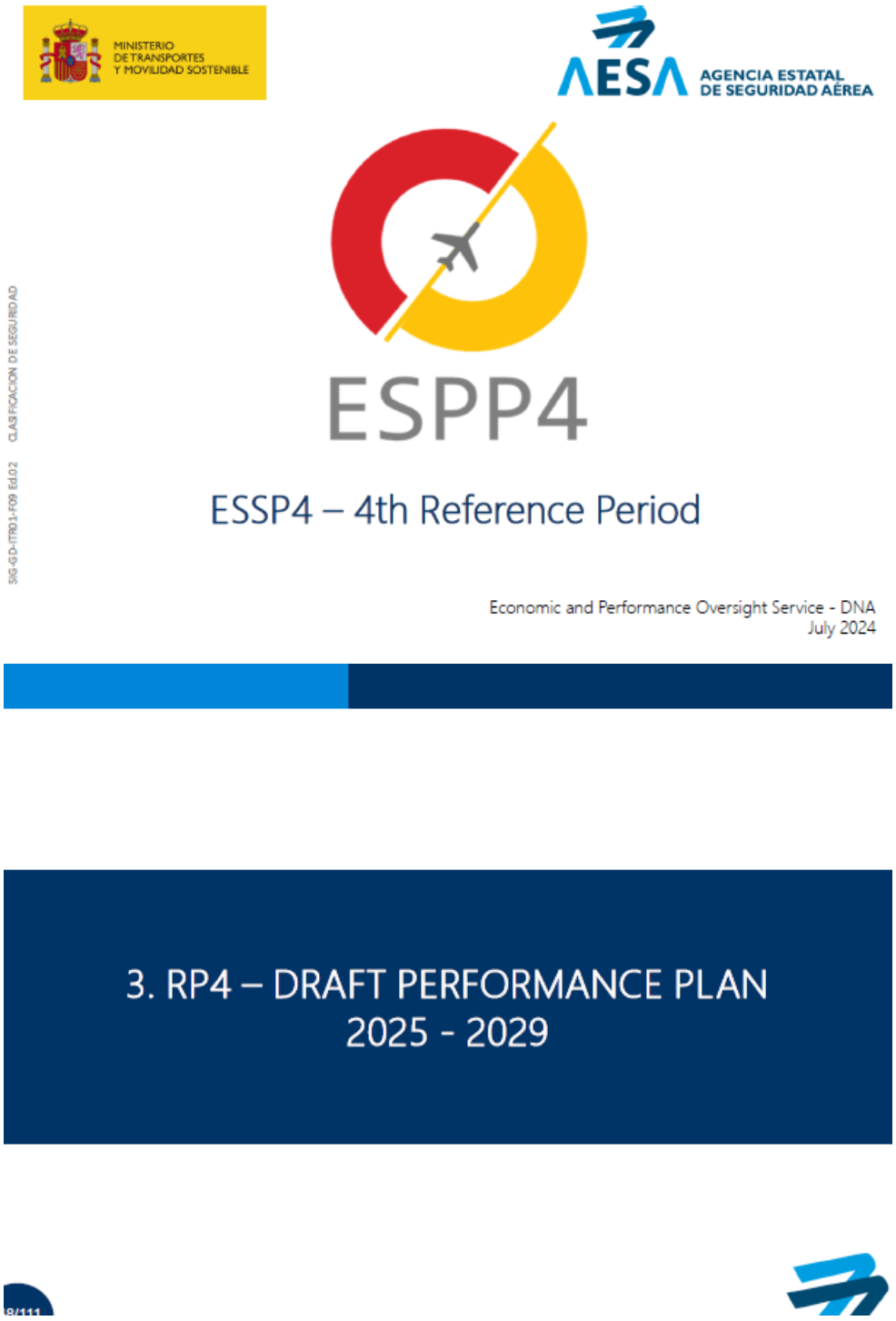
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and apply appropriate measures if targets are not met (Article 37(1) of the Regulation), including effective incentives. • We do not support the 1% and 0.5% maximum bonus for en-route and arrival incentive schemes, but rather a 0% maximum bonus for ENAIRE. ENAIRE should not be awarded a bonus for maintaining service levels that are to be expected from an airport infrastructure provider. The regulator should avoid the risk of any double counting in compensating the monopoly, consistent with the cost of capital. Assuming €100 cost of ATFM delays per minute6, even if the targets are met airlines are bound to lose tens of millions. • We believe that service performance measures should be linked to the delivery of capital projects and therefore change mid-period as projects are delivered to reflect the expected improvements in service, especially on increasing available capacity. For instance, as capital is spent on implementing projects that improve operations or if staff shortages are addressed, the targets and the incentives should be adjusted. The effect should result in a scheme that recreates competitive pressures on ENAIRE's monopoly and best protects the interests of consumers.
NSA response
The comment is well noted and as mentioned during the consultation Spain, and particularly ENAIRE, is absolutely committed with the accomplishment of the capacity targets, as well as with the need to address the significant differences and particularities of the Spanish present situation with traffic increases that could triple during RP4 the average European growth. During the consultation the rationale behind the parameters selected for both capacity incentive schemes were provided (see Minutes of the meeting related to RP4, point 6 of the document), however, given the relevance of this item an Annex I will be included in the Performance Plan with further explanations.

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2.4. Presentations shown on 23 July meeting



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CONTEXT

CONTEXT

REGULATORY FRAMEWORK



Regulation (EU) **549/2004**, framework for the creation of the Single European Sky.



Regulation (EU) **550/2004**, on the provision of air navigation services in the Single European Sky.

Regulation (EU) **2019/317**, performance and charging scheme.

Commission Implementing Decision (EU) 2024/1688 of 12 June 2024 setting Union-wide performance targets for the air traffic management network for the fourth reference period from 1 January 2025 to 31 December 2029

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CONTEXT

REGULATORY MILESTONES TIMELINE

- Art. 9.1 - 1/06/2023 Initial costs and traffic planning ✓
- Art. 9.2 – 1/10/2023 Publication of EU performance range of targets and consultation ✓
- Art. 9.3 – 1/06/2024 Adoption of EU performance targets ✓
- Art. 10.4 – 23/07/2024 National consultation on the draft performance plan ✓
- Art. 12 – 1/10/2024 Submission of the draft performance plan to Commission

Art. 9.4 – Establishment of:
- EU Reference value for determined costs
- EU Reference value for determined unit costs
- Alert thresholds
- Comparator groups

Regulation (EU) 2019/317, performance and charging scheme.

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CONTEXT

RP4 SCOPE – CHARGING ZONES

EN ROUTE



2 EN ROUTE CHARGING ZONES

- Continental: FIR Madrid & FIR Barcelona
- Canarias: FIR Canarias

TERMINAL



The airports included in RP3 are maintained, including their conditions for the application of the Regulation.

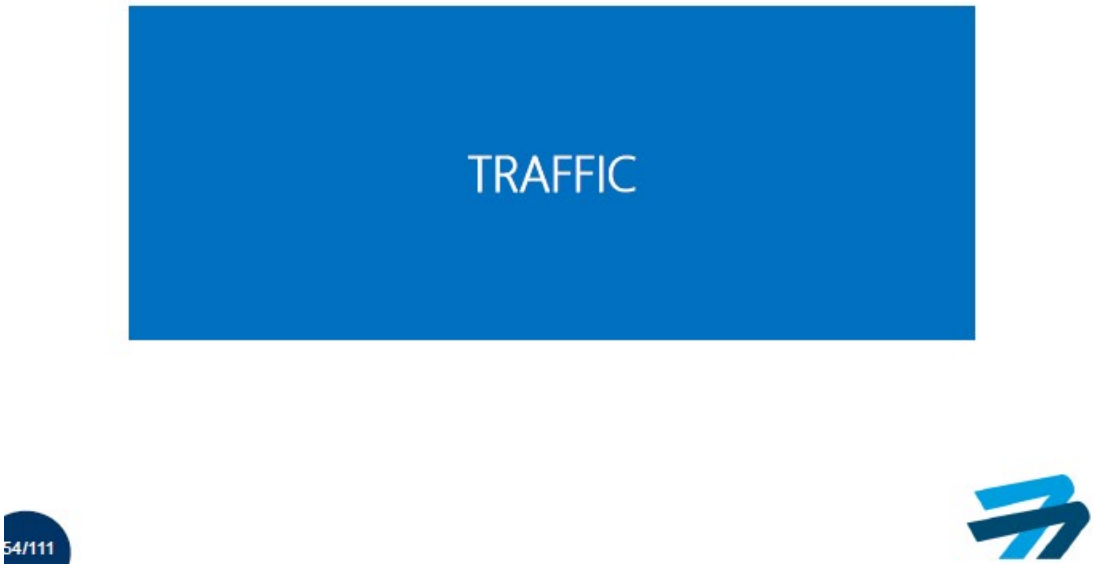
Alicante and Ibiza are subject to **market conditions**, and the Regulation applies partially to them.

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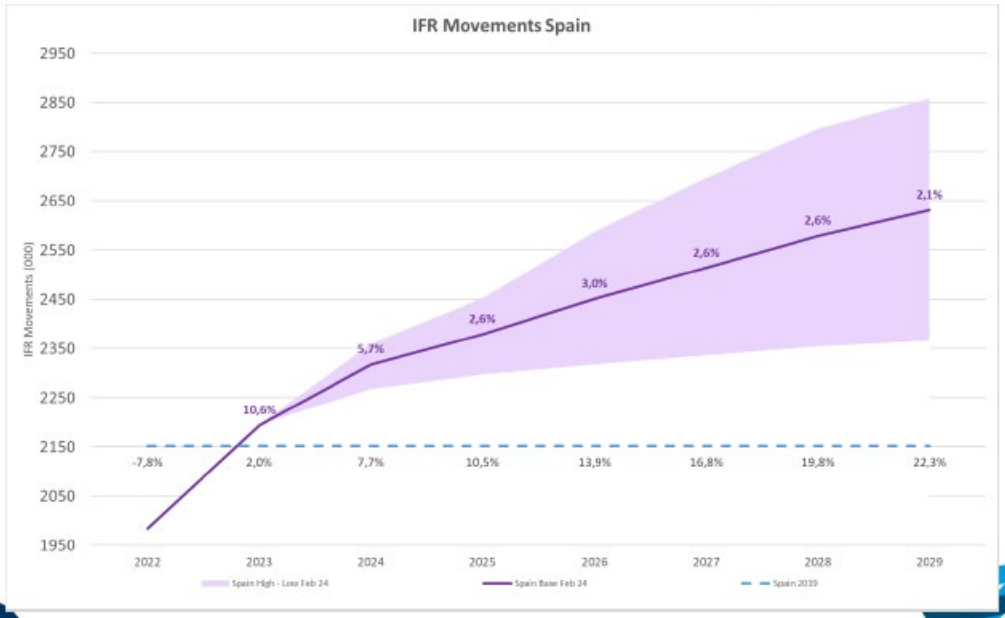

CONTEXT
RP4 SCOPE – ORGANIZATIONS
EN ROUTE
TERMINAL
AESA AGENCIA ESTATAL DE SEGURIDAD AÉREA
ENAIRE
AESA AGENCIA ESTATAL DE SEGURIDAD AÉREA
ENAIRE
Ejército del Aire y del ESPACIO
AEMet Agencia Estatal de Meteorología
AEMet Agencia Estatal de Meteorología
EUROCONTROL
skyway
EUROPEAN TARGETS
NATIONAL TARGETS
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TRAFFIC
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TRAFFIC IFR & SERVICE UNITS

TRAFFIC – IFR EN ROUTE MOVEMENTS

STATFOR BASE
FEB 24

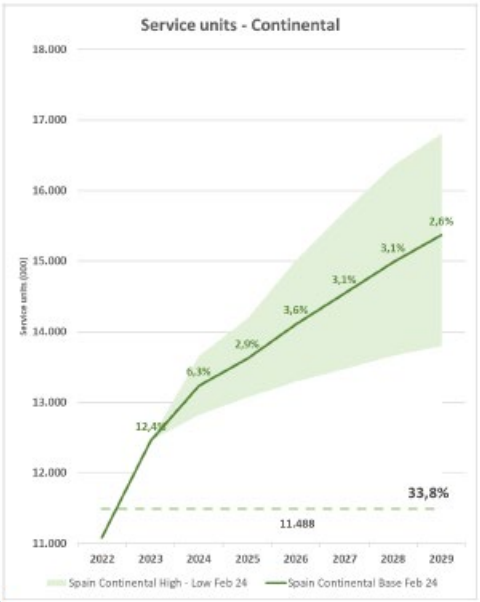


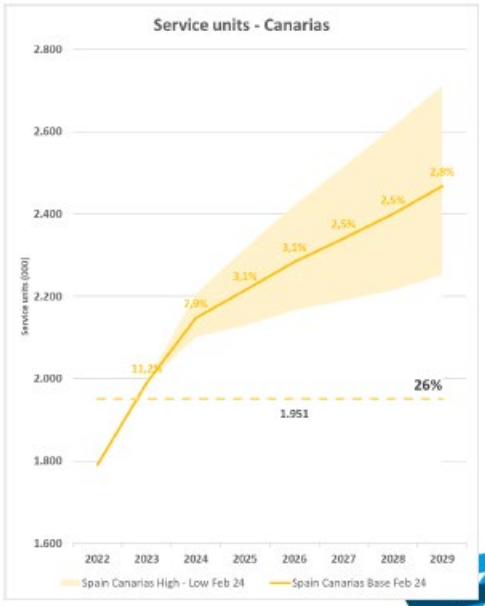
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TRAFFIC IFR & SERVICE UNITS

TRAFFIC – SERVICE UNITS EN ROUTE

STATFOR BASE
FEB 24





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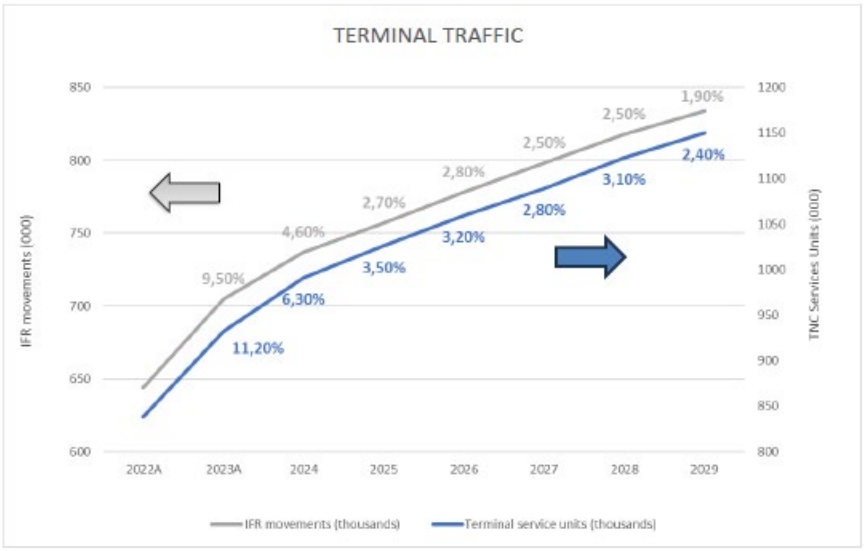
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TRAFFIC IFR & SERVICE UNITS

TRAFFIC – TERMINAL

STATFOR BASE
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KPAs SAFETY, ENVIRONMENT & CAPACITY

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SAFETY

KPI – Effectiveness of safety management - EoSM

Commission Implementing Decision (EU) 2024/1688 of 12 June 2024

ENAIRE

	2025	2026	2027	2028	2029	Main measures
Safety policy and objectives	C	C	C	C	C	· Conducting the safety culture survey in compliance with the 5-year periodicity. · Including human factors in training for all staff (in line with the iniciative IE.1.3 Facilita). · Sharing of safety data with the different stakeholders as required for the safety improvement. · Participation in relevant international operational safety working groups.
Safety risk management	D	D	D	D	D	
Safety assurance	C	C	C	C	C	
Safety promotion	C	C	C	C	C	
Safety culture	C	C	C	C	C	

skyway

Safety policy and objectives	C	D	D	D	D	· Maintaining actions related to the RP3 targets already achieved · Establish Open Culture forum · Human Factors training · Commission external independent review and assessment of safety culture · Benchmarking with external organisations · Outreaching to non-aviation organisations
Safety risk management	C	C	D	D	D	
Safety assurance	C	C	C	C	C	
Safety promotion	D	D	D	D	D	
Safety culture	C	C	C	C	C	

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ENVIRONMENT

KPI – Horizontal en-route flight efficiency - KEA

Horizontal en-route flight efficiency (KEA)	2025	2026	2027	2028	2029
Union-wide targets	2,80	2,75	2,71	2,68	2,66
Spain targets	**2,86**	**2,82**	**2,79**	**2,75**	**2,74**

Both ENAIRE and the military service are involved. The improvement projects are included in the ERNIP – Part 2 issued in July 2024, the main ones being:

- Efficient and flexible routes (PBN Plan).
- Improved operational management through continuous descent and ascent maneuvers (CDO, CCO).
- Flexible use of the airspace (FUA, FRA).



Commission Implementing Decision (EU) 2024/1688 of 12 June 2024

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EN ROUTE CAPACITY

KPI – En-route ATFM delay per flight

En-route ATFM delay per flight (ERD)	2025	2026	2027	2028	2029
Union-wide targets	0,90	0,70	0,60	0,50	0,50
Spain targets	**0,38**	**0,29**	**0,24**	**0,21**	**0,21**

Projects aligned with NOP 2024-2029, the most noteworthy ones being:

- Modernization of ATM systems (SACTA-iTEC 4 and 5).
- Tools and coordination for adverse meteorology.
- Improvement of sector capacity (Bricks) and operational management measures.

Nº of ATCOs ACC	2024	2025	2026	2027	2028	2029	CAGR 25/29
	1262 (4,6%)	1329 (5,3%)	1378 (3,7%)	1416 (2,8%)	1422 (0,4%)	1381 (-2,9%)	0,96%



Commission Implementing Decision (EU) 2024/1688 of 12 June 2024

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ARRIVAL CAPACITY

KPI – Arrival ATFM delay per flight (TAD)

Arrival ATFM delay per flight (TAD)	2025	2026	2027	2028	2029
Spain targets	**0,60**	**0,60**	**0,59**	**0,56**	**0,50**

NATIONALLY DEFINED target

- STATFOR base traffic scenario (Feb2024).
- Weather based delay hypothesis.
- Attributable delay reduction associated with deployment of planned projects.
- Terminal capacity plan.

- AMBAR phase 2 + MASE (LEMD)
- Nucleus, FinX2 (LEBL)
- BRUT (LEPA)
- Impact MIDAS (LEMG)
- Impact HERMES (GCLP)
- ATFM Measures

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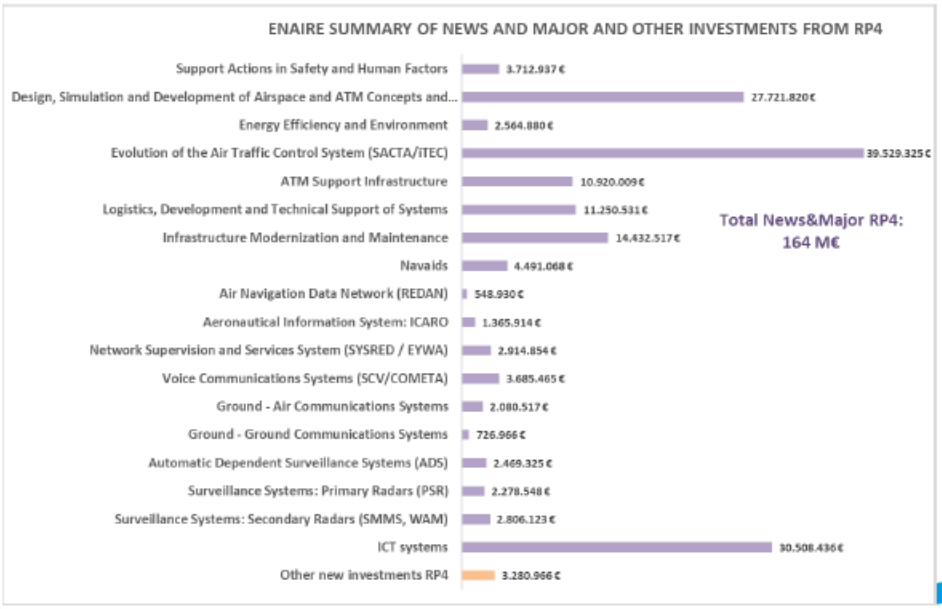
AGENCIA ESTATAL DE SEGURIDAD AÉREA

ENAIRE'S INVESTMENT PLAN

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DETERMINED COSTS

ENAIRE'S INVESTMENT PLAN



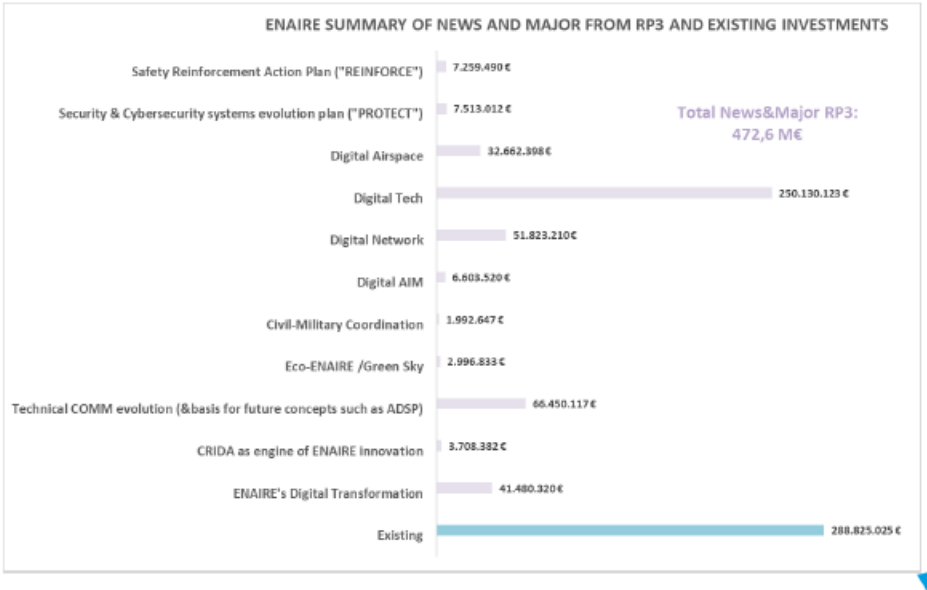
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DETERMINED COSTS

ENAIRE'S INVESTMENT PLAN



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INVESTMENTS



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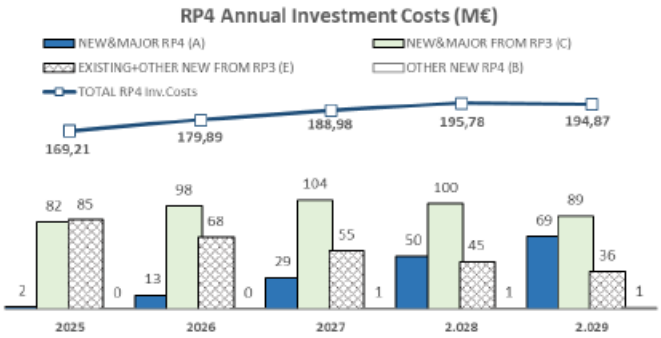
Content

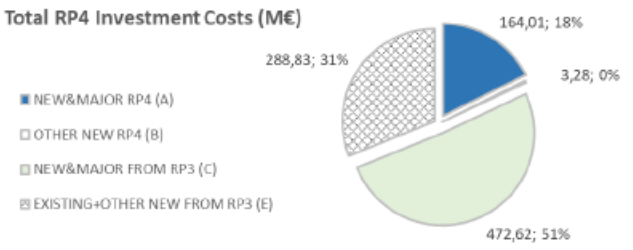
- Investments costs planned for RP4
- Main Projects ENAIRE
- New&Major Projects: Total RP4 investment costs
- Common Projects Investments
- Consistency of Investments with ATM Master Plan

Investments Costs planned for RP4

Total RP4 Costs (Depreciation plus Costs of Capital) related to the planned investments included in the Spanish Performance Plan **amounts 928,73 M€**.

- **Table A:** **New&Major RP4** investment amounts to 164,01 MEUR (18%)
- **Table B:** **Other New RP4** investment amounts to 3,28 MEUR (0,4%)
- **Table C:** **New&Major from RP3** is the main contributor with 472,62 MEUR (51%).
- **Table E:** **Existing and other New coming from RP3** amount to 288,83 MEUR (31%).





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Main Projects ENAIRE

❖ The investment of ENAIRE supports the **transformation and modernisation of our systems**, with a focus on digitalisation, efficiency in the provision of services, reinforcing Safety, Quality and Sustainability.

- **Digital Airspace:** Improved airspace structures and procedures for a better management & accomplishment of targets.
- **Digital Tech:** Digitalisation of infrastructures and systems in all services, CNS/ATM and Technical Management.
- **Digital Network:** Digital Transformation and innovation improving network supervisión and incident management (resilience)
- **Digital AIM:** digitalisation and data integration, improving information quality and accesibility

Benefits
- Improvement of Safety and Resilience
- Capacity adaptation to demand
- More efficient routes
- Quality of Services
- Optimisation of Costs
- More robust and flexible arquitechture
- Automation and remote management
- More reliable and integrated information

2024
- BRUT: Desdoblamiento sector MXX en Región Balear
- HERMES: aproximaciones Gran Canaria
- BRICKS: Sectores superaltos (Fase 1: sectores piloto)
- Nuevos modelos de gestión ATFM
- Fin de la Fase de Definición iTEC V3
- ePALESTRA Fase 3
- Integración en CRAMI de nueva Pasarela SWIM
- Despliegue completo de la red de radares Modo-S
- Sala integrada de servicios y supervisión H24 (EYWA)
- Edificio técnico-operativo en ACC Madrid
- Inicio del servicio AIO/ARO centralizado
- ICARO Geo
- APP INFOARES – Avisos AD restringidos (Fase 1)
- Integración de New entrants en el ámbito ASM/AMC
- Evolución de herramienta LARA (LARA v5.0)

2025
- Sectorización dinámica basada en complejidad
- Plan PBN cabeceras no precisión: 100% despliegue
- BRICKS (Fase 2: roadmap según resultado Fase 1)
- Free route avanzado y cross-border con Portugal
- Fin despliegue IFOCUCS
- Sala CATS intercentros Sevilla en Madrid
- APP INFOARES – Aviación deportiva (Fase 2)
- Servicios SWIM: cumplimiento CP1
- Integración LARA-SACTA

2026
- AMELIA fase 2: maniobras LEAL
- RESET: Reestructuración Sevilla ATM
- Despliegue RECNET
- DYLEMA Barcelona
- Nueva versión ALADIN navegación y radar
- Integración UAS - USPACE ENAIRE
- Insignia v4

2027-2028
- Validación operacional de SACTA-iTEC 5.0
- Despliegue RECNET
- AHIT v3
- Integración avanzada AIP - Insignia
- Insignia v5
- AIP e Insignia conectados a IDL

Spanish Performance Plan RP4 (2025-2029) – Stakeholders Consultation 23/07/2024
INVESTMENT – v3 (19/07/2024)

Main Projects ENAIRE: 2023 implementation examples

Digital Airspace (30 actions completed)
- FEB2023 - New procedures in Madrid (AMBAR)
- FEB2023 - RNP APCH LEMD
- FEB2023 – ICARO MAP v2.2
- MAR2023 - Sector MXX in Baleares
- APR2023 – TMA East Region (BRAIN Phase 2)
- MAY2023 – Sector BALSE in Barcelona ACC
- JUN2023 – New procedures Córdoba
- OCT2023 – New procedures in Tenerife Sur (NIVARIA)
- NOV2023 – Restructuration of Valencia
- NOV2023 – New procedures RNAV in Málaga
- NOV2023 – IMPACT v2 development completed
- DEC2023 – Deployment of OSF/D-DCL in Towers
- DEC2023 – Procedures Tenerife N., Almería, Santiago
- DEC2023 – Dynamic ATFCM Tools; Flow Tools
- Capacity revisions LEBL, LEMD, GCXO
- 72% RNP APCH non precision
- 37% RNP APCH precision
- 53% RNAV1 SID/STAR

Digital Tech (31 actions completed)
- APR2023 – Visualisation surface PPL in Palma
- JUL2023 – Shadow Mode TTM started in rooms
- AUG2023 – Evosim 3 (Dynamic simulation) in service
- SEP2023 – ADS-B functionality in SACTA
- OCT2023 – iFOCUCS positions in Valencia
- DEC2023 – Technical disponibility of eVEREST
- Integration of Meteorological information in Calibry
- Voice Communication Systems (SCV) deployment

Digital Network (7 actions completed)
- FEB2023 – EGNOS v3 infrastructure in El Goro
- JUN2023 – Ups in ACC Madrid (Continuity System)
- Improvement of Contingency rooms (ACC Canarias & Palma)
- Inter Centers contingencies (Valencia – Barcelona)
- EYWA (Sysred) – Advanced network monitoring (in progress)
- New services and supervision H24 room (in progress)

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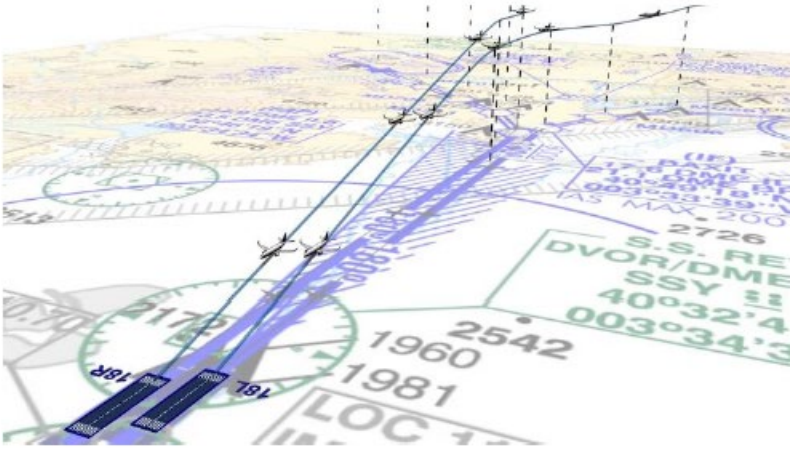
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AGENCIA ESTATAL DE SEGURIDAD AÉREA

Main Projects ENAIRE: Digital Airspace

Airspace structures improvements

- BRAIN (East Region)
- BRUT (Baleares Region)
- AMBAR (Central-North Region)
- HERMES (Canarias Region)

- MIDAS (Málaga Approach)
- NIVARIA (Tenerife South)



Main Projects ENAIRE: Digital Tech

Technology Modernisation of Spanish Air Navigation

Technological advances and **permanent evolution of the versions of the Air Traffic Control System (SACTA)** for En Route, Approach and Tower, with the commissioning of new functionalities and other systems: progressive implementation of Mode-S radars, ADS-B, arrival and take-off sequencers, tabless operation, first version of SACTA-iTEC, advanced conflict management tools and new safety nets, etc.

Among the advances, the **new control position (iFOCUCS)** stands out. The Council of Ministers has approved €75 million to award 223 of these positions, which have begun to be implemented in 2023 (Valencia) and will continue in the coming years in the rest of the units.



Advanced approaches with the use of satellites

ENAIRE has improved the **operability of airports in the Spanish network with PBN approach procedures** based on satellite navigation, which increase the efficiency of operations, as well as the accessibility to these airports.

Improved Data

ENAIRE has designed the **EYWA platform as a system based on 'Big Data' and 'Machine Learning'**, aimed at transforming data into information and information into knowledge, which will improve decision-making in the management of complex situations.

Implementation of Free Route Concept (Phase 1)

In 2022, within the Free Route operational concept, the implementation of the first phase of HISPAFRA, a State project for the implementation of unrestricted routes so that airlines can operate on optimized trajectories, was completed.

iTEC SkyNex

New ATM System. Together and farther

Launch of iTEC **SkyNex, the new ATM generation** that breaks boundaries. This commitment of the air navigation service providers of Germany (DFS), Norway (Avinor), Lithuania (Oro Navigacija), the Netherlands (LVNL), Poland (PANSA), the United Kingdom (NATS) and ENAIRE, **will increase the interoperability between different ATM systems and will increase the management capacity, focusing on sustainability.**

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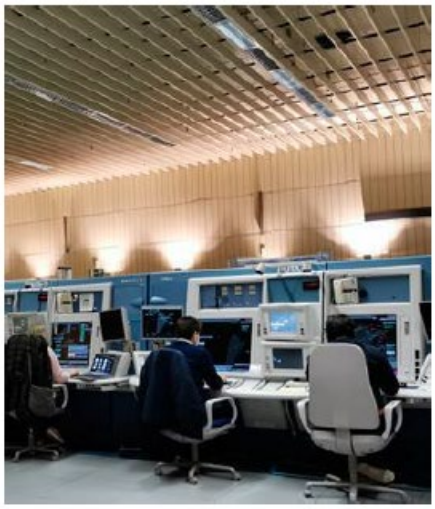
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Main Projects ENAIRE: SACTA-iTEC

Development and implementation of the future ATM system, based on 4D trajectory management and incorporating advanced tactical and planning tools for flight management and support for conflict detection and resolution, Paperless Operation and alignment with European alliances, sharing the European Single Sky objectives and those derived from internal initiatives regarding the AAS study and its transition plan. This Plan includes:

- SACTA-iTEC versions 4 and 5
- iFOCUCS control position with state-of-the-art technology
- Digitalization of ATM simulation.

During the months of April and May 2024, the new version of SACTA-iTEC was put into service in the control centers of the Peninsula, Balearic and Canary Islands.



Main Projects ENAIRE: CNS

The objective is to promote the digital transformation, improving and optimizing Communications, Navigation and Surveillance Services, rationalizing investments and seeking environmental improvements, with the consequent economic savings and operational advantages:

- Evolution of data link services (datalink)
- Evolution of Air Navigation networks: Future REDAN VI.
- Adaptation of Aeronautical Messaging (CRAMI) to the SWIM concept
- Adaptation and renovation of transmission systems
- Implementation and evolution of a centralized meteorological information system SCIMAT
- Renovation of Voice Communications Systems (MCS) and T/A in airports
- Global implementation of performance-based navigation, allowing a more flexible use of airspace, improving airport capacity and accessibility, and increasing the safety and sustainability of operations
- Progressive renewal of the Radio Aids network
- Renewal of VOR/DME
- Improvement of RNAV performance (DME-DME)
- Rationalization of NDB
- Progressive implementation of Satellite Navigation
- Modernization of ENAIRE's Surveillance Service
- Complete deployment of the network of Mode S radars, which make it possible to have more information about the aircraft, to manage traffic more fluently and to increase safety.
- Deployment of ADS-B Automatic Dependent Surveillance stations, which help improve coverage in areas where it does not currently exist, with certification as an ADS-B surveillance service provider.
- Renewal of the primary radar network for new radars with advanced 3D technology.

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AGENCIA ESTATAL DE SEGURIDAD AÉREA

Main Projects ENAIRE: Digital Network

EYWA

Development of the EYWA ecosystem, capable of integrating data and analyzing network information in real time to facilitate network awareness and decision making. An integrated H24 Network Services and Supervision Room will be built on the basis of EYWA to facilitate action in crisis situations.



RESILIENCE PLAN

Improving of the provision of services, through technological and operational reinforcement or airspace initiatives, to mitigate the operational impact of incidents in air navigation systems or dependencies:

- **Technological actions** in Communications (solution adapted to contingency situations), Automation (modifications in SACTA to make it resilient to a REDAN failure) and Infrastructure (homogenize systems to guarantee continuous power supply to air navigation equipment and operational centers in general).
- **Operational actions** for the reinforcement of additional functionalities and communications systems to the local CATS rooms, deployment of alternative locations in the facilities; and inter-center CATS rooms in case of very long duration events that render the OPS Room and local CATS unusable.
- **Airspace Actions (ALADIN):** visual tool to assess the impact of the unavailability of CNS systems to support decision making, and integration of the SIGMA database in ALADIN.

Main Projects ENAIRE: Digital AIM

This initiative focuses on the digitalization and integration of data, guaranteeing the quality and accessibility of information, improving and increasing the scope. Three lines of action have been defined:



DIGITAL AIP

Improved information management processes and data provider and user interface, with greater coordination and knowledge sharing, better access to AIP information, and more integrated information.

INSIGNIA 5.0

Improvement of information access tools, promoting the specialization of applications according to the user ecosystem (IFR, VFR, DRONES) and serving as support for decision making.

ICARO

- Digital ICARO: evolution of the portal according to ENS requirements, adding new advanced functions aligned with the needs of the Control Rooms and the services to be provided in ENAIRE's FIS (PLANEA)
- ICARO GEO: deployment of a Geographic Information System to process and provide georeferenced information to the rest of the systems. Availability of ICAROMAP in the control rooms.

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Main Projects ENAIRE: PAP classification for RP4

AUTOMATION

- In relation to the Air Traffic Control System, SACTA, the proposed evolution strategy is focused on complying with all regulatory, technical and functional changes, among others, and will materialize in the coming years through different versions of the system (SACTA iTEC 4.0, SACTA iTEC 4.1 and SACTA iTEC 5) and evolutions/upgrades of each version.

COMMUNICATIONS

- Last Voice Resource (URV) por ACCs and Contingency Rooms
- Centralised Maintenance of Systems & Remote supervision
- Improve of VHF Data Link (VDL)
- Improve of A/G Communications (VoIP)
- Evolution of Data Network (REDAN)
- System Wide Information System
- Datalink Systems

NAVIGATION

- Nav Aids optimization (VOR/DME renewal, NDB progressive retirement)
- DME/DME systems for PBN
- SIRA deployment for Nav Aids integration
- PBN Implementation

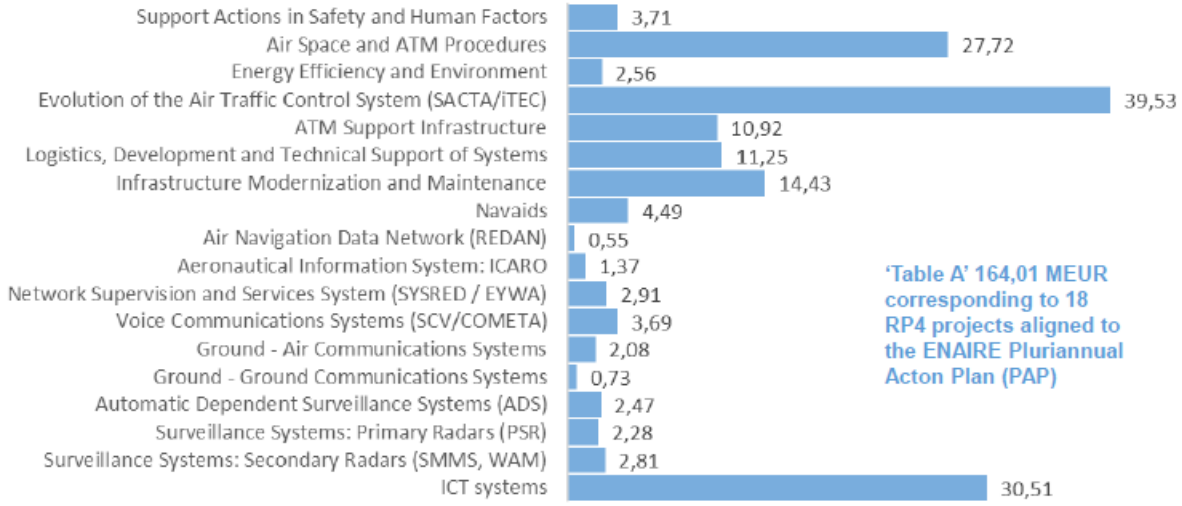
SURVEILLANCE

- Radar surveillance improvement (Mode S)
- Primary Radars substitution with 3D technology
- MLAT/WAM systems substitution
- ADS-B implementation

BENEFITS

- Flight Plan trajectory improvement
- Tactical detection of medium-term conflicts
- Improved management and separation in the arrival phase
- Implementation of Free Route functionality
- Implementation of solutions for dynamic management and flexible use of airspace
- Management of air traffic flow complexity
- Flexible architecture, new technologies and cloud environments for data storage, distribution and exploitation, reducing the equipment needed in each unit.
- New functionalities for the system's Safety Nets.
- Cybersecurity measures for the system
- Stripless control operations (OSF).
- Presentation of data derived from aircraft data through Mode S link
- Operational integration of ADS-B information in SACTA.
- PBN in the system to achieve a better use of the aircraft capabilities.

New&Major Projects: Total RP4 investment costs



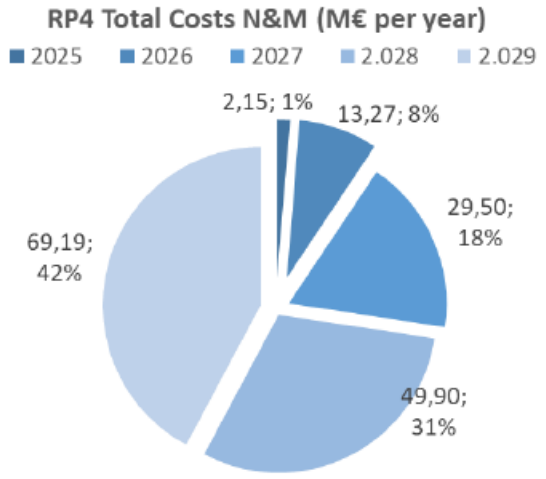
'Table A' 164,01 MEUR corresponding to 18 RP4 projects aligned to the ENAIRE Pluriannual Acton Plan (PAP)

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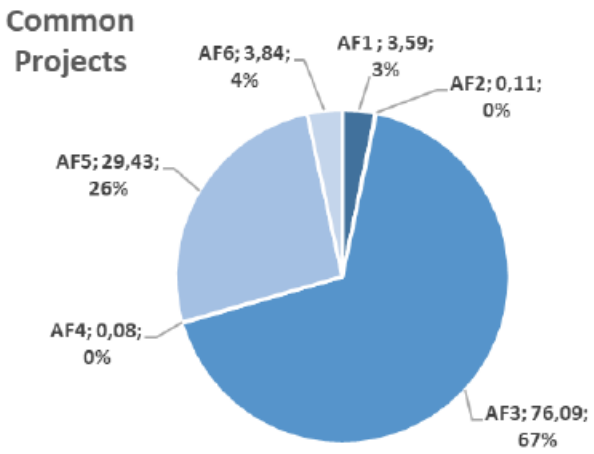
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New&Major Projects: Total RP4 investment costs



Yearly evolution of New&Major RP4 Proyects show a progressive increase, with **over 73% of the total costs assigned to the last part of RP4** (2028-2029)

Common Projects Investments



- The investments, besides the classification used internally by ENAIRE, **113,14 MEUR contribute to the deployment of the Common Project (CP1)** ATM Functionalities.
- This distribution **may change during RP4** in case of update of Common Projects (either in timing or in content).

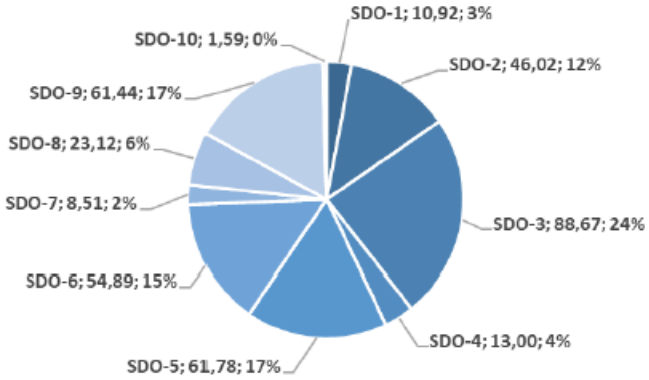
	2025	2026	2027	2028	2029	RP4 Total (M€)
AF1	0,43	0,80	0,81	0,79	0,77	3,59
AF2	0,02	0,02	0,02	0,02	0,02	0,11
AF3	13,42	17,01	15,15	15,85	14,67	76,09
AF4	0,03	0,03	0,02	0,00	0,00	0,08
AF5	3,44	4,65	6,76	7,33	7,25	29,43
AF6	0,24	0,40	0,75	1,25	1,19	3,84
CP Total RP4	17,58	22,90	23,51	25,25	23,89	113,14

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Consistency of Investments with ATM Master Plan

- ATM Master Plan (provisional, May 2024) is expected to be approved during 2024. The **Strategic Deployment Objectives (SDO) and their breakdowns may likely change once the final plan is adopted** by the Commission. In this case, this distribution will be recalculated.



RP4 determined depreciation costs and cost of capital related to the deployment of the SDOs						
List of SDOs (Annex V)	2025	2026	2027	2028	2029	**RP4 Total (M€)**
SDO-1	1,34	1,72	2,32	2,60	2,93	**10,92**
SDO-2	4,13	6,88	9,99	11,87	13,14	**46,02**
SDO-3	12,15	15,48	18,76	20,92	21,35	**88,67**
SDO-4	1,01	1,70	2,81	3,46	4,01	**13,00**
SDO-5	5,42	8,56	12,45	15,85	19,52	**61,78**
SDO-6	7,27	9,98	12,05	12,54	13,05	**54,89**
SDO-7	0,70	1,11	1,72	2,19	2,78	**8,51**
SDO-8	4,39	4,61	4,83	4,50	4,78	**23,12**
SDO-9	7,72	10,22	12,73	14,57	16,19	**61,44**
SDO-10	0,14	0,24	0,34	0,43	0,44	**1,59**
TOTAL	**44,27**	**60,51**	**78,00**	**88,93**	**98,21**	**369,92**

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AGENCIA ESTATAL DE SEGURIDAD AÉREA

3. *Presentation distributed to stakeholders on 20 September informing of the changes made in cost bases in comparison to 2023 July consultation*

MINISTERIO DE TRANSPORTES Y MOVILIDAD SOSTENIBLE

AESA AGENCIA ESTATAL DE SEGURIDAD AÉREA



SIG-GD-ITR01-F09 Ed.02

Spain's Update of the ESPP4 – RP4 Performance Plan

AESA – DIRECTORATE OF AIR NAVIGATION
Economic and Performance Oversight Service
Madrid September 2024

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1. INTRODUCTION

2. CHANGES RP4 – DRAFT PERFORMANCE PLAN 2025 - 2029

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1. INTRODUCTION

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Introduction

During September, ENAIRE presented a modification of the cost bases from 2024 – 2029, stemming from an update of the staff cost related to the advanced negotiations of the new collective agreement for non-ATCO staff which supposed an increment of the final figures in Continental, Canarias and Terminal.
Additionally, an adjustment in an OGE-related distribution driver between the Canarias and Continental that has derived in an increment of the Continental cost base and a decrement in Canarias.

The following slides will present exclusively the modifications made. Any aspects not mentioned remain unchanged from what was presented during the July consultation.

Comments and suggestions could be sent to the following email inbox:

performances.aesa@seguridadaerea.es

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2. CHANGES RP4 – DRAFT PERFORMANCE PLAN 2025 - 2029

CONTINENTAL CHARGING ZONE

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COSTS

EN ROUTE CONTINENTAL - ENAIRE

July version

Cost details	Actual costs RP3 2023	Actual costs RP3 2024	Determined costs - Performance Plan - RP4 2025	2026	2027	2028	2029
1. Detail by nature (in nominal terms)							
1.1 Staff	421.075	433.379	460.391	481.603	493.833	501.730	504.369
of which, pension costs	33.489	36.934	70.326	75.447	78.899	81.686	83.402
1.2 Other operating costs	52.621	59.486	61.199	62.098	63.525	64.993	64.780
1.3 Depreciation	86.306	92.723	107.126	114.690	121.424	126.600	124.184
1.4 Cost of capital	31.269	36.750	39.865	41.198	41.012	41.301	42.306
1.5 Exceptional items	0	0	0	0	0	0	0
1.6 Total costs	**591.271**	**622.338**	**668.581**	**699.589**	**719.793**	**734.625**	**735.639**
Total % n/n-1	-3,7%	5,3%	7,4%	4,6%	2,9%	2,1%	0,1%
2. Detail by service (in nominal terms)							
2.1 Air Traffic Management	517.954	540.797	578.464	604.338	621.460	633.429	633.838
2.2 Communication	36.098	40.141	44.173	46.590	48.105	49.509	49.758
2.3 Navigation	17.486	19.467	21.551	22.797	23.518	24.193	24.360
2.4 Surveillance	15.975	17.777	19.728	20.891	21.558	22.180	22.334
2.5 Search and rescue	0	0	0	0	0	0	0
2.6 Aeronautical Information	3.758	4.156	4.664	4.974	5.152	5.313	5.349
2.7 Meteorological services	0	0	0	0	0	0	0
2.8 Supervision costs							
2.9 Other State costs							
2.10 Total costs	**591.271**	**622.338**	**668.581**	**699.589**	**719.793**	**734.625**	**735.639**
Total % n/n-1	-3,7%	5,3%	7,4%	4,6%	2,9%	2,1%	0,1%

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COSTS

EN ROUTE CONTINENTAL - ENAIRE

Current version

Cost details	Actual costs RP3 2023	Actual costs RP3 2024	Determined costs - Performance Plan - RP4 2025	2026	2027	2028	2029
1. Detail by nature (in nominal terms)							
1.1 Staff	421.075	436.191	466.439	488.929	501.326	509.427	512.357
of which, pension costs	33.489	37.436	71.437	76.804	80.299	83.136	84.916
1.2 Other operating costs	52.621	60.905	62.846	63.964	65.233	66.721	66.530
1.3 Depreciation	86.306	92.723	107.126	114.690	121.424	126.600	124.184
1.4 Cost of capital	31.269	36.750	39.865	41.198	41.012	41.301	42.306
1.5 Exceptional items	0	0	0	0	0	0	0
1.6 Total costs	**591.271**	**626.569**	**676.276**	**708.781**	**728.994**	**744.050**	**745.376**
Total % n/n-1	-3,7%	6,0%	7,9%	4,8%	2,9%	2,1%	0,2%
2. Detail by service (in nominal terms)							
2.1 Air Traffic Management	517.954	543.751	583.695	610.612	627.703	639.823	640.504
2.2 Communication	36.098	40.810	45.417	48.058	49.585	51.027	51.294
2.3 Navigation	17.486	19.760	22.129	23.482	24.214	24.906	25.083
2.4 Surveillance	15.975	18.034	20.243	21.503	22.182	22.820	22.983
2.5 Search and rescue	0	0	0	0	0	0	0
2.6 Aeronautical Information	3.758	4.214	4.791	5.126	5.309	5.475	5.512
2.7 Meteorological services	0	0	0	0	0	0	0
2.8 Supervision costs							
2.9 Other State costs							
2.10 Total costs	**591.271**	**626.569**	**676.276**	**708.781**	**728.994**	**744.050**	**745.376**
Total % n/n-1	-3,7%	6,0%	7,9%	4,8%	2,9%	2,1%	0,2%

The resulting increments derive from updates in the negotiations of the new collective agreement for non-ATCO staff and an adjustment in an OGE-related distribution driver between the Canarias and Continental.

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COSTS

EN ROUTE CONTINENTAL - ENAIRE

Current version

		Actual costs RP3		Determined costs - Performance Plan - RP4				
Cost details		2023	2024	2025	2026	2027	2028	2029
1. Detail by nature (in nominal terms)								
1.1	Staff	0	2.812	6.048	7.327	7.493	7.697	7.988
	of which, pension costs	0	501	1.111	1.357	1.400	1.450	1.514
1.2	Other operating costs	0	1.419	1.647	1.865	1.708	1.728	1.749
1.3	Depreciation	0	0	0	0	0	0	0
1.4	Cost of capital	0	0	0	0	0	0	0
1.5	Exceptional items	0	0	0	0	0	0	0
1.6	**Total costs**		**4.230**	**7.695**	**9.192**	**9.200**	**9.425**	**9.737**
	Total % July version/Current version		0,7%	1,2%	1,3%	1,3%	1,3%	1,3%

The figures above represent the increments in numbers and percentages comparing the July and the current version.

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COSTS

EN ROUTE CONTINENTAL - SPAIN

July version

	Actual costs RP3		Determined costs - Performance Plan - RP4				
Cost details	2023	2024	2025	2026	2027	2028	2029
1.6 Total costs	690.907	730.215	782.073	817.812	841.712	858.307	861.798

Current version

	Actual costs RP3		Determined costs - Performance Plan - RP4				
Cost details	2023	2024	2025	2026	2027	2028	2029
1.6 Total costs	691.469	734.420	789.768	827.005	850.912	867.732	871.535

Previous changes impacted the total cost base compared to figures presented on 23 July as follow.

		Determined costs - Performance Plan - RP4					
Cost details		2024	2025	2026	2027	2028	2029
1.6	**Total costs**	**4.205**	**7.695**	**9.192**	**9.200**	**9.425**	**9.737**
	Total % Current version/July version	0,6%	1,0%	1,1%	1,1%	1,1%	1,1%

However, 2025 unit rate does not change, and the target continues to be met.

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CANARIAS CHARGING ZONE

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COSTS

EN ROUTE CANARIAS - ENAIRE

July version

	Actual costs RP3		Determined costs - Performance Plan - RP4				
Cost details	2023	2024	2025	2026	2027	2028	2029
1. Detail by nature (in nominal terms)							
1.1 Staff	62.318	62.645	65.363	69.015	71.302	73.245	74.034
of which, pension costs	4.956	5.339	9.979	10.797	11.380	11.902	12.207
1.2 Other operating costs	8.053	9.040	9.502	9.933	9.886	10.002	10.143
1.3 Depreciation	9.622	9.784	10.772	12.229	13.989	15.018	15.518
1.4 Cost of capital	3.629	4.516	5.373	5.975	6.143	6.273	6.507
1.5 Exceptional items	0	0	0	0	0	0	0
1.6 Total costs	**83.614**	**85.985**	**91.010**	**97.152**	**101.319**	**104.538**	**106.202**
Total % n/n-1	-0,8%	2,8%	5,8%	6,7%	4,3%	3,2%	1,6%
2. Detail by service (in nominal terms)							
2.1 Air Traffic Management	69.845	70.784	74.249	78.862	82.001	84.494	85.596
2.2 Communication	6.356	7.031	7.705	8.348	8.731	9.023	9.261
2.3 Navigation	2.892	3.188	3.521	3.852	4.085	4.245	4.366
2.4 Surveillance	4.370	4.818	5.353	5.889	6.286	6.549	6.745
2.5 Search and rescue	0	0	0	0	0	0	0
2.6 Aeronautical information	151	164	182	201	217	227	234
2.7 Meteorological services	0	0	0	0	0	0	0
2.8 Supervision costs							
2.9 Other State costs							
2.10 Total costs	**83.614**	**85.985**	**91.010**	**97.152**	**101.319**	**104.538**	**106.202**
Total % n/n-1	-0,8%	2,8%	5,8%	6,7%	4,3%	3,2%	1,6%

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COSTS

EN ROUTE CANARIAS - ENAIRE

Current version

	Actual costs RP3		Determined costs - Performance Plan - RP4				
Cost details	2023	2024	2025	2026	2027	2028	2029
1. Detail by nature (in nominal terms)							
1.1 Staff	62.310	63.010	66.177	69.993	72.316	74.280	75.088
of which, pension costs	4.956	5.408	10.129	10.978	11.569	12.097	12.406
1.2 Other operating costs	8.053	7.615	7.848	8.060	8.171	8.266	8.386
1.3 Depreciation	9.622	9.784	10.772	12.229	13.989	15.018	15.518
1.4 Cost of capital	3.629	4.516	5.373	5.975	6.143	6.273	6.507
1.5 Exceptional items	0	0	0	0	0	0	0
1.6 Total costs	**83.614**	**84.925**	**90.170**	**96.257**	**100.618**	**103.837**	**105.499**
Total % n/n-1	-0,8%	1,6%	6,2%	6,8%	4,5%	3,2%	1,6%
2. Detail by service (in nominal terms)							
2.1 Air Traffic Management	69.845	70.005	73.592	78.175	81.457	83.957	85.057
2.2 Communication	6.356	6.827	7.550	8.169	8.582	8.868	9.104
2.3 Navigation	2.892	3.139	3.494	3.821	4.063	4.222	4.343
2.4 Surveillance	4.370	4.778	5.348	5.885	6.294	6.557	6.754
2.5 Search and rescue	0	0	0	0	0	0	0
2.6 Aeronautical information	151	166	187	207	223	233	241
2.7 Meteorological services	0	0	0	0	0	0	0
2.8 Supervision costs							
2.9 Other State costs							
2.10 Total costs	**83.614**	**84.925**	**90.170**	**96.257**	**100.618**	**103.837**	**105.499**
Total % n/n-1	-0,8%	1,6%	6,2%	6,8%	4,5%	3,2%	1,6%

Although there has been an increment derived from staff cost the adjustment in OGE distribution results in a decrement of the Canarias cost base in comparison to July version.

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COSTS

EN ROUTE CANARIAS - ENAIRE

Current version

	Determined costs - Performance Plan - RP
Cost details	2024	2025	2026	2027	2028	2029
1. Detail by nature (in nominal terms)						
1.1 Staff	365	814	978	1.014	1.035	1.054
of which, pension costs	69	149	181	189	195	199
1.2 Other operating costs	-1.425	-1.654	-1.874	-1.715	-1.736	-1.757
1.3 Depreciation	0	0	0	0	0	0
1.4 Cost of capital	0	0	0	0	0	0
1.5 Exceptional items	0	0	0	0	0	0
1.6 Total costs	**-1.060**	**-840**	**-896**	**-701**	**-701**	**-703**
Total % Current version/July version	-1,2%	-0,9%	-0,9%	-0,7%	-0,7%	-0,7%

The figures above represent the resulting decrements in numbers and percentages comparing the July and the current version.

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MINISTERIO DE TRANSPORTES Y MOVILIDAD SOSTENIBLE

AGENCIA ESTATAL DE SEGURIDAD AÉREA

COSTS

EN ROUTE CANARIAS - SPAIN

July version

	Actual costs RP3		Determined costs - Performance Plan - RP4				
Cost details	2023	2024	2025	2026	2027	2028	2029
1.6 Total costs	112.118	116.760	122.842	130.439	135.505	139.314	141.849

Current version

	Actual costs RP3		Determined costs - Performance Plan - RP4				
	2023	2024	2025	2026	2027	2028	2029
1.6 Total costs	112.222	115.696	122.002	129.543	134.804	138.613	141.146

Previous changes impacted the total cost base compared to figures presented on 23 July as follow.

		Determined costs - Performance Plan - RP4					
Cost details		2024	2025	2026	2027	2028	2029
1.6 Total costs		-1.064	-840	-896	-701	-701	-703
Total	% Current version/July ve	-0,9%	-0,7%	-0,7%	-0,5%	-0,5%	-0,5%

However, 2025 unit rate does not change, and the target continues to be met.

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TERMINAL CHARGING ZONE

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COSTS

EN ROUTE TERMINAL - ENAIRE

July version

Cost details	Actual costs RP3 2023	Actual costs RP3 2024	Determined costs - Performance Plan - RP4 2025	2026	2027	2028	2029
1. Detail by nature (in nominal terms)							
1.1 Staff	91.977	98.821	101.646	103.146	106.058	108.531	110.093
of which, pension costs	7.315	8.422	15.390	16.087	16.822	17.541	18.054
1.2 Other operating costs	5.178	5.749	6.052	6.164	6.325	6.457	6.407
1.3 Depreciation	5.881	6.527	7.332	7.745	8.106	8.170	7.875
1.4 Cost of capital	1.964	2.355	2.585	2.704	2.774	2.941	3.155
1.5 Exceptional items	0	0	0	0	0	0	0
1.6 Total costs	**105.001**	**113.453**	**117.615**	**119.759**	**123.262**	**126.099**	**127.529**
Total % n/n-1	-8,4%	8,0%	3,7%	1,8%	2,9%	2,3%	1,1%
2. Detail by service (in nominal terms)							
2.1 Air Traffic Management	94.193	101.369	104.370	105.737	108.846	111.371	112.647
2.2 Communication	5.918	6.610	7.219	7.615	7.836	8.007	8.070
2.3 Navigation	2.848	3.188	3.513	3.742	3.850	3.939	4.000
2.4 Surveillance	1.787	1.999	2.193	2.326	2.380	2.423	2.452
2.5 Search and rescue	0	0	0	0	0	0	0
2.6 Aeronautical information	254	287	319	339	351	359	361
2.7 Meteorological services	0	0	0	0	0	0	0
2.8 Supervision costs							
2.9 Other State costs							
2.10 Total costs	**105.001**	**113.453**	**117.615**	**119.759**	**123.262**	**126.099**	**127.529**
Total % n/n-1	-8,4%	8,0%	3,7%	1,8%	2,9%	2,3%	1,1%

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COSTS

EN ROUTE TERMINAL - ENAIRE

Current version

Cost details	Actual costs RP3 2023	Actual costs RP3 2024	Determined costs - Performance Plan - RP4 2025	2026	2027	2028	2029
1. Detail by nature (in nominal terms)							
1.1 Staff	91.977	99.324	102.901	104.616	107.561	110.073	111.665
of which, pension costs	7.315	8.422	15.390	16.087	16.822	17.541	18.054
1.2 Other operating costs	5.178	5.780	6.087	6.203	6.360	6.493	6.442
1.3 Depreciation	5.881	6.525	7.327	7.739	8.100	8.164	7.870
1.4 Cost of capital	1.964	2.354	2.583	2.703	2.772	2.940	3.154
1.5 Exceptional items	0	0	0	0	0	0	0
1.6 Total costs	**105.001**	**113.982**	**118.899**	**121.261**	**124.793**	**127.670**	**129.130**
Total % n/n-1	-8,4%	8,6%	4,3%	2,0%	2,9%	2,3%	1,1%
2. Detail by service (in nominal terms)							
2.1 Air Traffic Management	94.193	101.682	105.182	106.671	109.796	112.348	113.634
2.2 Communication	5.918	6.710	7.439	7.879	8.106	8.284	8.356
2.3 Navigation	2.848	3.257	3.664	3.924	4.035	4.128	4.196
2.4 Surveillance	1.787	2.041	2.286	2.438	2.495	2.540	2.574
2.5 Search and rescue	0	0	0	0	0	0	0
2.6 Aeronautical information	254	293	328	349	361	369	372
2.7 Meteorological services	0	0	0	0	0	0	0
2.8 Supervision costs							
2.9 Other State costs							
2.10 Total costs	**105.001**	**113.982**	**118.899**	**121.261**	**124.793**	**127.670**	**129.130**
Total % n/n-1	-8,4%	8,6%	4,3%	2,0%	2,9%	2,3%	1,1%

The increase of staff cost has also an effect in Terminal

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COSTS

EN ROUTE CANARIAS - ENAIRE

Current version

		Determined costs - Performance Plan - RP4					
Cost details		2024	2025	2026	2027	2028	2029
1. Detail by nature (in nominal terms)							
1.1	Staff	502	1.256	1.471	1.503	1.542	1.572
	of which, pension costs	0	0	0	0	0	0
1.2	Other operating costs	31	35	39	35	36	35
1.3	Depreciation	-3	-5	-6	-6	-6	-5
1.4	Cost of capital	-1	-1	-2	-1	-1	-1
1.5	Exceptional items	0	0	0	0	0	0
1.6	**Total costs**	**529**	**1.285**	**1.502**	**1.530**	**1.571**	**1.601**
	Total % Current version/July version	0,5%	1,1%	1,3%	1,2%	1,2%	1,3%

The figures above represent the resulting increments in numbers and percentages comparing the July and the current version.

COSTS

EN ROUTE CONTINENTAL - SPAIN

July version

	Actual costs RP3		Determined costs - Performance Plan - RP4				
Cost details	2023	2024	2025	2026	2027	2028	2029
1.6 Total costs	110.022	118.869	123.480	125.922	129.728	132.683	134.301

Current version

	Actual costs RP3		Determined costs - Performance Plan - RP4				
Cost details	2023	2024	2025	2026	2027	2028	2029
1.6 Total costs	110.022	119.398	124.764	127.425	131.258	134.254	135.902

Previous changes impacted the total cost base compared to figures presented on 23 July as follow.

		Determined costs - Performance Plan - RP4					
Cost details		2024	2025	2026	2027	2028	2029
1.6	**Total costs**	**529**	**1.285**	**1.502**	**1.530**	**1.571**	**1.601**
	Total % Current version/July version	0,4%	1,0%	1,2%	1,2%	1,2%	1,2%

However, 2025 unit rate does not change, and the target continues to be met.

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Thank you for your attention

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4. *Information presented to users for the multilateral consultation held in the 123th session of the Enlarged Committee of Route Charges informing of the changes made in cost bases in comparison to the draft performance plan submitted on 30 September 2024.*



ENLARGED COMMITTEE FOR ROUTE CHARGES

20.11.24
ITEM 5

Flimsy No. 1

FINAL DATA FOR THE ESTABLISHMENT OF THE COST-BASES AND UNIT RATES

Spain 2025 cost-base variations following legal obligations

Submitted by Spain

KEY ELEMENTS

Following the Spanish Supreme Court Ruling No. 1225/2024 issued recently on 30 October 2024 (register on 8 November) that affects ENAIREs staff costs budget, Spain will present new RP4 Reporting Tables reflecting the associated changes.

1. Following the Spanish Supreme Court Ruling No. 1225/2024 issued recently on 30 October 2024 (register on 8 November) that affects ENAIREs staff costs budget, Spain will present new RP4 Reporting Tables reflecting the associated changes.

The increase in costs resulting from the application of the ruling will amount to €21,5 million on average during the 4th reference period (both route and terminal), of which 70% would correspond to the route.

€ million

2025	2026	2027	2028	2029
18,4	20,1	22,5	23,1	23,5

Regarding the 2025 cost base, Staff Determined Costs for Continental enroute will increase by 9,6 M€ (2,1%) and for Canaries 2,5 M€ (3,8%), as per the following table:

€ million

	2025	2026	2027	2028	2029
Continental	9,6	11,1	13,3	13,9	14,2
Canaries	2,5	2,7	2,8	3,0	2,9

Despite these changes, it is important to note that **there have been no increases in the 2025 enroute unit rates for Continental Spain and Canaries** charging zones, compared to the ones presented in Spanish Reporting Tables in June this year to the 122 Enlarged Committee for Route Charges. The adjustments applied to estimate the 2025 unit rate are compliant and in accordance with Article 25.2 of the Regulation and are reflected in Table 3 ENAIRE.

In this respect, please note the following adjustments:

a) Application of the article 25.3.a:

"3. For the purpose of point (i) of paragraph 2, the following revenues of air navigation service providers obtained in year n shall be deducted from the determined costs as 'other revenue':
(a) public funds obtained from public authorities, including financial support from Union assistance programmes"

Continental Spain: 21,844M€ (EU Funds)
Canaries Spain: 1,756M€ (EU Funds)

b) Application of the article 25.3.b:
"3. For the purpose of point (i) of paragraph 2, the following revenues of air navigation service providers obtained in year n shall be deducted from the determined costs as 'other revenue':
(b) revenue obtained from commercial activities, where the Member State or Member States concerned have decided that those revenues are to be deducted;"

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Continental Spain: 1,808 M€
Canaries Spain: 34 K€

Table 2 B - Calculation of the unit rate for year n (1)		2025 SPAIN CONTINENTAL	2025 SPAIN CANARIAS
13.1	Determined costs in nominal terms - VFR excl. *(Art. 25(2)(a))*	796.783,3	124.023,5
13.2	Inflation adjustment: amount carried over to year n *(Art. 25(2)(b))*	51.320,4	8.421,6
13.3	Traffic risk sharing adjustment: amounts carried over to year n *(Art. 25(2)(c))*	- 18.619,8	- 14.323,0
13.4	Differences in costs as per Art. 28(4) to (6): amounts carried over to year n *(Art. 25(2)(d))*	4.531,7	1.216,1
13.5	Financial incentives: amounts carried over to year n *(Art. 25(2)(e))*	- 2.661,4	- 372,7
13.6	Modulation of charges: amounts carried over to year n *(Art. 25(2)(f))*	-	-
13.7	Traffic adjustments: amounts carried over to year n *(Art. 25(2)(g) and (h))*	- 9.484,5	- 122,7
13.8	Other revenues *(Art. 25(2)(i))*	- 23.651,6	- 1.790,3
13.9	Cross-financing between charging zones *(Art. 25(2)(j))*	14.215,3	- 14.215,3
13.10	Difference in revenue from temporary application of unit rate *(Art. 25(2)(k))*	89.207,4	11.833,4
13.11	**Grand total for the calculation of year n unit rate**	**901.640,9**	**114.670,5**
13.12	**Forecast total service units for year n (performance plan)**	**13.620,0**	**2.214,6**
13.13	**Unit rate for year n as per Art. 25(2) (in national currency)**	**66,20**	**51,78**
13.14	**Reduction as per Art. 29(6), where applicable (in national currency)**	**0,00**	**0,00**
14	**Applicable unit rate for year n**	**66,20**	**51,78**

In this way, Spain is committed to maintaining stable and predictable ANS charges ensuring continued support and reliability for all stakeholders.

2. Background of the Supreme Court Ruling:

In September 2021, a Union of Air Traffic Controllers lodged a collective dispute claim before the Spanish courts, requesting the non-application of the ENAIRE (former Aena) ATCOs Collective Agreement due to the illegality of its Article 132.4. They argued that there is a double salary scale based on the date of entry into the company, lacking an objective and reasonable justification.

The Second Collective Agreement for Air Traffic Controllers (March 2011), resulting from an arbitration award, modified the regulation of the Job Position Salary Supplement as outlined in Article 132. This article introduced a progressive perception of the Job Position Salary Supplement based on the controller's seniority, applicable only to controllers who joined ENAIRE after the entry into force of the Collective Agreement (Promotions 31 and subsequent):

"Once an air traffic controller joins ENAIRE with a permanent contract, and after achieving the first ATCO qualification, the employee will receive 60% of the amount established for the destination unit during the first three-year period. During the following three years, 80% of the amount established for the destination unit will be received for this concept. At the end of the previous period, from the seventh year and following, 100% of the amount established for this concept will be received."

In this sense, it must be noted that this progressive perception of the Job Position Salary Supplement derives from the Collective Agreement, which was imposed by arbitration award.

On October 30, 2024, this collective dispute claim has been solved by the Spanish Supreme Court of Social Chamber which issued Judgment No. 1225/2024, reviewing the cassation appeal filed by the public entity ENAIRE regarding the economic aspects affecting promotions of air traffic controllers 31 and subsequent.

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The Supreme Court has declared that the application of such article, reducing the payment of the Job Position Salary Supplement only to workers who joined the company after the publication of the Collective Agreement, creates an unlawful double salary scale in the company, solely based on the date of entry. This was found to be contrary to the Fundamental Right to Equality enshrined in Article 14 of the Spanish Constitution, and the court recognized the plaintiffs' right to receive the salaries not received due to this discrimination.

This ruling is final and no longer subject to appeal, with the effective date from the notification of the ruling, which took place on Friday, November 8, 2024.

3. **Consequences of the Supreme Court Ruling:**

ENAIRE is working to execute the Supreme Court ruling, which essentially means that from now on, it must pay the Job Position Salary Supplement in full to Air Traffic Controllers from promotions 31 and subsequent. The retroactive salary differences must be determined in individual procedures.

It is important to highlight that despite these changes there have been no increase in the 2025 ANS (Air Navigation Services) charges as presented in June, after applying some adjustments contemplated in the Charging Regulation.

Our commitment to maintaining stable and predictable charges for our Air Navigation Services remains unchanged, ensuring continued support and reliability for all stakeholders.

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ANNEX E. INVESTMENTS

1. Introduction

This Annex provides a summary of ENAIRE main investment programmes during the period RP4 (2025 – 2029) as required by the Regulation 2019/317.

2. Investment costs planned for RP4

The total RP4 Costs (Depreciation plus Costs of Capital) related to the planned investments included in the Spanish Performance Plan amounts 928,93 MEUR, broken down as follows:

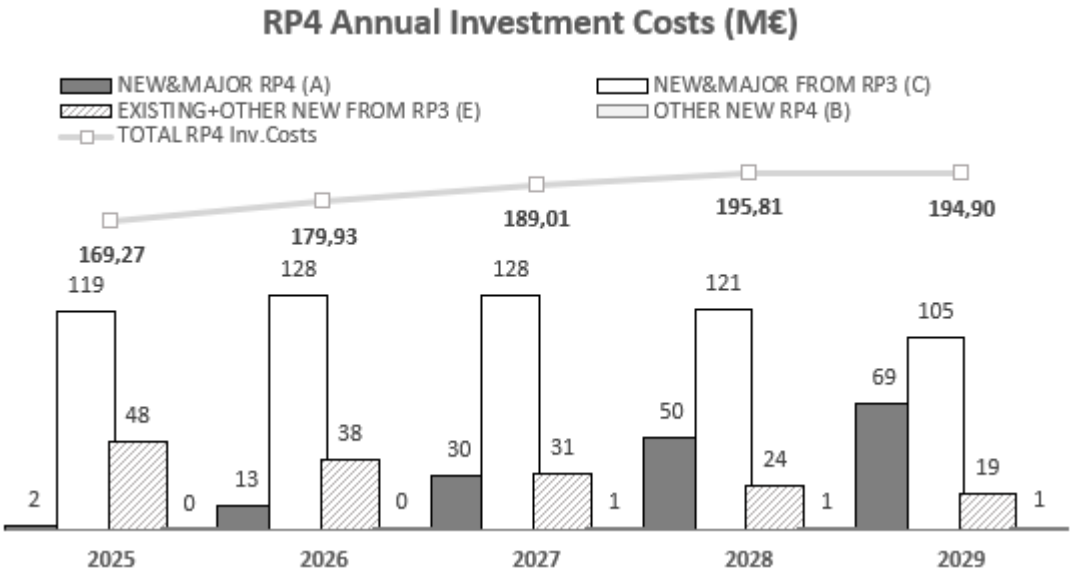


Figure 1 RP4 annual investment costs. Source: ENAIRE

New&Major RP4 investment amounts to 164,03 MEUR (18%), while New&Major RP3 investment is the main contributor with 601,13 MEUR (65%). Existing investments and other New coming from RP3 amount to 160,48 MEUR (17%).

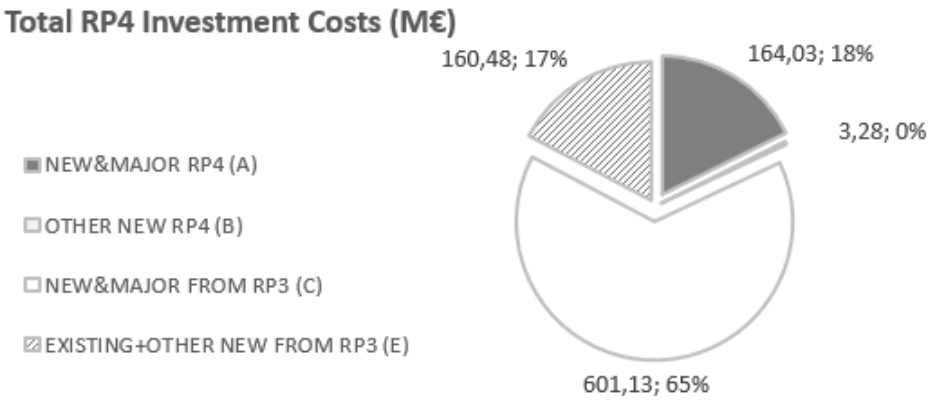


Figure 2 Total RP4 Investment Costs. Source: ENAIRE

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New&Major RP4 Projects

New&Major investment is distributed among the following 18 projects, as included in the classification used within the Spanish Annual General State Budget.

	2025	2026	2027	2028	2029	RP4 total (M€)
Support Actions in Safety and Human Factors	0,05	0,39	0,73	1,10	1,43	3,71
Air Space and ATM Procedures	0,38	2,75	5,63	8,47	10,50	27,73
Energy Efficiency and Environment	0,09	0,30	0,53	0,67	0,98	2,57
Evolution of the Air Traffic Control System (SACTA/iTEC)	0,58	3,14	6,84	11,78	17,20	39,53
ATM Support Infrastructure	0,11	0,65	1,49	2,98	5,69	10,92
Logistics, Development and Technical Support of Systems	0,13	0,90	2,19	3,42	4,61	11,25
Infrastructure Modernization and Maintenance	0,19	0,91	2,53	4,47	6,34	14,44
Navaids	0,08	0,40	0,89	1,38	1,74	4,49
Air Navigation Data Network (REDAN)	0,00	0,02	0,04	0,09	0,39	0,55
Aeronautical Information System: ICARO	0,01	0,10	0,26	0,41	0,59	1,37
Network Supervision and Services System (SYSRED / EYWA)	0,02	0,24	0,56	0,83	1,26	2,92
Voice Communications Systems (SCV/COMETA)	0,05	0,20	0,53	1,33	1,58	3,69
Ground - Air Communications Systems	0,02	0,11	0,36	0,66	0,93	2,08
Ground - Ground Communications Systems	0,00	0,02	0,09	0,25	0,37	0,73
Automatic Dependent Surveillance Systems (ADS)	0,04	0,20	0,51	0,79	0,92	2,47
Surveillance Systems: Primary Radars (PSR)	0,00	0,08	0,36	0,72	1,11	2,28
Surveillance Systems: Secondary Radars (SMMS, WAM)	0,05	0,19	0,42	0,83	1,32	2,81
ICT systems	0,34	2,66	5,54	9,73	12,24	30,51
New&Major investments RP4	**2,15**	**13,27**	**29,50**	**49,91**	**69,20**	**164,03**

Table 16 New&Major investment. Source: ENAIRE

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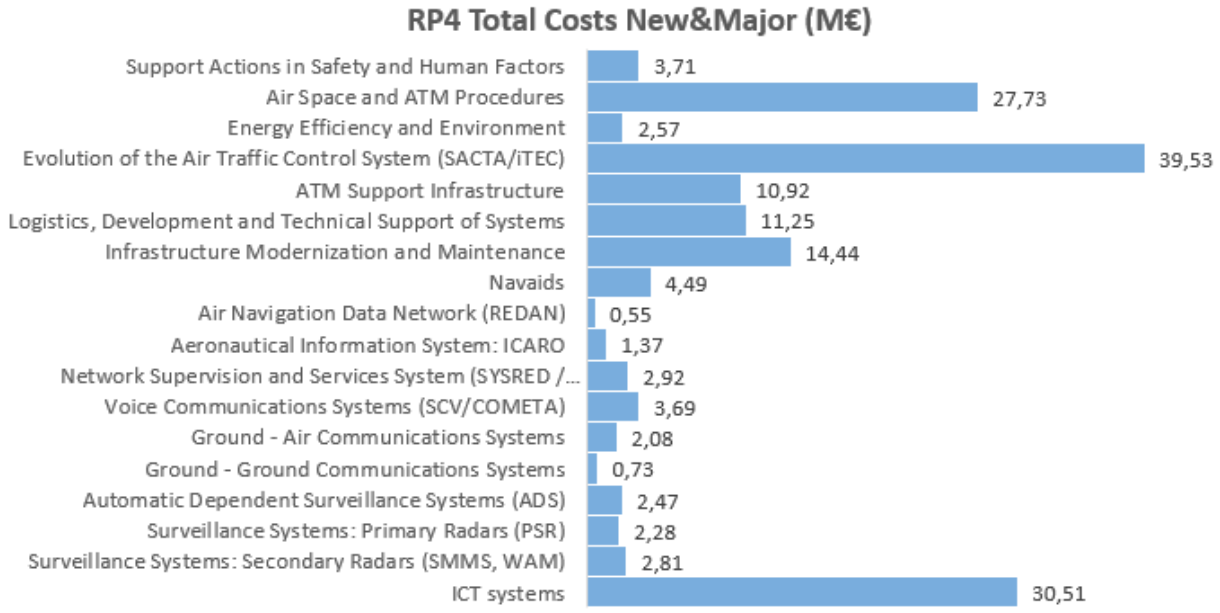


Figure 3 New&Major RP4 projects. Source: ENAIRE

3. Common Projects Investments

The investments, besides the classification used internally by ENAIRE organization, also contribute to the deployment of the Common Project (CP1) ATM Functionalities, as indicated in table 4.2 of the RP4 performance plan template, which also includes the yearly distribution.

135,76 MEUR (14,6%) of the total costs reflected in RP4 contribute directly to the deployment of the Common Projects.

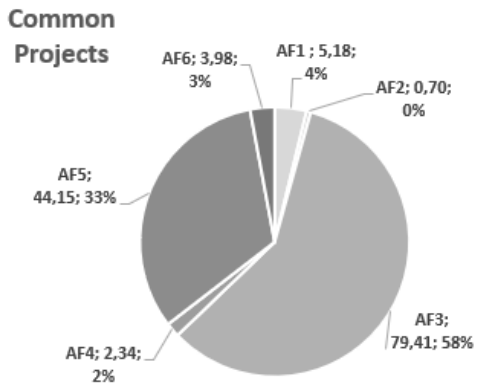


Figure 4 Common Projects. Source: ENAIRE

This distribution may change during the RP4 due to the update of Common Projects (either in timing and/or in content).

In the following table, the yearly distribution of planned investment per ATM Functionality is shown. For some of them, investment exists beyond the implementation date of the Family, in coherence with ENAIRE plans, which have been already communicated to the Commission and included in the Spanish Local Single Sky Implementation Plan (LSSIP). See 4.2 of the RP4 performance plan template for more details.

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	2025	2026	2027	2028	2029	RP4 Total (M€)
AF1	1,07	1,07	1,07	1,04	0,93	5,18
AF2	0,15	0,15	0,14	0,13	0,12	0,70
AF3	14,40	17,73	15,79	16,42	15,07	79,41
AF4	0,83	0,66	0,41	0,35	0,09	2,34
AF5	6,66	7,53	9,88	10,22	9,87	44,15
AF6	0,31	0,44	0,77	1,27	1,20	3,98
CP Total RP4	**23,42**	**27,58**	**28,05**	**29,43**	**27,28**	**135,76**

Table 17 Common Projects. Source: ENAIRE

4. Consistency of Investments with ATM Master Plan

The data in the Annex V table of the performance plan template corresponding to the new ATM Master Plan, are obtained from the provisional plan (as of May 2024) since the final plan has not yet been approved, and ENAIRE is aware of the fact that the Strategic Deployment Objectives (SDO) and their breakdowns may likely change once the final plan is adopted by the Commission (which is expected by the end of 2024). In this case, the table will be recalculated.

These costs correspond to current investments, not including existing or investments finalised before RP4.

RP4 determined depreciation costs and cost of capital related to the deployment of the SDOs						
List of SDOs (Annex V)	2025	2026	2027	2028	2029	RP4 Total (M€)
SDO-1	1,35	1,72	2,32	2,60	2,94	10,92
SDO-2	4,13	6,89	9,99	11,88	13,14	46,02
SDO-3	12,16	15,49	18,76	20,92	21,36	88,68
SDO-4	1,01	1,70	2,81	3,46	4,02	13,00
SDO-5	5,42	8,56	12,45	15,85	19,52	61,79
SDO-6	7,28	9,98	12,05	12,54	13,05	54,90
SDO-7	0,70	1,11	1,72	2,19	2,78	8,51
SDO-8	4,39	4,61	4,83	4,50	4,78	23,13
SDO-9	7,73	10,22	12,73	14,57	16,20	61,45
SDO-10	0,14	0,24	0,34	0,43	0,44	1,59
TOTAL	**44,29**	**60,52**	**78,02**	**88,95**	**98,22**	**369,99**

Table 18 RP4 determined depreciation costs and cost of capital related to the deployment of the SDOs. Source: ENAIRE

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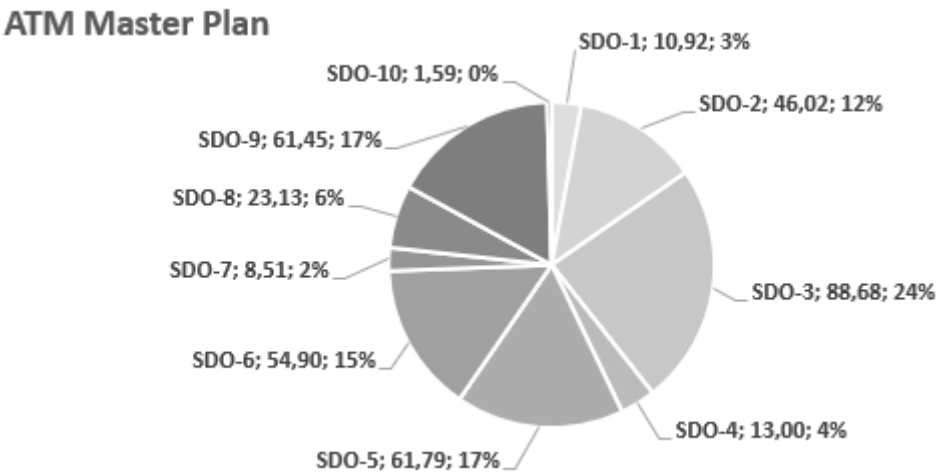


Figure 5 ATM Master Plan. Source: ENAIRE

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ANNEX I. PARAMETERS FOR THE MANDATORY CAPACITY INCENTIVES

A meeting with stakeholders was held on 9 May 2024 at the Civil NSA - AESA headquarters in order to gather different views on the capacity incentive scheme to be established for RP4. The minutes of the meeting and the presentation are included in Annex C – Consultation, Section 1.

AESA presented at the national consultation on 23 July the capacity incentive scheme for the fourth reference period and briefly explained the methodology developed on which the parameters of the scheme were based and that is further developed in this annex.

The capacity incentive scheme is composed of a series of parameters:

1. The pivot value refers to the minutes of ATFM delay above which the incentive scheme triggers. There are possibilities of modulation in the Regulation, that is, by C, R, S, T, M and P ATFM causes of delay, and/or through Network Operational Plan (NOP) updates, for en-route. In the case of terminal, the possibilities of modulation are by ATFM causes of delay.
2. The symmetric range around the pivot value, to ensure that minor variations in ATFM delay do not lead to any financial advantages or disadvantages. This parameter is also known as dead band.
3. The alert threshold, defined by regulation, is the number of minutes of delay added to the pivot value above which the maximum financial advantage or disadvantage applies.
4. The maximum financial advantage and disadvantages (bonus and penalty) calculated as a percentage of the determined costs of year n and recovered from or reimbursed to airspace users through an increase or decrease of the unit rate in year n+2.

In the case of en-route, the pivot value is based on the capacity reference value set by Commission at local level, while for terminal it is based on the capacity target set by the NSA. The rationale to set the capacity target for terminal is included in Annex Q – Justifications for local capacity targets, Section 3.

During the meeting held on May, airspace users highlighted that the minutes of delay recognised in the Regulation already represented a cost for them. It is well-known the study developed by University of Westminster, European airline delay cost reference values (Version 4.1 – 24 December 2015), where a value of EUR 100 per minute is set as a high-level average. However, this reference is to be used with caution as different values may be obtained for other airspace areas, so this value of EUR 100, should be considered as a network reference.

Given the above, the cost of delay could by estimated as the product of multiplying the ATFM delay achieved (minutes per IFR flight) by the number of IFR flights and by the cost of ATFM delay (euros per minute), being this figure the value of EUR 100 set by the study of University of Westminster.

$$Cost\ of\ delay = ATFM\ delay\ \left(\frac{min}{flight}\right) x\ No.\ flights\ x\ Cost\ of\ ATFM\ delay\ \left(\frac{€}{min}\right)$$

Equation 1 Cost of delay

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Regulation (EU) 2019/317 sets in its Annex XIII that the financial advantage and disadvantage shall be calculated as a percentage of the determined costs of year n and it is also function of the deviation of the average ATFM delay per flight in year n. Assuming that the minutes of delay resulting from the pivot value is a sort of agreed quality of service provided, the additional minutes of delay generated from the pivot value and up to the alert threshold are the ones to be incentivised through the incentive scheme. Regulation also sets that the alert threshold is the number of minutes of delay apart from which the maximum financial advantage or disadvantage applies. All these results in a "maximum regulatory cost of ATFM delay" derived from those additional minutes of delay up to the alert threshold that can be calculated as the product of the maximum financial advantage/disadvantage (% of maximum incentive) by the determined cost.

$$Maximum\ regulatory\ cost\ of\ ATFM\ delay = \%\ of\ maximum\ incentive\ x\ Determined\ cost$$

Equation 2. Maximum regulatory cost of ATFM delay

Considering the above formulae are a system of equations, equalling the "Cost of delay" with the "Maximum regulatory cost of ATFM delay" and clearing the factor "% of maximum incentive", an approach to estimate the maximum financial advantage/disadvantage is achieved:

$$\%\ of\ maximum\ incentive = \frac{ATFM\ delay\ \left(\frac{min}{flight}\right)\ x\ No.\ flights\ x\ Cost\ of\ ATFM\ delay}{Determined\ cost}$$

Equation 3. percentage of maximum incentive

It has to be remembered that the cost of ATFM delay is set at network level and no regional figures are still available in a public manner. The Commission Implementing Decision (EU) 2024/1668 setting Union-wide performance targets for the air traffic management network for the fourth reference period contains the following:

- The capacity Union-wide target and the alert threshold (set in article 4 and 6 of the Implementing Decision). By summing the two figures an expected maximum ATFM delay could be considered to the effects of the incentive scheme. The averages taken in account are:
    - Average EU capacity target for RP4 set at 0,64 minutes per flight
    - Average EU alert threshold associated with the previous capacity target set at 0,072
- The average number of IFR flights expected at network level derived from figures set in recital 6 of the Implementing Decision, 10.204.800.
- The average determined costs in EUR 2022 stemmed from article 5 of the Implementing Decision 7.457.307.448 €.

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The cost of ATFM delay value established by the study of University of Westminster has to be updated to EUR 2022 resulting in a value of 119,38 €/minutes.

In order to simplify the approach, the average for the full reference period of the values set in the Decision have been considered, as well as different scenarios of width of dead band around the pivot value, resulting in an estimation of the cost of delay for the capacity target (agreed cost of delay), the dead band (Cost of DB) and the cost of the alert threshold (cost of Aths).

The three columns on the left side of the following graph represent the cost of the delay linked to the average Union-wide capacity target for RP4 (0,64 minutes per flight) in blue, different dead band widths in orange and the remaining minutes of delay up to the alert threshold in grey. The two columns on the right side of the graph offer the average maximum financial disadvantage at EU level, considering or not the cost associated with the minutes of delay derived from the dead band to the effects of the incentive scheme, that results in an average range of maximum financial disadvantage at EU level of:

- 1.18% in case that additional delay beyond the target is fully incentivised up to alert threshold.
- 0.77% in case that additional delay beyond the dead-band is incentivised up to alert threshold, with a dead band of 0,02 minutes per flight.

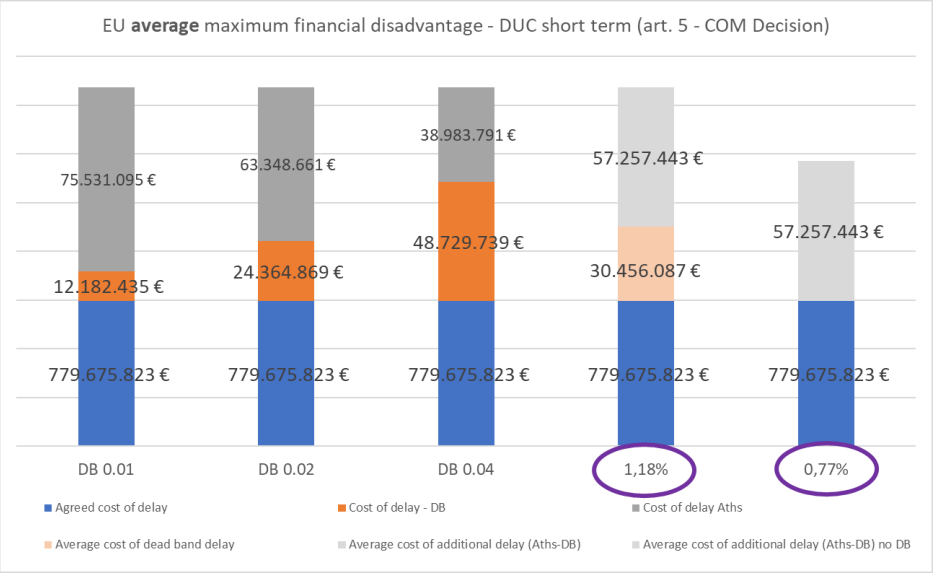


Figure 6 UE average maximum financial disadvantage DUC short term

Considering the above as a point of reference to set local capacity incentive scheme parameters, the proposal for the en-route capacity incentive scheme parameters are:

- Pivot value. Modulated by CRSTMP ATFM causes of delay and the updates of the Network Operational Plan (NOP) as it was the case during RP3, subject to the periodic monitoring of the Civil NSA of the attributions made by the ANSP to the regulations.

  The modulated pivot value will be calculated starting from the latest NOP reference value, taking in consideration the yearly update of reference values provided by the Network Manager in the NOP.

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That reference value will be multiplied by the attributable delay factor (ADF), which is the average weight of the delay due to C, R, S, T, M, P delay codes with respect to the total ATFM delay, over the total time period for which historical information is available, thus since 2015, and considering the Network Manager post-ops delay allocation process data is closed. Prior to the calculation of the ADF, the relationship between the attributable delay causes (CRSTMP from the ATFCM manual) and its contribution to the total delay is analysed and checked.

The ADF will be calculated for each year of the RP4 period and will be reported to the European Commission, according to the template for the annual notification of the pivot value, prior to the beginning of the corresponding year.

- Symmetric range around the pivot value (dead band), a parameter defined as a fraction of minutes of delay with a value of 0.04 min/flight. This value has been set considering the forecast delay included in the NOP 2024-2029 approved by the NMB on 2 July 2024 and avoids penalties or bonuses in case that the ANSP achieved the forecast delay at ANSP level presented in that document.
- Alert threshold, as established by Regulation.
- Maximum financial disadvantage of 1%, which is within the range derived from the methodology above explained.
- Maximum financial advantage of 1%, that is a symmetric incentive scheme, to positive incentivise a better ANSP performance.

For the case of the terminal capacity incentive scheme, the parameters proposals are:

- Pivot value. Modulated by CRSTMP ATFM causes of delay, subject to the periodic monitoring of the Civil NSA of the attributions made by the ANSP to the regulations.

  The modulated pivot value will be calculated starting from the performance target and will be multiplied by the attributable delay factor (ADF), which is the average weight of the delay due to C, R, S, T, M, P delay codes with respect to the total ATFM delay, over the total time period for which historical information is available, thus since 2015, and considering the Network Manager post-ops delay allocation process data is closed.

  Prior to the calculation of the ADF, the relationship between the attributable delay causes (CRSTMP from the ATFCM manual) and its contribution to the total delay is analysed and checked.

  The ADF will be calculated for each year of the RP4 period and will be reported to the European Commission, according to the template for the annual notification of the pivot value, prior to the beginning of the corresponding year.
- Symmetric range around the pivot value (dead band), a parameter defined as a fraction of minutes of delay with a value of 0.04 min/flight, the same value as en-route.
- Alert threshold, as established by Regulation.

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- Maximum financial disadvantage of 1%, which is within the range derived from the methodology above explained.
- Maximum financial advantage of 0.5%, that is an asymmetric incentive scheme, to positive incentivise a better ANSP performance but to avoid extra financial burden to users, in case the target is better performed.

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ANNEX N. CROSS-BORDER INITIATIVES

1. *South West FAB Joint Initiatives*

The formal constitution of the SW FAB took place on May 17th, 2013, with the signature of the 'Agreement between the Portuguese Republic and the Kingdom of Spain on the establishment of the South West Functional Airspace Block (SW FAB)'. The objectives of the SW FAB are set to achieve optimal performance in the areas related to safety, environmental sustainability, capacity, cost-efficiency, flight efficiency and military mission effectiveness, throughout the design of airspace and the organisation of air traffic management in the airspace concerned regardless of existing boundaries. The main achievements of the SW FAB along RP2 have been as follows:

- Safety: SW FAB ANSPs have worked together towards a common just culture policy enhancement plan.
- Capacity: The Network Manager has recognized the great performance of the SW FAB in an unexpected increasing traffic scenario. Efforts have focused on airspace redesign improvement.
- Cost-Efficiency: Significantly improved levels of cost-efficiency.
- Environment: Reduction of flown distances, CO2 and other contaminant emissions and fuel savings, providing a benefit for the users of the airspace.

The main SW FAB projects planned in the Operational Board Common Plan (SW FAB OB CP) within the RP4 timeframe are the following:

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PROJECT	BRIEF DESCRIPTION
Airspace Management Optimisation	
Free Route Concept	
SW FAB FRA Phase II	Extension of Free Route operations (FRASAI and LISBOA FIR) to Santa Maria Oceanic Airspace.
SW FAB Cross Border FRA	The aim of this project is to implement a cross-border FRA, between Lisbon FIR and Madrid FIR by 2025.
Network Management	
Marseille interface	Airspace restructuration to improve traffic flows and traffic management between SW FAB and FABEC airspace (via Marseille FIR). Expected benefits are: • Conflicts reduction at the boundary; • Traffic load balancing between different exit points; • Increased capacity; • Improved flow segregation; and • Improved hand-over between collateral ACCs.
SW FAB en route sectorisation improvement	Several re-sectorisation projects are planned to increase the airspace capacity.
Terminal Area Management	
Barcelona TMA	Optimisation of Barcelona TMA based on re-organisation of ATC sectors, implementation of new instrumental procedures allowing more efficiency and capacity, implementation of RNP Approaches and AMAN deployment to improve the precision of the approach trajectory and facilitates air traffic sequencing.
SW FAB RNP APCH Implementation Plan	Deployment of RNP Approaches to reduce and/or optimise the number of conventional navaids necessary for the final approach, in line with EC recommendations, improving safety.
Palma TMA	Implementation of a new RNAV-1 based TMA in Palma to improve capacity and efficiency. It will enhance the SID/STAR structure, enabling operations closer to user preferred trajectory.
Infrastructure harmonisation	
CNS systems	
IR Conformity (Phase III)	Description of the solutions for the Conformity with Implementing Rules related with the systems. Planning and implementation of the agreed solutions.
European Network Planning	
LSSIP Coordination	Coordinate the civil ANSPs contribution to their national LSSIPs according to the SW FAB OB Common Plan.

Table 19 SW FAB projects planned in the Operational Board Common Plan (SW FAB OB CP)

All the projects together involve Lisboa FIR, Canary Islands FIR/UIR, Madrid FIR/UIR, Santa Maria FIR, Marseille FIR and Barcelona FIR/UIR.

It is convenient to highlight other SW FAB cross-border projects successfully completed outside the RP4 framework but with clear benefits on it, notably in terms of interoperability and cost-efficiency, such as, but not limited to:

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PROJECT	BRIEF DESCRIPTION
Airspace Management Optimisation	
SW FAB FRA Phase III	Improvement of flight efficiency through the implementation of Free Route operations in Madrid, Barcelona and Canarias UIR.
New inter-FAB boundary limit definition	One of the main achievements of the SW FAB concerning the optimum utilisation of the airspace was the delegation of ATS service provision between Spain and Portugal through the implementation in October 2012 of a new cross border boundary limit definition irrespective of national borders.
ATM Procedures Area	
SW FAB harmonisation project	Project successfully closed during the first quarter of 2019 meeting all the proposed objectives: • Harmonisation of Upper/Lower Airspace vertical limits. • Harmonisation of Airspace Classification; and • Harmonisation of radar separation;
Terminal Area Management	
Madrid TMA	Optimisation of Madrid TMA based on CNS infrastructure adaptation allowing to implement independent parallel approaches and RNP Approaches to improve safety.
Lisboa TMA	In order to increase Lisbon APT capacity, Terminal area will be restructured taking advantage of RNAV-1 navigation procedures.
Infrastructure harmonisation	
CNS Systems	
Implementation of Voice over IP services (telephony)	Define, agree, and implement the technical solutions for the migration of current operational voice services (telephony) using native VoIP technology and supported by Portuguese and Spanish IP network interconnection through New PENS infrastructure.
IPv6 Services	Define, agree, and implement technical solutions for the provision of IPv6 communication services by means of the interconnection of aeronautical data networks of ENAIRE and NAV Portugal.
Datalink	Identification, analysis and implementation of common technical solutions for Datalink services compliant with Regulations. This project also considers current Implementation Project submitted to INEA Call, namely, European Air Ground Data Communication Service. ENAIRE and NAV Portugal monitor this initiative so that SW FAB aligns with Datalink strategies. ENAIRE and NAV Portugal participate in the INEA Call 2016 Path 1 Implementation Project aiming to solve the technical problems identified in the provision of Datalink. This Project is mainly focused on the deployment of multifrequency.
Evolution of the Aeronautical Messaging Networks (AMHS)	Implementation of a reliable AMHS link between Portugal and Spain, replacing the former CIDIN link, in operation since September 30th, 2014.
IP Interconnection	Implementation of FMTP service between Lisbon and Madrid on June 4th, 2014, representing the first operational IP service using the implemented IP interconnection. Introduction of further new FTMP and AMHS operational services.

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PROJECT	BRIEF DESCRIPTION
Surveillance IP	Migration of surveillance data exchange between Portugal and Spain from X.25 to IP operationally deployed on March 7th, 2018. Additionally, to the scope of this project, the injection of these new radar data flows was completed in June 2018.
New radars sharing	Enhancing radar data sharing between Portugal and Spain through surveillance data exchange among Taborno, Valdespina, Peñas del Chache and Porto radars.
CIVIL/MIL ATC Network	Deploy operational ATC IP network (REDAN) nodes at civil and military sites in Spain for the provision of communications services to support both ATC voice and data.
CIVIL/MIL ground communications	Implementation of two sets of voice communications services that also allow the use of military infrastructure as a contingency mechanism of civil ATC voice services between ACCs.
CIVIL/MIL Ground Communications (Phase II)	Implementation of voice communications services and identification of a new set of communications services to evolve from old voice communications protocols to more sophisticated ones, supporting the AGVN (ATS Ground Voice Network).
CIVIL/MIL Ground Communications (Phase III)	Improvement of civil-military and civil/civil ground voice communications.
New surveillance sensors (Phase I)	Identification of communications requirements for ADS-B and WAM systems using the IP protocol and the implementation and/or technical validation of several WAM/MLAT systems.
New Surveillance Sensors (Phase II)	Identification of communications requirements for ADS-B and WAM systems using the IP protocol and implementation and technical validation of a new WAM system in South Portugal
New surveillance sensors (Phase III)	Implementation plans for the introduction of ADS-B in the surveillance system of the SW FAB complying with Regulations. A related joint project was launched in 2018, with INEA support.

Table 20 SW FAB cross-border projects completed outside the RP4 framework

1.1. Cross-border areas where ENAIRE provides services outside of the State's charging zone(s) in the scope of the performance plan

In relation to the cross-border areas where Enaire provides services outside the Spain's charging zone, the SW-FAB initiative includes the project 'New inter-FAB boundary limit definition.' It consists of (table above) the delegation of ATS Service Provision between Spain and Portugal through the implementation in October 2012 of a new cross-border boundary limit definition irrespective of national borders.

1.2. Inter-FAB boundary limit definition in the SW FAB OB Common Plan

According to SW FAN OB CP On the basis of the Single European Sky (SES) legislation, SW FAB airspace improvements were established with a view to ensure that national airspace boundaries do not reduce the efficiency of air traffic flows.

In this context and as already mentioned one of the main achievements of the SW FAB concerning the optimum utilisation of the airspace was the delegation of ATS service provision between Spain and Portugal through the implementation in October 2012 of a new cross border boundary limit definition irrespective

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of national borders which has provided a great value to overcome former limitations due to national borders.

The following figure shows the inter-FAB boundary limit definition which served as a reference for the restructuration of SW FAB ATC sectors:

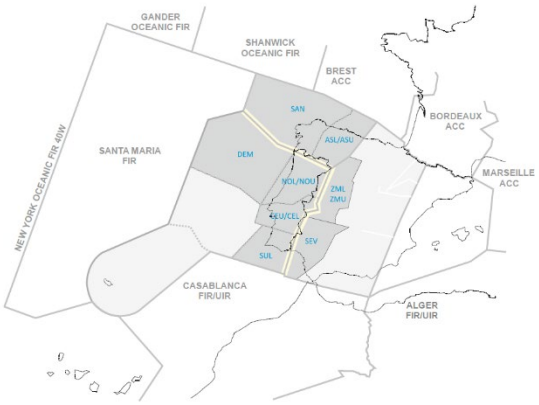


Figure 7 Inter-FAB boundary limit definition

This was done through the signature of a Letter of Agreement on October 18th, 2012, among Entidade Pública Empresarial Navegação Aérea de Portugal (NAV Portugal), Entidad Pública Empresarial Aeropuertos Españoles y Navegación Aérea (Aena), Spanish Air Force and Força Aérea Portuguesa.

The following figures show the spaces with ATS delegation from Portugal to Spain (colored in red), with details of the sectors in which the delegated spaces are integrated.

ATS Delegation from the Lisbon ACC to the Madrid ACC:

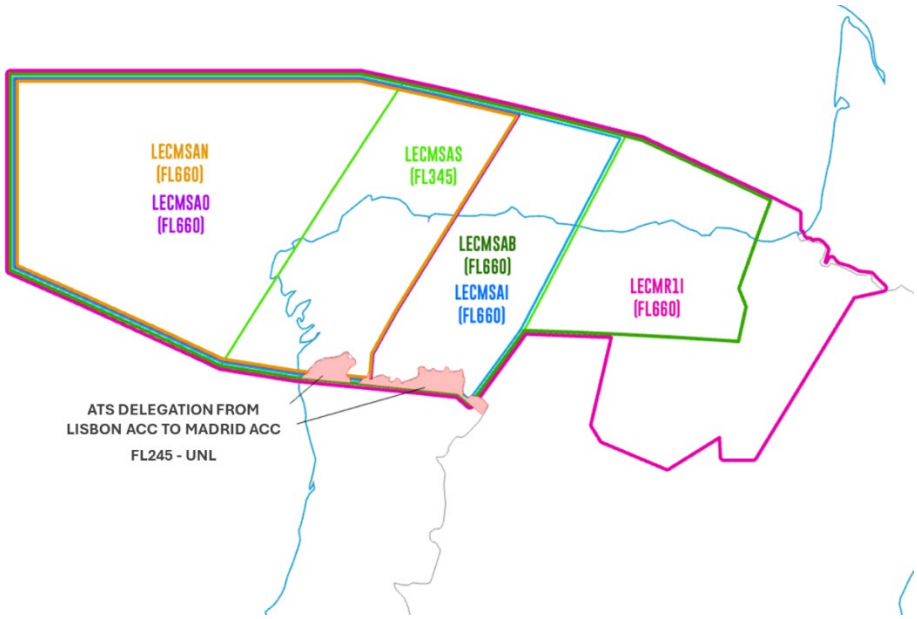


Figure 8 ATS Delegation from the Lisbon ACC to the Madrid ACC

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ATS Delegation from the Lisbon ACC to the Seville ACC:

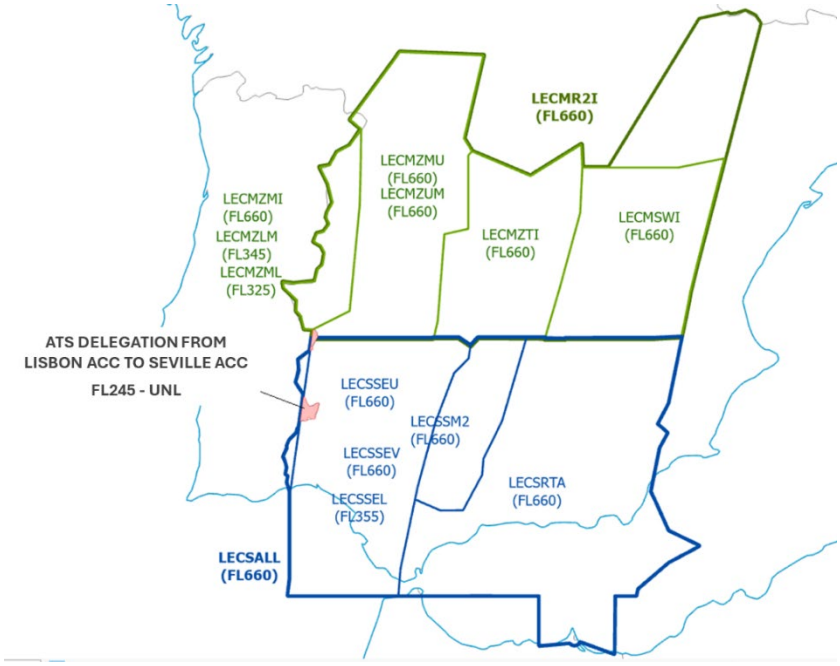


Figure 9ATS Delegation from the Lisbon ACC to the Seville ACC

2. Other Cross Border initiatives

2.1. Regional AEFMP framework

AEFMP is another cross-border initiative in which some States outside the European Union are also involved. Set up in 1996 in order to harmonize and optimize the air navigation operations among Algeria, Spain, France, Morocco and Portugal, it aims at promoting common regional objectives, increase safety and achieve a high operational efficiency in the services provision. Collaboration was renewed in 2002 with the signature of a Joint AEFMP Plan. During 2018, Tunisia joined the AEFMP membership, through the signature of a new AEFMP MoU by the civil Air Traffic Services Providers of Algeria (ENNA), Spain (ENAIRE), France (DSNA), Morocco (ONDA), Portugal (NAV Portugal) and Tunisia (OACA), and by the Civil Aviation Authorities of Algeria, Spain, Morocco, Portugal and Tunisia.

AEFMP's activities focus on procedures harmonization, improvement of interoperability and implementation of new systems. Collaboration exists in the following areas:

- Optimum use of Technical Systems: systems and common protocols, exchange of information between operational centres.
- Optimum use of Airspace: common methods and procedures as well as operational changes have been and shall be assessed considering the impact on global performance and in order to optimize the use of the AEFMP airspace by its users.

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Out of the several cross-border initiatives carried out in the AEFMP, it is worth to highlight the sharing of radar data between collateral airspace countries with the objective to improve the already very high safety level in the concerned areas through two-fold/three-fold radar coverage.

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ANNEX P. JUSTIFICATIONS FOR THE LOCAL ENVIRONMENT TARGETS

1. Introduction

The Performance and Charging Regulation (EU) 2019/317 measures environment performance in terms of horizontal en route flight deficiency (KEA), which indicates the estimated value by the Network Manager of the flight efficiency of the actual trajectory at national level or at the level of functional airspace blocks, for the purpose of ensuring that the Union-wide target on horizontal en route flight efficiency of the actual trajectory is met.

This Annex is a support to the justification of the Environment targets set for the KEA indicator, as included in the Spanish Performance Plan for the RP4 period (2025-2029).

2. Environment (KEA)

This KPI measures the average horizontal en route flight efficiency of the actual trajectory, calculated as follows:

- this indicator is the comparison between the length of the en route part of the actual trajectory derived from surveillance data and the achieved distance, summed over IFR flights within or traversing the local airspace;
- 'en route part' refers to the distance flown outside a circle of 40NM around the origin and destination airports;
- where a flight departs from or arrives at an airport outside the local airspace, the entry or exit points of the local airspace are used for the calculation of this indicator;
- where a flight departs from and arrives at an airport inside the local airspace and crosses a non-local airspace, only the part inside the local airspace is used for the calculation of this indicator;
- 'achieved distance' is a function of the position of the entry and exit points of the flight into and out of the local airspace. Achieved distance represents the contribution that those points make to the great circle distance between origin and destination of the flight;
- for the purposes of this indicator, 'local' means at national level or at the level of functional airspace blocks, depending on the level at which the performance plan is established;
- the indicator is calculated for the whole calendar year and for each year of the reference period, as an average. When calculating this average, the ten highest daily values and the ten lowest daily values are excluded from the calculation.

2.1. Targets

The KPI shall be expressed as an average horizontal en-route flight efficiency of the actual trajectory and measured as average additional distance flown compared to the great circle distance.

Considering the EU-wide target, the environment local reference value assigned to Spain for the horizontal en-route flight efficiency of the actual trajectory (KEA) and to which Spain commits are:

Environment KPI#1: KEA	2025	2026	2027	2028	2029
Union-wide targets	2,80%	2,75%	2,71%	2,68%	2,66%
Spain Targets	2,86%	2,82%	2,79%	2,75%	2,74%

Figure 10 Environment KPI 1: KEA

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2.2. Measures

The KEA shall be improved during the RP4 period through the implementation of the following measures:

- **Free Route Airspace - (FRA) implementation**

At national level, an initial free route implementation was developed in the years 2021-2022 under the authority of CIDETMA via the HISPAFRA project, and the Spanish airspace is declared FRA since April 2022. The initial FRA implemented uses structural constraints, but without time constraints (it is available H24).

Some characteristics of full FRA (FRA vertical limit adapted to TMA upper boundaries, and appropriate connectivity with TMAs via A/D points and connecting routes) are already introduced in the initial implementation.

In 2023, the DCTs have been implemented in accordance with the HISPAFRA working group and according to schedule.

A project for the completion in 2025 of a cross-border FRA between Spain and Portugal was initiated with the Spanish Air and Space, and with Nav Portugal. During 2024 a stepwise improvement of connectivity is being performed in several phases, and in 2025 new system tools will be introduced to allow ATCOs identify conflicts in the final FRA environment. These changes should have a positive impact during 2024, and more relevant in 2025.

- **Flexible Use of Airspace (FUA) – Civil Military coordination**

New FUA indicators defined at state level and agreed with Civil and Military Spanish Authorities, ENAIRE and Eurocontrol. These indicators will be monitored and tested at national level during 2024 to check their effectiveness and assess their possible implementation at European level.

The procedure approved in July 2022 to establish criteria and procedures for the creation and the use of adjustable lateral and vertical limits of the airspace, is envisaged to be implemented in 2024, to improve horizontal flight efficiency.

ENAIRE has been involved in the development of the Dynamic RAD project of Eurocontrol, implemented in 2023 in ENAIRE, and will also participate in the second phase in 2024.

Active involvement in the ASM SWIM project during 2023. ATM (SACTA), with ASM (LARA v.5.0) Systems integration envisaged to be implemented in 2025. The schedule of the development of ASM/FUA standards and Interface with LARA was adjusted according to CP1 planning within the strategic move Strengthening Civil-Military Coordination (FUA).

In 2025 the concept of operation related to the SESAR Solution 115 for the accommodation of Predator RPAS in controlled airspace will be developed.

During 2026, new free route connectivity will be introduced, lateral FBZs associated with the implementation of HISPAFRA will be established and the operational implementation derived from the SESAR Solution 115 solution for the accommodation of Predator RPAS in controlled airspace will be carried out.

During 2027 and 2028, the working group for the study and possible redesign and/or modulation of areas with special impact on certain CAG traffic flows will coordinate and work to finally implement in 2019 the changes associated with the resulting airspace structures (geometry, modulation).

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- **Performance Based Navigation (PBN) implementation**

PBN allows aircraft to fly more direct and efficient routes using satellite navigation and onboard systems. Below are some of the benefits of Performance-Based Navigation (PBN) compared to conventional navigation:

- **Operational Efficiency**: Beneficial for airlines in terms of operational costs and reducing greenhouse gas emissions.
- **Increased Airspace Capacity:** especially important in congested areas, where conventional navigation can limit the number of aircraft that can operate simultaneously.
- **Improved Safety**: More precise and predictable routes. More accurate separations reduce the risk of collisions and other incidents.
- **Flexibility in Route Planning**: Better air traffic management and greater flight punctuality.
- **Reduced Dependence on Ground Infrastructure**: Satellite and onboard systems.

Throughout RP4 (2025-2029), actions continue for the implementation of PBN procedures across the AENA airport network. Below are the projects to be implemented during this reference period:

1. Complete the **17 projects for the implementation of RNP APCH approach procedures** at the following Aerodromes:

Procedure	Aerodrome	Year due
RNP APCH	Asturias, Murcia, Palma de Mallorca (including minimum LNAV and LNAV/VNAV 06L), Málaga (MIDAS II project)	2025
	A Coruña, Santiago, Alicante (AMELIA project), Sevilla, Bilbao, Logroño, Granada, Gerona, Jerez, Reus, and Fuerteventura (minimum LPV runway threshold 01 and 19)	2026
	Menorca (BRUT phase II)	2027

Figure 11 Airports for RNP APCH

2. Implementation of SID RNAV1 departure and STAR RNAV1 arrival procedures: **21 ongoing projects** and **4 projects yet to start**, as shown in the following table:

Procedure	State	Aerodrome	Year due
SID-STAR RNAV1	Ongoing	Asturias, Murcia, Pamplona, El Hierro, Santander	2025
		A Coruña, Santiago, Alicante (AMELIA project), Bilbao, Logroño, Granada, Jerez, Reus, Gran Canaria	2026
		Tenerife Norte, Menorca (BRUT phase II), Vitoria, San Sebastián, Burgos	2027
		Palma de Mallorca (BRUT phase III)	2028
	Yet to start	Lanzarote, Valencia, La Palma	2027
		Sevilla (RESET project)	2028

Figure 12 Airports for SID RNAV1

- **Improvement operational management through continuous descent operations (CDOs) and continuous ascents operations (CCOs)**

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Promotion of CCO and CDO operation through sensibilization and optimal procedures designs. On going task for the next years with one yearly session.

- **Emissions monitoring and indicator definition**

Emissions and efficiency monitoring through tools designs and new indicators in collaboration with Vueling. The project consists of the definition of a new indicator that facilitates the calculation of emissions, taking into account fuel consumption as well as the actual procedures.

The defined milestones are:

- 2025: Definition of the Indicator and mock-up of the monitoring system.
- 2026:
  - Validation of the monitoring system.
  - Identification of optimization areas to reduce emissions.
- 2027-2029: Possibility of optimization.

- **Participation in European initiatives and alliances**

Participation in collaborative groups like EUROCONTROL, CANSO and cooperation with carriers. Participation in AVENIR project (EUROCONTROL) identifying best practices in Europe. On going meetings with yearly general meeting.

- **Summary table**

The following table has been included as a summary of the specific milestones already planned for each Measure according to their implementation dates and corresponds to an extract of the En-Route Network Improvement Plan (ERNIP, ARN Version 2024-2030, Edition 1.0 Edition date 02-07-2024 PART 2). This information will be updated following the formal ERNIP process established in the Network Manager framework:

Environment: Measures with positive impact on flight efficiency					
Measure	**2025**	**2026**	**2027**	**2028**	**2029**
FRA					
FUA					
PBN Plan					
CDOs – CCOs	Yearly sessions				
Emissions monitoring and indicator definition					
Participation in European initiatives and alliances	Yearly general meetings				

Figure 13 Environment: Measures with positive impact on flight efficiency

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ANNEX Q. JUSTIFICATIONS FOR THE LOCAL CAPACITY TARGETS

1. Introduction

The Performance and Charging Regulation (EU) 2019/317 measures capacity performance in terms of ATFM delays, as an indicator for traffic flows optimization according to air traffic control capacity while enabling airlines to operate safely and efficiently. Capacity can be increased through technological improvements that support airspace modernisation, Nevertheless, any change made to operational systems will require the utmost attention to ensure safety and service continuity.

The Performance Regulation requires targets to be set on the KPIs set out below:

- The average minutes of en-route ATFM delay per flight.
- The average minutes of arrival ATFM delay per flight attributable to terminal and airport air navigation services and caused by landing restrictions at the destination airport.

This Annex is a support to the justification of the Capacity targets set for both indicators, as included in the Spanish Performance Plan for the RP4 period (2025-2029).

2. En-Route ATFM Delay per flight.

The Performance scheme requires that the en-route capacity target is set at National level. The en-route capacity KPI is the average minutes of en-route ATFM delay per flight, defined as:

- The delay calculated by the Network Manager, expressed as the difference between the estimated take-off time and the calculated take-off time allocated by the Network Manager.
- Covering all IFR flights traversing the local airspace and all ATFM delay causes, excluding exceptional events.
- Calculated for the whole calendar year and for each year of the reference period.

By the end of each year, the result of the post ops process carried out by the Network Manager, shall be taken into consideration in the final figure of the KPI.

2.1. Traffic forecast and targets

In accordance with STATFOR forecasts (February 2024), the base scenario for Spain has been considered as the reference for the En-Route delay target setting process. The following table shows the traffic figures considered for IFR movements (in thousands).

IFR Movements (Thousands) – Spain – Statfor Feb. 2024					
RP4	**2025**	**2026**	**2027**	**2028**	**2029**
IFR Movements (Spain)	2.379	2.451	2.514	2.579	2.632

Table 21 IFR Movements (Thousands) - Spain - Statfor Feb. 2024

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The EU-wide target for RP4 is an average en-route air traffic flow management (ATFM) delay per flight of no more than 0.50 minutes per flight at the end of 2029, according to the Commission Implementing Decision (EU) 2024/1688 of 12 June 2024 on European-wide targets.
Considering the EU-wide target and the reference values for Spain, provided by the Network Manager, and published by the European Commission in the ESSKY portal in June 2024, the ESPP4 en-route capacity targets are shown in the table below:

Capacity KPI#1: En-route ATFM delay per flight	2025	2026	2027	2028	2029
Union-wide targets	0,90	0,70	0,60	0,50	0,50
Spain Targets	0,38	0,29	0,24	0,21	0,21

Table 22 Capacity KPi #1: En route ATFM delay per flight

2.2. En-route Capacity Plan

The ENAIRE's Capacity Plan is included in the "Plan de Vuelo 2025" that considers the following approach:

- Modernisation of the ATM System. The evolution of the Spanish ATM system (SACTA-iTEC versions 4 and 5) will facilitate the entry in service of functionalities as the deployment of iFOCUCS, primary 3D radars Phase I (4 radars) and full deployment of the Mode S radar network.
- Adverse Meteorology. A better coordination and new tools will improve the accuracy of meteorological forecasts, and improved processes will minimize the impact of adverse weather conditions on the operation. Management mechanisms with users and clients will be reinforced and active contribution of the meteorological provider will be assured.
- Capacity and Quality of Service. With the objective of providing the most efficient service to the users of the Spanish airspace, this group of measures includes the increase of sector capacities, the improvements of the operations mode, flow management measures, interfaces, etc.
- Efficiency measures. The evolution of technology will facilitate new operation modes and the adoption of measures that address optimisation of human resources management will be essential to comply with the flexible capacity deployment required in this challenging period.
- Increase of controllers. ENAIRE establishes a recruitment process to cope with the highly demanding existing traffic forecasts, which during RP3 were well above planned figures.
- Collective agreement. Improvement measures, as the increase of efficiency in the rostering process, has been implemented through the signing of the III Collective Agreement for Air Traffic Controllers. It was published in the BOE in August 2023.

The following tables contain the planned capacity enhancement measures included in the Network Operations Plan (NOP 2024-2029 Edition April 2024) and constitute the reference for the Spanish RP4 performance plan monitoring. This information will be updated every year to cope with the actual traffic demand situation and following the formal NOP process established in the Network Manager framework.

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Capacity Plan MADRID ACC (LECM)					
Project	**2025**	**2026**	**2027**	**2028**	**2029**
Free Route	Cross Border Free Route with Lisboa				
Cooperative Traffic Management	ATFM Measures including occupancy, complexity, STAM				
	IMPACT 3 Complexity Manager				
Airspace	Gradual implementation of Bricks – Airspace in layers and new DFLs				
	SAN/SAO reorganization				
Staffing	Contained ATCOs increase / Collective agreement				
Technical	iTEC 4.1 TTM				Migration to SACTA5-iTEC Syst.(training)
		Stripless En-route			
Capacity	Optimised sector configurations & sector capacities				
	Dynamic sector configuration				
Significant Events	TLP – European military activity (4 times per year)				
	SIRIO – European military activity (once per year)				
	EAGLE EYE – European military activity (once per year)				
	Other large scale military activities (once / twice per year)				

Table 23 Capacity Plan MADRID ACC (LECM)

Capacity Plan BARCELONA ACC (LECB)					
Project	**2025**	**2026**	**2027**	**2028**	**2029**
Free Route	FRA				
Airspace Management	Advanced FUA				
Cooperative Traffic Management	ATFM Measures including occupancy, complexity, STAM				
	IMPACT 3 Complexity Manager				
Airspace	Gradual implementation of Bricks – Airspace in layers and new DFLs				
	LECBCCC redesign (if necessary)	En-route cluster reorganization			
Staffing	Contained ATCOs increase / Collective agreement				
Technical	iTEC 4.1 TTM				Migration to SACTA5-iTEC system (training)
		Stripless En-route			
Capacity	Optimised sector configurations & sector capacities				
	Dynamic sector configuration				
Significant Events	TLP – European military activity (4 times per year)				
	SIRIO – European military activity (once per year)				
	EAGLE EYE – European military activity (once per year)				
	Other large scale military activities (once / twice per year)				

Table 24 Capacity Plan BARCELONA ACC (LECB)

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Capacity Plan SEVILLA ACC (LECS)					
Project	**2025**	**2026**	**2027**	**2028**	**2029**
Free Route	FRA				
Cooperative Traffic Management	ATFM Measures including occupancy, complexity, STAM				
	IMPACT 3 Complexity Manager				
Airspace	Gradual implementation of Bricks – Airspace in layers and new DFLs				
Staffing	Contained ATCOs increase / Collective agreement				
Technical	iTEC 4.1 TTM				Migration to SACTA5-iTEC system (training)
		Stripless En-route			
Capacity	Optimised sector configurations & sector capacities				
	Dynamic sector configuration				
Significant Events	TLP – European military activity (4 times per year)				
	SIRIO – European military activity (once per year)				
	EAGLE EYE – European military activity (once per year)				
	Other large scale military activities (once / twice per year)				

Table 25 Capacity Plan SEVILLA ACC (LECS)

Capacity Plan CANARIAS ACC (GCCC)					
Project	**2025**	**2026**	**2027**	**2028**	**2029**
Free Route	FRA				
Airspace Management Advanced FUA	Advanced FUA				
Airport & TMA	Improved procedures in GCLP				
Cooperative Traffic Management	ATFM Measures including occupancy, complexity, STAM				
	IMPACT 3 Complexity Manager				
Airspace	Gradual implementation of Bricks – Airspace in layers and new DFLs				
Staffing	Contained ATCOs increase / Collective agreement				
Technical	iTEC 4.1 TTM				Migration to SACTA5-iTEC system (training)
		Stripless En-route			
Capacity	Optimised sector configurations & sector capacities				
	Dynamic sector configuration				
Significant Events	OCEAN SKY military event (Once per year)				
	Other large scale military activities (once / twice per year)				

Table 26 Capacity Plan CANARIAS ACC (GCCC)

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Capacity Plan PALMA ACC (LECP)					
Project	**2025**	**2026**	**2027**	**2028**	**2029**
Cooperative Traffic Management	ATFM Measures including occupancy, complexity, STAM				
	IMPACT 3 Complexity Manager				
Airspace	TMA Redesign (BRUT)				
Staffing	Contained ATCOs increase / Collective agreement				
Technical	iTEC 4.1 TTM				Migration to SACTA5-iTEC system (training)
		Stripless TMA			
Capacity	Optimised sector configurations & sector capacities				
Significant Events	SIRIO – European military activity (once per year)				
	EAGLE EYE – European military activity (once per year)				

Table 27 Capacity Plan PALMA ACC (LECP)

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3. Arrival ATFM Delay per Flight

The Performance Regulation requires that arrival capacity targets are set at National level with a breakdown at airport level for monitoring purposes. The KPI is the average minutes of arrival ATFM delay per flight assigned to terminal and airport air navigation services and caused by landing restrictions at the destination airport, per inbound IFR flight,

- covering all IFR flights landing at the destination airport and all ATFM delay causes, excluding exceptional events,
- calculated for the whole calendar year and for each year of the reference period.

By the end of each year, the result of the post ops process carried out by the Network Manager, shall be taken into consideration in the final figure of the KPI.

3.1. Traffic Scenario

In accordance with STATFOR forecasts (February 2024), the base scenario for Spain has been selected as the reference for the arrival delay target setting process; percentage increases corresponding to the base scenario have been used, considering that for 2024 the high scenario has been chosen as more realistic taking into account the estimated evolution. The following table shows the resultant RP4 traffic figures.

IFR Arrivals – Spain 7 Airports – Statfor February 2024 (*)					
RP4	**2025**	**2026**	**2027**	**2028**	**2029**
IFR Arrivals - Aggregated	**771.475**	**794.475**	**815.134**	**836.504**	**853.751**
GCLP - Las Palmas	64.789	65.923	66.720	67.581	69.305
LEMD - Madrid	223.310	229.536	234.349	239.299	244.017
LEMG - Málaga	88.719	91.633	94.297	97.073	99.032
LEPA - Palma de Mallorca	112.595	116.450	120.333	124.309	126.928
LEBL - Barcelona	186.565	192.547	198.298	204.215	208.535
LEAL - Alicante	55.851	57.898	59.752	61.676	63.042
LEIB - Ibiza	39.645	40.489	41.384	42.351	42.891

Table 28 IFR Arrivals - Spain 7 Airports. (*) For the TAD target construction/setting, traffic increases were considered in percentages because when taking into account the high scenario for 2024, the absolute traffic values would not fit, as they would be highe

3.2. Weather delay hypothesis

To construct the arrival delay targets, following a similar process to the one used for En-Route by the Network Manager in the NOP, a reference scenario for Meteorological delay has been constructed for each airport, as the average, M (1;2), of the following two scenarios:

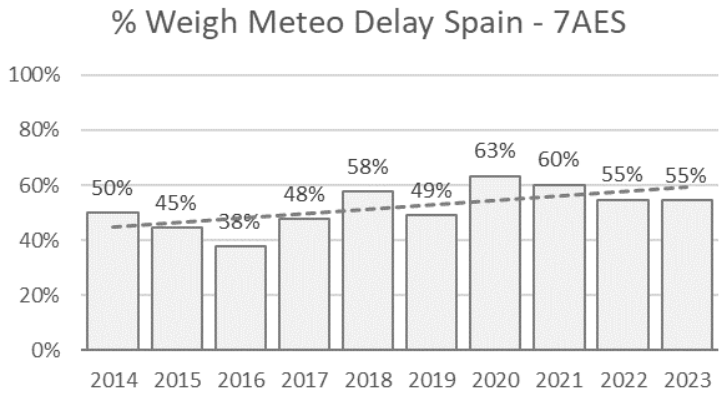
- Scenario M1 (Short term): average weight for 2019 and 2023 (most recent and pre-pandemic)
- Scenario M2 (Medium term): average weight for 2014 - 2023 (excluding 2020 and 2021).

As presented in the following figure, data from 2014 show that the weight of meteorological delay (aggregated for the 7 Spanish airports included in the performance plan) has an increasing tendency, although it has decreased over the last four years (including post-Pandemia years 2020 and 2021).

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RP4 (2025 - 2029)			
Meteo	M1	M2	M(1;2)
LEMD	36%	40%	38%
LEBL	60%	57%	59%
LEPA	79%	60%	70%
LEMG	30%	37%	33%
GCLP	2%	13%	8%
LEAL	74%	56%	65%
LEIB	58%	32%	45%

Figure 14 Percentage Weight Meteo Delay Spain - 7AES. RP4 (2025-2029)

Considering all these factors, the scenario embedded in the Arrival ATFM Delay targets is a constant weight for the meteorological delay contribution, resulting from the average of both scenarios M1 and M2, as showed in the table for each airport. For the aggregated 7 airports scenario, the resultant weight for the meteorological delay is kept around 50%.

This scenario is considered a cautious one, although more detailed analyses also show that at local level, meteorological phenomena tend to increase and be stronger and concentrated in short periods of time, with a consequent great impact in the ATFM delay, for example in areas by the Sea as Barcelona and Palma de Mallorca. The impact of weather, measured as the % weight over the total minutes of delay, will be monitored during RP4 to validate the hypothesis selected.

The resultant scenario will imply a 35% reduction of the meteorological delay per flight during RP4 (that is 2029 results compared to 2023).

3.3. Attributable Arrival ATFM Delay Scenario

Taking the situation in 2023 as a starting point, the contribution of the main projects (see paragraph 3.5 below) to the reduction of arrival ATFM delays has been estimated. As a result, the following table shows the expected evolution of the Arrival ATFM Attributable delay aggregated for the 7 Spanish Airports included in the performance plan.

Arrival ATFM Attributable Delay evolution	2025	2026	2027	2028	2029
Aggregated for the 7 Spanish Airports	0,20	0,19	0,18	0,17	0,16

Table 29 Arrival ATFM Attributable Delay evolution

With this evolution over RP4, a 22% of improvement with respect to 2023 will be achieved.

3.4. Terminal Capacity Targets

There is no EU-wide target on arrival capacity. Considering local references and hypothesis explained, the resultant ESPP4 arrival capacity targets and airports allocation for the two ANSPs that provide service in the airports addressed in this plan (ENAIRE and Skyway), as well as the aggregated global targets, are set out below (reference values per airport do not constitute targets and are included for monitoring purposes):

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Capacity KPI #2: ENAIRE SCENARIO	2025	2026	2027	2028	2029
Enaire aggregated Target - 7 Airports (*)	**0,58**	**0,58**	**0,58**	**0,55**	**0,49**
LEMD – Adolfo Suárez Madrid-Barajas	0,60	0,60	0,60	0,55	0,50
LEBL – Josep Tarradellas Barcelona-El Prat	0,80	0,80	0,80	0,80	0,80
LEPA – Palma de Mallorca	0,90	0,90	0,90	0,80	0,50
LEMG – Málaga-Costa del Sol	0,30	0,30	0,30	0,30	0,30
GCLP – Gran Canaria	0,50	0,45	0,40	0,40	0,40
LEAL – Alicante-Elche	0,02	0,02	0,02	0,02	0,02
LEIB – Ibiza	0,16	0,16	0,16	0,16	0,16

Table 30 Capacity KPI #2: ENAIRE SCENARIO. (*) Reference values for LEAL and LEIB including only the contribution of ENAIRE, all causes of delay.

SKYWAY SCENARIO (*)	2025	2026	2027	2028	2029
LEAL – Alicante-Elche	0,04	0,04	0,04	0,04	0,04
LEIB – Ibiza	0,24	0,24	0,24	0,24	0,24

Table 31 SKYWAY SCENARIO. (*) Reference values are expressed for the aerodrome TWR within the arrival phase, and all causes of delay.

Capacity KPI #2: OVERALL SCENARIO	2025	2026	2027	2028	2029
Spain Target-7 Airports (*)	**0,60**	**0,60**	**0,59**	**0,56**	**0,50**
LEMD – Adolfo Suárez Madrid-Barajas	0,60	0,60	0,60	0,55	0,50
LEBL – Josep Tarradellas Barcelona-El Prat	0,80	0,80	0,80	0,80	0,80
LEPA – Palma de Mallorca	0,90	0,90	0,90	0,80	0,50
LEMG – Málaga-Costa del Sol	0,30	0,30	0,30	0,30	0,30
GCLP – Gran Canaria	0,50	0,45	0,40	0,40	0,40
LEAL – Alicante-Elche	0,06	0,06	0,06	0,06	0,06
LEIB – Ibiza	0,40	0,40	0,40	0,40	0,40

Table 32 Capacity KPI #2: OVERALL SCENARIO. (*) These global target and reference values for LEAL and LEIB add up the volumes were ENAIRE and Skyway are the ANSP, in consistency with the Regulation.

3.5. Terminal Capacity Plan

The following tables contain the main projects which are expected to have major impact in the evolution of Arrival ATM delays in each airport (dates relate, as is the case in the Network Manager En-Route NOP process) to the years in which a capacity improvement is expected from the deployment of the project.

The impact on ATFM Arrival Delay has been estimated for several years, depending on the nature of the project, as reduction of delays may continue after deployment year, even having a negative impact during the transition phase. It has also to be considered that some projects implemented before RP4 (i.e., MIDAS in LEMG) are expected to improve delays during RP4.

The main projects are those related to the improvement of terminal areas (AMBAR in Madrid, BRAIN in Barcelona, BRUT in Palma de Mallorca, MIDAS in Málaga, HERMES in Gran Canaria), being their deployment also subject to approval processes that in some cases depend on various Administrations at governmental and regulatory level.

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Adolfo Suárez - Madrid Barajas Airport (LEMD)					
ENAIRE PROJECTS	2025	2026	2027	2028	2029
AMBAR Phase 2 + MASE	+++	++	+	+	
ATFM Measures	+	+	+	+	+

Table 33 Capacity plan of Adolfo Suárez - Madrid Barajas Airport (LEMD)

Josep Tarradellas Barcelona - El Prat Airport (LEBL)					
ENAIRE PROJECTS	2025	2026	2027	2028	2029
ATFM Measures	+	+	+	+	+
Nucleus, FinX2			++	++	++

Table 34 Capacity plan of Josep Tarradellas Barcelona - El Prat Airport (LEBL)

Palma de Mallorca Airport (LEPA)					
ENAIRE PROJECTS	2025	2026	2027	2028	2029
BRUT (2027)			+	++	+++
Sector Menorca (MMX, 2023)	+	+	+	+	+
ATFM Measures	+	+	+	+	+

Table 35 Capacity plan of Palma de Mallorca Airport (LEPA)

Málaga - Costa del Sol Airport (LEMG)					
ENAIRE PROJECTS	2025	2026	2027	2028	2029
MIDAS (2023) impact	++	++			
MIDAS Third Sector	++	++	+	+	+
ATFM Measures	+	+	+	+	+

Table 36 Capacity plan of Málaga - Costa del Sol Airport (LEMG)

Gran Canaria Airport (GCLP)					
ENAIRE PROJECTS	2025	2026	2027	2028	2029
HERMES (2025) impact	+	++			
ATFM Measures	+	+	+	+	+

Table 37 Capacity plan of Gran Canaria Airport (GCLP)

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ANNEX V. CONSISTENCY OF INVESTMENTS WITH ATM MASTER PLAN

See specific information provided separately in the Excel file provided by European Commission.

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ANNEX Y. RESPONSES TO THE FINDINGS FROM THE VERIFICATION OF COMPLETENESS OF THE DRAFT PERFORMANCE PLAN

This section addresses the findings resulting from the verification of completeness made by the European Commission to the draft performance plan submitted by Spain on 30 September 2024, as well as other additional amendments. The column on the right "Response" contents the explanation of the way the finding has been addressed.

1. *Amendments made to the draft performance plan*

Amendments made to the draft performance plan and its annexes				
Nr	**Performance Plan Section**	**Topic**	**Finding**	**Response**
1	1.2 3.4 Annex A Annex B	Traffic forecasts	Please review and, if deemed necessary, update the traffic forecast for en route services and for terminal services, in light of the Eurocontrol STATFOR base traffic forecast published on 15 October 2024.	During the preparation of the updated draft performance plan, the Spanish Supreme Court Ruling No. 1225/2024 was issued on October 30th (register on 8 November) affecting ENAIREs staff costs budget what led to the modification of the Spain cost base in a short period of time, while guaranteeing the cost-efficiency target. However, the October STATFOR traffic forecast for Spain was analysed resulting in a 2.6% increase in IFR flights for Spain overall, while the service units for en route charging zones increase by 1% in Continental and 0,4% in Canarias. Given that the traffic increases in terms of services units are lower than IFR flights it is considered that the additional revenues that could be received would compensate for the additional traffic to be managed. It is therefore deemed unnecessary to update the traffic forecast and maintain the February 2024 forecast in the updated draft performance plan.

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2	2.1 Annex A Annex B	Investments, Annex A and B	For ENAIRE, the total value of assets and the respective proportion allocated to ANS reported in Table C of Section 2.1 have been modified from the RP3 performance plan. Additionally, some investments report higher net book values compared to the total value of the assets. Please correct or clarify.	Corrected the value of assets and the respective proportion allocated to ANS reported in Tables A, B, C and E of Section 2.1 in accordance with the criteria explained in coordination meetings.
3	2.2 Annex A	Investments, Annex A	In Section 2.2 for EA, the determined costs of investments in Annex A (items 3.10-3.12) do not align with those derived from Section 2.2 of the draft performance plan. Please correct.	Corrected
4	2.2	Investments	For EA, the total value of assets and the respective net book values reported in Table C of Section 2.2 have been modified from the RP3 performance plan and some investments report higher net book values compared to the total value of the assets. Additionally, we note that some investments are not reported in Table C of Section 2.2, compared to the RP3 performance plan, while in Table D, investment D1 is reported to have been added in 2023, while not reported in the NSA Annual Monitoring Report 2023. Please correct or clarify.	Corrected
5	3.1	Safety targets	3.1.1a - The draft performance plan is missing the EoSM targets for EA. Please complete.	The EoSM targets for EA have been included

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6	3.1	Safety measures	Safety information is required for all certified providers under the scheme. Main measures put in place by EA to achieve the safety performance targets have not been provided in 3.1.1c. Please complete.	EA is not a certified provider. Nevertheless, main measures put in place by EA to achieve the performance targets have been included.
7	3.2	Environment targets - measures	In Section 3.2.1 (c) the description provided in this section is limited. Please revise, providing a detailed description of the main measures to be implemented during RP4 to achieve the proposed targets.	Annex P has been prepared to provide a description in greater detail of the main measures to be implemented during RP4 to achieve the proposed targets.
8	3.3.3 a)	ATCO Planning	In Section 3.3.3. a), all ATCO figures are missing. Please complete.	ATCO missing figures in Section 3.3.3 a) have been included. Please consider the following clarification provided by ENAIRE: “The RP4 staff estimates have been made for the period 2025 to 2029. The needs for qualified controllers for each year take into account both the forecasts for the evolution of air traffic and the staff that will be lost for vegetative reasons in the following year. The staff needs for 2030 derived from the retirements expected in that year have not been considered for 2029, which is why the staff figures for 2029 are “apparently” shown as lower than those for 2028”.
9	3.3.3 c)	ATCO Training	In Section 3.3.3. c), all ATCO training figures are missing. Please complete.	ATCO missing figures in Section 3.3.3 c) have been included.

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10	3.4 Annex A	Costs for space weather information services	Please include the proportional share of costs allocated to the en route charging zone in respect of the ICAO space weather information services provided in the SES area. Reference: Joint Declaration by the States in the Single Sky Committee on the inclusion of charges for space weather information services in their RP4 performance plans	Costs from space weather information services have been included in a separate tab “MET SA” and the associated adjustment in 2019 and 2024 baseline added.
11	3.4.1 Annex A	Cost-efficiency targets - consistency with Annex A	Section 3.4.1 of the draft performance plan does not present exactly the same figures as those in Annex A for Spain Continental under a) and b). Please ensure consistency	The figures have been reviewed after the incorporation of the Space weather information costs in tab MET SA.
12	3.4.3	Cost allocation - ATSP/CNSP	In Section 3.4.3 of the draft performance plan, for ENAIRE, the allocation of costs to terminal services at airports outside the scope of the performance plan is not provided under b) and not described under d). Please correct and complete.	The information about airports under the scope of the Commission Implementing Regulation (EU) 2019/317 of 11 February 2019, which establishes a performance and charging scheme in the Single European Sky, is duly included in the Spain Performance Plan. On the other hand, the information about airports outside the scope of the performance plan i.e. airports with less than 80.000 IFR movements per year, as stated in article 1 “Subject matter and Scope” paragraph 3 of Commission Implementing Regulation (EU) 2019/317, has not been provided for the sake of preserving the confidentiality requirements, according to Referal (48) of the Regulation (EU) 2019/317.

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13	3.4.3	Cost allocation - ATSP/CNSP	In Section 3.4.3 of the draft performance plan, for EA, the allocation of costs to terminal services at airports outside the scope of the performance plan is not provided under b) and not described under d), although mentioned in a). Please correct and complete.	Corrected
14	3.4.3	Cost allocation - ATSP/CNSP	In Section 3.4.3 of the draft performance plan, for EA, the allocation of costs related to the provision of approach services is not detailed in Table c). Please complete and, if not directly available, provide an estimate.	Corrected
15	3.4.6 Annex A Annex B	Cost-efficiency - cost assumptions	For ENAIRE, no further breakdown of staff and other operating costs has been provided, compared to what is already included in Annexes A and B. In addition, the figures for the determined pension costs are not in line with the amounts reported in Annexes A and B. Please correct and complete.	The following amendments have been made to section 3.4.6, Annex A and Annex B: • Breakdown of staff and other operating costs are provided. • In the determined costs in RP4, the pension costs include 2 provisions related to the ATCOs and considered as similar to pension costs: "Active Reserve" and "Special Active Reserve". These amounts, together with those given in RP3 of the National Social Security Pension Plan for all ENAIRE staff and the small contributions to a Private Plan for non-ATCO staff, total the figures shown in Table 3.4.6.1 a) and in Annexes A and B.

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16	3.4.6 Annex A	Cost-efficiency - cost assumptions	For EA, it is noted that the values are provided in NC instead of '000 NC as foreseen in the template. There are discrepancies for staff and other operating costs between the draft performance plan and the Annexes A. Please correct.	Corrected
17	3.4.6.1 b)	Cost-efficiency - Cost assumptions Costs for communication services (ENAIRE)	The requested breakdown of costs for communication services is missing in Table b) of Section 3.4.6.1. Please complete or provide a detailed justification in case of unavailable information. If precise information is not available, please provide an estimate about the costs incurred for each category of communication services. Furthermore, please indicate whether the ANSP intends to make use during RP4 of the IRIS satellite communication services for ATM and, if yes, what are the related costs planned to be incurred.	The following amendments have been made to section 3.4.6.1 b): Please note the following: ENAIRE has finalized the migration of voice services (telephony and radio) to VoIP technology. These operational voice services are supported by the Spanish ATC IP network (REDAN). Consequently, REDAN supports all operational ATC communications without any distinction between ground-ground and air-ground communications services. So, it is not possible to differentiate the cost for the provision of both types of communications services ENAIRE has no intention of using IRIS services during RP4. It is estimated that 50% of these costs will be allocated for ground ground communication services and the other 50% for air-ground communication services via terrestrial link.

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18	3.4.7	Pension costs	In Section 3.4.7.1 of the draft performance plan, the pension costs relating to terminal and other activities outside the scope of the draft performance plan are not presented. Please complete and correct.	The information about airports under the scope of the Commission Implementing Regulation (EU) 2019/317 of 11 February 2019, which establishes a performance and charging scheme in the Single European Sky, is duly included in the Spain Performance Plan. On the other hand, the information about airports outside the scope of the performance plan i.e. airports with less than 80.000 IFR movements per year, as stated in article 1 “Subject matter and Scope” paragraph 3 of Commission Implementing Regulation (EU) 2019/317, has not been provided for the sake of preserving the confidentiality requirements, according to Referal (48) of the Regulation (EU) 2019/317.
19	4.1	Cross-border initiatives	In Section 4.1.1 the description of the cross-border areas is missing information. Please complete.	The agreement signed with Portugal for the exchange of services in two collateral airspaces is managed by the SWFAB and does not include economic agreements. Further details on the delegated areas and the sectors that contain them have included in Annex N. Information in this regard has been added in section 4.1.1
20	4.3	Change management	The section is lacking sufficient detail. Please provide the relevant information in sufficient detail.	The information regarding Section 4.3 Change management has been updated.
21	Annexes A and B	Annex B	In Annex B, the information recorded in the separate airports sheets below the table (lines 78 to P80) should be deleted. Please correct.	Corrected

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2. Additional amendments made to the draft performance plan

In addition to the amendments requested by the EC and made to the draft performance plan and its annexes, ENAIRE has considered necessary to make the following additional changes:

Amendments made to the draft performance plan and its annexes			
Nr	**Performance Plan Section**	**Topic**	**Amendment**
22	2.1.1, 2.1.2, 2.1.3	Investment. Average NBV and Depreciation	Updated the value of the Average NBV and Depreciation reported in Tables A, B, C and E of Section 2.1 due to a change in costs and a reallocation of investments.
23	3.3.3.b)	ATCO planning at ACC level	ENAIRE has made a modification to the figures presented previously in section 3.3.3 b) for the period 2024-2029, which only affects the breakdown figures and not the totals. The data provided in the breakdowns in section b) in the October version are different from the current ones from 2024 to 2029, since the criterion with which the October submission was made took into account an erroneous estimate of future movements. The modified figures reflect the number of additional controllers with respect to the entries and exits in each control centre, in line with the criteria used in previous reports. In this regard, the data provided for 2024-2029 compares the number of ATCOs between years as of 31/12, and from this comparison the additional ATCOs and those who have stopped working in each ACC for each year are obtained, showing net values of entries and exits.
24	4.1.2	Cross-border initiatives	Annex N has been updated to add the 'CNS systems - IR Conformity (Phase III)' project.
25	4.2	SESAR-CP1	The determined costs related to the sub-AF for the period 2025-2029 have been updated.
26	Annex E	Investments	Updated all document due to a change in costs and a reallocation of investments.
27	Annex V_v2	Deployment SDOs	Updated all document due to a change in costs and a reallocation of investments.

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3. *Amendments made to the reporting tables*

Annex A – Continental

Nr	Topic	Finding	Response
1.	Eurocontrol costs	In Annex A (T1 NSA EA), Eurocontrol costs and exchange rate recorded in cells O55 and O56 should be deleted.	Corrected
2.	Traffic adjustment	In Annex A, traffic adjustment 2023 from RP3 T3 (cell J112) should be split in RP4 T3 (cells D107 and D116). Please see amounts in RP3 T2 (cells E44 and E45).	Corrected

Annex A – Canarias

Nr	Topic	Finding	Response
3.	Traffic adjustment	In Annex A, figure recorded as traffic adjustment on adjustments from previous RPs up to 2022 (T3 NSA ECTL cell D188) should be recorded as traffic adjustment on adjustments from previous RPs 2023 in cell D189.	Corrected
4.	Traffic adjustment	In Annex A, traffic adjustment 2023 from RP3 T3 (cell J112) should be split in RP4 T3 (cells D107 and D116). Please see amounts in RP3 T2 (cells E44 and E45).	Corrected

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Annex B

Nr	Topic	Finding	Response
5.	Inflation adjustment	In Annex B T3 ANSP, only a portion of inflation adjustment 2023 is carried over to 2025 (cell E9).	The adjustment applied in T3 is the part related to the final approach service. A remark has been added in T2-RP3 tables and in T3-RP4 tables.
6.	Traffic risk sharing	In Annex B T3 ANSP, only a portion of TRS 2023 is carried over to 2025 (cell E18).	The adjustment applied in T3 is the part related to the final approach service. A remark has been added in T2-RP3 tables and in T3-RP4 tables.
7.	Traffic adjustment	In Annex B, traffic adjustment on adjustments from previous RPs 2023 from RP3 T3 NSA MET (cell J106) should be recorded in RP4 T3 NSA MET (cell D189) and allocated in cells E189 => I189.	Corrected
8.	Traffic adjustment	In Annex B, traffic adjustment 2023 from RP3 T3 (cell J112) should be split in RP4 T3 (cells D107 and D116). Please see amounts in RP3 T2 (cells E44 and E45).	Corrected
9.	Revenues from contracts with airport operators	In Annex B, revenues from contracts with airport operators in 2023 and 2024 should be deleted from T3 ANSP (cells D156 and D157) since these revenues were already reimbursed and only remaining amounts from RP3 T3 ANSP (cell J156) should be recorded in RP4 T3 ANSP contracts with airport operators in 2023 (cell D156).	Corrected

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