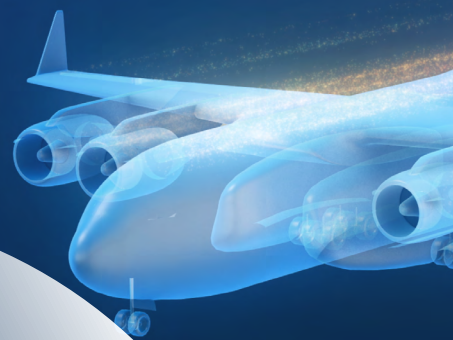


Air Traffic and Navigation Services SOC Limited

Global Reporting Initiative (GRI) Index 2024/2025



Inspiring aviation excellence
through value creation



ISBN: 978-1-77997-918-6
RP: 204/2025



ATNS 2025 GRI index

Statement of use	ATNS has reported with reference to the GRI Standards for the period 1 April 2024 to 31 March 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard	Group 3: Transport, infrastructure and tourism

GRI standard disclosure	Disclosure	Integrated report or annual financial statements page reference	Disclosure summary	Omission
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organisational details	Pages 15 to 21	Details regarding the organisation, who we are, location, contact and services are provided by the business	
	2-2 Entities included in the organisation's sustainability reporting	Page 1 and pages 18 and 19	Outline regarding the organisation's regulated, non-regulated business and Aviation Training Academy	
	2-3 Reporting period, frequency and contact point	Pages 1 and 140	Reporting period and contract details provided	
	2-4 Restatements of information		Restatement related to financial statements	
	2-5 External assurance	Pages 70 to 75	Internal and external assurance processes outlined	
	2-6 Activities, value chain and other business relationships	Pages 4 and 5	Overview of business and activities	
	2-7 Employees	Pages 89 to 91	Number of employees reported	
	2-8 Workers who are not employees	Pages 89 to 91	ATNS permanent and non-permanent employees reported	
	2-9 Governance structure and composition	Pages 22 to 30	Board and executive structure provided in the governance framework	
	2-10 Nomination and selection of the highest governance body	Page 118 and 119	Nomination of the board by the Shareholder - DOT outlined. The size and composition of the board is subject to the Air Traffic Services Company Act 45 of 1993.	
	2-11 Chair of the highest governance body	Pages 23 to 26 and page 118	Chairman and the appointed board members included in the report, including their qualification and committee membership	

GRI standard disclosure	Disclosure	Integrated report or annual financial statements page reference	Disclosure summary	Omission
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Page 124 and pages 128 and 129	Summary of the board and board committee responsibilities outlined	
	2-13 Delegation of responsibility for managing impacts	Page 121 and 125	Board and the board committees provide oversight on managing sustainability impacts	
	2-14 Role of the highest governance body in sustainability reporting	Page 128 and 129	The board provide oversight on sustainability issues including reporting supported by the board committees	
	2-15 Conflicts of interest	Page 120 and pages 130 to 132	Process in reporting on conflict of interest outlined	
	2-16 Communication of critical concerns	Page 10 and pages 43 to 45	Customer survey conducted outlined some of the critical concerns aligned to sustainability matters	
	2-17 Collective knowledge of the highest governance body	Pages 23 to 26	Board qualifications, skills and expertise reported	
	2-18 Evaluation of the performance of the highest governance body	Page 20		
	2-19 Remuneration policies	Pages 93 to 95	Remuneration philosophy including total reward practices outlined	
	2-20 Process to determine Remuneration	Pages 95 to 99	Reporting on remuneration philosophy	
	2-22 Statement on sustainable development strategy	Pages 108 to 109 and pages 128 and 129	The board Social and Ethics Committee considered the impact of ATNS's operations on society and the environment and, where appropriate, amended policy or approach	
	2-23 Policy commitments	Pages 124 and 125 and pages 128 and 129	Activities and terms of reference of social and ethics committee include responsible business conduct in areas such as promoting equality, preventing unfair discrimination corruption. Practices on environment, health and public safety, consumer relationships and labour and employment practices	

GRI standard disclosure	Disclosure	Integrated report or annual financial statements page reference	Disclosure summary	Omission
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Pages 124 and 125	Board monitoring of responsible business conduct in areas such as promoting equality, preventing unfair discrimination corruption. Practices on environment, health and public safety, consumer relationships and labour and employment practices	
	2-27 Compliance with laws and regulations	Page 1, 16 and 57	The ATNS compliance framework approved by the board of directors and is a demonstration of our commitment to complying with applicable regulatory requirements. Ongoing reporting on compliance universe	
	2-28 Membership associations	Page 43	Membership and association in aviation industry included in the report, both domestic and international	
	2-29 Approach to stakeholder engagement	Pages 40 to 46	Internal and external stakeholder and their interests outline and value created	
	2-30 Collective bargaining agreements	Page 92	Collective bargaining agreement and employees covered	

GRI standard disclosure	Disclosure	Integrated Report or Annual Financial Statements page reference	Disclosure summary	Omission
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Pages 58	Process for determining material issues is in the report and has been informed by the GRI process	
	3-2 List of material topics	Pages 59 to 62	Detailed list of material matters and underpinning issues	
	3-3 Management of material topics	Pages 59 to 62	Process for determining material issues is in the report and has been informed by the GRI process	
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62	Process for determining material issues is in the report and has been informed by the GRI process	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Pages 31 to 33	Detail of the business and value creation model and the economic, social and natural value created and preserved	
	201-2 Financial implications and other risks and opportunities due to climate change	Pages 13 and 108 to 115	Description on climate and possible effect to business operation, which could result in financial risks.	
	201-3 Defined benefit plan obligations and other retirement plans	Annual financial statements	Retirement and benefit information including costs	
	201-4 Financial assistance received from government. No financial assistance received from government in the reporting period		No financial assistance received in the reporting period	
Market presence				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
Indirect economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 9 to 10 and 13 and pages 72 to 82	Capex infrastructure programme including detailed projects, spend and targets	

GRI standard disclosure	Disclosure	Integrated Report or Annual Financial Statements page reference	Disclosure summary	Omission
Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Pages 32 and 73	Spend on local black and women suppliers reported	
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	Page 120	Reporting on high-risk areas identified and prioritised in line with the annual plan	
	205-2 Communication and training about anti-corruption policies and procedures	Page 122 and 123	Fraud and corruption policy and annual plan in place. Training conducted in the business.	
	205-3 Confirmed incidents of corruption and actions taken	Annual financial statements	Incident and reporting of fraud and ethical conduct reported, including action taken	
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 207: Tax 2019	207-2 Tax governance, control and risk management	Annual financial statements	Tax assets and liabilities for the current prior period outlined, including tax income and expenses	
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Page 112	Energy consumption reported, including electricity and fuel	

GRI standard disclosure	Disclosure	Integrated Report or Annual Financial Statements page reference	Disclosure summary	Omission
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 305: Emissions 2016	305-1 Direct (scope 1) greenhouse gases emissions	Page 112	Reporting of carbon emission, scope 1	
	305-2 Energy indirect (scope 2) greenhouse gases emissions	Page 112	Reporting of carbon emission, scope 2	
	305-4 greenhouse gases emissions intensity	Page 112	Reporting of emission intensity based on scopes 1 and 2 emissions	
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pages 89 to 91	New employees hired and turnover reported	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pages 96 and 97 and 100 and 101	ATNS total reward monetary and non-monetary reported	
	401-3 Parental leave	Pages 95 to 96	ATNS approach to leave has been reported	
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 33 and 92	Number of employees trained, including women and people with disabilities	
	404-2 Programmes for upgrading employee skills and transition assistance programs	Page 92	Outline of training and development activities in the business. The board committees monitored the implementation of ATNS's training and development plan	
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		

GRI standard disclosure	Disclosure	Integrated Report or Annual Financial Statements page reference	Disclosure summary	Omission
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 26 and 91	Board demographics provided	
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 124	ATNS approach to discrimination and incidents reported	
Supplier social assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria			Omission – information not available
Customer health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 59 to 62		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Pages 76 to 77	Approach to mitigating safety risks. Reporting on health and safety practices and performance	

Topics in the applicable GRI sector standards determined as not material	
Topic	Explanation
GRI 206: Anti-competitive Behaviour 2016	
206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Not applicable
GRI 402: Labour/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	Not applicable
GRI 415: Public Policy 2016	
415-1 Political contributions	Not applicable





ATNS head office

Postal address:

Private Bag X15 Kempton Park 1620

Street address:

Block C, Eastgate Office Park, South Boulevard Road

Bruma

2198

Contact details:

Tel: +27 11 607 1000

Fax: +27 11 607 1570

Website: www.atns.com

