

HEATHROW PERFORMANCE REPORT

Measures, Targets and Incentives - May 2025



Heathrow Performance Report May 2025



Passenger Experience and Service Level Performance

	Target	T2	T3	T4	T5	LHR
Overall Satisfaction ¹	4.26	4.39	4.34	4.33	4.30	
Passenger Assistance Service - Overall Satisfaction ¹	4.00					4.14
Security Staff - Helpfulness and Attitude ^{1, 3}	4.10	4.29	4.28	4.26	4.21	
Airport Staff - Helpfulness and Attitude ¹	4.36	4.38	4.37	4.34	4.35	
Ease of Access to Airport ^{1, 2}	4.44					4.36
% of UK Population Within 3 Hours (and One Interchange)						29.90%
Customer Effort ¹	91.00%	93.52%	92.17%	93.57%	90.36%	
Cleanliness ¹	4.15	4.34	4.25	4.29	4.28	
Wayfinding ¹	4.20	4.37	4.31	4.33	4.30	
Wi-Fi ¹	4.05	4.16	4.18	4.24	4.10	
Enjoy My Time at the Airport ¹	80.50%	79.50%	75.93%	76.65%	73.64%	
Airport that Meets My Needs ¹		94.28%	93.24%	92.15%	92.53%	
Feel Safe and Secure ¹	96.00%	98.86%	98.64%	98.52%	98.64%	
Immigration EEA	95.00%	99.22%	98.82%	100.00%	99.91%	
Immigration Non EEA	95.00%	91.20%	86.73%	97.33%	98.43%	
Security - CSA (QT < 5 minutes)	95.00%	98.38%	99.40%	99.81%	97.94%	
Security - CSA (QT < 10 minutes)	99.00%	99.90%	99.95%	100.00%	99.95%	
Security - Staff Search	95.00%	98.50%	98.94%	99.67%	98.80%	
Security - Transfer	95.00%	100.00%	99.95%	100.00%	98.96%	
	Target	CTA	Cargo	Eastside	T5	Southside
Security - Control Post	95.00%	97.09%	96.35%	95.28%	98.76%	96.86%

Notes:

1 - MTI calculation is based on Moving Annual Average (MAA) for these metrics

2 - Ease of Access to Airport is updated Quarterly

Service Level Performance

	Target	T2	T3	T4	T5	LHR
Lifts, Escalators, Travellators	99.00%	99.07%	99.16%	99.55%	99.45%	
FEGP	99.00%	100.00%	99.99%	99.98%	99.99%	
Jetties	99.00%	99.84%	99.84%	99.95%	99.58%	
PCA	98.00%	99.99%	100.00%		99.57%	
SEG	99.00%	100.00%	99.96%	100.00%	100.00%	
Check-In Infrastructure	98.00%	98.94%	98.64%	99.41%	98.69%	
Hygiene Testing - Amber Tests Resolved in 12 hours	100.00%	100.00%	100.00%	100.00%	100.00%	
Hygiene Testing - Red Tests Resolved in 2 hours	100.00%	100.00%	100.00%	100.00%	100.00%	
TTS - One Car	99.00%				99.78%	
TTS - Two Car	97.00%				99.71%	
Arrivals Reclaim	99.00%	99.50%	99.56%	99.68%	99.89%	
Baggage System Delivery	98.00%	99.31%	99.13%	99.31%	98.48%	
Baggage Misconnect Rate						14.00
Runway Operational Resilience						
Stands	99.00%	99.75%	99.80%	99.69%	99.55%	
Pier Service ¹	95.00%	99.28%	95.99%	99.95%		
Airport Arrivals Management						8.00
Airport Departures Management						27.00
Departure Punctuality	80.50%					79.90%
Passenger Injuries ¹						7.31

Notes:

Heathrow Performance Report May 2025



Financial Report - Rebates and Bonus

Rebates:

	May-25					YTD	
	T2	T3	T4	T5	Other	Estimated Rebate	Total Failures
Security Staff - Helpfulness and Attitude	✓	✓	✓	✓		£0.00	0
Cleanliness	✓	✓	✓	✓		£0.00	0
Wayfinding	✓	✓	✓	✓		£0.00	0
Wi-Fi	✓	✓	✓	✓		£0.00	0
Security - CSA (QT < 5 mins or QT < 10 mins)	✓	✓	✓	✓		£0.00	0
Security - Staff Search	✓	✓	✓	✓		£0.00	0
Security - Transfer	✓	✓	✓	✓		£0.00	0
Security - Control Post					✓	£0.00	0
Lifts, Escalators, Travellators	✓	✓	✓	✓		£0.00	0
FEGP	✓	✓	✓	✓		£0.00	0
Jetties	✓	✓	✓	✓		£0.00	0
PCA	✓	✓		✓		£0.00	0
SEG	✓	✓	✓	✓		£0.00	0
Check-In Infrastructure	✓	✓	✓	✓		£0.00	0
Hygiene Testing	✓	✓	✓	✓		£0.00	0
TTS				✓		£0.00	0
Arrivals Reclaim	✓	✓	✓	✓		£0.00	0
Runway Operational Resilience					✓	£0.00	0
Stands	✓	✓	✓	✓		£0.00	0
Pier Service	✓	✓	✓	✓		£0.00	0
Total						£0.00	0

Bonuses:

	May-25						YTD	
	Lower Threshold	Upper Threshold	T2	T3	T4	T5	Estimated Bonus	Total Pass
Security - Transfer	97.00%	99.00%	100.00%	99.95%	100.00%	98.96%	£321,093.89	5
Cleanliness	4.35	4.65	4.34	4.25	4.29	4.28	£0.00	0
Wayfinding	4.40	4.70	4.37	4.31	4.33	4.30	£0.00	0
Security - CSA (QT < 5 minutes)	97.00%	99.00%	98.38%	99.40%	99.81%	97.94%	£461,982.03	1
Total							£783,075.93	6

Credit Notes:

Will be raised and allocated to the relevant parties that used the terminal in the relevant month pro-rata with the airport charges incurred for passenger services in that month.

Bonus:

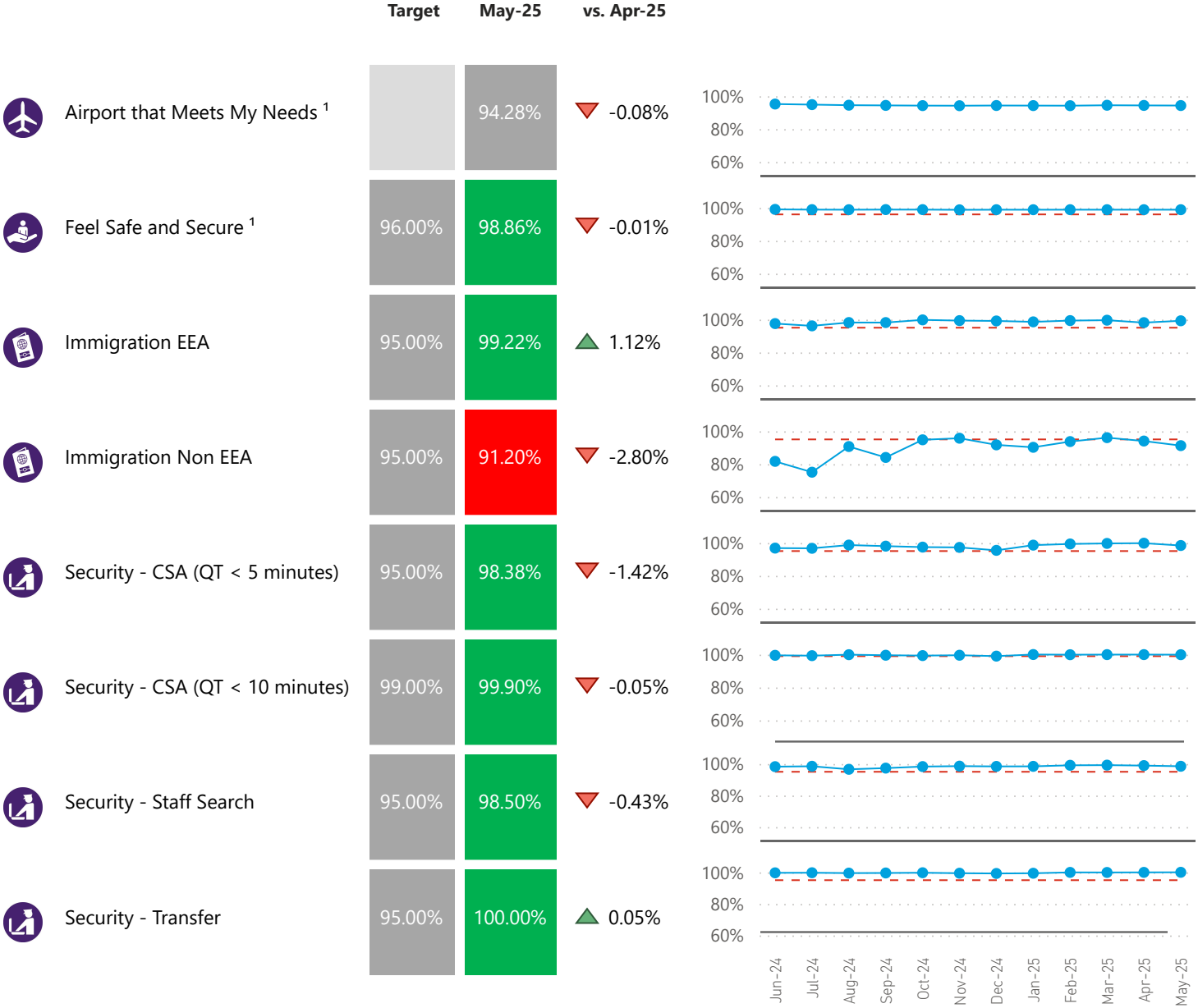
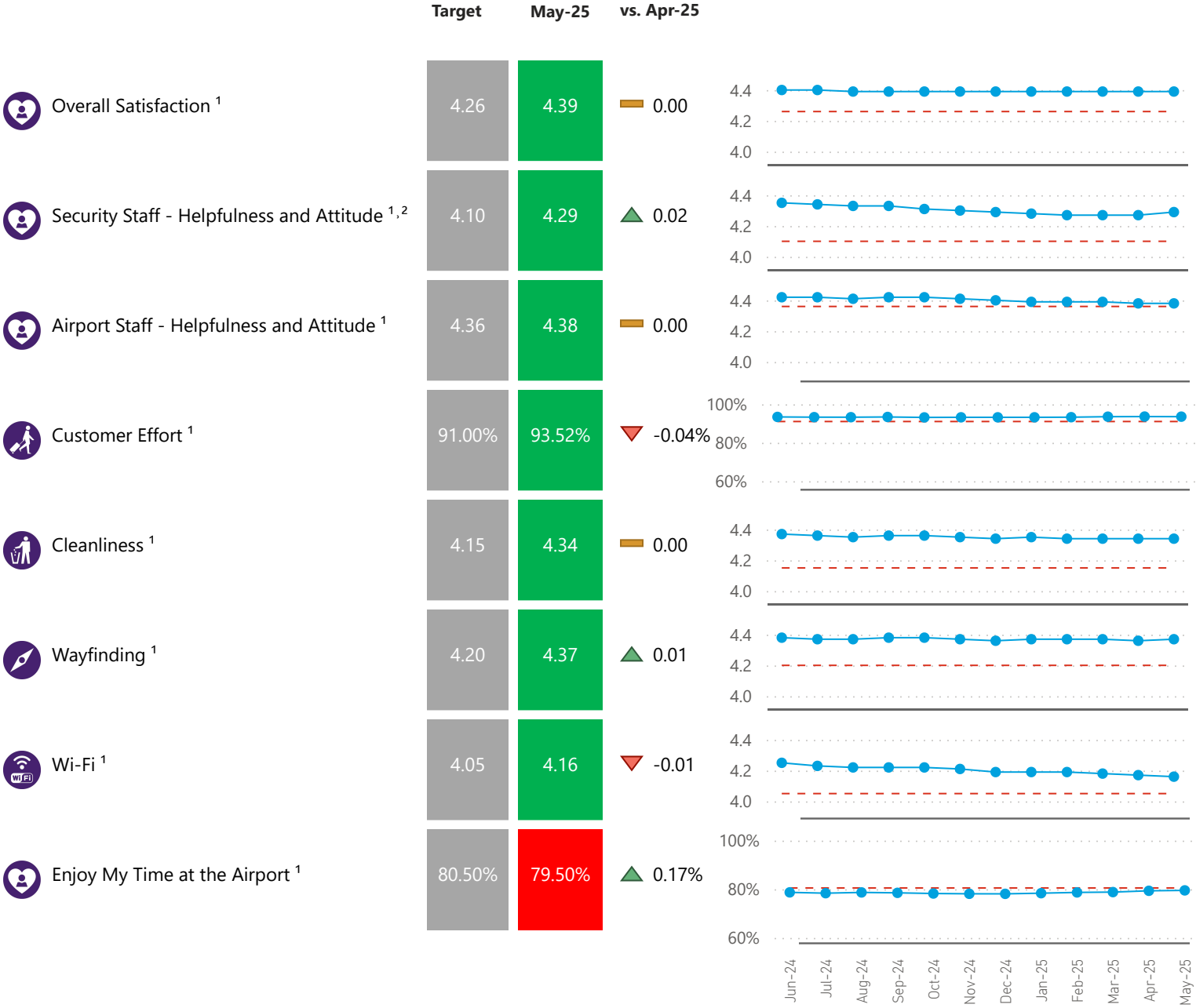
- All business units must exceed Lower Threshold
- Financial year is from January 2025 - December 2025

Notes:

- Security performance is subject to change as the team continues an active investigation into an OPM-related issue.

Terminal 2 Performance Report May 2025

Passenger Experience and Service Level Performance



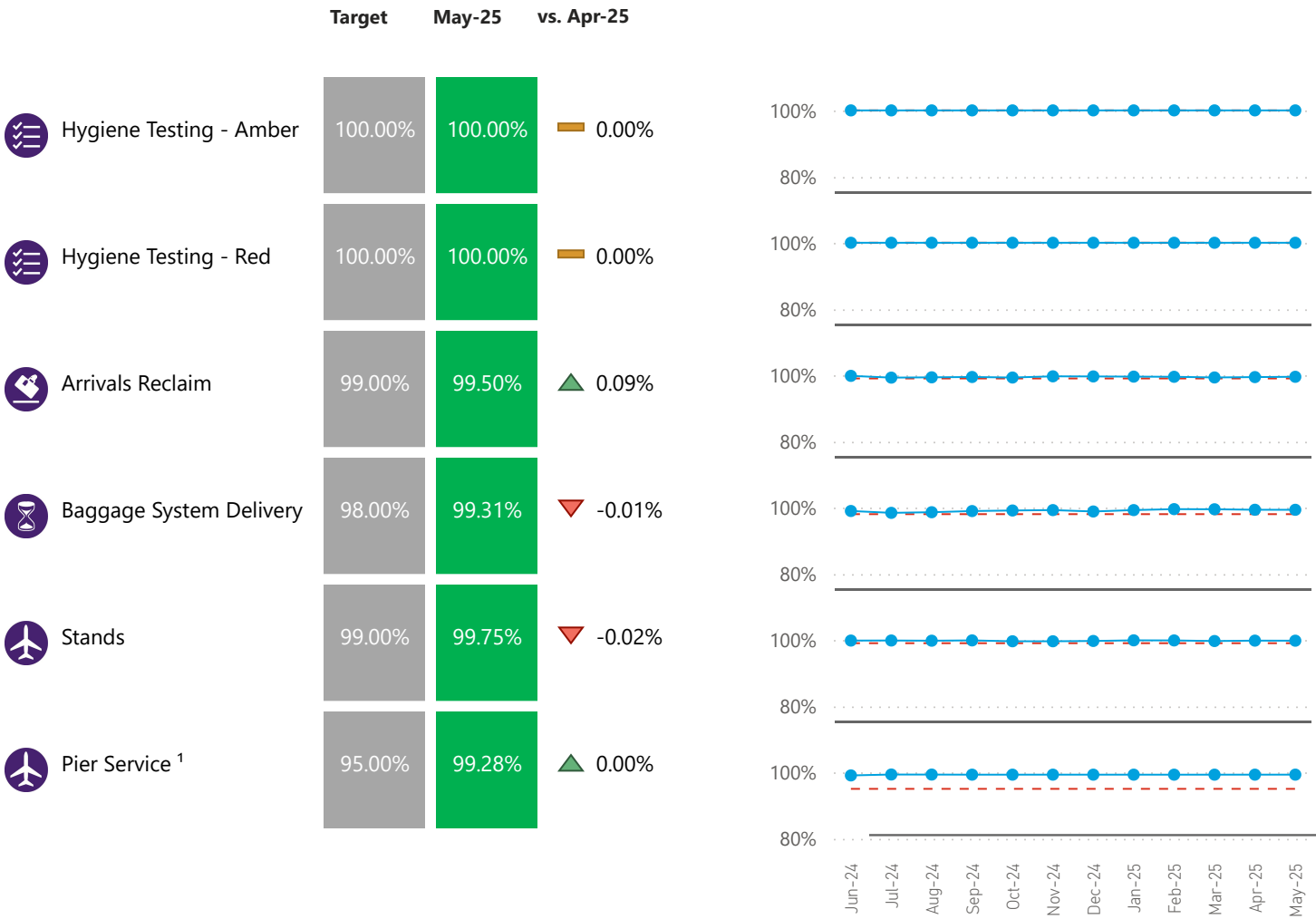
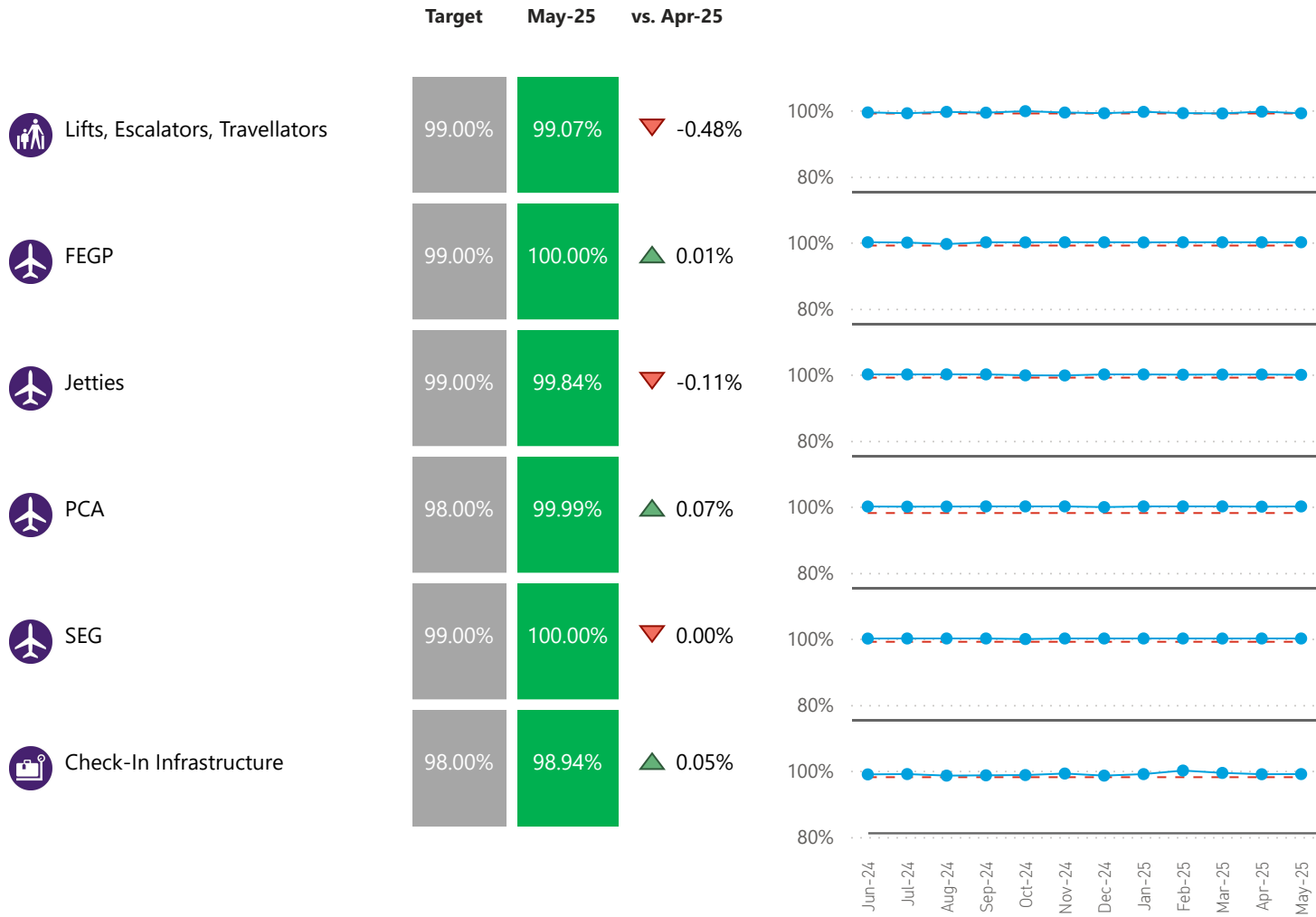
Heathrow

Notes:

1 - MTI calculation is based on Moving Annual Average (MAA) for these metrics

Terminal 2 Performance Report May 2025

Service Level Performance



Heathrow

Notes:

1 - MTI calculation is based on Moving Annual Average (MAA) for these metrics

Terminal 2 Performance Report May 2025



Financial Report - Rebates and Bonus

Rebates:

	May-25	Year-to-Date		
	Target Achieved	Estimated Rebate	Estimated Rebate	Number of Failures
Security Staff - Helpfulness and Attitude	✓	£0.00	£0.00	0
Cleanliness	✓	£0.00	£0.00	0
Wayfinding	✓	£0.00	£0.00	0
Wi-Fi	✓	£0.00	£0.00	0
Security - CSA (QT < 5 mins or QT < 10 mins)	✓	£0.00	£0.00	0
Security - Staff Search	✓	£0.00	£0.00	0
Security - Transfer	✓	£0.00	£0.00	0
Lifts, Escalators, Travellators	✓	£0.00	£0.00	0
FEGP	✓	£0.00	£0.00	0
Jetties	✓	£0.00	£0.00	0
PCA	✓	£0.00	£0.00	0
SEG	✓	£0.00	£0.00	0
Check-In Infrastructure	✓	£0.00	£0.00	0
Hygiene Testing	✓	£0.00	£0.00	0
Arrivals Reclaim	✓	£0.00	£0.00	0
Stands	✓	£0.00	£0.00	0
Pier Service	✓	£0.00	£0.00	0
Total		£0.00	£0.00	0

Bonuses:

Bonuses are calculated at total Airport level. Please refer to page 3 for any bonuses.

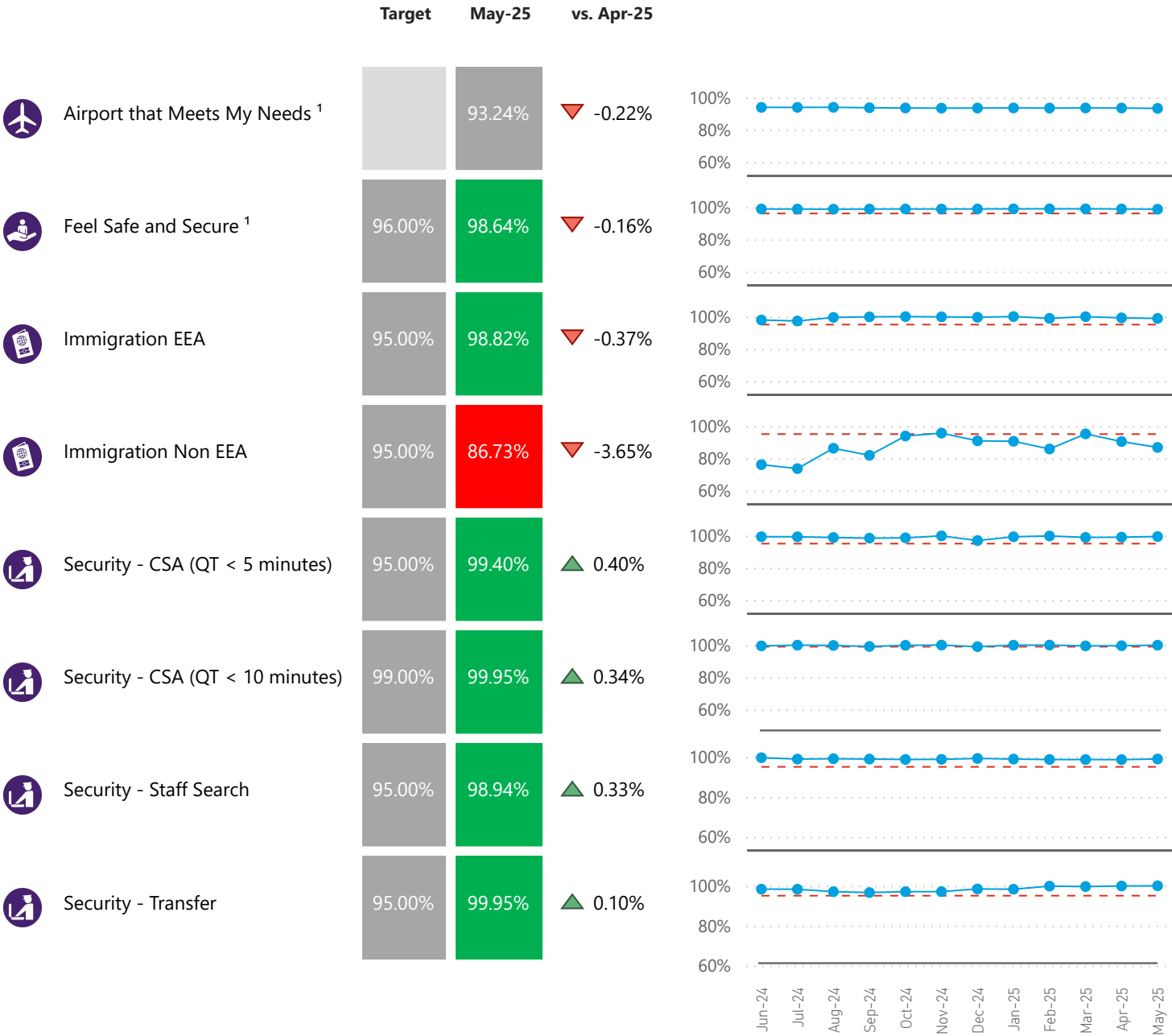
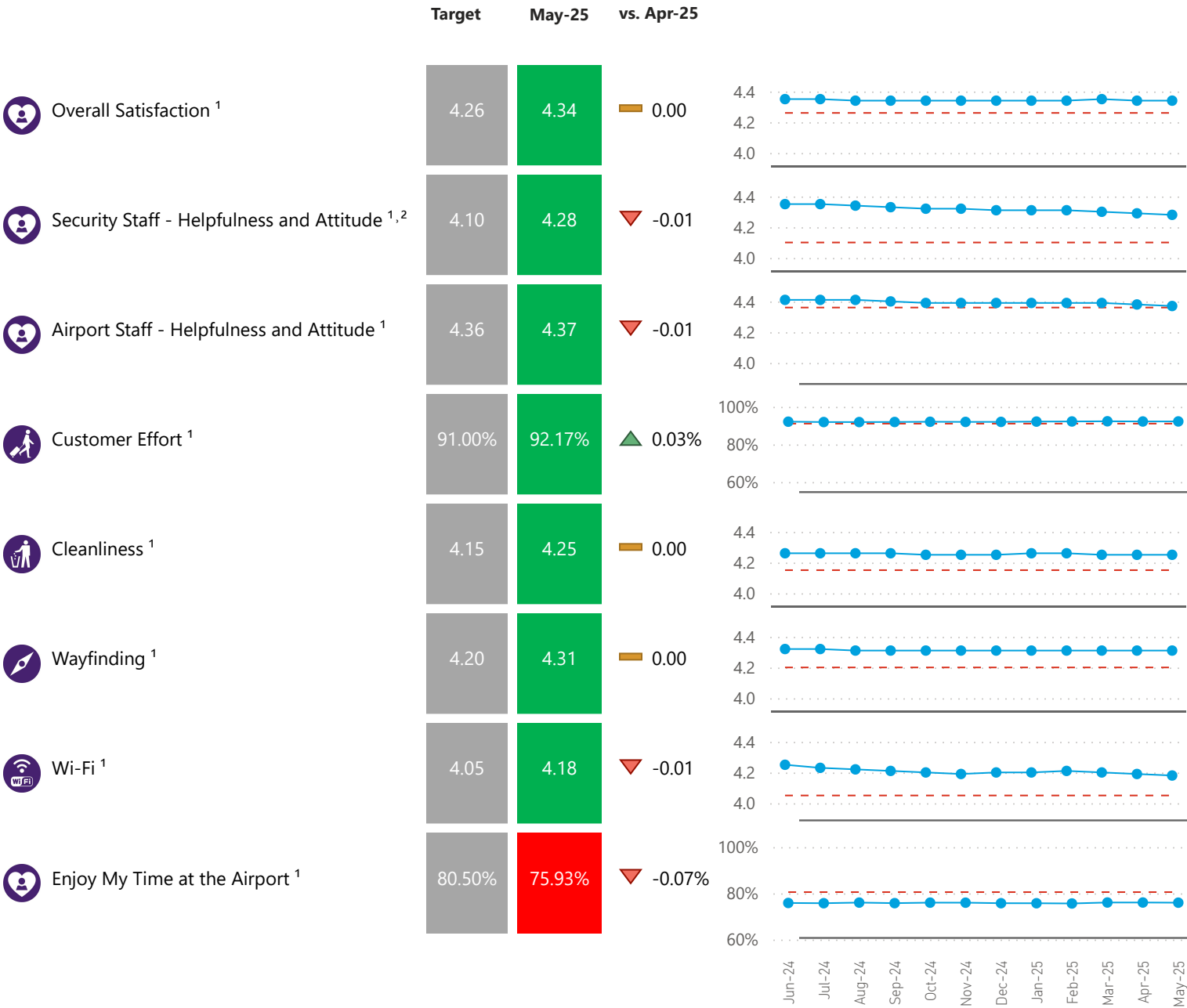
Credit Notes:

Will be raised and allocated to the relevant parties that used the terminal in the relevant month pro-rata with the airport charges incurred for passenger services in that month.

Financial year is from January 2025 - December 2025

Terminal 3 Performance Report May 2025

Passenger Experience and Service Level Performance



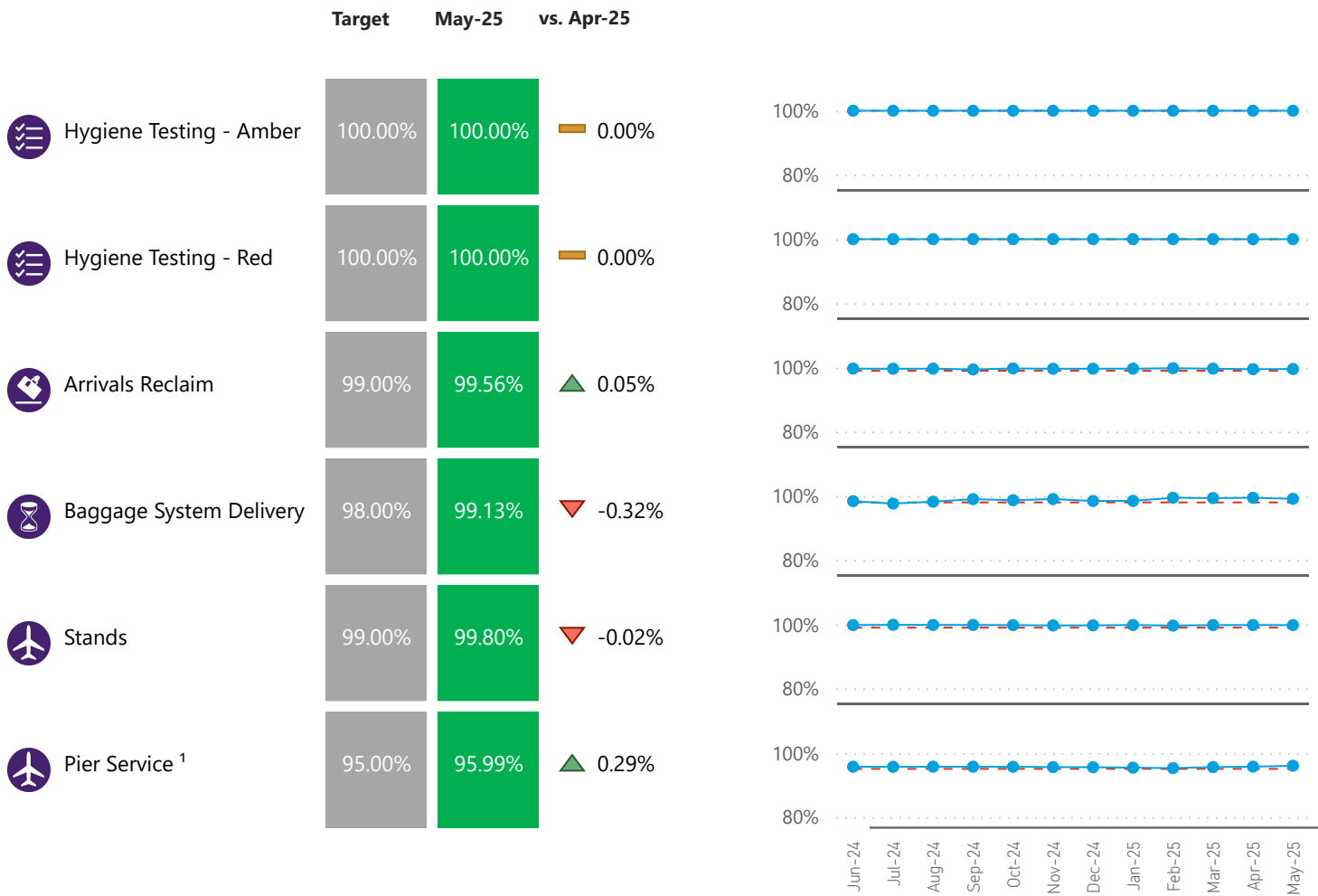
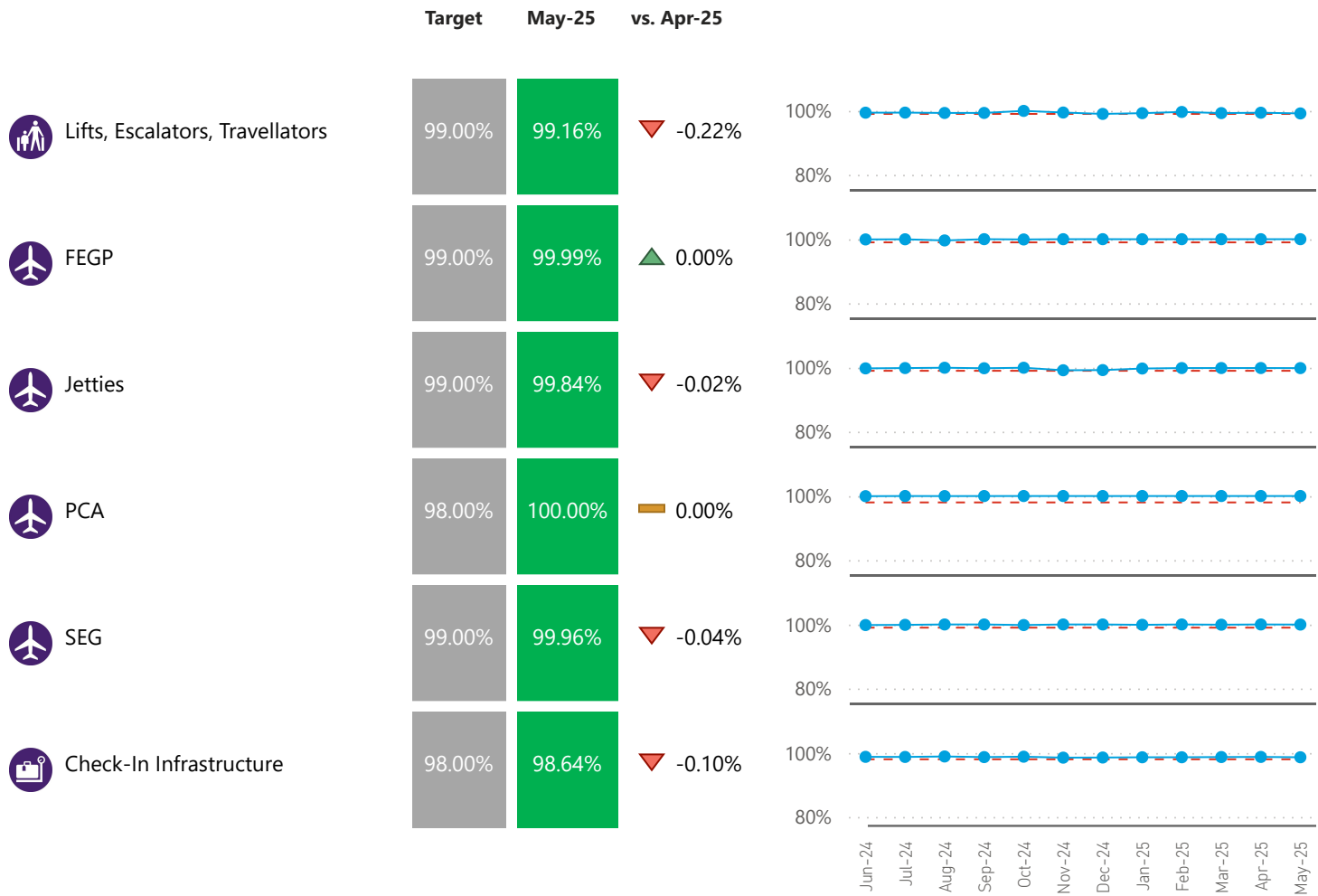
Heathrow

Notes:

1 - MTI calculation is based on Moving Annual Average (MAA) for these metrics

Terminal 3 Performance Report May 2025

Service Level Performance



Heathrow

Notes:

1 - MTI calculation is based on Moving Annual Average (MAA) for these metrics

Terminal 3 Performance Report May 2025



Financial Report - Rebates and Bonus

Rebates:

	May-25	Year-to-Date		
	Target Achieved	Estimated Rebate	Estimated Rebate	Number of Failures
Security Staff - Helpfulness and Attitude	✓	£0.00	£0.00	0
Cleanliness	✓	£0.00	£0.00	0
Wayfinding	✓	£0.00	£0.00	0
Wi-Fi	✓	£0.00	£0.00	0
Security - CSA (QT < 5 mins or QT < 10 mins)	✓	£0.00	£0.00	0
Security - Staff Search	✓	£0.00	£0.00	0
Security - Transfer	✓	£0.00	£0.00	0
Lifts, Escalators, Travellators	✓	£0.00	£0.00	0
FEGP	✓	£0.00	£0.00	0
Jetties	✓	£0.00	£0.00	0
PCA	✓	£0.00	£0.00	0
SEG	✓	£0.00	£0.00	0
Check-In Infrastructure	✓	£0.00	£0.00	0
Hygiene Testing	✓	£0.00	£0.00	0
Arrivals Reclaim	✓	£0.00	£0.00	0
Stands	✓	£0.00	£0.00	0
Pier Service	✓	£0.00	£0.00	0
Total		£0.00	£0.00	0

Bonuses:

Bonuses are calculated at total Airport level. Please refer to page 3 for any bonuses.

Credit Notes:

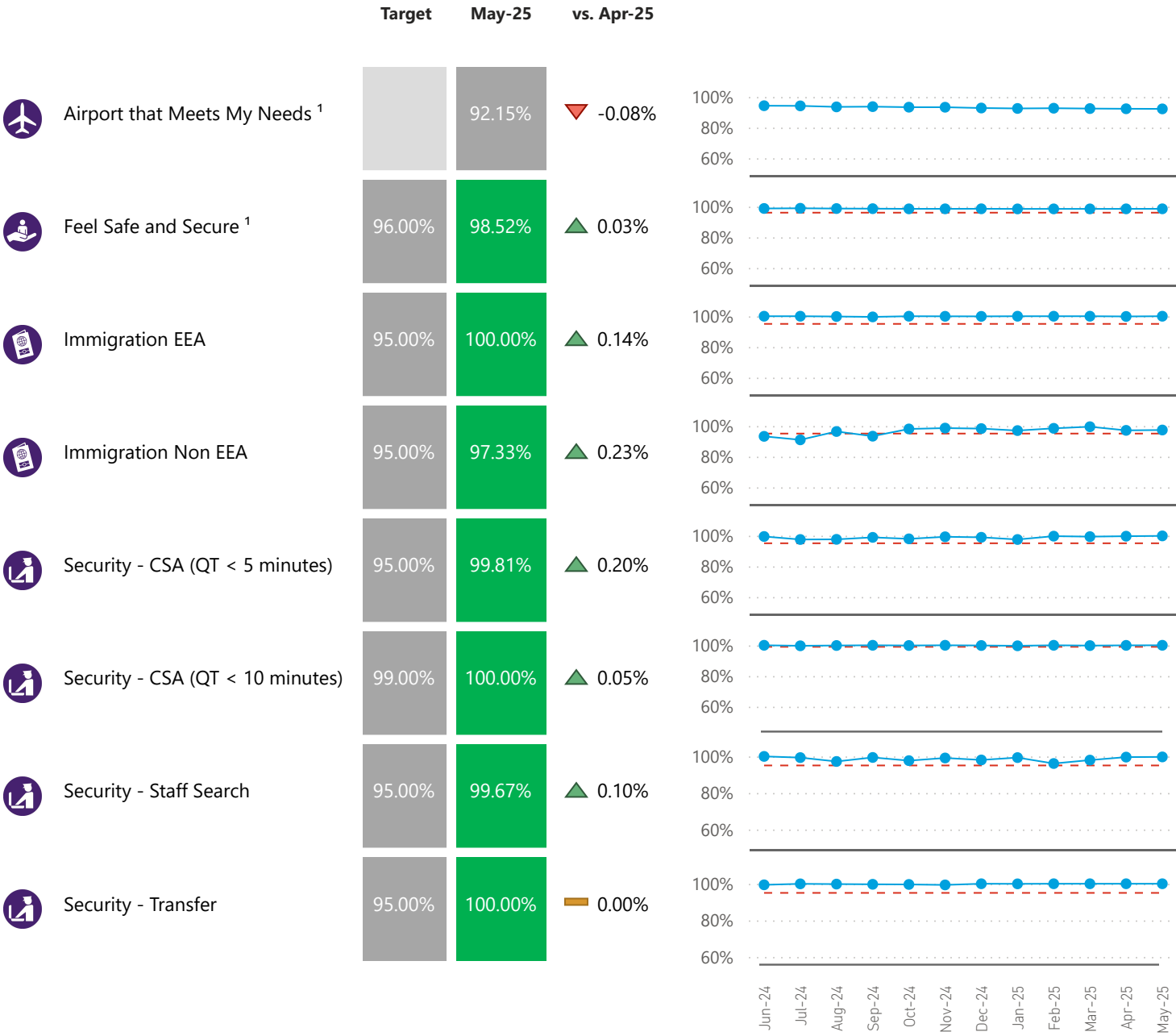
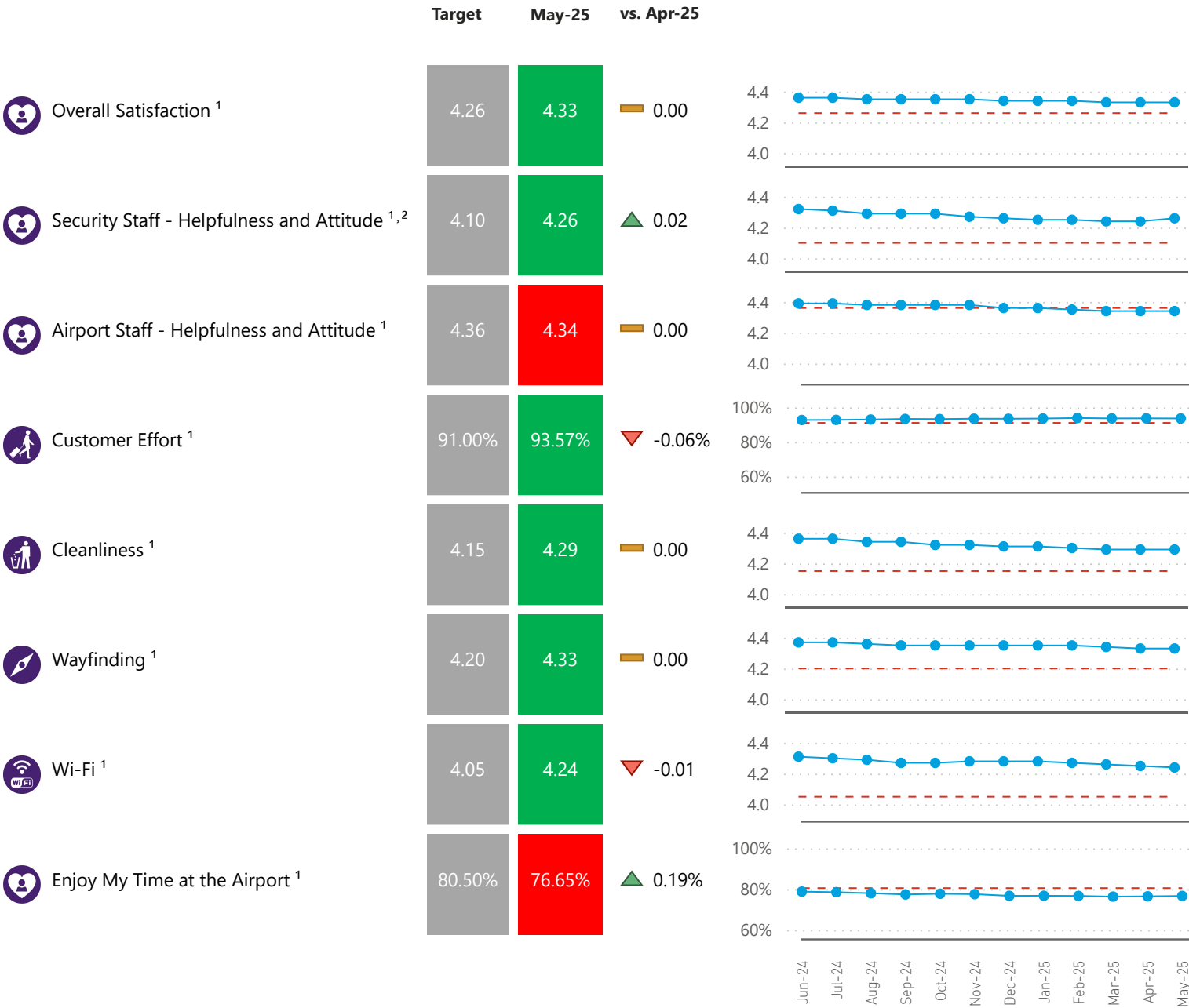
Will be raised and allocated to the relevant parties that used the terminal in the relevant month pro-rata with the airport charges incurred for passenger services in that month.

Financial year is from January 2025 - December 2025

Notes:

Terminal 4 Performance Report May 2025

Passenger Experience and Service Level Performance

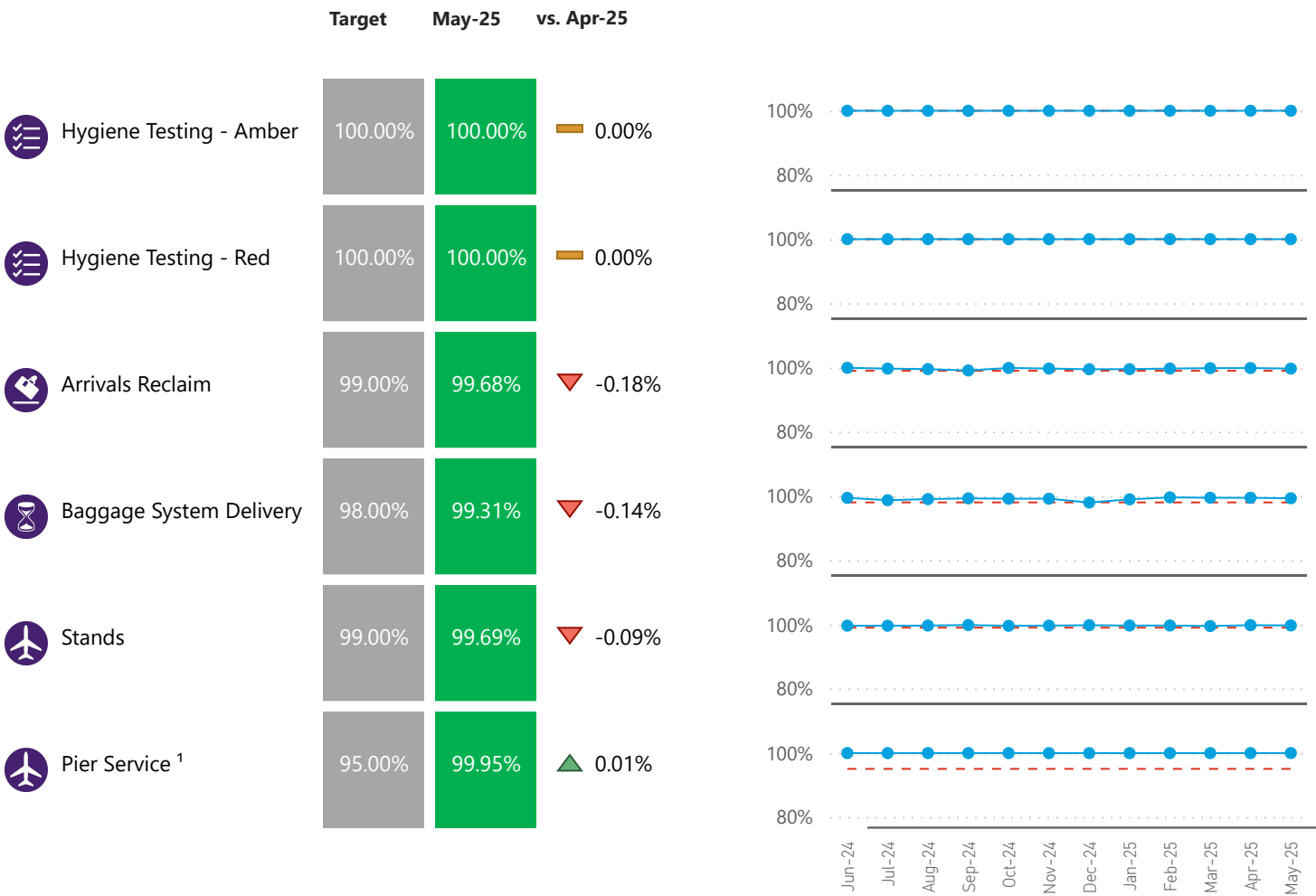
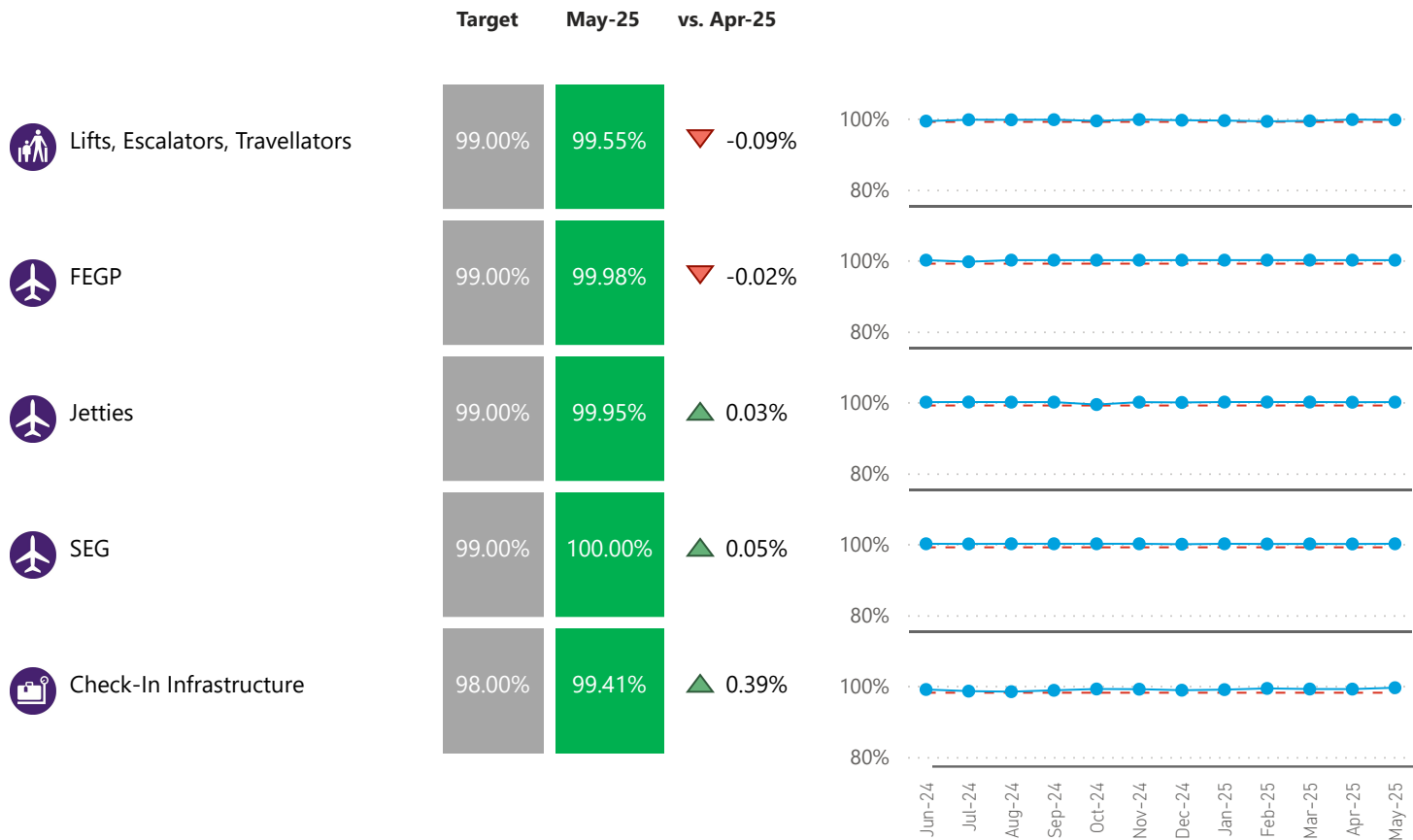


Notes:

1 - MTI calculation is based on Moving Annual Average (MAA) for these metrics

Terminal 4 Performance Report May 2025

Service Level Performance



Heathrow

Notes:

1 - MTI calculation is based on Moving Annual Average (MAA) for these metrics

Terminal 4 Performance Report May 2025



Financial Report - Rebates and Bonus

Rebates:

	May-25	Year-to-Date		
	Target Achieved	Estimated Rebate	Estimated Rebate	Number of Failures
Security Staff - Helpfulness and Attitude	✓	£0.00	£0.00	0
Cleanliness	✓	£0.00	£0.00	0
Wayfinding	✓	£0.00	£0.00	0
Wi-Fi	✓	£0.00	£0.00	0
Security - CSA (QT < 5 mins or QT < 10 mins)	✓	£0.00	£0.00	0
Security - Staff Search	✓	£0.00	£0.00	0
Security - Transfer	✓	£0.00	£0.00	0
Lifts, Escalators, Travellators	✓	£0.00	£0.00	0
FEGP	✓	£0.00	£0.00	0
Jetties	✓	£0.00	£0.00	0
SEG	✓	£0.00	£0.00	0
Check-In Infrastructure	✓	£0.00	£0.00	0
Hygiene Testing	✓	£0.00	£0.00	0
Arrivals Reclaim	✓	£0.00	£0.00	0
Stands	✓	£0.00	£0.00	0
Pier Service	✓	£0.00	£0.00	0
Total		£0.00	£0.00	0

Bonuses:

Bonuses are calculated at total Airport level. Please refer to page 3 for any bonuses.

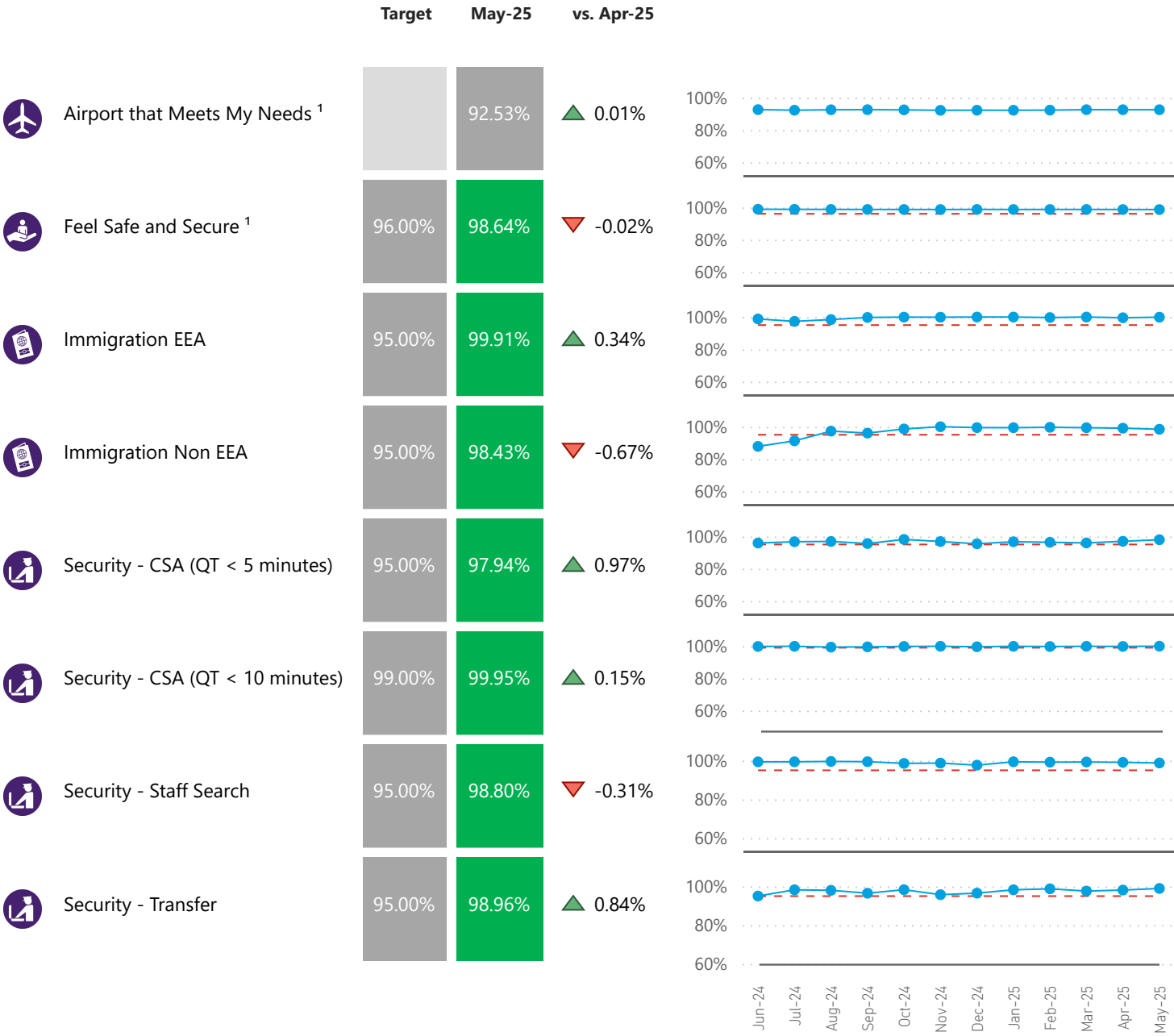
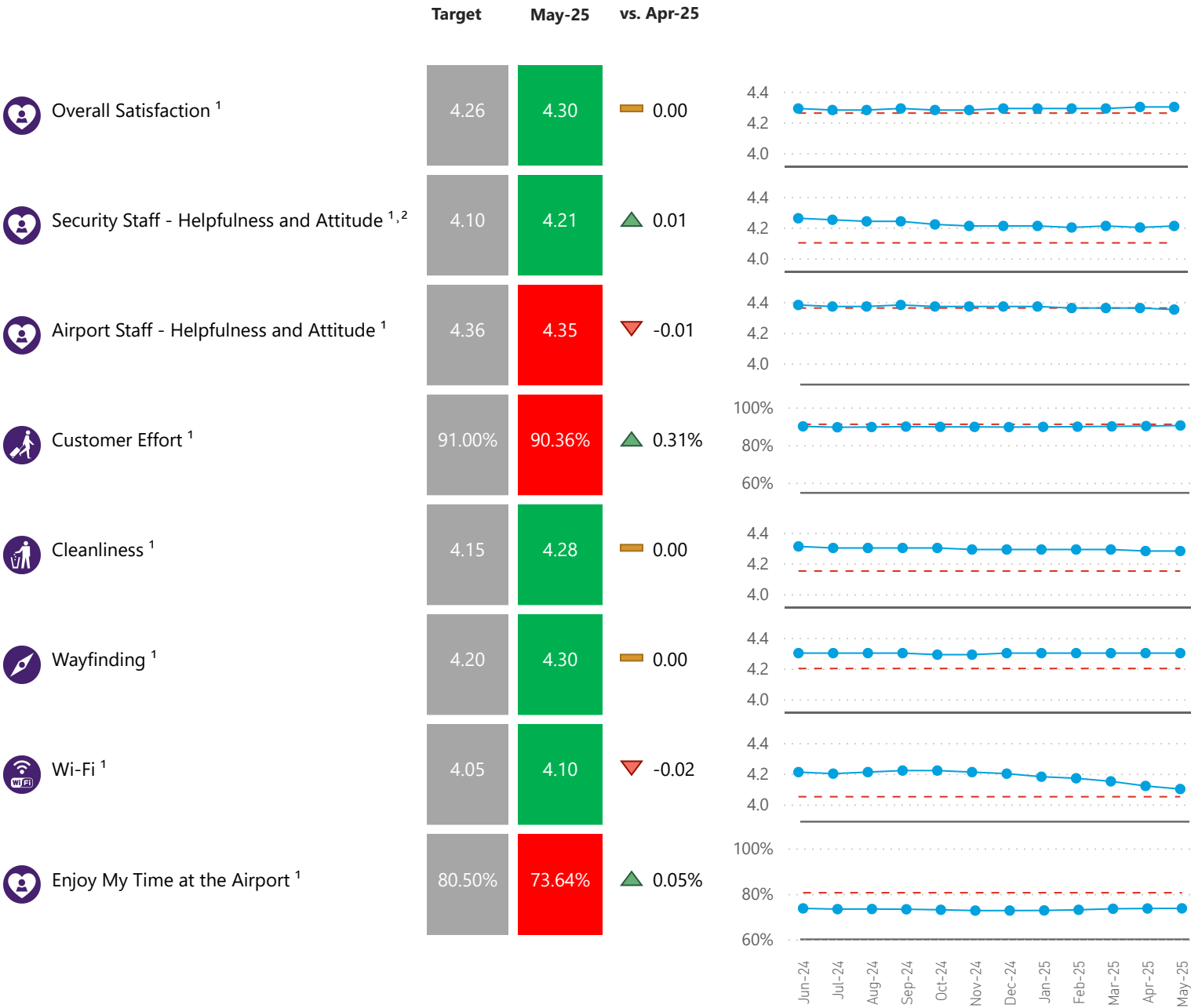
Credit Notes:

Will be raised and allocated to the relevant parties that used the terminal in the relevant month pro-rata with the airport charges incurred for passenger services in that month.

Financial year is from January 2025 - December 2025

Terminal 5 Performance Report May 2025

Passenger Experience and Service Level Performance



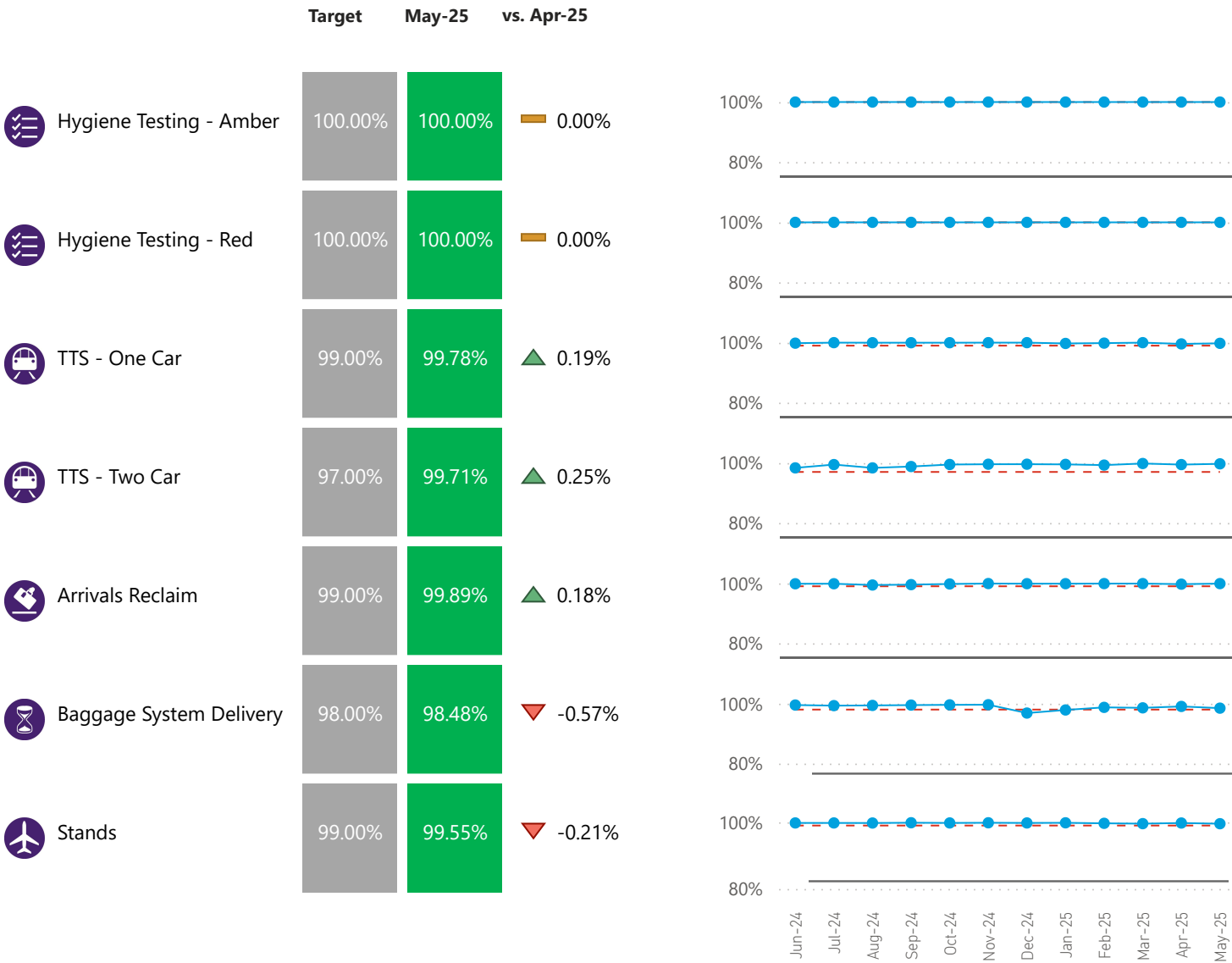
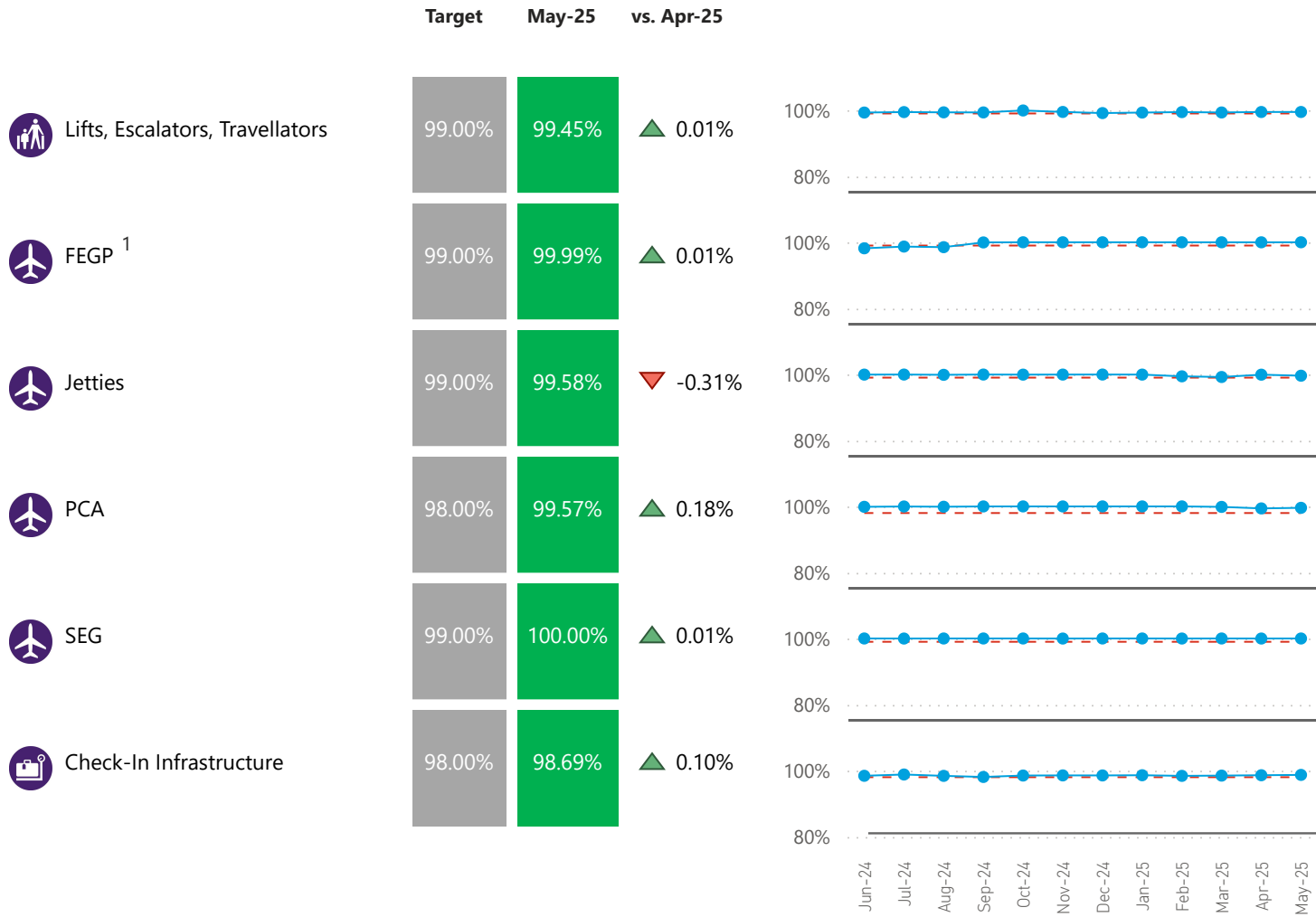
Heathrow

Notes:

1 - MTI calculation is based on Moving Annual Average (MAA) for these metrics

Terminal 5 Performance Report May 2025

Service Level Performance



Heathrow

Notes:

1 - To improve performance minor works were undertaken in T5. This had limited impact on the operation in T5, albeit the MTI availability target for FEGP was not achieved for the month of June, July and August. All works are now complete and all FEGP are back in service.

Terminal 5 Performance Report May 2025



Financial Report - Rebates and Bonus

Rebates:

	May-25	Year-to-Date		
	Target Achieved	Estimated Rebate	Estimated Rebate	Number of Failures
Security Staff - Helpfulness and Attitude	✓	£0.00	£0.00	0
Cleanliness	✓	£0.00	£0.00	0
Wayfinding	✓	£0.00	£0.00	0
Wi-Fi	✓	£0.00	£0.00	0
Security - CSA (QT < 5 mins or QT < 10 mins)	✓	£0.00	£0.00	0
Security - Staff Search	✓	£0.00	£0.00	0
Security - Transfer	✓	£0.00	£0.00	0
Lifts, Escalators, Travellators	✓	£0.00	£0.00	0
FEGP	✓	£0.00	£0.00	0
Jetties	✓	£0.00	£0.00	0
PCA	✓	£0.00	£0.00	0
SEG	✓	£0.00	£0.00	0
Check-In Infrastructure	✓	£0.00	£0.00	0
Hygiene Testing	✓	£0.00	£0.00	0
TTS	✓	£0.00	£0.00	0
Arrivals Reclaim	✓	£0.00	£0.00	0
Stands	✓	£0.00	£0.00	0
Pier Service	✓	£0.00	£0.00	0
Total		£0.00	£0.00	0

Bonuses:

Bonuses are calculated at total Airport level. Please refer to page 3 for any bonuses.

Credit Notes:

Will be raised and allocated to the relevant parties that used the terminal in the relevant month pro-rata with the airport charges incurred for passenger services in that month.

Financial year is from January 2025 - December 2025

Appendix



Passenger Experience and Service Level Performance

Measure	Info
Overall Satisfaction	Passenger satisfaction (out of 5)
Passenger Assistance Service - Overall Satisfaction	Passenger satisfaction (out of 5)
Security Staff - Helpfulness and Attitude	Passenger satisfaction (out of 5)
Airport Staff - Helpfulness and Attitude	Passenger satisfaction (out of 5)
Ease of Access to Airport	Passenger satisfaction (out of 5)
% of UK Population Within 3 Hours (and One Interchange)	% of UK population who live within 3 hours (and one interchange) of Heathrow by public transport
Customer Effort	% of passengers agreeing that their journey through Heathrow was easy
Cleanliness	Passenger satisfaction (out of 5)
Wayfinding	Passenger satisfaction (out of 5)
Wi-Fi	Passenger satisfaction (out of 5)
Enjoy My Time at the Airport	% of passengers agreeing that they enjoy their time at the airport
Airport that Meets My Needs	% of passengers agreeing that the airport met their needs
Feel Safe and Secure	% of passengers agreeing that they felt safe and secure at the airport
Immigration EEA	% of passengers queueing < 25 minutes
Immigration Non EEA	% of passengers queueing < 45 minutes
Security - CSA (QT < 5 minutes)	Queue Times < 5 minutes
Security - CSA (QT < 10 minutes)	Queue Times < 10 minutes
Security - Staff Search	Queue Times < 10 minutes
Security - Transfer	Queue Times < 10 minutes
Security - Control Post	Queue Times < 15 minutes

Service Level Performance

Measure	Info
Lifts, Escalators, Travellators	Availability for use
FEGP	Availability of Fixed Electrical Ground Power
Jetties	Availability of Air-bridges
PCA	Availability of Pre-Conditioned Air
SEG	Availability of Stand Entry Guidance
Check-In Infrastructure	Availability for use
Hygiene Testing - Amber Tests Resolved in 12 hours	% of amber tests resolved in 12 hours
Hygiene Testing - Red Tests Resolved in 2 hours	% of red tests resolved in 2 hours
TTS - One Car	Track Transit System - % time one car available
TTS - Two Car	Track Transit System - % time two cars available
Arrivals Reclaim	Availability of arrivals baggage carousels
Baggage System Delivery	% of bags delivered to make up area > 30 mins from intended flight departure
Baggage Misconnect Rate	Number of bags per 1,000 passengers that miss intended departing flight
Runway Operational Resilience	Availability of Runway - Maximum cumulative movements deferred each day
Stands	Availability of stands
Pier Service	% of passengers accessing a pier served stand
Airport Arrivals Management	Average time for aircraft to reach stand
Airport Departures Management	Average time between start request time and take off time
Departure Punctuality	% of flights off chocks within 15 minutes
Passenger Injuries	Number of passengers/million passengers that are injured while travelling through the airport

Heathrow