

Acting Today for Tomorrow

2022 Sustainability Report

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Sustainability is a key priority for Halifax International Airport Authority to help create a better airport and healthier communities - now and into the future.

We work with industry, community, and government partners in our shared commitment to create a more sustainable planet for future generations.

With this in mind, we conducted a materiality assessment to identify the focus areas that

are most important to our business and stakeholders. This assessment consisted of a series of interviews, workshops, and surveys to help rank the importance of a wide range of sustainability topics. The insights gained from this assessment have guided our plans going forward and have informed the following reporting structure. 2022 will serve as the baseline year for our reporting moving forward. Therefore, not all data will be available at the time of this report, but it will serve as an indicator of the information that will be provided in subsequent years.

Everything we do is in alignment with our environmental, social, and governance objectives and the United Nations Sustainable Development Goals, creating a pathway that ensures the long-term viability of our airport and the global communities we serve.



2022 Sustainability Results

The following information illustrates HIAA's 2022 performance on its sustainability goals that were developed in alignment with the materiality assessment and HIAA's 2022-2026 Strategic Plan. HIAA will continue to measure and report on these goals and additional goals as data becomes available in future years.

ENVIRONMENT



Waste Management

35% (250 tonnes) of air terminal building waste diverted from landfill

Includes cardboard, paper, recycling (such as plastic items and aluminum cans), and organics.



Stormwater Management

100% conformance with provincial requirements



Climate Change Adaptation

See pages 26-29 for narrative of annual initiatives



Carbon Management

19% reduction (3,115 tonnes) in carbon dioxide equivalent emissions (CO2e Scope 1 & 2)

5-Year Goal
Over 30% CO2e reduction compared to 2019 baseline of 16,470 tonnes

SOCIAL



Diversity, Equity, and Inclusion

13% of HIAA employees are from one of the Government of Canada Employment Equity Act's designated groups (Indigenous, disability and racial minority)*

5-Year Goal
≥ 33% increase compared to 2020 baseline of 11%



Health, Safety and Security

95% of employees identify HIAA as a safe place to work

0 lost time workplace injuries



Community Investment

62% of community investment supported DEI focused organizations or initiatives



*These data sets are representative of the prior year due to the timing of data release.

Sustainability Reporting

2022 Sustainability Results

SOCIAL



Diversity, Equity, and Inclusion

47% of HIAA's senior leadership team positions are held by women

26.5% of HIAA's workforce are women compared to labour market availability of 26.9%*

4% of all interviews conducted with qualified external candidates self-identified as being in an equity-deserving group



Organizational Reputation

11th most reputable organization in Atlantic Canada

5-Year Goal
HIAA named a Top 3 organization in Atlantic Canada in the Atlantic Reputation Monitor Report



Airport Experience

84.4% Airport Service Quality annual cumulative score

5-Year Goal
≥ 80%

GOVERNANCE



Passenger Activity

3,107,425 passengers

5-Year Goal
Passenger volume over 4.6 million annually



Cargo Activity

1,585 flights

5-Year Goal
More than 1,600 air cargo flights annually



Economic Performance

\$7.4 million Net Loss

5-Year Goal
\$13.6 million Net Income

\$9.09 per passenger in non-aeronautical revenue

5-Year Goal
Non-aeronautical revenue per passenger is more than \$7.80



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