

# 2023 Sustainability Report





## Sustainability is a cornerstone for the aviation industry and continues to be embedded into decision-making at HIAA.

HIAA has a long history of focusing efforts on the sustainability pillars of environment, social and governance (ESG). Although progress has been made in these areas, we formalized our sustainability approach by developing a sustainability plan based on our 11 sustainability priorities.

### Sustainability Priorities

#### Environment

Waste Management

Stormwater Management

Carbon Management

Climate Change Adaptation

#### Social

Diversity, Equity and Inclusion

Health, Safety and Security

Airport Experience

#### Governance

Economic Performance

Responsible Procurement

Enterprise Risk Management

Cybersecurity Resilience

Work on some of these priority areas is underway while others are identified as future opportunities to further HIAA's sustainability efforts. Sustainability highlights for 2023 are provided in the following sections.

# 2023 Sustainability Results

## ENVIRONMENT



### Waste Management

**33%** (281 tonnes) of air terminal building waste diverted from landfill

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



### Stormwater Management

**98%** conformance with provincial stormwater quality requirements



### Carbon Management

**20%** reduction (3,317 tonnes) in carbon dioxide equivalent emissions (CO<sub>2</sub>e Scope 1 & 2) compared to 2019

## Climate Change Adaptation

A stormwater climate risk vulnerability assessment, which was completed by HIAA in 2022, recommended improvements to mitigate the risk of extreme rainfall events. The first phase of improvements was started in 2023 and an additional study was performed to further evaluate the airfield drainage system. A storm system simulation exercise was completed to quantitatively assess the extreme rainfall event that occurred at Halifax Stanfield in July 2023 in comparison to climate change predictions. The model mirrored the generally understood conditions from the storm and verified that the airfield system is well-designed and has sufficient capacity to address the projected levels of extreme rainfall events over the next 25 years.

## SOCIAL



### Diversity, Equity and Inclusion

**12%** of HIAA employees are from one of the Government of Canada Employment Equity Act's designated groups (Indigenous, disability and racial minority)

**27%** of HIAA's employees identify as women compared to labour market availability of 27.3%

**47%** of HIAA's Senior Leadership Team identify as women or non-binary

**7%** of HIAA's Senior Leadership Team identify as being in another equity-deserving group

**18%** of HIAA's Board of Directors identify as being in another equity-deserving group

**55%** of HIAA's Board of Directors identify as women or non-binary



### Community Investment

**76%** of community investment supported DEI focused organizations or initiatives



### Health, Safety and Security

**96%** of HIAA's employees identify HIAA as a safe place to work



### Airport Experience

**86%** Airport Service Quality passenger satisfaction survey score



### Organizational Reputation

**3<sup>rd</sup>** most reputable organization in Atlantic Canada

**3** lost time workplace injuries

# 2023 Sustainability Results

## GOVERNANCE



### Economic Performance

**3,579,293**  
passenger activity

**1,580**  
cargo flights

**\$16 million**  
Net Income

**\$10.40**  
non-aeronautical  
revenue per passenger

## Responsible Procurement

HIAA is committed to ensuring its procurement practices support the organization's environment and social responsibility goals. In 2023, procurement documents were expanded to incorporate respondent data regarding sustainability and equity & inclusion policies. These efforts will continue in 2024 as all procurement and tendering documents are amended to facilitate expanded supplier diversity and reduced barriers to participation in HIAA's procurement activities.

HIAA is also amending its procurement policy to reflect HIAA's commitment to fostering a diverse and inclusive business environment and will actively seek out diverse suppliers to participate in our sourcing and procurement processes.

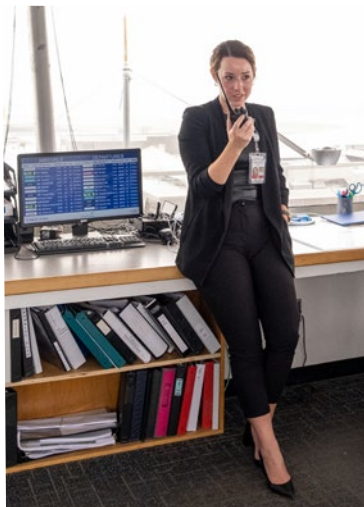
Additionally, HIAA is reviewing any risks of forced labour or child labour in its supply chains in compliance with its obligations under the Fighting Against Forced Labour and Child Labour in Supply Chains Act, which came into effect on January 1, 2024.

## Enterprise Risk Management

In 2023, HIAA reviewed and updated its Enterprise Risk Management program to ensure existing and potential risks that affect HIAA's strategic objectives and day to day operations are identified, assessed, monitored, and managed. Risks are regularly reviewed by the Senior Leadership Team and overseen by our Board of Directors.

## Cybersecurity Resilience

Achieving cybersecurity resilience is crucial as it enhances our ability to protect our passenger processing and related technologies to ensure efficient operations and stakeholder confidence in the integrity of our systems. In 2023, our cybersecurity resilience strategies prioritized resourcing, training, identity and access management, technical security services, network traffic inspection and protection, and remote access security. HIAA has a resilience roadmap established to ensure targets are achieved annually. In 2023, those targets were exceeded by 14%, ensuring that we are aligned with achieving our defined cybersecurity ambitions by the end of 2024.



# Annual ESG Performance Data

The following table highlights our ESG performance progress on our 11 sustainability priorities. Where applicable, our 2026 targets outlined in our 5-Year Strategic Plan are identified. Data for 2022 (if available) and 2023 is presented below.

	2022	2023
<b>Environment</b>		
<b>Carbon Management</b> % reduction in carbon dioxide equivalent emissions (CO <sub>2</sub> e Scope 1 & 2) compared to 2019.  2026 Target Over 30% CO <sub>2</sub> e reduction compared to 2019 baseline of 16,470 tonnes	19% reduction (3,115 tonnes)	<b>20% reduction (3,317 tonnes)</b>
<b>Waste Management</b> % of terminal building waste diverted from landfill, including cardboard, paper, recycling (such as plastic items and aluminium cans), and organics	35% (250 tonnes)	<b>33% (281 tonnes)</b>
<b>Stormwater Management</b> % conformance with provincial stormwater quality requirements	100%	<b>98%</b>
<b>Social</b>		
<b>Diversity, Equity and Inclusion</b>		
% of HIAA employees who identify as being one of the Government of Canada Employment Equity Act's designated groups (Indigenous, disability and racial minority) <sup>1</sup>  2026 Target ≥ 33% increase compared to 2020 baseline of 11%	13%	<b>12%</b>
% of HIAA's employees who identify as women compared to labour market availability <sup>1,2</sup>	27%	<b>27%</b>
% of HIAA's Senior Leadership Team who identify as women or non-binary <sup>3,4</sup>	42%	<b>47%</b>
% of HIAA's Senior Leadership Team who identify as being in another equity-deserving group <sup>3</sup>	-	<b>7%</b>
% of HIAA's Board of Directors who identify as women or non-binary <sup>3</sup>	42%	<b>55%</b>
% of HIAA's Board of Directors who identify as being in another equity-deserving group <sup>3</sup>	25%	<b>18%</b>

1 - This data is representative of the prior year due to the timing of the data release.

2 - Labour market availability in 2022: 27.3%.

3 - HIAA is aligned with the 50 - 30 Challenge. The 50 - 30 Challenge asks that organizations aspire to two goals:  
 A. Gender parity (50% women and/or non-binary people) on Canadian boards and/or in senior management; and  
 B. Significant representation (30%) on Canadian boards and/or senior management of members of other equity-deserving groups, including those who identify as Racialized, Black, and/or People of colour ("Visible Minorities"), People with disabilities (including invisible and episodic disabilities), 2SLGBTQ+ and/or gender and sexually diverse individuals, and Aboriginal and/or Indigenous Peoples.

4 - 2022 data adjusted to reflect December 2022 composition.

	2022	2023
<b>Social (continued)</b>		
<b>Organizational Reputation</b> Ranked among the most reputable organizations in Atlantic Canada  2026 Target HIAA named a Top 3 organization in Atlantic Canada in the Atlantic Reputation Monitor Report	11th	3 <sup>rd</sup>
<b>Airport Experience</b> Airport Service Quality passenger satisfaction survey score  2026 Target ≥ 80%	84%	86%
<b>Health, Safety and Security</b>		
% of HIAA employees identify HIAA as a safe place to work	95%	96%
Lost time workplace injuries <sup>5</sup>	0	3
<b>Community Investment</b> % of community investment that supported DEI focused organizations or initiatives	62%	76%
<b>Governance</b>		
<b>Economic Performance</b>		
# of passengers  2026 Target Passenger volume over 4.6 million annually	3,107,425	3,579,293
# of flights  2026 Target More than 1,680 air cargo flights annually	1,585	1,580
Net Income (loss)  2026 Target \$13.6 million	(\$7.4 million)	\$16.0 million
Non-aeronautical revenue per passenger  2026 Target Non-aeronautical revenue per passenger is more than \$10.50	\$9.09	\$10.40

5 - HIAA achieved a record period of 805 days without a lost time workplace injury, from August 2021 to October 2023.