Taking Off

2024 Annual Report
Halifax International Airport Authority

HalifaxStanfield

Land Acknowledgment

Halifax Stanfield International Airport is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.

We acknowledge the Peace & Friendship Treaties which Mi'kmaq Wəlastəkwiyik (Maliseet), and Passamaquoddy Peoples signed with the British Crown in this Territory.

We recognize that we are all Treaty People.

Concept design rendering for illustrative purposes, based on artwork by Alan Syliboy and Stephen Francis

Mission

Accelerating the growth of our communities by connecting people and goods to the world

Vision

Inspired people and partners creating Canada's best gateway airport

Strategic Priorities

- Champion People and Community
- Reinforce our Foundation
- Chart New Territory
- Advance the Stanfield Experience
- Lead a Sustainable Future

Message from the Chair of the Board of Directors

John S. Fitzpatrick, K.C.

I am pleased to say that 2024 was a year of incredible growth for Halifax International Airport Authority (HIAA) and our entire industry. With the challenging work of rebuilding behind us, we are focused on strong governance, advancing our strategic plan, and ensuring sustainable success.

In 2024, Halifax Stanfield experienced a significant increase in passenger traffic, triggering a need to expand air service options to keep pace with a renewed demand for connectivity. New routes also open new business opportunities and strengthen Halifax's position as a key hub for trade and travel, underscoring the airport's role as a key economic driver.

Our 2023 economic impact report highlighted the airport's substantial contributions, with a $4.2 billion annual economic impact for Nova Scotia, including $1.4 billion in tourism spending and $1.2 billion in direct and indirect labour income. These impressive results demonstrate the positive effect that Halifax Stanfield's operations have on the provincial and regional economy, emphasizing the importance of our continued investment in airport infrastructure and services.

Our ability to capitalize on growing travel demand resulted in strong financial results in 2024, demonstrating our organization's ability to make the right decisions at the right time. Now, as the airport stands poised for another year of growth, we are focused on building Halifax Stanfield's capacity in key areas to ensure that we continue to meet evolving demands.

One of our major initiatives, the International Connections Facility (ICF), made incredible progress in 2024, and we anticipate its completion in 2025. This expansion will increase Halifax Stanfield's capacity to welcome more travellers and enable more wide-body aircraft, increasing cargo capacity to international markets. It will also provide significant convenience to international passengers arriving on eligible flights, allowing them to connect to domestic flights without having to exit customs and collect their baggage. We appreciate the financial support provided by the Government of Canada and the Government of Nova Scotia for this project.

Beyond financial and operational achievements, 2024 was also a year of meaningful learning. Our visit to the Africville Museum and participation in a Mi'kmaq Blanket Exercise deepened our historical knowledge and strengthened our commitment to reconciliation and creating a more diverse and equitable future.

Our carbon reduction efforts were a standout success as we strive to lead a sustainable aviation future. We once again obtained the Airports Council International Airport Carbon Accreditation Level 3. We expanded our electric vehicle charging infrastructure and invested in new operational equipment to support operational efficiency, reliability, and sustainability.

I want to thank everyone at HIAA for their energy and dedication over the past year. Your hard work has positioned us to take on the future with confidence. I would especially like to acknowledge the steadfast leadership of Joyce Carter, HIAA's President & CEO. Her strategic vision and dedication have been instrumental in driving this organization forward.

I also want to acknowledge the incredible contributions of my fellow board members, offering my appreciation to the outgoing members who are moving on this year, and welcoming our new members – Chika Chiekwe, Sally Ng, and John Ashton – each of whom brings a wealth of expertise to the board at this pivotal time. Good governance remained a focus in 2024 as we implemented recommendations from our 2023 review, including an enhanced focus on risk management, cyber resilience, and sustainability.

With a solid tailwind at our backs, we are ready to accelerate our growth and harness emerging opportunities. I am confident that in the year ahead, HIAA will continue to take off, solidifying its role as a vital hub for the community and a powerful catalyst for economic prosperity in our region.

Message from the President & CEO

Joyce Carter, FCPA, CPA

At Halifax International Airport Authority (HIAA), we prove every day that Halifax Stanfield is more than just a place to catch a flight—it is a vital hub connecting people and goods with the world. In 2024, our team wholeheartedly embraced this vision, driving initiatives that enhanced our services and created new growth opportunities, for both the airport and our region. It is also reflected in milestones like the 10-year anniversary of Korean Air Cargo's operations at Halifax Stanfield, as we continue to work with communities and exporters to support the movement of goods to and from Atlantic Canada.

In 2024, we connected to 40 non-stop destinations and welcomed 3,979,785 passengers, representing an increase of 11.2 per cent over last year. We are grateful for our largest airline partner, Air Canada, who offers popular services such as year-round, daily London Heathrow and summer seasonal Halifax – Vancouver service. Porter has expanded significantly in our market, including launching U.S. services from Halifax for the first time in 2024. We were also excited to welcome new and returning air services such as Icelandair's Halifax - Reykjavik route, and WestJet's transatlantic service options between Halifax and Dublin, London-Gatwick, and Edinburgh. The return of New York services offered by United Airlines, Delta Air Lines, and American

Airlines helped expand our non-stop connections into Northeastern United States. New airline partners, BermudAir and PASCAN launched year-round, non-stop flights between Halfax and Hamilton, Bermuda; Saint John, NB; and Sydney, NS respectively.

These new and reinstated routes are critical as Halifax Stanfield continues to unlock new avenues for travel, tourism, business, and investment. Our team recognizes that every existing and new route helps attract more travellers, strengthening our position as a key Canadian gateway and enhancing our global reach and appeal.

As part of our Accessibility Plan, we expanded our accessibility services, including assistive listening technology, Hearing Loops, which supports individuals with hearing impairments, and the Aira Explorer mobile app for travellers who are blind or have low vision. We launched the Hidden Disabilities Sunflower program, upgraded accessible emergency systems, and made facility upgrades to make the building more accessible for everyone. We are proud that these efforts earned a Rick Hansen Foundation Accessibility Certified Gold rating – reaffirming our position as a leader in this area.

Ensuring people are safe, and feel valued and relaxed as they travel, is extremely important to the Halifax Stanfield team. That is why, as we worked hard to prepare for a busy summer in 2024, we rolled out a creative marketing campaign to help travellers plan for their experience at the airport. This campaign was recognized by Airports Council International-North America, earning the 2024 'Best Public Relations Program' award for medium-sized airports for its effectiveness in enhancing customer experience. Additionally, we completed an airfield restoration program, built a Standby Lot to provide a short-term waiting area for drivers picking up arriving passengers, and launched upgrades to our baggage handling systems to ensure we continue to offer excellent service as we grow.

Keeping people safe and feeling respected also means making sure they feel seen and understood. As part of developing Halifax Stanfield's new thematic plan and redesigning our volunteer host program, we performed extensive consultations with many communities – ensuring that all future planning includes the voices and contributions of diverse communities. In addition to seeking input from Indigenous leaders, we formalized partnerships with the Black Cultural Centre and My East Coast Experience, ensuring we consider the perspectives of all Nova Scotians in future initiatives and strategy development.

As Halifax Stanfield grows, we remain committed to doing so responsibly, with a strong focus on environmental stewardship. This year, we proudly achieved our emissions reduction goals two years ahead of schedule and remain on track to reach net-zero carbon emissions by 2050.

None of this would be possible without the ongoing commitment of our incredible employees and volunteers, and support from our Board of Directors, community, and airline partners. Thank you to everyone who has contributed to the airport's success in 2024! As we look ahead to 2025 and celebrate 25 years of HIAA, I am confident the strong foundation we have built will allow us to take off to even greater heights together.

Championing People and Communities

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As HIAA renews its focus on growth, looking upward to new possibilities – it has also worked to deepen its roots and build a strong local presence. In 2024, HIAA strengthened its relationship with Indigenous communities and demonstrated its appreciation for the people and communities that have contributed so much to its ongoing success.

Throughout the year, HIAA's Equity and Inclusion committee organized Blanket Exercises, led by Mi'kmaq leaders on-site at Halifax Stanfield. These exercises, which included one specifically for Senior Leadership and the Board of Directors, educate participants on Indigenous culture and history, and provide an opportunity to reflect on the impact that colonization has had on Indigenous communities. The Elder who leads the exercise often shares personal insights and knowledge, offering guidance for participants who are inspired to take tangible steps towards reconciliation, understanding and healing.

"It's about starting a conversation that creates a culture of inclusion."

"Empowering employees to understand and respect diverse traditions leads to a more welcoming environment for travellers from all backgrounds, driving a respectful atmosphere that resonates with visitors," said Nicole Burchell-Isenor, Director, People & Inclusion at HIAA. HIAA is also consulting Mi'kmaq representatives to help shape the design of the airport's new International Connections Facility and a new thematic plan, ensuring that Indigenous perspectives are integrated throughout its expansion.

These efforts are a key part of HIAA's efforts to deepen relationships with Indigenous communities, honour their history and help drive progress as the airport authority works to deliver on its commitment to reconciliation.

HIAA has also taken steps this year to ensure fair compensation by implementing measures outlined under the federal Pay Equity Act. HIAA has embraced the legislation as an opportunity to reaffirm its longstanding commitment to fair and inclusive compensation practices. To facilitate the implementation efforts, HIAA formed a joint union and management committee, which collaborated with pay equity experts to determine specific requirements under the legislation. This included identifying job classes, evaluating the value of specific work roles and tasks, comparing compensation across gender lines, preparing the Pay Equity Plan, and adjusting compensation as needed.

These measures ensure HIAA complies with the law and presents an opportunity to reaffirm its role as a trusted employer that values its staff and ensures fairness for each team member. "Enacting pay equity is both the right thing to do and the smart thing to do," said Burchell-Isenor. "HIAA recognizes that employees who know they are being paid fairly for their contributions are more likely to stay motivated, perform their jobs efficiently, and contribute to overall operational effectiveness."

Retaining and attracting top talent and enhancing employee engagement have been necessary components of HIAA's growth over the past year. The hardworking team has helped major projects move ahead seamlessly, even as operations ramp up and the airport becomes increasingly busy. Recent estimates indicate that HIAA has contributed $4.2 billion in economic output for the Nova Scotia economy, thereby fostering business growth, creating jobs, attracting tourism, and championing Atlantic Canada as an incredible place to work and live.

By prioritizing community engagement and investing in the people who will be critical to its success, Halifax Stanfield has set the stage to grow confidently, demonstrating a commitment to sustainable progress built on collaboration with local partners. This collaborative approach is crucial as HIAA completes major projects and seeks to expand its positive impact for Atlantic Canada and beyond.

Nicole Burchell-Isenor, Director, People & Inclusion, HIAA

2024 Highlights

- Invested $96,661 into our local communities through our Uplifted program.
- Provided learning sessions to HIAA employees and Board members that covered bias, allyship, harassment, and mental health first aid.
- Deepened relationships, through written agreements, with the Black Cultural Centre and My East Coast Experience to cultivate trust and develop contacts for future opportunities and employment.
- Updated group benefits plan to reflect gender identity matters and greatly increased funding available to employees for mental health counselling services.
- Implemented a new employee family assistance program with continuity of service providers to group benefits plan.

Reinforce Our Foundation

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As it takes off into a new era of growth, HIAA is determined to increase efficiency and capitalize on new opportunities to expand its existing services. By staying nimble and striving to respond to passengers' and airlines' emerging needs in real time, HIAA is demonstrating the same resourcefulness and dedication that have served it well for the past 25 years.

In 2024, a new domestic aircraft stand was created to accommodate a widebody Air Canada aircraft serving Montreal. Through the Airport Service Centre, HIAA evaluated options to accommodate this larger aircraft, identifying Gate 12 as the optimal location for an alternate lead-in line and aircraft stand. By collaborating with other departments, the required modifications were seamlessly implemented, ensuring they met Air Canada's operational needs while maintaining the highest safety and service standards.

"The Gate 12 project showcased the amazing way that different departments at HIAA can work together to solve complex problems," said Paula Fisher, Airport Service Centre Coordinator at HIAA. "The entire team worked hard to make this service available in time for Air Canada's expanded summer operations, delivering on the airport's commitment of supporting our airline partners, and reinforcing Halifax Stanfield's reputation for service excellence."

Notably, the benefits offered by modifications to Gate 12 extend not only to airline partners, but to travellers and businesses as well. Since the changes were made, Halifax Stanfield has been able to scale up cargo processing operations, providing support for regional exporters. Additionally, if inclement weather or unforeseen circumstances require airlines to use a larger aircraft, the airport is now prepared to accommodate these last-minute changes, minimizing disruptions for passengers, whose flights may otherwise be cancelled.

In addition to these physical infrastructure enhancements, HIAA also streamlined its technology onboarding processes to accommodate the growing number of airlines that call on Halifax Stanfield. For every new and re-launched route, HIAA developed clear documentation, questionnaires and checklists to expedite airline onboarding and integrated these services into existing airport operations.

"HIAA and the airlines we partner with are always eager to unlock new destinations for passengers, so we understand how important it is to onboard new airlines and relaunch routes as efficiently as possible," said Daniel Archibald, Common Use & Technical Supervisor at HIAA. "Configuration and testing for our technology solutions are incredibly

Paula Fisher, Airport Service Centre Coordinator, HIAA
and Daniel Archibald, Common Use & Technical Supervisor, HIAA

comprehensive, and we're encouraged by the positive responses we've received from airline partners about the quality of their onboarding experience."

Increasingly, HIAA is also championing "common use" systems that allow for multiple airlines to use overlapping resources throughout the terminal. Using modern, multi-user systems helps drive standardization and operational efficiency, getting passengers on their way faster. "At Halifax Stanfield, we're gradually moving away from airline-specific computer equipment and dedicated counter space," said Archibald. "Instead, airlines will be able to leverage equipment where and when they need it, adjusting to meet their specific operational needs. This also enables us to accommodate more airlines to serve more travellers in the same amount of space we have now."

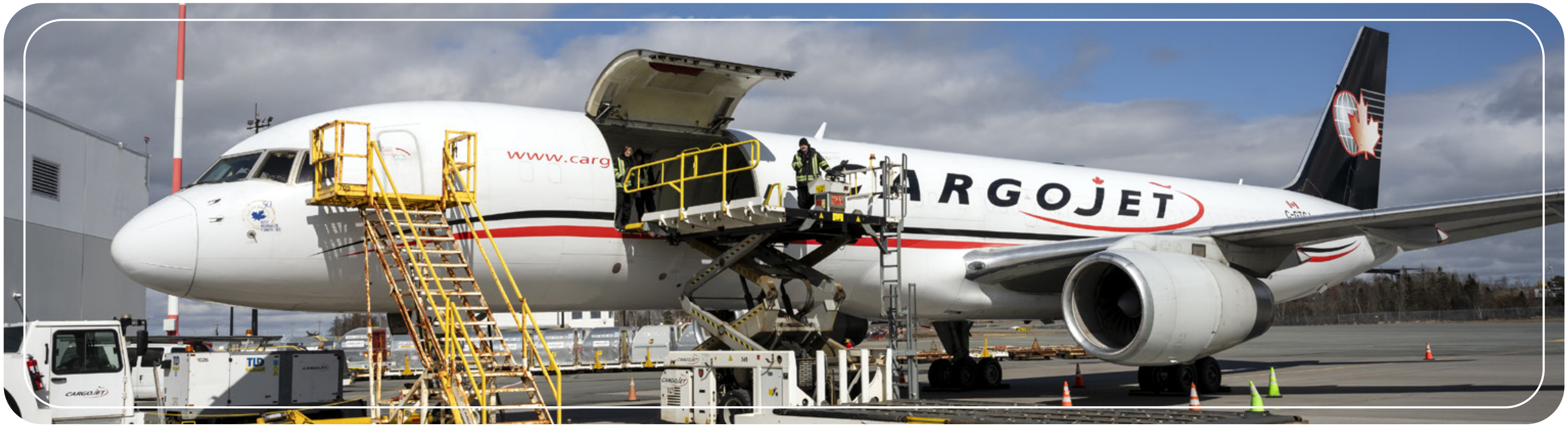
Other technological improvements at the airport included enhancements to baggage tracking, handling and loading systems, and virtual queuing for Domestic/International security screening, making travellers' check-in experience more relaxed.

HIAA's accomplishments in 2024 showcase a balanced approach to growth – while maintaining a strong foundation that benefits customers, airlines and business partners alike.

By fortifying essential systems and fostering collaboration across all departments, HIAA is prepared to take on new challenges, solve new problems and position the airport for long-term success.

2024 Highlights

- Welcomed 3,979,785 passengers.
- Processed 26,198 metric tonnes of cargo.
- Constructed a new Standby Lot, offering a free waiting area for drivers coming to the airport to pick up arriving passengers.
- Completed an Airfield Restoration Program, including a new domestic aircraft stand and gate modifications.
- Renewed terminal and groundside infrastructure, including a Jet Bridge Replacement project.
- Introduced streamlined technology onboarding processes to accommodate the growing number of airlines, enabling new routes to launch as efficiently as possible.



2024 Air Service Summary

Scheduled Passenger Services

Halifax Stanfield once again saw an impressive increase in air capacity year over year, with 3,979,785 passengers embarking on journeys to and from our region. This number represents an 11.2% increase over 2023 passenger numbers.

The domestic market sector saw overall growth in 2024, with Air Canada remaining Halifax Stanfield's largest airline partner, while Porter Airlines added significant capacity on Montreal and Toronto-Pearson, as well as adding new seasonal service to Deer Lake. Regional connectivity was supported by the addition of Pascan Aviation's daily flights to Sydney, NS and Saint John, NB.

2024 saw Halifax Stanfield further expand non-stop transatlantic connections with service by WestJet, Icelandair, Condor, and Discover Airlines.

HIAA also welcomed new carrier BermudAir with year-round service to Bermuda. Other sun leisure destinations were served by Sunwing and Air Transat.

Transborder (U.S.) service saw a healthy recovery in 2024, with the return of United Airlines and Delta Air Lines, with increased non-stop service to the New York area. Air Canada and American Airlines also served New York and Boston, with American Airlines serving the seasonal destinations Washington D.C. and Philadelphia. Porter also began transborder service - with seasonal routes to Orlando and Tampa.

Another exciting year is expected for 2025, with a record number of seats being made available to international destinations. New domestic routes offered by WestJet include Regina and Saskatoon. The summer will also see new service to Chicago by United Airlines and American Airlines.

2024 Air Service Summary

Below is an overview of all the destinations served and air carriers, both passenger and cargo, that operated during 2024.

Scheduled & Charter Air Carriers

Air Canada
Air Canada Jazz
Air Canada Rouge
Air Saint-Pierre
Air Transat
American Airlines
Condor Flugdienst
Delta Air Lines
Discover Airlines
Flair Airlines
Icelandair
Lynx Air
PAL Airlines
Pascan
Porter Airlines
Sunwing Airlines
United Airlines
WestJet

Cargo Carriers

Air Canada Cargo
Air Saint-Pierre
ASL Airlines Belgium
Atlas Air
CargoJet
Condor Flugdienst
Discover Airlines
EVAS
FedEx
Icelandair
Korean Air Cargo
Lufthansa Cargo
Maersk Air Cargo
WestJet Cargo

Domestic Destinations

Calgary, AB
Deer Lake, NL
Edmonton, AB
Gander, NL
Goose Bay, NL
Hamilton, ON
Kitchener-Waterloo, ON
Montréal-Trudeau, QC
Ottawa, ON
Saint John, NB
St. John's, NL
Sydney, NS
Toronto - Billy Bishop, ON
Toronto - Pearson, ON
Vancouver, BC
Winnipeg, MB

U.S. (Transborder) Destinations

Boston, Massachusetts
Fort Lauderdale, Florida
New York - LaGuardia
New York - Newark
Orlando, Florida
Philadelphia, Pennsylvania
Tampa, Florida
Washington-DC-Reagan, Virginia

International Destinations

Hamilton, Bermuda
Cancun, Mexico
Cayo Coco, Cuba
Dublin, Ireland
Edinburgh, Scotland
Frankfurt, Germany
Holguin, Cuba
London-Gatwick, UK
London-Heathrow, UK
Montego Bay, Jamaica
Puerto Plata, Dominican Republic
Punta Cana, Dominican Republic
Reykjavik, Iceland
Santa Clara, Cuba
St. Pierre, St. Pierre et Miquelon
Varadero, Cuba

Chart New Territory

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Halifax Stanfield continues to reach new heights in realizing its vision of becoming Canada's best gateway airport. In working with airline partners, it has added new, non-stop destinations to our route map, and in 2024, the airport saw the return of many airline partners and increased airline seat capacity to underserved and unserved markets. This has strengthened Atlantic Canada's connections to the world, enhancing the attractiveness of the region for tourism and investment, and expanding options for people to conveniently visit friends and relatives.

Passengers travelling between Halifax to Europe had more choice than ever in 2024, as Halifax Stanfield set a record for non-stop air capacity to European destinations, operating up to 30 weekly flights during the summer. For example, WestJet began offering service to Edinburgh, Dublin and London Gatwick; Icelandair launched its service between Halifax to Reykjavik; Air Canada continued its London Heathrow service; and Condor and Discover Airlines provided service to and from Frankfurt.

Air service connections to the United States took off in 2024, particularly with the New York market. Halifax Stanfield increased from one to six daily summer-seasonal flights, operated by four airlines to two airports serving the region.

According to Chris de Man, Director of Air Service at HIAA, these accomplishments are only the beginning.

"Our success in 2024 is already driving tangible growth for Halifax Stanfield and opening new opportunities for travellers."

Chris de Man, Director Air Service, HIAA

"Airlines are getting the message that Halifax Stanfield is a fantastic place to do business, and many of them are adding new destinations, ramping up frequency and launching new routes in the near future."

In 2025, WestJet will be introducing new routes between Halifax and Paris, Amsterdam and Barcelona, Discover Airlines will extend its seasonal service to Frankfurt, and HIAA is excited to welcome a new airline partner, Edelweiss, which will provide service between Halifax and Zurich. U.S. flight options are also increasing. In late 2024, Porter began multiple winter seasonal services to Florida, and United and American Airlines will both add services connecting Halifax to Chicago O'Hare in 2025.

With every new route and expanded service, Halifax Stanfield is cementing its reputation as a catalyst for growth, spurring economic development and connecting the people and businesses of the region to new markets around the world. However, as passenger traffic, cargo volumes and demand for international travel capacity intensifies, HIAA must ensure its physical capabilities and infrastructure are equipped to grow efficiently, providing seamless service to support passengers, airlines, and businesses. That's why HIAA has undertaken strategic projects to ensure it is prepared to continue providing exceptional service and avoid any unnecessary strain on internal resources.

A cornerstone of this strategy is the International Connections Facility (ICF). This ambitious project has involved the construction of a new facility within the existing terminal building to streamline the processing of international passengers connecting from international to domestic flights.

The ICF will enable HIAA to attract more widebody aircraft, which can facilitate the export of more goods out of Halifax, bringing the very best of Atlantic Canadian businesses to the world. It's estimated that the ICF will drive an additional $800 million in economic benefit to the region and create more than 4,000 additional direct and indirect jobs.

"The ICF will create a host of new opportunities."

Kwasi Brefo, Air Terminal Project Manager said, "As we look to the expected growth in the coming years, we know the time and effort we've invested will pay off in a big way for both Halifax Stanfield and the people and customers we serve."

In addition to the ICF, HIAA prioritized infrastructure upgrades that will enhance operational reliability, safety, and customer experience. Replacements for aging jet bridges at gates 18 and 23 were procured, delivered and installed in 2024, and a new jet bridge was added at gate 10. A new mobile passenger boarding ramp was also purchased to support accessibility efforts.

As Halifax Stanfield continues to expand its global reach and enhance its facilities, it remains committed to exploring how it can continue to provide a matchless travel experience and boost economic prosperity for Atlantic businesses. Through strategic partnerships with key airlines and investments in the airport's physical capabilities, HIAA is eager to meet the growing demands of the aviation industry and continue to bolster international travel and trade routes.

Kwasi Brefo, Air Terminal Project Manager, HIAA

2024 Highlights

- Offered up to 30 weekly non-stop summer seasonal flights to Europe.
- Porter Airlines expanded significantly to become Halifax Stanfield's second largest airline and launched non-stop U.S. services for the first time.
- United Airlines reintroduced year-round service to New York (Newark), and both Delta and American Airlines launched seasonal service to New York (La Guardia).
- New airline partners, BermudAir and PASCAN launched year-round, non-stop flights to and from Bermuda, and to and from Saint John, NB and Sydney, NS, respectively.

Advance the Stanfield Experience

A core part of HIAA's mission is to ensure every single passenger who comes through the doors of Halifax Stanfield is greeted with an exceptional experience. No matter where a traveller is arriving from or departing to, the entire team is ready to make them feel welcomed and valued.

In 2024, this determination was demonstrated through HIAA's improvements to accessibility, as several major improvements were rolled out and new programs were implemented, earning Halifax Stanfield a Rick Hansen Foundation Accessibility Certification (RHFAC) Gold facility rating.

Visual fire alarms were installed in all public spaces, providing critical safety alerts for people who are deaf or hard of hearing. Other safety warning features, such as tactile indicators at the top of all stairs and colour contrasting strips along the edge of each stair, enhance visibility and safety on stairways for all passengers. Hearing Loops have been strategically placed at key communication points to assist travellers using hearing aids or cochlear implants.

Beyond physical infrastructure improvements, Halifax Stanfield has also embraced the use of technology to take accessibility efforts to the next level. The Aira app, for example, enables people who are blind or have low vision to connect with professional visual interpreters, helping them to navigate the airport more easily. This could include anything from helping a passenger to find their gate or a washroom, to checking a flight information display board or finding their luggage at the baggage carousel. Similarly, the LanguageLine translation app, which enables airport volunteers to communicate with passengers who use another language, now includes American Sign Language, providing individuals who are deaf or hard of hearing with the information they need.

Rachelle Garand, Air Terminal Project Coordinator, HIAA

For individuals with hidden disabilities, HIAA launched the Hidden Disabilities Sunflower Program, which offers a subtle way for passengers to signal to airport staff and volunteers that they may need additional support during their visit. Lanyards and pins are now available to be ordered through Halifax Stanfield's website, free of charge, to travellers who live in Nova Scotia, New Brunswick or Prince Edward Island, streamlining travel processes and easing travellers' minds before they even arrive through the doors at Halifax Stanfield.

"The RHFAC Gold rating is a testament to HIAA's unwavering commitment to accessibility, and creating an environment where every guest can thrive."

Rachelle Garand, Air Terminal Project Coordinator at HIAA said, "Accessibility tools like the ones we introduced in 2024 make a huge difference in the experience of the travellers who use them, ensuring they are not left behind as we grow. Thanks to the many upgrades we made over the past year, HIAA is entering a new era of accessibility and inclusion for people of all abilities."

These improvements aren't about going through the motions or checking a box – they're about advancing equality and treating each passenger with the dignity they deserve. Integrated across each effort is an understanding that Halifax Stanfield has a role to play in fostering real human connections, that enable people to feel valued and understood. The HIAA Accessibility Committee, which was formed in 2023, has been hard at work fostering a culture of inclusion through the airport authority's accessibility initiatives, and helping passengers travel more independently. The committee's work provides a platform for continuous improvement and has inspired HIAA to take proactive steps to consider travellers' diverse needs.

HIAA is thrilled to continue its leadership in this area. In 2019, Halifax Stanfield was the first facility in Nova Scotia to receive the RHFAC Gold rating and now, with its Gold status renewed and its programs expanded, the airport is ready to welcome more passengers of diverse abilities.

"'Advancing the Stanfield Experience' isn't a slogan – it's a mindset. It involves actively taking steps to make sure every passenger can travel with comfort, safety and peace of mind," said Garand. "As the airport grows, I'm excited for our team to find even more ways to be welcoming and accessible, as HIAA continues to set the gold standard for Canadian airports."

2024 Highlights

- Three new accessibility programs: Hearing Loops, The Hidden Disabilities Sunflower program, and the Aira App.
- Accessibility enhancements were made throughout the terminal leading the airport to once again achieve the Rick Hansen Foundation Accessibility Certification (RHFAC) Gold rating.
- The first phase of redesigning the Volunteer Host program was completed, incorporating elements of diversity and inclusion.
- Delivered welcome programs for various large events, with specific sponsorship and support of the Juno Awards 2024.
- Maintained an 87% (4.34/5.0) overall passenger satisfaction rating on the annual Airport Service Quality survey.

Lead a Sustainable Future

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To grow responsibly, HIAA is committed to balancing necessary airport expansions with enhanced sustainability efforts. With increasing demand for passenger and cargo services, HIAA is taking proactive steps to reduce its carbon footprint and minimize environmental impacts.

In 2024, HIAA took strategic action to pave the way for a more sustainable future through the development of a waste reduction and diversion strategy. Created with experts in the field, the new waste management strategy serves as a framework providing a clear and actionable roadmap to reduce the amount of waste generated at Halifax Stanfield and helping work towards achieving its goal of zero waste to landfill by 2050. Through a comprehensive, data-driven assessment of HIAA's existing infrastructure and policies, the new waste management strategy identified areas of improvement and created an implementation timeline to guide the airport's progress. The assessment likewise considered different waste streams, identifying the types and quantities of waste generated at various points throughout the airport by tenants and passengers. This will allow HIAA to forecast its future waste management needs, aligning them with the expected increase in passenger and cargo traffic.

Through multi-compartment waste receptacles, passengers are able to help do their part and dispose of different types of waste responsibly, resulting in 277 tonnes of terminal building waste being diverted from landfills in 2024, including cardboard, paper, recycling, and organics. Bottle filling stations have also been installed throughout the airport to make it easier for passengers to use reusable water bottles.

"Everyone has a role to play in reducing our environmental impact."

Melissa Lee, Sustainability & ESG Manager at HIAA said, "As we grow, and passenger traffic increases, we're working to make it easier for every passenger and tenant to do their part to minimize the amount of landfill waste the airport generates and maximize the use of recycling and other forms of waste diversion."

Apart from the waste reduction strategy, HIAA was proud to advance many of its sustainability goals in 2024. Notably, Halifax Stanfield reached a 33 per cent reduction in its scope 1 and 2 carbon emissions and was re-certified in the Airports Council International's Airport Carbon Accreditation Program at Level 3 for its work engaging stakeholders to help reach their sustainability goals. Additionally, five new electric light duty fleet vehicles were procured and electric vehicle charging infrastructure was expanded.

Melissa Lee, Sustainability & ESG Manager, HIAA

HIAA is also excited to explore how some of its planned expansions can also have a positive impact on the environment. For example, the International Connections Facility scheduled for completion in 2025, will help expand air cargo services, cutting emissions caused by trucking goods and cargo out of Nova Scotia to other airports for export. These projects help to support the airport's goal of reaching net-zero emissions by 2050, while simultaneously offering greater flexibility for travellers and Atlantic businesses.

"It's clear that prioritizing sustainability benefits everyone," said Lee. "Minimizing waste and cutting emissions are necessary steps to protecting Canada's land, air and water, preserving these resources for future generations."

In this exciting time of expansion, HIAA will continue to grow its sustainability practices alongside its operations, finding new ways to use sustainability to accelerate economic growth, earning a vibrant and healthy future for everyone.

2024 Highlights

- Developed a comprehensive waste management strategy, resulting in 277 tonnes of terminal building waste diverted from landfills.
- Reduced scope 1 and 2 carbon emissions by 33 per cent.
- 99% conformance with provincial storm water quality requirements.
- Installed EV chargers for airport ground support equipment and expanded the number of public electric vehicle charging stations in the parkade for a total of 120.
- Recertified at Level 3 for the Airports Council International's Airport Carbon Accreditation Program.
- Worked with Halifax Transit to assess the viability of expanding service operating hours to the airport.

2024 Sustainability Report

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At its core, HIAA's Sustainability Plan demonstrates our commitment to operating Halifax Stanfield in a sustainable manner while delivering a world-class experience for travellers and creating opportunities for the airport and its partners to grow.

Sustainability projects and initiatives are woven into daily operations in a way that strengthens HIAA's services, improves environmental performance, puts people first and drives regional economic development. HIAA is committed to reporting on its progress every year across each of the Sustainability Plan's priority areas to help maintain momentum and identify areas for improvement.

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

ENVIRONMENT

By pursuing energy efficiency and resource optimization measures, HIAA has steadily reduced its emissions in a way that streamlines operations and reflects responsible environmental stewardship. In 2022, HIAA set a goal to reduce Scope 1 and 2 carbon emissions by 30 per cent by 2026 (compared to 2019 levels). Through the Sustainability Framework and Carbon Management Plan, this target has been met two years ahead of schedule. By converting airside lighting to LEDs, supplying ground fleets with electric light-duty vehicles and implementing other energy-saving measures, HIAA is proud to have recorded a 33 per cent reduction in its emissions in 2024.

This milestone is incredibly encouraging as HIAA presses towards reaching its target of net-zero emissions by 2050. To capitalize on this momentum, HIAA is developing a new science-based goal that will build on this positive record and solidify its position as an industry leader in the fight against climate change.

HIAA has several projects dedicated to reducing Halifax Stanfield's vulnerability to future climate change effects while ensuring continued operational reliability. For example, in 2024, a wildfire exposure assessment was conducted for the airport property to identify ways to mitigate wildfire risk. The assessment offered valuable recommendations, prompting HIAA to provide basic wildfire suppression training for first responders and address areas of the property that contain forest fuels. HIAA has developed an implementation plan for each recommendation, completing many in 2024 with the remaining scheduled for completion in 2025.

HIAA also continued to make improvements to its water treatment plant to maintain compliance with provincial stormwater quality requirements and protect the area around the airport from acid rock drainage.

Waste Management

30% **(277 tonnes) of air terminal building waste diverted from landfill**
Includes cardboard, paper, recycling (such as plastic items and aluminum cans), and organics.

Stormwater Management

99% **conformance with provincial stormwater quality requirements**

Carbon Management

33% **reduction (5,407 tonnes) in carbon dioxide equivalent emissions (CO_2e Scope 1 & 2) compared to 2019**

2024 Sustainability Results

SOCIAL

As HIAA continues to pursue innovative solutions to meet its business objectives, it remains essential to incorporate diverse perspectives into the workplace. In 2024, HIAA's Board of Directors had strong representation from women (45%) and other equity-deserving groups (36%). HIAA's partnerships with community groups such as the Black Cultural Centre and My East Coast Experience have helped HIAA exceed its targets for representation of qualified candidates from equity-deserving groups in interviews.

Many of HIAA's other social sustainability initiatives continue to drive a strong culture of safety and security that keeps airport operations running smoothly and has earned the overwhelming trust of employees, travellers and community partners.

Additionally, HIAA's commitment to accessibility was highlighted when Halifax Stanfield once again achieved the Rick Hansen Foundation Accessibility Certified Gold rating, reaffirming its status as a leader in accessibility among Canadian airports.

Community Investment

68% of community investment supported DEI focused organizations or initiatives

Health, Safety and Security

94% of HIAA's employees identify HIAA as a safe place to work

5 lost time workplace injuries

Organizational Reputation

13th most reputable organization in Atlantic Canada

Airport Experience

87% Airport Service Quality passenger satisfaction survey score

Diversity, Equity and Inclusion

12% of HIAA employees identify as being one of the Government of Canada Employment Equity Act's designated groups (Indigenous, disability and racial minority) [1]

27.6% of HIAA's employees identify as women compared to labour market availability of 28.4% [1]

43% 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 other than women or non-binary

45% of HIAA's Board of Directors identify as women or non-binary

36% of HIAA's Board of Directors identify as being in an equity-deserving group other than women or non-binary

1 – This data is as of December 31, 2023 due to the timing of data release.

GOVERNANCE

Thanks to strong economic performance in 2024, HIAA was able to expand operational resiliency initiatives that will safeguard its success in the face of unpredictable challenges. As part of its Enterprise Risk Management program, HIAA conducted 14 exercises to gauge its emergency management and business continuity capabilities. These simulations included key partners and response agencies, promoting collaboration and reinforcing overall emergency preparedness.

To defend against an ever-evolving threat landscape, HIAA implemented cybersecurity initiatives to enhance its ability to detect, prevent and respond to security risks. Cybersecurity Incident Response awareness training was conducted with the Board of Directors and Senior Leadership Team, and a new Cybersecurity Awareness platform was launched to build up organization-wide capacity to prevent and respond to potential incidents. Strategic initiatives were also implemented to align HIAA's information security framework with international standards.

In 2024, as part of its commitment to sustainable governance activities, HIAA reviewed its procurement and supply chain practices and updated its internal processes to reduce barriers for small suppliers. HIAA also joined the Canadian Aboriginal and Minority Supplier Council to foster future collaborations with more of Nova Scotia's Indigenous and visible minority-owned businesses. Additionally, in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, which requires certain entities to report on measures taken to prevent and reduce the risk of forced or child labour in their supply chains, HIAA prepared a report covering its activities from January 1 to December 31, 2024.

Economic Performance

3,979,785
passenger activity

$23 million
Net Income

1,197
cargo flights

$10.45
non-aeronautical revenue per passenger

CONCLUSION

HIAA is proud of the progress it has made to strengthen its sustainability practices in each of its priority areas. While there is still work to be done, HIAA is on track to meet the targets laid out in its five-year Strategic Plan, highlighting its ability to make pragmatic business decisions that protect the environment, drive regional economic development and create a culture of excellence.

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), 2023 and 2024 is presented below.

	2022	2023	2024
Environment			
Carbon Management % reduction in carbon dioxide equivalent emissions (CO_2e Scope 1 & 2) compared to 2019.[1] 2026 Target Over 30% CO_2e reduction compared to 2019 baseline of 16,470 tonnes	19% reduction (3,115 tonnes)	20% reduction (3,317 tonnes)	**33% reduction (5,407 tonnes)**
Waste Management % of terminal building waste diverted from landfill, including cardboard, paper, recycling (such as plastic items and aluminum cans), and organics.	35% (250 tonnes)	33% (281 tonnes)	**30% (277 tonnes)**
Stormwater Management % conformance with provincial stormwater quality requirements	100%	98%	**99%**
Social			
Diversity, Equity and Inclusion			
% of HIAA employees who identify as being one of the Government of Canada Employment Equity Act's designated groups (Indigenous, disability and racial minority) 2026 Target ≥ 33% increase compared to 2020 baseline of 11%	12%	12%	**Not yet available**
% of HIAA's employees who identify as women compared to labour market availability[2]	27.2%	27.6%	**Not yet available**

1 – Carbon emissions were calculated using the Nova Scotia Power Inc. emission factor (EF) from the prior year. The 2024 EF is not yet available.
2 – Labour market availability of women for HIAA jobs in 2023: 28.4%. 2024 labour market availability data is not yet available due to the timing of the data release.

	2022	2023	2024
Social (continued)			
% of HIAA's Senior Leadership Team who identify as women or non-binary[3]	42%	47%	**43%**
% of HIAA's Senior Leadership Team who identify as being in another equity-deserving group other than women or non-binary[3]	-	7%	**7%**
% of HIAA's Board of Directors who identify as women or non-binary[3]	42%	55%	**45%**
% of HIAA's Board of Directors who identify as being in an equity-deserving group other than women or non-binary[3]	25%	18%	**36%**
Organizational Reputation Ranked most reputable organization in Atlantic Canada 2026 Target HIAA named a Top 3 organization in Atlantic Canada in the Atlantic Reputation Monitor Report	11th	3rd	**13th**
Airport Experience Airport Service Quality passenger satisfaction survey score 2026 Target ≥ 80%	84%	86%	**87%**
Community Investment % of community investment that supported DEI focused organizations or initiatives	62%	76%	**68%**

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.

	2022	2023	2024
Social (continued)			
Health, Safety and Security			
% of HIAA employees identify HIAA as a safe place to work	95%	96%	**94%**
Lost time workplace injuries	0	3	**5**
Governance			
Economic Performance			
# of passengers 2026 Target Passenger volume over 4.6 million annually	3,107,425	3,579,293	**3,979,785**
# of cargo flights 2026 Target More than 1,680 air cargo flights annually	1,585	1,580	**1,197**
Net Income (Loss) 2026 Target $13.6 million	($7.4 million)	$16.0 million	**$23.0 million**
Non-aeronautical revenue per passenger 2026 Target Non-aeronautical revenue per passenger is more than $10.50	$9.09	$10.40	**$10.45**

2024 Financial Overview

Halifax International Airport Authority (HIAA) recorded robust corporate financial results in 2024, as passenger activity levels showed steady growth and available airline seat capacity continued to expand in our market. The increase in activity levels resulted in another year of solid revenue growth and improved earnings.

Total revenue in 2024 was $154.3 million, up 10.5 per cent from 2023, with growth reported in all travel sectors and revenue categories. Passenger volumes reached 4.0 million, including record international passenger levels. This passenger expansion generated additional aeronautical and non-aeronautical revenue along with a $4.6 million increase in airport improvement fee revenue compared to 2023. This revenue growth exceeded the pace of increased expenses in 2024, resulting in a significant improvement in reported net income compared to 2023.

HIAA's financial results consist of a general airport operating component, and an airport infrastructure investment component. Strong passenger volumes are driving improvements in both of these components; however, the airport infrastructure investment component is providing the majority of the improvement in bottom-line performance. While the operating margin provided by general airport operations has shown continued improvement, continuing inflationary pressures have limited results in recent years.

In 2024, total passenger volumes at Halifax Stanfield increased to 97% of pre-pandemic levels as capacity increased in all travel sectors (domestic, transborder and international). While capacity growth resulted in improved aeronautical revenue, the increased passenger volume also supported non-aeronautical revenue sources and airport improvement fees, which rose 9 per cent and 8 per cent, respectively. Non-aeronautical revenue growth is critical to support future air service expansion as the development and diversification of these revenue streams provides the necessary flexibility to allow HIAA to continue to successfully compete for new air service opportunities.

Total expenses for 2024 were $131.6 million, up from $123.9 million in 2023. Increased personnel-related costs, materials, services and supplies, and ground lease rent paid to the federal government were the primary drivers of increased operating expenses compared to 2023. Amortization and Depreciation costs rose slightly while debt servicing costs remained stable in 2024 relative to 2023. Administration and air service stimulus costs declined for a second consecutive year.

HIAA reported a gain related to its defined benefit pension plan of $0.4 million in 2023, which was a moderate increase from the net gain reported in 2023.

Together, the combined impact of year-over year changes in revenue, expenses and defined benefit pension accounting resulted in reported 2024 net income for HIAA of $23.0 million compared to $16.0 million in 2023.

In 2024, capital expenditures totalled $34.6 million, a 15 per cent increase from the $30.1 million reported in 2023. HIAA's capital investment initiatives focus on strategic priorities and necessary investments to maintain the safe and efficient operation of the airport. Looking forward, capital expenditure priorities will focus on airport capacity development, infrastructure renewal, sustainability improvements, and continued accessibility enhancements.

Many challenges remain for the continued growth and enhancement of the Canadian Aviation sector, but the industry has proven to be resilient. HIAA is committed to expanding air service opportunities for our community and working cooperatively with all stakeholders to improve the passenger experience and economic impact potential of our airport.

Financial Review and Five-Year Forecast

The following chart highlights HIAA's recent financial performance and the potential outlook over the next five years. Preparation of this forecast required management to make estimates and assumptions. Actual results could differ.

(shown in thousands of dollars)

	Actual			Forecast				
Year	2022	2023	2024	2025	2026	2027	2028	2029
Revenue*	111,412	139,534	154,253	159,533	164,547	169,797	174,527	179,697
Expenses**	119,221	123,685	131,615	140,838	146,887	150,963	154,623	158,111
Net income (loss) before pension plan	(7,809)	15,669	22,638	18,695	17,659	18,834	19,904	21,586
Capital and intangible Expenditures	24,417	30,126	34,595	43,675	37,897	32,113	35,500	47,894
AIF Revenue*	44,356	55,114	59,735	63,950	64,905	65,256	66,136	66,947
Ground lease Rent	7,936	10,291	11,740	12,582	13,270	13,774	14,273	14,776

* Revenue includes AIF net of collection charge.
** Expenses include amortization and exclude gain/loss on pension plan

Business Plan Results 2024 (Actual vs. Plan)

(shown in thousands of dollars)

	Actual	Plan	Difference	Explanation
Revenue*	154,253	151,548	2,705	Increased operating revenues from parking, concessions and miscellaneous revenue. AIF revenue was down due to lower originating passenger volumes than planned. Increased interest revenue due to higher interest rates than anticipated.
Expenses**	131,615	134,962	(3,347)	Reduced air service stimulus costs and professional service fees. Lower services, materials, and supplies costs due primarily to reduced protection services expenses.
Capital Expenditures (net)	34,595	37,716	(3,121)	Timing differences for planned construction activities.

* Revenue include AIF net of collection charge
** Expenses include amortization and exclude gain/loss on pension plan

Financial Statements

Independent Auditor's Report

To the Directors of:
Halifax International Airport Authority

Opinion

We have audited the consolidated financial statements of Halifax International Airport Authority (the "Authority"), which comprise the consolidated balance sheet as at December 31, 2024, and the consolidated statements of operations and changes in equity and consolidated cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of Halifax International Airport Authority as at December 31, 2024, and the results of its consolidated operations and its cash flows for the year then ended in accordance with Canadian accounting standards for private enterprises.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Authority in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Canadian accounting standards for private enterprises, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Authority's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Authority or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Authority's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Authority's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Authority's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Authority to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Halifax, Canada
March 28, 2025

Doane Grant Thornton LLP

Chartered Professional Accountants

Consolidated Balance Sheet

As of December 31

	2024	2023
[in thousands of dollars]	$	$
ASSETS		
Current		
Cash and cash equivalents [note 3]	**172,351**	154,327
Accounts receivable	**9,576**	11,477
Inventories	**2,177**	1,941
Prepaid expenses	**2,007**	2,808
Total current assets	**186,111**	170,553
Capital assets, net [note 4]	**384,995**	378,963
Intangibles [note 5]	**6,455**	8,277
Deposits in trust [note 6]	**10,185**	10,185
Accrued benefit asset [note 9]	**6,625**	6,224
	594,371	574,202

	2024	2023
[in thousands of dollars]	$	$
LIABILITIES AND EQUITY		
Current		
Accounts payable and accrued liabilities	**35,652**	34,479
Deferred revenue and government assistance [note 3]	**25,765**	32,201
Total current liabilities	**61,417**	66,680
Long-term debt [note 6]	**433,201**	433,152
Security deposits	**4,049**	1,597
Long-term deferred revenue	**2,378**	2,486
Total liabilities	**501,045**	503,915
Net assets	**93,326**	70,287
	594,371	574,202

Commitments [note 8]
Contingencies [note 12]

See accompanying notes

On behalf of the Board:

Director

Director

Consolidated Statement of Operations and Changes in Equity

Year ended December 31

	2024	2023
[in thousands of dollars]	$	$
REVENUE		
Terminal and passenger security fees	**22,976**	18,760
Parking	**21,033**	18,172
Concessions	**20,548**	19,061
Landing fees	**13,997**	13,065
Interest [note 7]	**8,417**	8,260
Rental	**5,912**	5,715
Other	**1,635**	1,387
	94,518	84,420
Airport improvement fees [note 7]	**59,735**	55,114
	154,253	139,534

	2024	2023
[in thousands of dollars]	$	$
EXPENSES		
Salaries, wages and benefits	**30,839**	26,668
Amortization and depreciation	**30,386**	29,750
Materials, services and supplies	**28,412**	25,839
Interest on long-term debt [note 6 and 7]	**20,491**	20,492
Ground lease rent	**11,740**	10,291
Air service stimulus and administration	**7,907**	9,009
Property taxes	**1,840**	1,816
	131,615	123,865

	2024	2023
Net income before pension plan gain	**22,638**	15,669
Defined benefit pension plan gain [note 9]	**401**	331
Net income	**23,039**	16,000
Net assets, beginning of the year	**70,287**	54,287
Net assets, end of year	**93,326**	70,287

See accompanying notes

Consolidated Statement of Cash Flows

Year ended December 31

	2024	2023
[in thousands of dollars]	**$**	**$**
OPERATING ACTIVITES		
Net income	**23,039**	16,000
Items not affecting cash		
Amortization and depreciation	**30,386**	29,750
Accrued benefit asset	**(401)**	(331)
Write off of capital assets	**48**	948
	53,072	46,367
Change in non-cash working capital items		
Accounts receivable	**1,901**	1,170
Inventories	**(236)**	(133)
Prepaid expenses	**801**	(1,012)
Accounts payable and accrued liabilities	**1,173**	(2,016)
Deferred revenue and government assistance	**(6,544)**	1,709
Security deposits	**2,452**	(14)
	52,619	46,071

	2024	2023
[in thousands of dollars]	**$**	**$**
INVESTING ACTIVITES		
Expenditures on capital assets and intangibles, net	**(34,595)**	(30,126)
Cash used in investing activities	**(34,595)**	(30,126)
Net increase in cash during the year	**18,024**	15,945
Cash and cash equivalents, beginning of the year	**154,327**	138,382
Cash and cash equivalents, end of year	**172,351**	154,327

See accompanying notes

[Tabular amounts are in thousands of dollars]
December 31, 2024

1. GENERAL

Halifax International Airport Authority [the “Authority” or “HIAA”] was incorporated on November 23, 1995 as a corporation without share capital under Part II of the Canada Corporations Act. On February 1, 2000, the Authority signed a 60-year ground lease with Transport Canada and assumed responsibility for the management, operation and development of the Halifax Robert L. Stanfield International Airport [the “Airport” or “HSIA”]. In 2014, the Authority was granted an extension of the lease for an additional 20 years, extending the lease to January 31, 2080. The net income or loss for the year is retained and reinvested in airport operations and development.

HSIA is a world-class airport accelerating the growth of our communities by connecting people and goods to the world. The airport is the largest airport in Atlantic Canada, and the region’s gateway to the world.

The Authority is governed by a Board of Directors whose members are nominated by the Halifax Regional Municipality, the Province of Nova Scotia and the Government of Canada, as well as the Halifax Chamber of Commerce. The nominated members can also appoint additional members who represent the interests of the community.

The Authority is exempt from federal and provincial income taxes, federal large corporation’s tax, and Nova Scotia capital tax.

The Authority has one wholly owned subsidiary, Halifax Stanfield Services Inc. [“HSSI”]. HSSI provides aviation services to third parties.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Authority’s consolidated financial statements have been prepared in accordance with Part II of the Chartered Professional Accountants [“CPA”] of Canada Handbook – Accounting Standards for Private Enterprises (“ASPE”), which sets out generally accepted accounting principles (“GAAP”) for non-publicly accountable enterprises in Canada and include the significant accounting policies described hereafter.

Use of estimates

The preparation of consolidated financial statements requires management to make estimates and assumptions that affect the reported amounts of certain assets and liabilities at the date of the financial statements and the reported amounts of certain revenue and expenses during the year. Actual results could differ from those estimates. Items subject to significant management judgment and estimates include indicators of impairment, capital assets useful lives, allowances for bad debt, and defined benefits obligation.

Principles of consolidation

The financial statements include the accounts of the Authority and its wholly-owned subsidiary HSSI. All inter-company balances and transactions have been eliminated on consolidation.

Cash and cash equivalents

Bank balances, including bank overdrafts with balances that fluctuate from positive to overdrawn, and restricted cash are presented under cash and cash equivalents. Cash equivalents include highly liquid investments that are readily convertible to known amounts of cash and that are subject to an insignificant risk of change in value. An investment normally qualifies as a cash equivalent when it has a short maturity of approximately three months or less from the date of acquisition. Restricted cash relates to funding received from the Province of Nova Scotia to support air service growth [note 3].

Government assistance
Amounts received or receivable resulting from government programs for capital development are reflected as reductions of the cost of the assets to which they relate when the Authority becomes eligible to accrue them, provided there is reasonable assurance the benefits will be realized. Assistance for future air service support are applied to the related expenditure as the related air service activity is realized in accordance with agreed terms and conditions. Assistance received to cover current period expenses is applied to the related expenditures.

Inventories
Inventories consist of materials, parts and supplies and are stated at the lower of cost, determined on an average cost basis, and net realizable value.

Ground lease
The ground lease with Transport Canada is accounted for as an operating lease.

Capital assets
Capital assets are recorded at cost, including interest on funds borrowed for capital purposes, net of contributions and government assistance, and are amortized over their estimated useful lives on a straight-line basis at the following rates:

Computer hardware and software	20% – 33%
Leasehold improvements	2.5% – 10%
Machinery, equipment, furniture and fixtures	5% – 20%
Vehicles	5% – 17%

Construction in progress is recorded at cost and is transferred to leasehold improvements when the projects are complete, and the assets are placed into service.

Intangibles
Intangible assets are amortized on a straight-line basis over their expected useful life.

Rates applied on a straight-line to allocate the cost over the estimated useful lives are as follows:

Software and licenses	5 years

The amortization method and estimated useful lives are reviewed annually.

Cloud computing arrangements
The Authority has entered into various cloud computing arrangements. Tangible elements such as hardware are accounted for in accordance with the Authority's policy for property, plant, and equipment. Software and other elements that meet the definition of an intangible asset are accounted for in accordance with the Authority's intangible asset policy.

Software elements that do not meet the definition of an intangible asset are accounted for as a software service and expensed as incurred.

Expenditures that are directly attributable in preparing a software intangible asset for its intended use are capitalized as part of the cost of the asset and are amortized over the expected period of access to the software service. The method of amortization and the expected period of access to the software service are reviewed on a regular basis.

Other related expenses are expensed as incurred.

Impairment

The Authority tests long-lived assets for impairment whenever events or changes in circumstances indicate that their carrying amounts may not be recoverable. An impairment loss is recognized when the carrying amount of the asset exceeds the sum of the undiscounted cash flows resulting from its use and eventual disposition. The impairment loss is measured as the amount by which the carrying amount of the long-lived asset exceeds its fair value.

Security deposits

Deposits received from customers are recorded as a security deposit liability until the terms of the agreement have been satisfied.

Long-term debt

Long-term debt is initially measured at fair value, net of transaction costs and financing fees. It is subsequently measured at amortized cost. Transaction costs and financing fees are amortized over the term of the debt.

Revenue recognition

Landing fees, terminal fees, parking revenue and passenger security fees are recognized as the airport facilities are utilized. Concession revenue is recognized on the accrual basis and calculated using agreed percentages of reported concessionaire sales, with specified minimum guarantees where applicable. Rental revenue is recognized over the terms of the respective leases, licenses and permits. Airport improvement fees ["AIF"] are recognized when originating departing passengers board their aircraft as reported by the airlines.

Employee benefit plans

The Authority sponsors a pension plan on behalf of its employees, which has defined benefit and defined contribution components. In valuing pension obligations for its defined benefit component, the Authority uses the accrued benefit actuarial method prorated on services and best estimate assumptions. Pension plan assets are valued at current market values. Defined contribution component amounts are expensed as incurred.

Actuarial gains and losses are recognized in full in the period in which they occur. Current service cost and the interest cost on the accrued benefit obligation are included in the results of the Statements of Operations and Changes in Equity.

Financial instruments

The Authority's financial instruments consist of cash and cash equivalents, accounts receivable, deposits in trust, accounts payable and accrued liabilities and long-term debt. Accounts receivable are accounted for at amortized cost. Cash and cash equivalents and the Debt Service Reserve Fund are recorded at fair value with realized and unrealized gains and losses reported in earnings in the period during which they arise. Accounts payable and accrued liabilities and long-term debt are accounted for at amortized cost with gains and losses reported in earnings in the period during which they arise. The Authority has no held-to-maturity or available-for-sale financial assets.

[Tabular amounts are in thousands of dollars]

Transaction costs are capitalized and added to the cost of financial assets and liabilities not classified as held-for-trading.

3. GOVERNMENT ASSISTANCE

Cash includes $24.4 million [2023 – $28.0 million] from remaining funds received in 2018, 2020, and 2022 from the Province of Nova Scotia to support air service growth initiatives. The funding is available for use at HIAA's sole discretion to support new service opportunities that meet predefined criteria. The funds must be fully discharged by December 31, 2031.

During the year, $2.9 million [2023 – $6.1 million] of government contributions were received or receivable that were applied to capital assets. The contributions relate to capital development.

4. CAPITAL ASSETS

Capital assets consist of the following:

			2024	2023
	Cost	Accumulated amortization	Net book value	Net book value
	$	$	$	$
Computer Hardware	12,897	12,453	**444**	479
Leasehold improvements	648,806	312,498	**336,308**	334,231
Machinery, equipment, furniture and fixtures	26,613	21,724	**4,889**	5,579
Vehicles	39,054	19,142	**19,912**	10,502
Construction in progress	23,442	-	**23,442**	28,172
	750,812	**365,817**	**384,995**	**378,963**

[Tabular amounts are in thousands of dollars]
December 31, 2024

5. INTANGIBLES

Intangibles consist of the following:

			2024	2023
	Cost	Accumulated amortization	Net book value	Net book value
	$	$	$	$
Computer software and licenses	**25,752**	**19,297**	**6,455**	**8,277**

The Authority has elected to capitalize directly attributable expenditures on implementation activities regarding cloud accounting arrangements as a separate asset on the consolidated balance sheet. The net carrying amount capitalized as at December 31, 2024 was $6.4 million [2023 – $8.3 million].

During the year, the Authority expensed $2.3 million [2023 – $2.0 million] with respect to software services, which has been included in materials, services and supplies in the consolidated statement of operations.

6. LONG-TERM DEBT

Long-term debt consists of the following:	2024	2023
	$	$
5.503%, non-amortizing Series A Revenue Bonds due July 19, 2041. Interest payable semi-annually in arrears on January 19 and July 19 of each year until maturity, which commenced on January 19, 2007.	**150,000**	150,000
4.888%, non-amortizing Series C Revenue Bonds due November 15, 2050. Interest payable semi-annually in arrears on May 15 and November 15 of each year until maturity, which commenced on May 15, 2011.	**135,000**	135,000
3.678%, non-amortizing Series D Revenue Bonds due May 3, 2051. Interest payable semi-annually in arrears on May 3 and November 3 of each year until maturity, which commenced on November 3, 2021.	**150,000**	150,000
	435,000	435,000
Less transaction costs, net of accumulated amortization	**1,799**	1,848
	433,201	433,152

Bond issues

In July 2006, the Authority completed its inaugural $150.0 million Revenue Bond issue. The $150.0 million 5.503% Series A Revenue Bonds are due on July 19, 2041. In November 2010, the Authority completed a $135.0 million Revenue Bond issue. The $135.0 million 4.888% Series C Revenue Bonds are due on November 15, 2050. In May 2021, the Authority completed a third Revenue Bond issue of $150 million. The $150 million 3.678% Series D Revenue Bonds are due November 3, 2051.

The net proceeds from these offerings were used to finance the capital plan and for general corporate purposes. These purposes included repaying existing bank indebtedness and funding of the Debt Service Reserve Fund. The bonds are direct obligations of the Authority ranking pari passu with all other indebtedness issued under the Master Trust Indenture.

Credit facilities

The Authority has authorized credit facilities with the Canadian Imperial Bank of Commerce, which provide the Authority with a combined availability of $94.5 million, comprised of a $54.5 million Capex facility and a $40.0 million revolving operating and letter of credit facility. These facilities are secured under the Master Trust Indenture and are available by way of overdraft, prime rates loans, or bankers' acceptances.

As at December 31, 2024 an amount of $15.3 million [2023 – $16.8 million] of the operating and letter of credit facility had been committed, with $nil [2023 – $nil] advanced as a prime rate loan, $nil [2023 – $2.1 million] designated to pension plan funding regulations and $15.3 million [2023 – $14.7 million] designated to the Operating and Maintenance Reserve Fund. As at December 31, 2024 an amount $nil [2023 – $nil] of the Capex facility had been committed.

Reserve funds

Pursuant to the terms of the Master Trust Indenture, the Authority is required to establish and maintain with a trustee a Debt Service Reserve Fund. The balance within this fund must be equal to at least 50% of annual bond debt service costs. As at December 31, 2024, the Debt Service Reserve Fund included $10.2 million [2023 – $10.2 million] in interest-bearing deposits held in trust. These trust funds are held for the benefit of bondholders for use in accordance with the terms of the Master Trust Indenture.

The Authority is also required to maintain an Operating and Maintenance Reserve Fund. The balance in the Operating and Maintenance Reserve Fund must be equal to at least 25% of certain defined operating and maintenance expenses for the previous fiscal year. Approximately $16.7 million [2024 - $15.3 million] will be required to fund the Operating and Maintenance Reserve Fund in 2025. The Operating and Maintenance Reserve Fund may be satisfied by cash, letters of credit, or the undrawn availability under a committed credit facility.

[Tabular amounts are in thousands of dollars]
December 31, 2024

7. AIRPORT IMPROVEMENT FEES

The AIF revenue is used to fund the cost of the Authority's capital program and related financing costs, along with debt and operational surpluses. The AIF rate at December 31, 2024 was $35 [2023 – $35] and the Intra-Provincial rate was $22 [2023 – $22] and applies to each departing enplaned passenger. The AIF are collected by the air carriers for a fee of 6% under an agreement between the Authority, the Air Transport Association of Canada, and the air carriers serving the Airport. Under the agreement, AIF revenue may only be used to pay for the capital and related financing costs as jointly agreed with air carriers operating at the Airport.

A summary of the AIF collected and capital and related financing expenditures are as follows:

A summary of the AIF collected and capital and related financing expenditures are as follows:	2024	2023
	$	$
AIF revenue, net:		
AIF revenue	**63,540**	58,749
AIF collection costs	**(3,805)**	(3,635)
	59,735	55,114
Interest on surplus funds	**8,417**	8,260
Net funds received	**68,152**	63,374
Capital expenditures funded by the AIF	**26,766**	30,624
Interest expense funded by AIF	**20,491**	20,492
	47,257	51,116
Excess of AIF revenue over expenditures	**20,895**	12,258
Excess of expenditures over AIF revenue, beginning of year	**(382,024)**	(394,282)
Excess of expenditures over AIF revenue, end of year	**(361,129)**	(382,024)

From January 1, 2001 to December 31, 2024, the cumulative capital expenditures funded by AIF totaled $1.0 billion [2023 – $972.6 million] and exceeded the cumulative AIF revenue by $361.1 million [2023 – $382.0 million].

[Tabular amounts are in thousands of dollars]

8. COMMITMENTS

Transfer agreement

Effective February 1, 2000, the Authority signed a 60-year ground lease with Transport Canada which provides for the Authority to lease the Airport. A 20-year extension was granted in 2014, extending the lease to January 31, 2080. Unless otherwise extended, the Authority is obligated to return control of the Airport to Transport Canada. Lease payments are based on a percentage of gross revenue on a progressive scale.

The estimated lease obligations over the next five years are approximately as follows:

	$
2025	12,582
2026	13,270
2027	13,774
2028	14,273
2029	14,776

Long-term debt – bond issues

The interest payable over the next five years on the Authority's Series A, C and D Revenue Bonds is as follows:

	$
2025	20,370
2026	20,370
2027	20,370
2028	20,370
2029	20,370

Construction in progress

As at December 31, 2024, the Authority had outstanding contractual construction commitments amounting to approximately $19.6 million [2023 – $7.9 million].

[Tabular amounts are in thousands of dollars]

9. PENSION PLAN

The Authority sponsors a pension plan [the "Plan"] on behalf of its employees, which has defined benefit and defined contribution components. An actuarial valuation has been prepared as at December 31 for both funding and measurement purposes. The responsibility for governance of the Plan including overseeing aspects of the Plan such as investment decisions lies with the Authority through a Pension Committee. The Pension Committee in turn has appointed experienced independent experts such as investment advisors, investment managers, actuaries and custodians for assets.

The Authority has adopted various policies in respect to the Plan:

a. Plan assets are valued at fair value for the purpose of calculating the expected return on the Plan assets.

b. At December 31, 2024, the plan assets were invested in various pooled funds.

c. Due to the nature of the benefit promise, the Authority's defined benefit obligation cannot be accurately predicted. Gains and losses arise because of changes in assumptions and from experience differing from what has been assumed. Under CICA Handbook section 3462, these gains and losses are recognized immediately in the Statements of Operations and Equity.

d. Differences in the actual investment return on plan assets and the return using the discount rate are recognized immediately in the Statements of Operations and Changes in Equity.

e. The last actuarial valuation for funding purposes was prepared as at December 31, 2023. The next scheduled actuarial valuation for funding purposes will be performed as at December 31, 2026.

f. The Authority uses a December 31 measurement date.

The following table provides information concerning the assets, accrued benefit obligation, funded status and pension assets of the Plan as at December 31:

	2024	2023
	$	$
Plan assets	**23,694**	22,343
Accrued benefit obligation	**(17,069)**	(16,119)
	6,625	6,224

[Tabular amounts are in thousands of dollars]
December 31, 2024

The following table provides information concerning the components of the pension gain:

	2024	2023
	$	$
Employers' current service cost	**(291)**	(281)
Interest cost on accrued benefit obligation	**(865)**	(811)
Expected return on the plan assets	**1,190**	1,105
	34	13
Actuarial gain on accrued benefit obligation	**-**	635
Difference between expected and actual return on assets	**367**	(317)
Pension gain	**401**	331

The significant actuarial assumptions adopted in measuring the Authority's accrued pension benefits, using the funding valuation basis, are as follows:

	2024	2023
	%	%
Discount rate – year end benefit obligation	**5.35**	**5.35**
Discount rate – net benefit expense	**5.35**	**5.10**
Rate of compensation increase	**3.25**	**3.25**

Other information related to the Authority's defined benefit component is as follows:

	2024	2023
	$	$
Employees' contributions	**75**	68
Benefits paid	**281**	277

	2024	2023
	%	%
Equity securities	**31**	29
Fixed income securities	**61**	62
Real estate securities	**8**	9
	100	100

Pension expense amounted to $1.4 million [2023 – $1.2 million] for the defined contribution component for which the pension expense is equal to the contributions made by the Authority to the Plan during the year.

[Tabular amounts are in thousands of dollars]
December 31, 2024

10. CAPITAL RISK MANAGEMENT

The Authority is a corporation without share capital and, accordingly, is funded through operating revenue, AIF revenue, reserve funds, the debt capital markets and its bank credit facility. Aeronautical charges are set each year to cover the projected operating costs, after consideration of the projected air traffic and passenger activity and non-aeronautical revenue. Any funds generated by the Authority are used to cover costs within its mandate.

The Authority's objective for managing capital is to acquire and maintain sufficient capital to safely and effectively manage the Airport's operations. The Authority aims to manage capital to deliver world-class facilities and services to the travelling public. The capital managed by the Authority is composed of long-term debt. As at December 31, 2024, the balance outstanding, excluding any current portion, amounts to $435.0 million [2023 – $435.0 million].

The Authority's indebtedness is secured under the Master Trust Indenture and supplemented from time to time with established common security and a set of common covenants by the Authority for the benefit of its lenders. The covenants that the Authority must meet include two specific coverage tests for operating expenses and debt service payments. The gross debt service covenant states that the total revenue, including the revenue account balance at the beginning of the year, must at least cover operating expenses, including interest and principal payments. The debt service covenant states that the net revenue for that specific year must be at least 1.25 times the total interest and principal payments for that year. As at December 31, 2024, the Authority is in compliance with all covenants outlined in the Master Trust Indenture.

In accordance with the Master Trust Indenture, two reserve funds must also be maintained: a Debt Service Reserve Fund and an Operating and Maintenance Reserve Fund. As at December 31, 2024, the Authority satisfies the requirements for both of these reserve funds.

11. FINANCIAL INSTRUMENTS

Fair value

The Authority's financial instruments consist of cash and cash equivalents, accounts receivable, deposits in trust, accounts payable and accrued liabilities and long-term debt. The difference between the carrying values and the fair market values of the financial instruments, excluding long-term debt, are not material due to their short-term maturities. The fair value of the Revenue Bonds as at December 31, 2024 is approximately $418 million.

Risk management

The Authority is exposed to a number of risks as a result of the financial instruments on its balance sheet that can affect its operating performance. These risks include interest rate risk, liquidity risk, credit risk, and concentration risk. The Authority's financial instruments are not subject to foreign exchange risk or other price risk.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Authority is subject to interest rate risk relating to its Debt Service Reserve Fund and credit facilities. The Authority manages its interest rate risk through the use of fixed-rate financing where applicable.

The Authority has entered into fixed-rate long-term debt and, accordingly, the impact of interest rate fluctuations has no effect on interest payments until such time as this debt is to be refinanced.

However, changes in prevailing benchmark interest rates and credit spreads may impact the fair value of this debt.

The Authority's most significant exposure to interest rate risk relates to its credit facilities. The Authority's Capex facility, which is in place for the financing of near-term construction costs related to the Authority's Capital Program, is subject to floating interest rates. Management believes that the impact of interest rate fluctuations on construction costs is not material.

The Authority's Debt Service Reserve Fund is subject to changes in interest rates. Management believes that the impact of interest rate fluctuations on the Debt Service Reserve Fund is not representative of the Authority's exposure to interest rate risk as interest income is not essential to the Authority's operations. These funds are intended for reinvestment in airport operations and development, and not for purposes of generating interest income.

If interest rates had been 50 basis points [0.50%] higher or lower and all other variables were held constant, including timing of expenditures related to the Authority's capital expenditure programs, the Authority's earnings for the year would not have been significantly impacted.

Liquidity risk

The Authority manages its liquidity risk by maintaining adequate cash and credit facilities, by updating and reviewing multi-year cash flow projections on a regular and as-needed basis, and by matching its long-term financing arrangements with its cash flow needs. The Authority has ready access to sufficient financing as well as committed lines of credit through credit facilities with a major Canadian bank.

The future annual payment requirements of the Authority's obligations under its long-term debt are described in [note 7].

Credit and concentration risks

The Authority is subject to credit risk through its accounts receivable, which consist primarily of current aeronautical fees and AIF owing from air carriers. The Authority performs ongoing credit valuations of receivable balances and maintains an allowance for potential credit losses. The Authority's right under the Airport Transfer (Miscellaneous Matters) Act to seize and detain aircraft until outstanding aeronautical fees are paid mitigates the risk of credit losses. The majority of the Authority's accounts receivable are paid when they are due.

A significant portion of the Authority's revenue, and resulting receivable balances, are derived from air carriers. The Authority derives approximately 39.9% [2023 – 43.6%] of its landing fee and terminal fee revenue from Air Canada and its affiliates. Management believes, however, that the Authority's long-term exposure to any single airline is mitigated by the fact that over 85% of the passenger traffic through the Airport is origin and destination traffic and therefore other carriers are likely to absorb the traffic of any carrier that ceases operations. In addition, the Authority's unfettered ability to increase its rates and charges mitigates the impact of these risks.

12. CONTINGENCIES

The Authority may, from time to time, be involved in legal proceedings, claims and litigation that arise in the ordinary course of business and may enter into agreements that provide contingent support for new business. The Authority believes any liabilities arising from these matters would not reasonably be expected to have a material adverse effect on its financial position.

13. COMPARATIVE FIGURES

Comparative figures have been adjusted to conform to changes in the current year presentation.

Corporate Governance

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Halifax International Airport Authority (Airport Authority) is governed by a Board of Directors consisting of a maximum of 15 directors nominated by the following entities:

NOMINATOR	NUMBER OF DIRECTORS
Government of Canada	2*
Province of Nova Scotia	1
Halifax Regional Municipality	4
Halifax Chamber of Commerce	3
Airport Authority Board of Directors	4

**Can be increased to 3 in certain circumstances*

Generally, a director may serve no more than a total of nine years. However, at any given time, by a vote of the Board, one director's term can be extended for three years, to a maximum total of 12 years. The Board regularly reviews the skills and experience of its board members to ensure the appropriate competencies are represented on the Board.

The Board has overall responsibility for the stewardship of the Airport Authority, overseeing governance and strategic direction. The Board also oversees management who are responsible for the day-to-day conduct of the business, with the fundamental objective of ensuring that the Airport Authority meets its obligations and operates in a safe, efficient, and responsible manner. The Board meets as often as is required to carry out its responsibilities and maintains three standing committees, which are accountable to the Board: Audit & Risk Committee, chaired by Jackie Poirier (effective March 27, 2024); Infrastructure & Environment Committee, chaired by Benjie Nycum (effective May 26, 2023); and Governance & Human Resources Committee, chaired by Daniel Holland (effective February 1, 2024). The purpose of each Committee is as follows:

Audit & Risk Committee

The Audit & Risk Committee's responsibilities include: (i) approving the Airport Authority's quarterly unaudited financial statements and reviewing the annual audited financial statements; (ii) monitoring the integrity of the Airport Authority's financial reporting process and internal control system regarding financial reporting; (iii) reviewing and recommending the financial component of the 10-Year Capital and Financial Plan; (iv) monitoring the independence and performance of the Airport Authority's external auditors; and (v) providing oversight of matters relating to cybersecurity. The Audit & Risk Committee also oversees the Airport Authority's processes for strategic enterprise risk management and supports the Board in monitoring the Airport Authority's performance in relation to the Governance priorities of its ESG strategy. The Audit & Risk Committee acts in an advisory capacity to the Board except for approving the quarterly unaudited financial statements and the annual audit plan.

Infrastructure & Environment Committee

The Infrastructure & Environment Committee's responsibilities include: (i) reviewing and recommending the capital component of the 10-Year Capital and Financial Plan, the Annual Capital Plan, and certain major capital projects; (ii) monitoring the progress and results of approved projects against pre-established measures and targets; and (iii) oversight of information technology matters related to digital ambition and data governance. The Infrastructure & Environment Committee also monitors the Airport Authority's environmental performance and supports the Board's oversight of the Airport Authority's performance in relation to the Environmental priorities of its ESG strategy.

Governance & Human Resources Committee

The Governance & Human Resources Committee assists the Board by providing a focus on governance that is intended to enhance the Board's performance as well as add value and support to the Airport Authority in achieving its corporate objectives. As part of this mandate, the Governance & Human Resources Committee leads the Board nomination process and receives reports and makes recommendations on a variety of governance matters, including: (i) the Board Governance Framework, consisting of the Board Governance Policy and accompanying plans/programs; (ii) Board composition and effectiveness; (iii) the terms of reference for each Board committee; and (iv) critical human resources strategy, including President & CEO compensation and evaluation, organizational culture and engagement, and significant labour relations matters. The Governance & Human Resources Committee supports the Board's oversight of the Airport Authority's performance in relation to the Social priorities of its ESG strategy.

The Airport Authority has adopted conflict of interest guidelines to govern the conduct of, and the disclosure and avoidance of conflicts of interest for, all officers and directors. These disclosures are updated as required. During 2024, the Governance & Human Resources Committee of the Board reported that there were no breaches of the conflict of interest guidelines by any officer or director of the Airport Authority.

Board of Directors Compensation	($)
Chair: J. S. Fitzpatrick	75,250
J. Ashton (joined the Board April 1, 2024)	11,250
D. Bastow	20,325
P. Boulter	21,075
C. Chiekwe (joined the Board June 1, 2024)	6,482
D. Holland	26,986
A. MacKenzie (term completed March 26, 2024)	11,364
A. MacLean (term completed January 31, 2024)	8,134
M. Martel	20,475
S. Ng (joined the Board April 1, 2024)	11,750
B. Nycum	28,038
J. Poirier	24,584
S. Porter (term completed March 26, 2024)	8,522
D. Whalen	21,075

Note: Amounts represent payments made in 2024.

Executive Compensation

In 2024, the base salary range for the Vice Presidents of the Airport Authority was $175,100 to $380,920, and the base salary range for the President & CEO of the Airport Authority was $347,110 to $469,680.

Contracts in excess of $140,440

In accordance with its ground lease with Transport Canada, the Airport Authority is required to report all contracts in excess of $140,440 ($75,000 in 1994 dollars adjusted by the Consumer Price Index) that were entered into during the year and that were not awarded on the basis of a public competitive process. In 2024, the Airport Authority entered into two sole source contracts.

A four-year sole source contract was awarded to EfficiencyOne, not to exceed $500,000, to support the development and implementation of a multi-year Energy Management Plan that support's the Airport Authority's emission reduction targets to achieve Net Zero carbon emissions by 2050. EfficiencyOne supplies cost-effective energy efficiency and carbon mitigation services through the Efficiency Nova Scotia franchise. EfficiencyOne manages a program offering a cost-effective model that will provide an Onsite Energy Manager to act as a dedicated resource to create and implement an energy management strategy tailored to the Airport Authority's priorities.

A sole source contract was awarded to Beumer Group Canada Corporation, not to exceed $6,700,000, for services, software and hardware associated with the upgrade of the Sort Allocation Computer and Programmable Logic Controllers for the baggage handling systems in use at the airport. Beumer Group Canada Corporation is the original supplier of the existing systems, and the required upgrade technology is proprietary.

Board of Directors

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			Meeting Attendance*			
Name and Position	Occupation	Nominator and Date Appointed	Board	Audit & Risk Committee	Infrastructure & Environment Committee	Governance & HR Committee
 **John Fitzpatrick** Board Chair Director	KC, Partner, BOYNECLARKE LLP	Halifax Regional Municipality July 2014	7/7	4/4**	3/4**	4/4**
 **John Ashton** Director	Owner, Ashton Creative Design	Province of Nova Scotia April 2024	4/6	3/4	-	-
 **Doug Bastow** Director	Retired Airline Executive Retired Airline Pilot	Airport Authority September 2016	7/7	-	4/4	-
 **Pernille Fischer** Director	President & CEO, Kisserup International Trade Roots Inc.	Federal Government May 2019	7/7	-	-	4/4
 **Chika Chiekwe** Director	Partner, Cox & Palmer	Airport Authority June 2024	4/4	-	-	2/2
 **Daniel Holland** Chair, Governance & HR Committee Director	Chief Executive Officer, Community Foundation of NS	Halifax Regional Municipality January 2017	7/7	-	-	4/4

			Meeting Attendance*			
Name and Position	**Occupation**	**Nominator and Date Appointed**	**Board**	**Audit & Risk Committee**	**Infrastructure & Environment Committee**	**Governance & HR Committee**
 **Matthew Martel** Director	Chief Executive Officer, Black Business Initiative	Halifax Chamber of Commerce January 2021	7/7	-	-	4/4
 **Sally Ng** Director	Owner & Founder, The Triple Effect	Halifax Chamber of Commerce April 2024	6/6	-	3/3	-
 **Benjamin Nycum** Chair, Infrastructure & Environment Committee Director	Chief Executive Officer, William Nycum & Associates Ltd	Halifax Chamber of Commerce March 2018	7/7	-	4/4	-
 **Jackie Poirier** Chair, Audit & Risk Committee Director	Retired Federal Government Executive	Halifax Regional Municipality June 2023	6/7	4/4	-	-
 **Diana Whalen** Director	Former Deputy Premier of Nova Scotia Retired Elected Official	Halifax Regional Municipality October 2022	7/7	4/4	-	-

*Ratio equals number of meetings attended/number of meetings eligible to attend. Excludes Annual Public Meeting.
**As Chair, Mr. Fitzpatrick's attendance at committee meetings is discretionary.

HalifaxStanfield

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