

2024 Sustainability Report





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

2024 Sustainability Results

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 (CO₂e 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

2024 Sustainability Results



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.

2024 Sustainability Results

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

1,197
cargo flights

\$23 million
Net Income

\$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 (CO2e Scope 1 & 2) compared to 2019. ¹ 2026 Target Over 30% CO2e 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