

2025 Sustainability Report





HIAA’s Sustainability Plan reflects our commitment to operating Halifax Stanfield responsibly while supporting safe, sustainable air service for our communities.

In alignment with the United Nations Sustainable Development Goals, the Plan is guided by a comprehensive materiality assessment that shapes our eleven sustainability priorities and focuses our efforts on advancing environmental, financial, and social sustainability practices throughout the organization.

Sustainability is embedded within our Strategic Plan and integrated into daily operations to strengthen performance, support our partners, and drive regional growth. Through clear goals, defined initiatives, transparent reporting, and ongoing stakeholder engagement, HIAA remains committed to reporting annually on progress to ensure accountability and identify opportunities for continuous improvement.

Sustainability Priorities

Unique initiatives have been developed to help HIAA realize our sustainability goals. Each initiative also identifies an Action Lead – a team member responsible for driving progress and maintain momentum. Each Action Lead also has a target goal to help translate an idea into action. These include policies, plans and initiatives currently underway that contribute to sustainability as well as future opportunities that will move HIAA closer to achieving its long-term goals.

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

2025 Sustainability Results

ENVIRONMENT

By pursuing energy efficiency and resource optimization measures, HIAA is steadily reducing its emissions, streamlining operations, and reflecting responsible environmental stewardship. HIAA achieved a 28% reduction in carbon emissions in 2025 compared to 2019 and developed a new science-based target to further reduce carbon emissions beyond 2026. Our new goal of a 60% reduction by 2030 (compared to 2019) will support HIAA's Sustainability Framework and Carbon Management Plan and drive the momentum towards our goal of net zero carbon emissions by 2050.

In 2025, HIAA successfully renewed its Level 3 certification with Airport Council International's Airport Carbon Accreditation program. This program is the only institutionally endorsed, global carbon management certification program for airports.

Additionally, the organization joined the Government of Canada's Net-Zero Challenge, which encourages participants to develop plans to transition their facilities and operations to net-zero emissions by 2050.

HIAA recognizes the importance of understanding and preparing for climate and extreme weather events, which can disrupt airport operations and impact infrastructure. In 2025, we completed a thorough assessment of current and projected climate hazards to critical airport infrastructure and operations. This project will help to support long-term planning and decision-making to enhance the resilience of our assets, operations, and services in the face of a changing climate.

HIAA also continued to make improvements to its stormwater treatment plant in 2025 to maintain compliance with provincial stormwater quality requirements and protect the area around the airport from acid rock drainage.





Waste Management

36% (351 tonnes) of air terminal building waste diverted from landfill

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



Stormwater Management

98% conformance with provincial stormwater quality requirements



Carbon Management

28% reduction (4,556 tonnes) in carbon dioxide equivalent emissions (CO₂e Scope 1 & 2) compared to 2019¹



1 - Carbon emissions were calculated using the Nova Scotia Power Inc. emission factor (EF) from the prior year. The 2025 EF is not yet available.

SOCIAL

HIAA’s social sustainability initiatives play a central role in fostering a strong culture of safety and security, ensuring airport operations run smoothly while maintaining the confidence of employees, travellers, and community partners. This foundation of trust supports the organization’s broader efforts to pursue innovative solutions that advance its business objectives.

Integral to this progress is HIAA’s commitment to embedding diverse perspectives across the organization. In 2025, women represented 42% of the Board of Directors, while 33% of Board members identified as belonging to other equity groups. At the Senior Leadership Team level, 50% are women and 33% identified with other equity groups. Strategic partnerships with community organizations such as Autism Nova Scotia and the Make-A-Wish Foundation are bolstering community outreach and impact, achieved through HIAA’s Uplifted Program, which invested 85% of all funds to diversity, equity, and inclusion-focused organizations or initiatives in 2025.

Customer experience also remained a focal point for Halifax Stanfield, where employees and airport community members go above and beyond to create a welcoming and inclusive environment for all. In 2025, Halifax Stanfield achieved Level 2 Customer Experience Accreditation from Airports Council International for the first time, leveraging new customer insights and journey mapping to pinpoint priority areas for improvement, such as wayfinding.



Health, Safety and Security

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

3 lost time workplace injuries



Organizational Reputation

7th most reputable organization in Atlantic Canada



Community Investment

85% of community investment supported DEI focused organizations or initiatives



Airport Experience

86% Airport Service Quality passenger satisfaction survey score





Diversity, Equity and Inclusion

28% of HIAA employees identify as being from one of the Government of Canada Employment Equity Act’s designated groups (Indigenous, disability and racial minority)²

34% of HIAA’s employees identify as women compared to labour market availability^{2,3}

50% of HIAA’s Senior Leadership Team identify as women or non-binary^{2,4}

33% of HIAA’s Senior Leadership Team identify as being from another equity group other than women or non-binary^{2,4}

42% of HIAA’s Board of Directors identify as women or non-binary⁴

33% of HIAA’s Board of Directors identify as being from an equity group other than women or non-binary⁴

2 - The 2025 data is based on results from an employee survey. The survey achieved a 55% response rate among all employees and an 86% response rate among members of the Senior Leadership Team.

3 - The labour market availability of women for HIAA job categories was 28.5% in 2024. Labour market availability data for 2025 is not yet available due to the timing of the official data release.

4 - 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 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.

GOVERNANCE

Cybersecurity

Cybersecurity continues to play a critical role in supporting HIAA's operational resilience and the safe, reliable delivery of airport services. In 2025, HIAA advanced its cybersecurity program to strengthen its ability to detect, contain, and recover from cyber threats that could impact airport operations or critical systems. Independent benchmarking confirmed that HIAA's cybersecurity maturity remains above industry and global peers, reflecting a disciplined and resilient approach to digital risk management.

Key efforts focused on enhancing incident response readiness, reinforcing organization-wide cyber awareness, and strengthening oversight of third-party and cloud-based services that support operational systems. Cybersecurity remains a top enterprise priority with active oversight at the executive and Board levels. Looking ahead, HIAA is developing a multi-year cybersecurity roadmap to further improve centralized monitoring, governance, and response capabilities, ensuring the organization remains resilient in an evolving threat environment.

Enterprise Risk Management

In 2025, the organization continued to advance its Enterprise Risk Management (ERM) framework as a key enabler of strategic decision-making, operational resilience, and long-term sustainability. In response to evolving geopolitical landscapes, a strategic risk review was undertaken in 2025, resulting in the reassessment and rescoring of strategic risks to ensure continued alignment with the external operating environment. This work strengthened the ERM program's relevance and responsiveness while maintaining a consistent, structured approach to risk oversight. In support of this, six crisis management and business continuity exercises were completed during the reporting period, helping validate response capabilities, clarify roles and responsibilities, and inform ongoing enhancements to resilience planning and risk oversight.





Economic Performance

4,140,668
passenger activity

\$19.4 million
Net Income

947
cargo flights

\$10.59
non-aeronautical revenue
per passenger

Responsible Procurement

HIAA continues its commitment to ensuring our procurement practices support the organization's environmental and social responsibility goals. In 2025, revised procurement and tendering procedures were implemented to reduce barriers to participation in HIAA's procurement activities for small and diverse suppliers. HIAA's procurement policy reflects our commitment to fostering a diverse and inclusive business environment and actively seeks diverse suppliers to participate in our sourcing and procurement processes. HIAA is a member of the Canadian Aboriginal and Minority Supplier Council (CAMSC) and participated in an inaugural program of like-minded organizations in Nova Scotia to advance supplier diversity. HIAA also participated in a pilot program with WBE Canada (Women Business Enterprises). In 2025, HIAA assessed the risks of forced labour or child labour in its supply chains in compliance with its obligations under the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and prepared and submitted its annual Supply Chain Transparency Report.



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, 2024 and 2025 is presented below.

	2022	2023	2024	2025
Environment				
Carbon Management % reduction in carbon dioxide equivalent emissions (CO ₂ e Scope 1 & 2) compared to 2019. ¹ 2026 Target Over 30% CO ₂ e reduction compared to 2019 baseline of 16,470 tonnes	19% reduction (3,115 tonnes)	20% reduction (3,317 tonnes)	33% reduction (5,407 tonnes)	28% reduction (4,556 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)	36% (351 tonnes)
Stormwater Management % conformance with provincial stormwater quality requirements	100%	98%	99%	98%
Social				
Diversity, Equity and Inclusion				
% of HIAA employees who identify as being from one of the Government of Canada Employment Equity Act's designated groups (Indigenous, disability and racial minority) ² 2026 Target ≥ 33% increase compared to 2020 baseline of 11%	12%	12%	12%	28%
% of HIAA's employees who identify as women compared to labour market availability ^{2,3}	27%	28%	29%	34%

Annual ESG Performance Data

	2022	2023	2024	2025
Social (continued)				
% of HIAA's Senior Leadership Team who identify as women or non-binary ^{2,4}	42%	47%	43%	50%
% of HIAA's Senior Leadership Team who identify as being from another equity group other than women or non-binary ^{2,4}	-	7%	7%	33%
% of HIAA's Board of Directors who identify as women or non-binary ⁴	42%	55%	45%	42%
% of HIAA's Board of Directors who identify as being from an equity group other than women or non-binary ⁴	25%	18%	36%	33%
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	7th
Airport Experience Airport Service Quality passenger satisfaction survey score 2026 Target ≥ 80%	84%	86%	87%	86%
Community Investment % of community investment that supported DEI focused organizations or initiatives	62%	76%	68%	85%

Annual ESG Performance Data

	2022	2023	2024	2025
Social (continued)				
Health, Safety and Security				
% of HIAA employees identify HIAA as a safe place to work	95%	96%	94%	94%
Lost time workplace injuries	0	3	5	3
Governance				
Economic Performance				
# of passengers 2026 Target Passenger volume over 4.6 million annually	3,107,425	3,579,293	3,979,785	4,140,668
# of cargo flights 2026 Target More than 1,680 air cargo flights annually	1,585	1,580	1,197	947
Net Income (Loss) 2026 Target \$13.6 million	(\$7.4 million)	\$16.0 million	\$23.0 million	\$19.4 million
Non-aeronautical revenue per passenger 2026 Target Non-aeronautical revenue per passenger is more than \$10.50	\$9.09	\$10.40	\$10.45	\$10.59

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