

Allegheny County Airport Authority

2023 ESG Report



ALLEGHENY COUNTY AIRPORT AUTHORITY
PITTSBURGH INTERNATIONAL AIRPORT
ALLEGHENY COUNTY AIRPORT

Message from the Chief Executive Officer

Dear Reader,

Innovation and leadership — delivered through responsible business practices — demand that an organization push itself further for all stakeholders. At the Allegheny County Airport Authority, it's how we work. We challenged ourselves, asking how an airport could be more than a gateway for travel, and if it could be a model for delivering the triple-bottom-line through financial, social and environmental performance. We questioned how we could drive greater growth for the region we serve and lead the aviation industry in the process.

That's how we re-imagined Pittsburgh International Airport and Allegheny County Airport and simultaneously helped shape and strengthen Pittsburgh's role on a global stage — all through the lens of Environmental, Social and Governance (ESG) innovation and action.

This report begins to tell our story of exactly how we have been doing it. We're building and leveraging partnerships with technology and innovation leaders to transform travel by putting the passenger first. We're testing and investing in renewable energy sources — already making us the first and only commercial US airport to be off the electric grid. We're investing in services like on-site day care to remove barriers for parents who want to work. And we're extending Pittsburgh's reach and influence internationally as we literally re-invent the role, value and operations of airports.

Our transformation is well under way — and not only through brick and mortar. Yes, we're building an amazing new airport terminal that will open in 2025 — a terminal that we believe will model the best of what an airport can be and do. But in many ways, it's only the surface of what we mean when we say we're going further for all, as our refined brand.

I invite you to read and think about the details in this first-ever ESG report for the Allegheny County Airport Authority. As you do, you should see the remarkable commitments we're making to transform not just what an airport can do for Pittsburgh but for the world. Can we go further to be an economic growth engine, to replenish the environment, to push for social change that delivers equity for all? You bet we can, and we are.

We believe anything is possible when we apply sustainable, responsible thinking and action to how we operate. I hope you'll see what we mean as you review our summary.

On behalf of all our team members, thank you for investing time in learning our story. We look forward to updating you on our progress.



Sincerely,
Christina A. Cassotis
Chief Executive Officer



ALLEGHENY COUNTY
AIRPORT AUTHORITY

Executive Summary

ESG is a framework that considers environmental, social and governance (ESG) factors, alongside financial factors, and plays an important role in investment and decision-making processes. ESG-related actions have been shown to strongly influence long-term investment performance and resilience because these actions have the potential to increase business benefits¹. The airport industry has a long history of integrating sustainability into its global operations, and the Allegheny County Airport Authority (ACAA or the Authority) strives to be a world leader in sustainability for the benefit of passengers, the local community, and future generations.

This report covers data through fiscal year ending December 31, 2021. It is part of the Authority's effort to communicate how we are driving sustainability best practices and effectively managing ESG risks and opportunities. The Authority has a solid history of implementing sustainable actions and initiatives but has never published ESG-focused metrics, goals, and practices in a consolidated report. This report includes several goals for advancing progress on the topmost important ESG issues to our organization.

Future reports will describe our progress toward reaching our goals and the further efforts we plan to undertake. Along with this effort in transparency comes a responsibility to carry through with the plans laid out in this report—a responsibility our Airport leaders are committed to. Our intention is to go above and beyond industry standards and industry-best peer benchmarks.

We are committed to aligning with the United Nations Sustainable Development Goals in our efforts to not only be a responsible airport authority, but also lead the industry in sustainability practices.



1 Boffo, R., and R. Patalano. 2020. ESG Investing: Practices, Progress and Challenges. OCED Paris. [PDF Link](#)

Abbreviations and Acronyms

ACA	Airport Carbon Accreditation	GHG	greenhouse gas
ACI	Airport Council International	GRI	Global Reporting Initiative
ACAA	Allegheny County Airport Authority / the Authority	GSE	ground support equipment
AFFF	aqueous film-forming foam	IAG	International Airlines Group
AGC	Allegheny County Airport	LEED	Leadership in Energy and Environmental Design
CO₂	carbon dioxide	N91	Neighborhood 91
CO₂e	carbon dioxide equivalent	PFAS	per- and polyfluoroalkyl substances
CEO	Chief Executive Officer	PIT	Pittsburgh International Airport
DBE	Disadvantaged Business Enterprise	PIT PAWS	Pups Alleviating Worry and Stress
DE&I	diversity, equity, and inclusion	REC	renewable energy credit
eGSE	electric ground support equipment	SAF	sustainable aviation fuel
EHS	environmental, health, and safety	SLT	Senior Leadership Team
ESG	environmental, social, and governance	STEAM	science, technology, engineering, arts, and mathematics
FAA	Federal Aviation Administration	TMP	Terminal Modernization Program
		TSA	Transportation Security Administration
		WUI	water use intensity

Table of Contents

» Click on each chapter to follow



Introduction

About the Allegheny County Airport Authority

The Allegheny County Airport Authority (ACAA or the Authority) is the governing body of the Pittsburgh International Airport (PIT) and the Allegheny County Airport (AGC). The Authority assumed administration of both airports in 1999, and since then, we have consistently proven our business resilience. The Authority is an economic cornerstone of the 10-county Southwestern Pennsylvania region, contributing \$29 billion annually in business revenues to the local economy and providing more than 148,000 jobs for the area².

We value innovation at the Authority and have a record of sustainable and innovative projects to be proud of. For example, PIT is the first commercial airport in the U.S. to be powered by its own microgrid, which uses the vast reserves of natural gas found under PIT's campus in the Marcellus shale to produce energy. The Terminal Modernization Program (TMP) is our newest and most ambitious project to date. It is a \$1.4 billion project to reinvent PIT and position the Airport to once again earn the title "the Airport of the Future." Along with the TMP's physical construction, the Authority has demonstrated its commitment to innovation and sustainability by participating in the Airport Carbon Accreditation (ACA) program and the Pittsburgh 2030 District Program, and by pursuing Leadership in Energy and Environmental Design (LEED) accreditation for all new buildings. During construction, and once completed, the TMP will continue to drive economic growth and better meet the needs of Pittsburgh and the surrounding 10-county area. The Authority is proud to serve the people of Allegheny County and beyond. We are committed to integrating ESG factors into daily decision-making and eventually into every facet of our airports. At the Authority, we are guided by our vision and mission to integrate ESG and sustainability into airport operations. From the smallest detail to the most consequential decision, everything we do is driven by our vision and mission described in this report.

ACAA Vision

To transform Pittsburgh's airports to reflect and serve the community, inspire the industry, and advance the region's role as a world leader.

ACAA Mission

A global aviation leader driving innovation, regional growth, and prosperity by investing in our employees, customers, airlines, and partners.

² Economic Development Research Group, Inc. and John J. Clark and Associates, Inc. 2017. *Pittsburgh International Airport, Allegheny County Airport and the Allegheny County Airport Authority Economic Impact Study*. March. [PDF Link](#)

ESG Strategy Development

Importance of ESG to ACAA

The Authority has long been committed to protecting and preserving the environment and supporting conservation and community service efforts. Given the many intersections between climate change, demands on natural resources, economic impacts on local communities, regulatory pressure, and more, the Authority has proactively assessed the key ESG issues affecting its business and has formalized a strategy to effectively manage ESG risks and enhance its image as an industry leader.

The Federal Aviation Administration (FAA) estimates that in the 20-year period between 2022 and 2042, U.S. nationwide carrier domestic passenger growth is expected to increase an average 4.7% per year³.



With this growth comes a responsibility to improve and decarbonize—a mission the Authority shows an unwavering commitment to by publishing this report. While new technologies are constantly emerging and maturing that may one day transform aviation into a carbon-neutral activity, it is the present-day efforts happening in the industry that are making a difference.

Intent of the ESG Strategy

Our inaugural ESG strategy builds on our achievements to date and zeroes in on the key goals and approach for enhancing our ESG performance. This formalized strategy allows us to focus organizational resources on driving effective progress toward our goals in alignment with the Authority’s vision. While most goals and metrics in this report focus on PIT, the objectives for managing the Authority extend to both PIT and AGC.

Our intent in developing the ESG strategy is as follows:

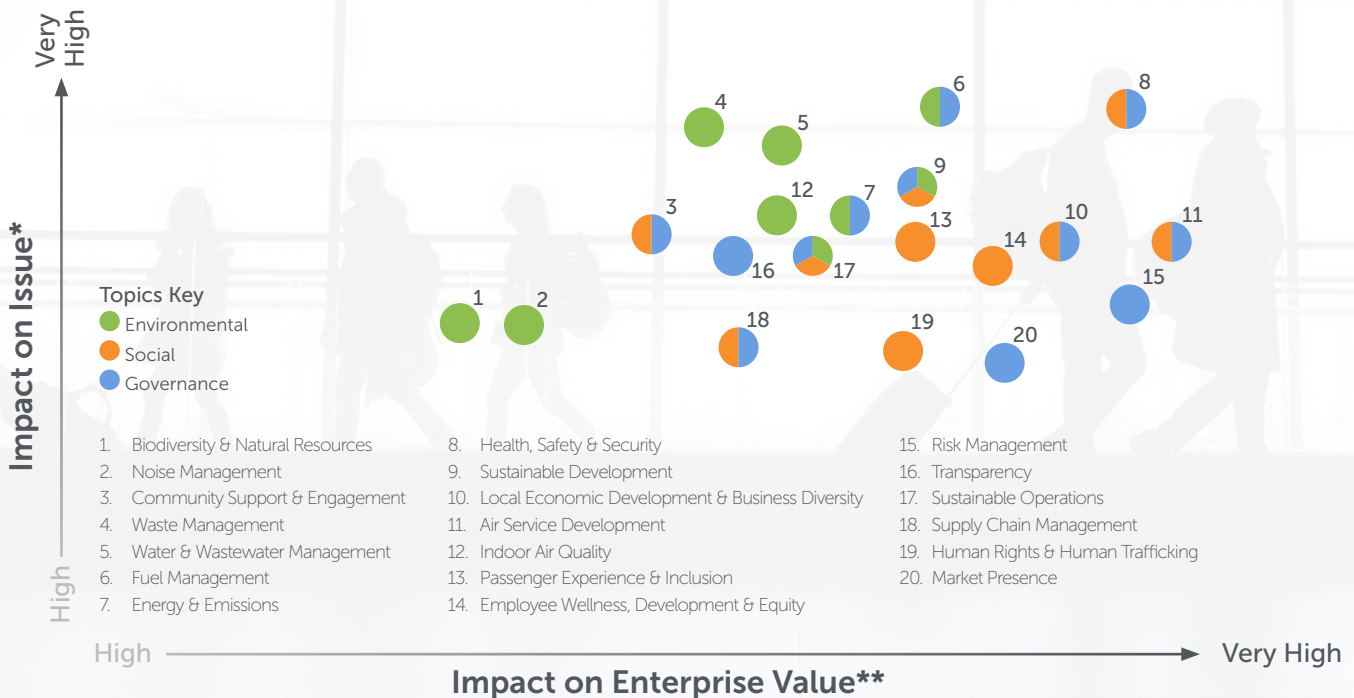
- Demonstrate leadership on ESG and influence the airport industry to move toward greater sustainability.
- Disclose to bondholders and stakeholders how the Authority is effectively managing ESG risks and opportunities (regulatory compliance, business continuity in the face of pandemics, changing climate and weather events, employee retention, etc.).
- Align the Authority’s goals with the United Nations Sustainable Development Goals and the aviation industry’s voluntary decarbonization goals.

³ Forecast Highlights (2022–2042). *faa.gov*, 2022. [PDF Link](#)

Development of the ESG Strategy

This inaugural ESG report was produced in accordance with the Global Reporting Initiatives (GRI) 2021 General Disclosures framework and the GRI Airport Operators Sector Disclosures (2011) framework, detailed in the appendix. Other industry ESG frameworks, such as the Sustainable Accounting Standards Board, Global Real Estate Standards Benchmark, and the United Nations Sustainable Development Goals, were explored in order to select the foremost material topics for the Authority’s consideration, along with internal and external stakeholder input and industry peer standards. Once all material ESG topics were gathered, we systematically compared those topics to gauge their importance and impact on our business. While many topics hold significance for us, we chose to focus on the most important topics, which are outlined in the materiality matrix discussed in the following paragraph. We then surveyed internal and external stakeholders on how they viewed each topic’s impact. Finally, we collated all priorities in the materiality matrix in alignment with industry best practices as defined by the GRI.

A materiality matrix is a robust indicator of how relevant or “material” an issue is to an organization and its stakeholders. With the quantitative feedback from questionnaires given to Airport employees, leadership, passengers, subject matter experts, and other stakeholder groups, we prioritized topics using the ACAA materiality matrix, which measures a topic’s impact on enterprise value and on environmental and social issues.



*Impact on Issue is a measure of how the Airport’s actions can affect the outcome of a material topic.

**Impact on Enterprise Value is an indication of how a certain issue affects the Airport finances.

Surveyed stakeholders were given several weeks to respond to a questionnaire provided by the Authority, which included answers in short form as well as multiple choice. After the surveys closed, the answers were synthesized into relevant statistical sets, informing the materiality matrix of any shifts in stakeholder sentiment from group to group. Here are some examples of questions asked: “Which of the following environmental topics and associated initiatives represent the greatest opportunities for the Authority to enhance environmental performance?” and “Are PIT’s ESG initiatives successfully executed?” We then reviewed and finalized the materiality matrix in consultation with the Authority’s Senior Leadership Team (SLT). All material topics listed hold a high amount of importance to the Authority, but those in the top right of the matrix were deemed by stakeholders to be the most important of the group. For the key material topics, we created detailed goals and objectives as summarized on the next page.

ENVIRONMENTAL

Reduce Energy & Emissions



Strive for Net Zero by 2050 in line with the Airports Council International (ACI) World's long-term carbon goal

- Develop roadmap by 2025 for achieving net-zero emissions in 2050 or sooner, including interim targets
- Net-zero new buildings by 2030, 50% reduction in energy intensity for existing structures



Advance to ACA Level 4 by 2030

- Pursue ACA Level 2 by 2024, Level 3 by 2025, Level 4 by 2030, and Level 5 by no later than 2050.



Increase solar power generation

- Increase onsite solar panel generation to 8 megawatts by 2028
- Retain Renewable Energy Credits (RECs)



Enhance fuel efficiency at and around the Airport

- Promote development and use of Sustainable Aviation Fuel (SAF) and hydrogen energy
- Implement low-emissions Ground Support Equipment (GSE) policy by 2025

Increase Operational Sustainability



Minimize and efficiently manage water use, intake, and outflows

- Reduce water usage 50% by 2030 over a 2019 baseline



Lead the airport sector in management of deicing fluid

- Maximize capture and reuse of deicing fluid through increasingly efficient methods



Minimize waste sent to landfills through waste reduction practices and effective and efficient diversion techniques

- Conduct a waste audit and prepare a waste minimization and landfill diversion plan with set targets by 2025
- Divert at least 75% of construction and demolition waste from landfills

Safeguard Biodiversity



Advance Apiary Programs

- Continue to support the Queen Bee Improvement Program and the Swarm Relocation Program



Maintain stringent wildlife management standards

- Follow habitat and wildlife standards according to Airport policy

SOCIAL

Support Local Economic Development & Business Diversity



Deliver economic gains to the region through the TMP

- Support 14,000+ design and construction jobs, inject \$2.5B into the local economy, provide long-term economic benefits to the airport and region
- Deliver the TMP on time and within budget
- Report on the TMP's economic gains



Create a diverse workforce that reflects our community and our commitment to diversity, equity & inclusion (DE&I)

- Increase local and diverse employment opportunities by participating in Taking Flight, which supports career opportunities in the aviation industry, supporting women in science, technology, engineering, arts, and mathematics (STEAM), supporting career exploration days
- Expand outreach to community groups (for example, underserved students, professional leadership groups, etc.)



Enhance local employment

- Continue to support local and diverse employment including the Partner 4 Work program, PIT2Work, Neighborhood 91 (N91), cargo operations, and economic development programs

Enhance Passenger Experience & Inclusion



Provide industry-leading accommodations for passengers of all needs and abilities

- Continue and expand as needed programs for accessibility aids; electric mobility carts, Pups Alleviating Worry and Stress (PIT PAWS), Presley's Place sensory room, and family services (Kidsport, nursing lounge)



Deliver on TMP commitments

- Reduce wait and travel times, increase covered parking, streamline Transportation Security Administration screening, improve signage



Enhance the customer experience in the passenger terminal through human-centric design

- Increase size of main security checkpoint, reduce level changes at the Airport, increase variety of commercial offerings

Promote Employee Wellness, Development & Equity



Provide a safe and healthy work environment for employees, and promote a proactive safety culture

- Continue to meet or exceed safety goals and conduct regular safety trainings for all employees
- Leverage LEED and other sustainability rating systems to enhance employee health and wellbeing



Provide ongoing career development opportunities

- Provide Leadership Development Program, department development opportunities, online learning modules for individual or group development, personalized development



Establish our leadership commitment to DE&I at all levels and throughout the Authority (and our community)

- Maintain dedication to DE&I, continue regular training of ACAA staff on DE&I, refresh chief executive officer (CEO) commitment video, and deliver on our DE&I action plans

Improve Shipping Efficiency to and from Pittsburgh



Support worldwide shipping logistics through Pittsburgh International Airport

- Enable continued innovation and logistic efficiency through Neighborhood 91 Airport Innovation Campus (global hub for 3-D printing and additive manufacturing)
- Continue efforts at PIT to become a cargo gateway to diversify airport revenues; reduce airline landing fee rates; enable trade for local, regional, national economies; increase local jobs; and allow passenger airlines to augment revenue streams with belly cargo
- Increase cargo capacity by constructing new facilities

GOVERNANCE

Incorporate Sustainability in All Airport Development



Achieve LEED certification on all major future development and pursue other leading sustainability rating systems for infrastructure and facilities

- Achieve LEED Silver certification or higher
- In addition to LEED, pursue Envision, Parksmart, or other relevant rating systems for major development projects as appropriate
- Consider similar requirement for tenant buildings



Expand the Authority's sustainability commitment into all development and land management

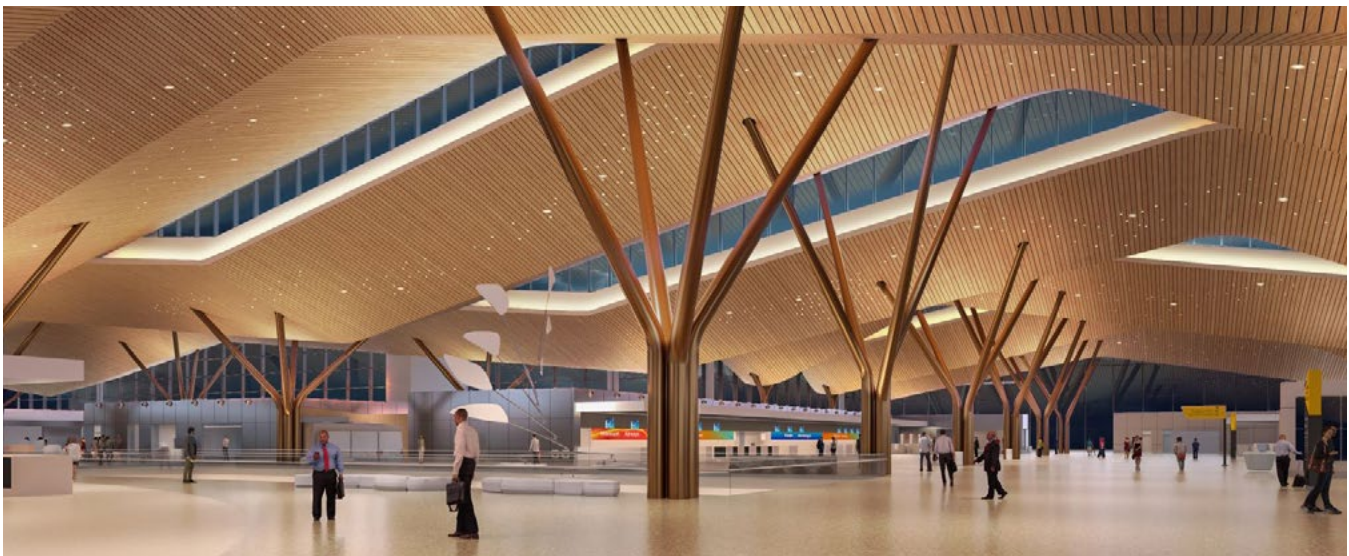
- Create a Sustainable Development Master Plan by 2025

Environmental

PIT is part of the western Allegheny plateau ecoregion, which is an area of rich biodiversity with an abundance of natural resources. We understand that these natural resources are to be cherished, preserved, and protected, which is why environmental considerations play such a large role in our current and future plans for the Airport. From supporting pollinators, to maintaining high-standard environmental quality, to respecting the space shared with the region's residents, the Authority sets an example for other airport authorities to follow.

Energy & Emissions Management is an important environmental priority to the Authority. PIT has made it clear that emissions management is at the heart of the TMP and its industry-leading modernization goals. These goals will be accomplished across every aspect of airport operations.

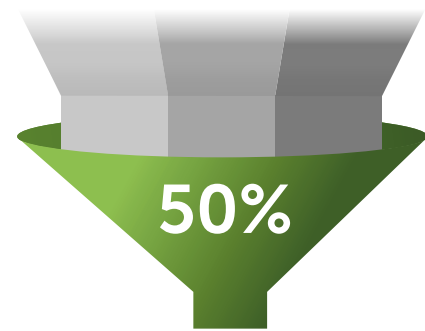
One of the TMP's main goals is to create an efficient, low-impact, and cutting-edge airport terminal that will be viewed as the industry standard for decades to come. This means that everything from the energy-efficient light-emitting diode lights; to the Energy Star appliances installed; to the right-sized heating, ventilation, and air conditioning systems will be operated under a high-efficiency mindset. These efforts pave the way for larger energy efficiency goals.



The Pittsburgh 2030 District and its 2030 Challenge Goals is a key sustainability commitment for PIT. These goals push for new and existing buildings to lower their carbon footprint by increasing operational efficiency and is currently underway in 22 of America’s largest cities as of 2022. PIT was North America’s first airport to participate in any 2030 District, which includes commitments to reduce carbon emissions by 50-65% by 2030 and ultimately reach zero carbon by 2040 for existing buildings and reach zero carbon at design for new construction or major renovations. While these airport campus-wide structure and transportation goals are ambitious, we recognize the importance of carbon neutrality and are aiming to go above and beyond the industry standards. We set a goal of net zero by 2050, with plans to develop a roadmap toward net zero by 2025. This goal equals the aviation industry goal of net zero by 2050. It is more ambitious than the City of Pittsburgh’s goal of 80% carbon reduction by 2050, and the timeline may be moved earlier if feasible.

REDUCE:

- **50% Water Use Intensity by 2030**
- **50% Carbon Intensity by 2030**
- **50% Transportation Emissions from Fleet Vehicles**



**Pittsburgh 2030
Challenge**

Airport Carbon Accreditation is an important piece of our sustainability plan and is consistent with other leading airports. The Authority is now actively monitoring and reporting our progress on addressing greenhouse gas emissions (GHGs) with our entrance into the ACA program. The ACA program is the only global, aviation-dedicated carbon management and reporting program. It independently assesses and recognizes the performance of airports working to manage and reduce their carbon emissions through six levels of certification: Mapping, Reduction, Optimization, Neutrality, Transformation, and Transition. We have begun by entering PIT at Level 1 Mapping, which requires us to calculate and verify Scope 1 and 2 emissions under our direct control. Scope 1 emissions are emissions resulting from ACAA-owned fleet vehicles, use of emergency generators, and onsite natural gas combustion for building heating. Scope 2 emissions are indirect emissions associated with our electricity purchases. The Authority plans to advance to higher levels in the future.

With our initial entrance into the ACA program, the Authority is specifically committing to the following:

1. Supporting renewable energy generation with the goal of applying these emissions savings to Scope 2 emissions.
2. Optimizing the Authority’s footprint and facilities to reduce energy demand and increasing energy efficiency as part of the TMP.
3. Decreasing vehicle trip lengths and miles traveled via the TMP landside reconfiguration and by implementing operational changes.
4. Evaluating the fleet for opportunities to replace vehicles and equipment with low- or no-emissions alternatives.
5. Achieving LEED certification for major projects, including the TMP, and Parks smart certification for the parking garage.
6. Pursuing additional sustainability certifications in the future, such as the Institute for Sustainable Infrastructure’s Envision rating system for infrastructure.
7. Working with tenants, business partners, and other stakeholders to drive down Scope 3 emissions (all indirect emissions not included in Scope 2) through measures like transitioning to electric ground support equipment (eGSE), using local production and SAF, converting and consolidating ground transportation vehicles, and implementing employee commuting initiatives.

In addition, the Authority intends to establish interim targets toward net zero, considering the updated 2030 District Challenge and Pennsylvania’s Climate Action goals (26% reductions by 2025 and 80% by 2050 from 2005 levels) along with our ESG goals and commitments. We will use the ACA program as our guidepost in this process, pursuing the following steps (outlined on next page).



STRATEGIC GOAL

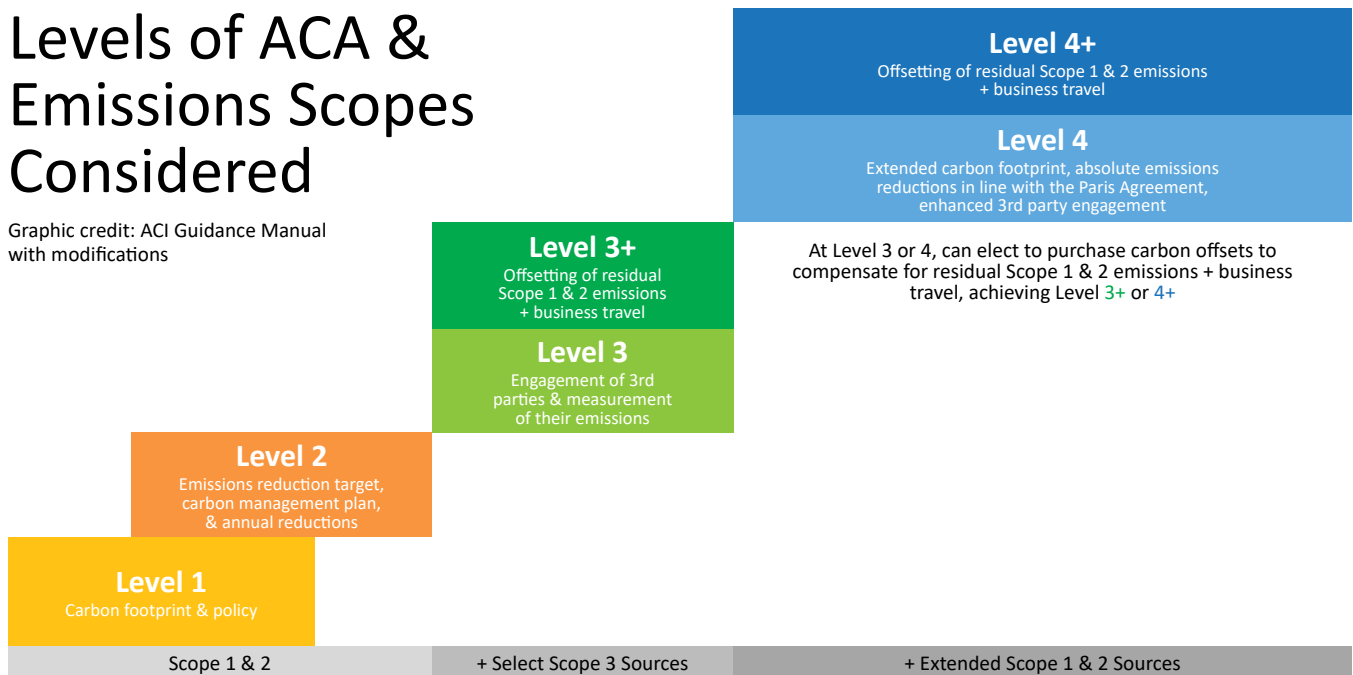
» Pursue ACA Level 2 by 2024, Level 3 by 2025, Level 4 by 2030, and Level 5 by no later than 2050.

1. By 2024, advancing to at least Level 2 of the ACA program, establishing a relative emissions benchmark (for example, emissions per aircraft operation) and goal, showing demonstrated emission reductions, and preparing a carbon management plan for Scope 1 and Scope 2 emissions.
2. By 2025, advancing to at least Level 3 by adding Scope 3 emissions to our inventory and preparing a stakeholder engagement plan to help drive reductions by our tenants, business partners, passengers, employees, and others who contribute to our Scope 3 emissions.
3. By 2030, advancing to at least Level 4 by preparing a net-zero roadmap/plan for Scope 1 and Scope 2 emissions (if not already complete), determining interim Scope 1 and Scope 2 targets in line with the Paris Climate Accord, calculating an expanded set of Scope 3 emissions, and preparing a stakeholder partnership plan to address Scope 3 emission reductions.
4. Through the 2030s, demonstrating progress on our trajectory and achieving our interim target by the date identified in our net-zero roadmap, establishing updated targets, meeting all other requirements of Level 4 renewal, and evaluating the potential of achieving net zero for Scopes 1 and 2 sooner than 2050. This involves reducing emissions to the greatest extent possible and negating any residual emissions through permanent carbon removals, such as direct air capture that removes carbon dioxide (CO₂) from the atmosphere paired with permanent sequestration in geological formations.
5. If deemed feasible, achieving net zero for Scopes 1 and 2 before 2050; at a minimum, achieving net zero for Scopes 1 and 2 and securing Level 5 accreditation (under development as of early 2023 but will likely involve certifying an airport as net zero) by no later than 2050.

The current levels of ACA are described as follows for reference.

Levels of ACA & Emissions Scopes Considered

Graphic credit: ACI Guidance Manual with modifications



Emissions Management at PIT is at the heart of the Authority’s operation. SAF represents an exciting possibility for low-carbon-intensity jet fuels. SAF is made from renewable biomass and waste resources and can deliver the same performance as fossil fuel-based jet fuel. PIT is positioning itself to be a part of SAF’s future and the role it will play in decarbonizing the airline industry. Not only will the Airport promote the use of SAF among airline stakeholders using PIT, but we also have plans to assess SAF production and/or storage in the future. Additionally, hydrogen has also been a hot topic in Pittsburgh as the city prepares to transition to a net-zero future, hosting many national and international clean energy conferences. Hydrogen is one of several fuels that can be converted from raw state natural gas; as such, PIT is in a natural position to be a fuel hub for lower-cost, lower-fuel-intensity, liquid natural gas; compressed natural gas and hydrogen because of its ideal location in the eastern U.S. As a fueling hub, PIT would offer convenient access for airlines, transit and cargo fleets, road vehicle fleets, military vehicles, and other energy-intensive business purposes. As evidenced by the Department of Energy Hydrogen Hub Grant Program, hydrogen has immense possibilities as the fuel of the future, so by positioning PIT as a fueling hub now, there could be low-carbon possibilities as the technology advances.

The Authority made history when it commissioned the first U.S. commercial airport-based microgrid to supply PIT with 100% of its base-line power needs, providing energy independence from the municipal grid⁴. A microgrid is an energy-producing power plant that is smaller than a traditional power plant meant to power entire communities. The microgrid benefits PIT by supplying reliable and cleaner energy compared with traditional power plants that may use coal and heating oil.

The energy plant is owned and operated by a third party and relies on natural gas currently purchased from a provider that holds a contract with the Authority for onsite drilling. A 4-megawatt solar array made up of approximately 9,000 photovoltaic panels was also developed in coordination with the microgrid project. While the Authority does not currently retain the RECs, we are guaranteed the amount of energy assumed to be generated by the array via a virtual net metering agreement. In the future, the Authority plans to double the number of solar panels to 8 megawatts and retain the RECs to use on our journey to net zero.

⁴ The Authority maintains a connection to the grid for any backup power needs.



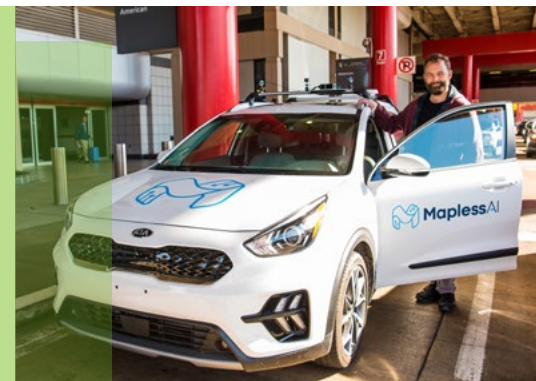
STRATEGIC GOALS

- » Promote development and use of SAF and future hydrogen energy
- » Implement low-emissions Ground Support Equipment (GSE) policy by 2025



Innovation at PIT

A remotely controlled vehicle add-on for remote driving as a service is currently underway at PIT. A \$1,500 sensor suite installed on any recent car allows the vehicle to be driven from a remote location. The proof-of-concept vehicle is currently picking up contractors from the long-term parking lot dropping them off at PIT’s front doors, and returning them to the lot.



Authority-owned fleet vehicles represent approximately 3% of ACAA-controlled emissions at PIT. We are in the process of replacing many of our diesel- and gasoline-powered vehicles with electric and other low-emissions alternatives to reduce our overall carbon footprint. We also plan to implement a policy or similar mechanism to encourage PIT’s tenants to convert their GSE to alternative fuels. Figure 1 shows the utility use amounts at PIT year-to-year. Figure 2 shows the source and scope of emissions and the associated carbon dioxide emissions equivalent (CO₂e).

Figure 1 – Year-to-Year Utility Use**

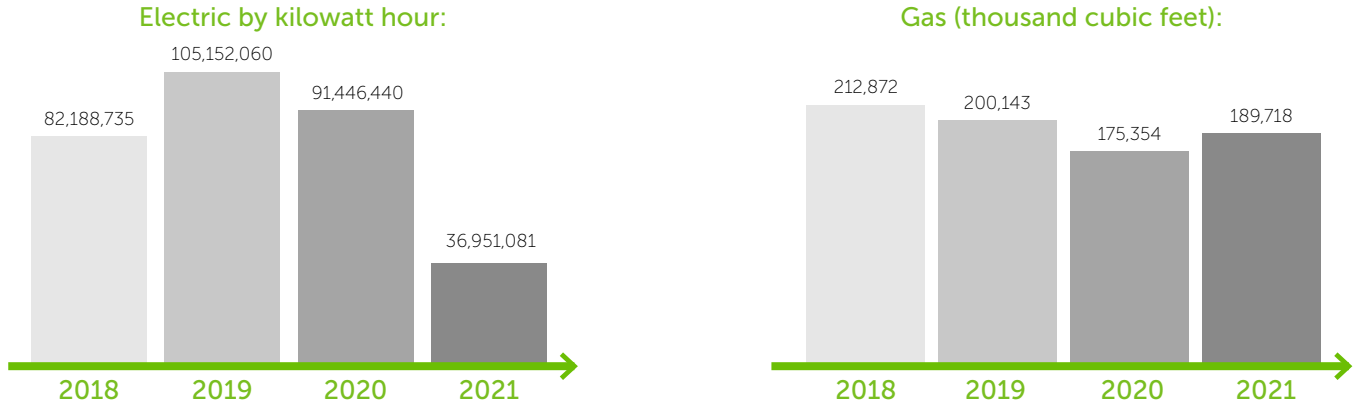
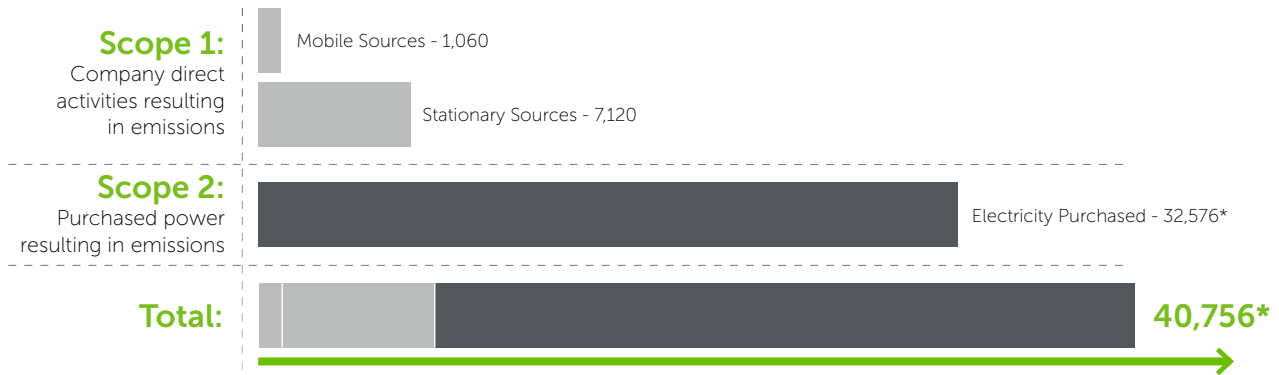


Figure 2 – 2021 Carbon Footprint**



*Location-based Emissions (metric tons CO₂e). Because the microgrid involves a direct line to PIT, the location-based calculations for this reporting period utilize the microgrid’s emission factor. Thus, the location-based and market-based emissions are the same.

**Developed and verified as part of the ACA Level 1 accreditation.



TARGET HIGHLIGHT

Net zero by 2050, roadmap to net zero and 50% energy use intensity for existing structures by 2025, with an aim to **achieve net zero earlier**

Water Management is an integral part of our airport operations. The Pittsburgh 2030 District challenge states that a building enrolled in the program must reduce WUI by 50% by 2030 compared with a 2019 baseline. The 2019 WUI from PIT was calculated to be 24 gallons per



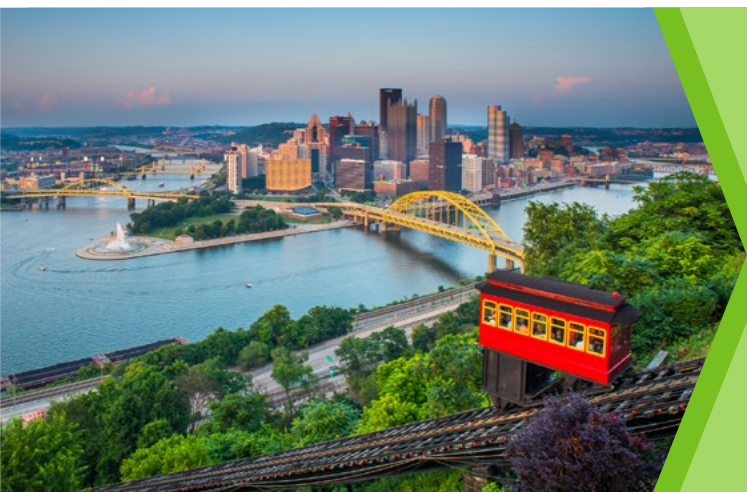
Millions of gallons captured for reuse since 1998

square foot. This goal is to be accomplished through a fully holistic approach to water use, including using high-efficiency bathroom fixtures and rainwater harvesting for irrigation. At airports in cold climates, one of the most water-intensive uses is aircraft deicing. Water is heated, mixed with glycol, and used to remove or prevent the ice buildup on planes before takeoff. Airports across the world handle the treatment of deicing fluids differently. PIT has deicing fluid collection systems in place within two aircraft deicing pad areas. Since 1998 we have consistently improved our deicing systems and recycled (collected to reuse) millions of gallons of glycol.



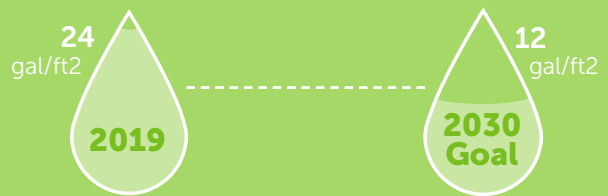
STRATEGIC GOAL

» **Maximize capture and reuse of deicing fluid through increasingly efficient methods**



TARGET HIGHLIGHT

50% water use reduction by 2030



Waste Management is a challenge for any facility that has a large amount of foot traffic and occupant turnover. Multiple types of waste streams must be considered for airport operations, including landfill waste, construction waste, recycling, and food waste/organics. The Authority plans to conduct a waste audit and prepare a waste minimization and landfill diversion plan with set targets by 2025. In accordance with LEED construction goals, the TMP will also aim to divert 75% of the construction and demolition waste from landfills by reusing building materials. This will include 75,000 tons of crushed concrete from existing airfield ramps that will be reused in the terminal’s new roadways. Inside the terminal, passenger-generated trash will be diverted through the promotion of recyclable materials. In addition, there are water refill stations throughout the terminal, which in 2021 saved an estimated 308,000 single use water bottles from being purchased and disposed of. The Authority also provides facilities at PIT for plastic bottles to be emptied of fluids prior to the security checkpoint and then brought through security for reuse later in the journey. Additionally, vendor engagement will ensure that food vendors are using sustainable food service methods, such as substituting single-use plastic cutlery with biodegradable cutlery.

Innovation at PIT

A sustainability-focused company that turns food waste into both renewable energy and liquid plant fertilizer is in discussions with the Authority to determine the most suitable locations within PIT to source food from. The conversion process diverts 90 pounds of CO₂ with each gallon of carbon-negative fertilizer produced.

Like all U.S. airports, PIT and AGC are closely monitoring state and national regulatory updates related to managing potential impacts from aqueous film-forming foam (AFFF) that contains per- and polyfluoroalkyl substances, commonly referred to as PFAS. As a Part 139 airport, PIT was and is currently required by FAA to use AFFF for its effectiveness in rapidly managing emergencies that may occur at an airport. In addition to firefighting foam, PFAS has been used in a variety of materials since the 1940s, such as nonstick cookware, stain-resistant fabric, construction materials, common household products, water-repellent clothing, and fast-food wrappers, and is therefore widely present in the environment. The attributes that make PFAS effective in such products also contribute to their toxicity and persistence in the environment and are challenging to address. Although PFAS-containing foams are currently required by federal regulation to be used in emergency situations at Part 139 airports, such as PIT, FAA and U.S. Department of Defense are actively working on approving alternatives, some of which may be available starting in 2023. The Authority intends to transition away from AFFF once an approved alternative becomes available and methods are authorized for airport rescue and fire-fighting equipment transition.

HIGHLIGHT



75,000 tons of crushed concrete will be reused



water refill stations, which saved 308,000 single-use water bottles in 2021



promotion of recyclable and reusable materials



searching for alternatives to AFFF



TARGET HIGHLIGHT

75% of construction and demolition waste diverted from landfills.

Waste minimization and landfill diversion plan with **set targets by 2025.**

Indoor Air Quality is a major contributor to employee and passenger health inside the Airport. The COVID-19 pandemic brought air cleanliness to the forefront of public consciousness, so the Authority has taken every step possible in the TMP to enhance indoor air quality. LEED standards already dictate minimum ambient air quality, but the TMP has gone above this mandate by installing a state-of-the-art air filtration system throughout the terminal. CO₂ sensors have also been installed in areas of high passenger volume to mitigate any imbalances in the air. In addition, all-natural aeriums (discussed in the inset) have been installed as part of a pilot program, and the Authority plans to expand this program in the future.

Innovation at PIT

A first-of-its-kind, a 95-gallon aerium, typically sized for a table-top, was built for PIT to be commercially viable in a large and busy space—in this case, the baggage claim area. An aerium is a device filled with algae suspended in water that consumes CO₂ and expels oxygen, serving as a natural air purifier and oxygenator. The proof-of-concept at PIT has the same effectiveness as 5,000 house plants, and PIT plans to install several more throughout the Airport.



Climate Change Resiliency is a major factor to contemplate, considering the numerous climate-related weather events the world has seen, such as severe storms, flooding, wildfires, drought, extreme heat, high winds, and ice storms. Fortunately, Pittsburgh does not regularly experience large storm events. It is not in danger of flooding and is in a temperate zone. That being said, the high intensity and frequency of powerful storms will continue to have worldwide effects. The Authority is well positioned to manage the future climactic effects of climate change. Thanks to its location and natural physical resilience, PIT acts as a reliever airport during extreme regional weather events, taking diverted aircraft from other east coast airports. This role is critical to the resilience of the national air system.

Noise Management is taken seriously by the Authority for the benefit of the local community. In 1993, FAA approved a Noise Compatibility Program for PIT that established measures for reducing the impact of the airport's operation on surrounding communities. These measures remain in place today and have continued to be very effective in minimizing the noise impact of aircraft operations. The Authority uses multiple methods to reduce aircraft noise near PIT.

Operational Measures: Airports must carefully manage flight patterns, aircraft landings, and take-offs to comply with noise regulations. Operational measures in place at PIT since the early 1980s are still effective today. These measures include preferential daytime runway use, preferential nighttime runway use, preferential departure corridors, and preferential engine maintenance run-up locations. These measures are each designed to avoid and limit overflights of the neighboring communities.

Remedial Measures: In 1990, Allegheny County created a residential sound insulation program to mitigate noise impacts in residential areas. All owner-occupants of single-family residences within the day-night average sound level 65 were offered a home treatment to reduce interior noise levels. Some homeowners granted an aerial easement in exchange for having their home treated. This easement allowed overnight flights to occur above their homes.

Land Use Measures: Land use management measures have been adopted by Findlay and Moon townships to promote the development of compatible land uses in areas that experience aircraft noise levels. A significant portion of Findlay's 2012 Comprehensive Plan addresses the establishment of compatibility between PIT's operation and land development.

Compatibility is addressed from an aircraft noise standpoint with a view of safeguarding PIT’s airspace from height obstructions. In addition, Findlay township has an Airport Noise Exposure Overlay District in its zoning ordinance.

The Moon Township Comprehensive Plan (2015) recognizes the influence of the Airport on the township’s development patterns. Planned land uses in noise-impacted areas include commerce and business parks. Much of the plan’s residential neighborhood area beneath PIT’s flight paths has already been developed for residential uses. Many of these homes received sound insulation from ACAA-sponsored and FAA-funded programs.

In addition, thanks to PIT’s large land area, noise levels in the neighboring areas are well within noise limitations. Several noise exposure studies were conducted in 2015 that determined PIT to be in compliance. The year 2023 marks the 43rd year since the Allegheny County Department of Aviation and its successor, the Authority, began in earnest to chart a course for achieving compatibility between PIT and its communities. Working together with the FAA, Pittsburgh Air Traffic Control, the airlines, the military serving PIT, pilots, and township planners and officials, the Authority has successfully established PIT’s compatibility with its surroundings. Operational measures in place today have been beneficial in directing aircraft noise away from populated areas. Township planners and officials have taken steps to promote compatible development in areas significantly affected by aircraft noise. Noise-sensitive, incompatible land uses have been acquired or treated to enhance their compatibility with aircraft noise levels. No additional steps are necessary at this time, and the Authority will continue to effectively mitigate noise levels in compliance with relevant regulations.

Biodiversity and Natural Resources are invaluable assets not only to humans but to all living creatures and biomes. In coordination with the U.S. Department of Agriculture, Wildlife Services Program, the Authority has developed a Wildlife Hazard Management Plan to monitor and manage wildlife around the PIT campus. We are committed to taking immediate measures to identify and mitigate wildlife hazards whenever necessary.

PIT is situated on approximately 9,000 acres of land, and the Authority is fully aware of the role we have in keeping our operations running efficiently and safely, while also acting as stewards of the local flora and fauna. One of our stewardship programs is the apiary program. The bees kept at PIT are a shining example of our going further for all to support local environmental efforts. The apiary program has had positive social implications as well, thanks to the introduction of Bee BootCamp, which teaches beekeeping to military veterans. This program serves as a respite from some of the trauma service members experienced during their military service and teaches veterans marketable skills. Our goal is to continue to support programs, such as the Queen Bee Improvement Program and Swarm Capture Program, and to sell the honey produced by the apiaries at our property to travelers inside the terminals so that they can enjoy our delicious local honey.



Innovation at PIT

The Honeybee Program at PIT is an example of a project that benefits both the airport and the surrounding area. There are approximately 125 bee colonies on PIT ground, 28 of which are honey producers. A single honey colony contains 30,000 to 40,000 bees and a non-honey hive has about 5,000 to 10,000 bees. The honeybees pollinate local flora, produce honey, and can be used to relocate swarms that otherwise affect airport operations.

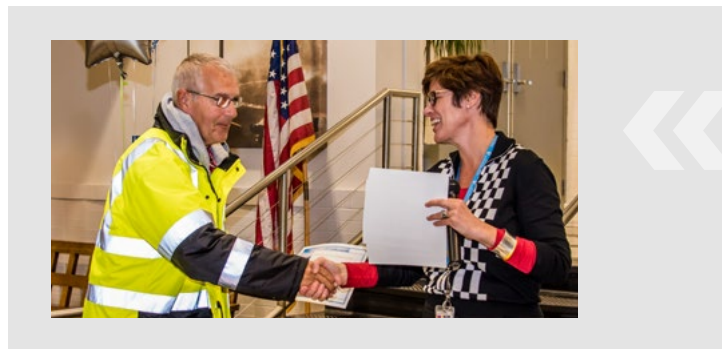
Social

Our operational excellence hinges on employee dedication and a supportive local population; because of this, the Authority strives to consider the social aspects first, from DE&I, to employee wellness, to the passenger experience and beyond. Without a strong and financially resilient population, PIT and AGC could not operate with the high efficiency we do today. The Authority considers it a core responsibility to connect communities—all with rich cultures, deep histories, and diverse people—to the world. The airports open the world to Pittsburgh and open Pittsburgh to the world.

Local Economic Development and Business Diversity is how PIT maintains its role as a financial anchor for the greater Pittsburgh area. Communities and stakeholders are at the center of all airport operations and business decisions, and the Authority knows the important role it must play in bringing financial opportunity to the community through innovation and economic growth.

Local Innovation Efforts are a highlight of our operations. The Authority has been enormously supportive of local efforts with pilot programs, incubation activities, and funding. Located on Authority property, N91 is the world’s first end-to-end additive manufacturing (3D printing) production campus. The manufacturing hub’s namesake refers to the 90 distinct Pittsburgh neighborhoods, with N91 being the newest. The N91 campus is meant to be an all-in-one hub where the full suite of materials for additive manufacturing can be sourced, manufactured, and shipped worldwide thanks to its proximity to PIT. A manufacturing park with such potential provides a significant productivity and revenue boost for companies in the park and for cargo shippers operating out of the Airport. The economic benefits from the campus over a 10-year period include an estimated 6,343 jobs created, \$2.2 billion in wages, a total business output of \$6.9 billion, a total value-added economic impact of \$3.0 billion, and tax contributions of \$43.0 million⁵.

5 The Barnes Group Advisors. 2020. *Neighborhood 91 Economic Impact Whitepaper*. January. [PDF Link](#)



STRATEGIC GOALS

- » Increase local and diverse employment opportunities through: Participation in Taking Flight, Support of Women in STEAM, Career Exploration Day
- » Expand outreach to community groups (e.g., underserved students, professional leadership groups, etc.)

Numerous other innovation projects are happening at PIT as well, as featured throughout this report. Most of these innovations are funded and piloted by xBridge, the Authority's in-house innovation hub. xBridge is a 10,000-square-foot space at the end of Concourse B, but its programs take place throughout the Airport and beyond. The International Airlines Group (IAG), the parent company of airlines such as British Airways and Aer Lingus, recently formed an innovation partnership with the Authority that will use xBridge's tech incubation expertise to test and develop innovations for IAG's airline brands and the aviation industry at PIT. We look forward to working with IAG to explore exciting new solutions within the robotics and tech communities for Pittsburgh and internationally.

Business Diversity at the Authority is represented by the TMP, one of the largest and most significant programs in Pittsburgh's modern history. It is a \$1.4 billion project that will support more than 14,000 design and construction-related jobs and inject \$2.5 billion worth of economic activity into the 10-county Southwestern Pennsylvania region. The long-term benefits to the Airport and the region include \$1.0 billion in direct labor income, \$700 million in gross regional product and value for the region, and \$27.0 million in state and local income tax. TMP will extend the Airport's viability by 40 years, and it will be built entirely without a single local tax dollar.

As part of the Authority's commitment to DE&I, the TMP adheres to a number of business diversity commitments. At the Authority, we recognize the value of diversity and have committed to working with all communities in the Pittsburgh region. One example of our commitment to diversity is our use of P4W, a network of community partners in Allegheny County and the surrounding counties that promotes and shares opportunities within the TMP. We support sourcing diverse candidates for training programs to join the TMP workforce unions and make on-the-job training available for TMP employers who have diversity commitments. Beyond this, the TMP construction packages were unbundled to allow smaller firms to compete for bids, including Disadvantaged Business Enterprises (DBEs). An FAA audit of the TMP's construction cited the DBE hiring program as an example to follow. The Authority even hosts networking events for DBEs as well as classes on regulatory requirements.



LONG-TERM BENEFITS OF THE TERMINAL MODERNIZATION PROGRAM



Innovation at PIT

Autonomous food and beverage delivery robots are learning to be dispatched to a food and beverage location to pick up an order and drive it to a customer's location. The luggage-sized robot currently provides free beverages to staff and passengers as it learns to navigate the Airport and proves its functionality in a busy foot-traffic area.

Passenger Experience and Inclusion is an area in which PIT excels, implementing industry-leading practices particularly through the TMP. Through our inclusion programs, passenger amenities, and regular passenger survey programs, we seek to provide an excellent passenger experience for all types of travelers.



STRATEGIC GOAL

» Continue and expand as needed programs for accessibility aids, such as electric mobility carts, PIT PAWS, Presley’s Place sensory room, and family services (Kidsport, nursing lounge)

We are proud of our passenger inclusion program at Presley’s Place sensory room. Presley’s Place provides a calming respite for passengers with sensory sensitivities and other neuro-diverse challenges to help them decompress either before boarding or after landing. Presley’s Place won the People’s Choice Award at the American Institute of Architects Pittsburgh Design Awards for its innovative and thoughtful approach to mimicking the airplane experience in a more controlled and calm environment. The room was named after the son of the employee who first pitched the idea in an employee suggestion box. Presley’s Place is 1,500 square feet and constructed with entirely sensory-friendly furniture and materials, including a mock fuselage and jet-bridge designed to simulate a plane. Presley’s Place has helped countless passengers, young and old, and their families by making air travel easier and more accessible for everyone.

Along with Presley’s Place, significant thought was put toward all-passenger inclusion and how to create an airport for those needing extra emotional support through what can be a very stressful time. One program is the Emotional Support Canine program, also known as PIT PAWS, which is partnered with Therapy Dog International and the Alliance of Therapy Dogs and has been lauded for its success. Support for families and children can be found in Fly Kids at Kidsport, a play space featuring interactive Mister Rogers and Daniel Tiger exhibits, so that kids can de-stress during their travels. A mothers’ nursing lounge is located in Concourse C, have plans to add more stations throughout the Airport.

The Authority understands airports can be loud and overwhelming spaces, especially for visually impaired travelers. To mitigate some of the inconveniences felt by our passengers with special needs, we teamed up with Carnegie Mellon University to incorporate their NavCog program, which is designed to help guide visually impaired travelers through PIT’s terminals and concourses.

AMENITIES FOR PASSENGERS

Current

- ★ Passenger inclusion program at **Presley’s Place** sensory room
- ★ Emotional Support Canine program – **PIT PAWS**
- ★ Support for families and children in **Fly Kids** at Kidsport
- ★ **Mothers’ nursing lounge** in Concourse C
- ★ **Meeter/greeter** assists customers with questions or needs

Coming with the TMP

- ★ **50%-67% less time** spent getting around the Airport
- ★ Limited vertical wayfinding to **one level** for less-mobile people
- ★ Amount of **covered parking** will triple
- ★ Dedicated **Ground Transport Center** will be constructed



The Authority strategically installed a network of beacons throughout PIT that send signals to the NavCog app, giving audio directions to the user. The app relies on a detailed map of the Airport that includes restrooms, restaurants, gates, ticketing counters, and more.

As part of the Authority’s effort to be proactive when it comes to making passengers with special needs as comfortable as possible, we participate in the Hidden Disabilities Program, which began at Gatwick Airport in 2016 and is now recognized in more than 180 airports in the world. This initiative includes offering sunflower lanyards, pins, or bracelets to customers who may have disabilities that are not immediately obvious; for example, autism, chronic pain, dementia, anxiety, or a visual or hearing impairment. A passenger wearing a sunflower item from the choices discreetly indicates to airport employees that this person might need assistance.

Passenger comfort is paramount to the quality of their time spent at the Airport. In light of the COVID-19 pandemic, the Authority made several physical changes to the terminal at PIT. One response was to increase the size of the main security checkpoint and concession and retail areas to allow for more personal space during large travel surges. This was a reoccurring request from survey responders when air travel resumed. As a result of projects identified through passenger feedback and expert planning, the time it takes to get around the airport was reduced by 50%, curbside to airside, and by 67% from international arrivals to curbside.

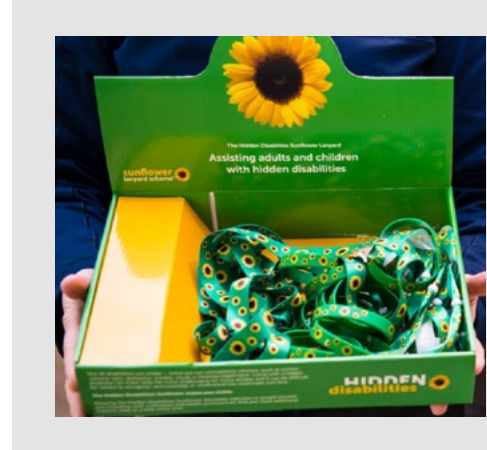
The following are some additional passenger experience enhancements in progress through the TMP:

- Level changes at the Airport have been limited to one level change to minimize confusion and ease transportation for less mobile passengers, who will continue receiving electric mobility cart services.
- The amount of covered parking will triple, and a dedicated ground transport center will be constructed to further ease passenger travel. At least one meeter/greeter will be present at all times to assist customers with questions or needs.

One of the best ways for an organization to find out what matters to customers, in this case PIT passengers, is to conduct surveys. As explained in our ESG Strategy Development section, we surveyed several stakeholder groups to build the materiality matrix, including passengers, employees, airlines, and the Authority’s SLT. The passenger survey was titled “Sustainability and ESG at the Airport” and offered valuable insight into what ESG topics matter the most to this stakeholder group. In this survey, 124 people responded to multiple-choice questions, and some provided open answers to broad questions such as “What does sustainability mean to you?”. The sample question and open answer in the inset box shows public recognition that the Authority is working hard to function sustainably and efficiently. Responders were also asked to rank certain material ESG topics by priority/importance. According to the multiple-choice section, three in four respondents indicated that energy and emissions reductions/renewable energy is an initiative the Airport should prioritize, and nearly half responded that the same should be the Airport’s top environmental priority. When asked about social priorities, three quarters of respondents said that employee and passenger wellness was worth prioritizing, and one third claimed it should be the top social priority.

P STRATEGIC GOAL

» Reduce wait and travel times, increase covered parking, streamline TSA screening, improve signage



STAKEHOLDER QUESTION & OPEN ANSWER RESPONSE EXAMPLE:

Q: “Which sustainability topics and associated initiatives do you think PIT should prioritize?”

A: “Finding ways to make the Airport experience more efficient for the aircraft and travelers to reduce the time and carbon footprint required to get in and out of the airport.”

Employee Wellness, Development, and Equity is paramount to the Authority; as such, the Authority respects and works to inspire the performance of every member of the Airport team. We provide regular staff training on DE&I, communications from the CEO on our DE&I commitments, and a DE&I action plan, explained as follows.

STRATEGIC GOAL

» Provide Leadership Development Program, department development opportunities, online learning modules for individual or group development, personalized development

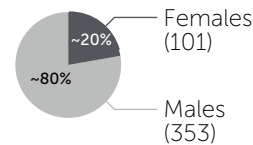
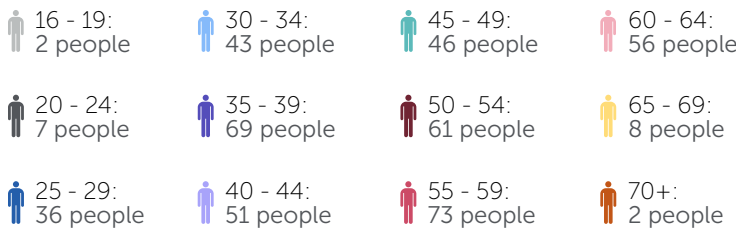
The Authority DE&I program is guided by four principles:

1. Commitment – Dedication to ensuring DE&I at all levels of our organization.
2. Access – Providing all with a path to opportunities.
3. Inclusion – Moving beyond passive acceptance and toward conscious outreach.
4. Change Agents – Changing the paradigm to create a diverse, equitable, and inclusive workplace, creating a competitive advantage that helps attract and retain the most talented team members.

From our highest executive levels and throughout our whole organization, we do not discriminate in hiring and will open the possibility of a position to anyone who feels they can do the job, pending qualifications and ability. The Authority has several women in leadership positions throughout the organization, and women comprise almost half of the Executive Team, including CEO Christina A. Cassotis.



Age ranges:



Total number:
454 Total employees

*Employee numbers accurate as of April, 2023



Christina Cassotis
CEO



David Minnotte
Chairman



Matthew Smith
Vice Chairman



Jan Rea
Treasurer



Ashley Henry Shook
Secretary



Cynthia Shapira
Board Member



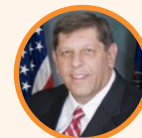
Dr. William H. Curtis
Board Member



Lance Chimka
Board Member



Thomas McIntyre
Board Member



Randy Vulakovich
Board Member

The Board of Directors also includes one charter-mandated labor representative to speak on behalf of the employees at the highest levels. Thanks in part to this leadership-labor partnership, the Authority maintains a strong relationship with its labor unions, with all labor agreements reached and agreed on until 2025.

Career development opportunities at the Authority are numerous, with pathways and training consistently offered for the many career paths found within our organization’s various departments and sub-disciplines. We offer a leadership development program and departmental development opportunities, online learning modules for individuals and groups, and even personalized development programs. Additionally, to clearly define and reinforce the Authority’s standards for behavior and degree of professionalism expected from our employees, the Employee Handbook and the Code of Ethics are delivered to each employee, who are requested to acknowledge their receipt. Together, these efforts underscore our standards as foundational to the relationships we build and nurture—and in turn our reputation.

Community Support and Engagement are essential to a healthy community and therefore a cornerstone of the Authority’s vision and mission. Whenever possible, the Authority supports the local community, not just through employment and opportunity, but also through philanthropic endeavors. During the peak months of the COVID-19 pandemic, the Authority hosted foodbanks in parking lots to support local community needs. Additionally, we maintain a relationship with the 412 Food Rescue organization, to which the Authority’s tenants are able to donate excess food to the community rather than sending it to the landfill. In 2018, the Authority donated 4,200 pounds of food to 412 Food Rescue.



The Authority also operates several robust employee-based community programs, where our employees show their appreciation for their neighborhoods by giving back. Team BRAVO, which stands for Building Rapport and Volunteer Opportunities, is an employee engagement committee created to strengthen the bonds within the Airport team and the community through fun, engaging, and rewarding opportunities for all employees. There are several employee volunteer programs, such as Plant a Tree at Flight 93, which memorializes the Flight 93 crash on 9/11, and the cleanup and beautification efforts on the Montour Trail, a 60-plus mile recreational trail that connects to other rails-to-trails in western Pennsylvania and beyond. These volunteer efforts are promoted in part by 8 paid hours per year through which the Authority compensates employees for helping their community.

Beyond volunteerism, the ACAA Charitable Foundation engages with the community through education, including post-secondary education aviation scholarships. The Foundation also focuses on different ways of enhancing the Airport for all who use it, such as by increasing comfort for current military service members and veterans and by beautifying airport spaces.

Health, Safety, and Security promotes wellbeing in any organization. We follow FAA regulations and emphasize the health and safety of our employees and passengers above all else. To this end, the Authority has implemented many health, safety, and security initiatives and directives. We are committed to safety, health, and security through various programs and measures, including the Safe Travels program launched during the pandemic, which includes increased terminal cleaning, additional hand-washing stations, ultraviolet-enhanced autonomous robotic floor scrubbers, and touchless technology.

In March 2021, the Global Biorisk Advisory Council awarded PIT its STAR facility accreditation, the “Gold Standard” for cleaning and disease prevention in public facilities. As part of the TMP, the Occupational Safety and Health Administration and the Pittsburgh Regional Building Trades Council developed a first-of-its-kind regional partnership to unite all project workers under one health and safety program to work cooperatively and collaboratively, ensuring a safe work environment. Uniting workers as a team and working cooperatively toward safety is the goal of the daily Stretch & Flex program, which includes participation by both airport and construction workers. This program reminds employees to stay flexible to prevent injury, and the group activity builds team camaraderie and starts the day on a high note.



STRATEGIC GOALS

- » Continue to meet or exceed safety goals and conduct regular safety training for all employees
- » Leverage LEED and other sustainability rating systems to enhance employee health and wellbeing
- » Increase size of main security checkpoint, reduce level changes at the airport, increase variety of commercial offerings

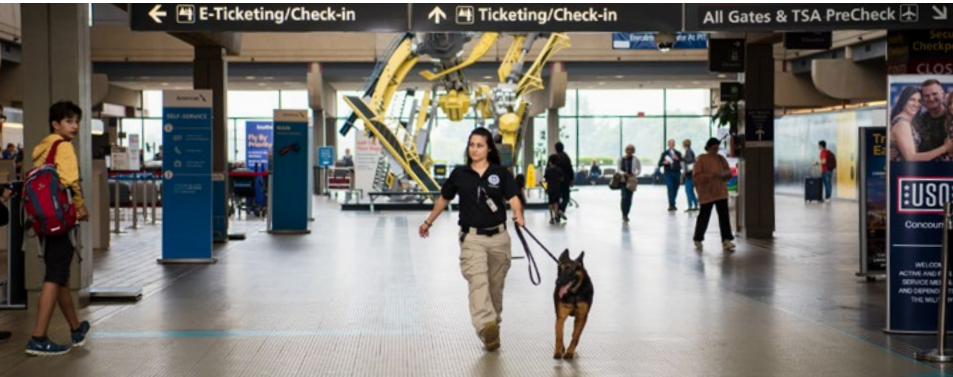
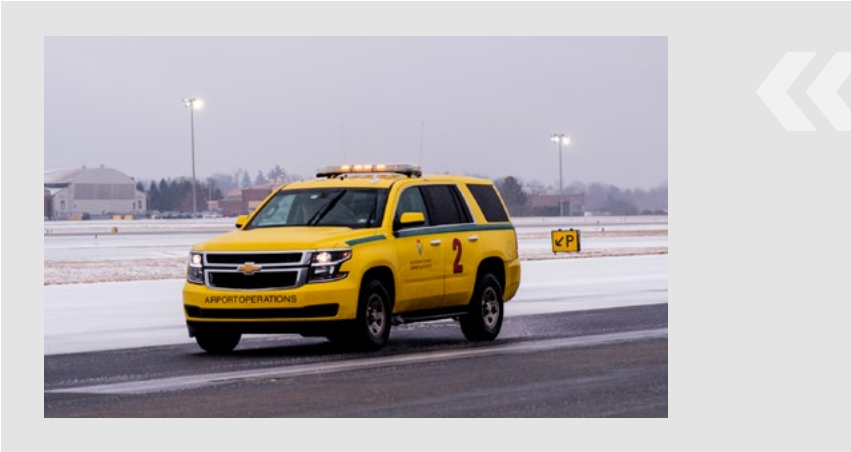
In addition to health and safety, the Authority is aware of the importance of robust cybersecurity in this digitized age and we take necessary steps to maintain a secure and resilient network, in accordance with FAA and TSA guidelines. As part of our commitment to excellence, we have established a specialized cybersecurity team to ensure security and operational resilience in the face of increasing global digital threats.

SAFETY INITIATIVES:

Monthly Safety Committee Meetings	Every month, both the Authority and the TMP safety committees host meetings where leadership and employees alike can discuss safety initiatives in an open forum. Employees are encouraged to submit ideas as part of the “You Asked, We Did” committee, which has been responsible for such ideas as: heated restrooms for construction workers, tents, better lighting, and cleaner construction roadways.
Monthly Safety Toolbox Talk Database	The Airport Safety Committee has a library of safety materials, including materials made in house and materials sourced online from workplace safety publishing companies.
Thorough Injury Reporting Process	The Authority takes the safety of its employees extremely seriously, and because of this, we have fewer recordable incidents, less time missed as a result of injury, and fewer serious injuries than the national average. These consistently low injury rates have led to lower insurance rates for Authority construction programs.
Contractor Environmental, Health, and Safety (EHS) Handbook	The Authority distributes a comprehensive safety handbook to all contractors. It is updated regularly and contains all necessary reference materials.
We C.A.R.E.	We C.A.R.E. is a behavioral-based EHS program that focuses on creating a worksite culture that reinforces the notion that caring for one another is the glue that holds our communities and our workspaces together.
5 Worker Lunch program	The 5 Worker Lunch Program provides managers and workers the opportunity to engage in a small group to discuss all aspects of their experiences on the job site.
Dress Code and PPE Guidelines for Employees	In an active work site such as PIT, work is happening on construction sites and on an active runway. A strict dress code is in place that addresses head, hand, foot, eye and face, fall, hearing, and respiratory protection, as well as protective clothing and hair and jewelry standards.
Updated Safety Manual	In conjunction with the Contractor EHS Handbook, all employees of the TMP are given a consistently updated and extensive safety plan as part of their contracts with the Airport.

Human Rights and Human Trafficking

concerns require clear policies, constant vigilance, and a support network to stop cases of human trafficking and human rights violations. At the Authority, on-the-job training and educational videos are required of all employees so that they can spot signs of human trafficking. The Authority plans to distribute these training sessions to all airport tenants. Notification stickers are also placed in the bathrooms and throughout the terminal and contain information about how to alert airport security of any potential issue.



Innovation at PIT

State-of-the-art third-party commercial security camera software that allows users to run hundreds of developer-created applications, such as heat mapping, unattended baggage detection, and noncompliance with safety/security detection, is in development and functionality testing at PIT

Governance

Behind every decision at the Authority is the Board of Directors, which knows that responsible and ethical action is the best way to run an organization that fairly serves customers, employees, investors, and tenants alike. ESG management is a team effort at the Authority, so a variety of staff, including the director of planning and the environmental compliance team, are tasked with implementing and overseeing ESG-related programs. Smart business decisions lead to growth, which leads to a healthy and vibrant economy inside and outside airport grounds.

Sustainable Development is achieved and maintained at PIT through responsible and ethical leadership decisions regarding internal and external operations. Sustainability is not something that can be achieved overnight; proper planning and decision making over time are required to reach the end state of a sustainably developed airport. The TMP incorporates sustainability across its planning and construction. From focusing on LEED construction and environmentally friendly operations to financial growth, the TMP will position PIT to sustainably meet air service needs in the present and future. To support the Airport in its development, a sustainable development plan will be drafted and developed by 2025 that will lay a roadmap for future airport decisions.

HIGHLIGHT



First, all new construction will aim to be rated LEED Silver or higher, ensuring third-party verification of airport expansion. Along this same vein, our goal is to pursue Envision and ParksMart verification and certification, along with other relevant rating systems that may be considered, such as the WELL Building Standard from the International WELL Building Institute, a performance-based system for measuring, certifying, and monitoring features of the built environment that affect human health and wellbeing.

Another important part of the sustainable development plan is the future of the microgrid, which provides resilience and operational reliability. The power sent to the Airport produced by the microgrid is currently generated from natural gas, but the Authority plans to double the megawatt capacity of the existing solar panels and retain the RECs produced in the future to reduce PIT's Scope 1 and 2 emissions. Additionally, airport tenants and concessionaires will have to agree to sustainability stipulations to maintain operations within the concessionary areas. The Airport cannot achieve its sustainability goals if the businesses within the Airport are not acting sustainably; therefore, language and commitments within the contracts have been developed to ensure all tenants are operating according to the Airport's standards.

Beyond its own operations, the Authority is also providing lower-carbon infrastructure to passengers, like our 16 dedicated electric charging stations at PIT so that those who choose to drive electric vehicles can park confidently and recharge their vehicles while at the Airport. Thirty-six more electric chargers are slated to be added in the new parking garage being constructed as part of the TMP, along with fast chargers being installed at a service station along the highway.

Sustainable Operations at PIT during and after the TMP construction ends means operating as efficiently and with the lowest impact possible. A truly sustainable operation would be all-encompassing and is fully achievable with the proper planning. This is our goal moving forward, with specific focuses on fuel efficiency, waste management, and water management. Fuel efficiency for PIT equipment starts with the GSE, which consists of nearly 350 vehicles that use gasoline to operate. Pending further investigation and budget balancing, the Authority will either set a high fuel efficiency or emission threshold standard for the GSE fleet or establish requirements to transition to an electric fleet (eGSE). Regarding airlines' use of jet fuel, even though the Authority does not control the fuel-use decision, it will promote SAF use, incorporating production and development planning in the future of our operations.

In addition, the Authority is currently finalizing plans to build a bus charging station equipment pad, purchase two zero emissions vehicles, electric buses, and one charger by the end of 2023. The buses will transport air passengers and employees between a new midfield terminal and multimodal complex and on-airport ground transportation facilities including parking lots and the parking garage.

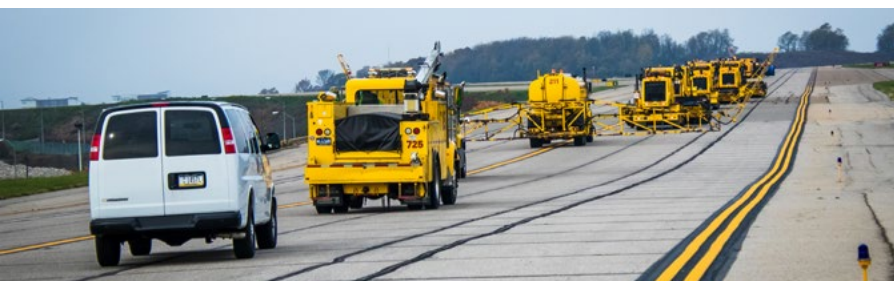


STRATEGIC GOALS

- » **Achieve LEED Silver certification or higher**
- » **In addition to LEED, pursue Envision, Parksmart, and or other relevant rating systems for major development projects as appropriate**
- » **Consider similar requirement for tenant buildings**

Innovation at PIT

A sensor-enabled robotic garbage sorter employed at PIT can separate recyclables from non-recyclables to increase the amount of recycling while relieving the burden of separating trash for customers who use multi-stream trash disposal. This robot can provide business intelligence regarding labor management such as where in the Airport extra employees are needed, the necessary amount of service to keep the robot running properly, and how to efficiently use or stock waste supplies.



Transparency, as defined by the GRI, is "...essential for continuous improvement as well as stakeholder relations. Without transparency, there is no trust—and without trust it is very complex to do business, markets do not function efficiently, and institutions lose their legitimacy." The Authority has published financial records or statements from 2013 to present and published annual reports from 2015 to present on our corporate website. With this inaugural ESG report, we are now reporting on a wider range of topics in a transparent and ethical manner. In future years, we will likely combine reports into one fully comprehensive annual report, uniting financial reporting with ESG metrics, such as emissions reductions, water use reductions, and glycol recovery improvement.

Supply Chain Management is a topic of constant importance to any organization prioritizing sustainable operations and management. A sustainable supply chain is efficient and as non-carbon intensive as possible, while also promoting human rights, fair labor practices, environmental progress, and anti-corruption policies. The Authority plans to vet future vendors and in-airport concessions to encourage suppliers to align with its own ESG policies and procedures.

At the Authority, we are committed to fostering a sustainable supply chain for both airport and TMP operations, which often means promoting domestic material sourcing. To this end, the Authority has implemented a Buy American Policy that accompanies all bid documents. This policy states that preference must be given to steel and manufactured products produced in the United States, along with an assurance from bidders that domestic steel and manufactured products are the materials sourced and used.

N91 continues to be an exemplary model for supply chain efficiency by sourcing all materials and designing, building, and shipping them from one manufacturing campus in close proximity to an international shipping hub. This proximity means faster turnaround times for orders, fewer carbon emissions thanks to less transportation, and easier in-person visits to the hub.

Risk Management keeps an organization viable through ups and downs in the market and bolsters confidence from investors and stakeholders. The Authority's Annual Comprehensive Financial Report earned us the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association for fiscal years 2010 through 2021.

In August/September 2022, the Authority was also rated by the following credit rating agencies and given stable outlooks from each: Kroll Bond Rating Agency, LLC: A+, Fitch: A, and Moody's: A2. This strong business acumen was showcased by our ability to navigate unprecedented industry turbulence in 2020 caused by the COVID-19 pandemic. Our Smart Plan Forward provided a blueprint that allowed us to adapt during a disastrous downturn while still keeping our Dual Imperatives—Safety, Security and Public Health, and Air Service Development—as our top two priorities. That plan continued to guide us as the terminals got busier, concessions reopened, and flights returned. But the biggest sign of our renewed success can be seen out on the West Ramp, where hundreds of workers are building a new terminal that will be unlike any other in the world.

Operational resilience can be found in the form of the airport's first-of-its-kind microgrid, which provides the Airport with all of its baseline power needs so that even in the event of a grid blackout, PIT can remain open and operational. Even if the microgrid fails, PIT is still connected to the municipal grid and can function seamlessly.

Innovation at PIT

A pre-commercialized audio sensor and artificial intelligence developed by a world-class tech firm can hear and sort noises for a number of cases involving safety, health, security, and more. The system is currently installed at the AGC fuel farm to detect fuel-related events, such as spills, through sound. The same system will soon be installed at PIT for data capture and artificial intelligence learning.

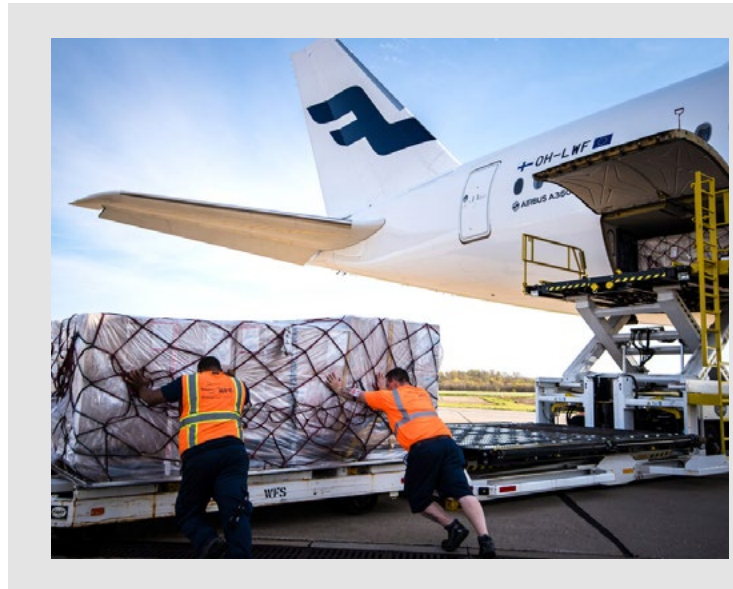
Air Service Development is how the Airport plans to grow operations, expand flights, and connect to new parts of the world. The Authority has put in motion many efforts to connect Pittsburgh to other parts of the world, growing the city as a tourist and employment destination and transit hub.

We have strategically focused on cargo development to support economic expansion and reduce cost to passenger airlines. As COVID 19 put a stop to nearly all passenger traffic, it was cargo shipping that sustained PIT revenues. In 2021, cargo generated an estimated \$955 million in direct, indirect, and induced economic impact on the region, including creating an estimated 3,770 jobs. Cargo expansion at PIT will diversify airport revenues and enable trade for local and regional to national and international economies. Cargo shipping growth at PIT has been steady; in fact, PIT just had its busiest cargo year since 2004. We are currently building one state-of-the-art cargo facility and have plans to add an additional facility to support this expansion into the future. Revenue diversification is an important governance tool; without it, the loss of a single airline could prove financially painful. Current airline operating agreements and terminal concessions agreements provide a durable source of income in the short term.



STRATEGIC GOALS

- » Enable continued innovation and logistic efficiency through Neighborhood 91 Airport Innovation Campus
- » Continue efforts at PIT to become a cargo gateway to diversify airport revenues, reduce airline landing fee rates, enable trade for local, regional, national economies; increase local jobs; and allow passenger airlines to augment revenue streams with belly cargo
- » Increase cargo capacity by constructing new facilities



Market Presence ensures that PIT and AGC are the airports of choice for our passengers. Constant industry-leading performance and application of the Authority's Vision and Mission to everyday operations are what give PIT the enormous market presence it currently commands, and by expanding its sustainable operations, we believe we will remain in the ranks of the world's leading airports as a model of performance and efficiency.

Thanks to the Authority's innovation and effectiveness, we have won the following awards:

Outstanding Sustainability Infrastructure Development Award

American Association for Airport Executives



Environmental Achievement Award for Innovation

Airport's Council International (ACI) North America

2020 Most Innovative Companies

Fast Company Magazine



Looking Forward

The Authority is committed to reporting on our progress toward achieving sustainability goals we outline in this report for all our stakeholders. With this and future reports, we will continue to transparently disclose our progress toward creating a positive legacy in our community and industry.

The Authority takes the sustainability of the TMP and Airport operations very seriously and is committed to continue integrating sustainability into the Airport's future. The ESG goals laid forth in this report will act as a roadmap on our journey to do the right thing for the community we serve and the world we live in.

We will forge a path as trailblazers in the aviation industry through proper management, an engaged workforce, and sustainable and environmentally friendly operations.



ALLEGHENY COUNTY
AIRPORT AUTHORITY

GRI Content Index

Statement of use	Allegheny County Airport Authority has reported the information cited in this GRI content index for the period December 31st 2020-December 31st 2021 with reference to the GRI Standards.
GRI Standard used	GRI Universal Standards, with additional reference to GRI Airport Operators Sector Disclosures (2011) marked by asterisks

GRI Standard	Disclosure	Location/Notes
GRI 2: General Disclosures 2021	2-1 Organizational details	Sections: Executive Summary, Employee Wellness, Development, and Equity
	2-2 Entities included in the organization's sustainability reporting	Section: Introduction
	2-3 Reporting period, frequency and contact point	Section: Executive Summary
	2-5 External assurance	Assurance will be considered for future reports.
	2-6 Activities, value chain and other business relationships	Section: Supply Chain Management
	2-7 Employees *	Section: Employee Wellness, Development, and Equity
	2-8 Workers who are not employees	80+ volunteers support the airport as well as a variable number of contractors working on the Terminal Modernization Program.
	2-9 Governance structure and composition	Section: Employee Wellness, Development, and Equity
	2-10 Nomination and selection of the highest governance body	"The Allegheny County Airport Authority is in its third decade of overseeing Pittsburgh International and Allegheny County airports. Under a lease with an initial term of 25 years and two additional 25-year option terms, the ACAA, governed by a board appointed by the Allegheny County Executive, operates the two premier airports that serve the Pittsburgh region."
	2-11 Chair of the highest governance body	Chairman of the Board is David Minnotte. The CEO is Christina A. Cassotis.
	2-12 Role of the highest governance body in overseeing the management of impacts	The SLT reviews and approves sustainability related efforts including ACAA's material topics, ESG Strategy, and TMP sustainability goals.
	2-13 Delegation of responsibility for managing impacts	The Director of Planning is responsible for managing and overseeing sustainability initiatives and regularly reports to the Senior Leadership Team.

GRI Standard	Disclosure	Location/Notes
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	The Senior Leadership Team reviews and approves sustainability reporting.
	2-15 Conflicts of interest	ACAA has a conflict-of-interest policy within the Code of Ethics Policy which states specific procedures in place. All employees must read and acknowledge this policy during the employee onboarding process. The Authority also has a defined reporting structure regarding questions that pertain to conflicts of interest.
	2-16 Communication of critical concerns	There is delegation of authority to the Board of Directors for certain Administrative Actions. Items are typically address during Board Meetings which are held on the third Friday of each month. ACAA holds various meetings and has processes in place such as but not limited to labor safety meetings, public comment during board meeting, town hall meetings, and suggestion boxes for employees to submit comments and ideas to CEO Christina A. Cassotis.
	2-17 Collective knowledge of the highest governance body on sustainable development	The SLT received training on ESG/ sustainability as part of development of the ESG strategy.
	2-22 Statement on sustainable development strategy*	Section: Governance Introduction
	2-23 Responsible Business Conduct Policy commitments	Corporate Card Policy, Exit Checklist (FKA Termination Checklist), IT Service Level Agreement, Leafletting and Other Speech-Related Activity Permit Guidelines and Application, Public Statement/ Endorsement Policy, Purchasing Guide Book, TMP Badge Protocol - Form for Obtaining a Construction Site Badge, TMP Badge Protocol - Memo, Travel Policy
	2-24 Embedding policy commitments	Section: Human Rights and Human Trafficking See 2-23, Pittsburgh International Airport Rules and Regulations
	2-25 Processes to remediate negative impacts	ACAA has policies in place depending on the grievance item that needs addressed. The policies include detailed guidance along with specific reporting structures based on the item that needs addressed.
2-26 Mechanisms for seeking advice and raising concerns	ACAA has an open-door policy and ethical rules in place. Any concerns can be addressed either anonymously or non-anonymously. Additionally, the Authority has a Suggestion Box for employees to submit their comments or suggestions which are read by the CEO.	

GRI Standard	Disclosure	Location/Notes
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	The Authority is not aware of any material violations.
	2-29 Approach to stakeholder engagement	Sections: Development of the ESG Strategy, Passenger Experience and Inclusion
	2-30 Collective bargaining agreements	56% of ACAA employees are union employees as of 2023. There are 8 different bargaining units and agreements in place.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Section: Development of the ESG Strategy
	3-2 List of material topics	Section: Development of the ESG Strategy
	3-3 Management of material topics*	Section: Development of the ESG Strategy, ESG Overview
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed *	Sections: Introduction, Air Service Development
	201-2 Financial implications and other risks and opportunities due to climate change	This is assessed on an ongoing basis as described in our bond disclosures.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported *	Sections: Local Innovation Efforts, Air Service Development
	203-2 Significant indirect economic impacts *	Sections: Local Innovation Efforts, Air Service Development
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	86% of construction spend is with local contracts.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	The Authority has Corporate Government Ethics Policies in place. The Authority also follows the Pennsylvania Ethics Act.
	205-3 Confirmed incidents of corruption and actions taken	The Authority is not aware of any incidents of corruption.
GRI 207: Tax 2019	207-1 Approach to tax	The Authority is a tax-exempt entity pursuant to Pennsylvania law.
GRI 301: Materials 2016	301-2 Recycled input materials used*	Sections: Water Management, Waste Management.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Section: Emissions Management at PIT
	302-2 Energy consumption outside of the organization *	This data is not currently tracked.
	302-3 Energy intensity	Sections: The Pittsburgh 2030 District, Airport Carbon Accreditation, Emissions Management at PIT
	302-4 Reduction of energy consumption*	Sections: The Pittsburgh 2030 District, Airport Carbon Accreditation, Emissions Management at PIT
	302-5 Reductions in energy requirements of products and services	This data is not currently tracked.

GRI Standard	Disclosure	Location/Notes
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Section: Water Management
	303-2 Management of water discharge-related impacts	Section: Water Management
	303-3 Water withdrawal	Section: Water Management
	303-4 Water discharge	Section: Water Management
	303-5 Water consumption	Section: Water Management
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Section: Biodiversity and Natural Resources
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions*	Sections: The Pittsburgh 2030 District, Airport Carbon Accreditation, Emissions Management at PIT
	305-2 Energy indirect (Scope 2) GHG emissions*	Sections: The Pittsburgh 2030 District, Airport Carbon Accreditation, Emissions Management at PIT
	305-3 Other indirect (Scope 3) GHG emissions	Sections: The Pittsburgh 2030 District, Airport Carbon Accreditation, Emissions Management at PIT
	305-4 GHG emissions intensity*	Sections: The Pittsburgh 2030 District, Airport Carbon Accreditation, Emissions Management at PIT
	305-5 Reduction of GHG emissions*	Sections: The Pittsburgh 2030 District, Airport Carbon Accreditation, Emissions Management at PIT
	305-6 Emissions of ozone-depleting substances (ODS)	This data is not currently tracked.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This data is not currently tracked.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts*	Section: Waste Management
	306-2 Management of significant waste-related impacts*	Section: Waste Management
	306-3 Waste generated	Third quarter 2019 data shows 21.4 tons of recycling per month and 71.4 tons trash per month, a total of 92.9 tons of waste per month on average.
	306-4 Waste diverted from disposal*	Section: Waste Management
	306-5 Waste directed to disposal	See 306-3

GRI Standard	Disclosure	Location/Notes
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	44 new employees 2023 YTD. 2023 turnover rate: 5.17%.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Medical, dental, and vision benefits.
	401-3 Parental leave	The Authority offers 6 weeks paid time off for parental leave.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Section: Health, Safety, & Security
	403-2 Hazard identification, risk assessment, and incident investigation	Section: Health, Safety, & Security
	403-3 Occupational health services	Section: Health, Safety, & Security
	403-4 Worker participation, consultation, and communication on occupational health and safety	Section: Health, Safety, & Security
	403-5 Worker training on occupational health and safety	Section: Health, Safety, & Security
	403-6 Promotion of worker health	Section: Health, Safety, & Security
	403-8 Workers covered by an occupational health and safety management system	Section: Health, Safety, & Security
	403-9 Work-related injuries	There were 17 reportable work-related injuries in 2021. The Total Recordable Incident Rate (TRIR) in 2021 was 3.8.
	403-10 Work-related ill health	No reportable work-related ill health.
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee
404-2 Programs for upgrading employee skills and transition assistance programs		Section: Employee Wellness, Development, and Equity
404-3 Percentage of employees receiving regular performance and career development reviews		44% of employees receive regular performance reviews.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Section: Employee Wellness, Development, and Equity
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures*	Section: Human Rights and Human Trafficking
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs*	Section: Community Support and Engagement
	413-2 Operations with significant actual and potential negative impacts on local communities*	Sections: Water Management, Waste Management, Noise Management