

2023 Annual Report



WINNIPEG
AIRPORTS AUTHORITY

Winnipeg Richardson International Airport is located in Treaty One Territory, the home and traditional lands of the Anishinaabe, Ininewuk, and Dakota Peoples, and the National Homeland of the Red River Métis Nation. Our drinking water comes from Shoal Lake 40 First Nation, in Treaty Three Territory.



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As the world continues to recover from a pandemic that changed the face of aviation forever, we look ahead to a brighter future, one bursting with bold innovation and the excitement of new possibilities.

Our 2023 Annual Report demonstrates our commitment to our strategic priorities and introduces a range of environmental, social and governance (ESG) principles as we seek to drive positive impacts for our planet, our people and our community—now and into the future.

Together, let us embrace the journey ahead.



MESSAGE FROM THE CHAIR OF THE BOARD OF DIRECTORS



“As WAA navigates an evolving industry landscape, we continue to explore avenues for future growth, promote innovation and reinforce our position as a key contributor to Manitoba’s economy.”

- Susan Dawes, Chair of the Board of Directors

Thank you for the warm reception upon my appointment as the new Chair of WAA’s Board of Directors.

As a member of the Board of Directors since 2018, most recently as Vice-Chair and Chair of the Human Resources & Compensation Committee, I am well-versed in WAA’s values and the high standards it upholds in all its endeavours. Deeply grateful to the Board of Directors for entrusting me with this significant responsibility, I assure you I will lead with integrity and a relentless dedication to our collective success.

As I take on this new role, I would like to thank outgoing Chair Brita Chell for her steadfast leadership. Over the past four years, her guidance and forward-thinking propelled WAA to new heights—even through a global pandemic and its after-effects.

I would also like to acknowledge Ian Smart, who was appointed as Vice-Chair. Like me, he has been a member of the Board of Directors for years and is excited to dive into his new role. We are pleased to bring on four new members to the Board of Directors as well: Karlene Debance, Carol Bellringer, Jodi Carradice and Kelly Fournel. Thank you to the outgoing members, Kimberley Gilson, Peter Kaufmann, Sangeet Bhatia and Donna Price, for their years of service.

The year 2023 saw the loss of philanthropist and human rights advocate Arthur Mauro, who was named Chair Emeritus of our Board of Directors following the conclusion of his term as Chair in 2010. During his tenure, he was instrumental in the redevelopment of the airport campus, including the new terminal building—accomplishments very much in line with his dedication to our city. He will be greatly missed.

Though the industry still felt the impacts of the pandemic in 2023, we made significant headway in returning to a path of stability and growth. Over four million people travelled through Winnipeg Richardson International Airport (YWG) throughout the year, bringing the airport ever-nearer to its pre-pandemic numbers.

As WAA navigates an evolving industry landscape, we continue to explore avenues for further growth, promote innovation and reinforce our position as a key contributor to Manitoba’s economy. We are guided by our new corporate strategy, as well as a new vision and mission and refreshed values and priorities that will take us through 2027. You will also see our ESG commitments woven throughout this report.

While a lot of change is underway, our commitment to unparalleled service remains unwavering. I would like to thank the WAA team and Board of Directors for their continued passion and contributions to building a better future for all. I look forward to working with you in my new role.

This is an exciting time to be involved with WAA, and I am honoured to be doing so alongside all of you. I am eager to maintain our momentum and to capitalize on future opportunities that benefit our organization and the province as a whole.

Sincerely,

A handwritten signature in black ink that reads "Susan Dawes". The signature is fluid and cursive, with a long horizontal stroke at the end.

Susan Dawes

MESSAGE FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER



“Our mission focuses on the role we must play in enabling the connectivity we know the community needs, wants and deserves.”

- Nick Hays, President and CEO

Looking back at our journey over the past 12 months, there is much to be proud of. It was just one year ago that we launched our new 2023–2027 Strategic Plan, one that refocuses our mission on the role we play in connecting communities and creating a better, more sustainable future for all.

Our mission statement reflects the fact that, at its core, our work at WAA is not only about the safe, secure and seamless movement of people and goods, as important as that is. Rather, more broadly, our mission focuses on the role we must play in enabling the connectivity we know the community needs, wants and deserves; and delivering the connectivity we believe is so critical for the economic and social wellbeing of this region.

At WAA, we take this mission and responsibility seriously, and I am glad to report we have taken substantial strides this past year to that end.

From new routes launched, to the arrival of new carriers and new options for travellers in our market, we made great progress toward delivering enhanced connectivity. We have recovered our passenger volumes to 91.3 per cent of pre-pandemic levels and continue to grow our cargo business, all while creating a more accessible, inclusive and welcoming experience for all.

None of this would be possible without the greatest strength of our organization: our passionate, dedicated and skilled team. With this in mind, a top focus in 2023 was setting the foundation for building a strong culture and an environment in which our people can thrive, do their best work and feel proud to be part of something special. You will have the opportunity to read more about our work on culture in the pages ahead.

You will also see that, for the first time, we have combined this report with commitments from our new ESG strategy. The intent of the strategy is that it is not a standalone priority, but is integrated into our overall corporate direction. Weaving the two together felt appropriate and natural, and we hope it helps demonstrate the breadth of our impact. We look forward to receiving ongoing feedback from the community.

The past few years have been challenging for everyone, and our industry has been far from immune. It will take us time to return to the solid financial position our organization enjoyed prior to the pandemic. But looking around the airport terminal and the entire campus, it's exciting to see the buzz return and a renewed sense of hope for the future.

None of what we do can be accomplished alone. It's only through collaboration and partnership that we can achieve collective success. To that end, I would like to close by sharing my sincere thank you to every member of the WAA team, to our Board of Directors, to our community and to all of our partners for your invaluable contributions.

Together, we can do great things and I am excited to be on this bold journey with you!

Sincerely,

A handwritten signature in black ink, appearing to read 'Nick Hays'. The signature is fluid and cursive.

Nick Hays

ABOUT WAA

INTRODUCTION

WAA is where bold journeys take flight.

For over 25 years, WAA has been a source of pride for Manitobans as it continues to soar to new heights of success.

In 1997, operations of the former Winnipeg International Airport were transferred to WAA from the federal government, allowing decisions about the airport to be approved locally within the community for the first time since World War II. Since then, WAA has spent more than a billion dollars to transform the campus into a major transportation hub, creating thousands of jobs and billions in economic activity.

We enable the safe and seamless movement of people and goods through our airport facilities and, in doing so, help to connect Manitoba to the world. We take pride in having a positive economic and social impact through our airport operations at Winnipeg Richardson International Airport and other affiliate businesses. This includes responsible land development on the airport campus, managing and operating Iqaluit International Airport, and providing aviation services at other airports across the country.

As a non-share capital corporation, WAA reinvests all net revenue into delivering on our mission of connecting communities and partnering to build a sustainable future.

SUBSIDIARIES

Each wholly owned subsidiary of WAA approaches our corporate objectives from a different angle, respective of its unique role and function. To navigate a sustainable path forward, we will continue to rely upon a diverse business model to create new revenue streams, expand our partnerships and explore opportunities beyond the airport.

YWG Inc.

YWG Inc. is responsible for operating, maintaining and managing Winnipeg Richardson International Airport. This subsidiary has multiple functional responsibilities, which collectively supports the safe, secure and efficient operations of the airport.

AIRPORT CITY WINNIPEG

Airport City Winnipeg Ltd. (ACW) coordinates and manages commercial activities to help strategically develop Winnipeg Richardson International Airport. This subsidiary focuses on real-estate development, property and facility management, and unlocking airport lands to reach their full potential. ACW also works closely with stakeholders and airport tenants to strategically expand airport operations, enhance operational efficiency and explore innovative opportunities for the future.

WASCO

Winnipeg Airport Services Corp. (WASCO) seeks opportunities to provide aviation services and solutions not only across Canada but also globally. Its primary focus revolves around assisting other airports in operating safely and efficiently in the areas of airport management, airport operations, regulatory programs and facility management.



OUR VISION

Where bold journeys take flight



OUR MISSION

Connecting communities and partnering to build a sustainable future

OUR VALUES

Safety | Respect | Teamwork | Inclusion | Excellence

OUR PRIORITIES

People and culture | Financial strength
Air transportation and logistics services
Customers and community | Operational excellence
Digitalization | Environment

2023 BY THE NUMBERS

Winnipeg Richardson International Airport operates 24 hours a day, seven days a week, 365 days a year to provide essential services for Manitoba and beyond.

4,094,793

total passengers
(+1,063,680 than 2022)



11,219

 average passengers per day

12 airlines

serving the main terminal building

1.3 million

square metres of pavement on the airfield

13

taxiways



12

aprons

2 runways



Non-stop destinations available out of the main terminal building:

27 domestic

10 transborder

10 international

Busiest day on record

AUGUST 14

15,406 people passing through the main terminal building

468,752

tonnes in cargo-related gross takeoff weight



100,228

total aircraft landings and takeoffs



More than

1.3 million

bag tags printed



4,431

planes de-iced

WAA STRATEGIC PRIORITIES

Our strategic priorities are guided by a deeply rooted sense of responsibility toward environmental stewardship, social progress and ethical governance.

With the development of our ESG strategy, we aligned our strategic priorities with our ESG commitments to help guide our decision-making and drive us toward a more sustainable, responsible future for all.



People and culture

Bringing our values to life

At the heart of any institution are the people. That's why we aim to build a workplace where employees feel safe and engaged, allowing us all to live WAA's values every day and deliver on our vision and mission together.

Entering the first year of our new strategic plan, we were deliberate in improving the overall work experience for our team.

Over the course of the year, we worked to calibrate what leadership looks like, not only for those in management roles but also for front-line leaders in the organization. One of the principles of successful culture transformation is that it is shared across the entire organization, so employees also identified what WAA's values mean to them and how we can work together in a more collaborative way.

To that end, we started to apply a more cross-functional, collaborative approach to our work. We strive to continue to introduce the appropriate supports, resources and processes that will put us in an even better position to deliver on our strategic priorities in the coming years.

Building a strong culture

Building off conversations that took place in 2022, we continued to listen, learn and collect employee input on the collective vision of the culture we want to build. To that end, WAA conducted an employee engagement survey, which saw an 81 per cent completion rate, to identify successes and opportunities for improvement.

Department-level discussions took place with each team to interpret and identify what WAA's values mean to them, and we launched a new recognition program that highlights employees living out those values every day. A new Culture Team was also created to help move us forward by identifying enhancements and promoting the cultural health of the organization.

We were honoured to be recognized as one of Manitoba's Top Employers in 2023, marking our 12th consecutive year receiving this recognition.



Overall, WAA is working to strengthen its employee value proposition, considering pension and benefits (including mental health supports), leave options, overall culture as well as market compensation. We made a clear investment in our people to support their continued growth, both professionally and personally, by further embedding our performance excellence program throughout the organization. After undergoing a goal-setting process with our leaders, our employees were provided with the tools to complete their 2023 performance reviews and receive meaningful feedback on their work.

In 2023, we also implemented a comprehensive learning management system to facilitate new and existing employee training and development. As part of our commitment to investing in the employee experience, we created annual training roadmaps and made improvements to our onboarding program, with a more robust review to take place in 2024.

Finally, we further empowered and invested in our Wellness Committee, allowing its members to establish a year-long plan that touches on the eight dimensions of wellness: intellectual, social, physical, spiritual, occupational, emotional, financial and environmental.

Safety, health and wellbeing

The safety, health, and wellbeing of our entire team, as well as that of everyone who travels through, visits, and works within our facilities, remained our top priority in 2023. Honing our focus on building a safety-centric culture, we sought to improve our safety programs through the roll-out of a new occupational health and safety (OHS) policy. We also developed training and resources to educate employees and stakeholders on applicable health and safety responsibilities.

An inclusive and accessible workplace

We seek to continuously understand and meet the needs of our people and the communities we serve, and we continue to action the recommendations from Elevate Aviation’s assessment and report on diversity, equity, inclusion, and accessibility (DEIA) at WAA.

In 2023, we established a DEIA Steering Committee, which is implementing a new strategy to help identify, remove and prevent barriers to equal access and participation in our organization. With support from our partners at Elevate Aviation, the committee has helped steer initiatives like employee training and lunch-and-learn-style events.



WAA ESG HIGHLIGHT

2,626 training and development hours completed by WAA employees in 2023



Financial strength

Embracing our role as responsible financial stewards

The global pandemic hit most industries hard, and aviation was no exception. While we have made great strides in our recovery, we still have a long journey ahead to reach our pre-pandemic financial position.

Our financial strength is critical to our ability to make the right long-term investment choices that create value for the communities and customers we serve. In 2023, we made efforts to restore financial sustainability by investing for value, managing our debt load in a responsible manner and driving diversified revenue growth. We also continued to advocate for funding from our government partners to ensure we can invest sustainably for the benefit of all.

Apart from YWG Inc., which is responsible for the operation, maintenance and management of Winnipeg Richardson International Airport, WAA is made up of a group of subsidiaries that help the company grow its impact by exploring and investing in business opportunities. Through WASCO and ACW, WAA pursued initiatives that align with our strategy and help deliver on our commitment to build a more sustainable future.

A sustainable plan for financial recovery

Although the financial repercussions of the pandemic will have long-term implications, the future holds new opportunities for WAA. Upon the maturation of our 10-year term bonds in April, we underwent a \$100-million debt issuance process to re-finance our maturing debts using the same structure, ensuring the continuation of our capital program. We also expanded our budgeting and planning process to ensure we make the right decisions for years to come, while being mindful of our current financial position, and are working toward a 25-year financial forecast to help guide decision-making.

Investing in our future

We've started the process to update our Master Plan with revised development plans for the airport campus, realigning them with the most recent traffic forecasts,

the needs of our community and our overall strategic plan. Discussions around asset management, terminal optimization and land development are ongoing.

We worked closely with our community and government partners to land funding for air service development, further strengthening our connectivity. We also secured additional financial support through the National Trade Corridors Fund for the construction of our Multi-Tenant Air Cargo Logistics Facility and supporting infrastructure.'

Renewed value proposition

Always looking to maintain our entrepreneurial pursuit of revenue development and diversification, our subsidiary WASCO continued to expand its footprint through 2023 by conducting work with a new partner in Kazakhstan, while also setting a plan in motion to extend its service delivery.



WAA ESG HIGHLIGHT

\$19.4M in additional funding secured from Transport Canada through the National Trade Corridors Fund for the redevelopment of YWG's cargo campus



SUSTAINABLE DEVELOPMENT GOALS

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Air transportation and logistics services

Enhancing connectivity and bringing more choice to Manitobans

Through our core business, we maximize the ability for customers and goods to reach their destinations safely and as quickly, seamlessly and sustainably as possible. In so doing, we recognize the role we play in driving the growth and development of our region, both in economic and social terms.

Not only are we recovering our passenger volumes, but we are also enabling more connections to places that matter to our communities. As such, our focus for 2023 was not only the quantity of seats in our market but also the quality of destinations from YWG, with particular emphasis on restoring service to key U.S. destinations.

In addition to establishing the airport as a hub for passenger transportation, Winnipeg has evolved into an important piece in Canada's air cargo network. Many local businesses and industries rely on the airport's 24-7 operations to efficiently import and export goods from around the world.

To support this critical industry, a major cargo expansion is underway. Our cargo sector remained a high priority in 2023 as we worked to expand and densify the cargo campus to facilitate air freight growth and continued to unlock the potential of other land.

Quantity and quality of air service networks

Quality and quantity are central to WAA's work to restore and enhance air service at YWG. Following the addition of year-round, non-stop service to Los Angeles by WestJet in 2022, the number of routes available at the airport continued to increase in 2023, growing our connectivity and unlocking numerous business and leisure travel opportunities for Manitobans.

We worked closely with our partners to add new, non-stop flights to Atlanta by WestJet in September 2023, using the same funding model that successfully attracted service to Los Angeles. We continue to strengthen our relationships with the provincial government and key community partners to secure future funding. That same month, Porter Airlines launched twice-daily flights to Toronto-Pearson, providing travellers with more options and growing our connectivity through Porter's Eastern Canada network. Additional service to Ottawa is being planned by the airline for 2024.



Travellers departing YWG have flown through Atlanta, home to one of the world's most connected airports, to 215 different destinations in 36 countries across the globe.

As we focus on returning passenger traffic to pre-pandemic levels as quickly as possible, we saw passenger volumes grow throughout 2023, matching 2019 levels during the busy summer travel season.



Facilitating air freight growth and other opportunities

While our cargo campus takes up a relatively small parcel of land, collectively, it generates a huge benefit for the region. Our ongoing development of the airport's cargo sector will help deliver the world-class services our community needs for its continued success and attract new businesses to fuel our local economy.

In response to the growing demand for air cargo, we marked significant progress in the planning of our cargo campus redevelopment, which includes construction on the state-of-the-art Multi-Tenant Air Cargo Logistics Facility set to break ground in 2024. With additional funding received from Transport Canada through the National Trade Corridors Fund, the new facility will help our freight partners grow their operations and enhance efficiencies.

The airport's prime geographic location also enables cargo carriers to efficiently transport critical goods to Canada's North, a lifeline for many Canadians as they depend on regular air cargo deliveries to help keep their communities supplied. All of this will further solidify Winnipeg's position as an integral cargo hub in the heart of the continent.



142,500 square feet = size of Multi-Tenant Air Cargo Logistics Facility to be constructed at YWG



WAA ESG HIGHLIGHT

35% increase in passengers at YWG from 2022



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Customers and community

Building relationships and creating a space of belonging

Among the many things an airport represents, we believe it is the front door to a city and region—and should therefore be reflective of the communities it serves. We work closely with our community to build connections and ensure a warm welcome, inclusive service and a positive overall experience for all.

Commitment to reconciliation

WAA is located in Treaty One Territory and the National Homeland of the Red River Métis Nation. In 2023, we continued to launch initiatives to advance reconciliation and collaborate with First Nations, Métis and Inuit peoples.

We remain committed to learning—and unlearning—and to working with Indigenous leaders to make the airport more reflective of our province. A key priority is finding ways to help educate travellers and WAA as an organization about Canada's history as it relates to Indigenous Peoples and communities—and our shared path forward. We welcomed an exhibit from the Manitoba Métis Federation that showcases their rich history in the province and the Red River Métis way of life, and plan to launch a new Indigenous-focused display in the terminal every year going forward. To increase WAA's knowledge and understanding, we delivered voluntary education training for our teams.

We also partnered with the Manitoba Métis Federation to share job postings as part of our work to help increase opportunities for the Indigenous community.

In 2023, we re-signed with the City of Winnipeg's Indigenous Accord as part of our shared commitment to reconciliation. To help develop and cultivate more meaningful relationships with Indigenous communities, we also recalibrated our sponsorships to better align with our reconciliation efforts.

Shaping a more inclusive space for all

Every traveller is unique, and so are their needs and requirements. In 2023, we launched a new accessibility plan and hired an accessibility coordinator to support travellers with a disability. An example of our efforts to better support the needs of our diverse community is the introduction of free sensory support kits for travellers passing through YWG. Modelled off the Autism Canada kits, they are filled with tactile and sensory items that can be comforting to neurodivergent individuals.

Through ongoing recognition of special days and events in our terminal, we brought awareness to important initiatives like National Indigenous Peoples Day and Pride. To kick off Pride Season in early June,



WAA employees walked in Pride Winnipeg's parade. We rolled out a rainbow-themed Hug Rug with our partners at the Rainbow Resource Centre, who also supported our efforts to identify unnecessarily gendered language in the terminal and held learning sessions with our team to help make the airport experience more inclusive.

We also continued to partner with the local Ukrainian community to help greet newcomers to Manitoba. Between spring 2022 and late 2023, over 25,000 Ukrainians stopped by the welcome station set up in the airport's Arrivals Hall for assistance before the group of volunteers that operated it wound down the initiative.



25,000+ Ukrainians stopped by the volunteer-run welcome station for assistance between its opening in 2022 and when it wound down operations in late 2023.

Enhancing the passenger experience

We recognize no single department is responsible for the passenger experience at YWG, so 2023 saw WAA establish a cross-functional team to drive our efforts. Our passenger satisfaction rating continued to improve over the year, and we plan to use future feedback from travellers to enhance our offerings and prioritize our investments.



WAA ESG HIGHLIGHT

58 employees registered for voluntary Indigenous education sessions



SUSTAINABLE DEVELOPMENT GOALS



Operational excellence

Delivering exceptional airport journeys

As an organization, one of WAA's main focuses is maintaining and operating assets in ways that deliver a safe, secure and high-performing airport—and bring about the greatest possible value to our passengers, airline partners and everyone else who uses and benefits from the airport.

To ensure continued operational success, we are uncovering opportunities to drive efficiency and enhance the passenger and customer journey. Part of 2023 was spent assessing our operational framework to make sure it remains flexible, progressive and responsible—as well as financially sustainable—as we move to a post-pandemic future. The assessments led to enhancements within our Airport Operations Centre, including updated workflows, procedures, and technology, as well as a new full-time position dedicated to training.

Safety always

Operating safe and secure facilities continues to be the top priority for WAA. Our team expanded our programming in 2023 to deliver training to employees of our airport partners to further enhance their awareness and understanding of safety and security priorities. We also leaned into our industry's national safety week, holding events and learning opportunities around the airport to keep safety top of mind.

Our team focused on executing, monitoring and reviewing corrective actions from our most recent Safety Management System (SMS) audit to help ensure we continue to operate at the highest level. We will continue to work toward strengthening and embedding a culture of safety within our organization and airport, as well as look for further opportunities to improve related systems and processes.

In September, WAA hosted the SWIFT Airline Conference and Trade Show, a premier aviation industry event that saw more than 430 airport operators from across the world attend.

Exceptional airport journeys

“One size fits all” does not align with the needs of our airline customers. To ensure a customer-centric approach, we continued to leverage data and digital technologies to enhance operational efficiencies and the passenger experience within the terminal, including continuous improvement of our key touchpoints and collaboration with our key partners. In 2023, we undertook an extensive wayfinding audit to better meet traveller needs.

Asset management remains critical

WAA's key assets, including the terminal, runways, taxiways and aprons, are fundamental to our business. We made encouraging progress on the development and roll-out of our new asset management plan and in improving the state of our infrastructure, including airfield and groundside enhancements.



Digitalization

Unlocking the power of data and technology

Going digital is critical to our continued growth and efficient operations. Tying into our strategic pillar of operational excellence, our prioritization of digitalization will use data and technology to improve our core business processes and key touchpoints, helping us better understand and serve our customers.

Like most modern organizations, WAA utilizes a mosaic of systems to address operational and business requirements. By enabling a seamless, secure connection of information, people and systems, we can improve interoperability and efficiencies across units. All of this leads to our ultimate goal of enabling a smooth passenger journey and providing travellers with the digital connectivity they expect.

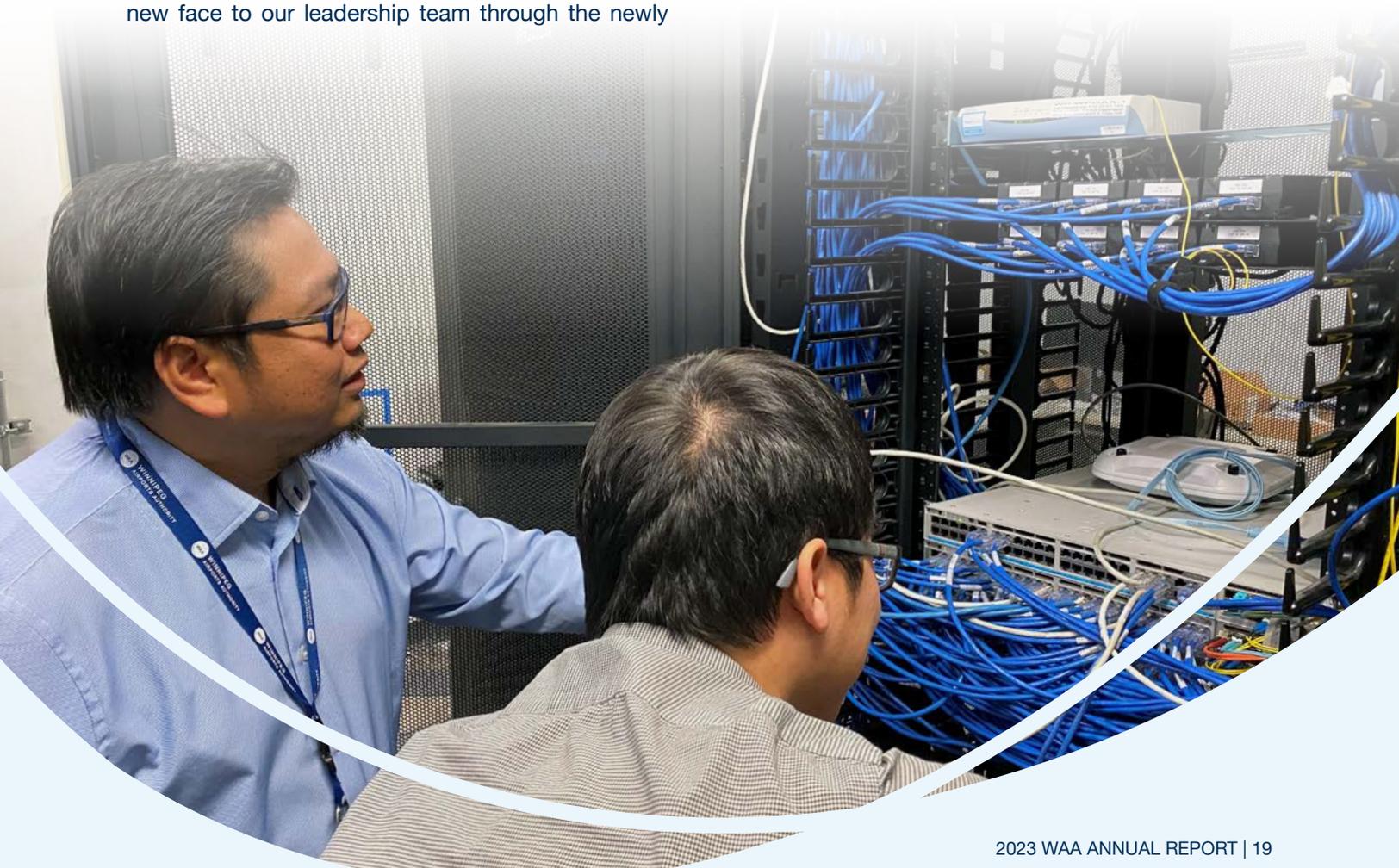
Building our digital foundation

The digital world continues to evolve quickly, and WAA needs to be ready. In 2023, we focused on building our foundation, which included both people and technology. On the people side, we welcomed a new face to our leadership team through the newly

created position of Vice President, IT. We also made great progress against our technological goals, such as improving our cyber-resiliency posture and upgrading our airport Wi-Fi to set the stage for further improvements in 2024.

Enterprise-wide analytics and data-informed decision-making

Travellers flying through YWG, as well as employees across WAA, require information that is accurate, timely and readily available. To that end, in 2023, we continued to build our new enterprise data warehouse, where trusted data can be transformed to help inform future decision-making. We also improved our common-use platform, providing our airline partners with faster, flexible and more secure access. As we move forward, we will continue to implement industry best practices and tools to extract value and generate insight from the volumes of data we collect, and will be able to collect, from our digital ecosystem.



Environment

Exploring new paths to a greener future

Environmental stewardship is constantly evolving, but our commitment to minimizing our impact on the environment for future generations remains steadfast. In 2023, we concentrated on managing our higher risk environmental priorities identified in our environmental management system (EMS), which is based on ISO 14001 EMS. Our initiatives included projects to improve upon greenhouse gas emissions (GHG), water quality management, sustainable procurement and waste management.

Our path to net-zero carbon is a top organizational focus and social responsibility. Managing carbon emissions from the airfield to the boardroom, we continue to enhance programming and develop requirements to embed environmental sustainability across the campus, strengthening the culture of environmental stewardship at WAA and doing our part to decarbonize aviation.

2023 was a year of substantial effort for many WAA teams with the development of our first-ever decarbonization plan to help guide our organization on its journey to net zero by 2050. In 2024, we will begin to put this plan into action with the implementation of several short- and long-term energy management and decarbonization initiatives. WAA will leverage Manitoba's availability of relatively clean energy to reduce our carbon footprint in a way that is sustainable for the airport, its stakeholders and the planet.

We are also committed to making responsible decisions for the procurement of goods and services that result in the best value by balancing environmental, social, economic and governance matters. In 2023, we created and trained our employees on a new sustainable procurement policy and procedures. We also drafted a comprehensive Sustainable Procurement Guidance Manual, which is currently under review for implementation across WAA departments and units in 2024.

We continue to monitor water quality on and near the airport campus, testing samples from various locations throughout the year so we can ensure our activities on the land do not negatively impact our

surrounding environment. As part of our efforts to comply with regulatory obligations, we maintained zero releases of glycol with a concentration over the Canadian Environmental Protection Act guidelines of 100mg/L total glycol.

Finally, we spent 2023 exploring improvements, as well as new partnerships and technology, to enhance WAA's waste management program. These initiatives included:

- adding, upgrading and/or replacing dual- and triple-stream waste collection bins throughout the terminal, outside and in the parkade
- implementing an organics recycling program in WAA employee lunchrooms
- continuing to monitor and improve our Oscar waste-sorting technology to divert waste from the landfill
- coordinating specific initiatives for Waste Reduction Week in October



WAA ESG HIGHLIGHT

GHG emissions

Total scope 1, 2, 3: 401,190 tCO₂e

Scope 1 and 2: 4,912 tCO₂e

Based on 2022 GHG inventory



SUSTAINABLE DEVELOPMENT GOALS



CORPORATE GOVERNANCE

WAA is committed to strong corporate governance. We will demonstrate integrity, accountability and transparency to continue to build trust with our employees, our stakeholders and our community.

Board of Directors

WAA's Board of Directors is committed to transparency and governance best practices. Over the past year, we have implemented several initiatives aimed at reinforcing our governance framework, ensuring ethical conduct, and enhancing diversity within our Board of Directors. These efforts are integral to promoting trust among our stakeholders and aligning our corporate values with the highest industry standards.

Governance review

We recognize the pivotal role of independent oversight in maintaining the integrity of our operations. In the past year, we underwent a comprehensive independent governance review. This examination, conducted by external experts, critically assessed our governance structures, processes, and decision-making mechanisms. The insights gained from this review have not only validated our existing practices but have also provided valuable recommendations for continuous improvement.

Director recruitment

Diversity is not just a principle but a driving force behind innovation and effective decision-making. In our commitment to this belief, we placed a special emphasis on diversifying our Board of Directors composition through independent director

recruitment. Rigorous efforts were made to identify and appoint directors who bring varied perspectives, experiences, and skills. This deliberate approach not only enriches our leadership but aligns with our broader commitment to inclusivity and equal representation.

Human Resources and Compensation Committee

Recognizing the vital role that human resources and compensation play in organizational success, we have strengthened our governance structure by introducing a dedicated Human Resources & Compensation Committee. This committee provides focused attention to critical aspects such as talent management, employee engagement, and compensation.

Whistleblower Policy

Transparency is the cornerstone of ethical governance, and we are proud to have adopted a stand-alone Whistleblower Policy in the past year. This policy empowers employees, stakeholders, and other relevant parties to report any unethical practices, breaches of conduct, or concerns they may encounter. By providing a secure and confidential avenue for reporting, we underscore our commitment to fostering a culture of accountability and responsible corporate citizenship.

We are dedicated to continuous improvement, transparency, and adherence to governance best practices. As we move forward, we remain committed to upholding the highest standards, ensuring that our stakeholders can trust in the integrity of our operations.



Governance principles

1. Accountability
2. Clear delineation of responsibilities between the Board of Directors and management
3. The full Board of Directors, not committees, is involved in decision making
4. Transparency

The Board of Directors has organized its affairs around three standing committees – Governance, Human Resources & Compensation and Audit. They are complemented by the use of task forces (special committees) on an “as required” basis to deal with particular matters. The full Board of Directors meets on a regular basis at least six times a year.

The mandate of the Governance Committee is to assist the Board of Directors in effectively meeting its responsibilities.

The Human Resources & Compensation Committee is responsible for oversight on matters related to workforce and compensation related practices.

The Audit Committee attends to matters that are financial and/or risk related.

Public accountability principles

Incorporated into WAA’s by-laws is a set of accountability principles that were accepted by the Board of Directors as part of the airport transfer conditions. Following is a summary of these principles:

Board composition

The Board of Directors is composed exclusively of unrelated, non-management directors. Eleven members of the Board of Directors are nominated by seven different public and private sector agencies:

City of Winnipeg (3)

Assiniboia Chamber of Commerce (1)

Province of Manitoba (1)

Rural Municipality of Rosser (1)

Government of Canada (2)

Economic Development Winnipeg (1)

The Winnipeg Chamber of Commerce (2)

A maximum of four members may be nominated by the Board of Directors.

The Board of Directors cannot consist of fewer than seven or more than 15 members at any time.

Qualification and eligibility requirements of Board of Directors members:

- A director may serve for a term not exceeding three years and that no more than three terms (or nine years) may be served.
- Directors can be neither elected to nor employed by any level of government.
- No director can be an elected official or government employee at any time during the two years prior to becoming a director.

Community Consultative Committee

WAA has a Community Consultative Committee (“CCC”) to provide for effective dialogue and dissemination of information on various matters, including airport planning, operational aspects of the airport and municipal concerns. The CCC meets at least twice a year and is comprised of members who are generally representative of the community, including persons representing the interests of consumers, the travelling public and organized labour, aviation industry representatives and appropriate provincial and municipal government representatives.

Corporate reporting and disclosure

- WAA has adopted a Code of Conduct and Conflict of Interest Policy. All directors, officers and managers are in compliance with this policy.
- WAA discloses non-arm's length transactions.
- Directors make a general report annually to their respective nominator and the Board of Directors reports collectively to all nominators.
- The Board of Directors has a self-evaluation process in place to review the performance of the the Board of Directors and its committees.
- As a general practice, WAA optimizes the use of Canadian resources and supplies and employs a competitive process for contracts in excess of \$115,000 (\$75,000 1994 dollars).
- Over 40% of WAA's Board of Directors is female.
- In the event WAA increases airport user charges, it provides advance public notice.
- Full audits in accordance with generally accepted auditing standards are conducted and Transport Canada has the right at any time to cause a complete audit to be conducted.
- WAA publishes its Annual Report and includes specific performance comparisons and discloses the remuneration paid to Board of Directors members and to Executive Management.
- The Annual Report is distributed in advance of the Annual Public Meeting to all nominators and the Minister of Transportation.
- At least once every five years, WAA conducts a comprehensive independent review of its management, operation and financial performance by a qualified independent person. The report is distributed on a timely basis to the Minister of Transportation and to each nominator and is available to the public on request.
- WAA provides for public access to the Airport Master Plan, five-year business plan, past five-year annual financial statements and business plans, incorporation documents, and all signed airport transfer agreements.

WAA Board of Directors 2023

Nominated by the City of Winnipeg

Scott Penman, Corporate Director

Kimberley Gilson, LL.B, Corporate Director

James Wilson, Vice President, Indigenous Strategy & Business Development, Red River College Polytechnic

Nominated by Assiniboia Chamber of Commerce

Adam Kilfoyle, CPA, CGA Managing Partner, Heartland CPAs

Nominated by Economic Development Winnipeg Inc.

Ian Smart, Corporate Director

Nominated by the Government of Canada

David Timothy Duval, Professor, University of Winnipeg

Kenneth Grower, Corporate Director

Nominated by the Province of Manitoba

Peter Kaufmann, Vice President Sales & Leasing Capital Commercial Real Estate Services Inc.

Nominated by the Rural Municipality of Rosser

Robert Penner, President & CEO, Bison Transport Inc.

Nominated by The Winnipeg Chamber of Commerce

Priti Mehta-Shah, President, Mehta Capital Partners

Sangeet Bhatia, CPA, CA, CMC, Partner, Deloitte Inc.

Appointed by the WAA Board of Directors

Brita Chell (Chair), FCPA, FCA, Corporate Director

Donna Price, FCPA, FCGA, Corporate Director

Susan Dawes (Vice Chair), Partner, Myers LLP

Arthur Mauro (Chair Emeritus), Corporate Director

2023 WAA Board of Directors Attendance

Board of Directors

| Name | Eligible | Attended |
|------------------|----------|----------|
| Sangeet Bhatia | 7 | 7 |
| Brita Chell | 7 | 6 |
| Susan Dawes | 7 | 6 |
| David T. Duval | 7 | 7 |
| Kimberley Gilson | 7 | 7 |
| Kenneth Grower | 7 | 7 |
| Peter Kaufmann | 7 | 6 |
| Adam Kilfoyle | 7 | 7 |
| Priti Mehta-Shah | 7 | 7 |
| Scott Penman | 7 | 7 |
| Robert Penner | 7 | 5 |
| Donna Price | 7 | 7 |
| Ian Smart | 7 | 7 |
| James Wilson | 7 | 7 |

Audit Committee

| Name | Eligible | Attended |
|------------------|----------|----------|
| Kenneth Grower | 5 | 5 |
| Peter Kaufmann | 5 | 4 |
| Adam Kilfoyle | 5 | 5 |
| Priti Mehta-Shah | 5 | 5 |
| Scott Penman | 5 | 5 |
| Ian Smart | 2 | 2 |

Governance Committee

| Name | Eligible | Attended |
|--------------------------|----------|----------|
| Sangeet Bhatia | 6 | 6 |
| Brita Chell (ex-officio) | 6 | 5 |
| Susan Dawes | 2 | 2 |
| David T. Duval | 6 | 6 |
| Kimberley Gilson | 6 | 6 |
| Robert Penner | 6 | 2 |
| Donna Price | 2 | 2 |
| James Wilson | 6 | 6 |

Human Resources & Compensation Committee

| Name | Eligible | Attended |
|--------------------------|----------|----------|
| Brita Chell (ex-officio) | 2 | 1 |
| Susan Dawes | 2 | 2 |
| Donna Price | 2 | 2 |
| Ian Smart | 2 | 2 |

Special committees

| Name | Eligible | Attended |
|------------------|----------|----------|
| Sangeet Bhatia | | |
| Brita Chell | 6 | 6 |
| Susan Dawes | 11 | 11 |
| David T. Duval | 11 | 11 |
| Kimberley Gilson | | |
| Kenneth Grower | | |
| Peter Kaufmann | | |
| Adam Kilfoyle | | |
| Priti Mehta-Shah | | |
| Scott Penman | | |
| Robert Penner | | |
| Donna Price | | |
| BJ Reid | | |
| Ian Smart | | |
| James Wilson | 17 | 17 |

2023 WAA Board of Directors Compensation

| Name | Retainer | Meetings | Chair | Total earnings |
|------------------|----------------------|----------------------|---------------------|----------------------|
| Sangeet Bhatia | \$ 12,000.00 | \$ 6,600.00 | \$ - | \$ 18,600.00 |
| Brita Chell | 75,000.00 | 1,800.00 | - | 76,800.00 |
| Susan Dawes | 12,000.00 | 15,600.00 | 2,666.68 | 30,266.68 |
| David T. Duval | 12,000.00 | 14,400.00 | - | 26,400.00 |
| Kimberley Gilson | 12,000.00 | 16,600.00 | - | 18,600.00 |
| Kenneth Grower | 12,000.00 | 8,550.00 | 10,000.00 | 30,550.00 |
| Peter Kaufmann | 12,000.00 | 6,600.00 | - | 18,600.00 |
| Adam Kilfoyle | 12,000.00 | 8,550.00 | - | 20,550.00 |
| Priti Mehta-Shah | 12,000.00 | 7,950.00 | - | 19,950.00 |
| Scott Penman | 12,000.00 | 8,550.00 | - | 20,550.00 |
| Robert Penner | 12,000.00 | 3,000.00 | - | 15,000.00 |
| Donna Price | 12,000.00 | 7,800.00 | - | 19,800.00 |
| Ian Smart | 12,000.00 | 8,100.00 | - | 20,100.00 |
| James Wilson | 12,000.00 | 18,600.00 | 8,000.00 | 38,600.00 |
| Total | \$ 231,000.00 | \$ 122,700.00 | \$ 20,666.68 | \$ 374,366.68 |

WAA Executive Management 2023

Nick Hays, President & Chief Executive Officer
Nicole Stefaniuk, CPA, CA, Chief Financial Officer & Senior Vice President, Corporate Services
Mike O’Gorman, Senior Vice President Operations & Managing Director, WASCO
Mirela Rusu, Vice President Operations
Scott Marohn, Vice President Commercial
Tyler MacAfee, Vice President External Affairs
Ken Kumar, Vice President, Information Technology

The base compensation range for the Executive Management, excluding incentives, is \$203,500 to \$420,000.

Corporate information

Auditors: PricewaterhouseCoopers LLP
Bank: Canadian Imperial Bank of Commerce
Legal Counsel: MLT Aikins LLP, Dentons Canada LLP
Thompson Dorfman Sweatman LLP

WAA Community Consultative Committee 2023

Loren Remillard, The Winnipeg Chamber of Commerce
Dana Rudy, Deputy Minister of Economic Development, Investment, Trade and Natural Resources, Province of Manitoba
Ryan Klos, Deputy Minister of Transportation and Infrastructure, Province of Manitoba
Colin Ferguson, Travel Manitoba
Ryan Kuffner, Economic Development Winnipeg
Michael Jack, City of Winnipeg
Sarah Thiele, Deputy Minister of Transportation and Infrastructure, Province of Manitoba
Wendell Wiebe, Manitoba Aerospace Association
Ron Evans, Indigenous relations
Chuck Davidson, Manitoba Chambers of Commerce
Kristi Meek, Assiniboia Chamber of Commerce
Blake Crothers, United Food & Commercial Workers Union

Management Policy Review Committee

WAA established a Management Policy Review Committee in 2023 to prioritize and review all corporate policies in order of risk. Its role is to ensure consistency in all WAA policies, while ensuring policies consider the impact to WAA employees, stakeholders and operations, and alignment with WAA’s vision, mission, values and strategic plan.

A policy implementation procedure has been developed to ensure that policies are distributed and communicated across the organization in a timely and meaningful way. The procedure is designed to build support and ownership of corporate policies by the WAA leadership team, and to promote the understanding of our corporate policies by all WAA employees.

Risk management

Operating within a highly regulated environment, WAA is obligated to ensure compliance with all applicable federal, provincial and municipal legislation, and conformance with contractual obligations.

WAA delivers a key service to Winnipeg and the region and must ensure our operations and development activities are undertaken in a sustainable, transparent manner. To achieve this, we must exceed our legal and contractual obligations by embedding risk management best practices across the organization and airport campus.

To ensure we are fulfilling our obligations and commitments, we continue to advance a quality assurance (QA) function. The QA function includes internal and external auditing to identify and manage key corporate risks, and ensure accountability and continual improvement across the organization. WAA developed an auditing plan and conducted four audits of key risk areas in 2023.

WAA continues to advance our enterprise risk management function to ensure we identify and prioritize current and future corporate risks, while addressing these risks through effective controls.

Single source contracts

During 2023, contracts were awarded in excess of \$115,000 (\$75,000 in 1994 dollars) outside of a competitive process for the reasons indicated in the following table:

| Vendor | Description | Value | Basis for selection |
|----------------------------------|--|--------|---------------------|
| Achieve Centre for Leadership | Workplace culture and leadership development | \$ 161 | G |
| Johnson Controls | Terminal building management system upgrade | \$ 164 | B |
| GardaWorld | Security services | \$ 186 | A |
| Patlon Aircraft & Industries Ltd | Passenger boarding bridge upgrade | \$ 210 | E |
| Boomi Solutions Canada Inc | IT services | \$ 213 | A |
| Arcadis Canada Inc. | Fire fighting foam transition services | \$ 228 | E |
| CDW CANADA | Software licensing | \$ 297 | A |
| Dola Consulting and Design | Security IT services | \$ 408 | G |
| Dola Consulting and Design | IT services | \$ 419 | A |
| Falcon Environmental Services | Wildlife management services | \$ 465 | A |

(In thousands of Canadian dollars)

Basis for selection

- A – The acquisition is part of an equipment standardization program.
- B – The goods or services are of a proprietary nature or there is only one qualified supplier.
- C – Safety, security or critical operating needs require urgent procurement.
- D – The vendor was awarded a contract for goods or services as a result of previous competitive process and has no prior performance issues.
- E – There is only one qualified vendor available when all factors are considered.
- F – A strategic alliance/partnership can be formed with one vendor in order to take advantage of current technology and expertise.
- G – An alliance/partnership can be formed with one supplier in order to significantly promote the strategic objectives.

ESG STRATEGY SUMMARY AND ACCOUNTABILITY DATA

WAA is committed to sustainability and continuously improving efforts to effectively manage ESG risks and opportunities. We aim to embed sustainable principles and practices throughout our organization and have integrated our ESG strategy into our new overarching strategic plan.

ESG strategy approach and methodology

Governance

WAA established an ESG steering group to set a vision for and govern the ESG strategy development. The group includes members of the WAA executive team and subject matter experts. All major project milestones for the strategy development were presented to WAA's Board of Directors for endorsement.

Materiality assessment

WAA engaged a third-party consultant, Deloitte, to conduct a materiality assessment for the organization to identify, prioritize and validate ESG topics that are most material to our internal and external stakeholders. The comprehensive materiality assessment included extensive research and reviews of globally recognized sustainability reporting standards, peer reviews of sustainability commitments and practices, extensive stakeholder engagement and several workshops.

An engagement strategy was developed and executed as part of the materiality assessment process, which included employee surveys and interviews with the ESG steering group, WAA's Board of Directors and 25 key external stakeholders.

Material topic validation

After analyzing the information and feedback collected during the materiality assessment, a shortlist of potential material ESG topics was identified. Using

the double materiality process, we conducted a prioritization activity to produce a ranked list of topics determined to be most material to WAA and its stakeholders.

The identified topics were presented to and endorsed by the ESG steering group and WAA's Board of Directors.

ESG strategy development

The ESG steering group developed vision statements, goals and a level of ambition for each material ESG topic. We then established working groups for each topic to set specific and measurable goals, objectives and targets, and to develop an implementation roadmap for the ESG strategy.

Developed and endorsed by the ESG steering group and WAA's Board of Directors, the ESG strategy is now woven into our new strategic plan.

ESG reporting standards

With our consultant, WAA conducted extensive research and peer reviews to determine applicable reporting standards with which to align our ESG strategy.

The United Nations Sustainable Development Goals (UN SDGs) mark a universal call to action to end poverty, protect the planet and ensure all people are able to enjoy peace and prosperity. Various peer airport authorities have aligned their strategic priorities to the UN SDGs, as they are foundational and used globally by many industries. The Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) are also leading sustainability reporting standards commonly used by airports. As such, WAA will reference applicable UN SDGs, GRI and SASB standards in the 2023 Annual Report.



The 2023 Annual Report summarizes our progress on ESG initiatives undertaken in 2023 and the following table outlines the related accountability data:

GRI, SASB and UN SDGs Index

WAA has reported the information cited in this GRI content index for the period from January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

| GRI STANDARD | DISCLOSURE | LOCATION (page) | RESPONSE | SASB ALIGNMENT | UN SDGs ALIGNMENT |
|-----------------------------------|--|-----------------|--|----------------|-------------------|
| GRI 1: Foundation 2021 | | | | | |
| GRI 2: General disclosures | | | | | |
| 2-1 | Organizational details | 7 | Winnipeg Airports Authority Inc. (WAA) WAA operates out of Winnipeg, Manitoba, Canada. 2023 Annual Report – Introduction https://www.waa.ca/en/corporate/about-us/our-history/ | - | - |
| 2-2 | Entities included in the organization’s sustainability reporting | 7 | 2023 Annual Report – Subsidiaries 2023 Financial Report WAA does not report on the financial, environmental, and social impacts of our subsidiaries outside of YWG Inc. and ACW in the ESG content of this report. | - | - |
| 2-3 | Reporting period, frequency and contact point | - | January 1, 2023 – December 31, 2023; Published April 25, 2024 Reporting cycle: Annual Contact point: https://www.waa.ca/en/contact-us/ | - | - |
| 2-4 | Restatement of information | - | N/A | - | - |
| 2-5 | External assurance | - | WAA continues to develop and review our performance data, including, but not limited to, assessing how data was captured, collected, reviewed, and reported. This enables us to present consistent and accurate data. However, WAA does not currently have a policy or mandate concerning external assurance of our non-financial reporting. | - | - |
| 2. Activities and workers | | | | | |
| 2-6 | Activities, value chain and other business relationships | 9 | 2023 Annual Report – 2023 by the numbers 2023 Financial Report | - | - |

| | | | | | |
|-----|-------------------------------|---|--|---|---|
| 2-7 | Employees | - | As of December 31, 2023 the following provides the breakdown of employees by subsidiary, not including WASCO, and gender, within the scope of the ESG strategy: ACW: 1 WAA: 23 YWG Inc.: 162 Female: 43 Male: 143 | - | - |
| 2-8 | Workers who are not employees | - | Data for all workers who are not employees of WAA but whose work and/or workplace is controlled by WAA is not tracked by WAA. | - | - |

3. Governance

| | | | | | |
|------|---|-------|---|---|---|
| 2-9 | Governance structure and composition | - | https://www.waa.ca/en/corporate/about-us/our-people/ | - | - |
| 2-10 | Nomination and selection of the highest governance body | 21-27 | 2023 Annual Report – Corporate governance | - | - |
| 2-11 | Chair of the highest governance body | 5 | https://www.waa.ca/en/corporate/about-us/our-people/ 2023 Annual Report – Message from the Chair of the Board of Directors | - | - |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | 21-27 | 2023 Annual Report – Corporate governance | - | - |
| 2-13 | Delegation of responsibility for managing impacts | - | ESG impacts are monitored as part of WAA's enterprise risk management (ERM), managed by risk owners. The Board of Directors has oversight over WAA's ERM and ensures that performance against the ESG strategy is adequately and fairly reported to the public. | - | - |
| 2-14 | Role of the highest governance body in sustainability reporting | - | The Board of Directors has oversight over WAA's ESG strategy and ensures that performance against the strategy is adequately and fairly reported to the public. | - | - |
| 2-15 | Conflicts of interest | 21-27 | 2023 Annual Report – Corporate governance | - | - |

| | | | | | |
|--|--|-------|---|---|---|
| 2-16 | Communication of critical concerns | 21-27 | <p>Critical concerns are communicated through regular meetings and updates.</p> <p>WAA's Whistleblower Policy ensures all individuals have the opportunity to report any concerns of real or perceived misconduct that may adversely impact the company, its stakeholders, or the public at large, and provides protection against retaliation or a negative impact on their relationship at WAA. The Whistleblower Policy includes an option to report via a third-party.</p> <p>2023 Annual Report – Corporate governance</p> | - | - |
| 2-17 | Collective knowledge of the highest governance body | - | WAA did not report on this in 2023.' | - | - |
| 2-18 | Evaluation of the performance of the highest governance body | - | WAA did not report on this in 2023.' | - | - |
| 2-19 | Remuneration policies | - | WAA did not report on this in 2023.' | - | - |
| 2-20 | Process to determine remuneration | - | WAA did not report on this in 2023.' | - | - |
| 2-21 | Annual total compensation ratio | - | WAA did not report on this in 2023.' | - | - |
| 4. Strategy, policies and practices | | | | | |
| 2-22 | Statement on sustainable development strategy | - | 2023 Annual Report | - | - |
| 2-23 | Policy commitments | 21-27 | 2023 Annual Report – Corporate governance | - | - |
| 2-24 | Embedding policy commitments | 21-27 | 2023 Annual Report – Corporate governance | - | - |
| 2-25 | Processes to remediate negative impacts | - | WAA maintains an enterprise risk management process to identify, prioritize, and manage key risks to the organization. WAA also maintains hazard and incident reporting processes and various risk management systems to remediate negative impacts. | - | - |

| | | | | | |
|------|--|-------|--|---|---|
| 2-26 | Mechanisms for seeking advice and raising concerns | 21-27 | 2023 Annual Report - Corporate governance. | - | - |
| 2-27 | Compliance with laws and regulations | - | WAA did not report on this in 2023. | - | - |
| 2-28 | Membership associations | - | WAA did not report on this in 2023. | - | - |

5. Stakeholder engagement

| | | | | | |
|------|------------------------------------|-------|--|---|---|
| 2-29 | Approach to stakeholder engagement | 28-36 | 2023 Annual Report – ESG strategy summary and accountability data | - | - |
| 2-30 | Collective bargaining agreements | - | A total of 141 employees as of December 31, 2023 are covered by our Collective Bargaining Agreement. | TR-AL-310a.1: Percentage of active workforce covered under collective bargaining agreements | - |

GRI 3: Material topics

| | | | | | |
|-----|--------------------------------------|-------|---|---|---|
| 3-1 | Process to determine material topics | 28-36 | 2023 Annual Report – ESG strategy summary and accountability data | - | - |
| 3-2 | List of material topics | 28-36 | <p>2023 Annual Report – ESG strategy summary and accountability data</p> <p>WAA has adopted the following material topics:</p> <ul style="list-style-type: none"> •Employee engagement •Health, safety, and wellbeing •Diversity, equity, inclusion, and accessibility (DEIA) •Environmental management •Economic impact •Indigenous communities and relations •Corporate governance | - | - |

People and culture (Employee engagement | Health, safety, and wellbeing | DEIA)

GRI 400: Social standards

GRI 3: Material topics

| | | | | | |
|-----|-------------------------------|-------|---|---|---|
| 3-3 | Management of material topics | 11-12 | 2023 Annual Report – People and culture | - | - |
|-----|-------------------------------|-------|---|---|---|

GRI 401: Employment

| | | | | | |
|-------|--|-------|---|---|--|
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 11-12 | 2023 Annual Report – People and culture | - | 8 – Decent work and economic growth |
|-------|--|-------|---|---|--|

GRI 403: Occupational health and safety

| | | | | | |
|-------|---|-------|---|---|---|
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | 11-12 | 2023 Annual Report – People and culture | - | - |
| 403-5 | Worker training on occupational health and safety | 11-12 | 2023 Annual Report – People and culture | - | - |
| 403-6 | Promotion of worker health | 11-12 | 2023 Annual Report – People and culture | - | - |

GRI 404: Training and education

| | | | | | |
|-------|--|-------|---|---|---|
| 404-1 | Average hours of training per year per employee | 11-12 | WAA employees averaged 10.9 hours of training in 2023. 2023 Annual Report – People and culture | - | - |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | 11-12 | 2023 Annual Report – People and culture | - | - |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 11-12 | 2023 Annual Report – People and culture | - | - |

GRI 405: Diversity and equal opportunity

| | | | | | |
|--|--|-------|---|--|--|
| | Diversity of governance bodies and employees | 11-12 | 2023 Annual Report – People and culture | SV-PS-330a.1: Percentage of gender and racial/ethnic group representation for (1) executive management, and (2) all other employees | 5 – Gender equality 10 – Reduced inequalities |
|--|--|-------|---|--|--|

Financial strength | Air transportation and logistics services (economic impact)

GRI 200: Economic standards series

GRI 3: Material topics

| | | | | | |
|-----|-------------------------------|-------|---|---|---|
| 3-3 | Management of material topics | 13-15 | 2023 Annual Report – Financial strength 2023 Annual Report – Air transportation and logistics services | - | - |
|-----|-------------------------------|-------|---|---|---|

GRI 203: Indirect economic impacts

| | | | | | |
|-------|---|-------|---|--|--|
| 203-1 | Infrastructure investments and services supported | 13-15 | 2023 Annual Report – Financial strength 2023 Annual Report – Air transportation and logistics services | | 8 – Decent work and economic growth 9 – Industry, innovation and infrastructure |
|-------|---|-------|---|--|--|

GRI 202: Market presence

| | | | | | |
|-----|---|-------|--|--|--|
| A01 | Total number of passengers annually, broken down by passengers on international and domestic flights, and broken down by origin-and-destination and transfer passengers, including transit passengers | 14-15 | 2023 Annual Report – Air transportation and logistics services | | 8 – Decent work and economic growth |
|-----|---|-------|--|--|--|

Customers and community (Indigenous communities and relations | DEIA)

GRI 400: Social standards

GRI 3: Material topics

| | | | | | |
|-----|-------------------|-------|--|---|--|
| 431 | Local communities | 16-17 | 2023 Annual Report – Customers and community | - | 10 – Reduced inequalities 11 – Sustainable cities and communities |
|-----|-------------------|-------|--|---|--|

Operational excellence (health, safety, and wellbeing)

| | | | | | |
|-----|-----|----|---|--|---|
| N/A | N/A | 18 | 2023 Annual Report – Operational excellence | TR-AL-540a.1: Description of implementation and outcomes of a Safety Management System | - |
|-----|-----|----|---|--|---|

Environment (environmental management)

GRI 3: Material topics

| | | | | | |
|-----|-------------------------------|----|----------------------------------|---|---|
| 3-3 | Management of material topics | 20 | 2023 Annual Report – Environment | - | - |
|-----|-------------------------------|----|----------------------------------|---|---|

GRI 300: Environmental standards series

GRI 303: Water and effluents

| | | | | | |
|-------|---|----|----------------------------------|---|---|
| 303-1 | Interactions with water as a shared resource | 20 | 2023 Annual Report – Environment | - | - |
| 303-2 | Management of water discharge-related impacts | 20 | 2023 Annual Report – Environment | - | - |

GRI 305: Emissions

| | | | | | |
|-------|---|----|----------------------------------|--|----------------------------|
| 305-1 | Direct (Scope 1) GHG emissions | 20 | 2023 Annual Report – Environment | TR-AL-110a.1: Gross global Scope 1 emissions TR-AL-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | 13 – Climate action |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 20 | 2023 Annual Report – Environment | TR-AF-430a.2: Total greenhouse gas (GHG) footprint across transport modes | 13 – Climate action |
| 305-3 | Other indirect (Scope 3) GHG emissions | 20 | 2023 Annual Report – Environment | TR-AF-430a.2: Total greenhouse gas (GHG) footprint across transport modes | 13 – Climate action |
| 305-4 | GHG emissions intensity | 20 | 2023 Annual Report – Environment | - | 13 – Climate action |

GRI 306: Waste

| | | | | | |
|-------|--|----|----------------------------------|---|--|
| 306-1 | Waste generation and significant waste-related impacts | 20 | 2023 Annual Report – Environment | - | 12 – Responsible consumption and production |
| 306-2 | Management of significant waste-related impacts | 20 | 2023 Annual Report – Environment | - | 12 – Responsible consumption and production |

GRI 400: Social standards**GRI 414: Supplier social assessment**

| | | | | | |
|-------|--|----|----------------------------------|---|--|
| 414-1 | New suppliers that were screened using social criteria | 20 | 2023 Annual Report – Environment | - | 12 – Responsible consumption and production 13 – Climate action |
|-------|--|----|----------------------------------|---|--|

Where bold journeys take flight



WINNIPEG
AIRPORTS AUTHORITY

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