Toronto Pearson

Building Momentum

GTAA ESG REPORT 2023

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Land Acknowledgement

We acknowledge that the land on which Toronto Pearson sits is within the Treaty Lands and Territory of the Mississaugas of the Credit First Nation, as well as the traditional territory of the Huron Wendat and Haudenosaunee peoples. We recognize these peoples and their ancestors as peoples who inhabited these lands since time immemorial. We offer this acknowledgement respectfully and in appreciation of all Indigenous Peoples who have cared for and continue to care for the land.

A land acknowledgement is but one step we can make on the path toward reconciliation. It is an important reflection we would like to back with an action. To accompany our land acknowledgement in this report, we are making a $2,500 donation to the Ontario First Nations Technical Services Corporation (OFNTSC), a technical advisory service provider that supports in the areas of emergency planning, engineering, environment, infrastructure, and water and wastewater for 133 First Nations and 16 Tribal Councils in Ontario.

About This Report

The report covers our ESG performance for the reporting period of January 1, 2023, to December 31, 2023. All facts and figures are as of December 31, 2023, unless stated otherwise.

Any data limitations are explicitly noted where relevant and where information is available. Where data is not reported, we have explained why it is not relevant to the GTAA or noted if we intend to report it in the future. Financial data is stated in Canadian dollars (CAD), unless otherwise noted.

Comments or questions can be directed to community.engagement@gtaa.com. Previous sustainability reports are available in PDF format at torontopearson.com.

ESG Standards & Frameworks

This report is produced in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD recommendations) and Sustainability Accounting Standards Board (SASB) Standards for Airlines, Air Freight & Logistics, Professional and Commercial Services, and Real Estate. These SASB Standards were selected based on their relevance to our business as an airport operator.

The GTAA monitors the evolving ESG reporting landscape, including the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards (i.e. *IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information, IFRS S2 Climate-related Disclosures*), the Canadian Sustainability Standards Board (CSSB)'s first proposed Canadian Sustainability Disclosure Standards (CSDS), and applicable disclosure laws and guidelines. We are also monitoring ESG reporting practices for airports, including Airports Council International—North America's recently released guidance on ESG reporting for North American airports, to ensure that our approach to ESG disclosure remains consistent with industry standard practices.

Message from GTAA President & CEO Deborah Flint

Toronto Pearson is more than an airport. We're an international travel hub, an economic engine, a job creator, a place of opportunity, a neighbour, a community partner, and much more. We know that our work impacts the lives of millions of Canadians and travellers, and we strive every day to maximize the benefit of Pearson to the communities around us and Canada as a whole.

This ambition is reflected in our commitment to environmental, social and governance (ESG) principles, which are embedded in our 10-year Strategic Plan. The plan incorporates ESG as a frame around all our Strategic Pillars and supporting Foundational Elements, which highlights the business imperative to take an ESG lens to all our decision-making and financial considerations.

We have set ourselves ambitious ESG goals. These include reaching net-zero Scope 1 and 2 emissions by 2050, increasing diversity on our Board, upholding the highest standards of corporate governance, and achieving zero waste in operations by 2050. And we've committed to being transparent and holding ourselves to account as we strive for continuous improvement.

This report highlights many of the initiatives we undertook in 2023 to advance these priorities. These include:

- Announcing Ontario's first public hydrogen refuelling station for light- and heavy-duty vehicles;
- Supporting our diversity, equity, and inclusion commitments through a complete review of our employment systems, policies, and practices;
- Providing inclusive leadership training for our employees;
- Updating our Code of Business Conduct and Ethics to provide a more comprehensive approach to matters such as conflicts of interest;
- Published our inaugural Accessibility Plan, outlining our efforts to improve our built environment, wayfinding and services for the more than 1.2 million passengers with disabilities who pass through Toronto Pearson every year;
- Successfully integrating the Supplier Code of Conduct into all requests for proposals and supply contracts, ensuring that suppliers and their subcontractors adhere to internationally recognized human rights and labour standards;
- Volunteering almost 3,500 hours in our communities and investing almost half a million in employment support and programming accessed by 5,000 people through the Propeller Project.

But we know we have more work to do—and that our decisions must be guided by data. That's why I'm pleased to share that, in consultation with our stakeholders, we have further enhanced our ESG reporting approach this year to take into consideration the latest developments in this rapidly evolving field. Our approach now improves alignment with the Sustainability Accounting Standards Board Standards and recommendations of the Task Force on Climate-Related Financial Disclosures. These are internationally recognized market-leading disclosure frameworks that provide robust metrics to track our performance and guide our future decisions.

Pearson LIFT: An ESG Opportunity

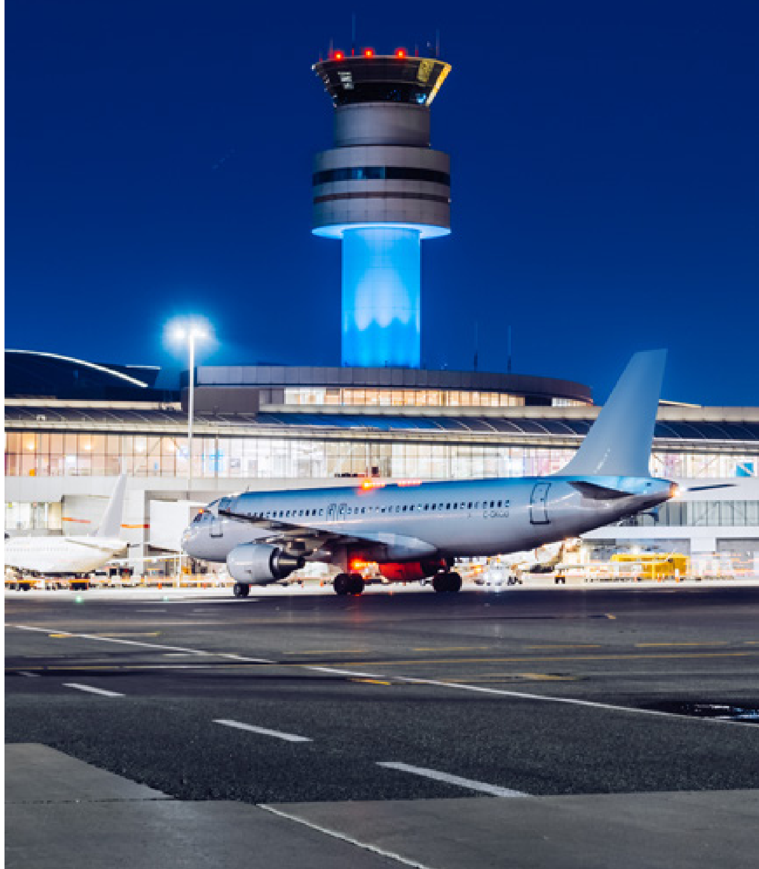
Our Pearson LIFT capital plan also provides a once-in-a-generation opportunity for us to further advance our ESG priorities. LIFT (Long-Term Investments in Facilities and Terminals) is a multi-billion-dollar plan to upgrade and modernize our airport with the aim of turning Toronto Pearson into a sustainable, technologically advanced, and passenger-friendly airport. Smart and sustainable design principles form the core of our plans, future-proofing our facilities to meet evolving industry trends and expectations of our passengers and partners. By doing so, we will enable the seamless integration of next-generation technologies that will unlock the digital potential of air travel.

These plans are anchored to our ambition to build an airport that will strengthen international competitiveness, leverage innovation, and advance sustainability.

Sincerely,

Deborah Flint
President and Chief Executive Officer

> "We have set ourselves ambitious ESG goals and we've committed to being transparent and holding ourselves to account as we strive for continuous improvement."
>
> – Deborah Flint



About the GTAA

The Greater Toronto Airports Authority (GTAA) is the operator of Toronto – Lester B. Pearson International Airport (the Airport or Toronto Pearson). As Canada's busiest airport, we play an important role in driving local, regional, and national trade, as well as economic growth. Located in one of the fastest growing cities in North America and Canada's most populous region, we connect people and goods to the global economy. Toronto Pearson serves 195 destinations, uniting and reuniting people from all corners of the globe.

The GTAA was incorporated in March 1993 as a corporation without share capital under the *Canada Corporations Act* and recognized as a Canadian Airport Authority by the federal government in November 1994. Effective February 27, 2014, the GTAA has continued under the Canada *Not-for-profit Corporations Act*, the successor legislation to the *Canada Corporations Act*. The GTAA is also a reporting issuer under Ontario securities laws.

The GTAA is authorized to operate airports within the south-central Ontario region, including the Greater Toronto Area (the GTA) on a commercial basis, to set fees for their use, and to develop and improve the facilities. In accordance with this mandate, the GTAA currently manages and operates Toronto Pearson under a ground lease with the federal government, which was executed in December 1996 (the Ground Lease). The Ground Lease has a term of 60 years, with one renewal term of 20 years.

Airports Council International once again named Toronto Pearson "Best Large Airport in North America in its 2023 Airport Service Quality program, reaffirming our commitment to world-class service and excellence. The program recognizes airports across the globe that deliver the best customer experience according to their passengers. We previously held this prestigious accolade from 2017 to 2021.

57
airline partners

44.8M
passengers served

33
domestic destinations

162
international destinations

379,600
aircraft movements

337,300
passenger movements

42,300
non-passenger movements

1,745
GTAA direct employees

$1.9B
in revenue

4,600
acres occupied by business operations, equivalent to nearly 12,500 hockey arenas

Our Operational Sustainability Context

The GTAA works with our 400 partner stakeholders, partner companies, and organizations, including airlines, border and security agencies, government, cargo operators, and commercial partners, to operate Toronto Pearson. These entities operate with a degree of autonomy, adhering to their own policies and regulations which can vary widely. While the GTAA can implement sustainability practices within its direct purview, it has limited influence over the sustainability practices of its partners and other ecosystem stakeholders. As such, enhancing the ESG performance of Toronto Pearson requires close collaboration with our many partner organizations and operational stakeholders. We remain committed to continue working with our partners to drive positive sustainability outcomes.

Our partners include the following groups:

- → 40+ airlines
- → 3 levels of government
- → Local communities
- → NAV CANADA
- → Canadian Air Transport Security Authority (CATSA)
- → Canada Border Services Agency (CBSA)
- → U.S. Customs and Border Protection (USCBP)
- → Airport tenants
- → Labour groups
- → Transit & transportation partners
- → Operations & commercial partners

Our Approach to ESG

To build toward our vision for Toronto Pearson, we have integrated ESG as a core driver as part of our corporate strategy and capital plan.

Strategy

Our 2023–2032 Strategic Plan

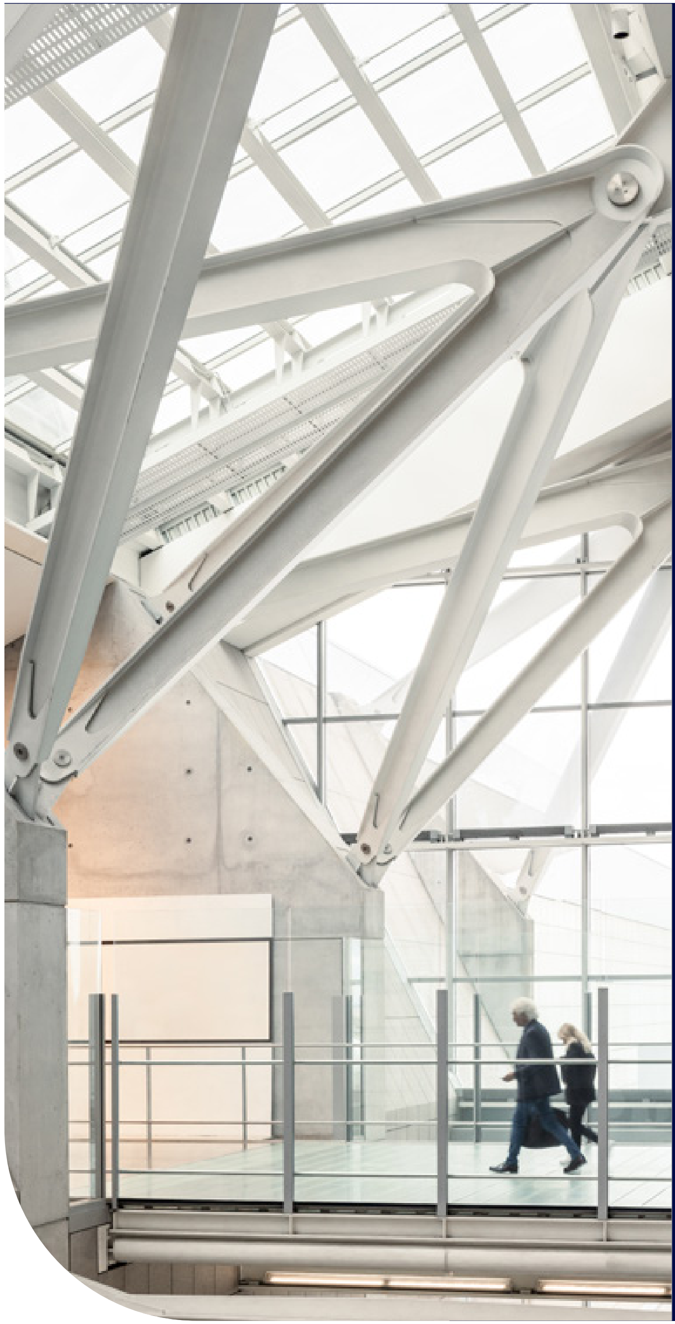
As Canada's gateway to the world and a major driver of regional economic activity, the GTAA has a bold vision for the future: **Put the joy back into travel by making Toronto Pearson the chosen place to fly and work**. The GTAA launched a new 10-year Strategic Plan in 2023, which was developed to help us achieve that vision. It guides us by providing a framework to prioritize capital investments, focus on key business issues, and build system resilience. The strategic plan prepares us to deliver a first-class experience for our passengers, employees, airlines, and other partners. For more on our 10-Year Strategic Plan (2023-2032), see Building for the Future.

ESG Framework

We have incorporated an ESG frame around our strategic pillars and foundational elements. Our ESG frame highlights Toronto Pearson's commitment to weaving the lens of ESG into all our decisions as we execute our strategic plan. Our four Foundational Elements underpin the Strategic Pillars. They ensure safe, reliable, and financially stable airport operations. They are the essential blocks of our business and reputation, upon which we can build toward our vision.

Our Vision	Putting the joy back into travel by making Toronto Pearson the chosen place to fly and work.			
Strategy	10 Year Stategic Plan, 2023–2032			
Capital Plan	Pearson LIFT			
Strategic Pillars	1 Customer Experience Transform and elevate interactions with our customers at every step.	2 Operational Efficiency Forge stonger and more flexible operations in our terminals, groundside and in the air.	3 Innovation Drive innovation across airport operations and the broader aviation ecosystem.	4 Toronto Pearson Culture & Employee Experience Foster a vibrant culture and resilient workforce.
Foundational Elements	**Safety, Security & Health** Ensure the highest standards of safety, security and health for all airport staff, partners, and passengers.	**Data & Digital Infrastructure** Empower employees, partners, and customers with leading digital technology infrastructure.	**Physical Infrastructure** Deliver world-class airport facilities to meet travel demand.	**Financial Resilience & Responsibility** Uphold the highest standards of financial stewardship to drive wider economic benefits.

Material ESG Factors	ESG Governance			
	• Human Capital Management • Operational Safety • Climate Change & GHG Emissions	• Community Relations • Right of Indigenous Peoples • Professional Integrity	• Land Use & Ecological Impacts • Cybersecurity • Supply Chain Management	• Energy Managment • Air Quality • Water Management



Pearson LIFT

Demand for air travel looks set to continue to grow over the long term. To meet travel demand and maintain Toronto Pearson's position as a leading global travel hub, we require a step change in our capacity.

Our capital plan, Pearson LIFT (Long-term Investments in Facilities and Terminals), has been conceived to deliver that change and is a fundamental component of our 10-year strategy. With this undertaking, we are embarking on a new era of investment in facilities and infrastructure to build the airport of the future. This construction plan is designed to accommodate growth while allowing Toronto Pearson to continue to serve as a critical global air hub for Canada's supply chain and our regional and national economies. We are working closely with our airport partners to share and refine these plans. Pearson LIFT will form the basis of the GTAA's capital investments to:

- Enhance the customer experience;
- Create a sustainable future airport;
- Build new revenue sources;
- Drive operational performance and efficiency;
- Build a digital future and smart capacity; and
- Create an inclusive environment and a new value proposition for communities.

Pearson LIFT will be realized in three phases and will deliver projects to help mitigate and manage our material ESG risk factors. For more information, see Pearson LIFT. Timelines and details will be provided in future disclosure.

Accelerator

Upgrades and improvements to critical operational assets (including interim facilities).

Gateway

Delivering new facilities that will enable the Airport to provide an exceptional passenger experience for long-term forcasted demand.

T1/T3 Revitalization

Renovations to both terminals to optimize capacity and renew assets.

ESG Materiality Assessment

In 2022, we conducted a materiality assessment designed to guide our ESG journey as we seek to further integrate ESG factors into our risk management and strategic priorities. The ESG materiality assessment identified and prioritized the ESG factors with the greatest potential to materially impact company value and our ability to achieve our strategic objectives over the short-, medium-, and long-term. To identify potentially relevant ESG factors, we:

- Collected ESG priorities of GTAA stakeholders through surveys and interviews;
- Conducted a benchmarking of ESG practices relative to industry peers;
- Conducted a review of key bondholders' ESG priorities;
- Referenced key ESG frameworks, including the SASB Standards and TCFD recommendations; and
- Referenced the methodologies of ESG research and ratings providers.

We also reviewed additional sources including industry regulations, trends, initiatives, and relevant ESG guidance, including proposed regulations. We then assessed the potential impact to the business and the likelihood of each ESG factor emerging over the short- (0 – 1 years), medium- (1 – 2 years), and long-term (greater than 2 years).

We assessed the ESG factors using the impact and likelihood criteria consistent with existing risk management processes to ensure that the ESG factors are assessed proportionately to other risks. In assessing the ESG factors identified, we used a materiality threshold aligned with the U.S. and Canadian securities law materiality definitions as well as the IFRS materiality definition. Finally, the results of the ESG materiality assessment were validated by the GTAA's ESG Steering Committee and the Board of Directors.

We review our material factors annually and will update the ESG materiality assessment as needed to accommodate the dynamic nature of materiality, changing market conditions, and any future growth or diversification of the company.

Environmental

- A Climate Change – Transition
- B Climate Change – Physical
- C Greenhouse Gas Emissions
- D Energy Management
- E Air Quality
- F Land Use and Ecological Impacts
- G Water Management

Social

- H Human Capital Management
- I Community Relations
- J Supply Chain Management
- K Rights of Indigenous Peoples

Governance

- L Operational Safety
- M ESG Governance
- N Cybersecurity
- O Professional Integrity

Risk Management

The Board's mandate includes oversight of the risk assessment process, evaluation of the principal risks to the GTAA's business, and ensuring that the appropriate systems are in place to effectively identify, evaluate, monitor, and manage those risks. Risks are assessed using impact and likelihood criteria, including the velocity by which the risk may impact the GTAA.

In connection with these risk oversight responsibilities, the GTAA has developed and implemented an Enterprise Risk Management (ERM) program that provides a disciplined approach for identifying, assessing, treating, and managing risks, and the integration of risk considerations into strategy and opportunity. This enterprise-wide approach enables business and external risks to be managed and aligned with the GTAA's strategic priorities and goals. This process seeks to appropriately mitigate rather than eliminate risk. The Board monitors significant strategic risks quarterly.

The Board's oversight of risk includes ESG risk, including climate-related risks. Material ESG risks are integrated into the GTAA's process and are identified, assessed, and managed in proportion to non-ESG risks.

In 2023, the GTAA completed an assessment to identify opportunities to enhance ERM processes. This assessment led to enhancements across five key areas listed below, ensuring that ESG risks are assessed and managed proportionately to non-ESG risks:

1. Understanding of ESG risks by employees, senior management, and Board members;
2. Risk management processes and functions;
3. Risk inventory and taxonomy;
4. Overall approach to defining, assessing, and measuring risk; and
5. Disclosure and reporting of risk management processes.

We recognize the importance of comprehensively integrating the GTAA's material ESG risks into our ERM processes. We are committed to updating our processes accordingly, as additional opportunities are identified.

Metrics & Targets

ESG Metrics

In this report, we provide metrics for ESG factors identified in our ESG materiality assessment. ESG data is consolidated in the ESG Performance Metrics section. The SASB Index summarizes our performance on metrics from the SASB Standards. The TCFD Index summarizes our climate-related disclosure informed by the TCFD recommendations.

ESG data presented in this report includes data for the consolidated company. Data methodologies and limitations are explicitly noted where relevant and where information is available. Where data is not reported, we have explained why it is not relevant to the GTAA or noted if we intend to report it in the future.

We continue to develop and review the GTAA's 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, the GTAA does not currently have a policy or mandate concerning external assurance of our non-financial reporting.

Governance

The GTAA was incorporated in 1993 as a non-share capital corporation and recognized as a Canadian Airport Authority by the Government of Canada in 1994. The GTAA assumed operation of Toronto Pearson on December 2, 1996. In 2014, the GTAA was continued under the *Canada Not-for-profit Corporations Act*. We balance the interests of the GTAA with those of our stakeholders through business practices and processes based on a strong foundation of accountability and responsibility.

Material Governance Factors

- ESG Governance
- Operational Safety
- Cybersecurity
- Professional Integrity
- Supply Chain Management

ESG Governance

Board Oversight of ESG

The GTAA's Governance and Stakeholder Relations Committee oversees ESG, as delegated by the Board. Individual Board Committees are assigned oversight responsibility for the GTAA's material risks, including those related to ESG. Oversight responsibility for the GTAA's material ESG factors are summarized in the table below, categorized by Board Committee. The Planning and Commercial Development Committee, Human Resources and Compensation Committee, and Audit Committee receive regular updates on their assigned ESG risk factors. The Governance and Stakeholder Relations Committee receives quarterly updates on the GTAA's ESG strategy.

The GTAA's Board participates in regular education sessions, which are held in conjunction with Committee and Board meetings. These education sessions are provided by subject matter experts, including speakers from air carriers, government and government agencies, and management on topics related to transportation, aviation, safety, security, stakeholder relations, and other matters related to the operation of the Airport. In 2023, education sessions were focused on emerging trends and innovations in airport infrastructure design and development, air service development, and customer experience.

Governance and Stakeholder Relations Committee	Planning and Commercial Development Committee	Human Resources and Compensation Committee	Audit Committee
• Climate Change – Transition • Community Relations • ESG Governance • GHG Emissions • Rights of Indigenous Peoples	• Air Quality • Climate Change – Physical • Energy Management • Health and Safety • Water Management • Land Use & Ecological Impacts	• Human Capital Management • Operational Safety	• Cybersecurity • Supply Chain Management

Professional Integrity

Management Accountability for ESG

The Governance and Stakeholder Relations Committee of the Board is supported in its responsibility for oversight of the GTAA's ESG program by Management's ESG Steering Committee, which includes members of our executive team, including our President and Chief Executive Officer.

Board of Directors

Individual Board Commitees are assigned oversight responsibility for the GTAA's material risks, including those related to ESG. **The GTAA's Governance and Stakeholder Relations Committee oversees ESG, as delegated by the Board**. The Governance and Stakeholder Relations Committee receives quarterly updates on the GTAA's ESG strategy, including updates to the materiality assessment, metrics and targets, and projects required to meet ESG targets.

1

Audit Committee

- Climate Change – Transition
- Community Relations

2

Governance and Stakeholder Relations Committee

- Climate change – Transition
- Community Relations
- ESG Governance
- GHG Emissions
- Rights of Indigenous Peoples

3

Human Resources and Compensation Committee

- Human Capital Management
- Operational Safety

4

Planning and Commercial Development Committee

- Air Quality
- Climate Change – Physical
- Energy Management
- Health and Safety
- Water Management
- Land Use & Ecological Impacts

ESG Steering Committee

The Governance and Stakeholder Relations Committee of the Board is supported in its responsibility for oversight of the GTAA's ESG program by the ESG Steering Committee.

Chair:

President & Chief Executive Officer

Co-Leads:

- Director, Corporate Risk
- Director, Sustainability and Social Impact

Members:

- Chief Financial Officer
- Chief Human Resources Officer
- Vice President, Airport Development and Technical Services
- Vice President, Governance, Corporate Safety and Security
- Vice President, Stakeholder Relations and Communications

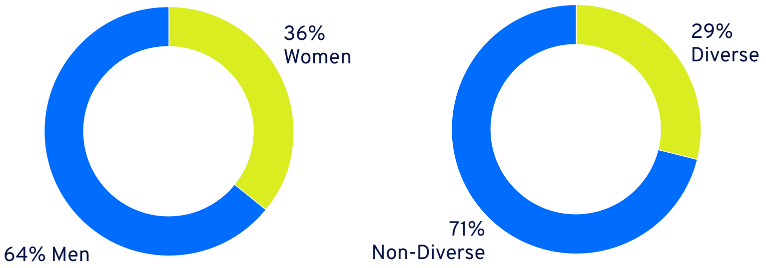
Working Group Members:

- Director, Energy and Environmental
- Controller
- Legal Counsel

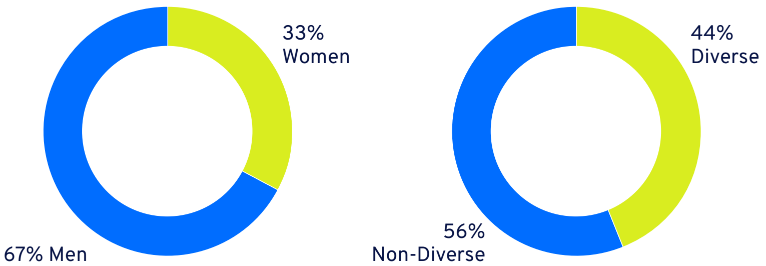
Diversity of Directors and Executive Officers[1]

The GTAA is committed to ensuring that diversity is integrated into all aspects of its hiring policies and practices, including at the Board and executive levels.

Board



Executive Officers



ESG in Executive Compensation

The GTAA's incentive plans include a short-term incentive plan (STIP) for all our executive, management, and non-unionized administration employees. To facilitate the integration of ESG into our business and to ensure that we are accountable for advancing our ESG strategy, we include ESG-related goals in the structure of short-term incentives awarded to eligible positions. For 2023, 20% of our STIP was directly linked to the GTAA's material ESG factors, including operational safety (i.e., Total Recordable Incident Rate) and human capital management (i.e., Wellness Score). For more information on the GTAA's compensation practices, see the 2023 Annual Information Form.

The Board's Diversity and Inclusion Policy provides that:

- The Board values the benefits that diversity, equity, and inclusion can bring to the Board and recognizes that diversity, equity, and inclusion promote different perspectives and ideas, mitigate against conformity of thinking and improve oversight, decision-making, and governance;
- A diverse and inclusive Board is one that makes good use of different skills, and industry, geographic, and professional experience, and the composition thereof also takes into consideration matters such as gender, sexual identity and orientation, cultural background, disability, Indigenous status, race, ethnicity, age, and other attributes of the Directors;
- When identifying potential Directors, the Board's objective is to identify the most qualified, expert, industry experienced and highest functioning candidates, but with due regard to the benefits of diversity in the Board's composition; and
- As part of the performance evaluation of the effectiveness of the Board and Board Committees, the Governance and Stakeholder Relations Committee balances the skills, experience, independence, and knowledge required, as well as the desirability of Board diversity.

The GTAA has an Employment Equity Plan for all its employees, including its executive officers, that encourages the recruitment of women, persons with disabilities, Indigenous persons, and members of visible minorities. The Employment Equity Plan includes measures to remove employment barriers and sets timetables and goals to achieve reasonable progress towards a representative workplace. The Employment Equity Plan is one element of the GTAA's overall Diversity and Inclusion strategy.

[1] As at December 31, 2023. The GTAA definition of diversity includes not only considerations of gender, but also of race, ethnicity, disability, Indigenous status, cultural background, age, and other attributes. All diversity-related identifying information was collected through a self-identification survey.

ESG-related Policies

Policy Name	Description of Policy	Date of Board Approval or Last Update
Accessibility and Accommodation Policy	Establishes and promotes awareness of the practices of the GTAA relating to accessibility and accommodation as they pertain to GTAA personnel and employment equity.	March 2022
Workplace Harassment, Violence and Discrimination Prevention Policy	Establishes the policy and commitment of the GTAA to provide a respectful and professional workplace free of harassment.	January 2021
Board Diversity Policy	Outlines our approach to diversity on the Board of Directors at the GTAA.	November 2023
Code of Business Conduct and Ethics	Acts as an ethical guide as the GTAA creates the airport of the future by building our business in a smart, healthy, and profitable way.	November 2023
Employment Equity Policy	Establishes and promotes a climate for employment equity by providing guidelines for the implementation of employment equity practices and initiatives.	November 2022
Environmental Policy	Outlines the GTAA's approach to managing environmental issues effectively.	January 2021
FOD Prevention & Control Policy	Outlines the activities and processes in place to prevent Foreign Object Debris (FOD)-related damage to aircraft and injury to members of the Toronto Pearson operational community, its partners, and our passengers.	February 2021
Green Procurement Policy	Outlines the GTAA's approach to green procurement for services and products.	June 2021
Information Security Policy	Establishes the direction for the management of information security and the protection of information at the GTAA.	November 2023
Non-Punitive Reporting Policy	Encourages those who have concerns about safety to report them without fear of reprisal.	January 2020
Privacy Policy	Protects personal information residing within the GTAA or under its control and provides guidelines on the collection, use, disclosure, and disposal of such information.	September 2021

Policy Name	Description of Policy	Date of Board Approval or Last Update
Procurement of Goods and Services Policy	Establishes guidelines that support effective and efficient practices with respect to the procurement of goods and services at the GTAA, while protecting the GTAA's interests, the public, and persons participating in the procurement process.	January 2022
Safety Policy	Outlines the GTAA's expectations and responsibilities related to health, safety, and security.	August 2021
Security Policy	Outlines the GTAA's commitment to and responsibility for the management, coordination, integration, and implementation of the Airport's security programs and initiatives.	January 2022
Supplier Code of Conduct	Outlines the GTAA's expectations with respect to its suppliers and forms an integral part of the Contract between the GTAA and the supplier. It is a requirement that all GTAA's suppliers and their subcontractors follow this code.	April 2022

Operational Safety

Why This Matters

The health and safety of all is a top priority for us as we strive to achieve our vision of zero injuries for employees, passengers, and contractors. The aviation industry is held to extremely high safety standards as travelers expect safe and efficient operations. We recognize that airport employees share responsibility for the safety and security of each person at the Airport. Maintaining an effective approach to operational safety ensures the protection of passengers and our employees and contractors, while ensuring reliable and efficient operations.

In 2023, Toronto Pearson achieved Airports Council International Global Health Accreditation for a 2nd year in a row. This program is in accordance with ICAO's Council Aviation Recovery Task Force recommendations to ensure health & safety measures and procedures are upheld to the highest standards against international recommendations for Public Health & Safety readiness and preparedness to manage unforeseen disruptive events.

Our Approach

Safety Policy

Through our Safety Policy, we strive to ensure the Airport is free of hazards and operated in a safe manner by:

- Living a culture of safety where all employees feel accountable for their own safety and that of the entire airport;
- Obligating all employees to identify, report, and address health, safety, and security concerns;
- Complying with all applicable health, safety, and security legislation, regulations, standards, or laws;
- Providing training for all GTAA employees, with respect to their health, safety, and security responsibilities;
- Setting specific, measurable, and obtainable targets for health and safety performance; and
- Continuously improving health and safety at the Airport.

Guided by our Safety Policy, we developed our Occupational Health and Safety (OHS) Management System and Aviation Safety Management System standard, which aligns with Canadian and international standards such as the Canadian Aviation Regulations and ISO (International Organization for Standardization) 45001. The OHS Management System covers all GTAA workers, including contract workers who are employed at the Airport.

The GTAA also maintains a Foreign Object Debris (FOD) Prevention & Control Policy that reflects our commitment to prevent FOD-related damage to aircraft and injury to members of the Toronto Pearson operational community, its partners, and our passengers, aligned with the Toronto Pearson vision of Zero Injuries.

Safety Governance

Our Toronto Pearson Safety (TPS) Team is responsible for identifying our highest safety risks and developing programs, campaigns, and actions for risk prevention and mitigation in collaboration with the GTAA safety management systems for the GTAA and the Toronto Pearson Airport community. The TPS Team works with the Toronto Pearson community to ensure workers are aware of our Safety Policy, applicable directives, and advisories. The team also updates employees on the latest safety news and provides best practices.

All GTAA employees are represented by both a Workplace Health and Safety Committee (WHSC) and a Policy Occupational Safety and Health (POSH) Committee. The WHSC meets monthly and the POSH meets bi-monthly to discuss health and safety concerns, review progress, and make recommendations to improve health and safety in the workplace, ensuring that the underlying principles of the internal responsibility system are followed at all times.

Key Measures and Programs

- A Hazard Identification, Assessment and Control process is implemented to determine how to minimize risk to workers. This includes Job Safety Analysis, field-level hazard assessments, Threat/Hazard Identification Risk Assessment (T/HIRA), safety reviews, and workplace inspections.
- A Non-Punitive Safety Reporting Policy is implemented to encourage all employees to report work-related incidents, hazards, and hazardous situations. All reported work-related incidents and hazards go through the safety review process, which includes investigation.
- Established a minimum health and safety curriculum that is mandatory for all GTAA employees, which covers areas such as OHS awareness, violence and harassment, WHMIS, facility emergency and evacuation planning, workplace ergonomics, manual material handling, fire extinguisher basics, and fatigue management. Additional task-specific training is required for workers based on their job requirements, such as confined space entry, aerial working platform, working at heights, lift truck and man-lift operation, and electrical safety.
- The Toronto Pearson Worker Health and Safety Forum and the Toronto Pearson Safety Leadership Forum to ensure alignment between the unions and leadership on matters of safety and reporting culture with an automated system. These forums comprise health and safety leaders, safety officers, trainers, and safety leadership from key organizations across Toronto Pearson and allow for collaboration and continuous improvement regarding safe operations.
- Piloted a state-of-the-art autonomous airfield inspection solution in collaboration with leading technology providers. The device monitors runways, taxiways, and fences for safety and security issues and reports them to airport staff.

Airport Security

Guided by our Security Policy, we strive every day to maintain an effective, comprehensive, and integrated approach to airport security by fostering a proactive culture of security vigilance and awareness with the airport community and our security partners. We encourage all employees to feel accountable for their own security and that of the entire airport. Employees are obligated to identify, report, and address security concerns, with protection provided by the GTAA's Non-Punitive Reporting Policy. The Policy is in place to encourage those who have concerns to report them without fear of reprisal. Toronto Pearson employees will not be subject to disciplinary action by the GTAA when reporting concerns and incidents or identifying issues of non-compliance with applicable safety and security legislation, regulations, standards, or laws, with some exclusions.

It is the responsibility of each individual tenant, sponsor, agency, or organization that provides services at Toronto Pearson to ensure that their employees are fully trained and aware of all applicable security laws, regulations, programs, and procedures and to minimize negative operational impacts related to security matters. It is the responsibility of each employee requiring access to the restricted areas of the airport to complete all required training, pass testing of that training, and abide by the requirements made by the GTAA for access to and remaining within the airport restricted area and on airport property.

Our Performance

In 2023, the GTAA achieved a total recordable incident rate (TRIR) of 3.21, which is better than our target of 3.60.

Metric[2]	2020	2021	2022	2023	SASB Code
Total recordable incident rate (TRIR)	4.01	2.70	3.71	3.21	TR-AF-320a.1
Fatality rate	0	0	0	0	TR-AF-320a.1

RELEVANT DISCLOSURES

SASB TR-AL-540a.1 SASB TR-AF-320a.1 SASB TR-AF-540a.1

[2] Data for all workers who are not employees but whose work and/or workplace is controlled by the organization is not tracked internally. External to GTAA are contractors which control their own hazards. Data includes all direct employees.

Cybersecurity

Why This Matters

The integrity of the Airport's digital profile and assets is of paramount importance, especially during a time of increased digital adoption and innovation in the aviation sector. The GTAA relies on technology to collect, process, transmit, and store sensitive data, including personal and business information to manage and support a variety of business processes and activities at Toronto Pearson, as well as providing information technology platform services to third parties. We recognize that our technology networks, data management, operational technology, and related infrastructure may be vulnerable to a variety of sources of damage, disruptions, or shutdowns due to cybersecurity threats or breaches. These may include or relate to employee error or malfeasance, risks related to a remote work environment, third-party service providers' or suppliers' acts or omissions, telecommunication failures, power failures, natural disasters, or other catastrophic events. An effective approach to cybersecurity should support the reliability of the GTAA's operation and Airport facilities, protect the GTAA, its customers, and its employees from a risk of loss or misuse of information, and avoid legal claims or proceedings, liability or regulatory penalties against the GTAA, and protects the GTAA's reputation.

Our Approach

We are continually refining our processes and protections to buffer against cyber security attacks, including encryption, risk management, and continually reviewing best practices. Our approach is guided by the following policies:

Privacy Policy

The objective of the Privacy Policy is to ensure the protection of personal information residing within the GTAA or under its control and to provide guidelines on the collection, use, disclosure, and disposal of such information in accordance with legislation, regulations, and industry and professional best practices. The Policy is reviewed and updated on an ongoing basis under the direction of the Chief Privacy Officer.

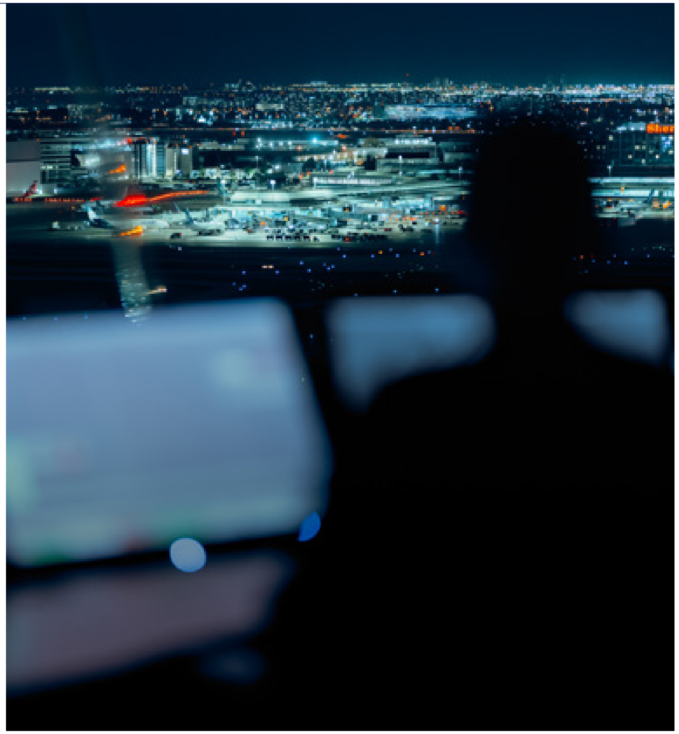
Information Security Policy

The objective of the Information Security Policy is to establish the direction for the management of information security and the protection of information at the GTAA. The Policy outlines the GTAA's commitment to protect its information and satisfy applicable security and regulatory requirements through the implementation and continuous improvement of its Information Security Program. The Policy is reviewed every two years under the direction of the Vice President, General Counsel, Corporate Safety and Security.

In 2023, the GTAA created an independent Cybersecurity Governance function within the Governance, Corporate Safety and Security business unit to enhance and clarify accountabilities for the various departments and individuals involved in securing the GTAA's systems and data. The GTAA also implemented the ISO 27001 framework for its cybersecurity program. This industry-standard framework provides a consistent and rigorous approach to assessing and managing cybersecurity risks, which helps to reduce blind spots and refine overall mitigation plans. The primary reason for adopting the ISO 27001 framework is to focus on identifying and mitigating risks, and benefit from synergies with other ISO-based management systems that exist at the GTAA such as the Environmental Management System, OHS Management System, and Enterprise Risk Management System. By adopting a single framework and conducting periodic audits, the GTAA can measure its evolving cybersecurity maturity in a consistent and comprehensive manner.

RELEVANT DISCLOSURES

SASB SV-PS-230a.1 SASB SV-PS-230a.2 SASB SV-PS-230a.3



Our Performance

The GTAA did not experienced a data breach in 2023. Among various attempts blocked by the GTAA, in September 2023, the GTAA successfully defended against a sustained cyber attack that lasted for over 23 hours, with no business impact.

Professional Integrity

Why This Matters

The GTAA works with 400 partner stakeholders, partner companies, and organizations to operate Toronto Pearson. A strong track record on matters related to business ethics and transparency is fundamental to the protection of our stakeholders' interests, including partners and passengers.

Our Approach

Code of Business Conduct and Ethics

The GTAA has a Code of Business Conduct and Ethics that has been approved by the Board. The Code reflects applicable securities laws and represents a comprehensive approach to addressing, among other matters, conflicts of interest, and promoting fair, honest, and ethical behaviour by all GTAA Directors, officers, employees, and contractors.

The Board monitors compliance with the Code. Each year, the Board requires that every Director and officer sign an Annual Declaration, confirming that the signatory has read the Code and stating whether the signatory is in compliance with the Code. Compliance with this Code is a condition of employment with the GTAA, and the consequences for not complying include suspension pending investigation, termination of employment, and civil or criminal action, as applicable. All Directors and officers have confirmed that they were in compliance with the Code in 2023.

Employees are required to report any illegal or unethical behaviour or breach of the Code. Our Confidential, Anonymous Reporting for Employees (CARE) program provides multiple reporting channels, including an independent, third-party hotline, which permits anonymous reporting of potentially unethical behaviour of an employee, officer, independent contractor, or Board Director. Reports are reviewed and investigated by a committee comprised of senior executives and reported to the Board of Directors. CARE also extends to business partners contracted by the GTAA.

Whistleblower Policy

The GTAA Whistleblower Policy is consistent with the principles of the Code of Business Conduct and Ethics and National Instrument 52-1101, under the *Securities Act*, and is intended to facilitate the receipt, retention, and treatment of reports related to suspected: a) questionable accounting, internal accounting controls, or auditing matters, fraud, corruption, or misappropriation of assets at the GTAA; and b) non-compliance with the Code, other policies, or applicable law. The Policy governs the management of the CARE program and establishes the Whistleblower Committee, comprised of senior executives, who are accountable for reviewing and investigating submissions. The Policy is reviewed every two years under the direction of the President & Chief Executive Officer.

The risk of internal corruption is included in the risk assessments of both internal and external auditors.

RELEVANT DISCLOSURE SASB SV-PS-510a.1

Supply Chain Management

Why This Matters

The GTAA collaborates with a large, complex network of third parties to provide goods, products, and services vital to operating Toronto Pearson. By effectively managing our relationships with our partners to ensure environmental and social risks are sufficiently mitigated, we can lower operational and compliance costs, safeguard our reputation, and avoid fines, penalties, and litigation.

Sustainable procurement advances the GTAA's values, culture of diversity and inclusion, and ethics throughout our supplier network and in turn our community. It also broadens the view on risk management to cover economic, environmental, and social sustainability threats and opportunities to facilitate the development of holistic approaches to risk management. Implementing sustainable procurement will boost labour markets, attract the best organizations, and further drive the GTAA's vision.

Our Approach

Supplier Code of Conduct

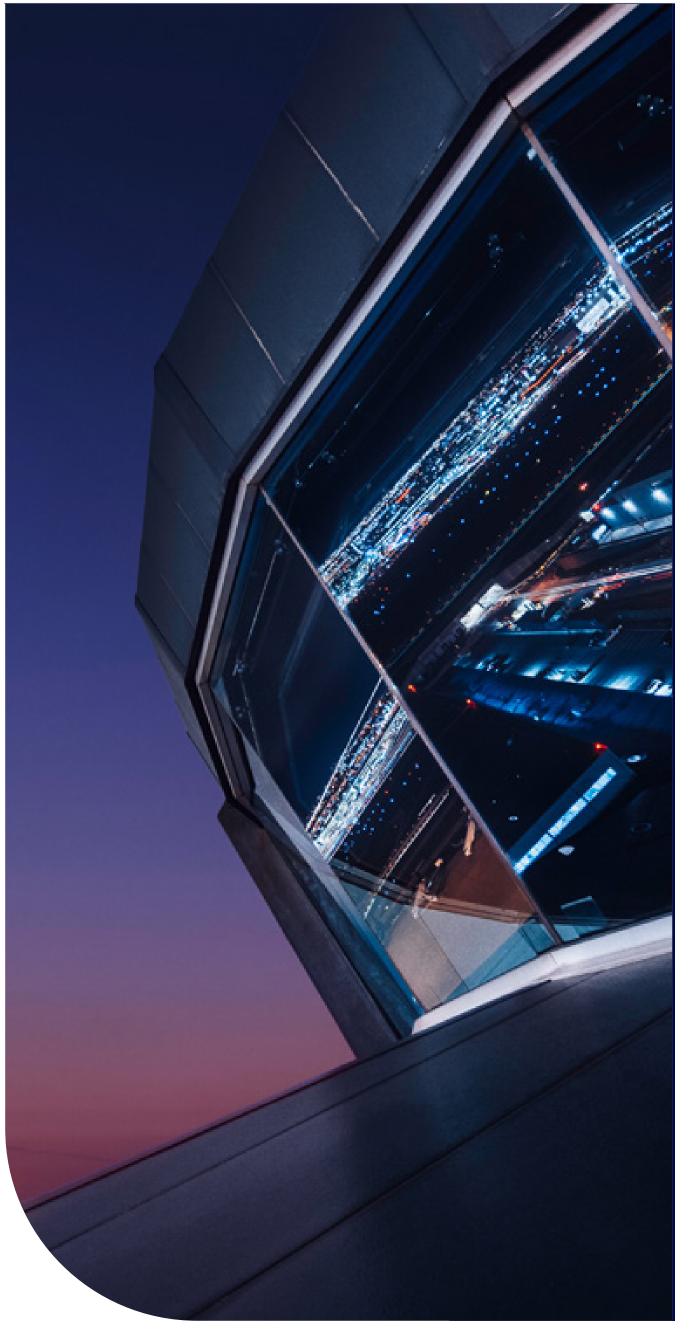
The GTAA's Supplier Code of Conduct outlines our commitment to a safe, respectful, and healthy workplace and describes our expectations that suppliers uphold the human rights of workers and treat them in accordance with internationally accepted standards and laws governing working conditions. This includes the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

In accordance with the Code, suppliers must comply with the standards described and are expected to ensure those standards are being upheld by each of their subcontractors. Since 2023, all requests for proposals (RFPs) issued by the GTAA have included the Code and have required compliance with the same. Further, all supply contracts entered into since 2023 explicitly incorporate the Code by reference.

Among other requirements, the Code stipulates that suppliers must:

1. Uphold the human rights of workers;
2. Not use, and ensure subcontractors do not use, child labour and pay Young Workers, interns, and apprentices at least the same wage rate as other entry-level workers performing equal or similar tasks;
3. Adhere to a zero-tolerance policy on workplace harassment, violence, and discrimination;
4. Ensure that regular working and overtime hours do not exceed the maximum stipulated under local, provincial, or federal applicable laws, except in emergency circumstances;
5. Comply with all applicable laws relating to the employment of persons, including minimum wages, severance (including notice thereof), overtime hours, and legally mandated benefits;
6. Provide a work environment in which employees are treated with dignity and respect; and
7. Evaluate the origin or source of their materials throughout their supply chains to ensure the materials have not been obtained in any illegal or unethical manner or in violation of the Code.

Consequences for not complying with the Code include early termination of the contract, claims for damages, and other civil or criminal action, as applicable.



Sustainable Procurement

The GTAA encourages sustainable procurement and expects its suppliers to support its commitments to the community and environment. Our Sustainable Procurement Guidelines are available on the Resources for Suppliers webpage. The Guidelines are used to evaluate responses to RFPs, and assign points based on the social and environmental procurement plans put forward in the proposal by suppliers. The Guidelines identify many key goals across our environmental and social priorities. Our approach to sustainable procurement is guided by the following policies:

Procurement of Goods and Services Policy

This Policy establishes guidelines that support effective and efficient practices with respect to the procurement of goods and services at the GTAA, while protecting the GTAA's interests, the public, and persons participating in the procurement process. This Policy includes clauses on the use of Canadian labour and materials where feasible. Through this Policy, the GTAA strives to ensure that:

- The acquisitions of goods or services are conducted on an open and competitive basis and in an impartial manner;
- The GTAA receives the best value for each expenditure; and
- All business relationships will be conducted at arm's length without conflict of interest, following the GTAA's Code of Business Conduct and Ethics.

Green Procurement Policy

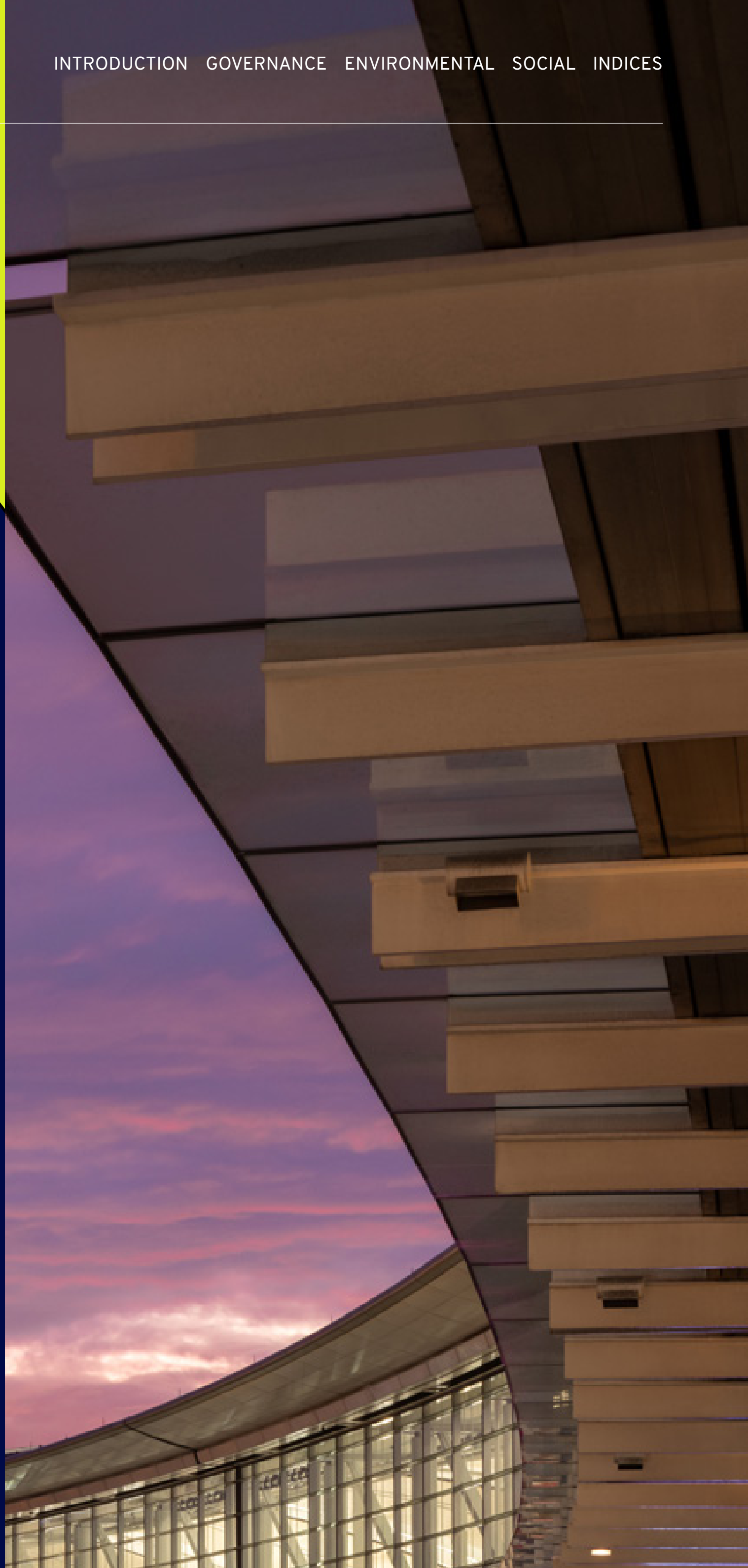
The GTAA's Green Procurement Policy aligns procurement decisions with sustainability and environmental stewardship goals. The Policy emphasizes reducing energy and water consumption, minimizing environmental toxins, and conserving natural resources through the selection of environmentally preferable products. Products are assessed against established criteria (e.g., Energy Star, EcoLogo, Green Seal, and other environmentally recognized product ratings) whenever such products:

- Perform satisfactorily;
- Do not reduce safety, quality, durability, or longevity or effectiveness, and/or;
- Are available at competitive costs.

We recognize that competition exists not only in prices, but also in the technical competence of suppliers, in their ability to make timely deliveries, and in the quality and performance, including environmental performance, of their products and services. The life-cycle cost methodology or Total Cost of Ownership is used to calculate the cost of an asset or service during its entire life cycle, not just the initial cost of acquisition at the time the contract is awarded. This allows the GTAA to include the social and environmental costs of the use, maintenance, and recycling of a product or service.

In the RFP process, prospective vendors are rated and scored, and 10 per cent of the overall score is dependent on their social and environmental performance. We track our vendors' performance through our Supplier Relationship Management System.

Environmental



We recognize that airport operations and development affect the environment. The GTAA has long understood that environmental practices contribute to ensuring healthy lives for our employees, passengers, business partners, and communities. The GTAA was the first airport in North America to implement the ISO 14001 Environmental Management System, in 1999. We leverage this system to maintain compliance with applicable laws and regulations and to drive continuous improvements.

Material Governance Factors

- Climate Change – Physical
- Climate Change – Transition
- Greenhouse Gas Emissions
- Energy Management
- Air Quality
- Water Management
- Land Use and Ecological Impacts

Climate Change

Why This Matters

We are committed to mitigating climate-related risks and taking action to ensure that we are well-positioned to capture related opportunities. Climate change is a systemic and global risk that could have significant impacts on airports' operational efficiency and long-term viability. Rising temperatures can strain infrastructure and increase costs, while extreme weather events can disrupt flight schedules, damage facilities, and pose safety risks. Additionally, regulatory pressures and stakeholder expectations demand proactive action.

This section includes the GTAA's climate-related disclosure informed by the TCFD recommendations. We are committed to further enhancing our future climate-related disclosures in alignment with the TCFD recommendations as our ESG approach evolves over time.

Our Approach

Climate Change Governance

The GTAA's ESG governance approach, including as it relates to climate change, is described in detail in the Governance section. Our Governance and Stakeholder Relations Committee has ultimate oversight accountability for the GTAA's ESG strategy, including climate change. Individual Board Committees are assigned oversight responsibility for the GTAA's material ESG factors, including climate-related risks. The Governance and Stakeholder Relations Committee is responsible for climate transition risks. The Planning and Commercial Development Committee is responsible for climate physical risks. The full Board maintains climate change as a standing item on its meeting agendas.

The GTAA's Chief Infrastructure Officer has the highest level of management responsibility on climate change and reports to the Board on climate-related risks and opportunities.

Climate Strategy

Our ESG Materiality Assessment (for more detail see the previous section on our ESG Materiality Assessment) included consideration of climate change risks. We assessed the potential impact and likelihood of climate change factors over the short- (0–1 years), medium- (1–2 years), and long-term (greater than 2 years). A summary of the GTAA's exposures to the risks identified is provided on the following page.

Factor	Description of Risk
Transition Risks	
Market	"Flight shaming" and similar movements aimed at stigmatizing air travel due to GHG emissions from planes may result in reduced demand for air travel and therefore reduced revenues from airlines and passengers. Continued improvements in video conferencing technology, as well as the availability of alternative means of travel (e.g., rail, electric vehicles) may also have longer-term impacts on the demand for air travel that make forecasting the number of passengers more challenging. Similarly, greater reliance on transit to reduce GHG emissions from personal vehicles may reduce car parking income. Consumer preferences for sustainable eating choices, including avoiding single-use plastic utensils and containers, may reduce the success of the GTAA's quick-serve restaurants.
Reputational	The aviation industry is under increasing scrutiny and expectation due to its contribution of GHGs to the atmosphere. While almost all of these emissions are from aircraft and cars travelling to the Airport, the GTAA and other airport operators are an important part of this industry and may experience similar reputational risks and consequences if they do not act to mitigate their own emissions further, as well as support efforts to achieve the reduction in emissions by air carriers, whose total contribution to global carbon emissions is significantly higher than that of airports.
Regulatory	The GTAA is subject to certain federal and provincial laws regarding the environment, including taxes and regulations directed at GHG emissions believed to be responsible for climate change. Such laws and regulations may result in increased capital and operational costs to comply with those restrictions, especially for energy-intensive operations such as the GTAA's cogeneration facility. Furthermore, permits under such laws may also be more difficult to obtain as climate change issues figure more prominently in environmental assessments. Finally, such laws may require more detailed disclosure about GHG emissions and other data that may, in turn, reduce business and finance opportunities.
Legal	The GTAA may face legal action for failing to address climate change-related risks appropriately, including if the GTAA is required to disclose and mitigate emissions from airlines flying to and from Toronto Pearson.
Technology	Personal air vehicles and similar technologies in response to climate change concerns and other consumer demands may reduce demand for conventional air travel requiring runways and terminals for loading and unloading large numbers of passengers, whether powered by fossil fuels or not. Sustainable aviation fuels including from hydrogen, may also be too slow developing before travel preferences change.

Factor	Description of Risk
Physical Risks	
Acute	More frequent weather events that may be due to climate change increase the acute physical risk to Toronto Pearson, including lost aeronautical and nonaeronautical revenues from increased flight cancellations; interruptions to normal operations as a result of, for example, power outages and flooding; higher operating costs such as snow removal and comfort heating and cooling; higher insurance costs arising from damage to infrastructure and equipment; and increased working restrictions and workplace injuries, including as a result of extreme hot and cold temperatures, high winds, lightning, or icy surfaces.
Chronic	Chronic physical risks due to climate change may include sustained higher temperatures or greater variations in daily temperatures, which make it more difficult for planes to take off. This could result in periods of time when take-offs are suspended, thereby reducing the capacity of Toronto Pearson, and in turn, reducing aeronautical and nonaeronautical revenues. The GTAA's capital expenses may also increase if measures are implemented, such as extending runways so that airplanes can continue to take off during days with higher temperatures.

Impacts of Climate Change on the GTAA's Business, Strategy, and Financial Planning

Climate Change Transition Risks

An important component of the GTAA's climate change risk mitigation strategy is participation in the Airport Carbon Accreditation (ACA) program, which provides a common framework for active carbon management at airports around the world. The GTAA first achieved Level 3 certification in 2016 and maintained this certification through 2022. Certification at this level required that the GTAA measure the carbon footprint of its operations, set and achieve reduction targets, and engage third parties in its efforts. The GTAA achieved Level 4 certification in 2022, which required defining a long-term carbon management strategy oriented towards absolute emissions reductions for the Airport's Scope 1 and 2 emissions and demonstrating evidence of actively driving third parties towards delivering emissions reductions. Toronto Pearson was one of only six airports globally that were accredited in 2022 at Level 4 "Transformation." Level 4 certification was maintained in 2023.

Strategic Focus – Carbon Neutrality & Emissions:

Reducing GHG emissions from GTAA owned and operated assets (Scope 1 and 2) through improvements in operational efficiency and investment in projects for the direct reduction and/or offset of energy consumption, with the goal to achieve net-zero Scope 1 and 2 GHG emissions by 2050.

This topic is a strategic focus of the GTAA's Environmental Strategy, as formalized within our Environmental Policy.

Pearson LIFT & Emissions Reduction

Enhancements from Pearson LIFT will pave the way for Toronto Pearson to become one of the most technologically advanced and passenger-friendly airports in North America. Toronto Pearson is striving to develop an energy hub to support and promote the use of clean fuels, such as hydrogen, sustainable aviation fuel (SAF), and electric vehicles. Pearson LIFT will help create a foundation for the broader implementation of clean fuels in the local economy and the wider Canadian aviation ecosystem.

Hydrogen Filling Station

In July 2023, the GTAA announced that a public hydrogen refuelling station for light- and heavy-duty vehicles would be located at Toronto Pearson. The fill station will be available for the GTAA at-cost and available for public use. The GTAA plans to obtain 5 hydrogen passenger vehicles in 2024 and is in the process of developing a broader strategy for the use of hydrogen to support the pathway to net-zero. The approach continues to align with Ontario's low carbon hydrogen strategy.

Accelerator Program: Greenhouse Gas Emissions Projects

One of the four sub-programs under the Accelerator Program is focused on reducing the GTAA's operational emissions through the following programs that are anticipated to contribute to our target with an incremental ~20% absolute reduction in GHG emissions, relative to a 2010 baseline. A 2010 baseline was selected to measure these reductions against in order to align with the Intergovernmental Panel on Climate Change (IPCC)'s global ambition to reduce 45% below 2010 levels by 2030, on route to net zero by 2050.

Pearson LIFT's Gateway Program and T1/T3 Revitalization Program will also contribute to the GTAA's emissions reduction goals through sustainable design and infrastructure.

Climate Change Physical Risks

We are aware of the increasing risks associated with physical climate-related impacts and assess how climate change will create new or alter current climate-related risks to the GTAA's physical assets. For example, the GTAA undertakes climate change vulnerability assessments (including as recently as 2022) to ensure that infrastructure is and remains resilient to precipitation associated with the most up-to-date forecasts for a once-in-100-year storm.

These assessments help ensure that our key infrastructure maintains its resilience to a changing climate and help the GTAA identify the vulnerabilities of infrastructure to both existing and future climate impacts. With the help of this insight, we can determine which improvements or changes should be considered to prevent flooding during severe storms and can create and revise our processes and procedures associated with extreme weather events. For example, we have an extensive stormwater management system and glycol containment storage in place to mitigate the risks from such weather events.

The GTAA also mitigates physical event risk from climate change to its business and its assets through the purchase of insurance and believes that the financial impact of such risks would not be material in the near term.

Strategic Focus – Climate Change Resiliency:

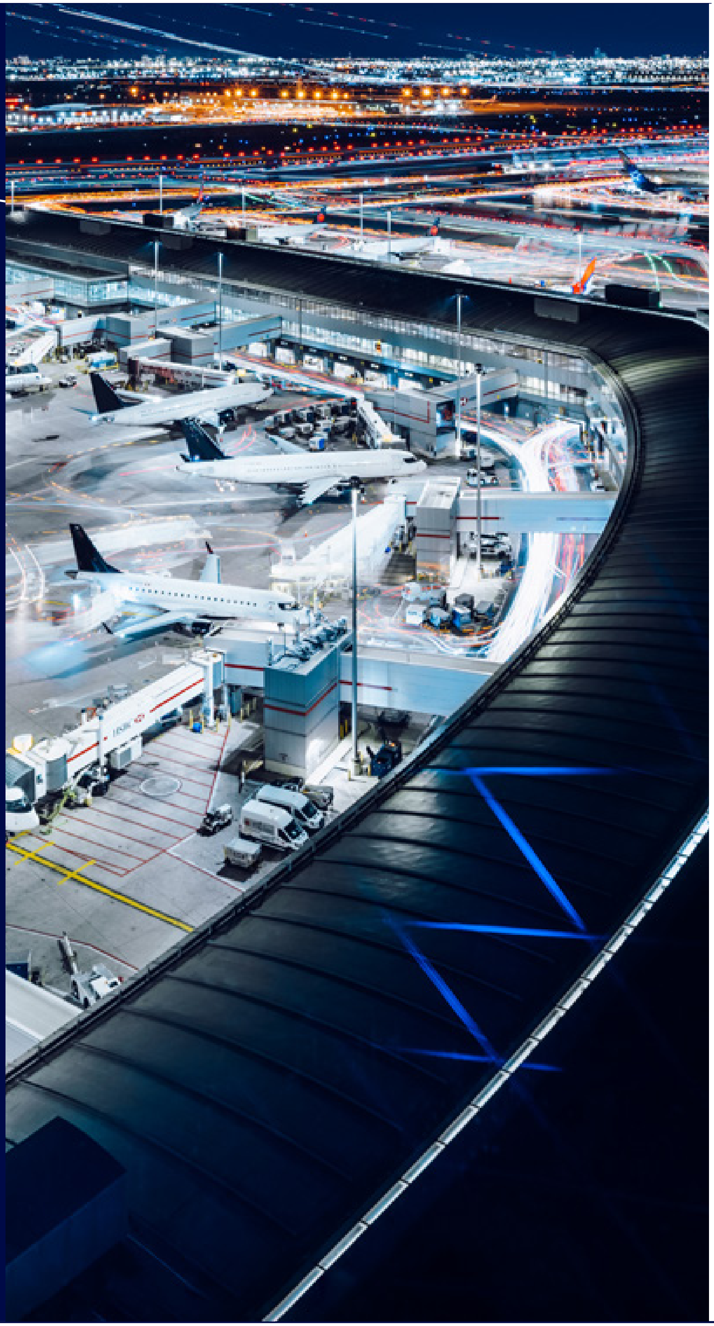
Taking the appropriate steps to be resilient to the risks of climate change by assessing how climate change will create new, or alter current, climate-related risks; and mitigating those risks.

This topic is a strategic focus of the GTAA's Environmental Strategy, as formalized within our Environmental Policy. The GTAA is currently developing an Environmental Action Plan for this focus area as part of our Environmental Strategy. We plan to provide further details in future disclosures.

Partnering for a More Sustainable Future

In 2022, Toronto Pearson joined the Government of Canada's Net-Zero Challenge, reflecting the aviation sector's commitment to pursue net zero emissions. As we work toward our net-zero goal, we understand that we cannot act in isolation and that we must engage with a broad group of stakeholders on various initiatives. In 2023, the GTAA maintained active participation and a leadership role in various industry forums, including:

- The Canadian Airports Council Environment Committee, co-chaired by the GTAA's Associate Director, Climate Change and Environment; Noise Management Committee.
- Participation in the Airports Council International – North America's:
  - Environmental Affairs Committee and
  - Noise Management Working Group.
- The Airport Carbon Accreditation working group.
- Partners in Project Green, an eco-business zone co-founded by the GTAA and the Toronto and Region Conservation Authority (TRCA) to strengthen the Region's economy and environmental sustainability by fostering collaboration with business and municipalities, supporting the installation of green technologies and participating in results-driven environmental projects. The executive committee is co-chaired by the GTAA's Director, Aviation Infrastructure, Energy and Environment.
- Participation in the following initiatives led by the World Economic Forum (WEF):
  - "Clean Skies for Tomorrow:" Targets the use of 10 per cent SAF globally by 2030, and Target Net Zero, focused on the advancement of hydrogen- and electric-powered flight.
  - "Airports of Tomorrow:" Seeks to address the energy, infrastructure, and financing needs of the aviation industry's transition to Net Zero carbon emissions by 2050.
- Deloitte Canada's SAF Ecosystem Working Group, focused on identifying opportunities and barriers to SAF use in Canada.
- The Canadian Council for Sustainable Aviation Fuels working group.
- Toronto Region Board of Trade's Climate Economy Strategic Council.
- The GTAA contributed to the development of Canada's Aviation Climate Action Plan, which sets out a vision and a roadmap for the decarbonization of the Canadian aviation sector. Goals include net-zero GHG emissions by 2050 and 10 per cent SAF use by the year 2030.



Climate-related Risk Management

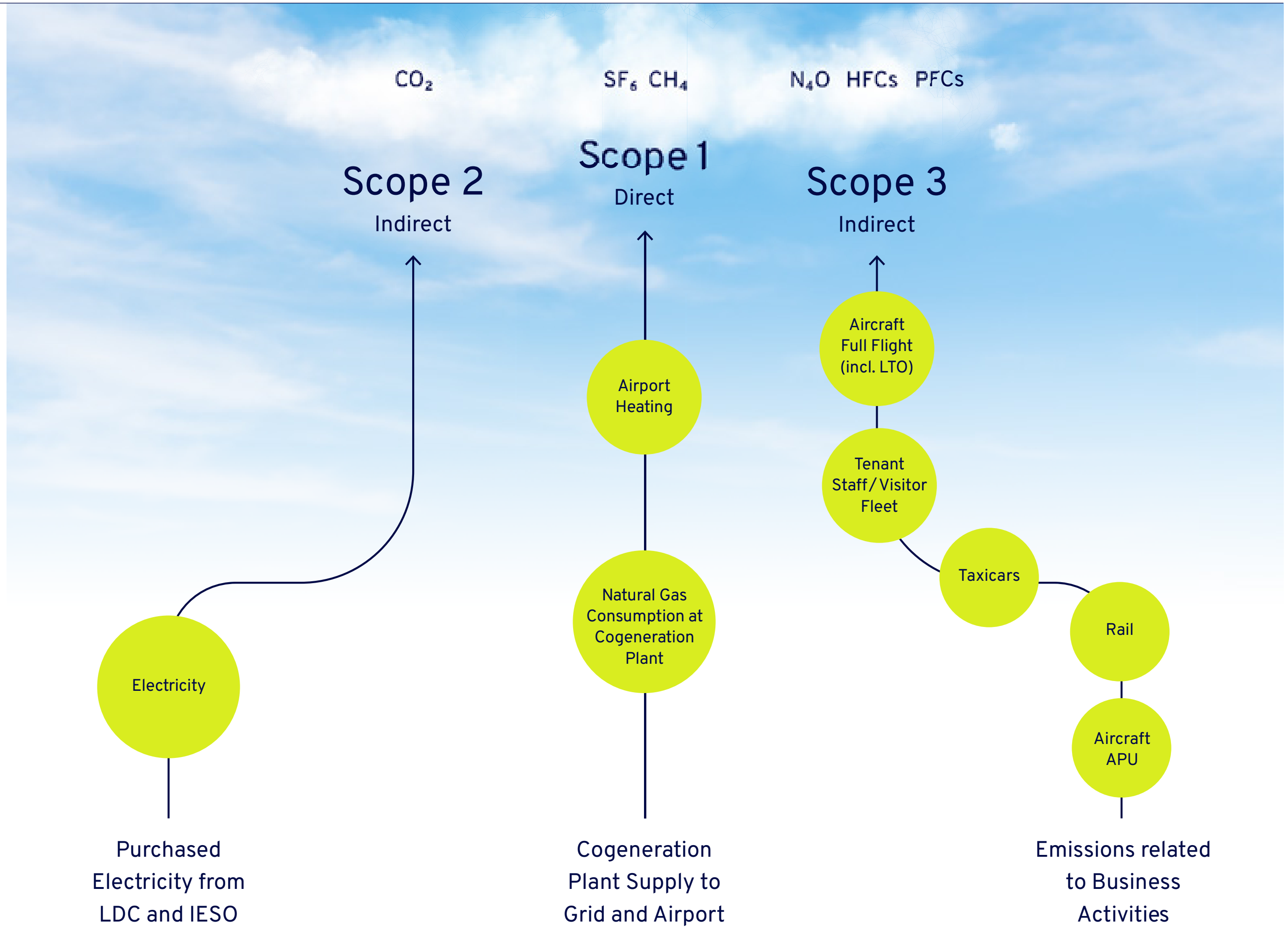
We are committed to maintaining strong integration of climate-related risks into our ERM policies and processes. The GTAA's ESG risk management, including climate-related risks, approach is described in detail in the ESG Risk Management section. Material transition and physical climate-related risks are identified, assessed, and managed alongside all other company risks through the GTAA's existing risk management processes.

Our Performance

Climate-related Metrics

We have identified a set of metrics to monitor our performance on the ESG factors that have the greatest potential to impact the value of our company, including climate change factors. Our climate-related metrics are aligned with the TCFD's cross-industry, climate-related metrics categories.

The methodology used in the GTAA's GHG emissions calculations is in accordance with ISO 14064. GHG emissions are third-party verified on an annual basis as part of the federal Output-Based Pricing System (OBPS) regulations and as part of the Airport Carbon Accreditation certification process.



GTAA Emission Source Summary by Scope

Our Scope 1 emissions in 2023 decreased by 2.1% relative to 2022, largely driven by reduced natural gas use by our cogeneration facility. In 2023, our emissions intensity decreased by 30.10% which was driven by increased passenger volumes. Fuel consumption increased in 2023 as activity levels increased back to pre-pandemic volumes.

We recognize the importance and scale of Scope 3 emissions for the GTAA and the broader aviation industry. We are undertaking efforts internally to better understand and quantify key sources over time, while continuously working to support our business partners and travellers' efforts to decarbonize.

For more on our work with key partners in this regard, see Partnering for a More Sustainable Future.

Climate Target

We have set a target to achieve net-zero Scope 1 and Scope 2 GHG emissions by 2050.

The GTAA is committed to providing regular updates on our progress towards achieving our climate target. The GTAA is developing an Environmental Action Plan which will include a robust roadmap for achieving net-zero Scope 1 and Scope 2 GHG emissions by 2050, alongside interim (i.e., 2030) reduction targets. Our roadmap includes several decarbonization initiatives across different time horizons. We will provide further details on our plans and progress in future disclosures.

Metric	2020	2021	2022	2023	SASB Code
GHG Emissions					
Scope 1 emissions (Metric tons CO_2e)[6]	43,736	65,177	65,831	64,427[7]	TR-AF-110a.1 TR-AL-110a.1
Scope 2 emissions (Metric tons CO_2e)[8]	3,566	3,057	5,772	7,779[9]	
Scope 1 and 2 GHG emissions intensity (kg CO_2e/ passenger)[10]	3.85	5.13	1.96	1.37	
Transition Risks					
Total fuel consumed	2,011,988.09	1,666,315.99	1,818,536.96	2,103,937.91	TR-AL-110a.3
Fuel consumed – unleaded (Litres)	492,966.45	470,828.97	494,108.65	520,588.65	TR-AL-110a.3
Fuel consumed – diesel (Litres)	1,519,021.64	1,195,487.02	1,324,428.31	1,583,349.26	TR-AL-110a.3
Percentage sustainable fuel	N/A	N/A	N/A	0	TR-AL-110a.3

RELEVANT DISCLOSURES

TCFD Recommendations

SASB TR-AL-110a.1
SASB TR-AL-110a.2
SASB TR-AL-110a.3
SASB TR-AF-110a.1
SASB TR-AF-110a.2
SASB IF-RE-450a.2

[6] Scope 1 GHG emissions are direct GHG emissions that occur from sources that are owned or controlled by the GTAA.
[7] Includes emissions from glycol used for aircraft deicing (9,309.8 metric tons CO_2e).
[8] Scope 2 GHG emissions are indirect GHG emissions that occur from the generation of purchased electricity, steam, heat, and cooling consumed by the GTAA's owned or controlled equipment or operations.
[9] The Scope 2 emissions factor used for 2023 was updated to 38 gCO_2ekW/h (30 gCO_2ekW/h in 2022), based on the 2024 National Inventory Report.
[10] Calculations are based on total Scope 1 and 2 emissions in kilograms (kg) by total number of passenger year.

Energy Management

Why This Matters

Effective energy management is essential for an airport operator because our facilities and operations are energy-intensive, requiring substantial power for lighting, heating, cooling, and transportation. By optimizing energy use, the GTAA can reduce operational costs, enhance reliability, and minimize GHG emissions, aligned with our net zero ambition. Enhancing energy management approaches can also improve our resilience to energy supply disruptions, ensuring a safe and efficient experience for all our stakeholders.

Our Approach

We ensure the responsible use of energy throughout our business via energy conservation, improving energy efficiency, and considering renewable energy sources where possible. In 2023, we upgraded lighting in sections of Toronto Pearson, including various support buildings, to LED lighting and trialed electric boilers at Terminal 1. The GTAA also fully transitioned to an operational procedure/program called Airport Collaborative Decision Making (A-CDM), which includes efforts to increase operational efficiency, such as reducing gate hold times as well as wait times on the apron and taxiways. A-CDM allows for better common situational awareness through information sharing that allows airlines, their service providers, and the Airport to operate proactively based on more accurate and regular flight status updates. A-CDM reduces queuing on the runway, which supports reduced fuel consumption and resulting emissions.

The GTAA is implementing an enhanced approach to energy management as part of Pearson LIFT. Key outcomes related to energy management include, but are not limited to, those listed below. For more information, see Strategy.

- Add more solar panels to boost clean energy generation;
- Install low-emissions heating and cooling systems;
- Add more electric vehicle charging stations for passengers and airside operations;
- Modernize electrical systems and updated, energy-efficient lighting.

We also provide infrastructure to support our tenants' emissions reduction efforts, including, but not limited to, EV/eGSE chargers and providing pre-conditioned air and ground power to aircrafts to prevent the use of jet fuel while parked at gate G. We have offered tenant support programs to provide energy audits and support access to energy efficiency incentives and will review additional opportunities for collaboration as they are identified.

Strategic Focus – Strategic Energy Use:

Ensuring the responsible use of energy throughout our business via energy conservation, improving energy efficiency, and giving preference to renewable over non-renewable energy sources.

This topic is a strategic focus of the GTAA's Environmental Strategy, as formalized within our Environmental Policy. The GTAA is developing an Environmental Action Plan for this focus area to implement our Environmental Strategy. We will provide further details on this plan in future disclosures.

Our Performance

In 2023, electricity purchased and sold by the GTAA decreased by 2.3% and 15.1%, respectively, relative to 2022. Total natural gas consumed also reduced by 18.5%. Electricity sold was lower than previous year due to reduced supply of electricity by the cogeneration facility to the grid. Our performance is largely driven by our commitment to strategic energy use, with the core purpose of conserving energy, improving energy efficiency, and promoting the use of renewable energy sources.

Metric	2020	2021	2022	2023
Total electricity consumed (kWh)[14]				
Electricity purchased	N/A	235,422,108	276,804	270,424
Electricity sold	N/A	117,401,040	138,685	117,680
Total natural gas consumed (m^3)[15]	20,809,585	29,609,106	32,341,051	26,352,731

RELEVANT DISCLOSURES

TCFD Metrics and Targets (a)
SASB IF-RE-410a.2
SASB IF-RE-410a.3

[14] For total electricity consumed (kWh), the GTAA considers both electricity purchased (excludes Co-Gen self-generated electricity) and electricity sold (includes tenant recovery and electricity sold to the grid).
[15] Includes Co-Gen facility.

Air Quality

Why This Matters

Airports can produce air pollutants, including nitrogen oxides (NOx), sulphur oxides (SOx), and particulate matter from aircraft, ground vehicles, and auxiliary operations. An effective approach to air quality management can reduce emissions harmful for the health of our employees, passengers, and nearby communities, while ensuring that the GTAA remains compliant with environmental standards and regulations.

Metric (Metric tonnes)	2021	2022	2023	SASB CODE
NOx (excluding N_2O)	30.65	43.90	35.49	TR-AF-120a.1
SOx	0.72	1.28	1.07	TR-AF-120a.1
Particulate matter (PM_{10})	0.79	1.6	1.002	TR-AF-120a.1
Volatile Organic Compounds (VOCs)	N/A	6.84	6.25	

Our Approach

Since 1994, we have maintained a permanent air quality monitoring station at the southeast area of the airport property. The concentrations measured at the monitoring station are typical of large urban areas and are similar to concentrations elsewhere along Highway 401. We also have two additional mobile monitoring stations that are moved around the airport to measure air pollutants against established thresholds for impact to human health.

The GTAA produces air quality reporting that follows requirements in the "Operations Manual for Air Quality Monitoring in Ontario," published online by the Ontario Ministry of the Environment, Conservation and Parks (MECP).

In 2023, the GTAA continued to liaise with Environment and Climate Change Canada regarding their Study of Winter Air Pollution in Toronto (SWAPIT). Data for the study is being collected through early 2024.

Our Performance

The GTAA's air emissions performance trending downwards in varying degrees in 2023. Prior air quality studies have shown that air quality levels and fluctuations at the GTAA are primarily driven from the emissions produced from nearby highways where over 1 million vehicles pass by Toronto Pearson daily.

RELEVANT DISCLOSURE SASB TR-AF-120a.1

Water Management

Why This Matters

Airports require substantial water to conduct operations, including potable water that is consumed within terminals and other GTAA owned and operated facilities. By implementing effective water management strategies, the GTAA can enhance its operational resilience, reduce operational costs, and ensure regulatory requirements are met. Tenants and other airport partners play a vital role in water management efforts. Collaboration with our airport partners ensures that effective water management practices are uniformly applied throughout Toronto Pearson.

Efficient water management also minimizes potential pollution from runoff or discharge. The GTAA manages stormwater over the property via a system of facilities and ponds, releasing residual water to the municipal water system after testing. Effectively managing the quantity of stormwater runoff during a storm event is critical to the safe operation of our airport, including to reduce downstream impacts from flooding and erosion.

The GTAA follows all federal and provincial guidelines for effluent exiting airport property, including but not limited to the *Canadian Environmental Protection Act, 1999* (Canada), the Canadian Council of Ministers of the Environment, and the *Environmental Protection Act* (Ontario).

Stormwater Management Master Plan

The GTAA's Stormwater Management Master Plan for the Airport and stormwater control facilities and related infrastructure prevent stormwater run-off from runways and Airport lands from exceeding stormwater quality and quantity guidelines.

The airport lands are home to four end-of-pipe stormwater facilities and a series of stormwater retention ponds. The stormwater facilities normally represent the final control point for water prior to leaving airport property. Each facility also has the ability to divert the stormwater to the sanitary sewer system. This allows the GTAA to control the quantity and quality of stormwater leaving the airport. The GTAA also has an extensive sampling program where key locations, including each of the facilities, are sampled weekly to monitor the quality of stormwater leaving the airport property. We also maintain resilience using the Public Infrastructure Engineering Vulnerability Committee (PIEVC) Protocol to assess infrastructure risks due to climate change.

Glycol Recovery and Recycling Program

The accumulation of ice, snow, or frost on an aircraft's wings can alter their shape and disrupt the airflow across critical surfaces, affecting the aircraft's ability to generate lift or to maintain control in flight. For this reason, deicing of aircraft is a critical component of winter operations. A glycol-based fluid, containing ethanol, is sprayed on an aircraft's wings to remove any accumulation and to protect against refreezing before takeoff.

The Glycol Recovery and Recycling Program collects glycol-based deicing fluid after it has been sprayed on aircraft. The captured deicing fluid is treated at off-airport locations before the fluid is recycled into other products. The purpose of the Glycol Recovery Program is to ensure that the impact of glycol-based deicing fluid does not exceed environmental guidelines. The Central Deicing Facility (CDF) was designed and constructed with an extensive recovery collection system for spent glycol to minimize any environmental impact from the 65-acre site. The CDF has the ability to divert/collect fluids in underground storage tanks, as well as to discharge fluids through municipal sanitary systems. The CDF's underground storage tanks collect high concentrated glycol run-off, which is later sold into the secondary market after some additional processing. Low concentrated glycol run-off is collected in underground storage tanks and disposed of appropriately.

Strategic Focus – Water Management:

Managing our water resources through water conservation efforts, water quality management, and addressing flood risk issues thereby protecting the region's water supplies.

This topic is a strategic focus of the GTAA's Environmental Strategy, as formalized within our Environmental Policy. The GTAA is developing an Environmental Action Plan for this focus area to implement our Environmental Strategy. We will provide further details on this plan in future disclosures.

RELEVANT DISCLOSURE SASB IF-RE-140a.4

Land Use & Ecological Impacts

Why This Matters

We strive to be a leader in environmental stewardship and management because we know that our employees care about working for an organization that embodies sustainability through its values and its actions, and we know that our community neighbours hold us accountable for the way in which we manage and mitigate the impacts of our operations.

Airports can pose a risk to the local environment through daily operations, as well as through the development, construction, and maintenance activities. While the airport property and adjacent areas are not considered protected areas or areas of high biodiversity value, the GTAA is subject to regulations related to environmental protection.

Our Approach

Environmental Policy

The GTAA's Environmental Policy outlines our responsibility and commitment to manage environmental risks that arise through our operations. The purposes of the GTAA's Environmental Policy are to reduce and control the risks of environmental contamination and to promote continuous improvement along with regulatory compliance. It guides us in the management of environmental matters by helping us employ the most effective industry practices and to be innovative in reducing our environmental impact.

Environmental Management Program

Since 1999, the GTAA has been ISO 14001 certified for its Environmental Management Program. In 2017, the GTAA's Environmental Management System upgraded its certification to ISO 14001:2015.

The Environmental Management Program supports the GTAA in identifying environmental risks at the Airport and ranking them by severity and likelihood. Mitigation plans are then developed, implemented, monitored, and, where possible, continuously improved. The GTAA's Environmental Services division provides quarterly reports on environmental targets, risks, and mitigation plan monitoring to senior management. Such risks include soil and water pollution from airport operations and changes to environmental regulations.

Strategic Focus – Natural Environment:

Minimizing our impact on the natural resources around us by balancing the protection of plants and wildlife with aviation safety, and supporting partnerships with the community to restore greenspaces.

This topic is a strategic focus of the GTAA's Environmental Strategy, as formalized within our Environmental Policy. The GTAA is developing an Environmental Action Plan for this focus area to implement our Environmental Strategy. We will provide further details on this plan in future disclosures.

Waste Management at the GTAA

We aspire to achieve zero waste in our operations by 2050, and to work with suppliers, customers, and communities to accelerate the adoption of innovative packaging and products designed for circularity. The GTAA works on eliminating waste in our own operations while engaging suppliers, customers, and others to reduce waste in the broader value chain and promote circularity.

Operational waste is disposed of through a third-party service hauler who manages waste in line with contractual and legal obligations. No operational waste goes to landfill; all material that is not recycled or composted is sent to an energy-from-waste facility (incineration facility). Construction waste is managed through separate hauling contracts, where we also require our construction contractors to have programs in place to recycle construction and building materials. We have worked closely with our tenants toward eliminating non-recyclable or non-compostable materials in our operations and plan to continue to do so with our vendors to collectively transition to a waste-free airport.

In 2023, the GTAA took over responsibility for the disposal of international waste from the airlines, with the goals of enhancing oversight and control over the program, reducing FOD on the apron, and the attraction of wildlife airside.

Strategic Focus – Waste Management:

Reducing or eliminating the use and generation of non-recyclable or non-compostable materials that are generated across operations and construction by implementing programs to achieve a Zero Waste certification by 2050.

This topic is a strategic focus of the GTAA's Environmental Strategy, as formalized within our Environmental Policy. The GTAA is developing an Environmental Action Plan for this focus area to implement our Environmental Strategy, including the identification and selection of a credible, independent international certification body through which to obtain of our Zero Waste certification. We will provide further details on this plan in future disclosures.

Our Performance

The GTAA did not experience any incidents of non-compliance with environmental performance, standards and regulations in 2023.

Social

As an airport and regional economic engine, we must be a good corporate citizen. We understand our impact on our neighbours and the critical role we play in lifting up the communities we serve and the workforce we employ.

Material Governance Factors

- Human Capital Management
- Community Relations
- Rights of Indigenous Peoples

Human Capital Management

Why This Matters

Toronto Pearson is its people. The GTAA's operations depend on the continued efforts of its employees, and certain roles are essential for continuity of operations, including maintaining the Airport operating certificate. Attracting, developing, and retaining the right talent while fostering a high-performing, diverse, and supportive culture is important to the GTAA's achievement of its strategic objectives. The majority of the GTAA's employees are unionized, represented by either Unifor Local 2002 or the Pearson Airport Professional Fire Fighters Association (PAPFFA), enhancing the importance of this topic for our business.

Airport operations are dependent on various groups of workforces that are not only employed and managed by the GTAA, but by their partners and contracted services employees. Of the nearly 50,000 people directly employed at Toronto Pearson, ~1,800 worked at the GTAA. We recognize the role we play in managing the human capital of the workforce groups at Toronto Pearson to support efficient operations and ensure optimal passenger experience.

Our Approach

Training and Development

We understand that to attract and retain top talent in a highly competitive employment market, we must provide our employees with the opportunity to learn and grow as they progress in their careers. To foster a culture of learning, development, growth, and opportunity, we offer extensive training and augmented educational programming via several different means, such as LinkedIn Learning, that give access to thousands of learning and development programs. We also provide employees with a wide range of both job-specific and developmental training opportunities, based on training plans that are created for them according to their specific, identified training needs. The GTAA regularly provides information sessions to employees on a range of topics, including wellness.

In 2023, we conducted assessments of our Senior Leadership team to better understand individual strengths and development opportunities in relation to our new 10 Year Strategic plan. Building on the outcomes of this assessment, the GTAA launched a Leadership Enablement & Development Program to support continued leadership development. The outcomes of this work will also inform enterprise talent management practices, including future development programming, career development, and succession planning.

Diversity at the GTAA

We have spent the past few years laying a strong foundation of diversity, equity and inclusion (DE&I) policies, practices and initiatives, as well as building our DE&I team. We have an Inclusion Council, which is comprised of employees from each department who serve as advisors and change agents and set the enterprise-wide prioritization of diversity initiatives.

Throughout 2023, the GTAA has moved forward on several DE&I commitments to continue to build an inclusive culture. For example, with an external partner, we undertook an employment systems review, which is an in-depth assessment of all employment systems, policies, and practices.

Employees were able to identify barriers that were affecting their career growth and development and definitive actions that focus on removing barriers to inclusion, to rebuild trust between employees and leaders and to define inclusive language and behaviours have been implemented to continue building an environment to thrive for our equity-deserving groups and allies.

Diversity, Equity and Inclusion:

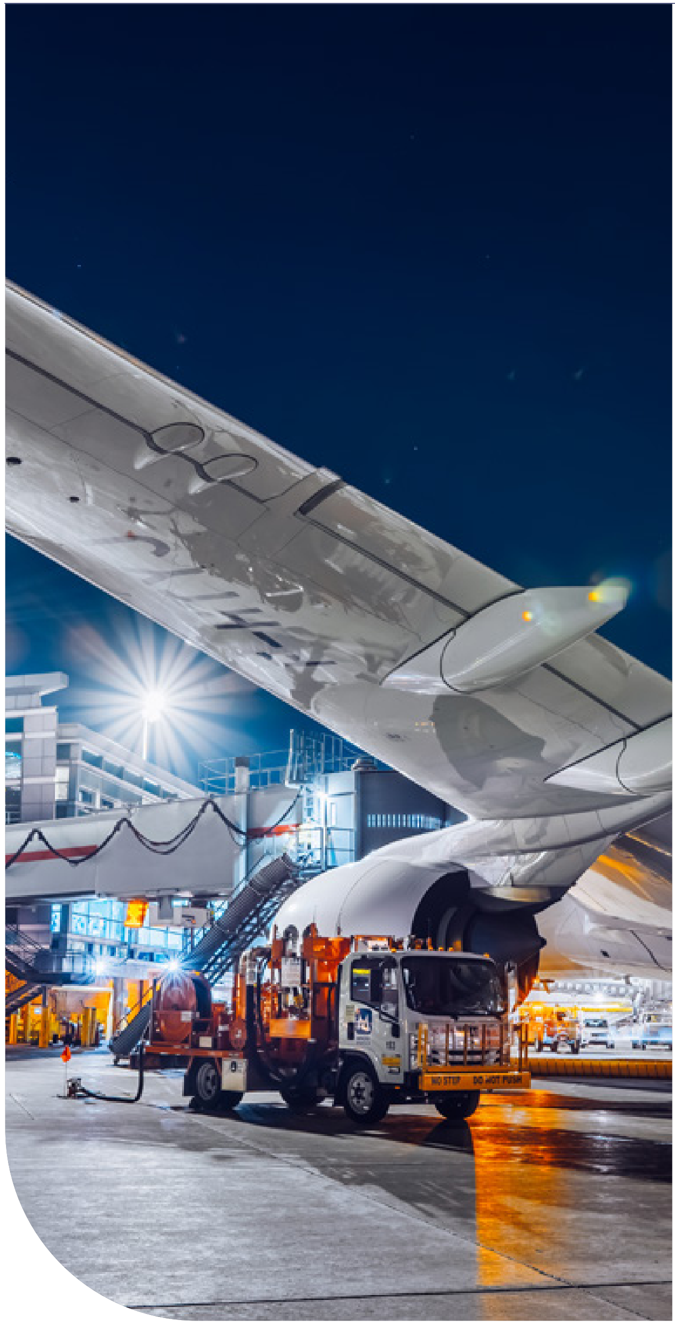
- Employee and passenger accessibility plans launched June and September 2023.
- Mentorship Program launched March 2023 and open to all GTAA employees.
- Inclusion events:
  - Sky's the Limit invited Stephanie Cadieux and Joze Piranian as guest speakers.
  - Black History Month celebration and Black Professional Network speaker's series.
  - International Women's Day was celebrated with guest speaker Vivek Shraya.
  - Pride month was celebrated with Pearson's first drag show starring Tynomi Banks.
  - As part of GTAA's programming for National Day for Truth & Reconciliation, employees were invited to a virtual tour of the former Mohawk Institute Residential School.
- Developed easy-reference guides to support leaders with cultural/religious observances such as Ramadan and Passover.

Training and Development:

- 15 cohorts of inclusive leadership training.
- 4 cohorts of Pearson Aviation Academy.
- 360 Degree Decision-making initiative, aiming to enhance consideration of workforce perspectives when making business decisions.

Employee Wellness:

- Expanded wellness tools to reduce stress and promote well-being:
  - For the first time, offered 1:1 onsite counselling session with a certified counselor to all GTAA employees, including management.
  - Successfully introduced three new wellness initiatives on Viva Engage: #MovementMonday, #TastyTuesday & #FeelGoodFriday, which led to sharing over 200+ individual wellness resources.
  - Met with employees to spread the word about wellness and collect in the moment feedback to drive future programming.
  - Offered several campaigns, marathons, and activities to promote a culture of holistic well-being.



Airport-wide Workforce Development

Toronto Pearson employs nearly 50,000 people. In addition to our practices designed for GTAA employees, we also lead airport-wide engagement initiatives because we understand that we are uniquely positioned to play a leading role in strengthening and coordinating workforce planning throughout Toronto Pearson.

I Am Toronto Pearson

I Am Toronto Pearson (IATP) is a key program at the GTAA that drives social and economic benefits to all our stakeholders, with a key emphasis on our employees. Workforce development and building pathways to opportunity is core to IATP—the program aims to develop a cultural environment and resilient workforce for growth, improve the Airport's ability to attract and retain new talent, and foster a proud workforce that serves to mobilize and advocate on behalf of the Airport. For more information, see IATP's website here.

Airport-Wide Workforce Development

Building on the recommendations from the report Taking Off Together: Toronto Pearson's Workforce Strategy and Playbook, we worked to identify solutions to address persistent airport wide workforce challenges and leverage opportunities to future-proof the airport workforce pipeline. This program, initially funded through a 2022 grant from the Ministry of Labour, Immigration, Training and Skills Development (MLITSD), launched several workforce development initiatives, including the Toronto Pearson Ready-to-Work Pilot Program (RAIC Ready Program). The RAIC Ready Program is piloting a new recruitment model for the Airport. In partnership with ACCES Employment, the program pre-screens job seekers interested in working at the Airport and supports them to obtain Transport Canada security clearances and training to be "RAIC-ready" as they apply for positions with airport employers.

In October 2023, Pearson Works was named a winner of the Ontario Tourism Education Corporation (OTEC) Workforce Innovation and Collaboration Award. The award recognizes organizations that have developed an innovative, local solution to a workforce challenge and seeks to highlight the positive impacts of community collaboration in fostering resilience within the tourism and hospitality labour market.

Our Performance

The number of full-time employees increased by 9%. Our engagement measure for 2023 also increased by 3%, relative to 2022, above global and North American averages.

Metric	2020	2021	2022	2023	SASB CODE
Number of full-time employees	1,471	1,548	1,674	1,824	SV-PS-000.A, TR-AF-000.C
Number of part-time employees	N/A	N/A	17	5	SV-PS-000.A, TR-AF-000.C
Number of contract employees[16]	131	165	47	52	SV-PS-000.A, TR-AF-000.C
Total hours worked	192,000	192,000	2,264,000	2,857,422	SV-PS-000.B
Percentage of employees receiving performance reviews (%)[17]	N/A	N/A	100%	100%	
Ratio of basic salary and remuneration of women to men (average salary) ($CAD Women : $CAD Men)	N/A	Manager: 95:100 Non-manager: 91:100	Manager: 96:100 Non-manager: 92:100	Manager: 96:100 Non-manager: 94:100	
Average salary and remuneration (women)	Manager: $123,970 Non-manager: $82,114	Manager: $126,854 Non-manager: $80,045	Manager: $130,904 Non-manager: $82,277	Manager: $146,807 Non-manager: $89,200	
Average salary and remuneration (men)	Manager: $134,152 Non-manager: $86,638	Manager: $133,709 Non-manager: $87,998	Manager: $137,007 Non-manager: $89,791	Manager: $152,576 Non-manager: $94,849	
Voluntary turnover rate for employees (%)	N/A	3.00	4.90	3.68	SV-PS-330a.2
Involuntary turnover rate for employees (%)	N/A	1.60	1.40	1.01	SV-PS-330a.2
Employee engagement as a percentage (%)	75	66	61	66	SV-PS-330a.3
PAPFFA	5	5.2	5	5	TR-AL-310a.1
Unifor	70	72.5	72	72	TR-AL-310a.1

RELEVANT DISCLOSURES

SASB TR-AL-310a.1 SASB SV-PS-000.B
SASB SV-PS-000.A SASB SV-PS-330a.2 SASB SV-PS-330a.3

[16] For the years 2022 and 2023, the GTAA is able to provide the number of contract employees recorded within the organization's HR systems. There are some contractors who are not captured in these systems, which explains why a lower number of contractors are reported for 2022 and 2023.
[17] In 2022 and 2023, 100% of our non-union staff received performance reviews. Unionized employees at the GTAA (PAPFFA and UNIFOR) do not receive performance reviews.

Community Relations

Why This Matters

We strive to be valued and recognized as a great neighbour through community partnerships and engagement regarding our impacts, volunteering our time, raising and donating money, and sharing our skills and talents. We recognize our role in transportation and connectivity, public safety and welfare, and employment opportunities to our communities.

Our Approach

Noise Management

As the operator of Toronto Pearson, the GTAA recognizes that aircraft activity has an impact on local communities neighbouring the Airport. The GTAA maintains a Noise Management Program as required under the Ground Lease, based on the International Civil Aviation Authority's balanced approach to noise management. This program focuses on four principles:

1. Reduction of noise at source (aircraft): Transport Canada restricts operations to aircraft within acceptable noise category (chapters).
2. Land-use planning and management: The GTAA has worked with the neighbouring municipalities to create an Airport Operating Area (AOA) surrounding the Airport. The AOA, which is based on Transport Canada guidance for sensitive land use development, including residential development and schools, near the Airport due to noise exposure. The AOA is incorporated into the official plans of the cities of Toronto, Mississauga, and Brampton, and the Region of Peel.
3. Noise abatement operational procedures: Pilots are required to follow Toronto Pearson's Noise Abatement procedures to reduce noise exposure for communities.
4. Operating restrictions: A night flight restriction program that limits the number of flights that may use the Airport overnight, including a Nighttime Preferential runway system that uses runways with the least community impact in the overnight period.

Community engagement is another key component of Toronto Pearson's Noise Management Program. The GTAA hosts the Toronto Pearson Noise Management Forums: a series of briefings, tables, and working groups that help the Airport work with communities, elected officials, and industry. The GTAA voluntarily complies with the Air Space Change Communications and Consultation Protocol, published by NAV CANADA and the Canadian Airports Council. This protocol provides guidance on community engagement with communities that may be affected when flight path changes are being considered.

Outreach Programs and Initiatives by the Number

We engage with our neighbours in many ways—whether it is to keep the community in-the-know and engaged in our projects and initiatives or to share with them our vision of a new era of air travel. As a good corporate citizen, we are also committed to giving back to the communities through volunteering our time, to donating money to sharing a special skill or talent, and more. For 2023, the GTAA had a significant number of programs and initiatives to recognize and celebrate:

90+
community events (350% increase from 2022)

3,470+
community volunteer hours

7,700+
face-to-face community engagement/conversations

15+
employee volunteer events

410K+
engagements with community members via communications & event sponsorship

200
GTAA employee volunteers (40% increase from 2022)

Pearson Connects Coffee Chats Program: Keeping the Conversation Going

Our Pearson Connects Coffee Chats provide a unique look at what it takes to keep our airport operating safely every day. In 2023, the GTAA was excited to see the return of in-person community engagement—we were able to connect with our neighbours in person at community meeting spaces across Mississauga and Oakville. We also continued virtual coffee chats for groups such as City of Oakville Without Walls (WOW) to accommodate accessibility of their members. During these talks, community members meet with our team and subject matter experts to learn about the history of the airport and its economic impact, our operations, and how we are giving back to local communities.

Community Events and Sponsorships: Being A Good and Engaged Neighbour

The Airport reflects the community—if the communities around us are thriving, so are we. Our community outreach team works with partners in Brampton, Mississauga, and Etobicoke to engage with the community and build relationships. Event sponsorship helps us to achieve a long-standing and positive impact on our surrounding communities.

After a three-year pause, we welcomed back our Summer Student Street Team for 2023. Our Summer Street Team helps us to connect with our neighbours at festivals and communities across the region enabling us to keep our conversations going with the community we call home.

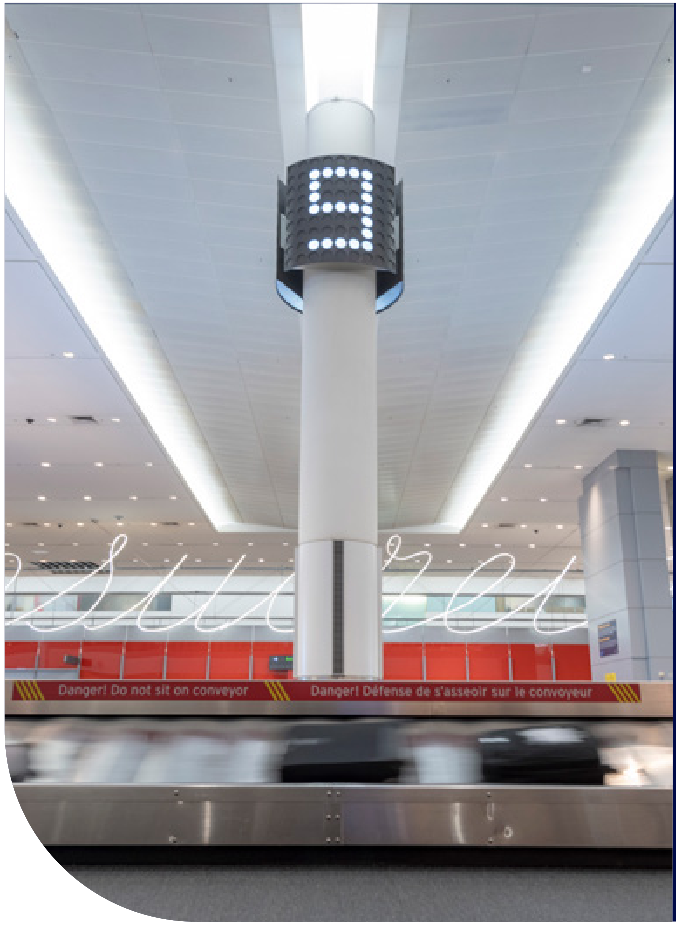
We were also very pleased to hold a Citizenship Ceremony in partnership with Citizenship and Immigration Canada. This was our first citizenship ceremony in over five years. This event helps to remind the airport community of the role that they play in welcoming new Canadians.

Propeller Project

We strive to lift the communities around us. That is why we invest in community-building initiatives through the Propeller Project, our community investment program. Within our two funding streams, Uplift and Nest, we support organizations and projects working in local neighbourhoods surrounding the airport to create stronger, healthier, and happier communities. Through Propeller Project Uplift funding, we invest in projects focused on providing supports for job seekers and local community members to build marketable employment skills, obtain paid jobs, and explore career paths in a range of sectors. In total, $462,000 was invested in employment supports and programming accessed by almost 5,000 people, the majority of whom were newcomers to Canada, women, and youth. In a third-party evaluation report of the Propeller Project investments survey and evaluation, respondents all expressed their high recommendation for the program and the GTAA as a funding partner, with data revealing an outstanding Net Promoter Score (NPS) of 100, indicating unanimous support and satisfaction with the program's work and mandate. To learn more about the Propeller Project, see our website here.

The Pearson Airport Explorers Club + Career Talks

The Pearson Airport Explorers Club (PAEC) continues to be a valuable tool to engage elementary school children in grades 3 through 8 on topics related to Toronto Pearson Airport, aviation, and travel. From PAEC content, we developed the Pearson Explorers Career Path Guide. We continue to use the PAEC as a resource at STEM camps and at Career Days at local schools.



Pearson Gives Back

At the GTAA, we are proud of our Pearson Gives Back programming which demonstrates the GTAA's commitment to good corporate citizenship. Pearson Gives Back enables the GTAA to help the communities we serve thrive and grow by acts of giving, big and small, through donations and volunteering. In 2023, employees donated more than $20,000 to community causes and charities.

Pearson Volunteer Bucks

Our Pearson Volunteer Bucks program continues to grow with employees volunteering more than 500 hours in the community.

Environmental Month

In June 2023, we held our second Pearson Gives Back Environmental Month. This included a week-long event where we showcased our own environmental initiatives, providing tours to our Apiary, home to our "YybeeZ," and Stormwater Treatment facilities. We also provided several opportunities for more than 150 employees to get involved and learn more about environmental stewardship.

Pearson Partners Week

In October 2023, Pearson Partners Week saw a 61% increase in volunteer participation, with more than 100 volunteers contributing 2,205 hours.

Annual Pearson Gives Back Adopt-a-Family Program

In November 2023, we also launched another successful Adopt-a-Family campaign to support the Salvation Army's Honeychurch Shelter. We supported 25 families, exceeding our goal of 20.

3,470
volunteer hours

$894,744
donated to local communities

268%
increase in amount donated from 2022

Our Performance

We are proud to report a 268% increase in the amount donated to local communities from 2022, totalling at $894,744.00. We are also pleased to report a 294% increase in total volunteer hours from 2022, totalling at 3,470 hours at an average of 1.9 hours per employee.

Metric	2020	2021	2022	2023
Annual amount donated to local communities ($CAD)	848,547.00	247,583.00	243,165.00	894,744.00
Total volunteer hours	N/A	N/A	880	3,470
Average volunteer hours per employee	N/A	N/A	0.52	1.9

Rights of Indigenous Peoples

Why This Matters

We acknowledge that the land on which Toronto Pearson sits are within the Treaty Lands and Territory of the Mississaugas of the Credit First Nation, as well as the traditional territory of the Huron Wendat, Haudenosaunee, and Anishnaabek peoples. We acknowledge that Indigenous communities, Rights and Titleholders have a deep historical and cultural connection to the land, and we are committed to continually advancing our understanding and sensitivity to Indigenous interests.

Our Approach

Indigenous Relations Action Plan

Toronto Pearson is working with an Indigenous relations consultant to build its first Indigenous Relations Action Plan. The plan will detail our aspirations and report on our progress. This foundational work is an important part of the GTAA's reconciliation journey. We will provide additional detail on our Indigenous Relations Action Plan in future reporting.

ESG Performance Metrics

The following table summarizes all ESG data provided in this report.
ESG data includes data for the consolidated company.

Metric	Reference	Unit	2020	2021	2022	2023
Environmental						
Climate Change						
Scope 1 emissions	TR-AF-110a.1/TR-AL-110a.1/ TCFD: Metrics & Targets (a)	Metric tonnes CO_2e	43,736	65,177	65,831	64,427[34]
Scope 2 emissions	TCFD: Metrics & Targets (a)	Metric tonnes CO_2e	3,566	3,057	5,772	7,779
Scope 1 and 2 GHG emissions Intensity[35]	TCFD: Metrics & Targets (a)	kg CO_2e/ passenger	3.85	5.13	1.96	1.37
Total fuel consumed	TR-AL-110a.3/TCFD: Metrics & Targets (b)	Litres	2,011,988.09	1,666,315.99	1,818,536.96	2,103,937.91
Fuel consumed – unleaded	TR-AL-110a.3/TCFD: Metrics & Targets (b)	Litres	492,966.45	470,828.97	494,108.65	520,588.65
Fuel consumed – diesel	TR-AL-110a.3/TCFD: Metrics & Targets (b)	Litres	1,519,021.64	1,195,487.02	1,324,428.31	1,583,349.26
Percentage sustainable fuel	TR-AL-110a.3/TCFD: Metrics & Targets (b)	Percentage (%)	N/A	N/A	N/A	0

[34] Includes emissions from glycol used for aircraft deicing (9,309.8 metric tons CO_2e).
[35] Calculations are based on total Scope 1 and 2 emissions in kilograms (kg) by total number of passenger year.

Metric	Reference	Unit	2020	2021	2022	2023
Energy Management						
Total electricity consumed[36]						
Electricity purchased		kWh	N/A	235,422,108	276,804	270,424
Electricity sold		kWh	N/A	117,401,040	138,685	117,680
Total natural gas consumed		m^3	20,809,585	29,609,106	32,341,051	26,352,731
Air Quality						
NOx (excluding N_2O)	TR-AF-120a.1	Metric tonnes	N/A	30.65	43.90	35.49
SOx	TR-AF-120a.1	Metric tonnes	N/A	0.72	1.28	1.07
Particulate matter (PM_{10})	TR-AF-120a.1	Metric tonnes	N/A	0.79	1.6	1.002
Volatile Organic Compounds (VOCs)		Metric tonnes	N/A	N/A	6.84	6.25
Land Use & Ecological Impacts						
Number of incidents of non-compliance with environmental permits, standards, and regulations		Number	N/A	N/A	N/A	0

[36] For total electricity consumed (kWh), the GTAA considers both electricity purchased (excludes Co-Gen self-generated electricity) and electricity sold (includes tenant recovery and electricity sold to grid).

Metric	Reference	Unit	2020	2021	2022	2023
Social						
Human Capital Management						
Number of full-time employees	SV-PS-000.A/TR-AF-000.C	Number	1,471	1,548	1,674	1,824
Number of contract employees[37]	SV-PS-000.A/TR-AF-000.C	Number	N/A	N/A	17	5
Number of part-time employees	SV-PS-000.A/TR-AF-000.C	Number	131	165	47	52
Total hours worked	SV-PS-000.B	Hours	192,000	192,000	2,264,000	2,857,422
Percentage of employees receiving performance reviews[38]		Percentage (%)	N/A	N/A	100%	100%
Ratio of basic salary and remuneration of women to men (average salary)		$CAD Women: $CAD Men	N/A	Manager: 95:100 Non-manager: 91:100	Manager: 96:100 Non-manager: 92:100	Manager: 96:100 Non-manager: 94:100
Average salary and remuneration (women)		$CAD	Manager: $123,970 Non-manager: $82,114	Manager: $126,854 Non-manager: $80,045	Manager: $130,904 Non-manager: $82,277	Manager: $146,807 Non-manager: $89,200
Average salary and remuneration (men)		$CAD	Manager: $134,152 Non-manager: $86,638	Manager: $133,709 Non-manager: $87,998	Manager: $137,007 Non-manager: $89,791	Manager: $152,576 Non-manager: $94,849
Voluntary turnover rate for employees	SV-PS-330a.2	Percentage (%)	N/A	3.00%	4.90%	3.68%
Involuntary turnover rate for employees	SV-PS-330a.2	Percentage (%)	N/A	1.60%	1.40%	1.01%

[37] For the years 2022 and 2023, the GTAA is able to provide the number of contract employees recorded within the organization's HR systems. There are some contractors who are not captured in these systems, which explains why a lower number of contractors are reported for 2022 and 2023.
[38] In 2022 and 2023, 100% of our non-union staff received performance reviews. Unionized employees at the GTAA (PAPFFA and UNIFOR) do not receive performance reviews.

Metric	Reference	Unit	2020	2021	2022	2023
Employee engagement	SV-PS-330a.3	Percentage (%)	75	66	61	66[39]
Percentage of active workforce employed under collective agreements						
PAPFFA	TR-AL-310a.1	Percentage (%)	5	5.2	5	5
Unifor	TR-AL-310a.1	Percentage (%)	70	72.5	72	72
Community Relations						
Annual amount donated to local communities		$CAD	848,547.00	247,583.00	243,165.00	894,744.00
Total volunteer hours		Hours	N/A	N/A	880	3,470
Average volunteer hours per employee		Hours/Employee	N/A	N/A	0.52	1.9
Governance						
ESG Governance[40]						
Board Diversity						
Men		Percentage (%)	N/A	73	64	64
Women		Percentage (%)	N/A	27	36	36

[39] For 2023, the GTAA changed its methodology for calculating employee engagement as a percentage.
[40] As at December 31, 2023. The GTAA definition of diversity includes not only considerations of gender, but also of race, ethnicity, disability, Indigenous status, cultural background, age and other attributes. All diversity-related identifying information was collected through a self-identification survey.

Metric	Reference	Unit	2020	2021	2022	2023
Diverse		Percentage (%)	N/A	20	13	29
Non-Diverse		Percentage (%)	N/A	80	87	71
Executive Officer Diversity						
Men		Percentage (%)	N/A	N/A	N/A	67
Women		Percentage (%)	N/A	N/A	N/A	33
Diverse		Percentage (%)	N/A	N/A	N/A	44
Non-Diverse		Percentage (%)	N/A	N/A	N/A	56
Operational Safety[41]						
Total recordable incident rate (TRIR)	TR-AF-320a.1	Rate	4.01	2.7	3.71	3.21
Fatality rate	TR-AF-320a.1	Rate	0	0	0	0
Cybersecurity						
Number of data breaches	SV-PS-230a.3	Number	N/A	N/A	N/A	0
Percentage that involve customers' confidential business information (%)	SV-PS-230a.3	Percentage (%)	N/A	N/A	N/A	0

[41] Data for all workers who are not employees but whose work and/or workplace is controlled by the organization is not tracked internally. External to GTA are contractors which control their own hazards. Data includes all direct employees.

Metric	Reference	Unit	2020	2021	2022	2023
Percentage that are personal data breaches (%)	SV-PS-230a.3	Percentage (%)	N/A	N/A	N/A	0
Number of customers and individuals affected	SV-PS-230a.3	Number	N/A	N/A	N/A	0
Supply Chain Management						
Percentage of spend with suppliers in Ontario		Percentage (%)	N/A	N/A	90	90
Percentage of spend with suppliers in the GTA and Hamilton Area		Percentage (%)	N/A	N/A	97	65

SASB INDEX

The Sustainability Accounting Standards Board (SASB) publishes industry-specific sustainability accounting standards, intended to help companies disclose financially material, decision-useful ESG information to investors and other stakeholders cost-effectively and comparably.

We align this report with various SASB Standards given our operations as an airport operator. We have explained any deviations and omissions from the Standards, where relevant. SASB data presented in this report includes data for the consolidated company.

SASB Airlines Standard

ESG Topic	SASB Code	Accounting Metric	Reference
Activity Metrics	TR-AL-000.A	Available seat kilometres (ASK).	Omitted. This metric is not material to the GTAA's business model as an airport operator.
	TR-AL-000.B	Passenger load factor.	Omitted. This metric is not material to the GTAA's business model as an airport operator.
	TR-AL-000.C	Revenue passenger kilometres (RPK).	Omitted. This metric is not material to the GTAA's business model as an airport operator.
Greenhouse Gas Emissions	TR-AL-110a.1	Gross global Scope 1 emissions.	Climate Change (pg. 29)
	TR-AL-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	Climate Change (pg. 29)
	TR-AL-110a.3	(1) Total fuel consumed, (2) percentage alternative and (3) percentage sustainable.	Climate Change (pg. 29). The GTAA omits disclosure of percentage of total fuel consumed that is alternative fuel.

ESG Topic	SASB Code	Accounting Metric	Reference
Labour Practices	TR-AL-310a.1	Percentage of active workforce employed under collective agreements.	Human Capital Management (pg. 43)
	TR-AL-310a.2	(1) Number of work stoppages and (2) total days idle.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
Competitive Behaviour	TR-AL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations.	Omitted. The GTAA will work to provid aligned disclosure in future reporting.
Accident & Safety Management	TR-AL-540a.1	Description of implementation and outcomes of a Safety Management System.	Operational Safety (pg. 21)
	TR-AL-540a.2	Number of aviation accidents.	Omitted. The GTAA will work to provid aligned disclosure in future reporting.
	TR-AL-540a.3	Number of governmental enforcement actions of aviation safety regulations.	Omitted. The GTAA will work to provid aligned disclosure in future reporting.

SASB Air Freight & Logistics Standard

Activity Metrics	TR-AF-000.A	Revenue tonne-kilometres (RTK) for: (1) road transport and (2) air transport.	Omitted. This metric is not material to the GTAA's business model as an airport operator.
	TR-AF-000.B	Load factor for: (1) road transport and (2) air transport.	Omitted. This metric is not material to the GTAA's business model as an airport operator.
	TR-AF-000.C	Number of employees, number of truck drivers.	Number of employees: Human Capital Management (pg. 43) Number of truck drivers: Omitted. This metric is not material to the GTAA's business model as an airport operator. The GTAA discloses number of full-time, part-time, and contract employees: Human Capital Management (pg. 43).

ESG Topic	SASB Code	Accounting Metric	Reference
Greenhouse Gas Emissions	TR-AF-110a.1	Gross global Scope 1 emissions.	Climate Change (pg. 29)
	TR-AF-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	Climate Change (pg. 29)
	TR-AF-110a.3	Fuel consumed by (1) road transport, percentage (a) natural gas and (b) renewable, and (2) air transport, percentage (a) alternative and (b) sustainable.	(1) Omitted. Vehicles owned and operated by the GTAA have negligible road-transportation activity. (2) Omitted. The GTAA will work to provide aligned disclosure in future reporting.
Air Quality	TR-AF-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, and (3) particulate matter (PM_{10}).	Air Quality (pg. 38)
Labour Practices	TR-AF-310a.1	Percentage of drivers classified as independent contractors.	Omitted. This metric is not material to the GTAA's business model as an airport operator.
	TR-AF-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labour law violations.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
Workforce Health & Safety	TR-AF-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees.	Operational Safety (pg. 21)
Supply Chain Management	TR-AF-430a.2	Total greenhouse gas (GHG) footprint across transport modes.	Omitted. This metric is not material to the GTAA's business model as an airport operator. The GTAA reports Scope 1 and 2 GHG emissions: Climate Change (pg. 29)
	TR-AF-430a.3	Discussion of policies and strategies to identify, assess and manage business disruption risks associated with contract carrier safety.	Omitted. This metric is not material to the GTAA's business model as an airport operator.

Accident & Safety Management	TR-AF-540a.1	Description of implementation and outcomes of a Safety Management System.	Operational Safety (pg. 21)
	TR-AF-540a.2	Number of aviation accidents.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	TR-AF-540a.3	Number of road accidents and incidents.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.

SASB Professional & Commercial Services Standard

ESG Topic	SASB Code	Accounting Metric	Reference
Activity Metrics	SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract.	Human Capital Management (pg. 43). The GTAA omits disclosure of temporary employees.
	SV-PS-000.B	Employee hours worked, percentage billable.	Human Capital Management (pg. 43). The GTAA omits percentage of employee hours worked that is billable.
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks.	Cybersecurity (pg. 24)
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information.	Cybersecurity (pg. 24)
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected.	Cybersecurity (pg. 24)

ESG Topic	SASB Code	Accounting Metric	Reference
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees.	Human Capital Management (pg. 43)
	SV-PS-330a.3	Employee engagement as a percentage.	Human Capital Management (pg. 43)
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity.	Professional Integrity (pg. 25)
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.

SASB Real Estate Standard

ESG Topic	SASB Code	Accounting Metric	Reference
Activity Metrics	IF-RE-000.A	Number of assets, by property sector.	Omitted. This metric is not material to the GTAA's business model as an airport operator.
	IF-RE-000.B	Leasable floor area, by property sector.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	IF-RE-000.C	Percentage of indirectly managed assets, by property sector.	Omitted. This metric is not material to the GTAA's business model as an airport operator.
	IF-RE-000.D	Average occupancy rate, by property sector.	Omitted. This metric is not material to the GTAA's business model as an airport operator.

ESG Topic	SASB Code	Accounting Metric	Reference
Energy Management	IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property sector.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property sector.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector.	Omitted. This metric is not material to the GTAA's business model as an airport operator.
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
Water Management	IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property sector.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property sector.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks.	Water Management (pg. 39)

ESG Topic	SASB Code	Accounting Metric	Reference
Management of Tenant Sustainability Impacts	IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area, by property sector.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property sector.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	IF-RE-410a.3	Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants.	Energy Management (pg. 36)
Climate Change Adaptation	IF-RE-450a.1	Area of properties located in 100-year flood zones, by property sector.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.
	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks.	Climate Change (pg. 29)

TCFD INDEX

The Taskforce on Climate-related Financial Disclosures (TCFD) developed a framework to help companies and investors disclose decision-useful, forward-looking information on climate-related risks and opportunities. The following Index sets out how our reporting aligns with the TCFD recommendations. The GTAA is taking a phased approach to implementing the TCFD recommendations. As the leading framework for climate-related disclosure, we are committed to enhancing alignment with the TCFD recommendations as our approach to climate change progresses over time. Climate-related data presented in this report includes data for the consolidated company.

Metric	Recommendation	Recommendation Disclosure	Reference
Governance	Disclose the organization's governance around climate-related risks and opportunities.	(a) Describe the Board's oversight of climate-related risks and opportunities.	Climate Change Governance (pg. 29)
		(b) Describe management's role in assessing and managing climate-related risks and opportunities.	Climate Change Governance (pg. 29)
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Strategy (pg. 29)
		(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate Strategy (pg. 29)
		(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Omitted. The GTAA will work to provide aligned disclosure in future reporting.

Metric	Recommendation	Recommendation Disclosure	Reference
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	(a) Describe the organization's processes for identifying and assessing climate-related risks.	Climate-related Risk Management (pg. 34)
		(b) Describe the organization's processes for managing climate-related risks.	Climate-related Risk Management (pg. 34)
		(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate-related Risk Management (pg. 34)
Metrics & Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate-related Metrics (pg. 34)
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Climate-related Metrics (pg. 34)
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Target (pg. 35)

Forward-Looking Information

This document contains certain forward-looking statements or forward-looking information about the GTAA. This forward-looking information is based on a variety of assumptions and is subject to risks and uncertainties. There is significant risk that predictions, forecasts, conclusions and projections which constitute forward-looking information, will not prove to be accurate, that the assumptions may not be correct and that actual results may vary from the forward-looking information.

Words such as “believe”, “expect”, “plan”, “predict”, “project”, “intend”, “estimate”, “preliminary”, “anticipate”, and similar expressions, as well as future or conditional verbs such as “will”, “may”, “should”, “would” and “could” often identify forward-looking information. Specific forward-looking information in this document includes, among others, statements regarding the following: expected domestic and international passenger traffic and cargo; investment in the Airport including with respect to capital projects and physical infrastructure; future Airport demand or activity; the GTAA’s borrowing requirements and its ability to access the capital markets; the GTAA’s ability to comply with covenants; debt levels and service costs; revenues, cash flows, working capital and liquidity and no funding shortfalls; budgets and expenditures relating to capital programs and the funding of such programs; the timing of construction and commencement of operations of facilities currently planned or under construction at the Airport; the use of certain restricted reserve funds; nd the funding of outstanding capital commitments.

The forward-looking information is based on a variety of material factors and assumptions including, but not limited to, whether: population continues to grow in the long term; employment and personal income provide the basis for increased aviation demand in the Greater Toronto Area; the Canadian, United States, and global economies grow at expected levels; air carrier capacity meets the demand for air travel in the Greater Toronto Area; the growth and sustainability of air carriers contributes to aviation demand in the Greater Toronto Area; the impact of costs associated with new processes, technology solutions and facility enhancements are recoverable in the ordinary course; the Greater Toronto Area continue to attract domestic and international travelers; no other significant event such as a pandemic, natural disaster, or other calamity occur and have an impact on the ordinary course of business or the macroeconomic environment; the GTAA will be able to access the capital markets at competitive terms and rates; and no significant cost overruns relating to capital projects occur. These assumptions are based on information currently available to the GTAA, including information obtained by the GTAA from third-party experts and analysts.

Risk factors that could cause actual results to differ materially from the results expressed or implied by forward-looking information include, but are not limited to: public health emergencies; air carrier instability; passenger volumes; inability to meet business objectives; non-payment by customers; the GTAA's ability to comply with covenants under its Master Trust Indenture and credit facilities; continuing volatility in current and future economic activity including shocks to the macroeconomic environment (e.g. changes in fuel prices, inflation, currencies, employment and spending); capital market conditions and credit rating risk; competition from other airports; wars (including in Ukraine and the Gaza Strip), riots or political action; labour disruptions; disruptions caused by extreme weather, natural disasters or other events which impact air industry networks; geopolitical unrest; acts of terrorism or cyber-security threats; disruptions to information technology infrastructure; the loss of key personnel; changes in laws or regulations including rate regulation; adverse amendments to the Ground Lease; the use of telecommunications and ground transportation as alternatives to air travel; loss of commercial revenues; carbon emission costs and restrictions; adverse regulatory developments or proceedings; environmental factors and climate change; changing attitudes towards air travel; the availability of aviation liability and other insurance; the timing of recovery and receipt of insurance proceeds; construction risk; legal proceedings and litigation; and other risks detailed from time to time in the GTAA’s publicly filed disclosure documents and, in particular, those identified in the Annual Information Form available at www.sedar.com.

The forward-looking information contained in this document represents expectations as of the date of this document and is subject to change. Except as required by applicable law, the GTAA disclaims any intention or obligation to update or revise any forward-looking information whether as a result of new information or future events or for any other reason.

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