



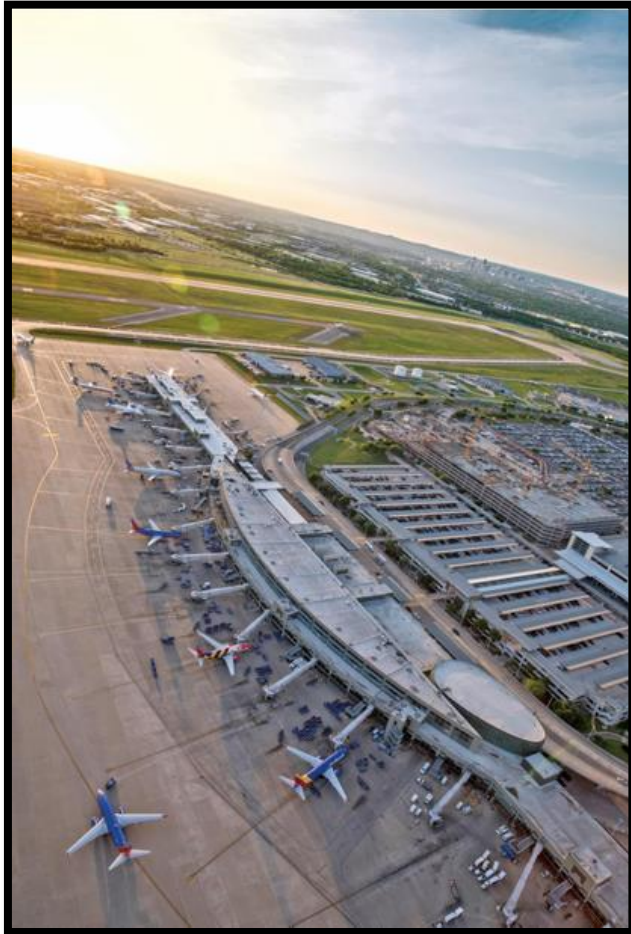
# ESG

**ENVIRONMENTAL SOCIAL GOVERNANCE REPORT**

Fostering Sustainable Growth, Innovation, and Resilience.

MAY 2023

# AUS – Environmental Social Governance Report



**Overview of:**  
How We Operate  
Support Our Community & Employees  
Provide Excellent Service

**Reflection of:**  
COA Mission & Goals

**Continued Development With:**  
Employment Opportunities  
Excellent Customer Service  
Sustainability

**ESG:**  
Where We Stand  
Where We Plan To Be

## **TO OUR CUSTOMERS, STAKEHOLDERS, AND AUSTIN COMMUNITY:**

Austin-Bergstrom International Airport supports integrating sustainability into everything we do and seeks out ways to make positive impacts. This Environmental, Social, and Governance (ESG) report is an overview of how we operate our airport, support our community and employees, and provide excellent service as we connect Austin and Central Texas to the world.

As one of the fastest growing airports in the U.S., we have proven to be the airport of choice for Central Texas. As such, and as a reflection of the City of Austin including its mission and goals, we are obligated to continue the airport's development and capital improvement projects with employment opportunities, excellent customer service, and sustainability in mind.

Through the COVID-19 pandemic, AUS focused its priorities on meeting the growing travel demand of the region, making decisions based on emerging risks and opportunities, and strategizing our future based on changes in travel behaviors and the growth of the City of Austin (as of 2022, it was the 2<sup>nd</sup> fastest-growing city in the U.S.).

The report findings are important to establishing a shared understanding of where our airport currently stands in the market and region and where we hope to be in the coming years.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Smith".

**Jim Smith**

Interim Executive Director  
Austin-Bergstrom International Airport



Austin-Bergstrom  
International Airport

# AUS – Environmental Social Governance Report

## AUS & Sustainability – Core Value

### 2012-2019 – Sustainability Reports

### 2023 – AUS First ESG Report

- New Focus
- New Audience - Financial
- Risk Based

### ESG Approach

- Materiality
- Stakeholder Interviews & Surveys
- Benchmarking – 7 airports & COA
- Gap Analysis



#### Categories

Based on this materiality approach, the following categories are addressed

##### Governance:

1. Governance Structure and Oversight
2. Values/Vision/Mission
3. ESG Commitment
4. Service and Central Texas Market
5. Financial Performance
6. Accountability & Transparency
7. Infrastructure & Facilities
8. Risk & Crisis Management
9. Cyber Risks & Data Management
10. Innovation

##### Environmental:

11. Climate Resilience and Adaptation
12. Energy
13. Greenhouse Gas Emissions
14. Water Resources
15. Waste & Recycling
16. Procurement and Resource Management
17. Wildlife & Biodiversity

##### Social:

18. Diversity Equity & Inclusion
19. Hiring and Retention
20. Health, Wellness & Safety
21. Stakeholder and Community Outreach
22. User Experience