

2024 ESG Supplement



About this Supplement



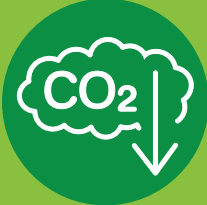






The San Diego County Regional Airport Authority publishes full Environmental, Social, and Governance (ESG) reports on a biennial basis. The ESG Supplement is published in the interim years to provide continued transparency into our impact and financial metrics, including consolidated data tables that align to the Airports Council International - North America (ACI-NA) ESG Framework and Disclosure guidance. This ESG Supplement covers fiscal year (FY) 2024 (July 1, 2023–June 30, 2024) and calendar year (CY) 2024 (Jan 1, 2024–Dec 31, 2024) data. For information about which metrics are tracked on a FY versus CY basis, please reference the consolidated data tables. For more information about the Authority's ESG reporting, please contact Michelle Brega, Senior Director, External Relations, at mbrega@san.org.



New Terminal Takes Shape

Construction on San Diego International Airport's New Terminal 1 (T1) made major strides in 2024. The New T1 Parking Plaza opened last summer and includes 65 electric vehicle charging stations. The New T1's "Luminous Wave" façade was also completed. Comprised of curved glass panels designed to control heat and sun glare, the inspiration for this design came from the Pacific Ocean waves. Additionally, the airside portion of the New T1 earned an Envision Gold award in 2024 for stormwater management, addressing climate change vulnerability and reducing construction waste. The first phase of the New T1 is scheduled to open in September 2025.

2024 In Review

| Governance | Social | Environment |
|---|--|---|
|  <div>100% recovery in passengers from pre-pandemic levels</div> |  <div>5,000⁺ jobs generated by construction of the New T1</div> |  <div>70% reduction in Scope 1 and 2 emissions from 2015 baseline*</div> |
|  <div>11% growth in year-over-year revenue</div> |  <div>\$533,333,242 in construction spending to Local Business Certified firms</div> |  <div>117 multi-family dwellings sound insulated through Quieter Home Program</div> |
|  <div>\$147,881,000 in Federal grants supporting critical infrastructure projects</div> |  <div>85 nonstop destinations served by 18 passenger airlines</div> |  <div>8,278,724 gallons of storm- water captured, infiltrated, or reused</div> |

* Greenhouse gas emissions data for 2024 is currently undergoing independent verification.

An aerial photograph of the San Diego International Airport is shown with a semi-transparent blue overlay. The image captures the airport's extensive tarmac, numerous aircraft parked at gates, and the surrounding urban landscape. The text "Consolidated DATA TABLES" is centered over the image in a white, sans-serif font.

Consolidated **DATA TABLES**

Consolidated Data Tables

Table structure informed by ACI-NA ESG Task Group Recommendations.



= metric was not yet tracked as of the indicated year

| Category | Sub-Category | Metric | Unit | CY/FY | 2020 | 2021 | 2022 | 2023 | 2024 | |
|------------|---|--|--------------------------------------|--------------------------------------|-----------|------------|------------|------------|------------|------------|
| Governance | Governance | Executive Management | Management by Gender | | | | | | | |
| | | | Female | Count (Percentage of Mgmt Workforce) | CY | | | 29 (28.2%) | 30 (32.6%) | 34 (36.2%) |
| | | | Male | Count (Percentage of Mgmt Workforce) | CY | | | 74 (71.8%) | 62 (67.4%) | 60 (63.8%) |
| | | | Management by Ethnicity | | | | | | | |
| | | | American Indian/Alaskan Native | Count (Percentage of Mgmt Workforce) | CY | | | 0 (0%) | 0 (0%) | 0 (0%) |
| | | | Asian | Count (Percentage of Mgmt Workforce) | CY | | | 9 (8.7%) | 9 (9.8%) | 11 (11.7%) |
| | | | Black/African American | Count (Percentage of Mgmt Workforce) | CY | | | 4 (3.9%) | 4 (4.4%) | 4 (4.3%) |
| | | | Hispanic | Count (Percentage of Mgmt Workforce) | CY | | | 9 (8.7%) | 11 (12.0%) | 8 (8.5%) |
| | | Native Hawaiian/Pacific Islander | Count (Percentage of Mgmt Workforce) | CY | | | 1 (1%) | 1 (1.1%) | 1 (1.1%) | |
| | | White (Not of Hispanic Origin) | Count (Percentage of Mgmt Workforce) | CY | | | 75 (72.8%) | 63 (68.5%) | 65 (69.1%) | |
| | | Two or More Races | Count (Percentage of Mgmt Workforce) | CY | | | 3 (2.9%) | 2 (2.2%) | 4 (4.3%) | |
| | | Decline to Self-Identify & Unknown | Count (Percentage of Mgmt Workforce) | CY | | | 2 (1.9%) | 2 (2.2%) | 1 (1.1%) | |
| | | Leadership System and Business Results | Passengers by International/Domestic | | | | | | | |
| | | | Domestic | Count | CY | 8,991,533 | 15,392,406 | 21,285,608 | 23,153,697 | 24,240,208 |
| | | | International | Count | CY | 247,349 | 210,099 | 724,313 | 907,910 | 1,002,169 |
| | | | Total | Count | CY | 9,238,882 | 15,602,505 | 22,009,921 | 24,061,607 | 25,242,377 |
| | Passengers by Origin, Destination, and Connection | | | | | | | | | |
| | SAN Origin | | Count | CY | 4,350,914 | 7,501,233 | 10,348,455 | 11,316,685 | 11,732,547 | |
| | SAN Destination | | Count | CY | 4,339,816 | 7,483,234 | 10,223,703 | 11,085,632 | 11,480,352 | |
| | SAN Connection | | Count | CY | 419,292 | 586,974 | 1,116,226 | 1,089,648 | 1,383,950 | |
| | Total | | Count | CY | 9,110,022 | 15,571,441 | 21,688,384 | 23,491,965 | 24,596,849 | |
| | Annual Aircraft Movements* | | | | | | | | | |
| | Passenger | | Count | CY | 124,288 | 150,563 | 174,987 | 189,156 | 198,753 | |
| | Cargo | | Count | CY | 7,075 | 7,205 | 6,724 | 5,380 | 5,570 | |
| | General Aviation | Count | CY | 7,319 | 11,169 | 27,201 | 9,562 | 7,992 | | |
| | Military | Count | CY | 959 | 1,096 | 1,338 | 1,129 | 667 | | |
| | Total | Count | CY | 139,641 | 170,033 | 210,250 | 205,227 | 212,982 | | |
| | * The Airport has a departure curfew from 11:30pm to 6:30am limiting aircraft movements at night. | | | | | | | | | |

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| Category | Sub-Category | Metric | Unit | CY/FY | 2020 | 2021 | 2022 | 2023 | 2024 | |
|------------|----------------------------|--|--|-------------------------|------|---------------|---------------|---------------|---------------|---------------|
| Governance | Governance (cont'd) | Leadership System and Business Results | Cargo Tonnage | | | | | | | |
| | | | Domestic - Cargo Tonnage | Tons | CY | 137,156 | 133,225 | 123,332 | 114,813 | 99,993 |
| | | | Domestic - Mail | Tons | CY | 6,768 | 7,297 | 7,722 | 4,648 | 8,143 |
| | | | Domestic - Total | Tons | CY | 143,924 | 140,522 | 131,054 | 119,461 | 108,136 |
| | | | International - Cargo Tonnage | Tons | CY | 6,784 | 13,322 | 9,344 | 7,576 | 14,204 |
| | | | International - Mail | Tons | CY | N/A | N/A | N/A | N/A | N/A |
| | | | International - Total | Tons | CY | 6,784 | 13,322 | 9,344 | 7,576 | 14,204 |
| | | | Total - Cargo Tonnage | Tons | CY | 143,940 | 146,547 | 132,675 | 122,389 | 114,197 |
| | | | Total - Mail | Tons | CY | 6,768 | 7,297 | 7,722 | 4,648 | 8,143 |
| | | | Total - All Cargo | Tons | CY | 150,708 | 153,844 | 140,397 | 127,037 | 122,340 |
| | | | Direct Economic Value Generated and Distributed | | | | | | | |
| | | | Operating Revenues | Dollars | FY | \$263,035,972 | \$223,973,900 | \$319,253,894 | \$360,762,294 | \$399,888,507 |
| | | | Expenses - Operating Costs | Dollars | FY | \$110,583,731 | \$87,390,275 | \$102,941,391 | \$123,108,252 | \$134,843,768 |
| | | | Expenses - Employee Wages and Benefits | Dollars | FY | \$51,666,850 | \$52,922,357 | \$46,373,068 | \$51,230,961 | \$57,443,969 |
| | | | Operating Expenses - Total | Dollars | FY | \$162,250,581 | \$140,312,632 | \$149,314,459 | \$174,339,213 | \$192,287,737 |
| | | | Expenses - Net Debt Service* | Dollars | FY | \$34,229,851 | \$44,030,500 | \$45,742,343 | \$99,437,373 | \$102,815,621 |
| | | | * Net Debt Service is gross debt service less passenger facility charge offset & CARES Act | | | | | | | |
| | | | Significant Financial Assistance Received from Government | | | | | | | |
| | | | Build America Bond Interest Rebate | Dollars | FY | \$2,100,000 | \$0 | \$0 | \$0 | \$0 |
| | | | Federal Relief Grants* | Dollars | FY | \$36,900,000 | \$77,200,000 | \$89,600,000 | \$0 | \$0 |
| | | | Airport Improvement Program (AIP) Grants | Dollars | FY | \$4,100,000 | \$13,900,000 | \$12,958,000 | \$52,287,087 | \$128,361,000 |
| | | | Quieter Home Program | Dollars | FY | \$12,200,000 | \$12,300,000 | \$14,392,766 | \$19,023,947 | \$19,520,000 |
| | | | Total | Dollars | FY | \$55,300,000 | \$103,400,000 | \$116,950,766 | \$71,311,034 | \$147,881,000 |
| | | | * Utilized CARES Act funding; not representative of total grants received | | | | | | | |
| | Risk Management | Risk Management - Financial Risks | Refer to the Authority's most recent Official Statement for key financial risk metrics | | | | | | | |
| | | Risk Management - Budget Accuracy | Refer to the Authority's most recent Official Statement for key budget accuracy metrics | | | | | | | |
| | | Risk Management - Capital Programs | Refer to the Authority's most recent Official Statement for key metrics regarding capital programs | | | | | | | |
| | Reporting and Transparency | Ethics and Compliance | Communication & Employees Trained in Organization’s Anticorruption Policies and Procedures* | Percentage of Employees | FY | 0% | 93% | 0% | 98% | 0% |
| | | | *Ethics Training is conducted for Authority staff in alternating years. Ethics Training was presented to 93.1% in FY2019. There was no Ethics Training in FY2020 as it was an alternate year. The training was presented to Authority staff in FY2021. | | | | | | | |



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| Category | Sub-Category | Metric | Unit | CY/FY | 2020 | 2021 | 2022 | 2023 | 2024 | |
|----------|--------------------------|-----------|--|---------------------------------------|------|-------------|-------------|-------------|-------------|-------------|
| Social | Human Capital Management | Employees | Authority Employee, Full-Time | Count | FY | 394 | 386 | 377 | 388 | 433 |
| | | | Authority Employee, Part-Time | Count | FY | 0 | 0 | 0 | 1 | 0 |
| | | | Contract Employee, Full-Time* | Count | FY | 2,504 | 2,468 | 3,365 | 5,717 | 4,406 |
| | | | Contract Employee, Part-Time | Count | FY | 120 | 0 | 16 | 35 | 40 |
| | | | * Changes in full-time temporary contract workers are due to increases resulting from various projects including NT1 | | | | | | | |
| | | | Workforce by Gender | | | | | | | |
| | | | Female Employees | Count (Percentage) | FY | 158 (40.1%) | 146 (40.1%) | 148 (38.6%) | 159 (38.2%) | 166 (38.3%) |
| | | | Male Employees | Count (Percentage) | FY | 236 (59.9%) | 234 (59.9%) | 235 (61.4%) | 257 (61.8%) | 267 (61.7%) |
| | | | New Hires by Gender | | | | | | | |
| | | | Male New Hires | Count (Percentage of Total Workforce) | CY | 9 (2.2%) | 17 (4.5%) | 37 (9.6%) | 47 (11.9%) | 54 (12.5%) |
| | | | Female New Hires | Count (Percentage of Total Workforce) | CY | 5 (1.2%) | 14 (3.7%) | 23 (6%) | 21 (5.3%) | 34 (7.9%) |
| | | | Workforce by Age Bracket | | | | | | | |
| | | | Under 30 | Count (Percentage of Total Workforce) | CY | 22 (5.6%) | 20 (5.3%) | 22 (5.7%) | 29 (7.4%) | 47 (10.9%) |
| | | | 30 - 50 | Count (Percentage of Total Workforce) | CY | 186 (47.2%) | 175 (46.1%) | 166 (43.3%) | 183 (49.9%) | 206 (47.6%) |
| | | | Over 50 | Count (Percentage of Total Workforce) | CY | 186 (47.2%) | 185 (48.7%) | 195 (50.9%) | 178 (45.6%) | 180 (41.6%) |
| | | | Workforce by Generation | | | | | | | |
| | | | Generation Z (1996+) | Count (Percentage of Total Workforce) | CY | | | 7 (1.8%) | 19 (4.6%) | 30 (6.9%) |
| | | | Millennials (1981-95) | Count (Percentage of Total Workforce) | CY | | | 104 (27.2%) | 129 (31.0%) | 150 (34.6%) |
| | | | Generation X (1965-80) | Count (Percentage of Total Workforce) | CY | | | 182 (47.5%) | 186 (44.7%) | 185 (42.7%) |
| | | | Baby Boomers (1945-64) | Count (Percentage of Total Workforce) | CY | | | 90 (23.5%) | 82 (19.7%) | 68 (15.7%) |
| | | | Workforce by Tenure | | | | | | | |
| | | | <3 Years | Count (Percentage of Total Workforce) | CY | | | 88 (23%) | 138 (33.2%) | 160 (37.0%) |
| | | | 3 to <5 Years | Count (Percentage of Total Workforce) | CY | | | 37 (9.7%) | 27 (6.5%) | 25 (5.8%) |
| | | | 5 to <10 Years | Count (Percentage of Total Workforce) | CY | | | 79 (20.6%) | 79 (19.0%) | 82 (18.9%) |
| | | | 10 to <15 Years | Count (Percentage of Total Workforce) | CY | | | 54 (14.1%) | 43 (10.3%) | 49 (11.3%) |
| | | | 15 to <20 | Count (Percentage of Total Workforce) | CY | | | 75 (19.6%) | 57 (13.7%) | 53 (12.2%) |
| | | | 20+ Years | Count (Percentage of Total Workforce) | CY | | | 50 (13.1%) | 72 (17.3%) | 64 (14.8%) |
| | | | Workforce by Ethnicity | | | | | | | |
| | | | American Indian/Alaskan Native | Count (Percentage of Total Workforce) | CY | 2 (0.5%) | 2 (0.5%) | 1 (0.3%) | 1 (0.2%) | 2 (0.5%) |
| | | | Asian | Count (Percentage of Total Workforce) | CY | 40 (10.2%) | 39 (10.3%) | 39 (10.2%) | 41 (9.9%) | 49 (11.3%) |
| | | | Black/African American | Count (Percentage of Total Workforce) | CY | 34 (8.6%) | 31 (8.2%) | 29 (7.6%) | 33 (7.9%) | 32 (7.4%) |
| | | | Hispanic | Count (Percentage of Total Workforce) | CY | 92 (23.4%) | 88 (23.2%) | 97 (25.3%) | 103 (24.8%) | 114 (26.3%) |
| | | | Native Hawaiian/Pacific Islander | Count (Percentage of Total Workforce) | CY | 10 (2.5%) | 11 (2.9%) | 12 (3.1%) | 10 (2.4%) | 10 (2.3%) |
| | | | White (Not of Hispanic Origin) | Count (Percentage of Total Workforce) | CY | 188 (47.7%) | 181 (47.6%) | 171 (44.6%) | 183 (44.0%) | 175 (40.4%) |
| | | | Two or More Races | Count (Percentage of Total Workforce) | CY | 19 (4.8%) | 19 (5%) | 25 (6.5%) | 27 (6.5%) | 28 (6.5%) |
| | | | Decline to Self-Identify & Unknown | Count (Percentage of Total Workforce) | CY | 9 (2.3%) | 9 (2.4%) | 9 (2.3%) | 18 (4.3%) | 23 (5.3%) |

= metric was not yet tracked as of the indicated year

| Category | Sub-Category | Metric | Unit | CY/FY | 2020 | 2021 | 2022 | 2023 | 2024 | |
|----------|-----------------------------------|--------------------|--|---|------|-----------|-----------|------------|------------|------------|
| Social | Human Capital Management (cont'd) | Employees (cont'd) | Promotions by Ethnicity | | | | | | | |
| | | | American Indian/Alaskan Native | Count (Percentage of Annual Promotions) | CY | | | 0 (0%) | 0 (0%) | 1 (3.7%) |
| | | | Asian | Count (Percentage of Annual Promotions) | CY | | | 5 (15.6%) | 7 (15.2)% | 2 (7.4%) |
| | | | Black/African American | Count (Percentage of Annual Promotions) | CY | | | 1 (3.1%) | 4 (8.7%) | 2 (7.4%) |
| | | | Hispanic | Count (Percentage of Annual Promotions) | CY | | | 5 (15.6%) | 12 (26.1%) | 9 (33.3%) |
| | | | Native Hawaiian/Pacific Islander | Count (Percentage of Annual Promotions) | CY | | | 1 (3.1%) | 1 (2.2%) | 2 (7.4%) |
| | | | White (Not of Hispanic Origin) | Count (Percentage of Annual Promotions) | CY | | | 19 (59.4%) | 12 (26.1%) | 11 (40.7%) |
| | | | Two or More Races | Count (Percentage of Annual Promotions) | CY | | | 1 (3.1%) | 8 (17.4%) | 0 (0%) |
| | | | Decline to Self-Identify & Unknown | Count (Percentage of Annual Promotions) | CY | | | 0 (0%) | 2 (4.4%) | 0 (0%) |
| | | | Promotions by Gender | | | | | | | |
| | | | Female | Count (Percentage of Annual Promotions) | CY | | | 20 (62.5%) | 19 (41.3%) | 10 (37.0%) |
| | | | Male | Count (Percentage of Annual Promotions) | CY | | | 12 (37.5%) | 27 (58.7%) | 17 (63.0%) |
| | | | Employee Attrition by Age Bracket | | | | | | | |
| | | | <30 | Count (Percentage of Total Workforce) | CY | 3 (0.7%) | 6 (1.6%) | 5 (1.3%) | 4 (1.0%) | 7 (1.6%) |
| | | | 30-50 | Count (Percentage of Total Workforce) | CY | 13 (3.1%) | 22 (5.8%) | 29 (7.6%) | 23 (5.8%) | 24 (5.5%) |
| | | | >50 | Count (Percentage of Total Workforce) | CY | 23 (5.6%) | 20 (5.2%) | 22 (5.7%) | 17 (4.3%) | 27 (6.2%) |
| | | | Employee Attrition by Gender | | | | | | | |
| | | | Female | Count (Percentage of Total Attrition) | CY | | | 20 (36.0%) | 12 (27%) | 19 (32.8%) |
| | | | Male | Count (Percentage of Total Attrition) | CY | | | 36 (64.0%) | 32 (73%) | 39 (67.2%) |
| | | | Employee Attrition by Tenure | | | | | | | |
| | | | <3 Years | Count (Percentage of Total Attrition) | CY | | | 13 (25.9%) | 23 (48.9%) | 26 (44.8%) |
| | | | 3 to <5 Years | Count (Percentage of Total Attrition) | CY | | | 15 (25.9%) | 3 (6.4%) | 3 (5.2%) |
| | | | 5 to <10 Years | Count (Percentage of Total Attrition) | CY | | | 17 (29.3%) | 5 (10.6%) | 9 (15.5%) |
| | | | 10 to <15 Years | Count (Percentage of Total Attrition) | CY | | | 3 (5.2%) | 3 (6.4%) | 2 (3.4%) |
| | | | 15 to <20 Years | Count (Percentage of Total Attrition) | CY | | | 4 (6.9%) | 4 (8.5%) | 4 (6.9%) |
| | | | 20+ Years | Count (Percentage of Total Attrition) | CY | | | 4 (6.9%) | 9 (19.2%) | 14 (24.1%) |
| | | | Employee Attrition by Generation | | | | | | | |
| | | | Generation Z(1996+) | Count (Percentage of Total Attrition) | CY | | | 1 (5.2%) | 15 (31.9%) | 3 (5.2%) |
| | | | Millennials(1981-95) | Count (Percentage of Total Attrition) | CY | | | 23 (39.7%) | 9 (19.2%) | 20 (34.5%) |
| | | | Generation X(1965-80) | Count (Percentage of Total Attrition) | CY | | | 17 (29.3%) | 21 (44.7%) | 19 (32.8%) |
| | | | Baby Boomers(1945-64) | Count (Percentage of Total Attrition) | CY | | | 15 (25.9%) | 2 (4.3%) | 16 (27.6%) |
| | | | Parental Leave | | | | | | | |
| | | | Employees Eligible for Parental Leave | Count | CY | 394 | 429 | 446 | 426 | 433 |
| | | | Employees that Took Parental Leave | Count | CY | 10 | 8 | 10 | 7 | 12 |
| | | | Employees that Returned to Work After Leave | Count | CY | 10 | 8 | 7 | 7 | 12 |
| | | | Employees that Returned to Work After Leave and Remained Employed for at Least 12 Months | Count | CY | 9 | 6 | 7 | 5 | 11 |
| | | | Return to Work Rate | Percentage | CY | 100% | 100% | 70% | 100% | 100% |
| | | | Retention Rate | Percentage | CY | 90% | 75% | 70% | 71% | 92% |

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| Category | Sub-Category | Metric | Unit | CY/FY | 2020 | 2021 | 2022 | 2023 | 2024 | | |
|----------|-----------------------------------|-------------------------------|--|------------------------------------|------|---------------|---------------|---------------|--------------|---------------|--|
| Social | Human Capital Management (cont'd) | Labor/Management Relations | Percent of employees covered by bargaining agreements | Percentage | FY | 30% | 30% | 28% | 31% | 27% | |
| | | Employee Education & Training | Average Hours of Training | Hours | CY | 3.2 | 4.4 | 6.5 | 7.0 | 6.8 | |
| | | | Tuition Reimbursement | # of Employees (Amount Reimbursed) | CY | 17 (\$29,910) | 13 (\$24,005) | 16 (\$27,971) | 5 (\$18,980) | 18 (\$42,884) | |
| | | | Employees Receiving Regular Performance and Career Development Reviews | Percentage | CY | 100% | 100% | 100% | 100% | 100% | |
| | Community/Customer Relations | Business Supplier Diversity | Direct Prime Contract Engagement - Local Business Certified (LBC) | | | | | | | | |
| | | | Contract Responses | Count | CY | | | 27 | 18 | 42 | |
| | | | Contract Awards | Count | CY | | | 15 | 9 | 11 | |
| | | | Award Amount | Dollars | CY | | | \$107,765,923 | \$32,585,959 | \$21,350,691 | |
| | | | Direct Prime Contract Engagement - Local | | | | | | | | |
| | | | Contract Responses | Count | CY | | | 69 | 38 | 60 | |
| | | | Contract Awards | Count | CY | | | 12 | 4 | 8 | |
| | | | Award Amount | Dollars | CY | | | \$6,357,951 | \$2,240,750 | \$5,337,417 | |
| | | | Direct Prime Contract Engagement - Small Business Enterprise (SBE) | | | | | | | | |
| | | | Contract Responses | Count | CY | | | 21 | 32 | 77 | |
| | | | Contract Awards | Count | CY | | | 17 | 10 | 8 | |
| | | | Award Amount | Dollars | CY | | | \$20,544,798 | \$27,943,709 | \$14,528,816 | |
| | | | Direct Prime Contract Engagement - Microbusiness (MIC) | | | | | | | | |
| | | | Contract Responses | Count | CY | | | 17 | * | * | |
| | | | Contract Awards | Count | CY | | | 0 | * | * | |
| | | | Award Amount | Dollars | CY | | | 0 | * | * | |
| | | | * MIC included in SBE data | | | | | | | | |
| | | | Direct Prime Contract Engagement - Veteran-Owned Small Business (VOSB) | | | | | | | | |
| | | | Contract Responses | Count | CY | | | 8 | 9 | 13 | |
| | | | Contract Awards | Count | CY | | | 5 | 1 | 2 | |
| | | | Award Amount | Dollars | CY | | | \$1,600,000 | \$500,000 | \$1,477,876 | |
| | | | Direct Prime Contract Engagement - Disadvantaged Business Enterprise (DBE) | | | | | | | | |
| | | | Contract Responses | Count | CY | | | 10 | 17 | 24 | |
| | | | Contract Awards | Count | CY | | | 2 | 6 | 2 | |
| | | | Award Amount | Dollars | CY | | | \$781,465 | \$9,877,625 | \$7,118,192 | |
| | | | Direct Prime Contract Engagement - Minority Business Enterprise (MBE) | | | | | | | | |
| | | | Contract Responses | Count | CY | | | 44 | 39 | 60 | |
| | | | Contract Awards | Count | CY | | | 4 | 7 | 4 | |
| | | | Award Amount | Dollars | CY | | | \$13,831,464 | \$4,779,750 | \$5,767,498 | |
| | | | Direct Prime Contract Engagement - Woman Business Enterprise (WBE) | | | | | | | | |
| | | | Contract Responses | Count | CY | | | 36 | 33 | 60 | |
| | | | Contract Awards | Count | CY | | | 7 | 5 | 4 | |
| | | | Award Amount | Dollars | CY | | | \$10,985,306 | \$2,809,764 | \$8,098,192 | |

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| Category | Sub-Category | Metric | Unit | CY/FY | 2020 | 2021 | 2022 | 2023 | 2024 | |
|----------|---------------------------------------|---|---|--------------------|----------------|---------------|---------------|-----------------|---------------|---------------|
| Social | Community/Customer Relations (cont'd) | Business Supplier Diversity (cont'd) | Direct Prime Contract Engagement - Major Construction Project Spend | | | | | | | |
| | | | SBE | Dollars | CY | | | \$38,590,370 | \$53,972,069 | \$69,064,896 |
| | | | VOSB | Dollars | CY | | | \$4,175,099 | \$6,529,693 | \$9,732,332 |
| | | | LBC | Dollars | CY | | | \$254,788,368 | \$308,950,069 | \$533,333,242 |
| | | | Local (Non-Certified) | Dollars | CY | | | \$27,874,453 | \$105,082,159 | \$95,998,855 |
| | | | DBE | Dollars | CY | | | \$4,522,953 | \$12,780,128 | \$24,077,927 |
| | | | Design/Bid/Build Contracts in Prime Commitments | | | | | | | |
| | | | SBE | Dollars | CY | | | \$1,681,477 | \$1,280,788 | \$856,726 |
| | | | LBE | Dollars | CY | | | \$4,341,614 | \$0 | \$5,775,258 |
| | | | DBE | Dollars | CY | | | \$0 | \$0 | \$0 |
| | | | Design/Bid/Build Contracts in Sub Commitments | | | | | | | |
| | | | SBE | Dollars | CY | | | \$5,991,960 | \$124,500 | \$248,950 |
| | | | LBE | Dollars | CY | | | \$30,859 | \$0 | \$196,080 |
| | | | DBE | Dollars | CY | | | \$592,740 | \$638,837 | \$570,520 |
| | | | Education and Outreach Events to Diverse Suppliers | # of Events | CY | | | 33 | 19 | 11 |
| | | | | # of Attendees | CY | | | 2161 | 1734 | 1596 |
| | | | | # of Presentations | CY | | | 23 | 8 | 3 |
| | Concessionaire Diversity | Non-car rental ACDBE sales by ethnicity and gender and percent of total concessionaire sales. | Percentage (Dollars Optional) | FFY | 23% | 21% | 22% | 22% | * | |
| | | Car rental ACDBE sales by ethnicity and gender and percent of total concessionaire sales. | Percentage (Dollars Optional) | FFY | 3% | 2% | 2% | 3% | * | |
| | | * Data not yet available as of the publishing date of this ESG Supplement. | | | | | | | | |
| | Community Support and Engagement | USO Food Donation | Pounds | CY | | | 356 | 454 | 1146 | |
| | | SAN Lost & Found Program (donated to Goodwill) | Items | CY | | | 1441 | 1191 | 892 | |
| | | Authority Onsite Donation Center (UDC) | Pounds | CY | | | 2100 | 2450 | 2100 | |
| | | Authority Bi-Annual Collection Events | # of Bins | CY | | | 12 | 11 | 10 | |
| | | Ad-Hoc Nonprofit Donations | Items | CY | | | 3295 | 350 | 0 | |
| | Customer Satisfaction | SAN Satisfaction Score (JD Power Data) | Based on 1,000-point scale | FY | 778 | 814 | 787 | 772 | 610 | |
| | | Avg. Large Airport Satisfaction Score (JD Power Data) | Based on 1,000-point scale | FY | 786 | 805 | 784 | 789 | 629 | |
| | Supporting Local Economic Growth | Development and Impact of Infrastructure Investments and Services Supported | | | | | | | | |
| | | Quieter Home Program | Dollars | FY | \$15,500,000 | \$15,500,000 | \$16,934,242 | \$21,075,144 | \$21,364,762 | |
| | | Proportion of Spending on Local Suppliers at Significant Locations of Operation* | | | | | | | | |
| | | Local Suppliers Non-Certified | Dollars | CY | \$131,060,619* | \$8,154,419 | \$30,134,984 | \$868,702,419 | \$101,820,828 | |
| | | Local Suppliers Certified | Dollars | CY | | \$179,178,222 | \$270,394,235 | \$1,176,279,252 | \$546,806,344 | |
| | | Total | Dollars | CY | \$131,060,619* | \$187,332,641 | \$300,529,219 | \$2,044,981,671 | \$648,327,171 | |
| | | * 2018-2020 is (fiscal year) FY; 2021 and later is calendar year (CY) | | | | | | | | |

= metric was not yet tracked as of the indicated year

| Category | Sub-Category | Metric | Unit | CY/FY | 2020 | 2021 | 2022 | 2023 | 2024 | | | | | | | |
|----------|-----------------------------|-----------------|--|---------|------|---------|---------|---------|-----------|------------|----|--|-----|-----|-----|-----|
| Social | Health, Safety and Security | Safety Measures | Authority Employee Safety | | | | | | | | | | | | | |
| | | | Incident Rate | Rate | CY | 2.27 | 3.35 | 2.49 | 2.17 | 4.01 | | | | | | |
| | | | Lost Time Rate | Rate | CY | 0.25 | 0.28 | 0.55 | 0.81 | 0 | | | | | | |
| | | | Days Away Restricted Time (DART) Rate | Rate | CY | 1.51 | 2.23 | 1.66 | 1.35 | 1.75 | | | | | | |
| | | | Total Labor Hours | Count | CY | 793,452 | 716,292 | 722,248 | 738,784 | 798,858 | | | | | | |
| | | | Average Headcount | Count | CY | 405 | 398 | 382 | 399 | 433 | | | | | | |
| | | | Injuries | Count | CY | 9 | 12 | 9 | 8 | 16 | | | | | | |
| | | | Avg. hours worked per EE/yr | Average | CY | 1959 | 1800 | 1891 | 1852 | 1845 | | | | | | |
| | | | Construction Safety | | | | | | | | | | | | | |
| | | | Incident Rate* | Rate | CY | 0.00 | 0.00 | 0.86 | 1.52 | 0.46 | | | | | | |
| | | | Frequency Rate** | Rate | CY | 0.00 | 0.00 | 0.43 | 0.76 | 0.35 | | | | | | |
| | | | Severity Rate*** | Rate | CY | 0.00 | 0.00 | 26.20 | 18.92 | 36.20 | | | | | | |
| | | | Labor Hours | Count | CY | 300,083 | 49,316 | 465,644 | 2,366,773 | 3,460,248 | | | | | | |
| | | | Number of Recordables | Count | CY | 0 | 0 | 2 | 18 | 8 | | | | | | |
| | | | * Incident Rate = (# of total recordables x 200,000) / Total Labor Hours | | | | | | | | | | | | | |
| | | | ** Frequency Rate = (# of Modified Duty and Lost Time Recordables x 200,000) / Total Labor Hours | | | | | | | | | | | | | |
| | | | *** Severity Rate = (# Days of modified duty and lost time x 200,000) / Total Labor Hours | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| | | | Employee Health & Wellness | | | | | | | | | | | | | |
| | | | Percent of employees participating in wellness programs | | | | | | | Percentage | CY | | 52% | 35% | 36% | 26% |

= metric was not yet tracked as of the indicated year

| Category | Sub-Category | Metric | Unit | CY/FY | 2020 | 2021 | 2022 | 2023 | 2024 | |
|-------------|--|---|--|-------------------------|------|-----------|-----------|-----------|-----------|-----------|
| Environment | Energy Management | Energy Consumption | Grid-Purchased Electricity | MMBtu | CY | 134,082 | 137,278 | 149,180 | 154,295 | 165,112 |
| | | | On-Site Solar Generation | MMBtu | CY | 29,252 | 27,951 | 29,462 | 27,594 | 29,700 |
| | | | Natural Gas | MMBtu | CY | 45,869 | 29,538 | 44,781 | 46,995 | 24,862 |
| | | | Total Energy Use | MMBtu | CY | 209,203 | 194,767 | 223,423 | 228,884 | 219,674 |
| | | | Share of Electricity from Renewable Sources (Incl. Grid) | Percentage | CY | 86% | 77% | 100% | 100% | 100% |
| | | | Share of Electricity from Renewable Sources (On-Site Only) | Percentage | CY | 18% | 17% | 20% | 16% | 18% |
| | | Energy Intensity | Square Footage | KSF | CY | 3,670 | 3,655 | 3,655 | 3,654 | 3,654 |
| | | | Passengers | Millions | CY | 9.2 | 15.6 | 22.0 | 24.1 | 25.2 |
| | | | Energy Use Intensity | MBtu/SF | CY | 57.0 | 53.3 | 61.1 | 62.6 | 60.1 |
| | | | | MBtu/Passenger | CY | 22.6 | 12.5 | 10.2 | 9.5 | 8.7 |
| | GHG Emissions | GHG Emissions | Direct (Scope 1) | MTCO2e | CY | 2,719 | 1,910 | 2,366 | 2,631 | 5,952 |
| | | | Indirect (Scope 2, Market-Based) | MTCO2e | CY | 1,800 | 4,010 | 0 | 0 | 0 |
| | | | Indirect (Scope 2, Location-Based) | MTCO2e | CY | 6,867 | 7,660 | 8,411 | 8,264 | 8,085 |
| | | | Total Scopes 1 & 2 (Authority-Controlled Emissions)* | MTCO2e | CY | 4,519 | 5,920 | 2,366 | 2,631 | 5,952 |
| | | | Other Indirect (Scope 3)** | MTCO2e | CY | 1,007,225 | 1,614,115 | 2,952,478 | 2,971,131 | 3,058,798 |
| | | | Total Scopes 1, 2 & 3* | MTCO2e | CY | 1,011,744 | 1,620,035 | 2,954,844 | 2,973,762 | 3,064,750 |
| | | | GHG Intensity* | MTCO2e/Passenger | CY | 0.11 | 0.10 | 0.13 | 0.12 | 0.12 |
| | | * Totals use market-based scope 2 emissions | | | | | | | | |
| | | ** The Scope 3 reporting boundary includes: Aircraft full flight; Aircraft APU; Vehicles; Buildings; Electricity Purchased; De-icing/Glycol; Off-site 3rd party waste/process emissions; Off-site 3rd party waste water; Refrigerants; Airport Construction; Tenant Staff/Visitor Vehicles; Airport Employee Commuting; Cars, Taxis, TNCs; Bus, Shuttles; Airport Staff Business Travel | | | | | | | | |
| | | As of the publishing of this ESG Supplement, 2024 emissions data were still undergoing independent verification. | | | | | | | | |
| | Environmental Commitments, Strategies and Progress | Biodiversity Plan (Baseline Year 2018) | Goal 1a - Percent of all new structures with bird deterrents including structures that creates an area for birds to perch, loaf, roost, or nest, solar panels, light and other poles (2025 Target: 100%) | Percentage | CY | 80% | 100% | 100% | 100% | 100% |
| | | | Goal 1b - Percent of all new landscaped areas with native and/or drought-tolerant plant species (2025 Target: 100%) | Percentage | CY | 100% | 100% | 100% | 100% | 100% |
| | | | Goal 2a - Percent of tenant spaces inspected at least quarterly (2025 Target: 100%) | Percentage | CY | 95% | 94% | 90% | 95% | 99% |
| | | | Goal 2b - Percent of all leases incorporating IPM procedures (2025 Target: 100%) | Percentage | CY | 100% | 100% | 100% | 100% | 100% |
| | | | Goal 2c - Percent change* in the number of non-least toxic chemical treatments from 2018 baseline levels by 2035 (2025 Target: -50%) | Percentage | CY | -34% | -81% | -55% | -40% | -48% |
| | | | *Original plan states "reduction" | | | | | | | |
| | | Carbon Neutrality Plan (Baseline Year 2015) | Goal 1 - Percent change* of operationally controlled GHG emissions including Scope 1, 2, and Airport staff business travel from 2015 levels (2035 Target: -80%) | Percentage | CY | -76% | -68% | -87% | -86% | -70% |
| | | | Goal 2 - Percent of Airport stationary combustion equipment to electric or alt energy sources (2035 Target: 100%) | Percentage | CY | 0% | 0% | 0% | 0% | 0% |
| | | | Goal 3 - Percent change* of GHG intensity (Scope 1, 2, 3** emissions per passenger) from 2015 levels (2035 Target: -30%) | Percentage | CY | 14% | 8% | 40% | 29% | 27% |
| | | | Goal 4 - Certification Level in Airport Carbon Accreditation Program (2035 Target: Level 3+) | ACA Certification Level | CY | Level 3+ | Level 4+ | Level 4+ | Level 4+ | Level 4+ |
| | | *Original plan states "reduction" | | | | | | | | |
| | | **In 2021, included third-party construction emissions and increased GHG scope to track "Aircraft main engine fuel (full flight)" instead of "Aircraft main engine fuel (LTO only)" | | | | | | | | |
| | | As of the publishing of this ESG Supplement, 2024 emissions data were still undergoing independent verification. | | | | | | | | |

= metric was not yet tracked as of the indicated year

| Category | Sub-Category | Metric | Unit | CY/FY | 2020 | 2021 | 2022 | 2023 | 2024 | |
|-------------|---|---|--|------------|------|------|------|------|------|-----|
| Environment | Environmental Commitments, Strategies and Progress (cont'd) | Clean Transportation Plan (Baseline Year 2015) | Goal 1a - Percent Authority-owned vehicles hybrid, electric, or alt fuel (2035 Target: 100%) | Percentage | CY | 68% | 66% | 66% | 68% | 69% |
| | | Goal 1b - Percent Authority-owned equipment hybrid, electric, or alt fuel (2035 Target: 100%) | Percentage | CY | 29% | 41% | 48% | 69% | 64% | |
| | | Goal 2 - Percent of total parking spaces designated for clean air vehicles and/or EV-ready w/ pre-wiring (2035 Target: 50%) | Percentage | CY | 3% | 3% | 2% | 2% | 10% | |
| | | Goal 3 - Greenhouse Gas Rating (GGR) of ground transportation providers including taxis, shuttles, hotel vans, limos, TNCs, etc. (2035 Target: 10) | GGR | CY | 9 | 8 | 8 | 8 | 9 | |
| | | Goal 4 - Percent of passengers/employees that use sustainable transportation including public transit, vehicle sharing options, carpool/vanpool, and bicycle to travel to/from the Airport (2035 Target: 15%) | Percentage | CY | 3% | 7% | 7% | 7% | 7% | |
| | | Goal 5a - Percent of non-Authority vehicles hybrid, electric, or alt fuel (2035 Target: 100%) | Percentage | CY | | | | 7% | 10% | |
| | | Goal 5b - Percent of non-Authority equipment hybrid, electric, or alt fuel (2035 Target: 100%) | Percentage | CY | 31% | 34% | 38% | 77% | 82% | |
| | Climate Resilience Plan (Baseline Year 2018) | Goal 1a - Number of negative impacts (i.e. damage or closure) to airport facilities due to flooding or extreme heat days (2035 Target: 0) | Count | CY | 0 | 0 | 0 | 0 | 0 | |
| | | Goal 1b - Percent change* in logged number of public complaints related to thermal comfort and flooding from 2018 baseline (2035 Target: -50%) | Percentage | CY | 0 | 0 | 0 | 0 | 0 | |
| | | Goal 2 - Percent of capital projects screened for climate resilience (2035 Target: 100%) | Percentage | CY | 100% | 100% | 100% | 100% | 100% | |
| | | Goal 3 - Percent of applicable (i.e. climate related) projects planned and reviewed with stakeholder participation (2035 Target: 100%) | Percentage | CY | 100% | 100% | 100% | 100% | 100% | |
| | | *Original plan states "reduction" | | | | | | | | |
| | Strategic Energy Plan (Baseline Year 2015) | Goal 1 - Percent change* in the energy use per passenger (kBtu/passenger) from 2015 baseline (2035 Target: -30%) | Percentage | CY | 120% | 21% | -1% | -8% | -17% | |
| | | Goal 2 - Percent of total energy demand met by renewable sources (including off-site) (2035 Target: 100%) | Percentage | CY | 86% | 75% | 100% | 100% | 100% | |
| | | Goal 3 - Number of hours that critical systems can operate in case of emergency or disruption to service** (2035 Target: 24 Hours) | Hours | CY | | | | | | |
| | | Goal 4 - Percent change* in annual energy cost per passenger (adjusted for escalation) from 2015 baseline (2035 Target: -30%) | Percentage | CY | 142% | 63% | 38% | 77% | 50% | |
| | | *Original plan states "reduction" **Data not available | | | | | | | | |
| | Water Stewardship Plan (Baseline Year 2016) | Goal 1 - Percent change* in the number of potable water gallons used from 2016 baseline (2035 Target: -30%) | Percentage | CY | -46% | -40% | -27% | -15% | -2% | |
| | | Goal 2 - Percent of site acreage draining to cisterns or infiltration beds (2035 Target: 75% of 661 acres) | Percentage | CY | 11% | 11% | 11% | 11% | 11% | |
| | | Goal 3 - Percent of critical facilities designed to withstand 100 year storm event as modeled in 2016 (2035 Target: 100%) | Percentage | CY | 93% | 100% | 100% | 100% | 100% | |
| | | *Original plan states "reduction" | | | | | | | | |

= metric was not yet tracked as of the indicated year

| Category | Sub-Category | Metric | Unit | CY/FY | 2020 | 2021 | 2022 | 2023 | 2024 |
|-------------|---|--|-------------------------------------|------------|------------|------------|------------|------------|------------|
| Environment | Environmental Commitments, Strategies and Progress (cont'd) | Goal 1 - Percent change* in total discarded material per employee and passenger (2035 Target: -10%) | Percentage | CY | 5% | -11% | -10% | -16% | -13% |
| | | Goal 2 - Diversion Rate (includes C&D waste) (2035 Target: 90%) | Percentage | CY | 85% | 83% | 95% | 84% | 74% |
| | | *Original plan states "reduction" | | | | | | | |
| | Regulatory Non-Compliance | Average Exceedance Frequency* | Percentage | FY | 6.5% | 3.9% | 4.4% | 4.7% | 2.8% |
| | | * The Authority tracks concentrations of 59 pollutants of concern through periodic sampling. The exceedance frequency | | | | | | | |
| | Waste (Materials Management) | Construction & Demolition Waste - Recycling | Metric Ton | CY | 15,942 | 18,652 | 226,454 | 512,317 | 1,691,710 |
| | | Construction & Demolition Waste - Landfill | Metric Ton | CY | 1,146 | 1,315 | 7,968 | 92,542 | 557,449 |
| | | Operations & Maintenance Waste - Recycling | Metric Ton | CY | 765 | 895 | 1,519 | 1,529 | 1,891 |
| | | Operations & Maintenance Waste - Landfill | Metric Ton | CY | 1,781 | 2,738 | 3,682 | 4,334 | 4,425 |
| | | Total Non-Hazardous | Metric Ton | CY | 19,634 | 23,600 | 239,623 | 610,722 | 2,255,475 |
| | | Hazardous | Certified Hazardous Waste Disposal* | Metric Ton | 509 | 66 | 312 | 157 | 721 |
| | | Combined | Total Waste | Metric Ton | 20,142 | 23,666 | 239,935 | 610,879 | 2,256,196 |
| | | * All hazardous waste is handled by a certified hazardous waste contractor and disposed of in accordance with pertinent regulations. Totals do not include waste from international flights, which are disposed of separately per federal regulations. Increase in the certified hazardous waste disposal in 2020 is due to the Hydrant Fueling Line Project and the burn ash that was transported to Copper Mountain. Increase in hazardous waste in 2024 was due to large abatement project related to demo for ADP. | | | | | | | |
| | Water Management / Water Resources | Total Water Withdrawal* | Gallons | CY | 48,791,292 | 54,211,300 | 65,003,444 | 76,338,702 | 88,502,612 |
| | | Water Withdrawal per Passenger | Gallons/Passenger | CY | 5.3 | 3.5 | 3.0 | 3.2 | 3.5 |
| | | On-Site Capture, Reuse, or Infiltration | Terminal 2 Parking Plaza System | Gallons | 936,715 | 1,041,794 | 812,506 | 1,275,594 | 593,400 |
| | | | Northside Cistern** | Gallons | CY | N/A | N/A | 68,387 | 5,765,026 |
| | | * SAN receives potable water from imported supplies and a variety of local sources, including water recycling. https://www.sdcwa.org/your-water/ ** 2022 is the first year of data available for the Northside Cistern. | | | | | | | |
| | Biodiversity / Natural Resources | Protected | Acres | CY | 13.5 | 14.0 | 14.0 | 14.0 | 14.0 |
| | | Restored | Acres | CY | 0.0 | 0.5 | 0.0 | 0.0 | 0.0 |
| | Noise | People residing in areas affected by noise | Count | CY | 1,707 | 2,951 | 5,689 | 6,501 | 6,967 |
| | | Number of households with a complaint | Count | CY | 302 | 272 | 239 | 264 | 204 |
| | | Number of multi-family dwellings sound insulated through Quieter Home Program | Count | CY | | | 371 | 329 | 117 |