

Making Nonstop Connections to ESG

2022 Environmental, Social and Governance (ESG) Report



About this Report

This is our second annual ESG report covering Allegiant Travel Company's ESG performance. We have reported with reference to the GRI 2021 Standards for the period of January 1, 2022 through December 31, 2022. The report also aligns with the Sustainability Accounting Standards Board (SASB) Airlines reporting standard as a basis for reporting disclosures in the SASB Index for activity and accounting metrics.

Table of Contents

03	MESSAGE FROM OUR CEO	25	SOCIAL
05	ABOUT ALLEGIANT	26	Health and Safety
07	Allegiant at a Glance	34	Talent Recruitment and Retention
08	ESG Highlights	43	Diversity and Inclusion
		52	Community Engagement
09	ESG AT ALLEGIANT	55	GOVERNANCE
10	Strategy and Approach	56	Board of Directors
11	Allegiant's ESG Goals	58	Data Security and Customer Privacy
13	ESG Material Topics	61	Procurement and Supply Chain
		63	Customer Engagement
15	ENVIRONMENT	66	GRI AND SASB REPORTING INDICES
16	Emissions and Energy Management		
20	Waste Reduction and Recycling		

Message from Our CEO

Furthering Our Commitment to Sustainability

I am proud to present Allegiant's second environmental, social and governance (ESG) report, detailing the ESG milestones we reached throughout 2022. We are committed to sharing this report every year with our stakeholders in the interest of accountability and transparency.

There was a marked resurgence in leisure travel in 2022 as the world recovered from COVID-19. To support market needs and our company's long-term growth, we continue to advance ESG initiatives across Allegiant.

A major milestone in our ESG strategy is the establishment of our five ESG goals. We believe these goals will help

us make meaningful gains on our material topics and increase our ability to address stakeholder demands in the years ahead.

On the environmental front, we have set a goal to reduce our emissions produced during flight operations (tank-to-wake) by 10% per revenue ton kilometer (RTK) by the end of 2030.



With our nonstop flight business model and new aircraft deliveries beginning in early 2024, we expect to see improved fuel efficiency and reduced carbon intensity.

A key component of our growth strategy in late 2023 was the opening of the Sunseeker Resort. Every detail of this property, from its

construction to the guest experience, was built with ESG in mind. The design incorporates elements of biodiverse nature, including local grasslands and indigenous wildlife while promoting energy and water conservation and waste reduction.

With people at the center of our business, we prioritize the health



A major milestone in our ESG strategy is the establishment of five key ESG goals. We believe these goals will help us make meaningful gains on our material topics and increase our ability to address stakeholder demands...

and safety of our team members

and customers. In 2022, we rolled out a new Safety Management System that incorporates security into our comprehensive safety framework. We also have our sights on becoming IOSA certified by the end of 2026.

We continue to invest in our team

members by expanding benefits and learning and development programs. We also continued our efforts to further integrate the ideals of diversity and inclusion across our talent acquisition and retention efforts. We conducted a 2022 pay equity gap assessment, which yielded positive results and gave us

invaluable insights. We aim to improve D&I efforts through annual assessments and mandatory training to enhance transparency and awareness.

We support the communities we

serve through corporate giving and local job creation. In the aftermath of Hurricane Ian, we activated our longstanding partnership with the American Red Cross by donating \$100,000 and mobilizing a nationwide blood drive to help areas that were hardest hit. We also added more than 850 jobs to the national economy, including 157 at our new aircraft base in Provo, Utah.

We are proud of our reputation as an employer of choice, as evidenced by recognitions from *Newsweek's* Top 100 Most Loved Workplaces 2022, *Forbes'* America's Best Midsize Employers 2023, *Newsweek's* America's Greatest Workplaces for Diversity 2023, and others.

We are committed to maintaining high standards backed by strong corporate governance.

To enhance our enterprise cybersecurity and risk management capabilities, we launched the Information Security (InfoSec) Culture Program and partnered with OneTrust and CyberGRX. We also began implementing SAP Ariba, a procurement purchasing platform that will improve our accounting and supply chain management capabilities. To further strengthen our corporate governance and customer experience, we have established goals to enhance responsible sourcing and maintain high controllable completion rates.

Our vision to be a comprehensive digital-first travel company is backed by our mission to achieve industry-leading performance through high-value, reliable travel experiences. We believe that the integration of ESG across our operations is key to that success.

More importantly, we couldn't do it without our team members who are at the heart of our business. With a commitment to serving people and preserving our planet, I am confident that together, we can become a more sustainable travel provider.

Maurice J. Gallagher
Chief Executive Officer and
Chairman of the Board



About Allegiant

07 Allegiant
At a Glance

08 2022 ESG
Highlights

About Allegiant Travel Company

We boldly build connections the Allegiant way. This involves thinking differently and taking an entrepreneurial approach to fulfill our vision and mission.

Allegiant Travel Company (Allegiant) is an integrated travel company with an airline at its heart, focused on connecting customers with the people, places and experiences that matter most. Since 1999, we have linked travelers in small- and medium-sized cities to world-class vacation destinations with all-nonstop flights and industry-low-average fares. Today, Allegiant serves communities across the nation, with base airfares that are often less than half the cost of the average domestic roundtrip ticket.



VISION:

To be a comprehensive digital-first leisure travel company providing affordable accessibility to a broad assortment of leisure products. With an ultra-low-cost airline at our heart, we empower our customers to connect with the people, places and experiences that enable them to live their fullest nonstop life.



MISSION:

Achieve industry-leading performance by providing high-value, reliable travel experiences that make vacations affordable and accessible.

We do this by:

- Maintaining our direct-to-consumer distribution model.
- Selling high-margin third-party products.
- Vigilantly managing investments and expenses to maximize profitability.
- Fostering a flexible and nimble operating culture that is productive, accountable and innovative.

We believe the Allegiant way is the way customers want to travel — having multiple enjoyable and seamless experiences while keeping costs low and feeling safe.

At Allegiant: Together We Fly™.

ALLEGIANT AT A GLANCE

Corporate Headquarters:
Las Vegas, NV

Stock Symbol:
NASDAQ: ALGT

1997
Year Founded

125
Cities Served*

549
Routes*

42
States Served*

24
Bases*

5,315
Full-time Team Members*



*Stats as of August 2023. Route map as of July 2023.

2022 ESG Highlights

In 2022, a key focus was bringing ESG to new heights at Allegiant. This was illustrated by the development of our ESG goals and initiatives to better care for our customers and the planet.

Other highlights from the year included ►►



ENVIRONMENTAL



Began implementing a **new fuel module system** in 2023 with emissions module capability

100%

of our fleet complies with ICAO's NO_x emission standard CAEP/6 and noise emissions standard Chapter 4

SOCIAL

Implemented **new Safety Management System (SMS)**

850+

Full-time team members added and **17%** of total open positions filled by **internal candidates**

157

New jobs created at newly-established Provo, Utah aircraft base

\$100,000 donated to the American Red Cross for disaster relief due to Hurricane Ian

GOVERNANCE



Our independent Board of Directors are:

33.3%
female*

16.7%
racial/ethnic minority*

Launched Information Security (InfoSec) Culture Program

Began implementing SAP Ariba for accounting and supply chain management

*As of December 2023

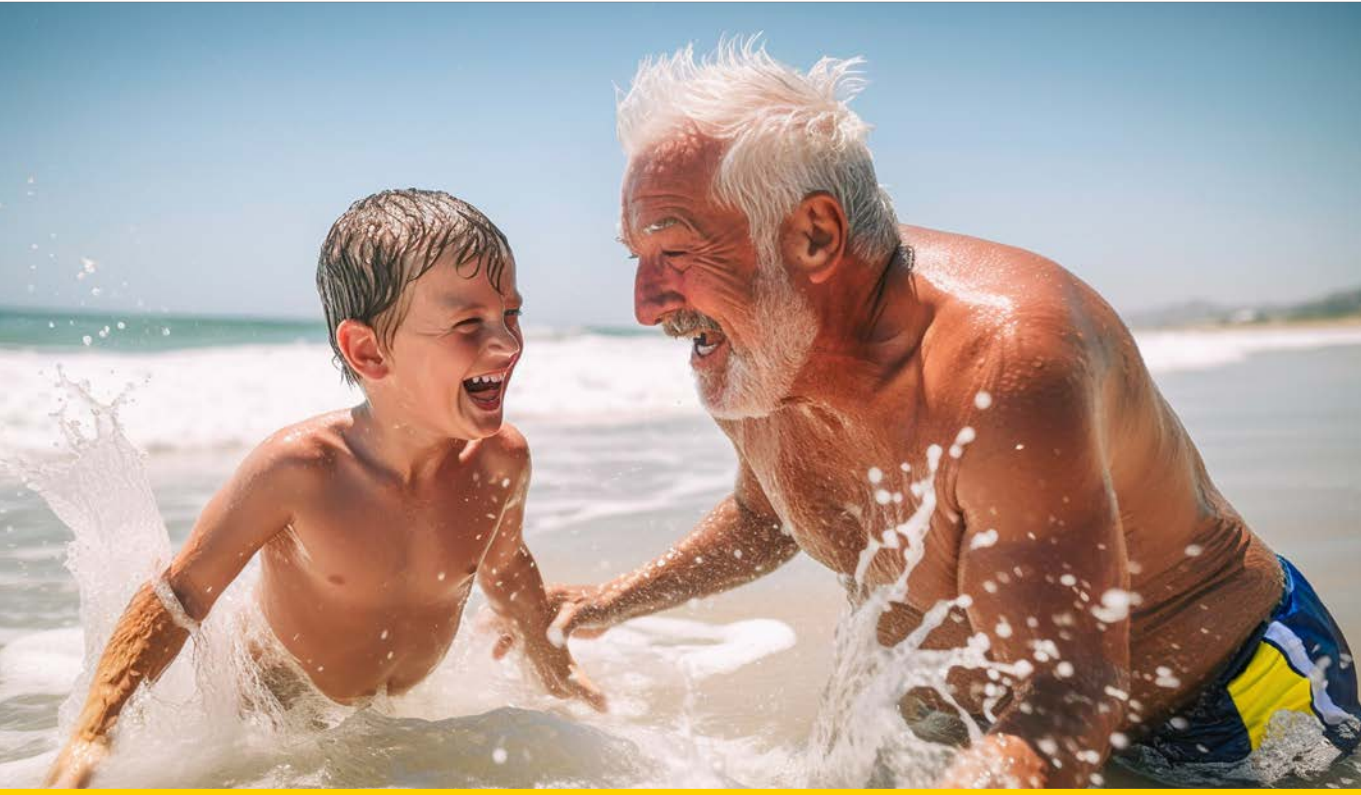


ESG at Allegiant

10 Our Strategy and Approach

11 Allegiant's ESG Goals

13 Our ESG Material Topics



ESG at Allegiant

On our ESG journey, we are implementing our strategy and setting ESG goals and targets.

OUR ESG STRATEGY AND APPROACH

In 2022, we developed a comprehensive ESG program. We've made progress toward achieving the four steps of our ESG strategy:

- 1** **Identify and prioritize** relevant ESG topics.
2022 status: We conducted our first materiality assessment in 2021, gathering invaluable insight from stakeholders and identifying our material topics.
- 2** **Disclose** material ESG data and information.
2022 status: This is our second year reporting with reference to the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standard.
- 3** **Commit** to reporting ongoing Scope 1, 2 and 3 greenhouse gas (GHG) emissions.
2022 status: This is our second year reporting our GHG emissions.
- 4** **Establish** ESG goals and environmental goal achievement plans.
2022 status: We established five initial ESG goals.

GOING THE DISTANCE: LAUNCHING ALLEGIANT'S ESG GOALS

We made further advancements in our ESG journey with the establishment of five ESG goals in 2022. These goals will enable us to make meaningful gains on our material topics and address stakeholder demands in the years ahead.

CATEGORY		ESG GOAL
ENVIRONMENT	▶ Emissions	Reduce tank-to-wake GHG emissions by 10% per revenue ton kilometer (RTK) by the end of 2030 from 2023 base year.
SOCIAL	▶ Safety	Earn the IATA Operational Safety Audit (IOSA) certification by the end of 2026.
	▶ Diversity and Inclusion	Over the years, Allegiant has attracted and cultivated top talent that has led to our ability to consistently achieve industry-leading financial metrics. We will continue to hire, develop and support the best team members by fostering a transparent, diverse and inclusive company culture.
GOVERNANCE	▶ Customer Engagement	Maintain a controllable completion of at least 99.5 percent annually.
	▶ Procurement	Adopt a responsible sourcing policy and embed the policy into existing governance and procurement management systems by the end of 2025.

ESG GOVERNANCE

Our Board of Directors governs Allegiant’s ESG efforts. Particularly, our Nominating and Governance Committee oversees and reviews our ESG-related risks, goals, targets and disclosures.

Our internal ESG committee is responsible for establishing, implementing and leading Allegiant’s ESG strategy and programs. The committee is chaired by our Managing Director, Investor Relations and Sustainability, and includes the following executive leaders:



- ✓ President
- ✓ Senior Vice President, Chief Financial Officer
- ✓ Executive Vice President, Chief Marketing Officer
- ✓ Senior Vice President, Chief Human Resource Officer
- ✓ Senior Vice President, Senior Counsel



These officers also report to the board quarterly on ESG strategy and progress.

MATERIALITY ASSESSMENT AND RESULTS

We conducted a materiality assessment in 2021 where we engaged more than 400 stakeholders – including customers, team members, suppliers, stockholders and community partners – to help identify Allegiant’s material ESG topics. The assessment included the following steps:

- ➔ **Benchmarked material topics** from Allegiant’s industry and sustainability standards from GRI and SASB.
- ➔ **Engaged internal and external stakeholders** (employees, customers and suppliers) through a materiality stakeholder survey.
- ➔ **Analyzed survey results**, identifying Allegiant’s material ESG topics.





Our material topics, listed below, help guide the development of our ESG goals and annual ESG reports.

ENVIRONMENTAL

- Emissions
- Energy
- Waste & Hazardous Material

SOCIAL¹

- Accident & Safety Management
- Benefits & Work-Life Balance
- Diversity & Inclusion
- Employee Health & Safety
- Employee Training & Development
- Employment
- Human Rights
- Labor Management
- Local Job Creation
- Non-Discrimination
- Product Quality & Safety

GOVERNANCE

- Anti-Corruption
- Business Ethics & Integrity
- Competitive Behavior
- Customer Privacy
- Data Security



¹Response to COVID has been removed as a material topic, since the COVID-19 pandemic no longer has a major impact on our company.

STAKEHOLDER ENGAGEMENT

We engage with a variety of stakeholders on ESG matters. We regularly keep them informed of our activities and focus on creating shared value.



STAKEHOLDER GROUP	ENGAGEMENT ACTIVITIES
Team Members (Employees)	<ul style="list-style-type: none"> Onsite airport base visits Employee engagement surveys Employee network groups Career development and performance reviews Training and development programs Internal safety reporting system Emergency communications platform Fatigue risk management programs Internal communications channels i.e., emails, publications, briefings, presentations, alerts, newsletters
Unions	<ul style="list-style-type: none"> Dedicated Labor Relations department Collective bargaining agreements (CBAs) Negotiations in good faith with unions representing Allegiant employee groups
Communities	<ul style="list-style-type: none"> Employee volunteerism Charitable contributions and in-kind donations Community partnerships with nonprofits and schools Local recruiting and sourcing programs Business partnerships with entertainment venues and ticket sales providers Sponsorships of professional sports teams
Customers	<ul style="list-style-type: none"> Allways Rewards loyalty program Customer surveys Call centers Social media channels Plan for compassionate support and family assistance in case of future incidents (fortunately, we have not had a significant accident)
Shareholders and Investors	<ul style="list-style-type: none"> Dedicated Investor Relations team Quarterly earnings calls and webcasts Annual investor-focused reports Regular meetings with investors and leadership
Suppliers	<ul style="list-style-type: none"> Dedicated Procurement team Request-for-proposal (RFP) process Regular check-ins on supply status Procurement purchasing platform Supplier audits
Government and Airports	<ul style="list-style-type: none"> Regular safety and security audits Dedicated Government Affairs team



Environment

16 Emissions and Energy Management

20 Waste Reduction and Recycling



Prioritizing Environmental Responsibility

Our approach to environmental stewardship is marked by a culture of continuous improvement. We regularly explore new ways to decarbonize our operations and divert waste.

EMISSIONS AND ENERGY MANAGEMENT

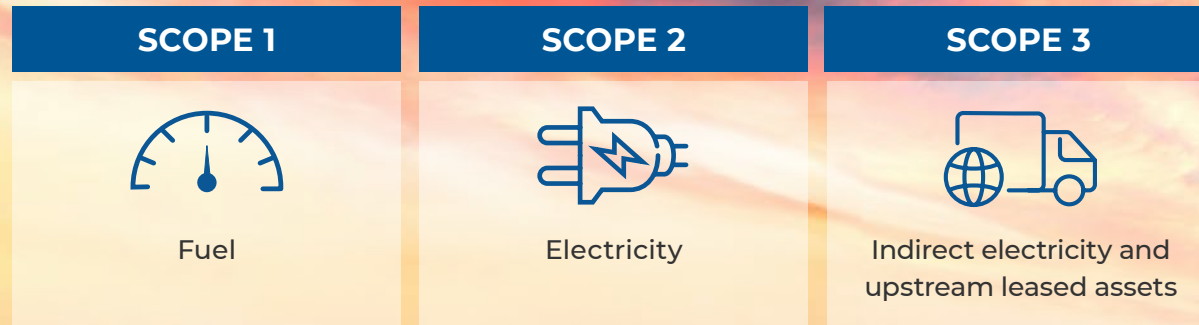
We operate within an energy intensive industry, depending on fuel and electricity to power our planes and deliver quality experiences for our customers. Therefore, efficiency and decarbonization remain ongoing priorities to realize operational, environmental and financial improvements.

In the last few years, we made investments in several initiatives to better understand our carbon footprint, including:

- ✓ Began reporting our Scope 1, 2 and 3 emissions for the 2021 fiscal year with reference to the Greenhouse Gas Protocol's corporate reporting standard.
- ✓ Refined our data tracking and analysis capabilities by investing in software, including Schneider Electric's EcoStruxure™ Resource Advisor tool, to centralize, track and analyze ESG data.
- ✓ Began implementing a new fuel module system in 2023 that has emissions module capability.

These measures identified opportunities for improvement and provided a foundation for our ESG goal setting. In 2023, we set a target to **reduce tank-to-wake GHG emissions by 10% per RTK by 2030**. Our 2023 emission intensity will be the baseline and starting point for this goal. We expect that making this commitment will drive greater efficiency and accountability throughout the remainder of the decade.

Our Emission Boundaries and Sources



Fuel Efficiency

Fuel efficiency is instrumental to our carbon reduction strategy. Today, our fuel usage includes a mix of diesel, gasoline, natural gas and jet fuel to sustain our fleet and operations. However, we are continually exploring opportunities for alternative fuel usage, electrification and enhanced efficiency.

Our Fuel Steering Committee leads these efforts and meets monthly to discuss fuel conservation of flight and ground equipment solutions. Ongoing strategies include:

- **Optimizing aircraft trajectory configuration and speed profile** to fly as efficiently as conditions permit during all flight stages.
- **Enhancing efficiency on the ground**, such as using electric ground handling equipment and single engine taxi in and out.

- **Exploring renewable fuel** options such as sustainable aviation fuel (SAF) made of items like waste materials and plant or animal fats.
- **Optimizing engine checks and washes** to operate at peak efficiency, preventing excess fuel consumption.
- **Leveraging technology** such as Airbus’s fuel bias software, which monitors fuel burn and looks for anomalies.
- **Strategically investing in improvement projects**, such as aircraft and equipment upgrades to help maximize environmental gains while minimizing cost.
- **Analyzing the fuel efficiency** of each particular aircraft and investigating outliers to identify improvement opportunities.

In 2022, we committed to investing in new technology aircraft to drive fuel efficiency. We announced an agreement with Boeing and CFM International to buy 50 newly manufactured Boeing 737 MAX aircraft powered by LEAP 1B engines. We also have the option to purchase an additional 80 aircraft, with deliveries beginning in early 2024. These jets are expected to burn up to 20% less fuel on a per passenger basis as compared to the aircraft they will replace while increasing seating density.



less fuel expected to burn on a per passenger basis with our new jets

We implemented the following measures for continuous improvement in 2022:

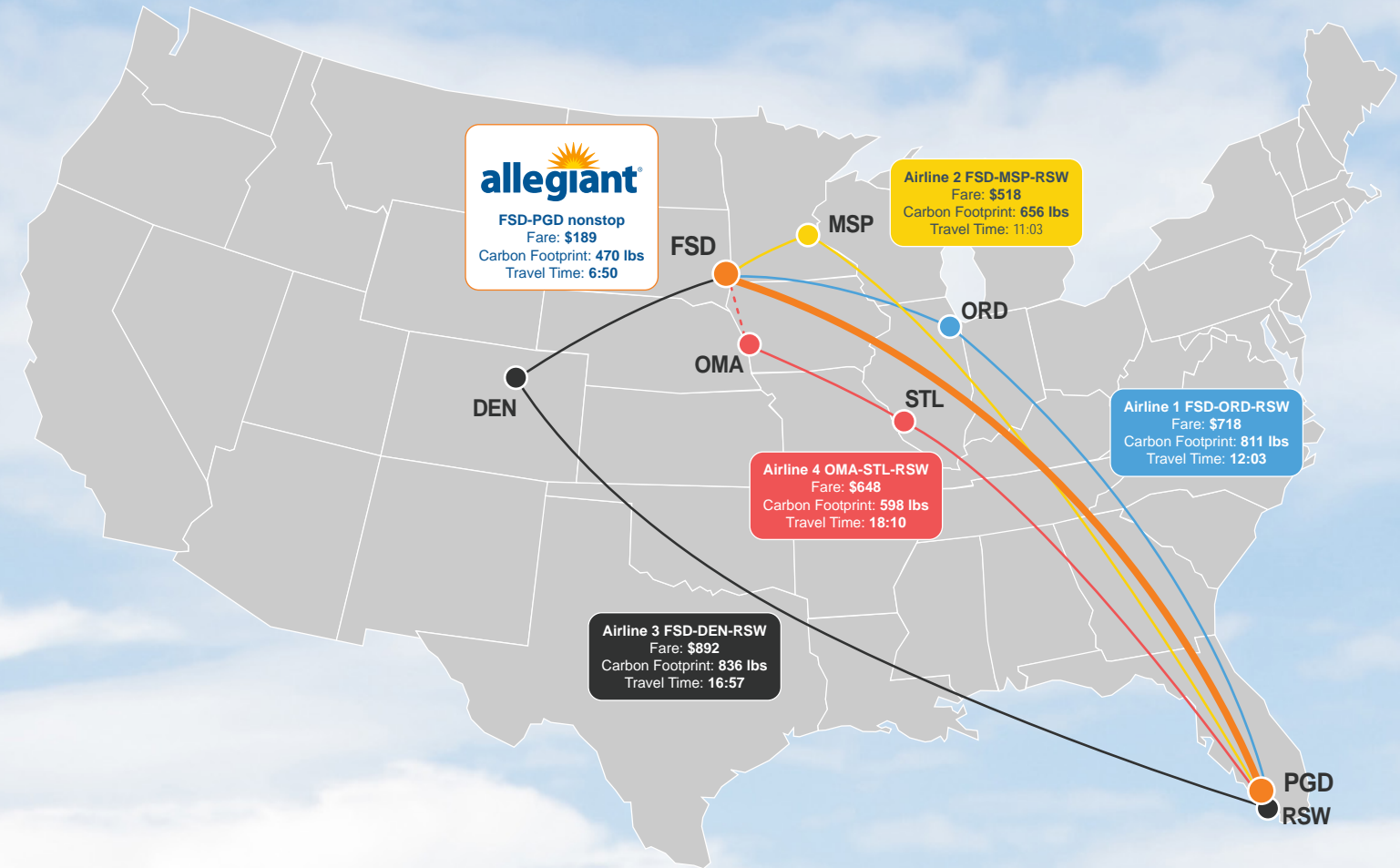
- ✔ Purchased refurbished Airbus A320s with updated engines and sharklets, which decrease induced drag during liftoff.
- ✔ Installed new, lighter seats that reduce overall aircraft weight.
- ✔ Transitioned older aircraft into long-term storage, leveraging parts for repurposing, recycling and resale when conditions permitted.
- ✔ Continued to install sharklets on eligible Airbus A320 aircraft and purchased engines with performance packages to reduce fuel consumption.



100%
of our routes are nonstop

All nonstop flights provides environmental efficiency. This example highlights nonstop efficiency vs. connecting routes for travel between Sioux Falls, SD and Southwest Florida.

100% of our fleet complies with the International Civil Aviation Organization’s (ICAO) nitrogen oxide (NOx) emission standard CAEP/6, which regulates the amount of NOx that aircraft engines can emit during operation to improve air quality.



100% of our fleet complies with ICAO’s noise emissions standard Chapter 4, which regulates the maximum allowable noise levels for aircraft during takeoff and landing to mitigate the impact of aircraft noise on communities near airports.

Total Energy Consumption and Intensity (gigajoules)

SOURCE	2021 GJ	%	2022 GJ	%
Total energy consumption within Allegiant	29,048,940.11	100%	31,022,576.31	100%
Energy consumption (non-renewable sources)	29,034,942.69	99.95%	30,994,799.17	99.91%
Diesel	13,577.23	0.05%	26,298.35	0.08%
Gasoline	8,114.78	0.03%	10,190.51	0.03%
Jet fuel	29,011,167.61	99.87%	30,958,310.30	99.79%
Energy consumption by type	13,997.43	0.05%	27,777.14	0.09%
Electric Power	13,997.43	0.05%	27,777.14	0.09%

Total Scope 1, 2 and 3 Emissions (metric tons CO₂e)*

SCOPE	2021 MT CO ₂ e	%	2022 MT CO ₂ e	%
Scope 1	1,987,516	99.99%	2,151,819	77.50%
Diesel	955	0.05%	1,850	0.07%
Gasoline	542	0.03%	681	0.02%
Jet Fuel - Tank-To-Wake	1,985,915	99.90%	2,149,289	77.41%
Scope 2	295	0.01%	1,366	0.05%
Electric Power	295	0.01%	1,366	0.05%
Scope 3	1,209	0.06%	623,461	22.45%
Electrical Power (Upstream Leased Assets)	1,209	0.06%	1,622	0.06%
Jet Fuel - Well-To-Tank	N/A	N/A	621,839	22.40%
Total GHG emissions	1,987,811.27	100%	2,776,647	100%
RTK Emissions Intensity†	2021 MT CO₂e	%	2022 g CO₂e / RTK	%
Scope 1 Jet-A - Tank-To-Wake	N/A	N/A	867	N/A
Total emissions	N/A	N/A	1,120	N/A

†In 2023, adjustments to our emissions inventory included the addition of WTT - Jet fuel to our Scope 3 boundaries, the removal of natural gas from our emissions inventory due to data constraints, and the replacement of our emissions intensity metric (from CO₂e/FTE to CO₂e/RTK) for consistency with our new reduction target.



WASTE REDUCTION AND RECYCLING

We employ circular practices to reduce the waste we generate, partner with suppliers that provide recycled products and proactively divert waste when possible.

Addressing Aircraft Waste

We get creative with aircraft to reduce waste without compromising comfort or safety. Practices include:

Refurbishing aircraft and recycling aircraft parts: We keep our fleet up to date with new and refurbished aircraft. When refurbishing an aircraft, we often use recycled parts harvested from our retired aircraft, planes we acquired in a trade and used parts purchased in the aviation marketplace. If we don't need something immediately, the parts go back into our inventory for use in the future. This is particularly common with our engines, which we refurbish and recycle.

Recycling/using recycled products: We continuously evaluate our packaging and strive to partner with companies that provide products that reduce our carbon footprint. Our vendors supply us with napkins made of recycled materials, designated as “tree-free.” We are also using recyclable or recycled cups and alternatives to plastic straws.

Waste Prevention Practices

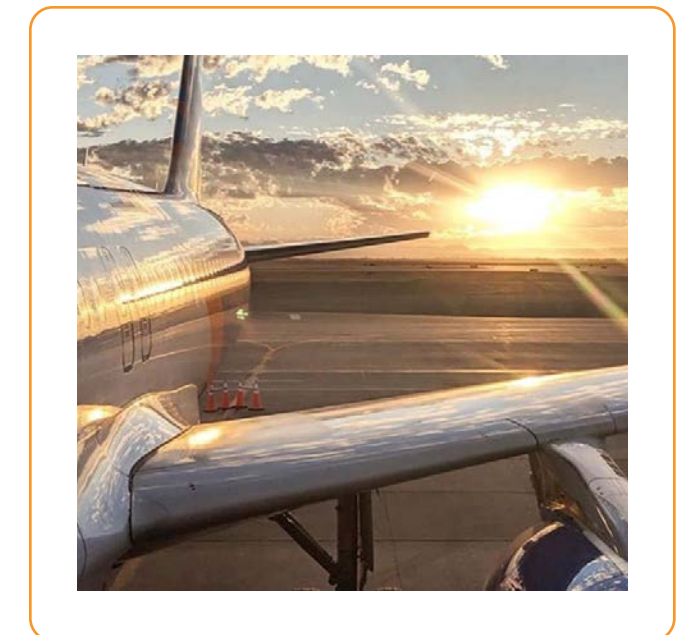
Before each aircraft is airborne, we make essential calculations to determine what commissary items we need. Based on consumer demand and sales, we:

- Only stock enough commissary items that we expect will sell in-flight to prevent potential waste and excess weight on planes.
- We do not offer perishable food on board in order to prevent excess waste from item expiration, and we opt for items with a longer shelf life.
- Sell a food or beverage product until it's completely depleted from our warehouse, or it's met its sell-by date.

We carefully manage food and beverage inventory in our warehouses to ensure we sell through stock, minimizing expired product spoilage. This is one component of our greater weight optimization strategy on airplanes, which aims to decrease fuel consumption, ultimately contributing to a reduction in associated emissions.

Environmental Compliance

Fuel and aviation chemicals used in maintenance are two primary sources of hazardous materials in our business. Our first step to being environmentally compliant is preventing fuel and chemical spills. Our next step is disposing of hazardous materials waste in an ecologically responsible manner by contracting with Safety Kleen, an industry-leading company in hazmat disposal.





SUNSEEKER RESORT

Charlotte Harbor

SUNSEEKER RESORT'S ENVIRONMENTAL FEATURES

During the construction of our Sunseeker Resort in Charlotte Harbor, Florida, we implemented design features and strategies to promote environmental efficiency and resilience. When the resort opens in late 2023, we intend to keep ESG embedded within day-to-day operations and the guest experience. ▶▶



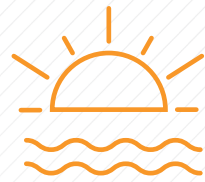
Climate Resilient Design



Resource Efficiency



Optimized Guest Experience



Climate Resilient Design

- Preventing shoreline erosion** through a 2,300-foot seawall. Installation reduced the risk of flooding, and the Federal Emergency Management Agency reclassified the area's flood zone as a result.
- Modernized county-owned lift stations**, which will reduce the likelihood of environmental contamination during a storm.
- Eliminated an old septic system** that existed on the property.
- Designed underground chambers to collect and filter storm water** before it is released into the Peace River. This will eliminate river contamination from surface water run-off during storms.
- Installed innovative irrigation system** on the resort's Aileron Golf Club that will optimize irrigation accuracy and prevent over-watering.
- Implemented ESD Waste2Water's chemical system** on the golf course to eliminate and contain chemical spills.
- Purchased lithium-ion golf carts**, which produce zero emissions, do not contain toxic heavy metals such as lead, and are easier to recycle when it's at the end of life.
- Replanted trees** around the resort's golf club after Hurricane Ian to support surrounding biodiversity.



Aileron Golf Club



Exterior



Interior, Ideation Suite
Artist rendering



Resource Efficiency

- **Minimize energy use** by incorporating natural light and maximizing energy efficiency with LED lighting, Energy Star products and other energy-efficient items.
- **Conserve water** by installing water-saving plumbing fixtures, rainwater-enabled sewer systems and water leak detection systems.
- **Optimize water** reuse by irrigating the resort's golf course with 100% effluent water, which is also used to wash and clean equipment.
- **Landscape responsibly** by planting native and low-water-use vegetation. We saved as many natural plants and areas as possible and limited disturbance to existing mangrove stands throughout the construction process. We are working with a licensed professional to create bird sanctuaries throughout the resort's golf course.
- **Use no or low volatile organic compounds (VOC)** products when purchasing paints, sealants, adhesives, carpets and other materials.

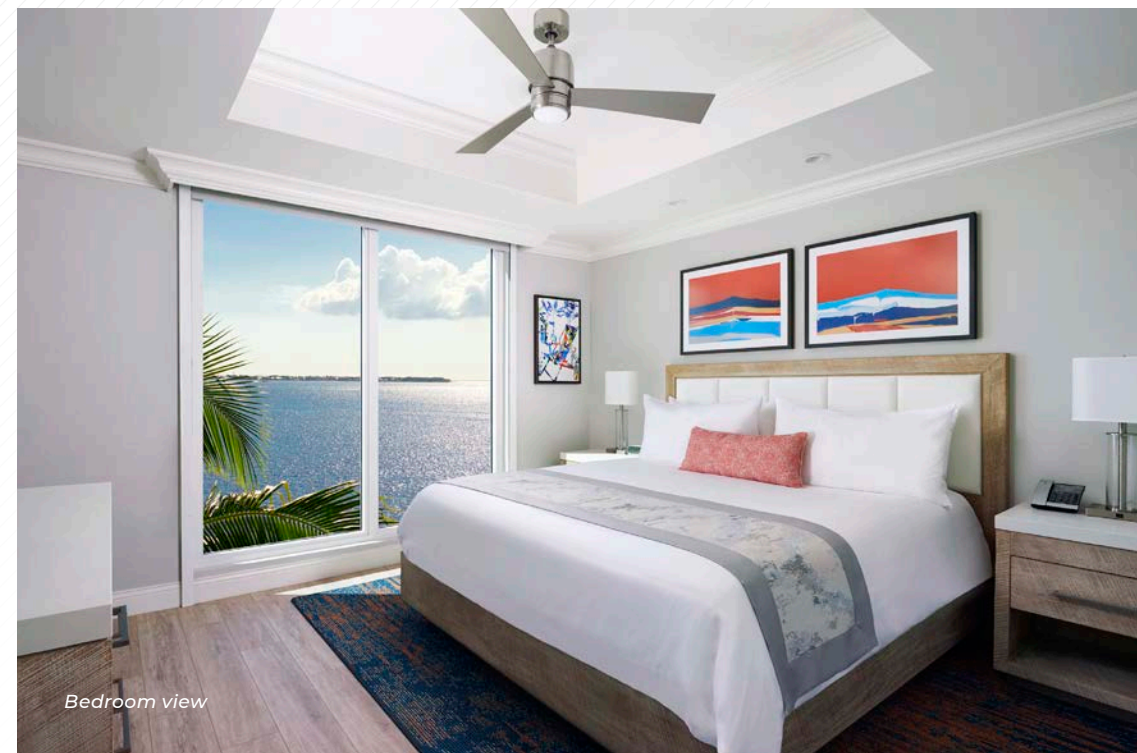


Optimized Guest Experience

- **Reduce single-use products**, such as using refillable toiletry bottles in standard guest rooms.
- **Use recyclable materials** in our convention kits and other items.
- **Access to filtered water** and refillable glass bottles instead of plastic bottles in guest rooms and restaurants.
- **Source food and beverages from local farmers** for dining options.
- **Leverage recycled paper** for our convention sales kits.
- **Offer incentives** for customers electing not to change bed and bath items every day.
- **Make recycling easy** with clear signage and sorting systems.



Artist rendering



Bedroom view





Social

26 Health and Safety

34 Talent Recruitment and Retention

43 Diversity and Inclusion

52 Community Engagement



Uplifting Our Team Members and Communities

We champion a people-first culture that promotes a rewarding career journey and meaningful engagements within our communities.

HEALTH AND SAFETY

We maintain a safety-first mindset at Allegiant, diligently prioritizing the health and safety of our team members, customers and communities.



Our commitment to safety was recognized by [AirlineRatings.com](#), which named Allegiant as one of the **10 safest low-cost airlines in the world (out of 385 airlines)** in 2022.

In 2022, we took the following steps to improve our safety programs:

- ✓ **Established a safety goal and target.**
 In 2023, we set a goal to pursue IATA’s Operational Safety Audit (IOSA) certification by the end of 2026.
- ✓ **Initiated a Strategic Risk Management framework.**
 This allows us to conduct a risk review of every company department to identify risks and develop mitigation plans.
- ✓ **Implemented a new Safety Management System (SMS).**
 The SMS ensures a company-wide approach to managing safety and security risks, and we are writing new policies and procedures to reflect this. The new SMS improves our ability to:

 - Analyze, investigate, assess and mitigate risks and threats.
 - Audit our risks and mitigation.
 - Enhance our safety/security training and communications.
 - Allow easy submissions of safety/security incident reports.
 - Capture regulatory changes for compliance purposes.
 - Respond to emergencies.
- ✓ **Employed SAFTE-FAST fatigue analytics software.**
 This software is validated by the Federal Aviation Administration (FAA) against the psychomotor vigilance test (PVT). It allows us to analyze

crewmembers schedules and proactively identify and assess potential and actual fatigue events to understand causal factors for a crewmember’s fatigue. While SAFTE-FAST helps our Fatigue Risk Review Committee better understand this risk and make recommendations to mitigate fatigue events, Allegiant maintains a robust policy that:

- Prevent and protect crewmembers from operating in a fatigued state.
- Require crewmembers to report fatigue through our Fatigue Risk Management Programs.



Safety Management System

In 2022, we implemented Coruson, an aviation SMS that has resulted in measurable improvements in our operational safety and security program. This includes enhanced frontline team member reporting, training and communication.

▶ **Increased awareness and voluntary reporting.**

The SMS allows full-time team members, part-time team members and contractors to easily submit safety event reports. When comparing year-over-year data, we observed a significant increase in team member participation as a result of the new system. We also incentivize team members to speak up by protecting those who file reports from punitive action.

In 2022, we enhanced a feature in our safety reporting program, allowing frontline team members to request feedback for safety reports they submit. This feedback mechanism has decreased response timelines and created a better user interface.

▶ **Strengthened training and processes.**

In 2022, Allegiant restructured our security department to better assess potential risks and improve training. We also conducted fleetwide campaigns to enhance security processes and frontline education. Part of this effort was to implement a holistic Security Management System (seSMS) to integrate with our SMS. Through this, we provide robust annual training to help our workforce understand the company's safety and security policies and reporting framework. Allegiant requires team members to complete comprehensive or specialized SMS training, which meets or exceeds regulatory requirements. This training also aligns with aviation industry standards and includes assessing threats and de-escalation techniques.



Our new aviation SMS enhances frontline team member reporting, training and communication



► **Improved communications and policies.**

We issue alerts and bulletins if we encounter high-risk safety and security issues. We also communicate relevant safety and security information to specific work groups. If persistent environmental, health, and safety concerns arise over time, we revise the corresponding policies and procedures to apply appropriate mitigations, communicate these revisions to our workforce and update related training.

Our communication campaigns cover a range of topics, including those relevant to the entire workforce and specialized campaigns tailored for specific teams. Our communications

channels include team member emails, newsletters, publications, briefings, presentations and alerts sent via company-distributed iPads with a must-read function. For contractors, we communicate safety campaigns via email or through revised mandatory training on our learning management system.

► **Updated Safety Manual (SAFE) and Security Manual.**

The Safety and Security Manuals were updated to ensure coordination and collaboration between the SMS and seSMS. The process updates facilitate the integration of Safety and Security data across all operational workgroups, further enhancing our ability to proactively identify and mitigate operational hazards.



To ensure awareness of safety issues and information, we maintain regular communications with team members on health and safety through a variety of communications channels.

Workforce Health and Safety Performance

	2020	2021	2022
Total Recordable Incident Rate	4.39	3.47	2.75
Fatality Rate	0.00	0.00	0.00
Lost Time Incident Rate	1.91	3.43	1.75



SUNSEEKER RESORT'S SAFETY AND SECURITY FEATURES

Allegiant's focus on safety started from the beginning of our new Sunseeker Resort development, helping guide the design and development process. We've carefully organized programs to ensure guest and team member security upon the resort's opening.



Artist rendering

Among our initiatives:



Limiting visitor access, particularly to guest rooms, to only current guests and team members.



Installing surveillance cameras for enhanced security measures.



Providing all team members with safety training related to the Sunseeker Resort and their specific job.



Posting security officers throughout the resort and providing them with training.



Increasing safety measures to ensure crisis event preparedness policies are in place.

Data privacy is an essential part of protecting our customers and team members. In 2022, we reinforced cybersecurity efforts by:

- Providing annual training on data security and privacy training, including phishing, to all team members.
- Establishing rules and regulations to ensure proper and secure use of company technologies and systems.
- Ensuring our technologies are up-to-date and comply with data security standards.
- Installing cybersecurity tools such as firewalls and antivirus software to prevent, detect and remove malware, and USB blocking to prevent data loss.
- Conducting routine penetration tests to evaluate our system's security.
- Encrypting payment card information through a secure payment processor.
- Increasing protection of personal identifiable information (PII) data by complying with the California Consumer Privacy Act isolating sensitive information in our systems.
- Offering credit monitoring as an employee benefit at a small monthly cost.

Flight Incident Mitigation and Emergency Measures

Our number one in-flight priority is to protect human life. Also important is preventing and mitigating in-flight incidents. To accomplish these crucial goals, we:

- **Encourage voluntary disclosures** of safety and security violations and hazards while ensuring team members are protected from punitive action.
- **Train** our flight crew members to monitor threats ranging from verbal altercation to physical aggression, and how to act when situations escalate.
- **Conduct internal audits** through our internal evaluation program, quality assurance programs and departmental self-audits. The FAA and the Department of Defense also conduct independent audits of Allegiant operations.
- **Visit stations** to proactively inspect and assess potential risks.
- **Investigate incident** causes and contributing factors, and issue comprehensive briefings and recommendations.
- **Update our Emergency Procedures Manual (EPM)** as needed. The EPM outlines our emergency response plan in cases of human and natural threats.
- **Manage a wide array of emergency situations** via our Emergency Response teams, which consist of our Emergency Command Center (ECC) team, Crisis Management (CM) team, Accident Investigation team (AIT) and Care Support team (CST).
- **Communicate critical information** quickly to team members via the AlertMedia app.
- **Evaluate in-flight emergencies** and determine the appropriate response, which might involve consulting our medical advisory group MEDLINK or returning the aircraft to the terminal.
- **Assist survivors and family**, in the unlikely event of an incident, through our family assistance expenses program, Care Support Team, third-party Passenger Inquiry Center and Family Support Center.
- **Detect individuals internally** who might be at risk of committing harmful or hostile acts through our Insider Threat Program. The goal is early intervention before an act occurs.
- **Relocate and evacuate team members in cases of emergencies.** For example, we evacuated Allegiant personnel as well as Sunseeker personnel during Hurricane Ian.



Team Member Health and Wellness

Keeping our team members healthy — both in mind and body — is an essential part of safety. Our wellness resources and programs include:

- ✓ **Employee Assistance Program (EAP):** For team members struggling with professional and personal challenges, such as substance abuse and mental or family issues, EAP provides confidential therapy and other support for team members and everyone in their household.
- ✓ **Fatigue Risk Management Program (FRMP):** FRMP helps control or mitigate fatigue risks in aviation operations, and it consists of components such as the SAFTE-FAST fatigue analytics software. Our Fatigue Risk Review Committee evaluates reports of fatigue to identify potential trends.
- ✓ **Allegiant Sunshine Foundation:** Our internal charitable organization provides financial assistance for team members experiencing emergency hardship due to events beyond their control, such as the loss of a home, illness or injury.



Human Trafficking Prevention

To help prevent human trafficking, we partner with the **Blue Lightning Initiative (BLI)**, a Department of Transportation and U.S. Customs and Border Protection initiative that is part of the Department of Homeland Security (DHS) Blue Campaign. The BLI trains aviation personnel to identify potential traffickers and human trafficking victims and how they can report suspicions to federal law enforcement.

Through the BLI training module, our flight attendants and customer service station agents receive annual training on human trafficking. In 2022, **more than 5,000 team members** completed this training.



Aircraft Safety

Regular and thorough maintenance is the key to keeping our aircraft safe and secure in-flight. We use the **Skywise Predictive Maintenance** platform, a predictive analytics tool that uses best-in-class data analytics and machine learning, to:

- Anticipate component failures and reduce operational disruption risks.
- Identify upcoming system degradation and required servicing.
- Take preventive actions via planning and tracking.

Our Going the Distance for Health and Safety® initiative exemplifies our commitment to putting safety first for our customers and employees. Through this initiative we:

- ✓ Protect cabins from potential contaminants by leveraging cleaning technology such as electrostatic sprayers.
- ✓ Implement robust cleaning measures, including ensuring all touch surfaces – from seatbelts and tray tables to galleys and lavatories – are sanitized and disinfected during every cleaning.
- ✓ Promote clean air on board by using volatile organic compound (VOC) filters, helping us exceed HEPA standards and Airbus Guidance on air quality. On average, cabin air is changed every three minutes through a continuous flow of fresh and VOC-filtered air.



Our flight crews conduct an extensive preflight routine with a checklist to ensure everything is up to our and FAA standards before departing.

TALENT RECRUITMENT AND RETENTION

Our business model of providing low-cost leisure travel is built to thrive during a recession or other difficult economic times. Therefore, we can staff for resiliency, enabling workforce stability and avoiding layoffs during challenging market conditions. Our staffing model is just one of the reasons we can recruit top talent and retain our skilled workforce. Our comprehensive benefits, equitable pay and work/life balance also make Allegiant an attractive place to build a career.

New Hires by Age, Gender and Region

AGE GROUP	NUMBER	RATE	NUMBER	RATE
	2021		2022	
Less than 30	531	38.2%	945	37.0%
30-50	546	39.3%	981	38.4%
50+	313	22.5%	627	24.6%
GENDER				
Female	610	43.9%	1,234	48.3%
Male	780	56.1%	1,319	51.7%
REGION				
United States	1,390	100%	2,553	100%

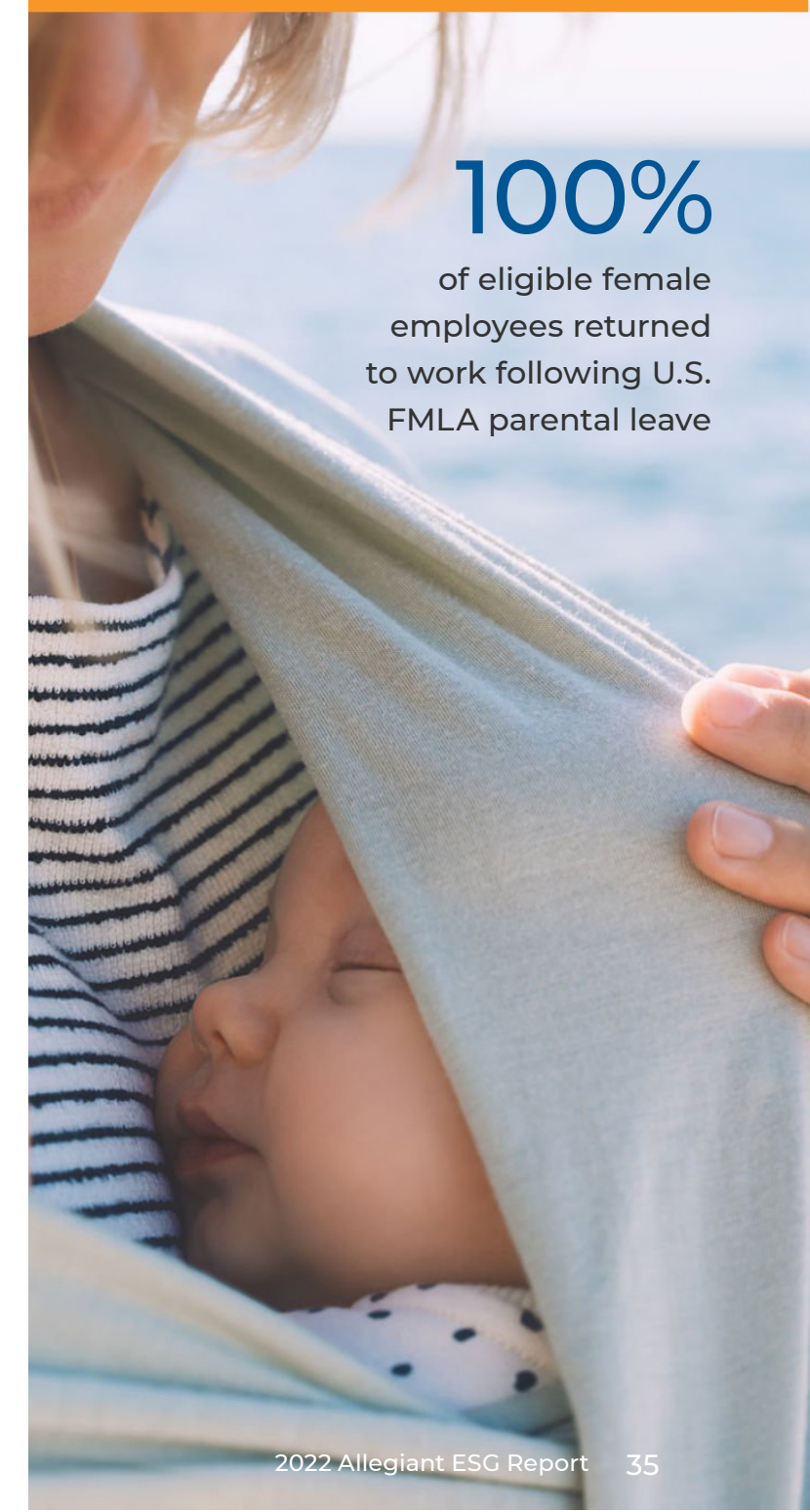
Turnover by Age and Gender

AGE GROUP	2021			2022		
	TOTAL	TERMINATION	RATE	TOTAL	TERMINATION	RATE
Less than 30	877	270	30.8%	1,137	552	48.5%
30-50	2,425	363	15.0%	2,768	661	23.9%
50+	1,432	183	12.8%	1,725	421	24.4%
GENDER						
Female	2,101	368	17.5%	2,586	737	28.5%
Male	2,633	453	17.2%	3,044	897	29.5%
REGION						
United States	4,734	821	17.3%	5,630	1,634	29.0%

Employees Eligible for Parental Leave Based on U.S. FMLA

	FEMALES & MALES	FEMALES	MALES
	2021*	2022	
Number of employees eligible for parental leave	1,180	1,793	2,292
Number of employees that took parental leave	181	54	64
Number of employees that returned to work and still employed 12 months after returning to work	150	54	63
Retention rate of employees that took parental leave	96%	100%	98.4%

*Separate data for Females and Males not available for 2021.



100%
of eligible female employees returned to work following U.S. FMLA parental leave

Comprehensive Benefits

Our [competitive benefits packages](#) for full-time team members include comprehensive medical, dental, vision, disability and life insurance coverage. This also includes benefits to support financial health, well-being and career advancement.

We communicate our benefits to team members via a benefits brochure, which is updated every year before the annual benefits enrollment period. We also communicate benefits through other internal channels such as the intranet and employee emails.



In 2022, a key focus of our **benefits communications** was raising employee awareness of our **mental health offerings**, so they could take advantage of related benefits and prioritize their overall well-being.



- ✓ **Optional health and wellness** benefits include the Employee Assistance Program (EAP), personal development workshops and additional insurance coverage for select team members. In 2022, we expanded on those offerings by adding:
 - **Virtual behavioral and mental health assistance**, which is available via TeleDoc.
 - **Substance abuse help for flight and cabin crews**, which is available for pilots via the FAA’s Human Intervention Motivation Study (HIMS) and for flight attendants via the Flight Attendant Drug and Alcohol Program (FADAP).
 - **Specialized webinars**, which are available to specific groups upon request.
- ✓ **Financial benefits** include an Employee Stock Purchase Plan (ESPP), a 401(k) program, our Adoption Program, educational assistance, and deals and discounts.
- ✓ **Travel and vacation benefits** feature our **Full Flight Travel Benefit Policy**, which grants employees standby access to free and unlimited Allegiant flights. Select team members have opportunities to fly for a small fee on other airlines. Also, our flexible time off is available to salaried staff.
- ✓ In 2022, we unveiled a new **Medical Travel Reimbursement Program**. This benefit gives eligible team members, their spouses and dependent children up to \$1,000 in reimbursement for flights, car rentals and hotel expenses for personal medical care appointments taking place at least 100 miles away from their residence of record.

- ✓ **Time-off and leave benefits** include floating holidays, flexible time off with paid and unpaid time off, and our Leave of Absence policy covering childbirth and adoption, calls to active duty and other unique situations.
- ✓ **Well-balanced work culture benefits** include our “Out-and-Back” flight schedule to allow our flight and cabin crews to end the day where they started that morning – at their home base – for a more regular scheduled lifestyle. Unlike most other airlines, our crew members return to their homes every night. In 2022, we launched our:
 - **Remote and Hybrid Work Policy.** Based on business demands and employee feedback, remote and hybrid work is more commonplace in this post-pandemic world. Many of our team members not involved in flight-related operations have taken advantage of this opportunity to work under the terms of this policy.
 - **Hybrid job benefit.** This allows team members who are part-time in two different roles to be eligible for full-time benefits. This helps support employees that are deeply ingrained across multiple roles in the company and has helped increase team member retention.
- ✓ **Part-time team member benefits** can include sick leave, tuition reimbursement, 401(k) matching and profit-sharing bonuses. In 2022, we began implementing early release for line holders, allowing part-time team members to leave earlier in the day for their convenience when staffing and workplace conditions permit. In the past, line holders remained on standby for the full business day.





Sunseeker Resort’s Innovative Retention Bonus and Benefits

The Sunseeker Resort is expected to employ over 1,200 hospitality workers in Port Charlotte, Florida when it opens its doors. Set to be the new marquee destination, Sunseeker is offering team members a **variety of unique benefits** that reflect the economy’s changing landscape and its impact on the hospitality industry. The benefits include health, wellness, career, financial and retirement benefits and free Allegiant flights.



A major benefit is the **Retention Bonus Program** for full-time hourly and select entry-level salaried employees hired before or within the first 30 days after the resort's planned opening. After eligible team members satisfy the service requirement, these non-management employees can receive annual installment payments of \$10,000 per year for 10 years.

Recruitment Incentives and Partnerships

To help us continuously attract top talent, we employ these programs and strategies:

- **Employee referral program** leverages our workforce’s network to recruit new talent.
- **Sign-on bonuses up to \$10,000** for high-demand positions add a generous incentive to join the Allegiant team.
- **Internship and early career recruiting programs** attract recent high school and college graduates.
- **Recruitment of diverse talent** is aided by partnering with various organizations and associations.



EMPLOYEE ENGAGEMENT

Proactively engaging team members and truly listening to their feedback leads to real change at Allegiant. In 2022, we implemented the following programs and processes driven from the insights of our 2021 employee engagement survey:

- Increased staffing and internal promotions to help team members feel less burdened and more valued for their hard work. 17% of our total open positions were filled by internal candidates during 2022.
- Launched [Accelerate Pilot Pathway](#) program and sponsored the [Altitude Pilot Pathway](#) program with Spartan Flight School to ease the industry flight crew staffing shortage and support our pilots.

- Reorganized departments to better support team members.
- Implemented a Medical Travel Reimbursement Program.

Our next employee engagement survey is scheduled for January 2024. Individual departments occasionally conduct surveys related to team-specific feedback.



Celebration Activation Post-Pandemic

In 2022, we began hosting team member events again when local ordinances and COVID-19 guidance permitted. **In December, we held multiple holiday parties across U.S. locations that approximately 4,000 team members attended.** We also assembled a Fun Squad that hosts events at various locations.

We have initiated plans to celebrate team members and will implement a new recognition platform in 2023.



Our internal promotion rate for 2022 was

17.24%



Workplace Honors

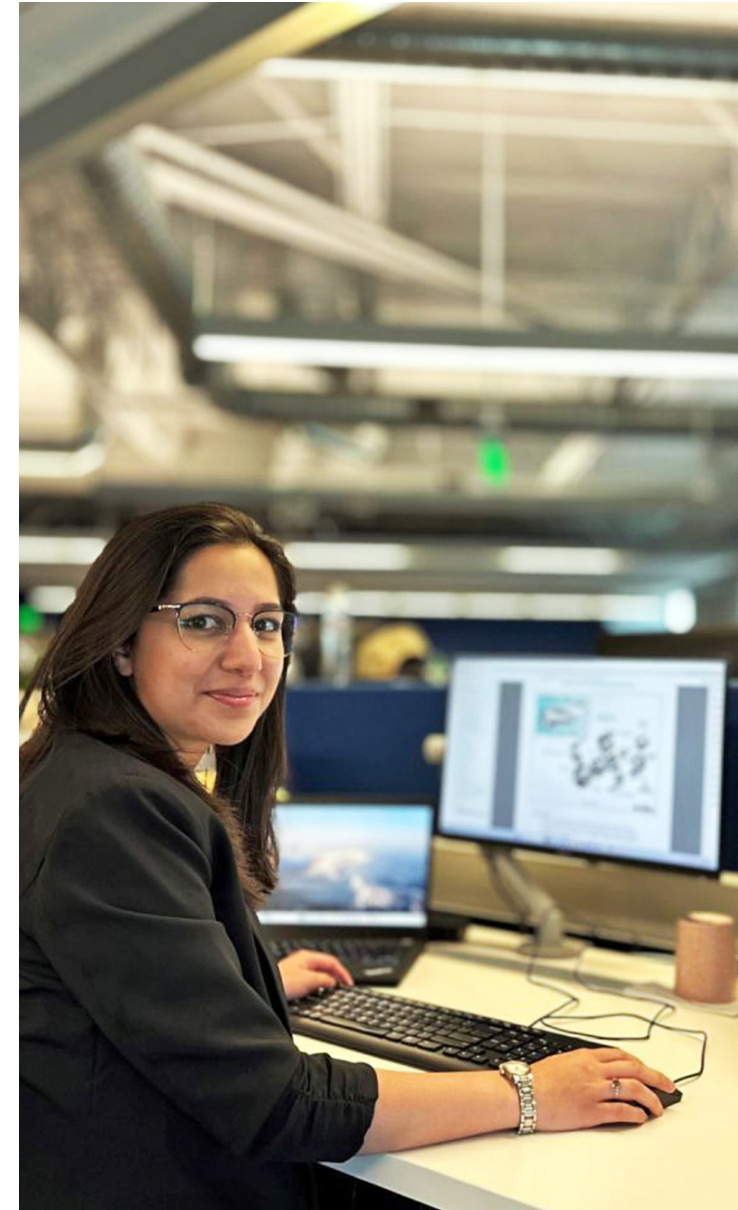
We place a significant focus on team member satisfaction and feel fortunate to have such talented people that choose to work with us.

Our commitment to being an employer of choice resulted in the following recognitions in 2022:

- ✓ **Newsweek's Top 100 Most Loved Workplaces®**, which recognizes companies that put respect, caring and appreciation for their employees at the center of their business model.
- ✓ **Military Friendly®'s Silver Military Friendly Employer and Top 10 Military Friendly Spouse Employer**, both of which recognize companies' commitment and success in creating meaningful, sustainable benefits for the military community.

For our efforts in 2022, we were also named:

- ✓ **Forbes' America's Best Midsize Employers 2023**, based on surveys by employees who rated their willingness to recommend their employers to friends and family.
- ✓ **Newsweek's America's Greatest Workplaces for Diversity 2023**, based on public data and surveys where employees said they feel highly respected and valued.
- ✓ **Fortune's America's Most Innovative Companies 2023**, based on product innovation, process innovation and innovation culture.



TRAINING AND DEVELOPMENT

To support our team members' professional growth, knowledge enhancement and skill expansion, we offer several classes, programs and other educational opportunities. Always innovating, we initiated a new learning management system in 2022. We also began offering educational partnerships for low or no cost to employees.

Our primary educational platform is **Allegiant University (AU)**. We provide a range of regulatory training and 150 professional development courses in person or virtually via AU, including:

- ✓ **Federal Aviation Administration (FAA) required training** for security, safety and operations for all team members.
- ✓ **Professional development courses** focused on management skills for leaders and aspiring leaders.
- ✓ **Courses on personal and professional skills** for all team members.
- ✓ **Competency-based training** for team members in positions requiring special skills.
- ✓ **Specialized training courses** on aircraft systems, emergency procedures, first aid, customer relations and more for flight and cabin crews.



To give team members opportunities to expand their knowledge and skills and foster the next generation of our workforce and our leaders, we offer the following opportunities:

- **Accelerate Pilot Pathway Program** for college students who want to become pilots at an airline company. We partner with universities with a Part 141 flight training program to provide mentorship, conditional employment as a first officer for Allegiant, and assistance with regulatory credentials.
- **Education Financial Assistance**, which offers tuition and training reimbursement to team members so they can take skill- and knowledge-based courses AU does not offer.
- **Forward Look Career-Development and Progression Reviews** to assist team members who want to advance in the company.
- **Performance Reviews**, which have 100% participation of non-union team members, are primarily used to determine salary increases. The majority of our team members are covered under a CBA that prescribes and measures their performance.



Furthermore, pilots and flight attendants have opportunities for advancement and mobility with additional training.

Navigating New Challenges

We provide communication styles and conflict resolution training to our flight crews to help them better navigate challenging situations. In 2022, we conducted DiSC (Dominance, Influence, Steadiness and Compliance) assessments amongst our flight attendants to help identify their personality and behavioral types, communication preferences, how they likely behave during stress, and how they can more effectively work with team members and customers with different styles.



Average Hours of Computer-based Training Per Employee



Increased average hours of computer-based training per employee by **3.8 hours compared to 2021**

Average Hours of Training Per Employee Category¹

EMPLOYEE CATEGORY	2021	2022
Pilots	40.2	38.2
Flight Attendants	29.8	29.7
Airport Operations Personnel	21.3	18.1
Maintenance Personnel	28.6	27.9
Reservation Agents	29.9	23
Flight Dispatchers	22.3	25.2
Management and Other Personnel	12.8	11.7

¹This includes both in-person and computer-based training.

DIVERSITY AND INCLUSION

Embracing diversity and inclusion (D&I), Allegiant cultivates an atmosphere that encourages team member collaboration, innovation and a strong focus on customer satisfaction.

We continue to monitor workforce diversity as a key metric, as we aim to maintain a workforce of diverse backgrounds and perspectives and that is representative of our local communities. In 2022, workforce diversity remained fairly consistent with 2021 levels. As of December 31, 2022, **32.8% of our workforce is racial/ethnic minority and 46% is female.**

Our commitment to D&I includes promoting diversity in various forms and widely throughout the company. In 2022, we began tracking and disclosing the number of females and males in specific workforce roles; the number of team members who are veterans; and individuals with disabilities. See [page 45](#) for our workforce diversity data.



Advancing D&I Companywide

Over the years Allegiant has attracted and cultivated top talent that has led to our ability to consistently achieve industry-leading financial metrics. In 2023, we formally established an ESG goal to continue hiring, developing and supporting the best team members by **fostering a transparent, diverse, and inclusive company culture.**



We have taken several steps to more deeply embed D&I within our company:

▶ **Maintain D&I Council**

Comprised of 16 cross-functional team members chosen for their diverse backgrounds and business roles, the council's goal is to ensure every team member has a voice and a sense of belonging. In 2022, the council prioritized the following items:

- Implementing best practices and policies for training
- Providing disability accommodations (i.e. video closed captioning)
- Increasing Network Resource Group support

▶ **Provide D&I training**

The D&I Council provides recommendations for team member training on established topics, including specialized training for managers. In 2022, we expanded our D&I established training to include a suite of more than 10 courses, including working across cultures, communicating cross-culturally, uncovering hidden prejudice and cultural sensitivity in customer service.



Our EAP provider hosted three D&I-specific training courses on topics such as unconscious bias, work/life balance and civility in the workplace.



WORKFORCE DATA*

Total Workforce by Employment Status and Gender

	2021			2022		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Number of Employees	2,100	2,634	4,734	2,586	3,044	5,630
Number of Permanent Employees	2,100	2,631	4,731	2,583	3,041	5,624
Number of Temporary Employees	0	3	3	3	3	6
Number of Full-Time Employees	1,812	2,372	4,184	2,242	2,740	4,982
Number of Part-Time Employees	288	262	550	344	304	648

Employees by Age

AGE RANGE	2021	2022
Less than 30	921	1,137
30-50	2,442	2,768
50+	1,371	1,725

*Allegiant also employs contractors to support our team members, access specialized skills, and supplement our workforce during seasonal demand or periods of labor shortage. Contractor data is not available at this time.



Total Workforce by Role

	FEMALES		MALES	
	2021		2022	
Pilots	49	1,039	43	1,073
Flight Attendants	1,232	265	1,499	305
Airport Operations Personnel	246	277	380	378
Maintenance Personnel	41	530	52	663
Reservation Agents	118	50	114	53
Flight Dispatchers	7	21	9	29
Management and Other Personnel	377	452	489	543
TOTAL	1,824	2,904	2,586	3,044

U.S. Employees by Race/Ethnicity*

	TOTAL		TOTAL	
	2021		2022	
		%		%
Asian	270	5.7%	335	6.0%
Black	373	7.9%	467	8.3%
Hispanic/Latino	621	13.1%	768	13.6%
Multi-racial	149	3.1%	180	3.2%
White	3,238	68.4%	3,783	67.2%
Native American or Alaskan Native	17	0.4%	22	0.4%
Native Hawaiian or Other Pacific Islander	66	1.4%	75	1.3%
TOTAL	4,734	100%	5,630	100%



*Based on total of employees who voluntarily provided information on their race/ethnicity.

2022 U.S. Employees by Veteran Status*

	VETERAN	NON-VETERAN	TOTAL
Asian	19	316	335
Black	37	430	467
Hispanic/Latino	373	695	768
Multi-racial	17	163	180
White	376	3,407	3,783
Native American or Alaskan Native	1	21	22
Native Hawaiian or Other Pacific Islander	6	69	75

2022 U.S. Employees with Disabilities*

	DISABILITY	NO DISABILITY	TOTAL
Asian	13	322	335
Black	26	441	467
Hispanic/Latino	36	732	768
Multi-racial	10	170	180
White	195	3,588	3,783
Native American or Alaskan Native	0	22	22
Native Hawaiian or Other Pacific Islander	1	74	75

*Based on total of employees who voluntarily provided information on their veteran and disability status



► Network Groups.

In 2022, our network groups continued to advance the visibility and engagement of specific identity groups through events and programs.



Allegiant on the Homefront

Supports, engages and connects veterans, those serving in the Guard/Reserves and family/friends of military servicepeople.



G4 Familia

Engages, empowers and mentors Hispanic and Latino team members and allies.



G4 Herbivores

Connects and engages team members interested in a plant-based lifestyle.



Pride

Advocates and supports LGBTQA+ community members and allies.



Women in Aviation

Engages, empowers and mentors women in aviation.



Work From Home

Supports home-based and hybrid team members and leaders with remote staff.



Voice

Gives Black team members and allies a voice to advocate for diversity and equal representation.

Our network groups have been so successful that team members requested four new groups that launched in 2023:

HEAL

Standing for Help / Educate / Advocate / Learn, this group's mission is to advocate for a variety of community issues and challenges that our team members are passionate about.

G4 Athletes

This group plans to connect aspiring, recreational and advanced athletes across the company.

Working Parents

This group serves as a network to support and advocate for team members who are parents.

Neurodiverse Universe

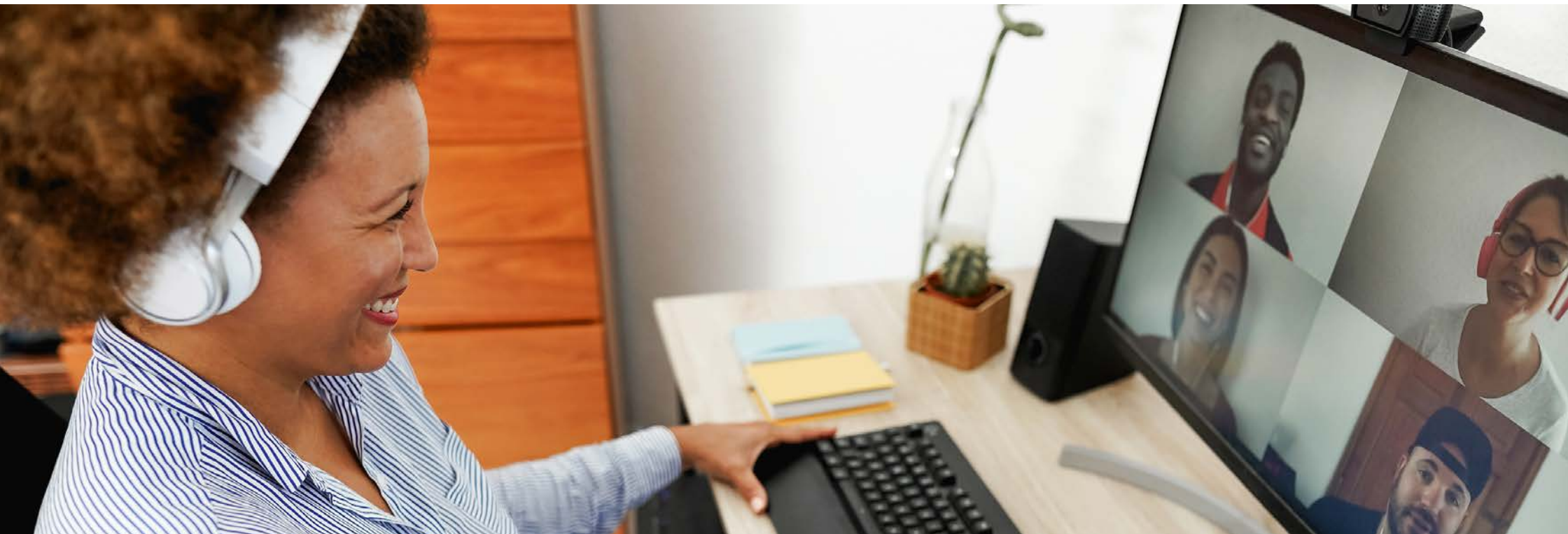
This group serves to support neurodiversity through connection and advocacy.

D&I RECRUITMENT

In 2022, we continued incorporating diversity into our talent acquisition efforts. In support of this strategy, we began using a new talent management system. Designed to improve tracking of our D&I recruitment efforts, the system allows us to pinpoint where diverse candidates drop out during the recruiting process so we can more closely assess and address this.

Our D&I recruitment efforts are multi-faceted and include:

- **Presenting a diverse field of candidates** to hiring managers.
- **Encouraging diverse hiring panels** during the interview process.
- **Connecting with diverse candidates** through a variety of recruiting channels such as career fairs.
- **Establishing military recruiting partnerships**, such as the U.S. Chamber of Commerce’s [Hiring Our Heroes Fellowship](#) program and military-focused recruitment sourcing groups.
- **Dedicating an [online portal](#) to the military talent pool**, which includes Guard/Reservists and military spouses.



We also establish alliances with aviation professional associations and organizations:

- ▶ Department of Defense SkillBridge
- ▶ Experimental Aircraft Association (EAA)
- ▶ Latino Pilots Association (LPA)
- ▶ National Gay Pilots Association
- ▶ Organization of Black Aerospace Professionals (OBAP)
- ▶ Pilot Network Conference (Military)
- ▶ Professional Asian Pilots Association (PAPA)
- ▶ Rotary To Airline Group (RTAG)
- ▶ Sisters Of Skies (SOS)
- ▶ Women in Aviation
- ▶ U.S. Chamber of Commerce’s Hiring Our Heroes

LABOR MANAGEMENT AND UNIONS

We maintain positive relationships with the various unions representing more than 60% of our team members. Approximately 3,800 of our team members work under a collective bargaining agreement (CBA). Our labor management and CBAs cover contract disputes and interpretations, operational change notifications, career advancement and pay structure.

Union Contracts Ratified

Good faith efforts and the dedication of Allegiant and unions' negotiating teams have allowed us to reach a voluntary agreement with our unions, at times even in advance of the current contract's amendable dates. That said, our CBAs are administered under the Railway Labor Act so they never expire, and the ability for a union to be released to self-help has an extremely high burden. As such, it is extremely unlikely we would ever see a strike occur.

In 2023, 95.8% of Allegiant dispatchers, represented by the International Brotherhood of Teamsters (IBT), voted to approve a two-year extension to the union's initial collective bargaining agreement. The previous CBA became effective in April 2019 and was scheduled to become amendable in May 2024. By opening record discussions early, we were able to come to voluntary agreement with the union to address only pay, extending all other terms of the CBA by an additional 2 years (now amendable May 2026).

Also in 2023, our maintenance technicians and related team members voted to approve a two-year extension to their initial CBA covering more than 700 of our team members. The previous CBA became effective in October 2021 and was scheduled to become amenable in October 2026. By opening the discussions early, we were able to come to voluntary agreement with the union to address only pay, extending all other terms of the CBA by an additional 2 years (now amendable October 2028).

Also in 2023, we reached a tentative agreement with The Transport Workers Union of America (TWA), AFL-CIO Local 577 to secure a new five-year partnership, which will cover Allegiant's nearly 1,900 flight attendants. While the initial tentative agreement was ultimately not ratified by the flight attendants, Allegiant and the union look forward to re-engaging to address those issues rejected under the TA and come to a new voluntary agreement that the flight attendants can be proud to support.



Pay Structures and Pay Equity

We provide jobs that offer our team members financial stability, so they can have successful careers at Allegiant. Our pay structure is set up as such:

- Seniority primarily drives our pay structure, with new hires starting with competitive base salaries.
- Some positions have incentive pay structures and award metrics.
- We offer attraction and retention incentives such as hiring bonuses, discretionary performance-based bonuses, profit sharing and equity in the company to eligible employees.
- We pay full-time team members above minimum wage, with many of our positions considered high-wage jobs.



In 2022, we conducted a **pay equity gap assessment** where we evaluated more than 1,000 Allegiant jobs below a vice president level across the company. **We identified only six jobs where there were potential pay equity issues and resolved all six issues.** The resulting insights gained from the assessment help us identify specific areas of opportunities to increase diversity and equity in our workforce. Another 2023 pay equity assessment is currently underway and focused on identifying any potential 2022 assessment gaps.



COMMUNITY ENGAGEMENT

We aim to be good corporate neighbors to the communities we serve across the country. From supporting organizations to creating jobs to investing in growth projects, we are enthusiastically all in.

Corporate Giving

Our charitable Corporate Giving program enables us to positively impact the areas we serve and call home. We focus on supporting three pillars to make the most difference in our communities and prioritize supporting related causes.

Our three core focuses for corporate giving are:



Making travel possible for those facing serious medical challenges



Enabling community safety, preparedness and recovery



Promoting science, technology, engineering and mathematics (STEM) education and access to careers in aeronautical sciences



PARTNERING WITH ORGANIZATIONS TO AMPLIFY OUR IMPACT

We are proud of our long-standing partnerships with organizations that make up our charitable program:

Make-A-Wish Foundation.

Since 2012, we have donated **more than \$7 million** via in-kind flights and sponsorships, making us a Wish Partner. These gifts have included donating office space for the Southern Nevada chapter and flying more than 2,000 kids with critical illnesses and their families to wish destinations. We also donate \$1 from every Wingz Snack Pack sold in flight to Make-A-Wish, and we are the presenting sponsor of the annual Walk for Wishes event in Las Vegas.

American Red Cross.

We help with disaster preparedness, relief and recovery in our local communities. In 2022, we donated **\$100,000** to provide critical disaster relief to southeastern U.S. communities in the aftermath of Hurricane Ian.

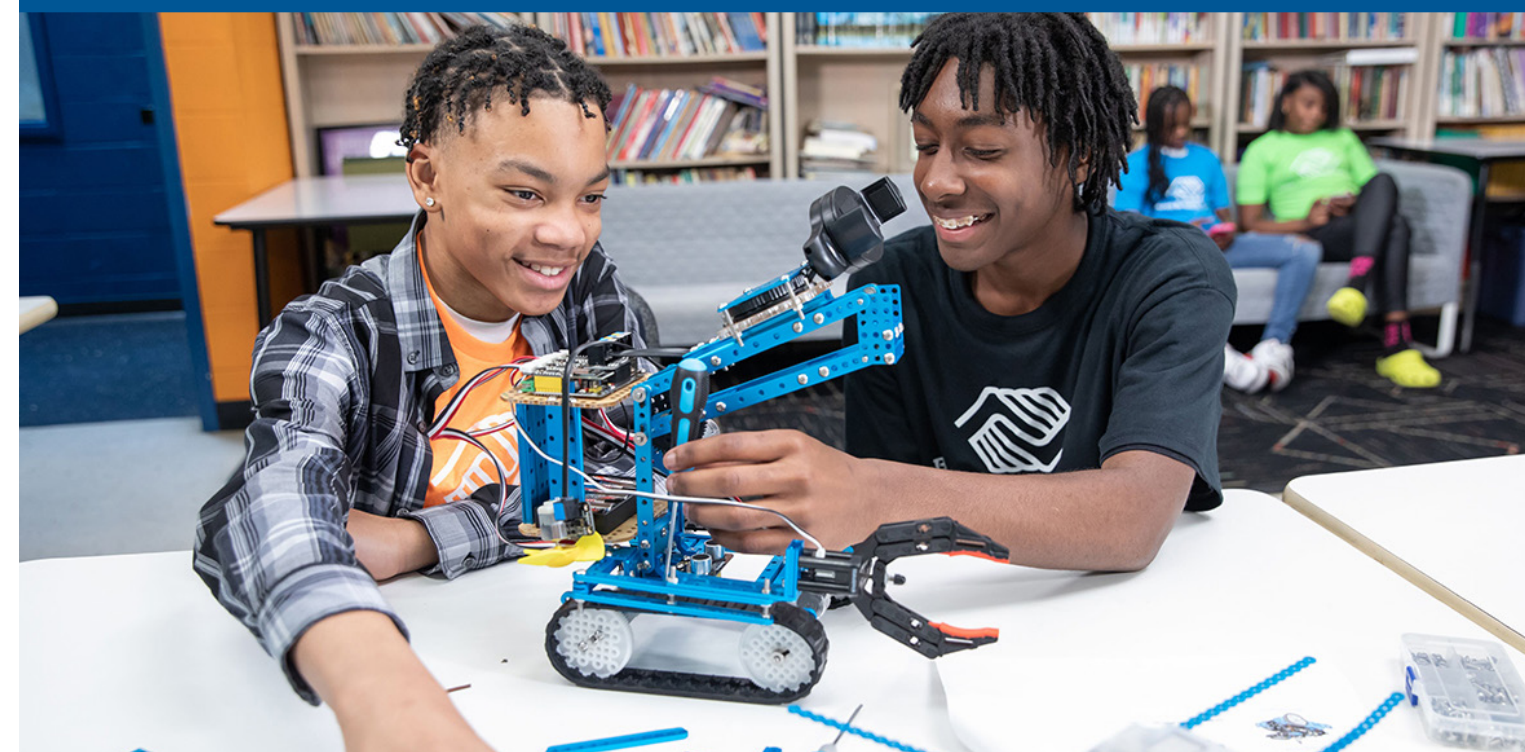
We also sponsored a month-long nationwide blood drive campaign called Together We Give to assist with recovery efforts in the hurricane's wake.

The Arc.

With our "Wings for All" educational programs, we help make travel accessible for individuals with autism and other developmental disabilities.

Local education gifts:

We grant **Allegiant Careers in Aviation Scholarships** to local high school students pursuing careers in aviation. In 2022, we awarded two scholarships worth **\$5,000**. As part of The Smith Center for the Performing Arts' **The Heart of Education Awards program**, we provide **800 flight vouchers** per year to hundreds of local teachers to enable them to take vacations.



We are proud to initiate a new partnership with the Boys & Girls Clubs of America to inspire youth careers in aviation.

Boys & Girls Clubs of America.

In 2022, we developed the groundwork for a partnership with the Boys & Girls Clubs of America. In 2023, we pledged **\$1 million** to this nonprofit to develop and launch the Allegiant Aviation Journey program that inspires children to choose careers in aviation. The program will showcase various aviation career paths related to STEM.

In 2022, the Allegiant Stadium employed more than **7,900 people** and helped attract **1.6 million visitors** to Las Vegas for events.



Enabling Community Growth

By serving smaller airports in cities traditionally lacking nonstop air service to leisure destinations, we help create high-wage jobs and other economic benefits for the greater communities surrounding these cities. Beyond enabling economic growth, we demonstrate community pride and respond to community concerns.

In 2022, we opened a new aircraft base in Provo, Utah, **creating 157 new jobs**, most of which offer salaries more than double the state’s average wage.

We also continued our investment as the naming rights partner for Las Vegas’ Allegiant Stadium. In 2022, **the venue employed more than 7,900 people** and helped attract **1.6 million visitors** to Las Vegas for events. The total economic impact of those visitors to Las Vegas in 2022 is estimated at **\$77.9 million**. Our stadium association also connects us to philanthropic events that serve the Las Vegas community.

Our Sunseeker Resort is the first newbuild in Southwest Florida in 13 years and will employ up to 1,200 people once completed, which will make us the third largest employer in Southwest Florida. Our 55,000 square feet of meeting and banquet space may draw additional business to Port Charlotte, located in Charlotte County, Florida, which has one of the highest unemployment rates in that region.² Community engagement and investment activities in 2022 include:

- Purchased food and beverages from local farmers and ranchers**, when possible, to support surrounding businesses.
- Recruited candidates from the community** through local job fairs and career centers. About 96% of current resort team members live in Florida; of that total, 89% are based locally in Charlotte, Arcadia, Lee and Sarasota Counties.
- Conducted multiple speaking engagements** with local councils and associations to encourage dialogue and shared value.

We show pride in our communities by sponsoring local professional sports teams: Las Vegas Raiders and Indianapolis Colts football teams, Vegas Golden Knights hockey team and FC Cincinnati soccer team. In 2022, we became the official airline sponsor of the Detroit Pistons basketball team.

We respond to community concerns about **noise pollution** by investing in aircraft with the technology for much quieter engines and airframes. 100% of our fleet complies with ICAO’s noise emissions standard Chapter 4, which regulates the maximum allowable noise levels for aircraft during takeoff and landing to mitigate the impact of aircraft noise on communities near airports.

²In 2023, Charlotte County recorded the highest unemployment rate (3.2%) compared to surrounding counties such as Lee (2.4%), Sarasota (2.3%) and Collier (2.1%).



Governance

56 Board of Directors

58 Data Security and Customer Privacy

61 Procurement and Supply Chain

63 Customer Engagement



Operating with Responsibility and Integrity

We are dedicated to sound corporate governance, which entails expecting high ethical standards within our company and among our suppliers; mitigating risks so that our business and our customers' safety and data are protected, and our shareholders are rewarded; and striving to provide the best customer experience in the industry.

BOARD OF DIRECTORS

Our Board of Directors sets high standards for our company. In governing Allegiant, our independent board members serve on three committees that define their responsibilities:

- **Nominating and Governance Committee:** In addition to identifying and nominating a slate of Directors, the committee has oversight of ESG-related risks and goals, including establishing ESG metrics, targets and disclosures.
- **Audit Committee:** Oversight of risk management including technology, information security (cybersecurity) and data privacy risks, and effectiveness of related security controls.
- **Compensation Committee:** Oversight of evaluation and approval of compensation for the company's directors and executive officers. They also review and approve any new employee benefit plan or change to an existing plan.

To promote accountability, board members are subject to election every year. Our board consists of seven board members, six of whom are independent directors. The board rotates the role of lead independent director among the independent board members.

We believe diversity starts at the top. Currently, our independent directors consist of **33.3% female directors** and **16.7% racial/ethnic minority** to provide an array of personal experiences and perspectives.

Risk Management

Risk management is a primary responsibility of Allegiant’s management team. Our Board of Directors is regularly involved in the oversight of Allegiant’s most material risks and monitors areas of risk as a routine board agenda item. For example, senior operations personnel report to the board quarterly as it relates to risk oversight of our operations and aircraft maintenance and safety.

Our by-laws ensure accessible proxy access rights to our stockholders. We grant these rights while balancing the risk of misuse or abuse by stockholders with special interests not shared by all or a significant percentage of our stockholders. As such, stockholders owning at least 5% of Allegiant’s stock for at least three years can nominate up to 20% of the board. These nominees would be included in our proxy materials for our annual stockholders meeting.

Business Ethics and Integrity

Our [Corporate Code of Conduct and Ethics](#) states our standards for conducting business ethically and with the utmost integrity. We expect our Board of Directors, executive leadership and team members at all levels to abide by our Code when interacting with our customers, suppliers, stockholders, communities and each other.

The Code outlines behavior on topics such as:

- Conflicts of interest.
- Protecting company assets and information.
- Bribery and corruption.
- Fair dealing with customers, suppliers, competitors and employees.
- Government relations and antitrust concerns.
- Compliance with U.S. federal laws and regulations. This includes the



Foreign Corrupt Practices Act and anti-competitive behavior per the Department of Transportation (DOT), the FAA and other governmental agencies.

- Our work environment and human rights. This includes our commitments to diversity, inclusion, non-discrimination and anti-harassment.

We encourage team members to report any Code violations or concerns anonymously through a 24-hour [third-party hotline](#). Once reported, we

assign a case manager and open an investigation. Our code also includes a non-retaliation policy that protects team members who make a report.

All new team members must complete training and acknowledge the Code upon hire. Current team members are also required to annually complete training and reconfirm their knowledge of and commitment to the Code. We also promote the Code and hotline through the intranet, internal communications reminders and onsite posters.



DATA SECURITY AND CUSTOMER PRIVACY



Data security and customer privacy at Allegiant are classified into four categories:

- **Cybersecurity** to defend against attacks, protect against viruses and keep email secure.
- **Development security** to ensure security components are integrated into our software development lifecycle. This is critical as we own and manage our e-commerce platform.
- **Risk, compliance and privacy** to ensure compliance with all laws and regulations.
- **Identity management** to safeguard our customers' privacy.

In 2022, we evaluated the impact of the COVID-19 pandemic on our company's cybersecurity efforts. This resulted in the launch of our **Information Security (InfoSec) Culture Program**, which aims to:

- ✓ Strengthen our enterprise-wide security culture.
- ✓ Create a more security-minded culture, which is essential to our business.
- ✓ Enhance security controls around our remote workforce, the majority of non-flight, non-station team members who now work outside the office post-COVID.

The InfoSec program began with assessing 2022 metrics as a baseline data. Then we will develop key performance indicators (KPIs) to tie into measurable security culture metrics. With the metrics set, we plan to increase security awareness and track security training. This will be a cross-functional initiative involving every business unit and its vice presidents.

Additional measures to improve cybersecurity include:

- **Increase our focus on cloud security.** In 2021, we selected Amazon Web Services (AWS) Cloud as our secure cloud provider to ensure greater security and reliability through its IT infrastructure. In 2022, we continued to expand our cloud footprint and made substantial gains building out our IT infrastructure, security links and aberrations.
- **Enhance digital capability for remote work.** In 2022, we improved our policies and digital data environments and conducted emergency response exercises in the virtual environment.
- **Continually explore new technologies.** We are looking into artificial intelligence (AI) to see how it can improve our cybersecurity efforts.
- **Strive to eliminate phishing.** In 2022, we implemented a phishing alert button on our email platform and conducted quarterly phishing exercises to prevent phishing clicks completely. Our 2023 company-wide phishing campaign saw twice the number of phishing reports compared to previous years, and we saw more team members report a phishing test instead of clicking on it. In 2024, we will be replacing our current multi-factor authentication (MFA) with phishing-resistant MFA utilizing the FIDO and FIDO2 standards created by the FIDO (Fast Identity Online) Alliance.

Cybersecurity Oversight

Our Chief Information Security Officer (CISO) leads our day-to-day data security and customer privacy efforts — overseeing operations, cybersecurity, privacy risk and compliance. The CISO reports daily to our Chief Information Officer (CIO), monthly to Risk and Compliance Committee (president and executive leadership) and quarterly to our Board of Directors.

Cybersecurity and Customer Privacy Compliance

To certify our policies and processes to International Standards Organization (ISO)/ International Electrotechnical Commission (IEC) 27001, we engaged a third-party consulting firm to conduct a gap analysis on our cybersecurity compliance. After confirming compliance, we will engage a third-party auditor to ensure we are compliant on an annual basis.



We adhere to several stringent compliance measures including:

- **Governing** our cybersecurity efforts via dozens of internal policies that focus on compliance, intellectual property, customer privacy and data security.
- **Adhering** to Transportation Security Administration (TSA) and Department of Homeland Security (DHS) cybersecurity standards.
- **Following** guidance from the Center for Internet Security (CIS) to benchmark our current practices.
- **Complying** with the National Institute of Standards and Technology (NIST) 800-171 to retain our status as a Department of Defense contractor.
- **Encrypting** and tracking customer credit card information to comply with credit card company rules.
- **Deleting** customer data if a request is made.
- **Training** all new hires on cybersecurity and data privacy.
- **Requiring** ongoing specialized training for team members dependent upon their positions and access to computers and data, such as cloud security training for our IT team.

Cybersecurity Risk Management

Our process includes assessing, mitigating and managing risk in these three categories: **cybersecurity or technical risk, vendor risk, and compliance and regulatory risk**. To support those risk management categories, we partnered with OneTrust and CyberGRX in 2022 to help us decrease cyber risks and ensure compliance within Allegiant and with third parties.

We verify third-party compliance, such as suppliers and business partners, by aligning with several standards. For example, we subject our IT suppliers to the Sarbanes-Oxley (SOX) and payment card industry (PCI) compliance standards where applicable.



Cybersecurity Honors

In 2022, our cybersecurity team scored in the top 2% competing in the Amazon Web Services (AWS) Security Jam against 500-plus other teams from companies around the world. Our CISO secured fourth place, and our team scored a seventh-place finish. The AWS Security Jam tests participants' skills by solving challenges posed by actual AWS users.



We scored in the top 2% in the AWS against 500-plus other teams

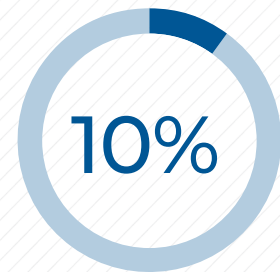
PROCUREMENT AND SUPPLY CHAIN

To fly our airplanes, we rely on suppliers for aircraft parts and tools, ground support equipment, fuel and inflight sales products for our customers.

In 2022, we began efforts to implement multiple systems – including SAP Ariba, Trax and Fuel Plus – to manage and enhance our supply chain. All three systems are procurement platforms that will enable better tracking of our supplier spend and demographics to help us account for the items or services we procure. We aim to launch these platforms for enterprise-wide use in 2023 and 2024.

In addition, SAP Ariba will benefit the traceability of our spending, with more opportunities to gather information directly from our suppliers. We aim for at least 10% of our total procurement spend to go to small, minority-owned and women-owned businesses annually.

In 2023, to enhance our responsible sourcing governance, we set an ESG goal to adopt a responsible sourcing policy and embed the policy into existing governance and procurement management systems by the end of 2025.



We aim to for at least **10%** of our total procurement spend to go to small, minority-owned and women-owned businesses annually.





Managing Supply Chain Risk

Like many companies worldwide, we continue to experience supply chain disruptions including COVID-19 impacts. We mitigate these disruptions by proactively engaging with our suppliers to discuss their delivery and timing risks. Knowing as much information as soon as possible helps guide supplier decisions that minimize disruptions to our business and customers.

Supplier Process

We select suppliers in a systemic way that takes into consideration many factors, including their conduct, ethics and risk.

- 1** **2** **3**
Request-for-proposal (RFP) Process: During our RFP process, prospective suppliers are considered if they can comply with all federal, state and local laws and regulations.
- Screening:** In 2022, we started conducting third-party risk assessments. Moving forward, OneTrust and CyberGRX will perform a two-pronged screening assessment.
- Supplier Management:** Selected suppliers are expected to comply with our [Corporate Code of Conduct and Ethics](#).



CUSTOMER ENGAGEMENT

Our ongoing goal is to make the Allegiant customer experience accessible, safe, seamless and enjoyable. To ensure we deliver on our goal, we have numerous touchpoints where we gain insights that help us understand our customers' preferences, deliver optimized experiences and resolve customer issues. These include customer surveys, call center feedback, social media, SMS notifications and emails.

Our Customer Experience Leadership Team (CELT) continually reviews policies and customer feedback to determine if changes are needed to enhance the customer experience. In 2022, based on CELT reviews and customer feedback, we implemented a call center call-back feature so customers do not have to wait in a phone queue for extended periods. When it is their turn in line, they receive a call from our representative for assistance.

CELT also drove a multi-year cabin redesign initiative largely based on customer feedback. **This initiative is the most significant investment we've made to our cabin interior to date. The redesign includes:**



New wider seats that feature a more comfortable seat cushion and seat covers with enhanced padding. This was a direct result from customer feedback that identified seat comfort as our customers' number one concern.



Larger tray tables and new, easier-to-use seatback literature pockets.

The first aircraft with the redesigned cabin went into service in late 2022. All newly inducted aircraft will include these enhanced features.



Cloud-based Enhanced Reservations

In 2022, we partnered with the cloud-enabled digital travel systems company Navitaire to power our evolving digital strategies. Our migration to Navitaire's fully cloud-based platform includes the New Skies order-based reservation and retailing system, GoNow Day-of-Departure and Ancillary Pricing Optimization. Navitaire became operational in 2023.



▶ Accessible Travel

We continually expand access to affordable travel by offering nonstop flights to and from communities that are either unserved or underserved by other air travel carriers. Though our ultra-low cost fares are already accessible for the budget-minded, our Allways Rewards® loyalty program and Allegiant credit card enable customers to earn points that can be redeemed in any amount toward our already low-cost flights, hotels, rental cars and other leisure travel products and services.

In 2022, our Allways Rewards loyalty program was voted one of the 10Best Frequent Flyer Programs and our Allegiant World co-branded credit card was ranked the number one Best Co-Branded Airline Credit Card in *USA Today's* annual 10Best Readers' Choice Awards.

▶ Safe Travel

We contract with Medlink to provide in-flight and group services, ensuring real-time access to emergency medical services, such as medical emergency consultations for our customers. Additionally, we maintain a rigorous safety and security training program for our team members to prepare them for issues they might encounter on the job. For instance, flight attendants are CPR certified, fully trained on all safety features of our aircraft and undergo training on deescalation techniques.

Allegiant is also a member of the [National Air Carrier Association \(NACA\)](#), a trade association comprised of air carriers certificated under Title 14, Part 121 of the FAA Code of Federal Regulations. To achieve this certification, we operate in accordance with FAA safety standards and regulations, and manage hazard-related risks.

▶ Seamless Travel

Our direct-to-consumer sales model makes planning vacations easy. Customers benefit from low fares and frictionless planning by booking travel directly through our optimized website and mobile app instead of using a travel distribution service. We also simplify the travel booking experience by bundling our services and ancillary products for additional savings.

Customer travel is further streamlined by the nature of the Allegiant business model, which inherently simplifies travel logistics for our passengers. For example:

- The smaller airports we serve are less crowded and less busy at customer touchpoints like the ticket counter and security checkpoints. They are also easier to navigate and offer cheaper, more accessible services like onsite parking.
- Our nonstop routes create a seamless way to get to a destination. Customers can spend more time in their destination without wasting unnecessary time at airports, in the air or trying to manage connecting flights.

Beyond low fares and rewards, we enable accessible travel by:

- Supporting travelers with special needs through programs such as Wings for Autism.
- Offering the [Allegiant Honors program](#) for select free benefits available to U.S. active and reserve duty military and military veterans.





▶ Enjoyable Travel

In addition to offering accessible, seamless travel experiences to our customers, we also strive to make their travel pleasant and enjoyable. We enhanced our inflight experience by offering an elevated Allegiant Extra® option with extra legroom and amenities, added popular selections to our inflight menu and launched our rebranded *nonstoplife* inflight magazine. Our redesigned cabins - which debuted in late 2022 and will be added to all new induction aircraft - feature wider, more comfortable seats, full-size tray tables and other customer-focused cabin features.

Ensuring that our customers arrive at their destination without disruption is a large part of creating an enjoyable travel experience. In 2022, our focus on operational integrity led to a two-point improvement on controllable completion, **raising our score from 97% in the first half of the year to 99%** by the second half. We will continue to push that further with an ongoing ESG goal to maintain a controllable completion of at least 99.5% annually.

▶ Integrated Travel

We also leverage strategic partnerships to provide travelers with end-to-end leisure experiences combining air travel, rental cars, lodging and entertainment. For example:

- As the naming rights sponsor and founding partner of Allegiant Stadium, we offer Football Fan Packages each football season, combining air travel, hotel and game tickets at Allegiant Stadium.

These concerted efforts enhance our product catalogue and progressively move us toward the realization of **Allegiant 2.0**, our long-term growth plan to expand our portfolio beyond air travel and become an integrated travel company offering a one-stop shop for all leisure travel needs.



Reporting Indices



GRI INDEX

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
General Disclosures		
2-1	Organizational details	ESG Report: About Allegiant, Page 7 ; 2022 10-K : Page 1 and Item 2 (Properties), Page 35
2-2	Entities included in the organization's sustainability reporting	2022 10-K : Page 111; Exhibit 21 (List of Subsidiaries)
2-3	Reporting period, frequency and contact point	ESG Report: About this Report, Page 2 . For questions about this report, contact esg@allegiantair.com .
2-4	Restatements of information	None
2-5	External assurance	We did not seek external assurance for this report.
2-6	Activities, value chain, and other business relationships	ESG Report: About Allegiant, Page 7 , Procurement and Supply Chain; 2022 10-K : Item 1 (Business), Page 4
2-7	Employees	ESG Report: Diversity, Equity, Inclusion and Belonging, Page 43
2-9	Governance structure and composition	ESG Report: Board of Directors, Page 56 ; 2023 Proxy Statement : Election of Directors, Page 7
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement : Nominating and Governance Committee, Pages 11-12; Nominating and Governance Committee Charter



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
2-11	Chair of the highest governance body	2023 Proxy Statement : Board Leadership Structure, Page 12
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Report: ESG Governance, Page 12 ; 2023 Proxy Statement : Nominating and Governance Committee, Page 11
2-13	Delegation of responsibility for managing impacts	ESG Report: ESG Governance, Page 12 ; 2023 Proxy Statement : Nominating and Governance Committee, Page 11
2-14	Role of the highest governance body in sustainability reporting	ESG Report: ESG Governance, Page 12
2-15	Conflicts of interest	2023 Proxy Statement : Director Independence, Page 10
2-16	Communication of critical concerns	2023 Proxy Statement : Meetings of Our Board of Directors, Page 12
2-17	Collective knowledge of the highest governance body	ESG Report: ESG Governance, Page 12 ; 2023 Proxy Statement : Board Skills Matrix, Page 10
2-18	Evaluation of the performance of the highest governance body	2023 Proxy Statement : Nominating and Governance Committee, Page 11
2-19	Remuneration policies	2023 Proxy Statement : Executive Compensation, and Director Compensation, Pages 18 and 21
2-20	Process to determine remuneration	2023 Proxy Statement : General Discussion, and Advisory (Non-Binding) Vote on Executive Compensation, Pages 18 and 19
2-21	Annual total compensation ratio	Compensation ratio of annual total compensation for Allegiant's highest paid individual to the median annual total compensation for all employees is 50.6. More information in 2023 Proxy Statement , Compensation of Named Executive Officers, Page 31



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
2-22	Statement on sustainable development strategy	ESG Report: A Message from Our CEO, Page 3
2-23	Policy commitments	Corporate Code of Conduct and Ethics
2-24	Embedding policy commitments	ESG Report: Human Trafficking Prevention, Page 32 , Business Ethics and Integrity, Page 57 , Procurement and Supply Chain, Page 61 ; Corporate Code of Conduct and Ethics
2-25	Processes to remediate negative impacts	ESG Report: ESG at Allegiant, Pages 10-13 , Stakeholder Engagement, Page 14 , Emissions and Energy Management, Page 16 , Waste Reduction and Recycling, Page 20 , Health and Safety, Page 26
2-26	Mechanisms for seeking advice and raising concerns	Corporate Code of Conduct and Ethics
2-27	Compliance with laws and regulations	During the reporting period, Allegiant identified no significant instances of non-compliance with laws and regulations that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
2-28	Membership associations	National Air Carrier Association (NACA)
2-29	Approach to stakeholder engagement	ESG Report: Stakeholder Engagement, Page 14
2-30	Collective bargaining agreements	ESG Report: Labor Management and Unions, Page 50

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
------------	--------------------------------	---------------

Material Topics

3-1	Process to determine material topics	ESG Report: Materiality Assessment, Page 12
3-2	List of material topics	ESG Report: Materiality Assessment, Page 13
3-3	Management of material topics	Detailed throughout the ESG report.

Economic Performance

201-1	Direct economic value generated and distributed	2022 10-K : Item 6 (Selected Financial Data)
201-2	Financial implications and other risks and opportunities due to climate change	2022 10-K : Item 1A (Risk Factors)
201-3	Defined benefit plan obligations and other retirement plans	2022 10-K : Note 12 (Employee Benefit Plans)

Market Performance

202-2	Proportion of senior management hired from the local community	Allegiant only operates in the United States. The majority of our senior management (defined as Vice President and above) are hired from our headquarters community of Las Vegas, Nevada.
-------	--	---

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
------------	--------------------------------	---------------

Indirect Economic Impacts

203-1	Infrastructure investments and services supported	ESG Report: Enabling Community Growth, Page 54
203-2	Significant indirect economic impacts	ESG Report: Enabling Community Growth, Page 54

Anti-corruption

205-1	Operations assessed for risks related to corruption	ESG Report: Risk Management, Page 57
205-2	Communication and training on anti-corruption policies and procedures	Business Ethics and Integrity, Page 57
205-3	Confirmed incidents of corruption and actions taken	During the reporting period, Allegiant Travel Company did not identify any confirmed incidents of corruption.

Anti-competitive Behavior

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, Allegiant Travel Company was not identified as a participant in any legal actions alleging anticompetitive behavior or violations of anti-trust and monopoly legislation.
-------	---	--



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
Energy		
302-1	Energy consumption within the organization	ESG Report: Emissions and Energy Management, Page 19
302-3	Energy intensity	ESG Report: Emissions and Energy Management, Page 19
302-4	Reduction of energy consumption	ESG Report: Emissions and Energy Management, Page 19
302-5	Reductions in energy requirements of products and services	ESG Report: Emissions and Energy Management, Page 17
Emissions		
305-1	Direct GHG emissions (Scope 1)	ESG Report: Emissions and Energy Management, Page 19
305-2	Energy indirect GHG emissions (Scope 2)	ESG Report: Emissions and Energy Management, Page 19
305-3	Other indirect (Scope 3) GHG emissions	ESG Report: Emissions and Energy Management, Page 19
305-4	GHG emissions intensity	ESG Report: Emissions and Energy Management, Page 19
305-5	Reduction of GHG emissions	ESG Report: Emissions and Energy Management, Page 19



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
Waste		
306-1	Waste generation and significant waste-related impacts	ESG Report: Waste Reduction and Recycling, Page 20
306-2	Management of significant waste-related impacts	ESG Report: Waste Reduction and Recycling, Page 20
Employment		
401-1	New employee hires and employee turnover	ESG Report: Talent Recruitment and Retention, Pages 34-35
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG Report: Comprehensive Benefits, Page 36
401-3	Parental leave	ESG Report: Talent Recruitment and Retention, Page 35
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	ESG Report: Labor Management and Unions, Page 50



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
Occupational Health and Safety		
403-1	Occupational health and safety management system	ESG Report: Safety Management System, Page 28
403-2	Hazard identification, risk assessment, and incident investigation	ESG Report: Safety Management System, Page 28 , Flight Incident Mitigation and Emergency Measures, Page 31 , Aircraft Safety, Page 33
403-4	Worker participation, consultation, and communication on occupational health and safety	ESG Report: Safety Management System, Page 28 , Flight Incident Mitigation and Emergency Measures, Page 31 , Aircraft Safety, Page 33
403-5	Worker training on occupational health and safety	Our Safety & Security department team members undergo training that includes human factors/accident investigation, security, occupational safety and health, and hazardous materials recognition. Flight crews receive additional training on Aviation Security Awareness and Crew Security. New leaders train for their responsibilities to stop unsafe situations to build a strong safety culture within their teams. Emergency Response (ER) team members receive training on different ER teams, aircraft accident investigation and bloodborne pathogens awareness.
403-6	Promotion of worker health	ESG Report: Team Member Health and Wellness, Page 32
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Report: Environmental Compliance, Page 20 , Aircraft Safety, Page 33 , Sunseeker Resort Safety and Security Features, Page 30 , Safe Travel, Page 64
403-9	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Report: Safety Performance, Page 29 , Flight Incident Mitigation and Emergency Preparedness, Page 31 , Aircraft Safety, Page 33 .



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
Training and Education		
404-1	Average hours of training per year per employee	ESG Report: Training and Development, Page 42
404-2	Programs for upgrading employee skills and transition assistance programs	ESG Report: Training and Development, Page 41
404-3	Percentage of employees receiving regular performance and career development review	ESG Report: Training and Development, Page 41
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	ESG Report: Diversity, Equity and Inclusion, Pages 45-46
405-2	Ratio of basic salary and remuneration of women to men	ESG Report: Pay Structures and Equity, Page 51
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Within Allegiant, no operations exist where the right to freedom of association and collective bargaining are at risk.



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
------------	--------------------------------	---------------

Security Practices

410-1	Security personnel trained in human rights policies or procedures	ESG Report: Safety Management System, Page 28 , Human Trafficking Prevention, Page 32 , Sunseeker Resort Safety and Security Features, Page 30 , Business Ethics and Integrity, Page 57
-------	---	---

Human Rights Assessment

412-2	Employee training on human rights policies, or procedures	ESG Report: Human Trafficking Prevention, Page 32
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	ESG Report: Our Supplier Process, Page 62

Customer Health and Safety

416-1	Assessment of the health and safety impacts of product and service categories	ESG Report: Aircraft Safety, Page 33
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	During the reporting period, Allegiant identified no incidents of noncompliance concerning the health and safety impacts of products and services that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2022 RESPONSE
------------	--------------------------------	---------------

Marketing and Labeling

417-1	Requirements for product and service information and labeling	ESG Report: Customer Engagement, Page 63
417-2	Incidents of noncompliance concerning product and service information and labeling	During the reporting period, Allegiant identified no new incidents of noncompliance concerning product and service information and labeling that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
417-3	Incidents of noncompliance concerning marketing communications	During the reporting period, Allegiant identified no new incidents of noncompliance concerning product and service information and labeling that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.

Customer Privacy

418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	<p>During the reporting period, Allegiant identified no substantiated complaints concerning breaches of customer privacy and losses of customer data that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.</p> <p>Our public privacy policy, which complies with the stringent California Consumer Privacy Act, explains how we collect and use customer data and personal information. We review our privacy policy annually.</p>
-------	---	--

SASB Index

TOPIC	ACCOUNTING METRIC	CODE	2022 RESPONSE
Greenhouse Gas Emissions	Gross global Scope 1 emissions	TR-AL-110a.1	ESG Report: Emissions and Energy Management, Page 19
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR-AL-110a.2	ESG Report: Emissions and Energy Management, Pages 16-18
	(1) Total fuel consumed, (2) percentage alternative, (3) percentage sustainable	TR-AL-110a.3	ESG Report: Emissions and Energy Management, Page 19
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	TR-AL-310a.1	ESG Report: Labor Management and Unions, Page 50
	(1) Number of work stoppages and (2) total days idle	TR-AL-310a.2	(1) 0 (2) 0
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TR-AL-520a.1	During the reporting period, Allegiant Travel Company had no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.



TOPIC	ACCOUNTING METRIC	CODE	2022 RESPONSE
Accident & Safety Management	Description of implementation and outcomes of a Safety Management System	TR-AL-540a.1	ESG Report: Safety Management System, Page 28
	Number of aviation accidents	TR-AL-540a.2	During the reporting period, Allegiant experienced 0 aviation accidents.
	Number of governmental enforcement actions of aviation safety regulations	TR-AL-540a.3	0
Activity Metrics	Available seat kilometers (ASK)	TR-AL-000.A	29,642,506 ^{1,3}
	Passenger load factor	TR-AL-000.B	84% ¹
	Revenue passenger kilometers (RPK)	TR-AL-000.C	24,783,670 ^{1,3}
	Revenue ton kilometers (RTK)	TR-AL-000.D	2,478,367 ^{1,2,3}
	Number of departures	TR-AL-000.E	118,069 ¹
	Average age of fleet	TR-AL-000.F	15 years

¹ This data for total system. Our 2021 data, previously disclosed in our 2021 ESG report, was only for schedule service.

² Allegiant follows IATA's revenue ton kilometer methodology which assumes a 100kg per passenger conversion factor for RPK to RTK.

³ This data is expressed in thousands (000).

