

En Route to Nonstop ESG Excellence

2021 ENVIRONMENTAL, SOCIAL
AND GOVERNANCE (ESG) REPORT



About this Report

We present our first annual ESG report, which covers Allegiant Travel Company's environmental, social and governance (ESG) performance from January 1, 2021, through December 31, 2021, unless otherwise noted. This report has been prepared with reference to the GRI Standards, and it aligns with the Sustainability Accounting Standards Board (SASB) Airlines reporting standards.

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Presenting Our First ESG Report as Part of Our **Commitment to Sustainability**

When I took on the position of CEO at Allegiant Travel Company in June 2022, I knew I was in for some exciting times that would take our company in an increasingly positive direction.

For instance, we are completing our transition to a premier integrated travel company, a one-stop shop for customers seeking affordable travel and accommodations as well as memorable experiences. We are growing our business by adding nonstop routes flying out of more under-served cities to open up reasonably priced leisure travel to more people in the U.S. We are committing to making Allegiant a leader in sustainability by promising transparency and accountability as we adhere to environment, social and governance (ESG) best practices.

Most importantly, we plan to do this without compromising elements of our business model. Our vision of attaining ESG excellence is grounded in the actions we have taken. We started by developing an ESG strategy as part of a comprehensive ESG program (see page 8) in partnership with Schneider Electric.

To keep us accountable and in the interest of transparency, we will report annually on our ESG progress. I am proud to present our first report in which we begin the process of disclosing data and information on our ESG efforts.



► **RECENT ESG HIGHLIGHTS**

Our ESG disclosures have brought to the forefront some things we have been doing that are a source of pride.

We determined Allegiant's material ESG topics.

By conducting our first materiality assessment, we discovered the ESG issues our stakeholders consider most material (see page 9) to our company. The results of this illuminating

assessment drive this report's content and will help us develop our ESG goals, which we plan to disclose in future reports.

We made progress on the environmental front.

In 2021, we achieved 12% more efficient per passenger fuel consumption than the industry average. We made plans to be even more fuel efficient by agreeing to buy 50 new Boeing

737 MAX aircraft, with the option to purchase an additional 50 aircraft, that we expect the fuel burn per passenger to be nearly 20% less than our existing, used Airbus fleet. Plus, we began providing ongoing carbon emissions reporting of our Scope 1, 2 and 3 greenhouse gas (GHG) emissions.

We also made progress on our new Sunseeker Resort in Charlotte Harbor, Florida, which is expected to open in 2023. This property was designed with an eye on sustainability and is being constructed using eco-friendly materials and practices.

We supported our communities.

Happily, we were able to resume in-kind travel for Make-a-Wish kids and their families, as well as continue to donate \$1 million annually to the Make-a-Wish Foundation. We championed important causes by co-sponsoring Girls in Aviation Day and providing scholarships to encourage careers in aviation.

On the economic front, we created high-wage jobs in Flint, Michigan; Austin, Texas; and Appleton, Wisconsin

by investing over \$200 million to create new bases of operations. This also increased our number of bases to a total of 23 across our network.

We ramped up our commitment to diversity, equity and inclusion (DE&I).

We achieved a Board of Directors membership that is 25% female and 12.5% ethnically diverse. To improve tracking of our DE&I recruitment efforts, we made plans in 2021 for a new talent management system, which we implemented in 2022. We also strive to honor service members and veterans with rewarding career opportunities. In 2021, nearly 10% of our total workforce are veterans or currently serving in the military. For all our efforts, we were honored to be named as one of *Forbes'* America's Best Employers for Diversity in 2021.

We were recognized as a great place to work.

We were humbled and grateful to be named as One of the Top 100 Most Loved Workplaces 2021 by *Newsweek*



After we establish our goals, we will begin the benchmarking process to ensure we are making ESG progress year after year.

and as one of the Best Mid-size Employers by *Forbes Magazine*.

We maintain strict safety and security standards for the benefit of our customers and workforce.

For our 2021 efforts, AirlineRatings.com named us one of the 10 safest low-cost airlines in the world in 2022. During 2021, we decreased our rate of workforce health and safety incidents from both 2020 and 2019, pre-COVID. To protect us from cybersecurity threats, we selected Amazon Cloud Services (AWS) as our preferred cloud provider, ensuring greater security and reliability through its IT infrastructure.

In future reports, we will state our still developing ESG goals and

environmental goal achievement plans. After we establish our goals, we will begin the benchmarking process to ensure we are making ESG progress year after year. This journey will require the efforts of team members throughout our company and our network. I want to personally thank them for standing behind and supporting this journey. I am confident together we can create a more sustainable Allegiant Travel Company.



John Redmond
Chief Executive Officer



About Allegiant

About Allegiant Travel Company

Allegiant Travel Company (Allegiant) prides itself as a low-cost premier travel partner offering nonstop flights from under-served cities to leisure destinations at affordable prices. Allegiant is certified by the U.S. Department of Transportation (DOT) as a "Scheduled Air Carrier" with authority to fly:

- Scheduled and charter airline operations throughout the U.S.
- Charter service to Canada and Mexico

At allegiant.com, we also offer travelers deals on lodging, whether a hotel or a vacation rental, and car rentals for a full getaway experience.



Allegiant at a Glance



Corporate Headquarters:
Las Vegas, Nevada

1997
Year Founded

583
Routes*

126
Cities Served*

42
States Served*

5,692
Team Members*

*As of September 30, 2022



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ESG at Allegiant

08 Our Strategy
and Approach

09 ESG
Governance



ESG at Allegiant

As a premier travel company, we at Allegiant upped our game — and will continue to do so annually — by making progress towards our ESG goals. Solidifying our commitment to ESG is a natural next step as we refine our long-term corporate strategy to better serve our stakeholders.

OUR ESG STRATEGY AND APPROACH

In our ESG journey, we partnered with Schneider Electric to develop a comprehensive ESG program. As part of the program, we developed an ESG strategy involving these four steps:

- 1 **Identified** and prioritized relevant ESG topics through a materiality assessment (see page 9) involving benchmarking and stakeholder engagement.
- 2 **Disclosed** ESG data and information material to our company and stakeholders by:
 - Aligning with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) frameworks (see page 53).
 - Laying the groundwork for reporting in alignment with the Task Force on Climate-related Financial Disclosures (TCFD).
- 3 **Committed** to provide ongoing carbon emissions reporting of Scope 1, 2 and 3 greenhouse gas (GHG) emissions (see page 13) using Schneider Electric's EcoStruxure Resource Advisor.
- 4 **Expressed intent** to establish ESG goals and environmental goal achievement plans.

ESG Governance

Our Board of Directors (see page 45) governs our ESG efforts. In particular, directors serving on the board's Nominating and Governance Committee oversee and review our ESG-related risks and goals, including establishing ESG metrics, targets and disclosures.

Our executive team also has ESG-related roles. Establishing, implementing and leading Allegiant's ESG strategy and programs is the responsibility of an internal ESG committee, chaired by the Managing Director, Investor Relations and Sustainability. Members of the committee include the following:

- Chief Executive Officer
- President, Chief Financial Officer
- Senior Vice President, Corporate Finance and Treasurer
- 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

In 2021, we conducted our first materiality assessment to identify topics considered material to our company. Our approach in our materiality assessment included:




Benchmarking. We benchmarked material ESG topics across our industry, peers, global reporting frameworks, and third-party rating and ranking methodologies.

Stakeholder engagement.

We engaged more than 400 key stakeholders including customers, employees (team members), suppliers, stockholders and community partners to help us prioritize an initial list of 46 benchmarked topics.

Through a survey and interviews, we identified 20 topics as material to Allegiant. The material topics (listed below in alphabetical order) guide this inaugural ESG report and will govern our ESG goal development.

2021 Allegiant Material ESG Topics

 ENVIRONMENTAL	 SOCIAL	 GOVERNANCE
<ul style="list-style-type: none"> • Emissions • Energy • Waste & Hazardous Material 	<ul style="list-style-type: none"> • Accident & Safety Management • Benefits & Work-Life Balance • Diversity, Equity & Inclusion • Employee Health & Safety • Employee Training & Development • Employment • Human Rights • Labor Management • Local Job Creation • Non-Discrimination • Product Quality & Safety • Response to COVID 	<ul style="list-style-type: none"> • Anti-Corruption • Business Ethics & Integrity • Competitive Behavior • Customer Privacy • Data Security

An aerial photograph of a tropical beach with turquoise water, white sand, and lush green vegetation. The word "Environment" is overlaid in large white text. Below it, a yellow horizontal line separates the header from two columns of content. The left column features a large yellow number "11" followed by the text "Emissions and Energy Management". The right column features a large yellow number "15" followed by the text "Waste Reduction and Recycling".

Environment

11 Emissions and
Energy Management

15 Waste Reduction
and Recycling



Striving for Sustainable Solutions

As the need to transition to a low-carbon economy becomes more urgent, we at Allegiant recognize our responsibility to reduce our environmental impacts.

EMISSIONS AND ENERGY MANAGEMENT

The aviation industry accounts for roughly 2% of global greenhouse gas (GHG) emissions, almost all of which is attributable to the burning of aircraft fuel. To decrease our aviation-related GHG emissions, we continually take steps to be more fuel efficient.

Aircraft with greater 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 and the option to purchase an additional 50 aircraft, with deliveries beginning late 2023. These jets are expected to burn up to 20% less fuel on a per passenger basis than our existing, used Airbus fleet while offering increased seating density.

Added measures we are taking to reduce fuel consumption include:

- ✓ Ensuring new aircraft are retrofitted with ACRO 6 seats, which are lighter compared to those in our existing fleet.
- ✓ Installing sharklets on eligible A320 aircraft new to our fleet, which reduce the induced drag caused by lift
- ✓ Purchasing our new spare engines from original equipment manufacturers to include a performance package that helps reduce fuel consumption by 1.5%.

Fuel Steering Committee and conservation solutions

Our internal Fuel Steering Committee meets monthly to discuss fuel conservation. Efforts from this committee resulted in several valuable fuel conservation solutions, including:

- Route optimization
- Single engine taxi in and out, as time permits
- Constant descent angle approach, as permitted by air traffic
- Flaps 3 for landing, an Airbus green procedure creating less drag during the landing process, conditions permitting
- Idle thrust reverse for landing, conditions permitting
- Auxiliary power unit fuel optimization
- Data collection by aircraft to identify performance deterioration and rectify issues in advance when advisable

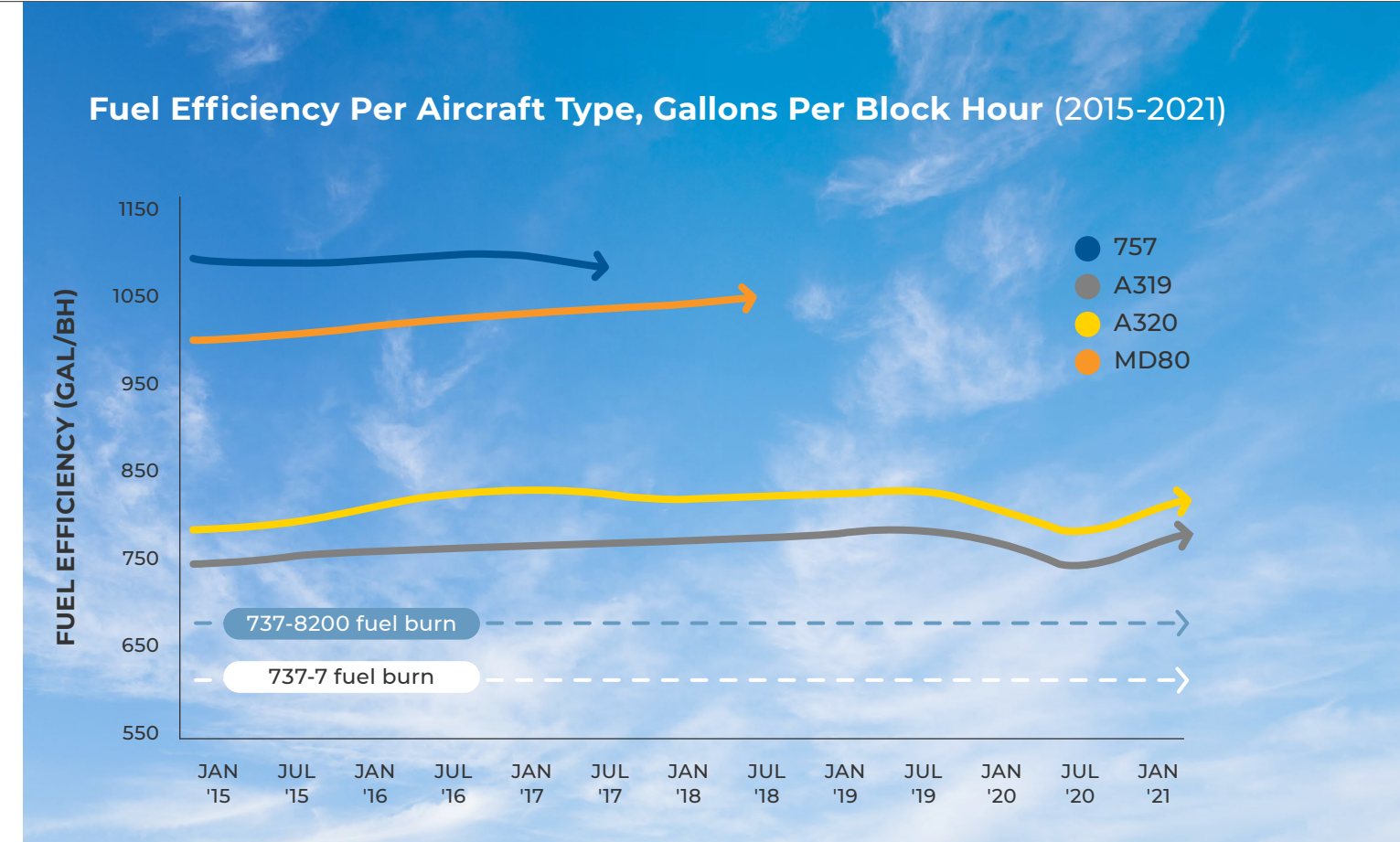
- Trial of certain electric ground handling equipment
- Optimization of the amount of contingency and dispatch fuel

The committee is currently researching sustainable aviation fuel as a viable option on our routes.

Fuel-efficient flight planning system

Allegiant's business model focuses on providing access to affordable travel for leisure travelers as opposed to corporate travel. This means we expertly match our available capacity with demand trends, providing only nonstop service from under-served cities to leisure destinations. This practice of flying less during off-peak seasons and off-peak days leads to higher load factors, which improves fuel efficiency on a per passenger basis.

On a flight-by-flight basis, when possible, we plan the most efficient route and altitude to reduce our emissions. Because we fly into many



smaller airports, our aircraft can perform idle descents easily into these airports.

As a result of our efforts, Allegiant has significantly improved fuel efficiency per aircraft across our previous and existing fleet. During 2021, we consumed 205 million gallons of

fuel averaging 85.4 available seat miles (ASMs) per gallon of fuel, a 36% improvement when compared to 2012.

We expect the new Boeing 737 MAX aircraft will perform with a 19% reduction in gallons per block hour and a 30% increase in ASMs per gallon over the current fleet.



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 flights are nonstop

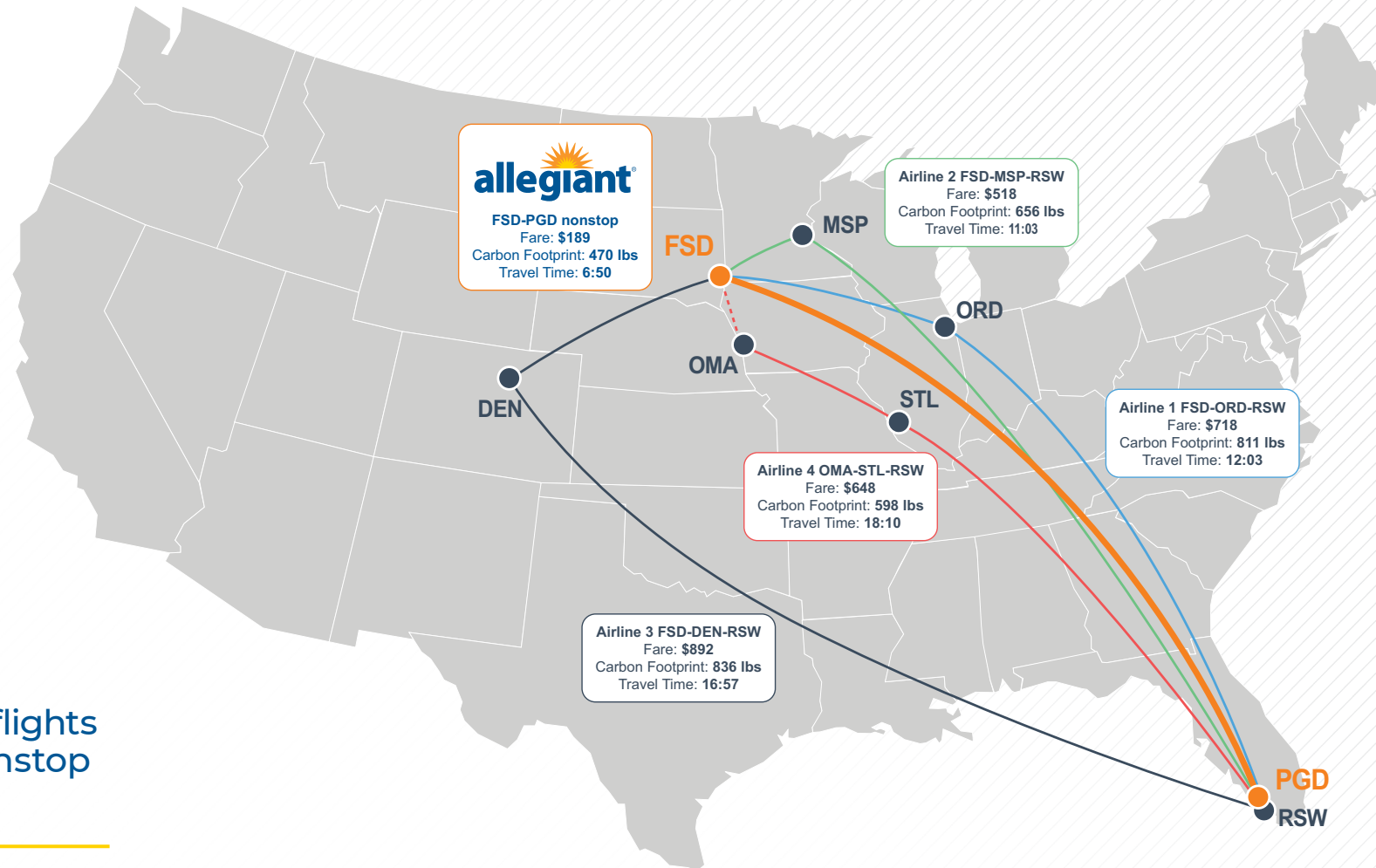
Technological advancements

Within our buildings, we're exploring energy efficiency initiatives such as automatic lighting and updated HVAC systems.

Strategy into plans

We are working with Schneider Electric to map our energy and emissions strategy moving forward. We plan to explore renewable

energy procurement options and quality carbon offsets as part of our decarbonization journey.



Greater Fuel Efficiency

Over the past decade, we reduced fuel consumption on a revenue passenger mile basis more than any other domestic airline due to investments in improving our aircraft fuel efficiency.

In 2021, our per passenger fuel consumption, measured in gallons of fuel per thousand revenue passenger miles, was 12% more efficient than the industry average.

Looking ahead, we are inducting larger gauge aircraft into our fleet, which will further reduce our fuel burn per passenger.

↑ 12%

Our per passenger fuel consumption was **12% more efficient** than the industry average

2021 Total Energy Consumption and Intensity (gigajoules)

SOURCE	Gigajoule	%
Total energy consumption within the organization	29,048,940.11	100%
Energy consumption (non-renewable sources)	29,034,942.69	99.95%
Diesel	13,577.23	0.05%
Gasoline	8,114.78	0.03%
Jet fuel	29,011,167.61	99.87%
Natural Gas	2,083.07	0.01%
Energy consumption by type	13,997.43	0.05%
Electricity	13,997.43	0.05%
Energy intensity (FTE by GJ)	0.000163	0.016%

2021 Total Scope 1, 2 and 3 Emissions (metric tons CO₂e)*

SCOPE	METRIC TONS CO ₂ E	%
Scope 1	1,987,516	99.99%
Diesel	955	0.05%
Gasoline	955	0.03%
Aviation gasoline/Jet fuel	1,985,915	99.90%
Natural Gas	105	0.01%
Scope 2	295	0.01%
Electrical Power	295	0.01%
Scope 3	1,209	0.06%
Electrical Power (Upstream Leased Assets)	1,209	0.06%
Total GHG emissions	1,987,811.27	100%
Emissions intensity (FTE [†] by CO ₂ e)	0.002382	0.238%

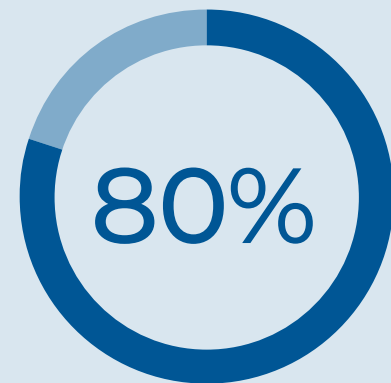
*Future GHG emissions information will be subject to assurance.

[†]FTE stands for full-time equivalent.



WASTE REDUCTION AND RECYCLING

We have made significant waste-reduction impacts through our implementation of circular practices.



Of our existing fleet in 2021, **more than 80%** were acquired as used aircraft.



Refurbished aircraft and recycled parts

We have a track record of purchasing used aircraft from other airlines and aircraft lessors. We refurbish those aircraft and use them for up to 15 years, which prolongs their lifespan without sacrificing safety. Of our existing fleet in 2021, more than 80% were acquired as used aircraft.

When it is time to retire our aircraft, we recycle and reuse valuable parts. We also purchase used parts in the aviation marketplace.

Recyclable commissary items

We work with suppliers who use recyclable materials in their products for items available for purchase on board flights.

Our initiatives include:

- ✓ Providing napkins made from recycled materials, designated as “tree-free.”
- ✓ Exploring options for cups made from 100% recyclable materials and alternatives to plastic straws.

Among the challenges we face in implementing onboard recycling is the lack of storage space on the aircraft and on the ground at many of our smaller bases. We are working on finding solutions to these recycling challenges.

Environmentally Friendly Sunseeker Resort

Our new Sunseeker Resort, which is expected to open in 2023, in Charlotte Harbor, Florida will treat guests to a clean, green experience. As the first newly built resort in Southwest Florida in over 13 years, we will implement several infrastructure improvements with sustainability benefits. Also, we are keeping the environment in mind during construction.



- ✓ **Installed** a 2,300 foot seawall to prevent shoreline erosion.
- ✓ **Reduced** likelihood of flooding, and the Federal Emergency Management Agency reclassified the area's flood zone as a result. The seawall held up during Hurricane Ian in 2022, likely reducing storm water impact on the resort.
- ✓ **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.

- ✓ **Saved** as many natural plants and areas as we could and limited disturbance to existing Mangrove stands throughout construction.
- Managed** our construction waste and recycled rebar.

We designed every inch of the resort with environmental sustainability in mind.

► AT A GLANCE



Sustainable landscaping



Designed to maximize energy efficiency



Customer "Green" program incentives



Easy recycling and sorting



Locally sourced food and beverage



Products made from recyclable materials



Exterior

We will limit the amount of paving, installed reflective roofing and strategically planned landscaping to reduce the "heat island effect." Landscaping will include native and low-water-use plants.



Exterior
Artist rendering



Ideation Suite
Artist rendering



Guest room
Artist rendering



Main ballroom
Artist rendering



Interior

We will incorporate natural light wherever possible and integrate LED energy-efficient lighting. Design materials — such as cabinet work and accessories — use sustainable products with no or low volatile organic compounds (VOC) in paints, sealants, adhesives and carpets.

All plumbing, water heating, mechanical equipment and electrical were designed to consider energy efficiency. This includes reverse cycle air-to-water chillers that capture ambient air to heat the hot water for the buildings. We will also install water-saving plumbing fixtures to reduce our water consumption.



Guest rooms

Guests will be rewarded for taking part in our “green” program by choosing not to change linens and terry every day. We are also making recycling easy with clear signage and sorting systems for guests.

Additionally, we are eliminating single-use plastic bottles for both water and in-room guest amenities. Instead, we will provide refillable glass bottles in guest rooms with filtered water fountains available throughout the resort. Plus, toiletry bottles in our standard guest rooms’ bathrooms are refillable.



Dining and Conventions

Given our proximity to agricultural-heavy counties, we plan to source food and beverage products from local farmers. All our convention sales kits are made from recycled paper materials except for the outside wrap.



Social

20 Team Member
Appreciation

26 Employee
Engagement

34 Health
and Safety

40 Community Engagement
and Economic Impact



Valuing Our Team and Communities

At the heart of our diverse team, we love what we do. Allegiant strives to make travel accessible and affordable, linking travelers in underserved cities to world-class vacation destinations.

TEAM MEMBER APPRECIATION

Allegiant team members are at the heart of our growing business, enabling us to effectively serve our customers on nonstop routes touching down in over 126 cities. Our relationships with communities allow us to establish deep roots while increasing our ability to deliver high-value, low-cost experiences.

We do all we can to help our team members soar because they are essential to making us the innovative, successful company we are today. They know they can depend on us for a diverse, equitable and inclusive workplace that respects their well-being and professional development. No matter the role, we value their service.

Our team members are at the heart of our business, connecting us to unique cities and communities.



*As of December 31, 2021



Total Workforce (as of December 31, 2021)*

	FEMALE	MALE	TOTAL
Number of Employees	2,100	2,634	4,734
Number of Full-Time Employees	1,812	2,372	4,184
Number of Part-Time Employees	288	262	550
Number of Permanent Employees	2,100	2,631	4,731
Number of Temporary Employees	0	3	3
Number of Non-Guaranteed Hours Employees	0	0	0

Total Workforce by Role (as of December 31, 2021)*

	FEMALE	MALE	TOTAL
Pilots	49	1,039	1,088
Flight Attendants	1,232	265	1,497
Airport Operations Personnel	276	277	553
Maintenance Personnel	41	530	571
Reservation Agents	118	50	168
Flight Dispatchers	7	21	28
Management and Other Personnel	377	452	829

*Our total workforce is based in the United States.



Talent Recruitment and Retention

We strive to attract and retain the best talent for our growing team in a variety of ways. We offer competitive benefits packages for full-time team members that include comprehensive medical, dental and vision benefits and 401(k) savings plan.



We also provide programs that support holistic wellness, including mental health and career development such as ►►



Employee Assistance Program (EAP).

This program provides free, confidential support for mental health and wellness, personal and professional struggles, substance abuse, family life, financial information, and limited legal support. EAP is free for full-time and part-time team members and their household members.



Personal development workshops.

Training courses on a variety of topics include retirement planning, emotional intelligence and work-life balance to help team members improve their lives at home and beyond.



Employee Stock Purchase Plan (ESPP).

This plan enables team members to buy Allegiant stock at a 15% discount after their first three months of continuous employment.



Adoption program.

Financial reimbursement of up to \$8,000 per adoption is available, with a lifetime limit of two adoptions. We also provide six weeks of paid parental leave in addition to unpaid, job-protected leave beyond requirements under FMLA or state parental leave laws. The program is available for full-time and part-time team members not covered under a Collective Bargaining Agreement (CBA).



Flexible time off.

We provide paid and unpaid time off, and floating holidays for flexibility. Our leave of absence policy provides additional leave options in the case of childbirth and adoption, calls to active duty or other unique situations. We also comply with state-specific requirements, such as school-related parental leave. From 2020-2022, we offered COVID-related leave.



Flexible Vacation Policy.

Unlimited vacation time is available to exempt (salaried) staff across the company.



Part-time benefits.

Part-time team members are eligible for sick leave, tuition reimbursement and 401(k) matching.



Recruitment incentives.

To attract talent in a tight labor market, we implemented the following initiatives:

- Employee referral program, which leverages our workforce's network to identify new talent.
- Internship and early career recruiting programs that attract recent high school and college graduates.
- Sign-on bonuses up to \$10,000 for high-demand positions.



“Out-and-Back” Flight Schedule

Our business model gives our flight crew and cabin crew members an opportunity for a more regularly scheduled lifestyle. Unlike most other airlines, we operate an “out-and-back” network with exclusively nonstop flights. This means each day’s flying starts and ends at the same base, allowing crew members to go home at night. Our unique flight scheduling enables us to attract pilots and flight attendants who may want a more routine schedule.

2021 New Hires by Age and Gender

AGE GROUP	NUMBER	RATE
Less than 30	531	38.2%
30-50	546	39.2%
50+	313	22.5%
GENDER		
Female	610	43.6%
Male	780	56.4%
REGION		
United States	1,390	100%

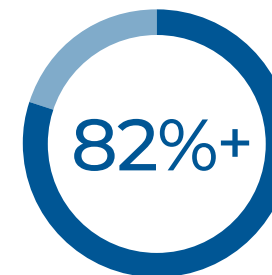
Employees Eligible for Parental Leave Based on U.S. FMLA*

	TOTAL
Number of Employees Eligible for Parental Leave	1,180
Number of Employees that Took Parental Leave	181
Number of Employees that Returned to Work	150

*Gender breakdown not available for 2021.

2021 Turnover by Age and Gender

AGE GROUP	TOTAL	TERMINATION	RATE
Less than 30	877	270	30.7%
30-50	2,425	363	14.9%
50+	1,432	183	13.1%
GENDER			
Female	2,101	368	17.5%
Male	2,633	453	17.2%
REGION			
United States	4,734	821	17.3%



In 2021, **82.9%** of eligible employees returned to work following U.S. FMLA parental leave

Training and Development

Allegiant supports our team members' professional growth and expands their skills through internal and external training.

Allegiant University (AU)

Our company educational program offers a range of regulatory training and 150 professional development courses available in person or virtually.

AU provides:

- ✓ All team members with Federal Aviation Administration (FAA) required training for security, safety and operations.
- ✓ Professional development courses for leaders focusing on management skills, such as recruiting and hiring, engagement and retention, organizational effectiveness and communication.
- ✓ Courses for team members that focus on enhancing personal and professional skills, such as personal branding and business writing.

Specialized Training

Flight crews receive specialized training at different stages. Training focuses on aircraft systems, emergency procedures, evacuation techniques, first aid and CPR, passenger handling and customer service.

Training includes:

- ✓ New hire training — Onboarding of new team members.
- ✓ Recurrent training — Annual training required by FAA.
- ✓ Transitional training — Designed for pilots switching to different aircraft types.
- ✓ Differences training — Designed for flight attendants learning new aircraft types.
- ✓ Upgraded training — Helps recently promoted team members be more effective managers.



Average Hours of Training in 2021 Per Employee

	TOTAL
Per Employee	9.9
Per Female Employee	9.2
Per Male Employee	10.5

Average Hours of Training in 2021 Per Employee Category

EMPLOYEE CATEGORY	AVERAGE HOURS
Pilots	40.2
Flight Attendants	29.8
Airport Operations Personnel	21.3
Maintenance Personnel	28.6
Reservation Agents	29.9
Flight Dispatchers	22.3
Management and Other Personnel	12.8

Advancement and Mobility Opportunities

Professional growth and internal mobility are available for pilots and flight attendants throughout their Allegiant careers. Among the opportunities:

- Flight attendants can advance into Air Transportation Supervisor (ATS), a leadership role managing other flight attendants and ensuring proper execution of policies and procedures.
- Pilots can also become an Airline Program Designee (APD). Reporting to both Allegiant and the FAA, this role is responsible for ensuring Check Airmen follow standard procedures.
- Pilots can transition into Check Airman, a supervisor role that conducts check-in events to ensure other pilots comply with procedures and standards.
- Both pilots and flight attendants can move into instructor-level positions to train and develop future flight operations crews.

Education Financial Assistance

We offer tuition reimbursement to help team members gain additional skills not available on Allegiant University.

Our Educational Assistance Program provides:

Full-time team members up to:

\$4,500

per calendar year.

Part-time team members up to

\$2,500

per calendar year.



Employee Reviews

We regularly engage team members in career development reviews for advancement and performance reviews for salary increases. In 2021, the percentage of employees receiving regular performance and career development reviews included:

- Of approximately 800 team members eligible for our Forward Look career development and progression reviews, **72% completed the process.**
- Of approximately 800 team members on our Stations Team, **100% completed their performance reviews.**

The majority of our team members are covered under a CBA, so their performance is prescribed and measured through defined CBA language.

EMPLOYEE ENGAGEMENT

Allegiant conducts an employee engagement survey every 24 months to gauge team members' sentiment across all work groups and locations. Departments occasionally conduct additional surveys related to culture or communications to gauge team-specific feedback.

We completed our latest company-wide survey in December 2021. For transparency purposes, we share all survey results with our workforce.

Key findings include:

77% said they always or almost always enjoy their job.

74% said they feel good about working in their Allegiant department.

71% said they feel positive about working at Allegiant.



Workplace Honors

Our efforts to engage team members and sincerely listen to their feedback are key to our reputation as an employer of choice. We are honored that our efforts contributed to national recognition over a two-year period.

In 2021, we were named:

- ✓ One of the **Top 100 Most Loved Workplaces** by *Newsweek*, which recognizes Allegiant as an upward-mobility friendly airline where workers can move jobs to find the right fit while easily building connections with other employees. We were the only airline on that list and the only Las Vegas-based company. We made this list for the second consecutive year in 2022, reinforcing our commitment to employee satisfaction.
- ✓ One of the **Best Mid-size Employers** by *Forbes Magazine*, which ranks 500 midsize U.S. companies based on employee satisfaction and their willingness to recommend their employer to others.

In 2020:

- ✓ We received the *Glassdoor Employees' Choice Award*. This honor recognizes the nation's **top 100 Best Places to Work** based on employees' input about their jobs and work environment on Glassdoor, one of the world's largest job and recruiting sites.



According to online reviews, the following factors make Allegiant a great place to work:

- Competitive wages
- Travel benefits
- Community engagement activities
- Company culture
- Senior leadership's openness to progress
- Innovative ideas
- Corporate giving philosophy

Labor Management and Unions

Allegiant employs thousands of people across the U.S. We encourage team members to build lasting careers with us by offering jobs that provide economic stability.

Seniority primarily drives our pay structure. However, some positions have incentive pay structures and award metrics. For new hires, we start with competitive base salaries.

We also offer attraction and retention incentives such as:

- Discretionary performance-based bonuses
- Profit sharing
- Equity in the company

Our full-time team members are paid above minimum wage, and many of our positions are considered high-wage jobs such as pilots, flight attendants and mechanics. For example, most of the 157 new jobs at our Provo, Utah, aircraft base will offer salaries more than double the state's average wage.

Within Allegiant, no operations exist where the right to freedom of association and collective bargaining are at risk. In fact, about 65% of team members across four groups — pilots, flight attendants, flight dispatchers and maintenance technicians — elect to have union representation. CBAs cover about 3,000 team members. The CBAs and our labor management efforts cover:

- **Mitigation.**

Our Labor Relations department, specific to CBA-covered team members, helps address contract disputes and interpretations. Our dedicated Employee Relations

department helps team members and managers navigate workplace challenges and resolve labor-related issues. We make good faith attempts to resolve disputes at the lowest level to prevent escalation. We work with mechanics, dispatchers, pilots and flight attendant groups to ensure effective communications and address issues as they arise.

- **Operational changes.**

In cases of operational changes that could substantially impact team members, we give a minimum of two weeks' notice. Typically, it is longer; 30-60 days where possible.

- **Career advancement.**

For certain roles, such as maintenance technicians, career advancement opportunities are negotiated into union contracts.

If we need additional staffing and flexibility during peak season or labor shortages, we bring on part-time team members and temporary contractors. Contractors identify as

Allegiant personnel and thus abide by our policies. However, their contracted agency determines their hours and pay rate and handles employment-related issues.

Contractors comply with Allegiant's Safety Management System (SMS) and are provided safety awareness training. They can access our Safety Event Reporting (SER) program to confidentially submit potential safety hazards and concerns.

Most of the 157 new jobs at our Provo, Utah, aircraft base will offer salaries **more than double** the state's average



Provo, UT aircraft base

Diversity, Equity and Inclusion

Our Diversity, Equity and Inclusion (DE&I) approach is focused on making Allegiant a safe place for team members to be themselves. We strive to hire a diverse workforce and create an environment where everyone feels welcome.

Our DE&I efforts encompass all levels of our company. We have increased minority and female representation across all levels of our workforce, as well as among our Board of Directors, which is 25% female and 12.5% racially diverse. In addition, 435 team members, or nearly 10% of our total workforce, are veterans or currently serving in the military.



We have increased minority and female representation across all levels of our workforce

12.5%
of our Board of Directors is racially diverse

25%
of our Board of Directors is female



Diversity metrics for employees

EMPLOYEES BY AGE		TOTAL
Less than 30		921
30-50		2,442
50+		1,371
EMPLOYEES BY RACE/ETHNICITY		
Asian		270
Black		373
Hispanic/Latino		621
Multi-racial		149
White		3,238
Native American or Alaskan Native		17
Native Hawaiian or Other Pacific Islander		66
EMPLOYEES BY VETERANS STATUS		
Veterans		435
No/Not Indicated		4,299
EMPLOYEES WITH DISABILITY		
Individual with Disability		186
No/Not Indicated		4,548

To advance DE&I within our company, we have taken these steps:

► **D&I Council.**

Established in 2020, the council advocates for team members and helps drive changes that ensure every individual has a voice and a sense of belonging. The council also confirms that all training, policies and programs reflect this commitment.

Comprised of 16 cross-functional team members at a manager level or above, each council member serves on a subcommittee dedicated to advancing a DE&I topic. The council meets monthly to report on progress.

► **Diversity and inclusivity training.**

Each month, the D&I Council offers training with topics ranging from the basics of DE&I to cultural sensitivity in customer service. Managers receive specific training on recognizing and mitigating unconscious bias during

recruiting and hiring. Optional webinar trainings are available for groups that want more tailored programs.

Key initiatives resulting from this council include:

- Mandatory diversity training for all team members.
- On-demand training for specific work groups.
- System-wide Engagement and Diversity survey conducted.
- Job description review for inclusive language.
- Supporting Diverse Panel interview strategy.
- Advocating for concerns and ideas that come from Network Groups.
- Incorporating human rights into the Corporate Code of Conduct and Ethics.



► Network Groups.

We empower team members to form and participate in these groups:



Women in Aviation Network Group.

Engages, empowers, mentors and impacts change for women in aviation.



Allegiant on the Homefront.

Supports, engages and connects team members who are veterans, serve in the National Guard/Reserve, or have family or friends in the military.



G4 Herbivores.

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



Work From Home Network Group.

Brings together team members who work from home or in hybrid home/office environments. The group also supports leaders who have remote staff.



G4 Familia.

Engages, empowers, mentors and impacts change for Hispanic and Latino team members and allies.



Voice Network Group.

Gives Black team members and allies a voice by providing a safe workspace that supports and advocates diversity and equal representation.



Pride Network Group.

Advocates and provides resources and networking opportunities for LGBTQA+ community members and valued allies.

Diversity is woven throughout our talent acquisition process to ensure we attract and engage diverse candidates. We encourage people of color, women, LGBTQA+, immigrants, veterans and persons with disabilities to apply and join our team.

We make efforts to ensure:

- ✓ Every job description reflects an openness for diverse applicants.
- ✓ We present hiring managers with a diverse field of candidates.
- ✓ Candidates meet with diverse interviewers during the interview process.

► DE&I recruitment:

We are proactive in seeking out diverse applicants by partnering with specialized aviation professional associations, such as the [National Gay Pilot Association](#) and [Women in Aviation International](#). We also participate in career fairs with highly diverse candidates.

In 2022, we implemented a new talent management system to improve tracking of our DE&I recruitment efforts. This will help us see where diverse candidates are dropping out during the recruiting process, allowing us to pinpoint where we may need to make improvements.





Military Recruitment

The military is a key talent pool for Allegiant, and we strive to provide career opportunities for separating service members, veterans, National Guard/Reservists and military spouses.

Among our efforts, we:

- Have a dedicated [online portal](#), making it easy for candidates with military experience to submit resumes. We then seek to find a position to match their skills.
- Work with military-focused recruitment sourcing groups to identify qualified applicants.
- Collaborate with the U.S. Chamber of Commerce's [Hiring Our Heroes Fellowship](#) program, which places highly skilled and educated transitioning service members with employers. Since 2018, we've hired nine Fellows, and seven of them are still with us today.
- Developing programs to help military pilots and mechanics transition into similar roles at Allegiant.



Pay Equity Gap Assessment:

In 2022, we conducted a gap equity assessment, with results currently being analyzed. Our goal is to act on the resulting assessment insights to help us identify specific areas of opportunities to increase diversity and equality in our workforce.



DE&I Honor

Our commitment to DE&I resulted in *Forbes* naming Allegiant as one of **America's Best Employers for Diversity in 2021**. This list surveyed companies with more than 1,000 U.S.-based employees and asked respondents about age, gender equality, ethnicity, disability, LGBTQA+ and general diversity concerning their employers.

HEALTH AND SAFETY

The health and safety of our team members and customers are a top priority at Allegiant. Our safety culture is supported by three components:

1 Reporting Culture.

All team members are responsible for reporting safety hazards and issues.

2 Informed Culture.

We collect reports and data to assess safety and health, enabling us to facilitate learning and continual process improvement.

3 Just Culture.

We seek to establish an atmosphere of trust where team members are empowered to report safety concerns without fear of punitive action.

The Allegiant Safety Manual (SAFE) provides the operational direction of our safety programs. It includes an overview of our Safety Management System (SMS), which ensures a company-wide approach to managing safety risks. As such, all levels of management are accountable for safety and security performance.

Our safety programs meet or exceed all regulatory requirements. We also closely align with safety standards set by IATA Operational Safety Assessment (IOSA), which identifies areas to strengthen aviation safety oversight and meet the United Nation's International Civil Aviation Organization (ICAO) standards.



Safety Training and Communication

Annual trainings are provided to help individuals develop an understanding of the company's safety policy and our SMS framework.

More comprehensive SMS training is required of team members who:

- Are manager-level and above.
- Will perform risk assessments.
- Work in the Safety & Security department. These team members undergo additional training that includes human factors/accident investigation, security, occupational safety and health, and hazardous materials recognition.

Further training also is required of these groups:

- **Flight crews** receive additional training on Aviation Security Awareness and Crew Security.
- **New leaders** take promotion training to ensure they understand their responsibilities to stop unsafe situations, as well as their role in building 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.



To ensure awareness of safety issues and information, we maintain regular communications with team members on health and safety. Our communications channels include employee emails, newsletters, publications, briefings, presentations, safety alerts and base visits.

Employee Health and Safety

An essential part of safety is ensuring the optimal health of our team members. Fatigue, in particular, can significantly increase safety risks and impact performance.

Steps we take to prevent fatigue include:

- ✓ **We manage pilot and flight attendant schedules** according to FAA regulations on crew member hours. CBAs for pilots and flight attendants also outline health and safety requirements including maximum hours of service.
- ✓ **Our Fatigue Risk Management Program (FRMP)** helps control or mitigate fatigue risks in aviation operations. This data-driven process allows for continuous monitoring and management of safety risks associated with fatigue-related errors, including identifying potential hazards, assessing associated risks and implementing mitigation factors.
- ✓ **Our Fatigue Risk Review Committee (FRRC)** evaluates reports of fatigue to identify potential trends.
- ✓ **Union representatives are active members** of several Allegiant health and safety committees. These include the FRRC, where they help ensure outputs are non-punitive and enhance pilot capabilities, and the Event Review Committee (ERC), which investigates reported events.



Employee Well-Being

Our Employee Assistance Program (EAP) provides support for team members struggling with professional and personal challenges such as mental illness and substance abuse.

The Allegiant Sunshine Foundation, our internal charitable organization, provides financial assistance to team members experiencing emergency hardship due to events beyond their control, such as natural disasters, illness and injury, and loss of homes. Support may come in the form of payments for mortgage or rent, utilities, car payments or medical bills.

Accident and Incident Mitigation

We believe all accidents and incidents are preventable. We have processes and policies in place to encourage disclosure, manage hostile situations and identify potential risks:

- **Our voluntary disclosure program** allows team members to submit a report if they become aware of any violations or safety hazards encountered on the job, while being protected from punitive action. This includes the Aviation Safety Action Program (ASAP), Aviation Safety Reporting Systems (ASRS) and Safety Event Report (SER).
- **Training** is crucial to prevent and mitigate in-flight incidents. We train our flight crew members to monitor the four threat levels ranging from verbal altercation to physical aggression, and how to act when situations escalate. Our flight attendants receive training on de-escalation techniques.
- **Audits** take place regularly by individual departments and our Safety and Security team. The FAA and the Department of Defense also conduct periodic independent audits.
- **Onsite base visits** periodically conducted by our Quality Assurance teams help us proactively inspect and assess potential risks at our stations.



If an incident occurs, each operational safety team manages their own incident investigation process to look for root causes and contributing factors. For major incidents, we deploy field teams to gather additional data and deliver comprehensive briefs and recommendations.

2021 Workforce Health and Safety Metrics

	2019 RATE	2020 RATE*	2021 RATE
Total Recordable Incident Rate	3.61	4.39	3.47
Fatality Rate	0.00	0.00	0.00
Lost Time Incident Rate	3.57	1.91	3.43

*COVID-19 cases increased recordable numbers.

Emergency Procedures and Response

The Emergency Procedures Manual (EPM) outlines our emergency response plan in cases of a bomb threat, hijacking, aircraft accident, natural or man-made disasters, or other emergency situations. Regardless of the situation, our main priority is to protect human life.

We rely on our Emergency Response teams to manage the above-mentioned emergency situations. The Emergency Response Team is comprised of the following:

- Emergency Command Center (ECC)
- Crisis Management (CM)
- Accident Investigation Team (AIT)
- Care Support Team (CST)

The ECC's main responsibility is to address aircraft emergencies. Our Go Team, comprised of members from the AIT and CM teams, assist with air carrier accident investigations and are selected based on their technical

expertise in specific aspects of air carrier operations.

To communicate emergencies internally, we use AlertMedia, a world-leading threat intelligence and emergency communication provider.

In the event an accident should occur, we are prepared to assist survivors and family through:

- **Allegiant's Care Support Team** and **family assistance expenses program**, which provides advance payment to families of accident fatalities.
- **Passenger Inquiry Center** and **Family Support Center**, to be set up by our humanitarian support partner Aviem to process incoming calls from passengers' families and provide compassionate support.

For emergencies on aircraft, Allegiant flight crews work with our Dispatch team to evaluate the situation and determine the appropriate response.



This may include:

- Seeking medical assistance onboard the aircraft.
- Expediting the aircraft's safe return to a terminal gate.
- Using an onboard medical kit.
- Consulting with medical advisory group Medlink to determine if a person's illness is life-threatening.

We also recognize threats can be internal. We designed our Insider Threat Program to detect individuals who may be at risk of committing harmful or hostile acts towards others. The goal is early intervention before an incident occurs by getting those individuals help and access to resources such as EAP.



Aircraft Safety

To maximize aircraft performance, safety and durability, as well as to assure compliance with FAA regulations at all times, we perform regular maintenance on our aircraft. We also leverage the Skywise Predictive Maintenance platform we developed with Airbus to anticipate failures and reduce operational disruption risks. The platform uses artificial intelligence to identify upcoming system degradation and required servicing. The platform supports preventive actions planning and tracking.

Advancing Human Rights

We are committed to fostering a workplace free from unlawful harassment, intimidation and discrimination of any kind. We outline our policy on work environment and human rights in our [Corporate Code of Conduct and Ethics](#).

We also dedicate ourselves to combatting human trafficking. Flight attendants and station teams receive annual training on human trafficking, including what to look for and how to report if they suspect that someone is held against their will.

For the past decade, we have partnered with [Blue Lightning Initiative \(BLI\)](#), which trains aviation personnel to identify potential traffickers and human trafficking victims, and report suspicions to federal law enforcement. We were among the first four airlines to join

BLI, which is part of the [Department of Homeland Security \(DHS\) Blue Campaign](#). This is a Department of Transportation and U.S. Customs and Border Protection initiative.



We are proud
to be among the
first four airlines to
join Blue Lightning
Initiative (BLI)

Our COVID-19 Response

After the onset of COVID-19 in spring 2020, we launched the [Going the Distance for Health and Safety](#) initiative.



This outlined principles to keep crew members and passengers safe, which included:

- ✓ Providing customers with complimentary health and safety kits containing a single-use face mask, a pair of non-latex disposable gloves and cleaning wipes. Allegiant was the first airline to offer these kits to passengers.
- ✓ Implementing social distancing where possible and requiring face coverings throughout all phases of travel.
- ✓ Reducing in-flight service frequency to once per flight, with all offerings consisting of prepackaged, factory-sealed goods.
- ✓ Allowing customers to receive opt-in notifications when their flights reached 65% capacity, providing re-book options for another flight with no fee or receiving a refund.
- ✓ Waiving change and cancellation fees for future travel and extending the expiration on credit vouchers to two years.

Two years into the pandemic, we continue to do the following as part of this initiative:

- ✓ Clean aircraft, office areas and airport stations with an advanced antimicrobial protectant.
- ✓ Provide wall-mounted and handheld thermometers for all team members' temperature checks.
- ✓ Continue use of volatile organic compound (VOC) air filters to ensure our planes' air quality exceeds high efficiency particulate air (HEPA) standards.
- ✓ Provide team members with at-home COVID-19 test kits.



Safety Honor

In 2022, AirlineRatings.com named Allegiant one of the 10 safest low-cost airlines in the world (out of 385 airlines). This honor is the industry's standard for safety, product and COVID-19 ratings. Rating factors include airline safety reports and regulatory audits.

COMMUNITY ENGAGEMENT

We have deep ties to the geographical areas Allegiant serves. From job creation across the country to our long-standing support of local organizations, we are interwoven into the fabric of our communities. Our community relations priorities are tied to our business of travel and aviation, and the belief that both should be accessible to all.

Our Corporate Giving program is focused on supporting three core areas:



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



As part of our Corporate Giving program, we have long-standing partnerships with these organizations:

Make-A-Wish Foundation.

Since 2012, we have flown more than 2,000 kids with critical illnesses and their families to wish destinations. In 2021, we resumed in-kind travel for Make-A-Wish kids and their families following a pause for COVID-19. For the past five years and continuing into the future, we provide Make-A-Wish's Southern Nevada chapter with 7,500 square feet of office space in our Las Vegas headquarter campus at no cost. Allegiant is recognized as a Wish Champion by Make-a-Wish America for annual contributions of more than \$1 million.

National Breast Cancer Foundation.

We donated portions of proceeds from pink in-flight refreshment sales in October 2021 totaling more than \$34,000. Our in-flight crews also wore pink-themed uniforms during the month to further promote breast cancer awareness.

The Arc.

As a national partner, our "Wings for All" educational programs create a structured learning environment and help make travel accessible for individuals with autism and other developmental disabilities.

Local high schools.

We provide Allegiant Careers in Aviation Scholarships to help students pursuing careers in aviation. As of August 2022, we have awarded five scholarships.

Embry-Riddle Aeronautical University.

We donated \$10,000 to help the university establish the Howard Walls, Jr. Track and Field Memorial Scholarship, which is awarded annually to an outstanding track athlete pursuing an aviation career.



5 scholarships awarded to Allegiant Careers in Aviation

Annual Make-a-Wish contributions of more than **\$1 million**



\$10k donated to Embry-Riddle Aeronautical University



American Red Cross.

We aid disaster preparedness, relief and recovery in our local communities. We provide no-cost supply flights and volunteer transport to support Red Cross hurricane recovery efforts in Florida and Puerto Rico.



Additionally, our Corporate Giving undertook these programs in recent years:

- During COVID, we donated hundreds of pounds of surplus in-flight food and beverage items to a local Las Vegas food bank.
- Since 2020, as part of The Smith Center for the Performing Arts' The Heart of Education Awards program, we have provided 800 flight vouchers per year so that hundreds of local elementary and high school teachers can take a well-deserved vacation.

Enabling Community Growth

Many of the more than 126 cities we serve contain smaller airports in communities that traditionally lacked nonstop air service to leisure destinations. Our investments in these areas help bring high-wage jobs and economic benefits, such as job creation and more travel options for residents and tourists to these cities and surrounding communities.

Our community impacts include:

- ✓ In 2021, we invested more than **\$200 million** and brought in **more than 240 high-wage jobs** by creating new bases of operations in Austin, Texas; Flint, Michigan; and Appleton, Wisconsin.
- ✓ In 2022, we opened a new aircraft base in Provo, Utah, which created **157 new jobs, most of which offer salaries more than double the state's average wage**. Provo is our 24th base where we are able to offer jobs in the community.
- ✓ Scheduled for a 2023 opening, our Sunseeker Resort will employ up to 1,200 people, 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. In 2021, the county recorded the highest unemployment rate (3.2%) compared to surrounding counties such as Lee (2.9%), Sarasota (2.8%) and Collier (2.8%). We are also prioritizing partnerships with local businesses such as construction contractors and purchasing vendors.

In addition, our partnerships with professional sports teams and venues help drive economic growth while marketing our brand to a wider audience.



Allegiant is the official airline of the Las Vegas Raiders football team and the naming rights partner for Allegiant Stadium. Since its July 2021 opening and through December 2021, more

than 592,000 incremental visitors came to Las Vegas to attend an event at Allegiant Stadium. The total economic impact of those visitors on Las Vegas is estimated at \$1.9 billion. Plus, our

\$1.9 billion

estimated economic impact since July 2021
opening of Allegiant Stadium

association with Allegiant Stadium provides increased brand awareness and connects us to philanthropic events that serve the Las Vegas community.

Through surveys and feedback, customers indicated that Las Vegas is their top city for traveling to see football teams play. During football season, we offer exclusive Las Vegas travel packages and introduced a first-of-its-kind travel bundle that includes airfare, hotel and tickets to see Raider home games. Our Raiders-branded aircraft captures the spirit and strength of Raider Nation and showcases our shared community pride.

Our other sports partnerships include:

- We have been the airline sponsor of the Indianapolis Colts football team since 2015.

- We are the official domestic airline of the Vegas Golden Knights hockey team and FC Cincinnati soccer team.
- We became the official airline of the Detroit Pistons basketball team in 2022. Since 2009, we've served Michigan with service in Grand Rapids, Traverse City and Flint.

Reducing noise pollution

Of importance to the communities we serve is the issue of noise pollution. We recognize that commercial aircraft contribute to noise pollution in surrounding communities. Technological advancements have led to much quieter engines and airframes, which we expect our new aircraft Boeing 737 MAX aircraft to deliver.



Governance



Committing to High Standards in All We Do

Implicit in our working philosophy is the importance of sound corporate governance. This starts at the top with our Board of Directors and is evident throughout our management team, team members and suppliers.

BOARD OF DIRECTORS

Our Board of Directors sets high standards for our team members, officers and directors. In governing Allegiant, our independent board members serve on three committees that define their responsibilities: [Audit](#), [Compensation](#) and [Nominating and Governance](#).

To promote accountability, board members are subject to election every year. Our board consists of eight board members, six of whom are independent directors. The board rotates the role of lead independent director among the independent board members. To uphold board independence and further promote accountability, we separated the roles of chairman of the board and chief executive officer (CEO) as of June 1, 2022.

In our commitment to diversity, we achieved a board on which 25% are female and 12.5% racially/ethnically diverse. In late 2021, we welcomed Sandra Douglass Morgan to the board. Ms. Morgan serves as the President of the Las Vegas Raiders football team. She is the immediate past Chairwoman of the Nevada Gaming Control Board, becoming the first African American to have served as Chair.

Our Board of Directors is:



25%
female



12.5%
racially/ethnically diverse

RISK MANAGEMENT

Risk management is the primary responsibility of Allegiant's management team. Our Board of Directors, though, 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.



ETHICS AND INTEGRITY

Our [Corporate Code of Conduct and Ethics](#) sets forth the principles of business conduct and ethics we expect from our Board of Directors and all our team members, including officers and management. Revised in 2021, the Code outlines topics such as bribery and corruption, government relations and



antitrust concerns, which helps guide team members in their interactions with actual or potential competitors. We recently added provisions regarding our work environment and human rights, re-emphasizing our commitments to diversity, inclusion, non-discrimination and anti-harassment.



Certified Safe

Allegiant is part 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 underwent a process to demonstrate we have implemented and continually audit our:

-  Compliance with FAA safety standards and regulations
-  Management of hazard-related risks

Our Code also outlines compliance with U.S. federal laws and regulations, such as:

- Under the Foreign Corrupt Practices Act, we prohibit Allegiant team members from making certain payments to foreign officials.
- To prevent anti-competitive behavior, we are subject to extensive regulation by the Department of Transportation (DOT), the FAA and other governmental agencies.

By adhering to our Code, Allegiant has not been identified as a participant in any legal actions alleging anti-competitive behavior or violations of anti-trust and monopoly legislation.

We encourage team members to report any Code violations or concerns anonymously through a [24-hour third-party hotline](#). After a team member reports a violation or concern, a case manager is assigned, and an investigation is opened. Importantly, the Code includes a non-retaliation policy protecting our team members.

All new team members must complete training and acknowledge the Code upon hire. Subsequently, we require all team members to annually complete training and reconfirm their knowledge of and commitment to the Code. On a continual basis, we promote the Code and hotline through our intranet, internal communications reminders and on-campus posters.

As we strive to build our business and serve our customers, we ethically abide by multiple federal laws. We recognize the DOT has the authority to approve alliance or partnership agreements when two or more air carriers collaborate and to grant immunity from U.S. antitrust laws for the provision of such collaboration. We are currently requesting DOT approval for a comprehensive alliance agreement with Mexican airline Viva Aerobus.

We expect this alliance to benefit the traveling public by bringing significant new competition and service options, including:



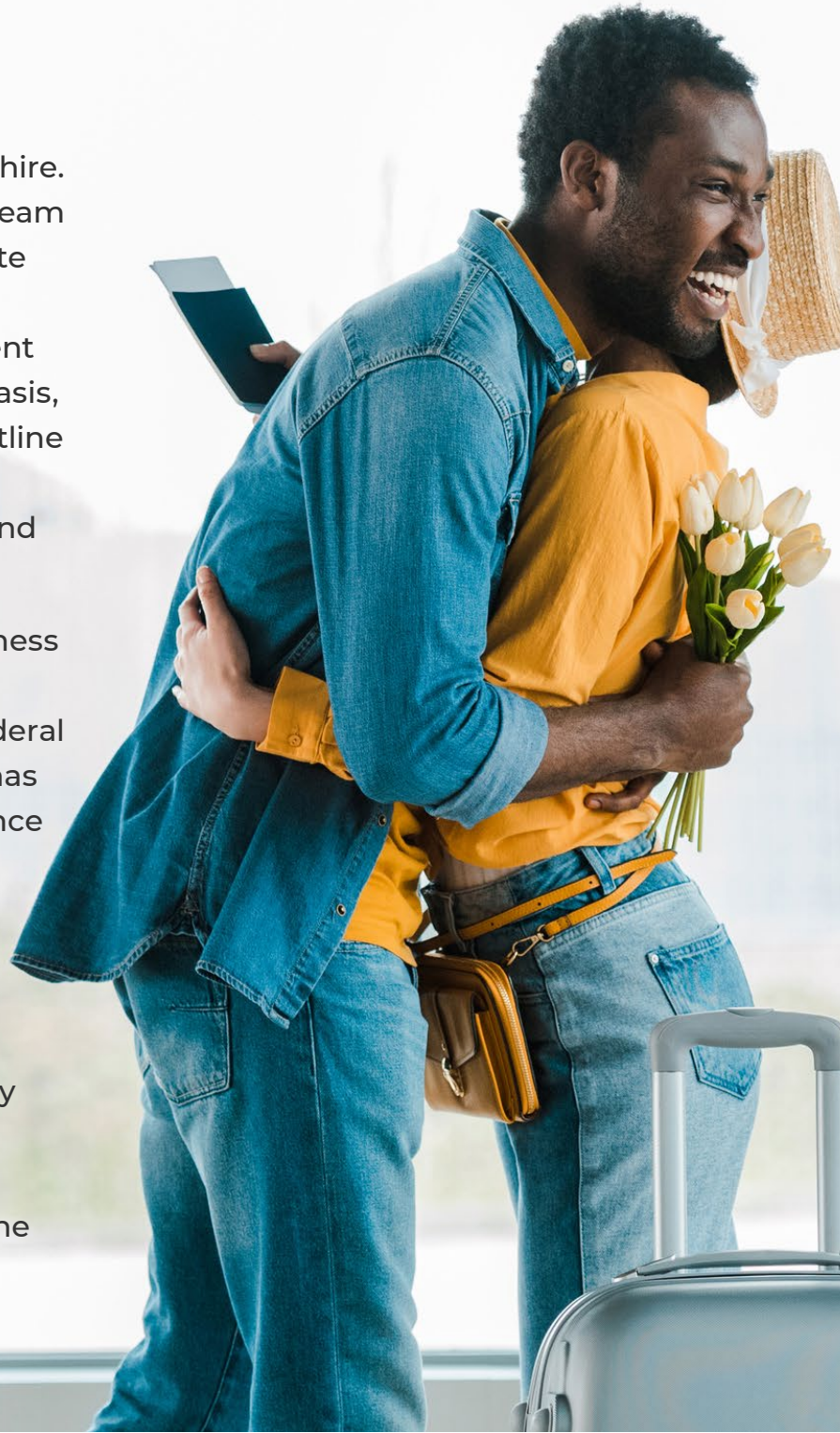
Increased overall transborder capacity in the form of nonstop flights on routes now served only via connecting service



Lower fares



Additional capacity on existing routes



DATA SECURITY AND CUSTOMER PRIVACY

Leading our data security and customer privacy efforts are our Chief Information Security Officer (CISO) and Chief Information Officer (CIO). The CISO reports monthly to the CEO during cross-functional risk management meetings and quarterly to the Board of Directors.



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

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

We have dozens of policies governing our cybersecurity efforts, including those focused on compliance, intellectual property, customer privacy and data security. We follow guidance from the Center for Internet Security (CIS) to benchmark our current practices and track our maturity. We aim to certify our policies and processes to [International Standards Organization \(ISO\)/ International Electrotechnical Commission \(IEC\) 27001](#) over the next few years. As a Department of Defense contractor, we comply with National Institute of Standards and Technology (NIST) 800-171.



We also assess, mitigate and manage risk in three categories as it relates to data security:

- **Cybersecurity or technical risk.** We explore alternative ways to perform VPN connections and control access to accounts.
- **Vendor risk.** We require our vendors to comply with regulations and have the appropriate technical security measures in place to work with us.

- **Compliance and regulatory risk.** We follow all applicable laws and regulations related to data security.

Our [privacy policy](#), which complies with the stringent California Consumer Privacy Act, explains how we collect and use customer data and personal information. To date, Allegiant has not received any substantial complaints concerning breaches of customer privacy and losses of customer data.

The measures we have taken to protect the data with which we are entrusted include:

- ✓ Encrypting and tracking customer credit card information differently to comply with credit card company rules.
- ✓ Selecting Amazon Cloud Services as our preferred cloud provider in 2021 to ensure greater security and reliability through its IT infrastructure.
- ✓ Implementing a phishing alert button on our email platform, making it easier for team members to alert us of fraudulent messages.
- ✓ Conducting a quarterly phishing exercise. Over the last 3 years, we have seen improvement in our team members' ability to detect phishing emails at higher levels. Our 2022 company-wide phishing campaign saw twice the number of reports compared to the average rate in previous years; we also saw more team members report a phishing test vs. clicking on it.



In 2021, our CISO made the list of global Top 100 Information Security Professional Award winners

Upon hire, all team members are required to complete cybersecurity and data privacy training. Subsequent training frequency depends on a team member's position and their access to computers and data. For example, team members who engage with credit card information take specific training on preventing data loss.

Demonstrating Allegiant's thought leadership on data security and

customer privacy, our CISO regularly speaks at industry cybersecurity events.

In 2021, our CISO made the list of Top 100 Information Security Professional Award Winners by the Oncon Icon Awards, which recognizes the top information security professionals and vendors globally. Finalists were voted by their peers to determine the winners.



SUPPLY CHAIN

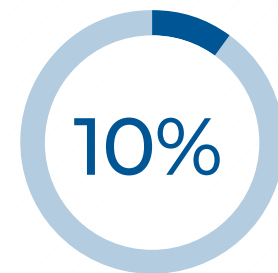
We depend on our supply chain vendors to provide us with:

- **Aircraft parts and tools** to ensure the safety and longevity of our fleet.
- **Ground support equipment** to support airport operations.
- **Fuel** to fly our aircraft.
- **Commissary items** available for purchase on board.

We select suppliers through a request-for-proposal (RFP) process. Our service contracts contain language specifying that our suppliers follow all federal, state and local laws and regulations. We also seek out suppliers who will help us meet our diversity and environmental priorities.

As part of the Federal Acquisitions Regulations subcontracting plan requirements, we monitor our supplier base and track small and minority- and women-owned businesses.

We dedicate at least 10% of our total procurement spend to small and minority- and women-owned businesses. When and where possible, we add electric assets to our ground support equipment, which will reduce our fuel consumption. We also prioritize suppliers who integrate environmental considerations into their programs or products. For example, our wine supplier plants a tree for every bottle we purchase from them.



We dedicate at least 10% of our total procurement spend to small and minority- and women-owned businesses.

As a result of the COVID-19 pandemic, supply chains everywhere are facing long lead times and labor shortages. To help mitigate supply chain disruptions, we are:

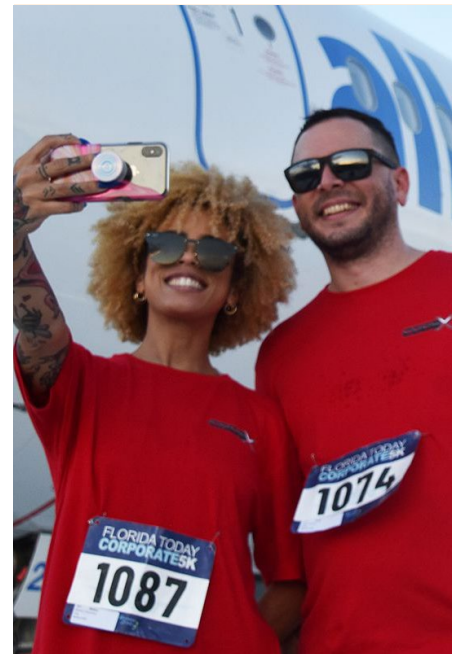
- Working with our finance teams to get capital expenditure approval well in advance and preordering equipment and materials where possible.
 - Regularly checking in with suppliers for status updates.
 - Renting equipment when we know equipment orders will not be delivered on time.
- Regardless of supply chain disruptions, our goal is, as always, to get our customers to their leisure destination of choice safely and reliably.



CUSTOMER ENGAGEMENT

We engage with customers by employing numerous touchpoints to better deliver personalized service. For example, we partner with Amazon Web Services to provide data-driven insights through automation and continuous learning. This enables us to send more relevant communications and offers to our customers.

As one of the only U.S.-based airlines focused entirely on leisure travel, we aim to provide great experiences for our customers at affordable, transparent prices. Our long-term growth plan — Allegiant 2.0 — includes expanding our portfolio beyond air travel to become an integrated travel company, a one-stop shop for leisure travelers.



Our current customer-based services and future plans include:

Allegiant 2.0.

We are now leveraging digitalization and strategic partnerships to give leisure travelers end-to-end experiences — from air travel to rental cars and lodging to entertainment experiences. Our current multi-year partnerships with Live Nation venues, Ticketmaster and music festivals offer customers access to turnkey travel packages with nonstop flights to these events.

In 2023, we will open the first Sunseeker Resort in Charlotte Harbor, Florida (see page 16). Allegiant moves nearly 8 million leisure travelers in and out of Florida every year. Specifically, we currently fly about two million people to and from the nearby Punta Gorda Airport, making this a strategic location for us.

More affordable airfare.

Our base fares are less than half the cost of the average domestic roundtrip ticket because we believe everyone

deserves accessible and affordable travel. We are able to provide lower-priced airfare and great customer service through these means:

- With enhanced self-service capabilities, our redesigned website and mobile app improve user experience and reduce friction.
- Because we do not sell tickets through global distribution systems, our customers are not subject to extra charges and customer service complexities. Customers can book travel only through our website or at our airport kiosks, which simplifies booking experiences.
- We provide bundles to simplify the shopping experience and provide more inclusive packages of ancillary services desirable to our customers. Our bundling offers provide an alternative to our traditional pricing

model where customers only pay for specific ancillary services they value.

Fewer baggage and overbooking issues.

According to the 2022 Airline Quality Rating, Allegiant had the best baggage-handling performance in 2021. We also had one of the lowest involuntary denied boarding rates.

Superior rewards.

Customers can get more affordable travel by joining our Allways Rewards loyalty program. Launched in 2021, it is the first airline loyalty program specifically designed for leisure travelers. Members receive points for dollars spent on allegiant.com. Each point is worth one penny and can be redeemed for future travel at any time, making the program simple to understand. Allways Rewards is one of the few travel reward programs where points go to the buyer instead of the individual traveler, making it easier for members to receive full credit for purchasing family travel.



Allways Rewards integrates with the Allways Allegiant World Mastercard, which was voted *USA Today* Readers' Choice Best Airline Co-Branded Credit Card for the fourth consecutive year in 2022. Launched in 2016, our credit card currently has more than 400,000 active members.

Customer-initiated solutions.




Whether it is positive feedback or opportunities for improvement, we listen to our customers and take appropriate action to address

immediate concerns and develop long-term solutions.

Customer complaints are managed through our call center, social media channels and Medallia, a customer feedback management software platform. We also distribute surveys at every stage of the customer journey to measure satisfaction and understand the voice of the customer.

Our Customer Experience Leadership Team (CELT), comprised of operational

executives, continually reviews policies and customer feedback to determine potential changes. Initiatives resulting from customer feedback and CELT reviews include:

-  More comfortable airplane seats
-  Partnerships with live entertainment venues
-  Enhanced self-service features at allegiant.com



[Message from Our CEO](#)

[About Allegiant](#)

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[Reporting Indices](#)

A large Allegiant Airbus A320neo aircraft is parked on a wet tarmac at sunset. The sky is a vibrant mix of orange, pink, and purple. The aircraft's reflection is clearly visible on the wet pavement. A ground support vehicle with a red hose is connected to the plane's front engine. Several orange traffic cones are placed around the aircraft. The overall scene is illuminated by the warm, low light of the setting sun.

Reporting Indices

GRI Index

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
General Disclosures		
2-1	Organizational details	ESG Report, Page 6 . 2021 10-K, Page 1, Item 2 (Properties), Page 29
2-2	Entities included in the organization's sustainability reporting	2021 10-K, Exhibit 21 (List of Subsidiaries), Page 761
2-3	Reporting period, frequency and contact point	ESG Report, Page 2 . For questions about this report, contact esg@allegiantair.com
2-4	Restatements of information	This is Allegiant's first ESG report.
2-5	External assurance	We did not seek external assurance for this report.
2-6	Activities, value chain, and other business relationships	ESG Report, Page 6 , Page 50 , Page 51 . 2021 10-K, Item 1 (Business), Page 5
2-7	Employees	ESG Report, Page 21
2-8	Workers who are not employees	Data is not available for 2021, as that information is currently not centralized, and therefore unable to collect in time for this report. Descriptions of their jobs and relationship with Allegiant are in the ESG Report, Page 28
2-9	Governance structure and composition	ESG Report, Page 45 . 2022 Proxy Statement, Election of Directors, Pages 7-14

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
2-10	Nomination and selection of the highest governance body	2022 Proxy Statement, Nominating and Governance Committee, Page 11 Nominating and Governance Committee Charter
2-11	Chair of the highest governance body	2022 Proxy Statement, Board Leadership Structure, Page 12
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Report, Page 9 . 2022 Proxy Statement, Nominating and Governance Committee, Page 11; Environmental, Social Responsibility and Governance Practices, Page 13
2-13	Delegation of responsibility for managing impacts	ESG Report, Page 9 . 2022 Proxy Statement, Nominating and Governance Committee, Page 11; Environmental, Social Responsibility and Governance Practices, Page 13
2-14	Role of the highest governance body in sustainability reporting	ESG Report, Page 9
2-15	Conflicts of interest	2022 Proxy Statement, Director Independence, Page 10
2-16	Communication of critical concerns	2022 Proxy Statement, Meetings of Our Board of Directors, Page 12
2-17	Collective knowledge of the highest governance body	ESG Report, Page 9
2-18	Evaluation of the performance of the highest governance body	Audit Committee Charter
2-19	Remuneration policies	2022 Proxy Statement, Executive Compensation, Pages 21-32; Director Compensation, Page 38
2-20	Process to determine remuneration	2022 Proxy Statement, General Discussion, Page 26; Advisory (Non-Binding) Vote on Executive Compensation, Page 42

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
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 2022 Proxy Statement, Compensation of Named Executive Officers, Page 31
2-22	Statement on sustainable development strategy	ESG Report, Page 3
2-23	Policy commitments	Corporate Code of Conduct and Ethics
2-24	Embedding policy commitments	ESG Report, Page 38 , Page 46
2-25	Processes to remediate negative impacts	ESG Report, Page 46-47 , Page 51-52 . 2022 10-K, Item 1A (Risk Factors), Page 19
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	We engage with stockholders upon their request, and we often seek out meetings with significant stockholders in advance of our annual meeting. More details in the ESG Report, Page 9
2-30	Collective bargaining agreements	ESG Report, Page 28

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
Material Topics		
3-1	Process to determine material topics	ESG Report, Page 9
3-2	List of material topics	ESG Report, Page 9
3-3	Management of material topics	ESG Report, Page 9
Economic Performance		
201-1	Direct economic value generated and distributed	2022 10-K, Item 6 (Selected Financial Data), Page 35
201-2	Financial implications and other risks and opportunities due to climate change	2022 10-K, Item 1A (Risk Factors), Page 25
201-3	Defined benefit plan obligations and other retirement plans	2022 10-K, Note 13 (Employee Benefit Plans), Page 82. Allegiant does not maintain a defined benefit plan. See Page 22
201-4	Financial assistance received from government	2022 10-K, Note 2 (Impact of the COVID-19 Pandemic)
Market Performance		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	ESG Report, Page 33

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
202-2	Proportion of senior management hired from the local community	Allegiant only operates in the United States. The clear majority of our senior management (defined as Vice President and above) are hired from our headquarters community of Las Vegas, Nevada.
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	ESG Report, Page 16
203-2	Significant indirect economic impacts	ESG Report, Page 42
Anti-corruption		
205-1	Operations assessed for risks related to corruption	We perform risk assessments for the entire organization. Corruption has not been identified as one of our priority risks. See ESG Report, Page 46
205-2	Communication and training about anti-corruption policies and procedures	ESG Report, Page 47
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	2021 RESPONSE
Energy		
302-1	Energy consumption within the organization	ESG Report, Page 14
302-2	Energy consumption outside of the organization	ESG Report, Page 14
302-3	Energy intensity	ESG Report, Page 14
302-4	Reduction of energy consumption	Will plan to report next year since this is first year we are reporting
302-5	Reductions in energy requirements of products and services	ESG Report, Page 12
Emissions		
305-1	Direct (Scope 1) GHG emissions	ESG Report, Page 14
305-2	Energy indirect (Scope 2) GHG emissions	ESG Report, Page 14
305-3	Other indirect (Scope 3) GHG emissions	ESG Report, Page 14
305-4	GHG emissions intensity	ESG Report , Page 14
305-5	Reduction of GHG emissions	Will plan to report next year since this is first year we're reporting

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
305-6	Emissions of ozone-depleting substances (ODS)	Data not available for 2021. Allegiant does not currently track this information.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Data not available for 2021. Allegiant does not currently track this information.
Waste		
306-1	Waste generation and significant waste-related impacts	ESG Report, Page 15
306-2	Management of significant waste-related impacts	ESG Report, Page 15
306-3	Waste generated	Data not available for 2021. Allegiant does not currently track this information.
306-4	Waste diverted from disposal	Data not available for 2021. Allegiant does not currently track this information.
306-5	Waste directed to disposal	Data not available for 2021. Allegiant does not currently track this information.
Employment		
401-1	New employee hires and employee turnover	ESG Report, Page 23
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG Report, Page 22

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
401-3	Parental leave	Rate of employees that returned to work: 82.87%. Number of employees still employed 12 months after leave: All but six. Rate of employees still employed 12 months after leave: 96%. More details in ESG Report, Page 23
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	ESG Report, Page 28
Occupational Health and Safety		
403-1	Occupational health and safety management system	ESG Report, Page 34
403-2	Hazard identification, risk assessment, and incident investigation	ESG Report, Page 36
403-3	Occupational health services	ESG Report, Page 34
403-4	Worker participation, consultation, and communication on occupational health and safety	ESG Report, Page 34
403-5	Worker training on occupational health and safety	ESG Report, Page 35
403-6	Promotion of worker health	ESG Report, Page 36
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Report, Page 34

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
403-8	Workers covered by an occupational health and safety management system	Data is not available for 2021. This information is currently not centralized, and therefore unable to collect in time for this report.
403-9	Work-related injuries	ESG Report, Page 36
403-10	Work-related ill health	Data not available for 2021. Allegiant does not currently track this information.
Training and Education		
404-1	Average hours of training per year per employee	ESG Report, Page 24
404-2	Programs for upgrading employee skills and transition assistance programs	ESG Report, Page 24
404-3	Percentage of employees receiving regular performance and career development reviews	ESG Report, Page 25
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	ESG Report, Page 29
405-2	Ratio of basic salary and remuneration of women to men	ESG Report, Page 33

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Allegiant provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type with regard to race, color, religion, age, sex, national origin, immigration status, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.
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	ESG Report, Page 28
Security Practices		
410-1	Security personnel trained in human rights policies or procedures	ESG Report, Page 38
Human Rights Assessment		
412-1	Operations that have been subject to human rights reviews or impact assessments	Allegiant only operates in the United States. We perform risk assessments for the entire organization. Human rights has not been identified as one of our priority risks. See ESG Report, Page 46

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
412-2	Employee training on human rights policies or procedures	ESG Report, Page 38
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our purchase order terms and agreements mandates compliance with all legal requirements but we do not include human rights clauses specifically. Although we use foreign repair facilities and buy aircraft parts or engines overseas, the majority of our suppliers are based in the United States.
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	ESG Report, Page 39
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	Airlines are subject to extensive regulatory and legal compliance requirements, including those related to the health and safety of our customers. Related: See SASB TR-AL-540a.3.
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	ESG Report, Pages 50 and 51
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.

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2021 RESPONSE
417-3	Incidents of noncompliance concerning marketing communications	During the reporting period, Allegiant identified no new incidents of noncompliance concerning marketing communications 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 concerning breaches of customer privacy and losses of customer data	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. Related: ESG Report, page 48
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SASB Index

TOPIC	ACCOUNTING METRIC	CODE	2021 RESPONSE
Greenhouse Gas Emissions	Gross global Scope 1 emissions	TR-AL-110a.1	ESG Report, Page 14
	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, Page 11
	(1) Total fuel consumed, (2) percentage alternative, (3) percentage sustainable	TR-AL-110a.3	ESG Report, Page 14
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	TR-AL-310a.1	ESG Report, Page 28
	(1) Number of work stoppages and (2) total days idle	TR-AL-310a.2	None
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	2021 RESPONSE
Accident & Safety Management	Description of implementation and outcomes of a Safety Management System	TR-AL-540a.1	ESG Report, Page 34
	Number of aviation accidents	TR-AL-540a.2	During the reporting period, Allegiant experienced one aviation accident. An aircraft's right landing gear side stay failed. The event led to passengers deplaning on the runway. The right main landing gear was subsequently replaced, which is considered a major replacement.
	Number of governmental enforcement actions of aviation safety regulations	TR-AL-540a.3	0
Activity Metrics	Available seat kilometers (ASK)	TR-AL-000.A	27,403,751,920
	Passenger load factor	TR-AL-000.B	70.26%
	Revenue passenger kilometers (RPK)	TR-AL-000.C	19,253,732,953
	Revenue ton kilometers (RTK)	TR-AL-000.D	Not available for 2021
	Number of departures	TR-AL-000.E	113,121
	Average age of fleet	TR-AL-000.F	15 years

