



# Destined for Sustainable Impact

2023 Sustainability Report





# Table of Contents

## 3 Message from Our CEO

## 5 About Allegiant

About Allegiant Travel Company  
Allegiant At-A-Glance  
Awards and Recognitions

## 9 Sustainability at Allegiant

Our Sustainability Strategy and Approach  
Sustainability Governance  
Material Topics  
Stakeholder Engagement

## 14 Environment

Emissions and Energy Management Efforts  
Our Carbon Emissions  
Environmental Compliance  
Waste and Recycling

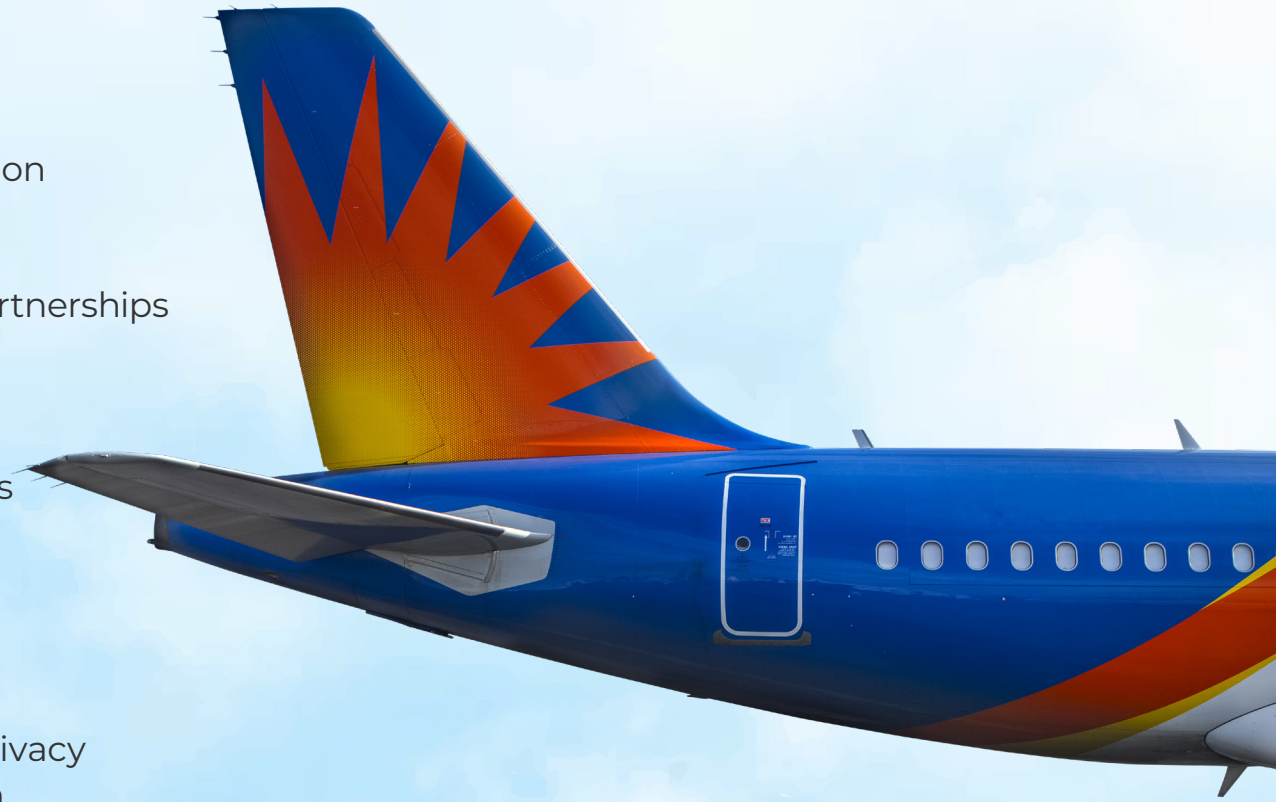
## 23 Social

Safety and Security  
Talent Recruitment and Retention  
Comprehensive Benefits  
Employee Engagement  
Recruitment Incentives and Partnerships  
Training and Development  
Diversity and Inclusion  
Workforce Data  
Labor Management and Unions  
Community Engagement

## 45 Governance

Board of Directors  
Data Security and Customer Privacy  
Procurement and Supply Chain  
Customer Satisfaction  
Sunseeker Resort

## 57 Reporting Indices





## ▶ A Message from our CEO

At Allegiant, we are committed to environmental stewardship and social responsibility and are proud of our progress in these areas. The last two years of our sustainability journey have been marked by a commitment to developing and setting sustainability goals that are integrated in our strategy, driving both short- and long-term value for all our stakeholders. In 2023, we continued our commitment to transparency and accountability as we strive towards creating sustainable growth responsibly.

### **Reducing Our Environmental Impact**

We continued to move toward our goal to reduce emissions produced during flight operations (tank-to-wake) by 10% per revenue ton kilometer (RTK) by the end of 2030. We are proud to lead the way on this front, as Allegiant is the only US ultra-low-cost carrier (ULCC) to have a decarbonization target. In 2023, we engaged KPMG to perform an assessment of our Scope 1 and 2 greenhouse gas emissions and related disclosures. We are taking steps to improve our processes over the reporting of our greenhouse gas emissions, and intend to provide information set forth in the Task Force on Climate-related Financial Disclosures (TCFD) framework in future reports.

### **Supporting Our People and Communities**

Our team members are the heart of our growing business, connecting Allegiant and our customers to more than 124 cities. We cultivate a community of Allegiant team members dedicated to safety and security. In 2023, we took steps towards earning the IATA Operational Safety Audit (IOSA) certification, such as incorporating IOSA Standards and Recommended Practices (ISARPs) into our safety processes.

We believe that an engaged, diverse workforce is essential to our success. In 2023, we launched a new employee recognition platform, which saw a 300% increase in engagement over the previous one. We added four new employee network groups, giving us a total of 11 groups that have a key role in fostering an inclusive work environment.



## Our commitment to people extends to our communities.

Additionally, we take pride in being recognized as an employer of choice by Forbes' America's Best Midsize Employers, Newsweek's America's Greatest Workplaces for Diversity and Greatest Workplaces for Women, and other respected publications.

Our commitment to people extends to our communities. As a long-time supporter of the Make-A-Wish Foundation, we were excited to celebrate our 2,000th Make-A-Wish flight in 2023. We also initiated a partnership with the Boys & Girls Club, pledging \$1 million to develop the Allegiant Aviation Journey program.

### Serving Our Customers

Customer satisfaction is at the forefront of our goal to provide high-value, reliable travel experiences. Notably, we recorded a 99.8 percent controllable completion, one of the best in the airline industry in 2023. Our efforts led to recognitions in Newsweek's Most Responsible Companies, Fortune's America's Most Innovative Companies, JD Power's Top North America Airline Satisfaction Study and SkyTrax's Best Low-Cost Airline in North America.

We continued to strengthen our corporate governance and risk management capabilities in 2023. This included efforts that enhance enterprise cybersecurity solutions, compliance and training, and implementation of new systems that improve procurement capabilities, support digital strategies and improve customer experience.

We finished 2023 with the opening of our Sunseeker Resort, an expansive waterfront property that provides the best-in-class amenities in Southwest Florida. Despite some headwinds in our industry,

2023 was an exciting year for Allegiant on many fronts. We could not have done it without the team members at the heart of our business, the communities and customers we serve every day and our partners throughout the supply chain. Together, we will continue to advance our sustainability journey in the coming years.



**Gregory Anderson**  
Chief Executive Officer

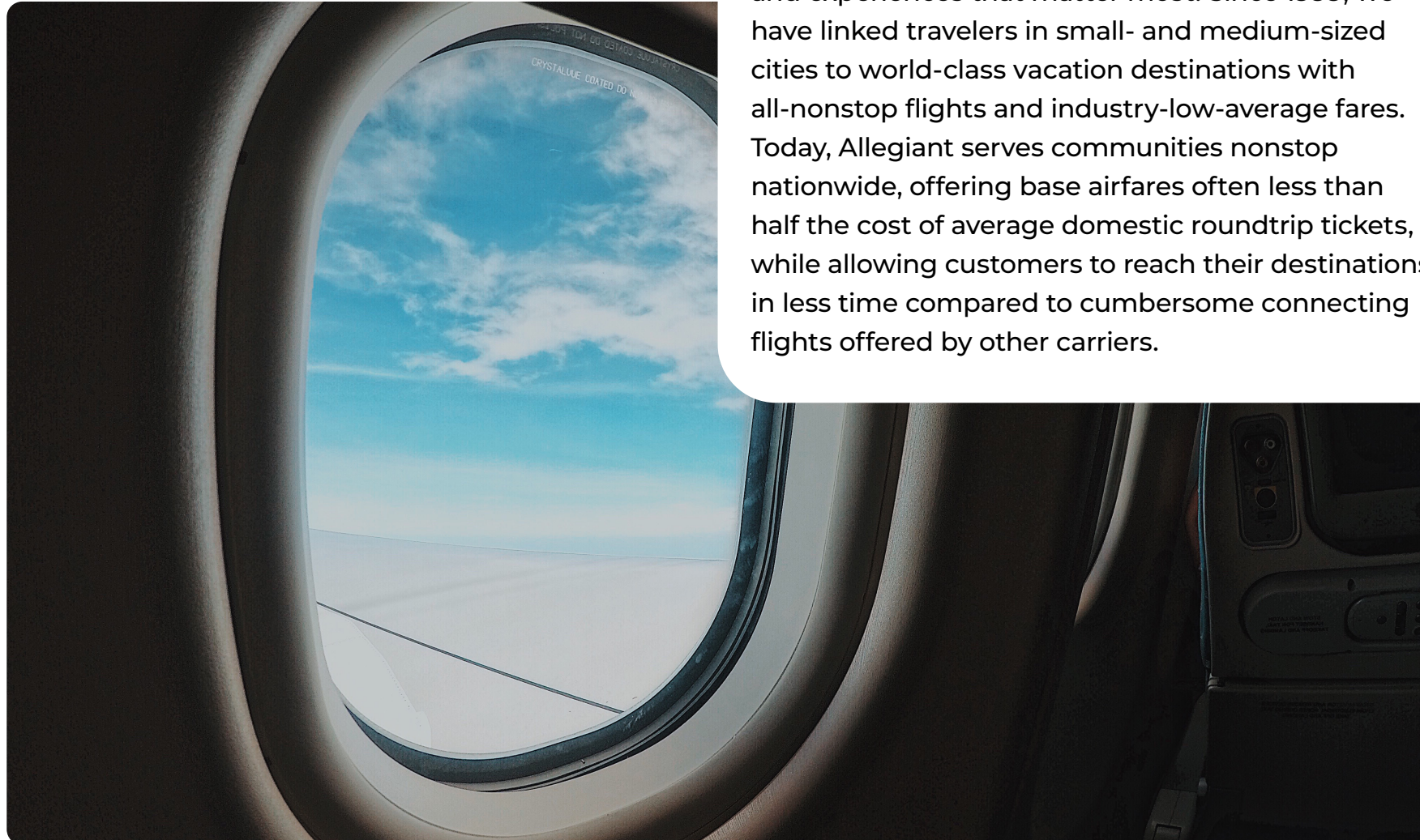




# About Allegiant

We have innovated our own course, connecting travelers directly through convenient, nonstop routes.

# About Allegiant Travel Company



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 nonstop nationwide, offering base airfares often less than half the cost of average domestic roundtrip tickets, while allowing customers to reach their destinations in less time compared to cumbersome connecting flights offered by other carriers.



## 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.
- Offering third-party products.
- Vigilantly managing investments to maximize profitability.
- Fostering a flexible and nimble operating culture that is productive, accountable and innovative.

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

**At Allegiant: Together We Fly™.**



# Allegiant At-A-Glance<sup>1</sup>



**Founded:** 1997

**Corporate Headquarters:**

Las Vegas, Nevada

**Stock Symbol:** NASDAQ: ALGT

**24**

Bases

**588**

Routes

**124**

Cities Served



**42**

States Served



**5,223**

Full-time Team Members



<sup>1</sup>Data as of August 2024. Route Map as of February 2024.



# Awards and Recognitions

## Forbes

America's Best Midsize Employers 2023

## Newsweek

America's Greatest Workplaces for Diversity 2023 and 2024; Greatest Workplaces for Women 2023

## VETS Indexes

4-star Employer for Military hiring

## Yello

Top 100 Internship Programs 2023

## Wall Street Journal

2023 List of Top Airlines

## SkyTrax

Best Low-cost Airline in North America

## Newsweek

Most Responsible Companies 2024

## Fortune

America's Most Innovative Companies 2023

## JD Power

#3 Top North America Airline Satisfaction Study 2024

## Airline Passenger Experience Association (APEX)

Four Star Low-Cost Carrier 2024





# Sustainability at Allegiant

Our sustainability efforts are driven with efficiency,  
value and nonstop connections.

# Our Sustainability Strategy and Approach

## ► Sustainability Goals

In 2023, we continued to make progress in advancing the four pillars of our sustainability strategy, which were previously developed in partnership with Schneider Electric.

- Identify and prioritize relevant sustainability topics. | **2023 status:** Completed our materiality assessment in 2021.
- Disclose material sustainability data and information. | **2023 status:** This is our second year disclosing in alignment with GRI (Global Reporting Initiative) and Sustainability Accounting Standards Board (SASB) (see [page 58](#)).
- Commit to reporting ongoing Scope 1, 2 and 3 greenhouse gas (GHG) emissions. | **2023 status:** This is our third consecutive year reporting our GHG emissions.
- Establish sustainability goals and environmental goal achievement plans. | **2023 status:** In 2022, we established five sustainability goals. In 2023, we began making headway through strategic planning and initiatives.

	CATEGORY	GOAL	2023 MILESTONES
ENVIRONMENT	Emissions	Reduce tank-to-wake GHG emissions by 10% per revenue ton kilometer (RTK) by the end of 2030 from 2023 base year.	Calculated baseline. See <a href="#">page 20</a> for details.
	Safety	Earn the International Air Transport Association (IATA) Operational Safety Audit (IOSA) certification by the end of 2026.	On track. See <a href="#">page 24</a> for details.
SOCIAL	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.	Several 2023 milestones included launching 4 new employee network groups, unveiling a new employee recognition platform and rectifying all six cases identified from our annual pay equity assessment. See <a href="#">Social section</a> for additional highlights.
GOVERNANCE	Customer Engagement	Maintain a controllable completion of at least 99.5 percent annually.	Exceeded for 2023. See <a href="#">page 53</a> for details.
	Procurement	Adopt a responsible sourcing policy and embed the policy into existing governance and procurement management systems by the end of 2025.	On track. See <a href="#">page 51</a> for details.

# Sustainability Governance

Our Board of Directors governs Allegiant’s sustainability efforts. Particularly, our Nominating and Governance Committee oversees and reviews our sustainability-related risks, goals, targets and disclosures. Our board members bring a variety of skills and experience including:



One director with sustainability and D&I expertise



Two directors with risk management expertise



Three directors with safety expertise



Three directors with corporate governance expertise



Two directors with branding, marketing, data analytics and consumer products expertise



**Our internal Sustainability Committee is responsible for establishing, implementing and leading Allegiant’s sustainability strategy and programs.**

The committee is chaired by our Managing Director, Investor Relations and Sustainability and includes the following executive leaders: Chief Executive Officer, Chief Financial Officer, Chief Human Resources Officer, and Senior Counsel. The committee reports to the board quarterly on sustainability strategy and progress.

# Material Topics

In 2021, we conducted a materiality assessment where we engaged more than 400 stakeholders – including customers, team members, suppliers, stockholders and community partners – to help identify Allegiant’s material sustainability topics.

The assessment included the following steps:



 This resulted in 19 material topics that guide our sustainability goals and annual report developments.



## Environmental

- Emissions
- Energy
- Waste & Hazardous Material



## Social

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



## Governance

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

# Stakeholder Engagement

We engage with a variety of stakeholders on sustainability matters, with the aim of creating shared value.



## Team Members (Employees)

- Management 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



## Communities

- Employee volunteerism
- Charitable contributions and in-kind donations
- Community partnerships with nonprofits and schools
- Local recruiting and sourcing programs
- Long-standing relationships with the Boys & Girls Clubs of America and the Make-a-Wish Foundation
- Sponsorships of professional sports teams



## Shareholders and Investors

- Dedicated Investor Relations team
- Quarterly earnings calls and webcasts
- Annual investor-focused reports
- Regular meetings with investors and Allegiant leadership



## Unions

- Dedicated Labor Relations department
- Collective bargaining agreements (CBAs) currently in place for all represented employees
- Negotiations in good faith with unions representing Allegiant employee groups



## Customers

- Allways Rewards loyalty program
- Customer surveys
- Call centers
- Social media channels
- Prepared to provide compassionate support and family assistance in the event of a significant incident



## Suppliers

- Dedicated Procurement team
- Request-for-proposal (RFP) process
- Regular check-ins on supply status
- Procurement purchasing platform
- Supplier audits



## Government and Airports

- Regular safety and security audits
- Dedicated Government Affairs team



# Environment

Our commitment to environmental stewardship is reinforced through reducing carbon emissions intensity, managing waste and conserving resources across all operations.

We are led by our goal to:

*Reduce tank-to-wake GHG emissions by 10% per revenue ton kilometer (RTK) by the end of 2030 from the 2023 base year.*

# Emissions and Energy Management Efforts

## 2023 was a pivotal year at Allegiant.

We commenced our commitment to achieving our 2030 target and devised strategic approaches for long-term risk management. Acknowledging the aviation sector's inherent emissions intensity, we have been proactive in pushing forward two key areas:

- Identified the key strategies necessary to achieve our 2030 carbon intensity reduction target of 10% per RTK, against a 2023 baseline year (see [page 20](#) for more details).
- Advanced our progress to data transparency and quality to meet regulatory, voluntary and shareholder expectations. This includes refining data tracking capabilities and increasing integrity assurance.

### Sustainable Aviation Fuel

Allegiant's emissions target is dependent on the integration of 50 Boeing 737 MAX aircraft into our existing fleet and the procurement of sustainable aviation fuel (SAF). The MAX aircraft can deliver a 20% emissions reduction on a per passenger basis compared to our existing model, in addition to increasing seat density on a systemwide basis to maximize fuel efficiency. In the third quarter of 2024, we welcomed our first Boeing 737 MAX aircraft and remain prepared for subsequent deliveries.

The scale of the SAF procurement challenge cannot be understated. As an airline with unique and underserved destinations that lack SAF-supportive infrastructure, we are exploring procurement options that prioritize economic viability. Investing in SAF can help address our residual emissions while supporting broader SAF adoption across the aviation industry, enabling improved infrastructure and accessibility.

### Climate Risk Assessment

We value our stakeholders' expectations and continually monitor trends, standards and practices to meet evolving emissions accounting and reporting guidelines. In 2023, we engaged KPMG to perform an assessment of our Scope 1 and 2

greenhouse gas emissions and related disclosures. We are taking steps to improve our processes over the reporting of our greenhouse gas emissions.

We are committed to using a robust and industry-aligned methodology for accurate and transparent emissions accounting. We follow the guidance of globally recognized standards, ICAO and the GHG Protocol, to remain consistent, reliable and comparable across the industry.

In addition, we intend to expand our commitment to risk mitigation by shifting to the Task Force on Climate-related Financial Disclosures (TCFD) framework in future sustainability reports. We will begin our inaugural climate risk assessment in 2024. The assessment will help us better understand the climate-related risks and opportunities relevant to our business, supporting long-term business resiliency.

### Fuel Efficiency Initiatives

At Allegiant, we have prioritized environmental footprint reduction to ensure efficient use of resources and optimize our processes. Jet fuel represents our largest source of scope 1 emissions. Therefore, we continue to actively track our operational efficiency and explore ways to save fuel.

**Strategies include but are not limited to:**

- 1** Refurbishing A320s with updated engines and sharklets that decrease induced drag during liftoff.
- 2** Optimizing aircraft trajectory configuration and speed profile to fly as efficiently as conditions permit during all flight stages.
- 3** Enhancing efficiency on the ground, such as using electric ground handling equipment and single engine taxi in and out.
- 4** Leveraging technology such as Airbus' fuel bias software, which monitors fuel burn and identifies anomalies for attention.

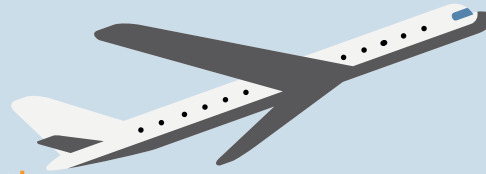
Our fuel efficiency initiatives are streamlined and measured by our Fuel Steering Committee, which meets bi-monthly to refine fuel management strategies. Comprised of key stakeholders across the operational value chain, the committee leverages data-driven insights and industry expertise to achieve fuel efficiencies and meet our emissions reduction goals.





# Our Carbon Emissions

The largest source of emissions for Allegiant is jet fuel. In addition, we continue to monitor and report on electric power in scope 2 and upstream emissions for Jet A in scope 3.



## Airplane Fuel

**Scope 1** | Jet fuel is essential to our operations, and represents the largest source of scope 1 emissions.

## Airline Operations

**Scope 2** | Our scope 2 emissions primarily stem from energy consumption at our headquarters, training facilities and certain airport operations.

## Supply Chain Emissions & Beyond

**Scope 3** | We currently focus on tracking GRI's scope 3, category 3 emissions as it contributes to our largest emissions source. As we enhance our data monitoring capabilities, we will begin exploring additional GRI scope 3 categories to help manage our broader environmental impacts.



# Reduce Tank-to-Wake GHG Emissions by 10% per RTK by 2030

## Against a 2023 baseline

### Why 2030?

- Strikes a balance between ambition and feasibility, challenging ourselves while considering realistic pathways to achievement.
- Allows us to maximize our existing reduction efforts and explore new pathways for optimization.

### Aligned with Best Practices from Science Based Targets initiative (SBTi) Where Possible

- Utilized sector-specific guidance.<sup>2</sup>
- Followed SBTi's unit of measurement and suggested base year.
- Covers significant sources of emissions.
- Intend to do a mid-cycle review and remain cautiously ambitious, with further intent to cover well-to-wake in the longer term.
- Will explore SBTi validation once finalized guidance is released.

*By following SBTi's provisional guidance, we're able to be comparable with commercial and cargo operations, aircraft types, distances and occupancy.*

### Key Considerations for Procuring High-Integrity SAF

*As we begin our SAF procurement, we're keeping the following considerations top-of-mind to ensure the procurement of high-integrity SAF:*

- Following International Civil Aviation Organization (ICAO) approved lifecycle assessments.
- Developing a robust emissions accounting system.

### Two-lever Decarbonization Strategy

#### Fleet optimization

- **UPGRADE** fleet with an order for 50 Boeing 737 MAX aircraft, which is expected to provide a 20% emission reduction per passenger basis.<sup>3</sup> Roughly half of the 2030 goal should be met through fleet replacement and sustainable growth.
- **UPDATE** the existing Airbus fleet with energy efficiency tools and software. Read more on [page 16](#).
- **UTILIZE** data to monitor emissions reduction efforts and forecast long-term fuel efficiency. This will be reviewed regularly by Allegiant's in-house sustainability team and the Fuel Steering Committee.

#### SAF procurement

- While we're maintaining flexibility, roughly 40% of this goal is expected to be met with SAF. This will equate to 340,000 tons in carbon reduction.
- Procuring SAF on a carbon abatement basis, we are currently exploring high-integrity SAF options that are approved by the International Sustainability & Carbon Certification (ISCC) and the Roundtable on Sustainable Biomaterials (RSB). We are taking a long-term outlook on procurement and are advocating for SAF-supportive policies in our popular destinations, such as Nevada and Florida.

83.5%

of our emissions associated with jet fuel fall under scope 1

Our goal commits to reducing the intensity of our scope 1 jet fuel emissions.

### Why 2023 baseline?

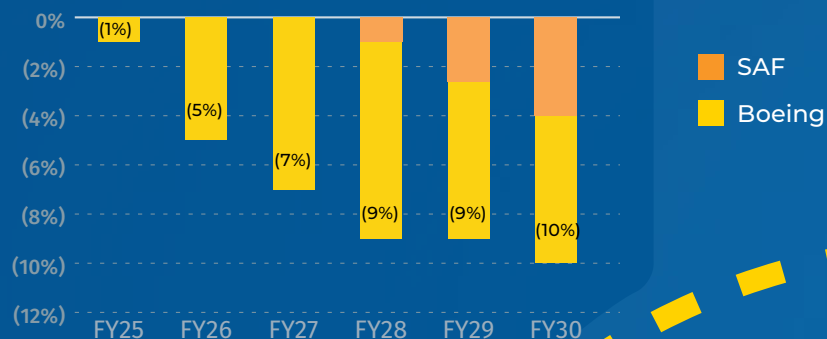
Adheres to SBTi's recommendation of setting a base year no later than 2023.

<sup>2</sup>The provisional guidance was published in February 2023.

<sup>3</sup>When making these upgrades, we leverage parts for repurposing, recycling and resale when conditions permit.

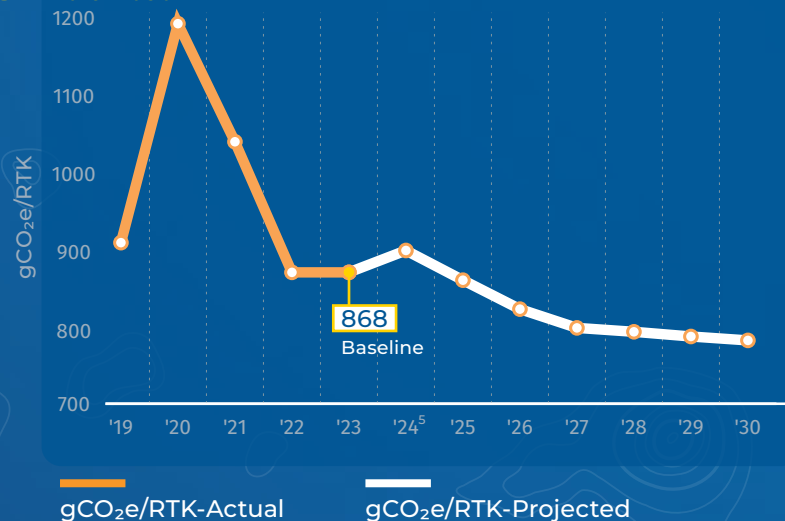
# Allegiant Scope 1 Emissions Outlook

## CO<sub>2</sub> Intensity % Projected Change from 2023 baseline



## Carbon Intensity To-Date and Projected Reductions Over Baseline<sup>4</sup>

Tank-To-Wake  
2019-2030



“  
Our 2030 goal is a starting point to drive near-term progress while paving the way for our longer-term ambitions.”

### Opportunities:

- Illustrate our commitment to sustainable growth and operational efficiency.
- Proactively engage with the SAF market in advance of Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA) compliance deadlines, allowing us to better prepare and adapt to evolving market conditions.
- Provide solid and consistent advancements in emissions reduction ahead of 2030.

### Challenges:

- Goal places a large dependence on supply chain, which often faces constraints in SAF and aircraft deliveries.
- Uncertainty in forecasting the future economic viability of SAF.
- Increasing competition to procure a constant supply of SAF.
- Airports within Allegiant's network lack appropriate infrastructure for SAF uplift.
- Primary and strategic airports in fuel consumption are located in states with limited or no cost-beneficial policies to procure SAF.

### Overcoming Obstacles

- Maintaining flexibility in strategies to meet our 2030 goal using data-driven insights to accommodate for SAF and aircraft supply chain restrictions.
- Advocating for SAF incentives and airport infrastructure updates in Nevada and Florida with a large presence in the existing network.
- Exploring multiple SAF generations to diversify our fuel portfolio and reduce future risks.
- Collaborating and engaging with internal and external stakeholders to encourage support for SAF initiatives.

<sup>4</sup>Reduced passenger loads as a result of the pandemic led to a higher emissions-per-passenger ratio in 2020.

<sup>5</sup>The initially planned year-on-year reduction has not been possible for FY24 due to aircraft delays beyond our control. Currently, we are comfortable that these delays will not impact our ability to achieve the goal by 2030.

▶ 2023 Total Energy Consumption and Intensity (Gigajoules)<sup>5</sup>

▶ 2023 Total Scope 1, 2 and 3 GHG Emissions (metric tons CO<sub>2</sub>e)<sup>8</sup>

Source	2021 <sup>6</sup>	2022 <sup>6</sup>	2023
<b>Total Energy Consumption Within Allegiant</b>	<b>29,132,943</b>	<b>31,140,764</b>	<b>32,044,820</b>
Jet fuel - tank-to-wake	29,096,169	31,093,368	31,973,025
Diesel	15,451	21,722	36,341
Gasoline	9,142	10,678	18,247
Electric power	12,181	14,996	17,206
Scope	2021	2022	2023
<b>Scope 1</b>	<b>2,015,883</b>	<b>2,154,681</b>	<b>2,217,104</b>
Jet fuel - tank-to-wake	2,014,193	2,152,449	2,213,344
Diesel	1,082	1,521	2,545
Gasoline	609	711	1,215
<b>Scope 2</b>	<b>627,541</b>	<b>1,491</b>	<b>1,711</b>
Electrical power	627,541	1,491	1,711
<b>Scope 3<sup>7</sup></b>	<b>575,366</b>	<b>614,860</b>	<b>632,255</b>
Jet fuel - well-to-tank	575,366	614,860	632,255
<b>Total GHG emissions</b>	<b>3,218,791</b>	<b>2,771,033</b>	<b>2,851,070</b>
Emissions Intensity	2021	2022	2023
Total scope 1 (gCO <sub>2</sub> e/RTK )	1,036.2	869.4	869.5
Jet fuel - tank-to-wake	1,035.4	868.5	868.0



<sup>6</sup>The report figures differ from previous disclosures due to updates in our emissions accounting methodology for improved accuracy and transparency.

<sup>7</sup>While we previously tracked scope 3 emissions related to our electricity usage (upstream leased assets), we are currently revisiting our methodology for more accurate reporting, and will aim to provide this in future.

<sup>8</sup>Sunseeker Resort is not included in the 2023 energy and emissions data, as it opened in December 2023, and a full year of data will not be available until 2024.

# Environmental Compliance

Allegiant recognizes that the **management of hazardous and non-hazardous waste and recycling** is integral to greater commitments in environmental compliance and industry-wide stewardship.

Safety is a core pillar of Allegiant's operation and environmental compliance strategy. Our waste management practices are EPA-compliant, adhering to federal, state, county, city and airport regulations administered and monitored internally by our Environmental, Health and Safety Manager and followed by location managers. Allegiant complies with these regulatory requirements by:

- Providing protocols to ensure the safe management of hazardous waste.
- Conducting routine facility inspections.
- Setting hazardous waste storage expectations.
- Delivering ongoing training and promoting incident reporting.
- Engaging in industry meetings and seminars for any future regulatory changes.

Alongside upcoming efforts to measure waste, we are including hazardous and non-hazardous waste and recycling management into our 2025 sustainable procurement policy for greater exposure to suppliers.



# Waste and Recycling



The largest source of waste is generated by our “Buy on Board” program, which includes but is not limited to single-use plastics, food waste and overuse of disposable items.

### Initiatives to address waste include:

- Recycling products by working with vendors to procure products from recycled materials, such as on-board napkins, straws and cups.
- Using food and drink inventory data to determine in-flight needs to prevent and minimize potential or excess waste, avoid perishable foods and eliminate food waste.

## ▶ Aircraft Maintenance Operations

Material waste from maintenance operations – where aircraft parts are refurbished, replaced or discarded – contributes to overall waste generated.

### Our waste reduction efforts include:

- Refurbishing aircraft and recycling parts by salvaging components from our own retired fleet.
- Adopting a long-term and strategic approach to securing parts by storing inventory, refurbishing and recycling.
- Containing used oil in drums for pickup by a reputable waste company for appropriate disposal.
- Participating in battery recycling programs at certain locations.

## ▶ Air and Noise Pollution



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.



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.



# Social

We champion a people-first culture that promotes a safe work environment, rewarding careers for our team members and meaningful engagements within our communities. This commitment is backed by our goals to:

*Earn the IATA Operational Safety Audit (IOSA) certification by the end of 2026.*

*Continue to hire, develop and support the best team members by fostering a transparent, diverse and inclusive company culture.*

# Safety and Security

Safety is our number one core value, fostering a culture where safety is consistently prioritized. In 2023, we established a goal to earn IOSA certification by the end of 2026. The IOSA program is an internationally recognized and accepted evaluation system for assessing an airline’s operational management and control system.

In 2023, in preparation to achieve this goal and advance our safety culture, we:

- Integrated IOSA Standards and Recommended Practices (ISARPs) into our ongoing compliance monitoring.
- Enhanced our system facility review to increase oversight of work locations, ensuring our sites comply with our health and safety guidelines and industry best practices.
- Implemented mitigation recommendations based on the Line Operations Safety Audit (LOSA) observation report, which identifies threats to operational safety.
- Engaged more with international safety and security organizations and aviation industry associations to improve data and knowledge sharing.



## ▶ Integrated Security and Safety Management System

Allegiant takes an integrated, risk-based approach with our Safety, Security, Quality Management System (SMS/seMS/QMS). By combining these components, instead of the typical modular approach, we access a comprehensive data set for increased system oversight and hazard identification. Also, we can efficiently allocate resources by conducting in-depth analysis of specific risks. This holistic approach improves our ability to analyze, investigate, assess and mitigate risks and threats.

In 2023, we continued to add or update platforms, policies and procedures to align with SMS . This includes:

- Updating our Safety Manual (SAFE) and Security Manual (SPM) to facilitate safety and security data integration across all operational workgroups. This enhances our ability to proactively identify and mitigate operational hazards.
- Conducting a study to assess onboard health and safety procedures. This includes the development of a roadmap for improved emergency medical and portable electronic device firefighting equipment.
- Leading the development and implementation of an enhanced approach procedure at Provo, UT, in collaboration with industry partners. This procedure will be shared and available for other airspace users to deploy, promoting a safer and more predictable work environment for all operators in the area.

Our Strategic Risk Management framework allows us to conduct a risk review of every department quarterly to identify risks and develop mitigation plans. Additionally, this framework allows for ongoing communication to senior management, ensuring risk mitigations have full organizational



support and ongoing oversight. In 2023, we conducted an enterprise risk assessment and assisted in the oversight of risk mitigation during the Boeing 737 MAX integration into our fleet.

Also in 2023, Allegiant underwent a comprehensive audit from the Department of Defense to maintain our ongoing partnership. Through the evaluation, there were no findings or concerns issued to Allegiant.

### ► Safety Reporting

For safety reporting and collection of real-time data, we use Ideagen Coruson, a cloud-based safety management platform. Since its implementation in 2022, the platform has helped enhance frontline reporting, training and communication by allowing full-time and part-time team members and contractors to easily submit safety event reports. Frontline team members can request feedback for safety reports they submit. This feedback mechanism has decreased response timelines and created a better user interface. This supports our ability to understand and mitigate risk, while

the system and process design continue to ensure a positive safety culture in which we focus on systematically preventing future incidents rather than punishing individuals who made inadvertent mistakes.

With these platforms and procedures in place, we have seen higher reporting participation. In 2023, more than 2,600 team members and vendors used the system. More accurate, reliable data sets enable us to understand exact modes of failure, improve our communication with frontline leaders and local authorities and ensure effective implementation of site-level mitigations. For example:

- Jetbridge incidents were identified as a leading cause of aircraft damage in 2023. Due to this, enhanced aiming points were developed and are being implemented across the fleet in 2024.
- Turbulence events were also identified as a frequent incident type in 2023. Therefore, we conducted a safety analysis and are working on sit-down procedures for flight attendants to improve crew safety.

### ► 2023 Workforce Health and Safety Data<sup>9</sup>

Rate per 100 FTEs	Allegiant	Industry Benchmark <sup>10</sup>
Total Recordable Incident Rate (TRIR)	3	7
Fatality Rate	0	-
Lost Time Incident Rate (LTIR)	3	6

<sup>9</sup>Data does not include non-Allegiant (contractor) data.

<sup>10</sup>Industry benchmark is from the Bureau of Labor Statistics for scheduled air transportation, code: 481111 for 2022 fiscal year. 2023 benchmark data was not available at the time of report publication.



## ► Safety Training

Team members are required to complete annual safety training on our SMS framework, safety and security policies and reporting processes. Certain team members must complete more comprehensive or specialized SMS training, which meets or exceeds regulatory requirements:

- Safety and Security department team members undergo training on human factors/accident investigation, security, occupational safety and health and IATA/DOT Dangerous Goods Shipping.
- Flight crews receive additional training on Aviation Security Awareness and Crew Security.
- New leaders train for their responsibilities to stop potentially unsafe situations and change management 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.

In 2023, we repackaged our training format to provide a simpler, more efficient learning process for all team members. We also added or extended training sessions related to access control, passenger screening, safety management and care support team.

## ► Safety Communications

We communicate safety information through a variety of ways, such as issuing alerts and bulletins for high-risk safety and security issues. Additionally, 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 trainings.

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

In 2023, we launched our safety culture brand with the slogan **Safe. Secure. Together.** We shared this with our frontline team members through promotional campaigns to drive awareness and engagement.



## ► Incident Mitigation and Emergency Response

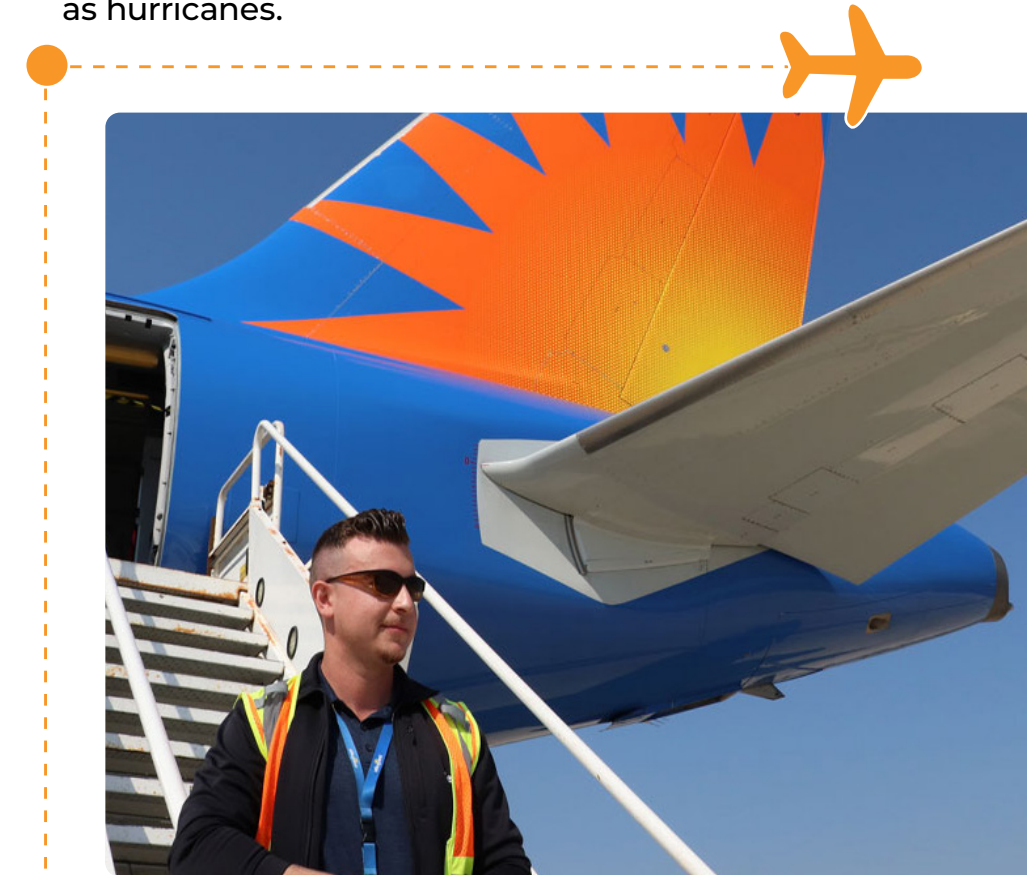
We have robust processes and procedures to prevent and mitigate incidents and protect human life in emergencies. These efforts include encouraging voluntary reporting of safety and security violations and hazards while ensuring team member protection from punitive action. Flight crew members are trained to monitor threats, ranging from verbal altercations to physical aggression, and to act if situations escalate. Our flight attendants receive training in de-escalation techniques, cardiopulmonary resuscitation (CPR) and aircraft safety features.

Internal audits are conducted through our internal evaluation program, quality assurance programs and departmental self-audits. Scheduled and risk-based assessments are conducted to proactively inspect and assess potential risks at each operating location. Additionally, the FAA and the Department of Defense independently audit Allegiant operations. We conduct onsite

base visits to proactively inspect and assess potential risks at our stations. Incident causes and contributing factors are investigated, and comprehensive briefings and recommendations are issued. In 2023, we improved our vendor evaluation process to include more robust safety assessments, targeted to specific threats identified from our SMS. This resulted in the selection of several vendors to improve location-specific safety performance.

Emergencies are managed via Emergency Response teams, including our Emergency Command Center (ECC) Team, Crisis Management (CM) Team, Accident Investigation Team (AIT) and Care Support Team (CST). Critical information is communicated quickly to team members via the AlertMedia app. In-flight emergencies are evaluated to determine the appropriate response, which may involve consulting our medical advisory group MEDLINK or returning the aircraft to the terminal. In the unlikely event of an incident, we assist passengers and families through our family assistance expenses program, Care Support Team, a third-party

Passenger Inquiry Center and Family Support Center. Our Insider Threat Program detects individuals internally who might be at risk of committing harmful or hostile acts, aiming for early intervention. Additionally, we temporarily relocate and evacuate team members in cases of emergencies or threats of natural disasters, such as hurricanes.



## ▶ Team Member Well-Being

Our team members' physical and mental well-being is an essential part of our safety programs. Our Employee Assistance Program (EAP) provides confidential therapy and other support for team members and everyone in their household struggling with professional and personal challenges, such as substance abuse and mental or family issues. In 2023, we have provided EAP services to about 1,000 team members.

The 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. Support may come in the form of payments for mortgage or rent, utilities, car payments or medical bills. In 2023, we provided \$116,996 to 42 team members.

## ▶ Fatigue Mitigation

Our Fatigue Risk Management Program (FRMP) helps control or mitigate fatigue risks in aviation operations, including a robust policy that prevents and protects crew members from operating in a fatigued state. All

crew members are required to report fatigue through FRMP. Our Fatigue Risk Review Committee (FRRRC) oversees FRMP and evaluates fatigue reports to identify potential trends.

FRMP consists of the SAFTE-FAST fatigue analytics software, which is validated by the FAA against the psychomotor vigilance test (PVT). The software allows us to analyze crewmember schedules and proactively identify and assess potential and actual fatigue events to understand causal factors for a crewmember's fatigue. This helps FRRRC better understand fatigue risks and make recommendations to mitigate them.

Furthermore, we manage pilot and flight attendant schedules according to FAA regulations on crewmember hours. CBAs for pilots and flight attendants also outline health and safety requirements including maximum hours of service. Union representatives are also active members of several Allegiant health and safety committees including:

- FRRRC, where they help ensure outputs are non-punitive and enhance flight safety capabilities.
- Event Review Committee (ERC), which investigates reported events to determine the appropriate course of action(s) to prevent future occurrences.



## ▶ Aircraft and Cabin Safety

Regular, thorough maintenance in compliance with FAA regulations keeps 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, artificial intelligence 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.

We are implementing Trax, an aviation maintenance system expected to enhance our maintenance, repair and overhaul (MRO) operations, streamline aircraft maintenance schedules and reduce associated costs.

We have an extensive preflight routine, where our flight crews review a checklist to ensure everything is up to Allegiant and FAA standards before departing. We employ an aggressive cleaning process to prevent cabin air contamination and other contaminants. This includes using:

- Cleaning technology such as electrostatic sprayers to protect cabins from potential contaminants.
- Cleaning measures, including ensuring all touch surfaces – from seatbelts and tray tables to galleys and lavatories – are sanitized and disinfected during every cleaning.
- Volatile organic compound (VOC) filters, helping us exceed high efficiency particulate air (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.

## ▶ 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, including training on 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.

Allegiant was among the first four airlines to join BLI when this voluntary partnership was formed in 2019. In 2023, 6,293 team members and service providers completed this training.

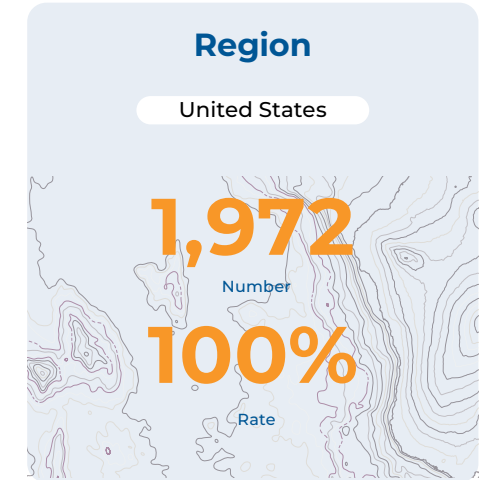
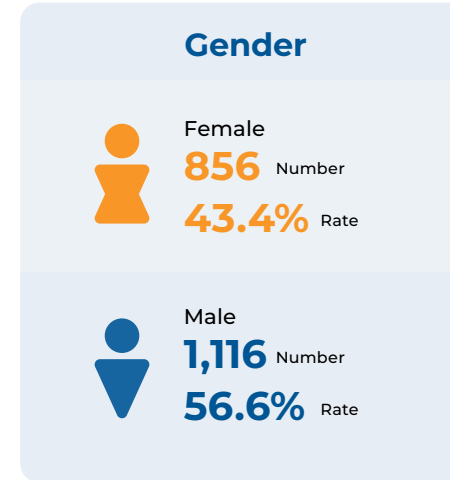
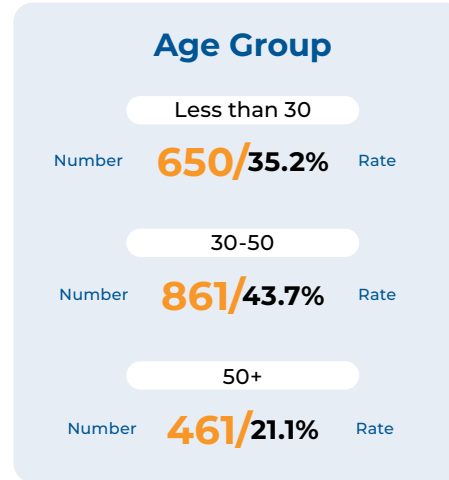


# Talent Recruitment and Retention

Our business model of providing low-cost leisure travel is designed to remain resilient during a recession or other difficult economic times. Therefore, we can staff for resiliency, enabling workforce stability 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, competitive pay and work/life balance also make Allegiant an attractive place to build a career.



## ▶ 2023 New Hires by Age, Gender and Region



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



	2023	
	Female	Male
Number of employees eligible for parental leave	2,700	3,255
Number of employees that took parental leave	138	138
Number of employees that returned from leave and still employed 12 months after returning to work	131	128
Retention rate of employees that took parental leave	94.93%	92.75%

# Comprehensive Benefits

We offer competitive benefits packages for full-time team members including comprehensive medical, dental, vision, disability and life insurance coverage. Other benefits to support financial health, well-being and career advancement include:

## Optional health and wellness benefits

This is comprised of the Employee Assistance Program (EAP), personal development workshops, additional insurance coverage for select team members, virtual behavioral and mental health assistance, substance abuse help for pilots via FAA's Human Intervention Motivation Study (HIMS) and for flight attendants via the Flight Attendant Drug and Alcohol Program (FADAP) and specialized webinars for specific groups upon request. In 2023, we added pet insurance to our benefits options.

## Financial benefits

This encompasses profit sharing, an Employee Stock Purchase Plan (ESPP), a 401(k) program, Adoption Program, educational assistance, deals and discounts and a number of optional voluntary plans, which include legal benefits.

## Travel and vacation benefits

This includes 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.

## Medical Travel Reimbursement Program

This gives eligible team members, their spouses and dependent children up to \$1,000 per trip needed for medical care more than 100 miles from their residence up to three times a year. This may cover reimbursement for flights, car rentals and hotel expenses.

## Time-off and special leave benefits

This features floating holidays, flexible time off with paid and unpaid time off (available for salaried staff), and our Leave of Absence policy covering childbirth and adoption, calls to active duty or other unique situations.

## Remote and Hybrid Work Policy

This provides certain team members not involved in flight-related operations to take advantage of flexible working opportunities.

## "Out-and-back" nonstop flight schedule

This allows our flight and cabin crews to end the day where they started that morning – at their home base. Unlike most other airlines, our crew members return to their homes every night, allowing for a more regular scheduled lifestyle.

Part-time team member benefits can include sick leave, tuition reimbursement, 401(k) matching and profit-sharing bonuses. Other benefits include:

**Hybrid job benefit**, which allows team members who are part-time in two separate roles to be eligible for full-time benefits. This helps support team members who are deeply ingrained across multiple roles in the company and has helped increase retention.

**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, instead of remaining on standby for the full business day.

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



# Employee Engagement



We conduct regular employee engagement surveys to engage team members and listen to their feedback. We previously administered an employee engagement survey in 2021 and will conduct our next one in 2024. In addition, individual departments occasionally conduct surveys related to team-specific feedback.

In 2023, we launched **Program AMAZING**, a new team member recognition platform to celebrate operational impact and other company milestones.

## 300

The point-based platform allows team members to choose from over **300 items** and special rewards, such as access to hundreds of concert and sporting events every month.

## 378%

Since its rollout, the platform saw a **378% engagement increase** over our previous platform.

In March 2023, Allegiant unveiled a livery designed by, and for, our team members.



# Recruitment Incentives and Partnerships

To continuously attract top talent, we employ programs and strategies such as:



Employee referral program, which leverages our workforce's network to recruit new talent. Team members earn points in the new recognition platform for successful referrals.



Internship and early career recruiting programs to attract recent high school and college graduates.



Sign-on bonuses of up to \$10,000 for high-demand positions, which adds a generous incentive to join the Allegiant team.



Recruiting diverse talent, supported by partnering with many organizations and associations.





# Training and Development

We provide classes, programs and other educational opportunities to support our team members' professional growth and skill expansion. Allegiant University (AU), our company educational program, offers more than 600 regulatory and professional development courses in person or virtually through our learning management system. Course topics include:

- FAA-required training for security, safety and operations for all team members.
- Professional development courses on management skills for leaders and aspiring leaders.
- Personal and professional skill courses for all team members.
- Competency-based training for team members in positions requiring specific skills.
- Specialized training courses on aircraft systems, emergency procedures, first aid, customer relations and more for flight and cabin crews.

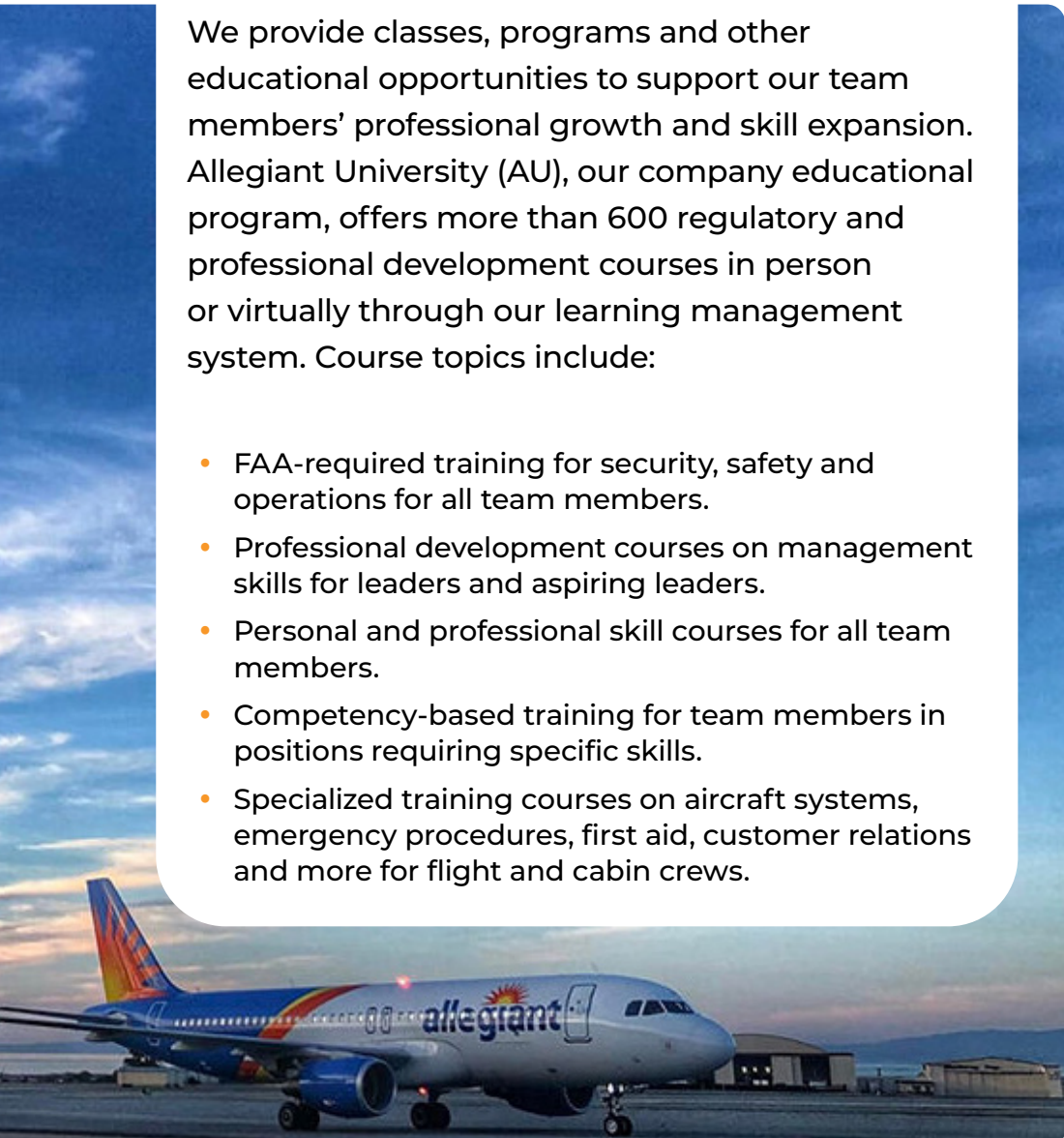
**Our pilots and flight attendants have additional training opportunities for advancement and mobility including:**

- Transitional training for pilots switching to different aircraft types.
- Differences training for flight attendants learning new aircraft types.
- Upgraded our Manager Momentum program to boost effectiveness of newly promoted team members.

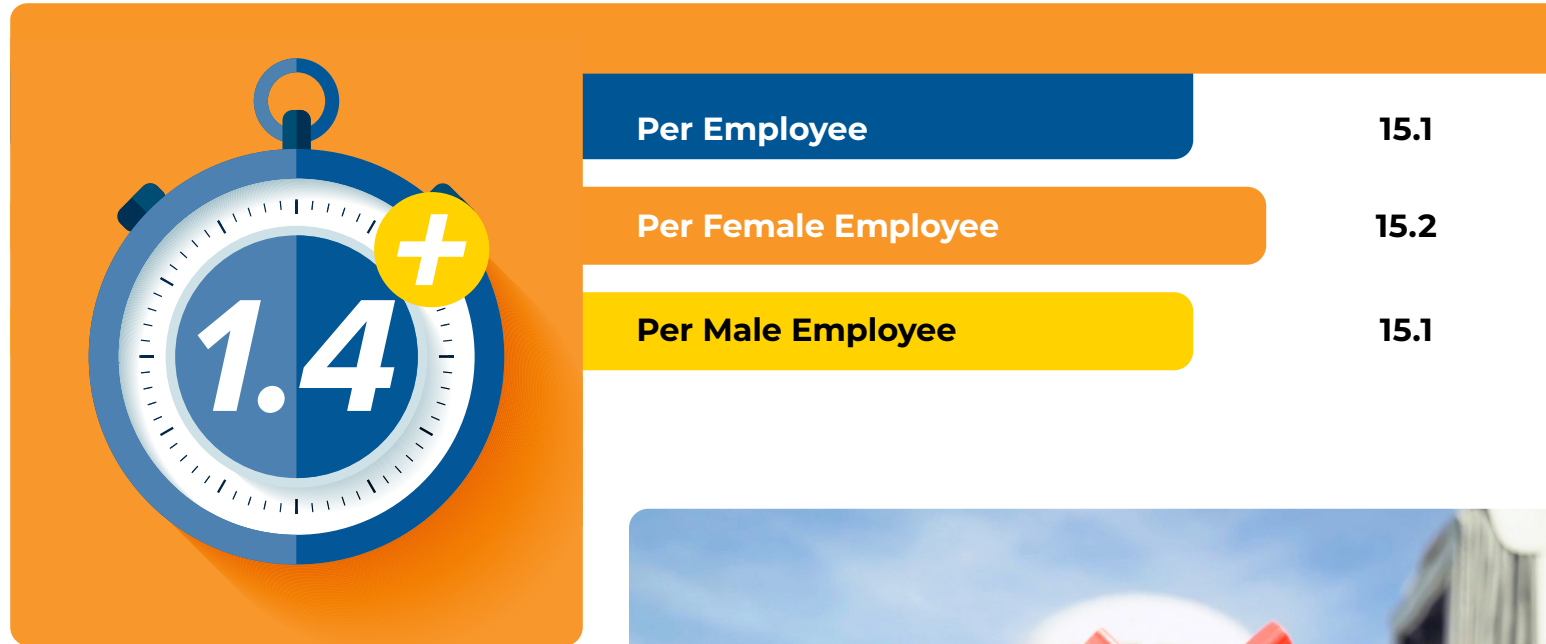
We also offer educational assistance to cover up to **\$4,500 for full-time team members and \$2,500 for part-time.** Under that program in 2023, we partnered with Trident University International and Colorado Technical University to offer co-branded certificates on Organizational Leadership and Business Acumen. To date, 27 team members have participated in these programs.

**To help team members expand their knowledge and foster the next generation of our workforce and leaders, we offer the following:**

- Accelerate Pilot Pathway program for college students aspiring 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.
- Altitude Pilot Pathway, a partnership with Spartan Education Group (SEG) to deliver specialized training to prepare for pilot opportunities at Allegiant. This program provides coaching and support for cadets going from zero flight hours to the first officer seat.
- Allegiant Incentive Program to support pilot development in collaboration with Berry Aviation formed in 2024. This gives us access to a pool of experienced pilots trained by Berry and enhances the diversity and depth of talent.
- Mentor Program, which launched in 2023, matches director-level mentees with executive mentors for professional development. The program will be expanded to manager-level roles and above in 2024.
- Education Financial Assistance, which offers tuition and training reimbursement to team members for skill- and knowledge-based courses that AU does not offer.
- Forward Look career-development and progression conversations support team members (non-union, non-front line) with engagement and growth within the company.
- Performance reviews, which have 100% participation of non-union front line team members, are primarily used to determine salary increases. Most of our team members are covered under a collective bargaining agreement (CBA) that prescribes and measures their performance.



## ▶ 2023 Average Hours of Training Per Employee



**+1.4 hour rise**  
in average training hours per employee for Allegiant Computer Based Training (CBT) compared to 2022.



## ▶ 2023 Average Hours of Annual Training Per Employee Category<sup>11</sup>

Employee Category	Average Hours
Pilots	43.5
Flight Attendants	35.2
Airport Operations Personnel	25.7
Maintenance Personnel	42.4
Reservation Agents	39.9
Flight Dispatchers	27.3
Management and Other Personnel	13.5



<sup>11</sup>This data is for Allegiant-only in-person training. Webinars or trainings hosted by our partners are not measured or tracked here.

# 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. In 2023, we established a sustainability goal to continue to hire, develop and support the best team members by fostering a transparent, diverse and inclusive company culture.

This ongoing goal is backed by our commitment to diversity and inclusion (D&I) across all levels. In 2023, our workforce diversity remained consistent with 2022 levels. As of December 31, 2023, 33.9% of our workforce is racial/ethnic minority and 45.4% is female.

Our D&I Council advocates for team members and helps drive changes that ensure every individual has a voice and sense of belonging. Comprised of 16 cross-functional leaders chosen for their diverse backgrounds and business roles, the council is responsible for:

- Confirming that all training, policies and programs reflect our commitment to D&I.
- Providing recommendations for training on established topics, such as specialized training for managers.
- Establishing D&I-specific training, including working across cultures, communicating cross-culturally, uncovering hidden prejudice and cultural sensitivity in customer service. In 2023, 170 team members completed those optional diversity trainings.



# 2023 Workforce Data<sup>12</sup>

## ► Total Workforce by Employment Status and Gender

	Female	%	Male	%	Total
<b>By Employment Status</b>					
Number of Permanent Employees	2,738	45.4%	3,297	54.6%	6,035
Number of Temporary Employees	9	56.3%	7	43.8%	16
Number of Full-Time Employees	2,312	44.3%	2,911	55.7%	5,223
Number of Part-Time Employees	435	52.5%	393	47.5%	828
<b>By Position Type</b>					
Pilots	60	5.0%	1,136	95.0%	1,196
Flight Attendants	1,433	84.0%	272	16.0%	1,705
Airport Operations Personnel	497	51.7%	465	48.3%	962
Maintenance Personnel	65	8.1%	742	91.9%	807
Reservation Agents	134	69.8%	58	30.2%	192
Flight Dispatchers	8	19.0%	34	81.0%	42
Management and Other Personnel	550	48.0%	597	52.0%	1,147

## Total Employees

# 6,051



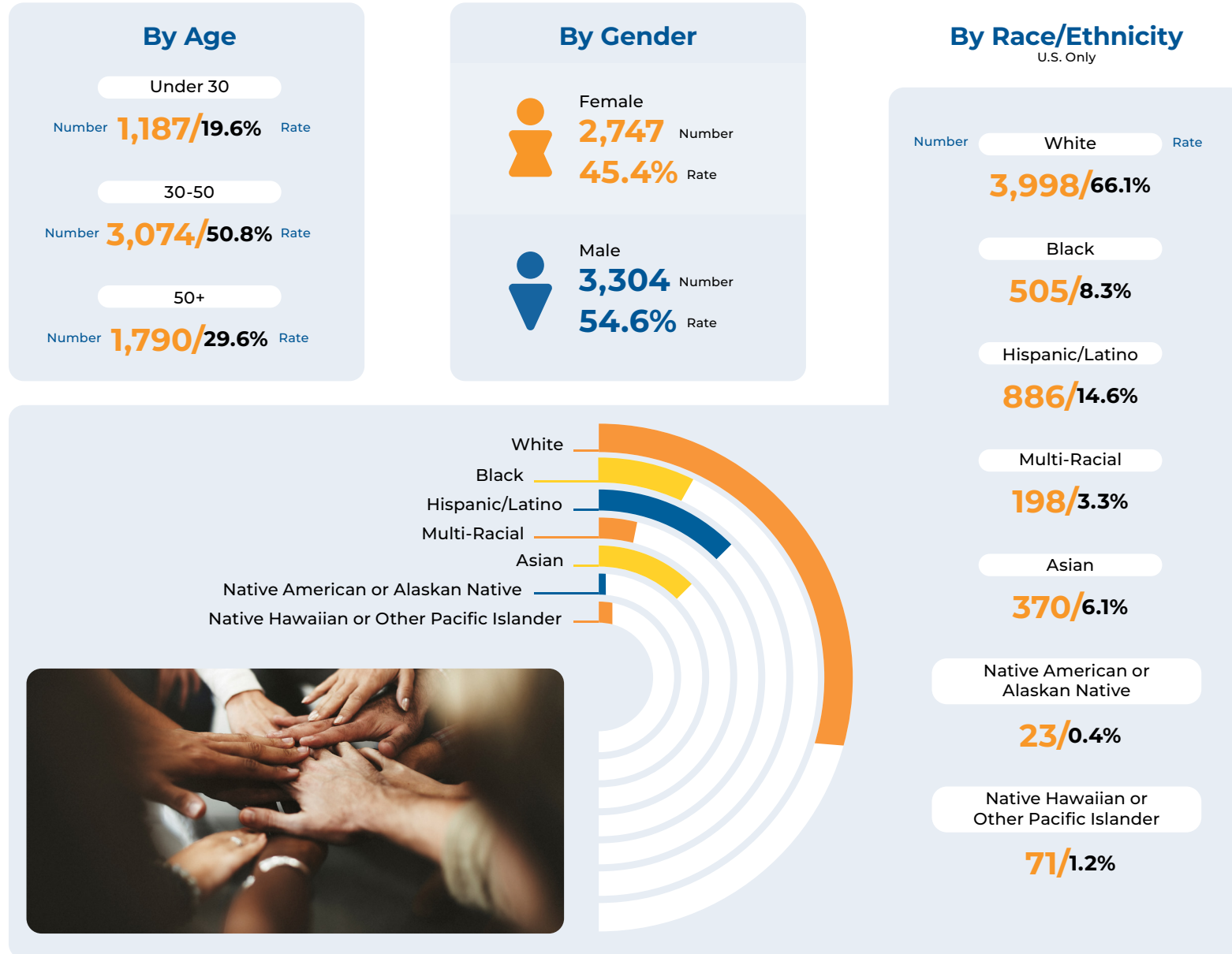
Female  
**2,747** Number  
**45.4%** Rate



Male  
**3,304** Number  
**54.6%** Rate

<sup>12</sup>Does not include Sunseeker Resort team members, as the property opened in December 2023, and a full year of data will not be available until 2024.

### ▶ Workforce by Age, Gender, Race/Ethnicity<sup>13</sup>



<sup>13</sup>Based on employees who disclosed this information.

### ▶ Racial/Ethnic Breakdown of Team Members with Disabilities<sup>13</sup>

U.S. Only	Percentage	Number
Asian	4.2%	15
Black	11.1%	40
Hispanic/Latino	13.9%	50
Multi-racial	4.4%	16
White	65.8%	237
Native American or Alaskan Native	0%	0
Native Hawaiian or Other Pacific Islander	0.6%	2
<b>Total</b>	-	<b>360</b>

### ▶ Racial/Ethnic Breakdown of Veteran Team Members<sup>13</sup>

U.S. Only	Percentage	Number
Asian	3.2%	21
Black	7.5%	49
Hispanic/Latino	12.1%	79
Multi-racial	3.5%	23
White	72.5%	472
Native American or Alaskan Native	0.3%	2
Native Hawaiian or Other Pacific Islander	0.8%	5
<b>Total</b>	-	<b>651</b>

## ► Network Groups

Our network groups, which are led by team members, 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 service people.



### 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 LGBTQ+ community members and allies.



### Voice

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



### 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.

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

### HEAL (Help / Educate / Advocate / Learn)

Advocates for a variety of community issues and challenges that our team members are passionate about.

### G4 Athletes

Connects aspiring, recreational and advanced athletes across the company.

### Working Parents

Supports and advocates for team members who are parents.

### Neurodiverse Universe

Serves and supports neurodiversity through connection and advocacy.



## ► D&I Recruitment

Diversity is incorporated across many facets of our talent acquisition efforts including:

- Presenting a diverse field of candidates to hiring managers.
- Encouraging diverse hiring panels during the interview process.
- Connecting with diverse candidates through various recruiting channels like career fairs.
- Establishing partnerships through military-focused recruitment sourcing groups.
- Dedicating an [online portal](#) for military-affiliated candidates, which includes Guard/Reservists and military spouses.
- Tracking where under-represented candidates drop out in the recruiting process in our talent management system (TMS) and evaluating potential solutions.

In 2023, we added a feature to capture candidates' pronouns in our application process, so our team can refer to them correctly throughout the recruitment journey.



### We also partner with industry and professional associations and organizations:

- Army P3 Partnership
- Army PAYS Program
- Department of Defense SkillBridge
- Experimental Aircraft Association (EAA)
- Latino Pilots Association (LPA)
- Military Maintenance Pathway Program
- Military Pilot Pathway Program
- 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
- Wounded Warrior Project



# Labor Management and Unions

Within Allegiant, **no operations exist where the right to freedom of association and collective bargaining are at risk.** 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.

In cases of operational changes that could substantially impact team members, we provide a minimum of two weeks' notice. Whenever possible, we aim for a longer notice period of 30-60 days. For certain roles, such as maintenance technicians, career advancement opportunities are negotiated into union contracts.

## ▶ Union Contracts Ratified

Through good faith efforts and the dedication of Allegiant and our unions' negotiating teams, we have successfully reached voluntary agreements with three of our four unions, occasionally even before the current contract's amendable dates. We are currently in National Mediation Board (NMB) mediation with our Pilot's union, and we look forward to reaching a new agreement as soon as possible. It is important to note that our CBAs are administered under the Railway Labor Act, which means they do not expire. Additionally, the criteria for a union to be released to self-help under this Act are stringent, making the occurrence of a strike highly unlikely.

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 CBA. 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 a 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 amendable in October 2026. By opening the discussions early, we were able to come to a 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).

In 2024, 90% of Allegiant Flight Attendants, represented by The Transport Workers Union of America (TWU), AFL-CIO Local 577, voted to approve a new five-year CBA covering more than 1,700 Flight Attendants. The previous first CBA became effective in December 2017 and became amendable in December 2022. By building on the positive union-management working relationship, we were able to come to a voluntary agreement with an amendable date of April 2029.



## ▶ 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 - such as pilots, flight attendants and mechanics - considered high-wage jobs.

We conduct pay equity assessments annually for all positions across the entire company, excluding positions covered by collective bargaining agreements with negotiated wage scales and vice presidents. In our most recent assessment, we identified only 6 positions with potential pay equity discrepancies, all of which were addressed and resolved. The resulting insights from the assessment also helped us identify additional opportunities to increase workforce diversity and equity. Another pay equity assessment is underway for 2024, during which we will also focus on addressing any gaps found in 2023.

## ▶ Part-time and Temporary Personnel

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



# Community Engagement

We aim to be good corporate neighbors to the communities we serve. Our community relations priorities are tied to our business of travel and aviation, as well as the belief that both should be accessible to all.



## ► Corporate Giving

Our charitable Corporate Giving program enables us to positively impact the areas we call home. To make the most impact and prioritize the causes to support, we focus on three core pillars:

- 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 the aeronautical sciences.



## Key initiatives in 2023 include:

- Celebrating our 2,000th wish flight through the Make-A-Wish Foundation, where we fly kids with critical illnesses and their families to wish destinations. Since 2012, we have donated more than \$7 million through in-kind flights and sponsorships and provide office space for the Southern Nevada chapter free-of-charge.
- Pledging \$1 million to Boys & Girls Clubs of America to develop the Allegiant Aviation Journey program, inspiring children to choose aviation careers.
- Providing 800 flight vouchers to local teachers every year through The Smith Center for the Performing Arts' Heart of Education Awards.

## ► Enabling Community Growth

Serving smaller airports in cities traditionally lacking nonstop air service to leisure destinations enables us to create high-wage jobs and other economic benefits for the surrounding communities. In 2023, we expanded network options to include 6 new routes, and with 12 more in 2024.

We continued our investment as the naming rights partner for Las Vegas' Allegiant Stadium.

**In 2023, the venue attracted 4.2 million visitors, with an estimated economic impact of \$2 billion.<sup>14</sup>**

Our association with the stadium also connects us to philanthropic events that serve the Las Vegas community.



<sup>14</sup>Source: Las Vegas Review-Journal - [Allegiant Stadium events have seen 4M attendees | Allegiant Stadium | Business \(reviewjournal.com\)](#)



# Governance

We are committed to sound corporate governance that is driven by high ethical standards, excellent customer satisfaction and comprehensive risk mitigation. This is reflected in our goals to:

*Maintain a controllable completion rate of at least 99.5 percent annually.*

*Adopt a responsible sourcing policy and embed the policy into existing governance and procurement management systems by the end of 2025.*

# Board of Directors

Our board of directors sets high standards for our team members, officers and directors. Our board also has oversight of risk management including technology information security (cybersecurity) and data privacy risks and the effectiveness of security-related controls. **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 sustainability-related risks and goals, including establishing sustainability metrics, targets and disclosures.

## Audit Committee

Oversees risks related to our financial reporting and internal controls with quarterly meetings, including private sessions with our outside auditing firm, our internal audit personnel and management responsible for financial accounting. Audit committee approval is also required for any related-party transactions.

## Compensation Committee

Oversight of the evaluation and approval of compensation for the company's directors and executive officers. They also review and approve any executive benefit plans.



To promote accountability, directors are subject to election every year. Our board consists of eight members, six of whom are independent directors. The board has a lead independent director who serves as a liaison with management and helps to organize and coordinate sessions with the independent directors.

The board conducts a self-assessment process each year and seeks to address any issues identified in the process. Independent directors meet outside the presence of the executive officers on the board on a quarterly basis.

Further, it is important to note that:

- Our board receives updates on Allegiant operating strategies from our CEO and other senior management members at every quarterly board meeting.
- Financial information is provided to directors on a monthly basis.

The board believes these factors provide an appropriate balance between effective and efficient company leadership and sufficient oversight by

non-management directors.

Allegiant periodically sponsors board education sessions in which board members can gain insight on current best practices in areas where they do not have as much experience.

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 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, shareholders, communities and each other.

### The Code outlines behavior on topics such as:

- Conflicts of interest.
- Protecting company assets and information.
- Bribery and corruption.
- 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 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 asked annually to complete Code 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

At Allegiant, we prioritize the protection of data security and customer privacy through a structured framework encompassing four critical categories:

- **Cybersecurity** to defend against attacks, protect against viruses and keep information 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.

Furthermore, our Information Security (InfoSec) Culture Program strengthens our enterprise-wide security culture and enhances security controls around our remote workforce. We have increased security awareness and track security training, which will be a cross-functional initiative involving every business unit and its vice presidents.



## Additional measures to improve cybersecurity include:

- **Initiatives to reduce phishing.** We conduct quarterly phishing exercises to prevent phishing clicks and our email platform has a phishing alert button. 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 replace our current multi-factor authentication (MFA) with phishing-resistant MFA utilizing the FIDO (Fast Identity Online) Alliance's FIDO and FIDO2 standards.
- **Migrate to always-on access.** This ensures all Allegiant devices are always connected to VPN, increasing our IT security and reducing vulnerability to social engineering attacks.
- **Improve security training.** In 2023, we enhanced our cyber training models and are transitioning to competency-based learning systems.
- **Integrating Sunseeker Resort.** With the property now open, we continue to bring the resort IT security into our enterprise program, with hospitality-specific systems where applicable.
- **Explore emerging technologies.** We continue to explore opportunities with artificial intelligence (AI) to improve cybersecurity efforts.

## ► Cybersecurity and Customer Privacy Compliance

In 2023, in order to ensure our customers and cardholders that their data is secure, we engaged a third-party to evaluate and certify our IT policies and processes against the new Payment Card Industry (PCI) version 4 cybersecurity standards. We successfully passed that certification with no deficiencies in early 2024.

In addition, in 2023 we engaged a third-party to do a gap analysis against the International Electrotechnical Commission (IEC) 27001 in our cybersecurity compliance and will be evaluating compliance against NIST 800-171 and the new Cybersecurity Maturity Model Certification (CMMC) Model 2, level certification in compliance with our civilian reserve air fleet contracts.

In 2024-2025, we will be engaging an external third-party to certify compliance on a tri-annual basis once the new CMMC standards are fully approved.

### 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 and track our maturity.
- Complying with the National Institute of Standards and Technology (NIST) 800-171 to retain our Department of Defense contractor status.
- Encrypting and tracking customer credit card information to comply with credit card company rules, while ensuring that this information is not retained in an unencrypted format.
- 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 three categories: cybersecurity or technical risk; vendor risk; and compliance and regulatory risk. We partner with OneTrust and CyberGRX to help decrease cyber risks and ensure compliance within Allegiant and with third-parties.

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

## ► 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 weekly to our Chief Executive Officer (CEO), monthly to the Risk and Compliance Committee (CEO and executive leadership) and quarterly to our Board of Directors.

## Procurement and Supply Chain

We rely on suppliers for aircraft parts and tools, ground support equipment, fuel and in-flight sales products for our customers. To enhance governance, we established a sustainability goal to adopt a responsible sourcing policy and embed the policy into existing governance and procurement management systems by the end of 2025.

In 2023, we implemented SAP Ariba, a procurement purchasing platform that will further enable our sourcing process to provide maximum opportunities for small, minority-owned and women-owned businesses. Since the start of 2023, we have implemented Trax and FuelPlus to improve our supply chain capabilities.

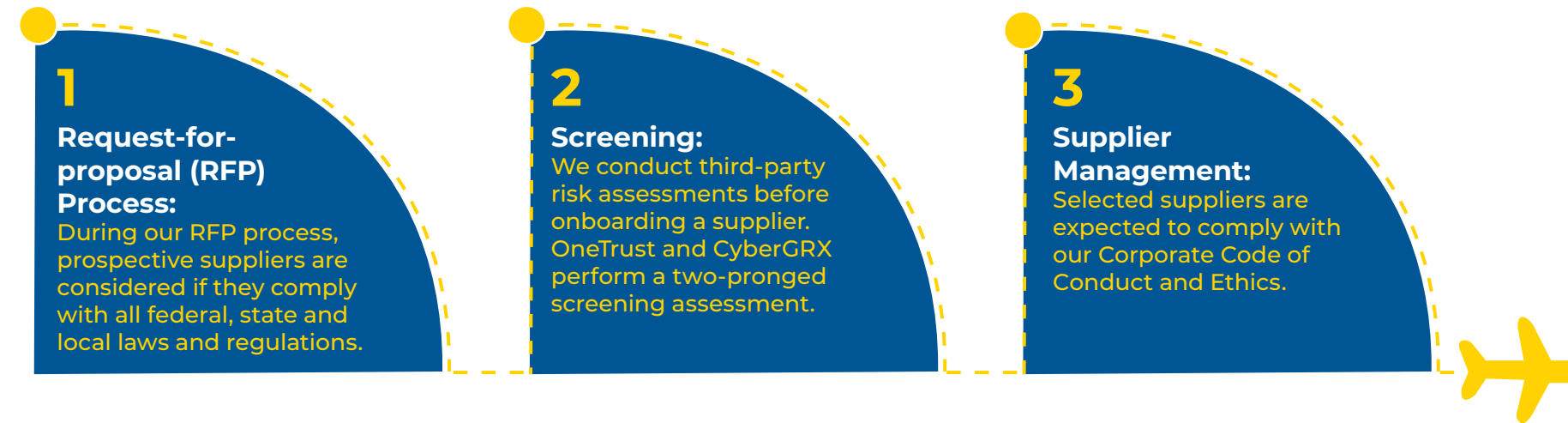
In 2023, at the request of our Risk and Compliance Committee, relevant teams collaborated to conduct an airport risk assessment, which focused on our airport suppliers, such as ground handling and fuel. We plan to conduct this assessment quarterly.



We continue to strive towards an inclusive sourcing process and are making process changes to ensure we are intentional in providing maximum opportunities for small, minority-owned and women-owned businesses.

## ► Supplier Process

We select and retain suppliers in a systematic way that considers many factors beyond the business fit, including conduct, ethics and risk.



## ► Supply Chain Sustainability

We are committed to ensuring Allegiant’s suppliers are united in fostering long-term sustainability. We are actively identifying policies that align with our company’s core values and meet the expectations of our customers and investors. This will lead to a supply chain assessment using internal software.

# Customer Satisfaction



## 99.8%

Controllable completion, the second-best controllable completion in 2023 for the airline industry.

We strive to provide an accessible, safe, seamless and enjoyable customer experience. Ensuring our customers arrive at their destination without disruption is key. One of our sustainability goals is to maintain a controllable completion rate of at least 99.5 percent annually. In 2023, we achieved a 99.8 percent controllable completion, the second-best controllable completion in the airline industry.

We have numerous touchpoints to gain insights into customer 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), comprised of customer care and marketing team members, continually reviews policies and customer feedback to determine if changes are needed to enhance the customer experience. Our Buy On Board team researches ways to improve the in-flight menu, which is updated every three months. Based on CELT reviews and customer feedback, we:

- Increased the weight limit for checked bags **from 40 pounds to 50 pounds.**
- Standardized meal voucher distribution during flight delays, including issuing vouchers at the 3-hour mark instead of four hours and increasing the value **from \$8 to \$12.**
- Provided further flexibility to weather-advised flight restrictions for youths (**between 15-18 years old**) traveling by themselves to avoid the minor being stranded.
- Implemented a personalized passenger communications platform, 15below, to proactively email and text message customers about their flight information, including delays and cancellations.

In 2023, we enhanced our focus on customer experience and service quality by introducing service quality through dedicated staffing roles. We also hosted our annual Customer Service Week, where team members are recognized for their excellence as demonstrated on social media comments, safety reports, customer surveys and peer nominations.

## ► Transparent Pricing

Our direct-to-consumer sales model enables us to provide transparent, low fares and frictionless vacation planning. Customers book travel online directly through the Allegiant website and mobile app, which helps avoid hidden fees from third-party travel distribution services. We also simplify the travel booking experience by [bundling certain services](#) and ancillary products for additional savings.

We offer a full refund for cancellations within 24 hours of purchasing a reservation.<sup>15</sup> Customers receive a credit voucher for future travel if they cancel after that timeframe.<sup>16</sup> Our [reservations and ticketing](#) policies are available on our website.



<sup>15</sup>A full refund is only available if travel is outside 168 hours (7 days).

<sup>16</sup>Customers that purchase travel protection (Trip Flex) have greater flexibility in travel modification and will not incur change or cancellation fees.



# Sunseeker Resort

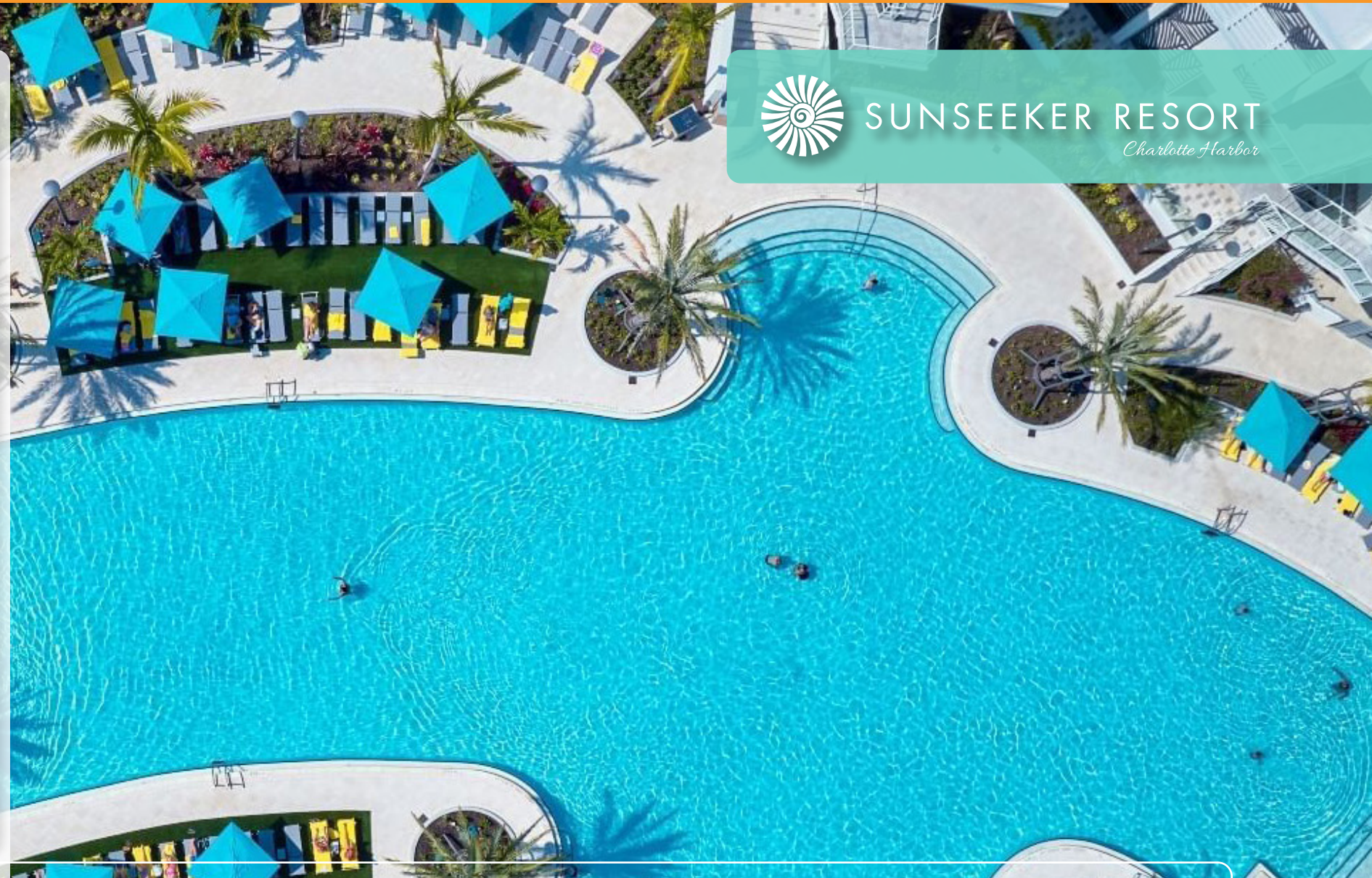
Sunseeker Resort supports our vision of providing integrated travel solutions to our customers.

The opening of Sunseeker Resort in Charlotte Harbor, Florida – along with our Allways Rewards loyalty program and Allegiant co-brand credit card – brings us closer to our vision of offering a one-stop shop for all leisure travel needs. Opened in December 2023, the premier waterfront property enables us to provide more customer offerings through a first-party integrated resort that includes **785 guest rooms, 60,000 square feet of meeting and event space, a guest-exclusive golf club and much more.**

For example, our Allways Rewards members can earn and redeem points by staying at Sunseeker, in addition to flying Allegiant or renting a car through [Allegiant.com](https://www.allegiant.com).



SUNSEEKER RESORT  
*Charlotte Harbor*



Seek Sustainable, Sunseeker’s sustainability strategy, is our commitment to responsible travel and tourism. From its inception and construction to our current operations, we are committed to creating a positive and sustainable impact across our operations, supply chain and communities. **This includes efforts to:**



**Optimize energy efficiency and water conservation**



**Support surrounding nature and biodiversity**



**Improve the local infrastructure**



**Source from local farmers and distributors**



**Educate guests and team members on sustainable practices**



## Safety and Security Features

Our focus on safety guided the resort's design and development, and it continues to evolve across our operations. We build on Allegiant's enterprise Security and Safety Management System (see [page 24](#)) while incorporating resort-specific programs and policies. Our efforts include:

- Limiting visitor access, particularly to guest rooms, to only current guests and team members.
- Installing surveillance cameras throughout the resort property and golf course for ongoing security monitoring.
- Employing a full-time Risk & Safety Manager and Food Safety Manager to ensure a safe, enjoyable guest experience.
- Providing safety training to team members related to the resort, their specific job and department (such as first-aid, CPR, etc.) during onboarding and on an annual basis.
- Posting security officers throughout the resort 24/7.
- Ensuring emergency response and crisis event preparedness policies and procedures are in place. All team members must complete emergency response training. We installed weather alert systems, such as ThoGuard lightning detection, at the resort and the golf course. We also have plans to relocate and evacuate team members and guests in case of emergencies.
- Partnering with the Florida Department of Transportation (FDOT) to open a turning lane into the resort to ease traffic on US-41. We will begin construction of a traffic light in front of the resort for safe, controlled traffic flows.

## Supporting the Local Economy

Sunseeker Resort is the first new build in Southwest Florida in 13 years, and our presence supports nearly **21,000 jobs in Florida**. The resort is also expected to spark an increase of **300,000 visitors annually** to the area, with estimates up to \$1 billion in economic impact over a 10-year horizon.

To meet anticipated demand, we hired **hundreds of team members**, making us one of the largest employers in Southwest Florida. To attract and retain talent, we offer comprehensive benefits available to Allegiant full-time and part-time team members (see [page 31](#)). In 2023, we offered the Retention Bonus Program for full-time hourly and select entry-level salaried team members hired before or within the first 30 days after the resort's opening. After these eligible, non-management team members satisfy a 10-year service requirement, they can receive annual installment payments of \$10,000 per year for 10 years.

We support local businesses by **sourcing from surrounding vendors and suppliers**. For example, we procure food from three local farms, three local chocolate companies and several other local merchandise and purveyors for retail shops. We also work with a local printing company to print our menus and other materials.







# Reporting Indices

# About This Report

This is our third annual sustainability report covering Allegiant Travel Company’s sustainability performance. We have reported with reference to the GRI 2021 Standards for the period of **January 1, 2023, through December 31, 2023**. The report also aligns with the Sustainability Accounting Standards Board (SASB) Airlines reporting standards as a basis for reporting disclosures in the SASB Index for activity and accounting metrics.



## ► GRI Index

DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2023 RESPONSE
<b>General Disclosures</b>		
2-1	Organizational details	Sustainability Report: <a href="#">About Allegiant, page 5</a> ; <a href="#">2023 10-K</a> : page 4 and Item 2 (Properties), page 29
2-2	Entities included in the organization’s sustainability reporting	<a href="#">2023 10-K</a> , Exhibit 21 (List of Subsidiaries), page 218
2-3	Reporting period, frequency and contact point	Sustainability Report: <a href="#">About Allegiant, page 5</a> . For questions about this report, contact <a href="mailto:sustainability@allegiantair.com">sustainability@allegiantair.com</a> .
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	Sustainability Report: <a href="#">About Allegiant, page 5</a> , <a href="#">Procurement and Supply Chain, page 51</a> ; <a href="#">2023 10-K</a> , Item 1 (Business), page 4



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2023 RESPONSE
2-7	Employees	Sustainability Report: <a href="#">Diversity and Inclusion, page 36</a>
2-9	Governance structure and composition	Sustainability Report: <a href="#">Board of Directors, page 46</a> ; <a href="#">2024 Proxy Statement</a> , Election of Directors, page 7
2-10	Nomination and selection of the highest governance body	<a href="#">2024 Proxy Statement</a> : Nominating and Governance Committee, page 11; Nominating and Governance Committee Charter
2-11	Chair of the highest governance body	<a href="#">2024 Proxy Statement</a> , Board Leadership Structure, page 13
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Report: <a href="#">Sustainability Governance, page 45</a> ; <a href="#">2024 Proxy Statement</a> : Nominating and Governance Committee, page 11
2-13	Delegation of responsibility for managing impacts	Sustainability Report: <a href="#">Sustainability Governance, page 45</a> ; <a href="#">2024 Proxy Statement</a> , Nominating and Governance Committee, page 11
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report: <a href="#">Sustainability Governance, page 45</a>
2-15	Conflicts of interest	<a href="#">2024 Proxy Statement</a> : Director Independence, page 10
2-16	Communication of critical concerns	<a href="#">2024 Proxy Statement</a> : Meetings of Our Board of Directors, page 13
2-17	Collective knowledge of the highest governance body	Sustainability Report: <a href="#">Sustainability Governance, page 45</a> ; <a href="#">2024 Proxy Statement</a> : Board Skills Matrix, page 10
2-18	Evaluation of the performance of the highest governance body	<a href="#">2024 Proxy Statement</a> : Nominating and Governance Committee, page 11
2-19	Remuneration policies	<a href="#">2024 Proxy Statement</a> : Executive Compensation, and Director Compensation, page 19
2-20	Process to determine remuneration	<a href="#">2024 Proxy Statement</a> : General Discussion, and Advisory (Non-Binding) Vote on Executive Compensation, page 43



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2023 RESPONSE
2-21	Annual total compensation ratio	The ratio of the annual total compensation of Allegiant's CEO to the median of the annual total compensation of all employees was 30 to 1.
2-22	Statement on sustainable development strategy	Sustainability Report: <a href="#">A Message from our CEO, page 3</a>
2-23	Policy commitments	<a href="#">Corporate Code of Conduct and Ethics</a>
2-24	Embedding policy commitments	<a href="#">Sustainability Report: Human Trafficking Prevention, page 29, Business Ethics and Integrity, page 48, Procurement and Supply Chain, page 51, Sustainability Report: Supplier Process, page 52;</a> <a href="#">Corporate Code of Conduct and Ethics</a>
2-25	Processes to remediate negative impacts	<a href="#">Sustainability Report: Sustainability at Allegiant, page 9, Stakeholder Engagement, page 13, Emissions and Energy Management, page 15, Waste and Recycling, page 22, Safety and Security, page 24</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Corporate Code of Conduct and Ethics</a>
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	<a href="#">Sustainability Report: Stakeholder Engagement, page 13</a>
2-30	Collective bargaining agreements	<a href="#">Sustainability Report: Labor Management and Unions, page 41</a>



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2023 RESPONSE
<b>Material Topics</b>		
3-1	Process to determine material topics	<a href="#">Sustainability Report: Material Topics, page 12</a>
3-2	List of material topics	<a href="#">Sustainability Report: Material Topics, page 12</a>
3-3	Management of material topics	Detailed throughout the Sustainability report.
<b>Economic Performance</b>		
201-1	Direct economic value generated and distributed	<a href="#">2023 10-K</a> , Item 6 (Selected Financial Data), page 36
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2023 10-K</a> , Item 1A (Risk Factors), page 19
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2023 10-K</a> , Note 12 (Employee Benefit Plans), page 83
<b>Anti-corruption</b>		
205-1	Operations assessed for risks related to corruption	<a href="#">Sustainability Report: Risk Management, page 47</a>
205-2	Communication and training on anti-corruption policies and procedures	<a href="#">Sustainability Report: Business Ethics and Integrity, page 48</a>
205-3	Confirmed incidents of corruption and actions taken	During the reporting period, Allegiant Travel Company did not identify any confirmed incidents of corruption.
<b>Anti-competitive Behavior</b>		
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 anti-competitive behavior or violations of anti-trust and monopoly legislation.



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2023 RESPONSE
<b>Energy</b>		
302-1	Energy consumption within the organization	<a href="#">Sustainability Report: Emissions and Energy Management Efforts, page 15</a>
302-2	Energy consumption outside of the organization	<a href="#">Sustainability Report: Emissions and Energy Management Efforts, page 15</a>
302-3	Energy intensity	<a href="#">Sustainability Report: Emissions and Energy Management Efforts, page 15</a>
302-4	Reduction of energy consumption	<a href="#">Sustainability Report: Emissions and Energy Management Efforts, page 15</a>
302-5	Reductions in energy requirements of products and services	<a href="#">Sustainability Report: Emissions and Energy Management Efforts, page 15</a>
<b>Emissions</b>		
305-1	Direct GHG emissions (Scope 1)	<a href="#">Sustainability Report: Emissions and Energy Management Efforts, page 15</a>
305-2	Energy indirect GHG emissions (Scope 2)	<a href="#">Sustainability Report: Emissions and Energy Management Efforts, page 15</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Sustainability Report: Emissions and Energy Management Efforts, page 15</a>
305-4	GHG emissions intensity	<a href="#">Sustainability Report: Emissions and Energy Management Efforts, page 15</a>
305-5	Reduction of GHG emissions	<a href="#">Sustainability Report: Emissions and Energy Management Efforts, page 15</a>
<b>Waste</b>		
306-1	Waste generation and significant waste-related impacts	<a href="#">Sustainability Report: Waste and Recycling, page 22</a>
306-2	Management of significant waste-related impacts	<a href="#">Sustainability Report: Waste and Recycling, page 22</a>



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2023 RESPONSE																																								
<b>Employment</b>																																										
401-1	New employee hires and employee turnover	<a href="#">Sustainability Report: Talent Recruitment and Retention, page 30</a> <b>Turnover:</b> <table border="1" style="margin-top: 10px;"> <thead> <tr> <th></th> <th>2023 HEADCOUNT</th> <th>NUMBER</th> <th>RATE %</th> </tr> </thead> <tbody> <tr> <td colspan="4"><b>BY AGE</b></td> </tr> <tr> <td>Under 30</td> <td>1,159</td> <td>472</td> <td>40.7%</td> </tr> <tr> <td>30-50</td> <td>2,979</td> <td>694</td> <td>23.3%</td> </tr> <tr> <td>Over 50</td> <td>1,696</td> <td>340</td> <td>20%</td> </tr> <tr> <td colspan="4"><b>BY GENDER</b></td> </tr> <tr> <td>Female</td> <td>2,664.5</td> <td>676</td> <td>25.4%</td> </tr> <tr> <td>Male</td> <td>3,169.5</td> <td>830</td> <td>26.2%</td> </tr> <tr> <td colspan="4"><b>BY COUNTRY</b></td> </tr> <tr> <td>U.S.</td> <td>5,834</td> <td>1506</td> <td>25.8%</td> </tr> </tbody> </table>		2023 HEADCOUNT	NUMBER	RATE %	<b>BY AGE</b>				Under 30	1,159	472	40.7%	30-50	2,979	694	23.3%	Over 50	1,696	340	20%	<b>BY GENDER</b>				Female	2,664.5	676	25.4%	Male	3,169.5	830	26.2%	<b>BY COUNTRY</b>				U.S.	5,834	1506	25.8%
	2023 HEADCOUNT	NUMBER	RATE %																																							
<b>BY AGE</b>																																										
Under 30	1,159	472	40.7%																																							
30-50	2,979	694	23.3%																																							
Over 50	1,696	340	20%																																							
<b>BY GENDER</b>																																										
Female	2,664.5	676	25.4%																																							
Male	3,169.5	830	26.2%																																							
<b>BY COUNTRY</b>																																										
U.S.	5,834	1506	25.8%																																							
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Sustainability Report: Comprehensive Benefits, page 31</a>																																								
401-3	Parental leave	<a href="#">Sustainability Report: Talent Recruitment and Retention, page 30</a>																																								
<b>Labor/Management Relations</b>																																										
402-1	Minimum notice periods regarding operational changes	<a href="#">Sustainability Report: Labor Management and Unions, page 41</a>																																								
<b>Occupational Health and Safety</b>																																										
403-1	Occupational health and safety management system	<a href="#">Sustainability Report: Safety and Security, page 24</a>																																								
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Sustainability Report: Safety and Security, page 24, Incident Mitigation and Emergency Response, page 27, Aircraft and Cabin Safety, page 29</a>																																								
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Sustainability Report: Safety and Security, page 24, Incident Mitigation and Emergency Response, page 27, Aircraft and Cabin Safety, page 29</a>																																								



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2023 RESPONSE
403-5	Worker training on occupational health and safety	<a href="#">Sustainability Report: Safety and Security, page 24</a>
403-6	Promotion of worker health	<a href="#">Sustainability Report: Team Member Well-Being, page 28</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Sustainability Report: Environmental Compliance, page 21, Aircraft and Cabin Safety, page 29, Sunseeker Resort Safety and Security Features, page 56</a>
403-9	Work-related injuries	<a href="#">Sustainability Report: Safety Reporting, page 25, Incident Mitigation and Emergency Response, page 27, Aircraft and Cabin Safety, page 29</a>
<b>Training and Education</b>		
404-1	Average hours of training per year per employee	<a href="#">Sustainability Report: Training and Development, page 34</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Sustainability Report: Training and Development, page 34</a>
404-3	Percentage of employees receiving regular performance and career development review	<a href="#">Sustainability Report: Training and Development, page 34</a>
<b>Diversity and Equal Opportunity</b>		
405-1	Diversity of governance bodies and employees	<a href="#">Sustainability Report: Diversity and Inclusion, page 36</a>
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Sustainability Report: Pay Structures and Pay Equity, page 42</a>
<b>Freedom of Association and Collective Bargaining</b>		
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. More details in <a href="#">Sustainability Report: Labor Management and Unions, page 41</a>
<b>Security Practices</b>		
410-1	Security personnel trained in human rights policies or procedures	<a href="#">Sustainability Report: Safety and Security, page 24, Human Trafficking Prevention, page 29, Sunseeker Resort Safety and Security Features, page 56, Business Ethics and Integrity, page 48</a>





DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2023 RESPONSE
<b>Customer Health and Safety</b>		
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Sustainability Report: Aircraft and Cabin Safety, page 29</a>
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.
<b>Marketing and Labeling</b>		
417-1	Requirements for product and service information and labeling	<a href="#">Sustainability Report: Customer Satisfaction, page 53</a>
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.



DISCLOSURE	GRI STANDARDS DISCLOSURE TITLE	2023 RESPONSE
<b>Customer Privacy</b>		
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. Related: Sustainability Report</p> <p>Our public <a href="#">privacy policy</a>, 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	2023 RESPONSE
<b>Greenhouse gas emissions</b>	Gross global Scope 1 emissions	TR-AL-110a.1	Sustainability Report: <a href="#">Energy Consumption and Emissions Data, page 20</a>
	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	<a href="#">Sustainability Report: Our Sustainability Strategy and Approach, page 10, Emissions and Energy Management Efforts, page 15, Energy Consumption and Emissions Data, page 20</a>
	1) Total fuel consumed, (2) percentage alternative, (3) percentage sustainable	TR-AL-110a.3	<a href="#">Sustainability Report: Energy Consumption and Emissions Data, page 20</a>
<b>Labor Practices</b>	Percentage of active workforce covered under collective bargaining agreements	TR-AL-310a.1	<a href="#">Sustainability Report: Labor Management and Unions, page 41</a>
	(1) Number of work stoppages and (2) total days idle	TR-AL-310a.2	(1) 0 (2) 0



TOPIC	ACCOUNTING METRIC	CODE	2023 RESPONSE
<b>Competitive Behavior</b>	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 due to legal proceedings associated with anti-competitive behavior regulations.
<b>Accident and Safety Management</b>	Description of implementation and outcomes of a Safety Management System	TR-AL-540a.1	<a href="#">Sustainability Report: Safety and Security, page 24</a>
	Number of aviation accidents	TR-AL-540a.2	0
	Number of governmental enforcement actions of aviation safety regulations	TR-AL-540a.3	0
<b>Activity</b>	Available seat kilometers (ASK)	TR-AL-000.A	30,210,708 <sup>17</sup>
<b>Metrics</b>	Passenger load factor	TR-AL-000.B	84%
	Revenue passenger kilometers (RPK)	TR-AL-000.C	25,499,513 <sup>17</sup>
	Revenue ton kilometers (RTK)	TR-AL-000.D	2,549,951 <sup>17,18</sup>
	Number of departures	TR-AL-000.E	120,525
	Average age of fleet	TR-AL-000.F	15.5 years

<sup>17</sup>This data is expressed in thousands (000).

<sup>18</sup>Allegiant follows IATA's revenue ton kilometer methodology which assumes a 100kg per passenger conversion factor for RPK to RTK.



