



Sustainability goal summary.
















On track








Flat



Lagging

CATEGORY		2020 GOAL	FY2019	2019 PROGRESS
 Employee and guest safety.		Decrease medium risk safety events (3+) by 20% over 2017.	30% reduction	Goal achieved. We had 7 medium risk safety events in 2019: a reduction of 30% compared to 2017.
		Employee safety reporting increased to 26% over 2017 baseline (rate/10,000 departures)	45% improvement over 2012	Goal achieved, but this work does not stop. Increased reporting helps target safety improvements in our operation, and contributes to driving down high risk safety events.
 Employee engagement.		Employee engagement scores at 80% or more (with no less than 75% for each division)	69%	80% target set prior to integration with Virgin America and significant change. 2019 survey engagement score was 69%, resulting in concerted focus on communication and engaging employees as one team.
		Great Place to Work recognition by at least one external national organization.	1 of 1	Goal achieved. Alaska was ranked among Forbes' "America's Best Employers" for the fifth year in a row.
		Integrate diversity and inclusion initiatives into the people strategies of our four largest work groups.	4 of 4	Goal achieved, but more work is needed to engage smaller work groups and drive sustainable change.
 Ethical labor standards for suppliers.		Embed Alaska's Supplier Code of Conduct into all vendor contracts.	81%	Progress continues, and is slower than anticipated due to the cadence of contract renewals.
 Reduce emissions.		Reduce aircraft emissions by 17% per RTM over 2009 baseline through flying efficiencies and biofuel (CO2/RTM)	16% improvement over 2012	Improvement between FY2018 and FY2019 flattened, but total progress is still significant. Unlikely to fully meet or exceed goal in 2020.



CATEGORY		2020 GOAL	FY2019	2019 PROGRESS
 Reducing inflight waste.		Inflight waste to landfill reduced by 70% per passenger over 2010 baseline (rate/10,000 departures)	62% improvement over 2010	Improvement between FY2018 and FY2019 flattened, but total progress is still significant. Unlikely to fully meet or exceed goal in 2020.
 Reduce paper consumption.		Paper consumption reduced by 50% per departure over 2012.	55% improvement over 2012	We exceeded our goal in 2019 and continue to make improvements.
 Economic and educational outcomes.		Improve economic and educational outcomes for 100,000 youth and workers.	107,286	We achieved our goal in 2019. An additional 18,445 youth and members of the workforce participated in our sponsored educational initiatives in 2018



As part of Alaska Air Group's commitment to disclose information about our sustainability performance, below is a compilation of environmental and social indicators including our greenhouse gas emissions, energy and water consumption, philanthropic activities, and employee numbers.

Data for McGee Air Services is not covered, as it represents less than 1% of AAG 2019 revenues.

For specific information regarding our complete 2019 operational or financial data and/or performance, please refer to our investor relations website at: investor.alaskaair.com



Greenhouse gas emissions

The statement of greenhouse gas emissions was prepared based on a calendar reporting year that is the same as the Alaska Air Group (AAG or the Company) financial reporting period.

Scope 1 and 2 GHG emissions information was prepared in accordance with the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition.

Total GHG emissions by source (metric tons)

	2019	2018	2017	2016	2015
Gross Global Emissions (Scope 1)	8,266,851	7,751,255	7,493,569	5,087,097	4,840,491
Aircraft (Scope 1)	8,249,340	7,733,609	7,453,560	5,061,825	4,816,259
Vehicle (Scope 1)	11,511	10,888	10,369	7,874	8,733
Facility Heating (Scope 1)	6,001	6,758	5,733	4,862	4,981
Facility Electricity (Scope 2)	11,046	10,744	9,906	12,536	10,518

Normalized emissions / emissions intensity

	INTENSITY METRIC	2019	2018	2017	2016*	2015*
All sources	Metric tons CO2e per thousand RTM	1,412	1,457	1,458	1,456	1,485
All sources	kg CO2e per thousand RPM	148	148	148	148	151
All sources	kg CO2e per thousand ASM	125	124	125	125	126
Aircraft energy intensity per seat	Fuel gallons per ASM	0.0129	0.0126	0.0124	0.0126	0.0129
Aircraft energy intensity per passenger	Fuel gallons per RPM	0.0154	0.0150	0.0146	0.0150	0.0152

* Years 2016 and earlier have been recalculated to take into account historic Virgin America emissions, to align with our intensity-based emission reduction goals.

Other greenhouse gases

produced (metric tons)

	2019	2018	2017	2016	2015
Methane (CH₄) *	29	27	28	24	47
Nitrous Oxide (N₂O)	242	236	228	155	155
Sulphur Oxide (SO_x)	380	371	355	265	225
Nitrogen Oxide (NO_x)	3,298	3,210	3,166	2,336	1,991

* It is understood by the industry that CH₄ emissions are not produced from cruising, but CH₄ emissions are produced during landing and takeoff.



Energy

Energy consumed and generated

by Alaska Air Group during normal operations.

	UNIT	2019	2018	2017	2016	2015
Alaska Air and Horizon Aircraft Fuel (non-renewable)	Gallons	862,000,000	786,837,000	757,056,000	514,100,000	488,769,000
Alaska Air and Horizon Aircraft Fuel (non-renewable)	GJ	122,576,400	111,888,221	107,653,363	73,105,020	69,502,952
Alaska Air and Horizon Aircraft Fuel (renewable)	GJ	0	0	0	356	0
Vehicle Fuel (non-renewable)	GJ	169,496	158,175	163,560	115,663	NR
Facility Energy (non-renewable)	GJ	234,344	229,500	208,680	194,072	192,291
Total Energy Consumed	GJ	122,980,240	112,275,897	108,025,604	73,414,754	69,695,243
Total Energy Consumed	MWh	33,567,702	31,187,749	30,007,112	20,392,987	19,359,790

Employee snapshot

Total employees at Alaska Air Group companies (2019)

including full-time, part-time, temporary, and contracted.

Total number of employees	24,134
U.S. employees	22,058
International employees	149
Self-employed or contract workers	0
Represented in trade union or collective bargaining agreement	17,929
Full-time employees	19,548
Part-time employees	2,659
Number of McGee employees	1,914



Waste

Total solid waste (tons) disposed of (inflight waste)

including the amount that was diverted from landfill (recycled).

	2019	2018*	2017*	2016	2015
Solid Waste Disposed to Landfill	3,370	3,261	3,090	3,839	3,057
Solid Waste Recycled**	1,992	1,928	1,963	1,851	1,772

* Does not include operations from Airbus aircraft.

** **Inflight waste** is an estimation of the weight of all materials that are collected by flight attendants in garbage and recycling bags during inflight service on domestic flights. Total weight is estimated by sampling a number of flights throughout the year.

Hazardous Waste (RCRA) and Regulated Waste (tons)

including the amount that was diverted from landfill (recycled).

	2019	2018	2017	2016	2015
Hazardous Waste (RCRA) Disposed	52	49.2	49.7	43.9	NR
Regulated Waste Recycled	51	46.5	129.0	44.6	NR

Total volume of water (gallons) used by AAG

	2019	2018	2017	2016	2015
Municipal Water Usage	15,495,895	16,226,756	16,735,025	18,017,324	21,875,257

Company compliance

with applicable environmental laws and regulations.

	2019	2018	2017
Reportable spills* (number)	2	2	3
Environmental penalties (\$)	0	0	0
Environmental penalties (number)	0	0	0

* Chemical spills subject to local and state reporting requirements.



Philanthropic activities

Total funds and in-kind donations

distributed by Alaska Air Group.

	2019	2018	2017	2015	2015
Cash donations	\$7,312,106	\$9,214,617	\$6,675,790	\$5,311,898	\$3,859,170
Foundation Grants	\$365,575	\$140,500	\$286,500	\$307,500	\$250,000
In-kind giving (value)	\$7,025,675	\$7,635,466	\$7,801,080	\$7,602,378	\$7,161,443
Employee matching funds	\$677,239	\$493,162	\$464,759	\$400,570	\$449,076
Dollars for Doers	\$248,239	\$180,221	\$236,163	\$196,667	\$212,536
LIFT miles (miles)	72,985,296	53,815,841	52,311,670	53,821,104	50,113,883
LIFT miles (value)	\$2,007,094	\$1,479,935	\$1,438,571	\$1,480,080	\$1,378,132
Giving as a % of adjusted net income	1.9%	3.1%	1.87%	1.48%	1.39%
TOTAL	\$15,263,259	\$17,663,966	\$15,464,292	\$13,819,013	\$11,932,225

Number of tracked hours volunteered by employees

	2019	2018	2017	2016	2015
Employee volunteer hours	41,000	44,000	41,621	27,128	21,000

Employee safety

Total number of injuries reported

by employees that occurred on the job, including those that resulted in personnel not being able to work as a result of their injury.

	Incidents per 200,000 hours worked (per 100 FTEs)			
	2019	2018	2017	2016
Alaska Airlines – On the Job Injuries	5.01	4.53	5.14	5.81
Alaska Airlines – Lost Time Injuries	3.06	2.84	3.07	3.70
Horizon Air – On the Job Injuries	8.88	9.18	9.16	9.25
Horizon Air – Lost Time Injuries	3.55	4.08	4.28	2.65



SASB (Sustainable Accounting Standards Board) Data for 2019: Alaska Air Group

	ACCOUNTING METRIC	CATEGORY	CODE	2019 ALASKA DATA	UNIT OF MEASURE	PUBLISHED LOCATON
Greenhouse Gas Emissions	Gross Global Scope 1 emissions	Quantitative	TR-AL-110a.1	8,266,852	Metric Tons CO2e	2019 LIFT Report
	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	Discussion and Analysis	TR-AL-110a.2	Climate Narrative	n/a	2019 LIFT Report Page 18
	(1) Total fuel consumed, (2) percentage alternative, (3) percentage sustainable	Quantitative	TR-AL-110a.3	(1) 122,576,400 Gj, (2) 0%, (3) 0%	Gigajoules (Gj), Percentage (%)	2019 LIFT Report
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	Quantitative	TR-AL-310a.1	78.2% For more detail, see 10K	Percentage (%)	2019 10K Page 13 & 14
	(1) Number of work stoppages and (2) total days idle	Quantitative	TR-AL-310a.2	(1) 0, (2) 0	Number, Days idle	
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	TR-AL-520a.1	\$0	Reporting Currency	
Accident & Safety Management	Description of implementation and outcomes of a Safety Management System	Discussion and Analysis	TR-AL-540a.1	Safety Narrative	n/a	2019 LIFT Report Page 20
	Number of aviation accidents	Quantitative	TR-AL-540a.2	0	Number	
	Number of governmental enforcement actions of aviation safety regulations	Quantitative	TR-AL-540a.3	0	Number	
Activity Metrics	Available seat kilometers (ASK)	Quantitative	TR-AL-000.A	107,269,000,000	ASK	2019 10K Page 36
	Passenger load factor	Quantitative	TR-AL-000.B	84.1%	Rate	2019 10K Page 36
	Revenue passenger kilometers (RPK)	Quantitative	TR-AL-000.C	90,187,000,000	RPK	2019 10K Page 36
	Revenue ton kilometers (RTK)	Quantitative	TR-AL-000.D	7,962,000,000	RTK	
	Number of departures	Quantitative	TR-AL-000.E	Approximately 1,200 Daily	Number	2019 10K Page 4
	Average age of fleet	Quantitative	TR-AL-000.F	8.0 Years	Years	2019 10K Page 26