



2021 ESG Snapshot

WestJet Group

Environmental, Social & Governance

Safety Above All



Journey to Zero, even one person injured at work is too many. WestJet's goal is to send every worker home safe at the end of each day.

Total Disabling Injury Rate



Reduce risk of COVID-19 transmission in our operation

- **Antigen Screening** for all employee's entering YYC Campus, YYC airport and home kits for Crew and Employees outside of our main hub
- **Temperature screening** to access all facilities including airports
- **Paid time off** for COVID-19 testing and sick time
- **Mandatory PPE**, masks, barriers, occupancy limits, increased hygiene measures, and physical distancing in all facilities and aircraft



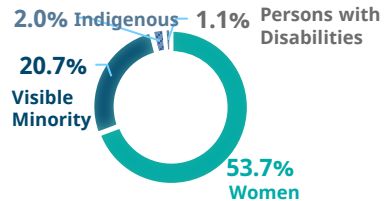
Mental Wellness underpinned by Safety Above All WestJet is adopting the National Standard for Psychological Health

- **Employee Assistance** WestJet has partnered with Inkblot Therapy to provide easy access to all employees EFAP program
- **Mental Wellness Triage Program** set up for those struggling with mental wellness
- **Working mind training** for all employees
- **Leadership Mental Wellness program** set up to support the needs of our critical leaders



Diversity, Equity and Inclusion

Diversity in our Workforce



Our Core Commitments

Anti-Racism

- Fulfill commitments of BlackNorth pledge by 2025
- 3.5% of Executive and board roles held by visible minorities by 2025

Women in Leadership

- 50% of Global Leadership Team (Director and above) represented by Women in 2023

Indigenous Reconciliation

- Maintain support through partnership with the Indigenous Tourism Association of Canada (ITAC)
- Investing in ITAC through nine grants across the country directly supporting Indigenous tourism business
- Commit to call to action #92 of TRC report. Building meaningful relationships, equitable access to jobs, training and education in the corporate sector.

Environmental, Social & Governance

Climate Change and Emission Reduction



WestJet is committed to reduce carbon emissions by **50% by 2050** through our pledge to meet the milestones outlined in CORSIA

Reducing Carbon Emissions

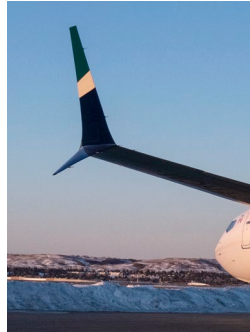


Advanced Technology Reducing Carbon

- Blended Winglet technology installed on all 737s reduce carbon by 4%
- Split Scimitar winglets introduced on 737-800s in 2014 reduce carbon by 5.5%
- Partnerships in development of Sustainable Aviation Fuel (SAF)

Operational Procedures Reducing Carbon

- Single Engine taxi procedure
- Reduced APU usage procedure
- Streamlined required navigation approaches (RPN) reducing fuel burn



One of the youngest fleets in North America

- Retirement of the 767 and introduction of the 787 reduces carbon by 22%
- Introduction of 737MAX aircraft in 2017 delivering a reduction of carbon by 13% and 40% smaller noise footprint compared to the 737NG



Recycling and Waste Reduction

Community Investment



WestJet Cares for Kids, launched in 2007 and supports seven national charities that positively impact the health and well-being of children and youth.



94,000 flights donated to our partners to help deliver program, raise funds and reduce cost of travel.



512,375 hours volunteered by WestJetters in our local communities

Governance

Ensuring compliance to the code of conduct at all levels

- Compliance Training programs delivered to all WestJetters
- Whistleblower mechanism in place for anonymous reporting direct to the Board of Directors
- Online reporting tools easily assessable to all employees
- Safety Management System

Fair Competition for Canadians

- WestJet will have zero monetary losses as a result of legal proceedings associated with anti-competitive behavior

