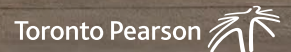


# UPWARD, TOGETHER

GTAA SUSTAINABILITY REPORT 2022



## About this report

### Welcome to the Greater Toronto Airports Authority’s (GTAA’s) 2022 Sustainability Report.

The GTAA has a strong track record of making Toronto Pearson International Airport more sustainable. The title of this year’s report, “Upward, Together,” reflects the GTAA’s commitment to sustainability and how it is reflected in our culture, our processes, and our practices with partners and customers.

Comments or questions about this report can be directed to [Publication@gtaa.com](mailto:Publication@gtaa.com).

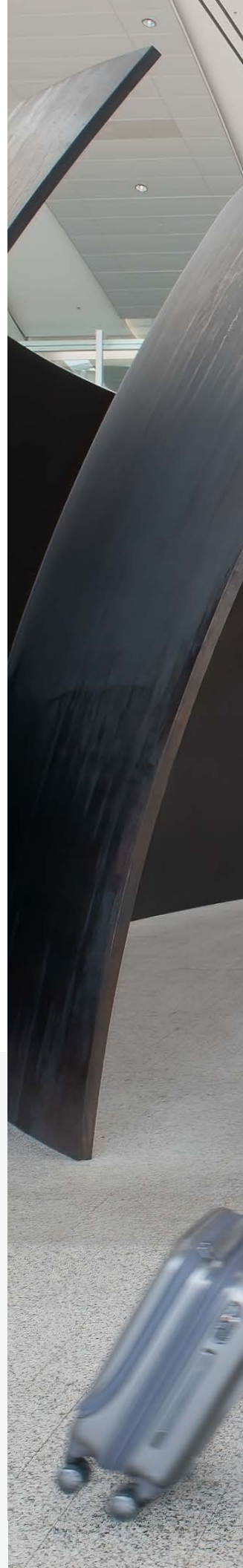
Previous sustainability reports, which are integrated as part of our annual reports, are available in PDF format at [www.torontopearson.com](http://www.torontopearson.com).

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## LAND ACKNOWLEDGEMENT

We acknowledge that the land on which the airport sits is part of the Treaty Lands and Territory of the Mississaugas of the Credit First Nation. We are thankful to be welcomed on these lands in friendship. We understand and appreciate their connection as original caretakers of this land and offer this acknowledgement respectfully and in appreciation of all Indigenous people who cared for and continue to care for the land, and we also acknowledge that we share the responsibility for stewardship of these lands.

A land acknowledgement is but one step we can make on the path toward reconciliation. It is an important reflection we would like to back with an action. To accompany our land acknowledgement in this report, we are making a \$2,500 donation to the Yellowhead Institute, an Indigenous-led research and education centre advocating for Indigenous rights.





## REPORTING FRAMEWORKS



The report is organized around the pillars of Environmental, Social and Governance (ESG). We report with reference to the Global Reporting Initiative's (GRI) Universal Standards (2021) for sustainability reporting and the GRI Airport Operators Sector Disclosure, which the GTAA helped to develop in 2011. We also cross-reference our disclosures with the Sustainability Accounting Standards Board (SASB) Standards and the Task Force on Climate-related Financial Disclosures (TCFD) framework where applicable. Details on these standards and frameworks can be found on [page 38](#) of this report.

Through our activities and initiatives, the GTAA is contributing to progress on the United Nations (UN) Sustainable Development Goals (SDGs), a global blueprint for creating a more sustainable world. How the GTAA's operations and activities align with these goals is identified under each section of the report.

While we recognize the importance of all 17 UN Sustainable Development Goals, the GTAA's business and sustainability priorities are most strongly aligned with the following UN SDGs:



While we develop and review the GTAA's data for continuous improvement, including to assess how data is captured, collected, validated and reported, the information in this report is provided for information purposes only.

Financial figures are stated in Canadian dollars, and, unless otherwise noted, data and information presented refer to activities up to December 31, 2022.

# Message from GTAA President and CEO Deborah Flint

**The GTAA has a strong track record of making Toronto Pearson International Airport more sustainable.**

Our commitment to sustainability is reflected in our culture, our processes, and our practices with partners and customers. And it starts from the ground up in our strategic plan. Our new, 10-year strategic plan is built on the foundations of environmental, social and governance (ESG) principles alongside financial resilience, safety and security. Our plan is made up of four strategic pillars that will advance our airport's community: workforce, operational excellence, customer experience and innovation.

Our 2022 Sustainability Report – "Upward, Together" – shows how we are facing the full spectrum of global challenges across each focus area:

## **Environmental**

Our goal for Toronto Pearson is "net-zero by 2050." The GTAA is exploring advanced clean energy sources, such as our hydrogen hub development, to reach this goal. We're investing in LED lighting and clean energy fleets and equipment. And at an industry level, we support efforts to bring sustainable aviation fuels to market. In 2022, we avoided an additional 2,765 tonnes of carbon by adding 1,800 LED lights and optimizing processes by which we utilize the GTAA's cogeneration facility. And for that, we got noticed. Toronto Pearson was one of only six airports globally that were accredited in 2022 at the highest level for decarbonization progress by Airports Council International.

Today's environmental achievements and tomorrow's initiatives will help us evolve with more efficient infrastructure and ensure an adequate supply of green energy to meet the demands of airport growth and resiliency.



# “At the GTAA, we have a strong track record of stewardship and sustainability, and in 2022 we continued to build on that strength.”

## Social

We are becoming a next-generation airport that supports the national and local economy, develops talent, and lifts up our communities by creating jobs. In other words, our strategy is focused on making sure our fellow citizens, employees and neighbours have what they need to thrive.

Our airport’s vast and complex workforce demands high performance. More than 400 employers and 50,000 employees contribute to the operations at Toronto Pearson. So attracting and retaining top talent in a highly competitive market is critical. That’s what propelled the GTAA to lead the way in airport-wide workforce development that creates a diverse culture of learning, growth and opportunity that also supports physical, mental, social and financial health.

This work was recognized by Forbes on its 2022 Best Employers in Canada list because we are committed to creating good, stable and fulfilling careers for all our Toronto Pearson employees.

We also strive to be a good corporate citizen to the communities near Pearson. One example of this is our Propeller Project, which donated \$387,000 to six deserving organizations for programs that break down barriers to employment in underserved communities. We also pledged \$150,000 to Black and Indigenous organizations that support advancing diverse talent from within their communities.

## Governance

Our governance model and practices at the GTAA recognize the role we serve as Canada’s largest airport. They acknowledge the communities we operate within, the businesses and partners we work alongside, and the global citizens we serve. Fundamental to our values, our practices are rooted in transparency and accountability. Our Board of Directors diligently oversees and advances the GTAA as stewards of the environment and drivers of change that will create a stronger, more resilient and happier air travel industry.

Our Board and committees actively manage business and external risks through our Enterprise Risk Management program, which carefully identifies, assesses, evaluates, treats and manages risks according to the GTAA’s strategic priorities and goals. Together, we are driving responsible change.

Our vision is to “put the joy back into travel, making Toronto Pearson the chosen place to fly and work.” However, we know that only a true commitment to environmental and social sustainability supported by effective governance can deliver that joy to our passengers, employees, partners and the countries we serve.

Thanks to all our employees and partners who are striving tirelessly with us to reach our – and the Canadian aviation industry’s – sustainability goals. “Upward, Together” recognizes our shared progress, and is our north star, leading us toward a brighter, stronger, more joyful Toronto Pearson.

Sincerely,



**Deborah Flint**  
President and Chief Executive Officer

**Deborah Flint**  
President and  
Chief Executive Officer

## The GTAA in 2022

The GTAA is the operator of Toronto – Lester B. Pearson International Airport. As Canada’s busiest airport, we play an important role in driving local, regional and national trade, as well as economic growth. Located in one of the fastest growing cities in North America and Canada’s most populous region, we connect people and goods to the global economy. Toronto Pearson serves 152 destinations, uniting and reuniting people from all corners of the globe.

64

airline partners

35.6M

passengers served



31

domestic destinations

336,800

aircraft movements

\$1.5<sub>B</sub>

in revenue

121

international destinations

292,500

passenger movements

4,600

acres occupied by business operations, equivalent to nearly 12,500 hockey arenas

1,691

GTAA direct employees

44,300

non-passenger movements



## Stakeholder engagement

At the GTAA, we apply a stakeholder lens to better understand the priorities, opportunities and risks of our business, including those related to how we integrate environmental, social and governance factors into how we run and grow Canada’s busiest airport. Included here are examples of how we most commonly engage with our key stakeholders:





## Materiality matrix

In 2022, we conducted a materiality assessment designed to guide the next phase of our sustainability journey as we seek to further integrate environmental, social and governance factors into our risk management and strategic priorities.

### RELEVANT DISCLOSURES

GRI 2-12, GRI 3-1, GRI 3-2, GRI 3-3

We identified 15 material ESG factors based on input from a wide range of external and GTAA stakeholders collected through surveys, interviews, research on ESG ratings providers and benchmarking against other companies' ESG disclosure frameworks. Then we assessed the potential of each of the identified factors to impact company value in the short, medium and long term, having regard to the importance of each factor to decision-making by investors and other stakeholders.

### ENVIRONMENTAL

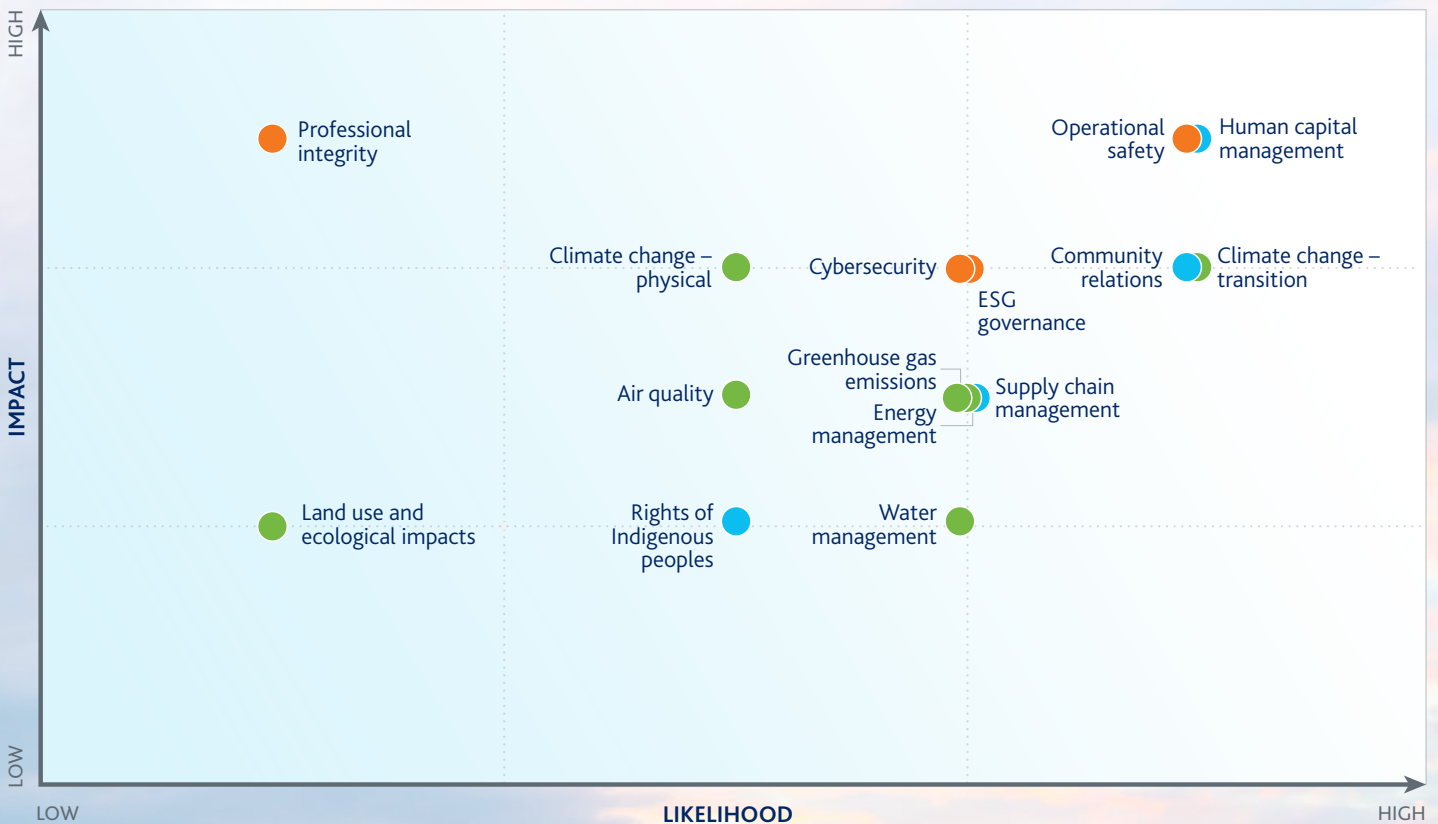
- Climate change – transition
- Climate change – physical
- Greenhouse gas emissions
- Energy management
- Air quality
- Land use and ecological impacts
- Water management

### SOCIAL

- Human capital management
- Community relations
- Supply chain management
- Rights of Indigenous peoples

### GOVERNANCE

- Operational safety
- ESG governance
- Cybersecurity
- Professional integrity



# ENVIRONMENTAL

We recognize that airport operations and development affect the environment. The GTAA was the first airport in North America to implement the ISO 14001 Environmental Management System, in 1999. We leverage this system to maintain compliance with applicable laws and regulations and to drive continuous improvements.

We work toward our environmental goals through practices that contribute to ensuring healthy lives for our employees, passengers, business partners and communities (SDG 3). Our sustainable water management practices protect the region’s water supply (SDG 6), and we are taking action to combat climate change and its impacts (SDG 13). We collaborate with business partners, governments, local communities, and national and international industry groups to achieve sustainable development (SDG 8 and SDG 17).

**MATERIAL ENVIRONMENTAL FACTORS INCLUDE:**

- Climate change – physical
- Climate change – transition
- Energy management
- Greenhouse gas emissions
- Air quality
- Land use and ecological impacts
- Water management

**RELEVANT DISCLOSURES**

GRI 2-6, GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 2-27, GRI 2-28, GRI 2-29, GRI 3-3, GRI 201-2, GRI 302-1, GRI 302-4, GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5, GRI 305-6, GRI 306-1, GRI 306-3, GRI 306-4, GRI 306-5, GRI AO7, GRI AO9, GRI 413-1, GRI 413-2

TCFD-S.a, TCFD-G.a, TCFD-G.b, TCFD-M.a, TCFD-R.b, TCFD-R.c

TR-AL-110a.2/TR-AF-110a.2

**SDGs**





## Our approach to environmental stewardship

The GTAA's [Environmental Policy](#), updated in 2021, outlines our responsibility and commitment to manage environmental risks that arise through our operations. It ensures regulatory compliance and promotes continuous improvement in our environmental performance. The policy also guides us in the management of environmental matters by helping us employ the most effective industry practices and to be innovative in reducing our environmental impact. It is aligned with leading scientific thought and industry best practices, and it positions the GTAA as a steward of the environment.

The GTAA's Environmental Management System (EMS) is certified to the ISO 14001 standard. Through our EMS, we set performance targets to drive continuous improvement. Our performance is audited on a regular basis by external auditors to ensure our compliance with ISO 14001 commitments. We engage with our business partners to ensure environmental regulatory compliance and knowledge of our Environmental Policy. We also conduct regular inspections of tenants', operators' and contractors' premises to confirm compliance.

In 2022, we developed an ambitious plan to revitalize Toronto Pearson to meet the challenges ahead. Our [Transformative Capital Plan](#) focuses on updating our facilities, growing our capacity and delivering new technologies. Sustainability is firmly embedded in the plan to help us build and transition to a carbon-neutral airport that leverages a circular economy. This plan will position Toronto Pearson as one of the most innovative airports in the world. To learn more about the [Transformative Capital Plan](#), please see our [2022 Annual Report](#).

# Net-Zero

Developed a 2050 net-zero  
GHG master plan and roadmap

# 1,800

Completed LED lighting upgrades

# 99%

Recycled over 99% of  
construction waste by weight

# Level 4

Received Level 4 Airport Carbon Accreditation  
from Airports Council International – one  
of only six airports globally to receive  
this accreditation

As per our Environmental Policy, we execute against strategic environmental focus areas, which are in alignment with our material topics.

## Climate change

We're addressing climate change by reducing our emissions footprint, improving operational efficiency, and investing in projects for the direct reduction or offset of energy consumption and greenhouse gas (GHG) emissions.

### Climate change – physical

We assess how climate change will create new or alter current climate-related risks to the GTAA's physical assets. For example, the GTAA undertakes climate change vulnerability assessments (including as recently as 2022) to ensure that infrastructure is and remains resilient to precipitation associated with the most up-to-date forecasts for a once-in-100-year storm.

These assessments help ensure that our key infrastructure maintains its resilience to a changing climate and help the GTAA identify the vulnerabilities of infrastructure to both existing and future climate impacts. With the help of this insight, we can determine which improvements or changes should be considered to prevent flooding during severe storms and can create and revise our processes and procedures associated with extreme weather events. For example, we have an extensive stormwater management system and glycol containment storage in place to mitigate the risks from such weather events.

### Climate change – transition

We work closely with our partners to introduce new technology as we collectively make various transitions in response to climate change. For example, we continuously seek ways to lower our emissions through the use of cleaner-burning fuels such as hydrogen. Hydrogen burns without releasing carbon and is one of the most promising paths to emissions reduction, particularly in the transportation sector, including aviation.

We strive to reduce our emissions footprint through improvements in our operational efficiency and investment in projects for the direct reduction and/or offset of energy consumption and GHG emissions. We track emissions, including those associated with electricity use, heating, diesel and gasoline consumption, among others, and our GHG reporting practices align with the ISO 14064 standard on GHG measurement and reporting.

We work with our partners to reduce emissions in four key areas: groundside transportation, construction, airside activities and flight operations. We're proud to share that in 2022 we became one of only six airports globally to achieve Level 4 "Transformation" designation through Airports Council International's (ACI) Airport Carbon Accreditation (ACA). One of the first Canadian airports to achieve this designation, we consider the ACA a major milestone in our environmental and sustainability goals.

A key element to achieving and maintaining this certification is providing a pathway and credible ongoing progress toward net-zero GHG emissions.





## FUELS FOR THE FUTURE

In 2022, the GTAA became a launch member of the newly formed Canadian Council for Sustainable Aviation Fuels. Council membership includes 60 airlines that operate in Canada, as well as other industry stakeholders such as airports, suppliers to the aviation industry and academia. The council has a mission to accelerate the use of sustainable aviation fuel (SAF) in Canada, as part of the country's commitment to a net-zero future, by facilitating the production and supply of affordable, low-carbon, made-in-Canada SAF.

In 2022, the GTAA became a member of the Toronto Region Board of Trade's Climate Economy Strategic Council. We also joined the government of Canada's Net Zero by 2050 Challenge and developed a roadmap to help guide us using the Canada Green Building Council definition of net-zero GHG. According to the Canada Green Building Council, a zero-carbon building is one that achieves a carbon balance of zero or better. This "outcomes-based" approach provides flexibility while maintaining focus on addressing GHG emissions.

In 2022, our Scope 1 and Scope 2 GHG emissions increased over 2021 levels due to increased airport operations as air travel rebounded post-pandemic. However, this was accounted for within the GTAA's GHG Net Zero strategy, and the corporation remains on track against its 2030 interim and 2050 long-term goals.

Emissions	2022	2021	2020
<b>Total direct (Scope 1) GHG emissions – tCO<sub>2</sub>e</b>	65,831	65,177	43,736
<b>Total energy indirect (Scope 2) GHG emissions – tCO<sub>2</sub>e</b>	5,772	3,057	3,566
<b>GHG emissions intensity – kg CO<sub>2</sub>e/ passenger (Scope 1 and 2 emissions)</b>	1.96	5.13	3.85

## Energy management

We ensure the responsible use of energy throughout our business via energy conservation, improving energy efficiency and considering renewable energy sources where possible. In 2022, Toronto Pearson continued the rollout of a new way of working called Airport Collaborative Decision Making (A-CDM), which includes efforts to increase operational efficiency, such as reducing gate hold times as well as wait times on the apron and taxiways. One benefit of such reductions is that aircraft emissions are reduced, since A-CDM allows for better common situational awareness through information sharing between key stakeholders, including airlines, ground handling agents and

NAV CANADA. This, in turn, allows the airlines, their service providers and the airport to operate proactively based on more accurate and regular flight status updates to help anticipate arriving aircraft, prepare them for the next flight and achieve on-time departure, with optimum productivity of resources, including reduced fuel consumption and resulting emissions.

In 2022, we took a number of actions to reduce energy consumption at Toronto Pearson. We observed Earth Hour and undertook a compressor audit at the Central Utilities Plant to identify opportunities to reduce energy consumption. Also in 2022, we continued our LED lighting upgrade program by completing 1,800 LED lighting retrofits at our Central Utilities Plant, airfield

maintenance facility, Terminal 1 parking garage and one of our runways. In addition, we replaced natural-gas-fired boilers with electric boilers at Terminal 1. The boilers can be run at night to use off-peak electricity and preheat the building to help reduce GHG emissions associated with hot water and HVAC use.

As with GHG emissions, the quick return of passengers to the airport led to an increase in power usage year over year. However, the overall energy consumption trend for the GTAA continues to align with our strategic reduction initiatives. It is important to note that as we continue to reduce our reliance on fossil fuels, we have begun to switch to more electric infrastructure, which will increase overall electricity consumption while reducing overall GHG emissions.



In 2022, we repopulated our YYBeeZ honeybee apiary after a population loss caused by extreme cold weather conditions and a mite infestation. The apiary, which is situated along the trail near the Etobicoke Stormwater Facility, is cared for by a local beekeeper and helps support food security and sustainable agriculture in the surrounding community.



## Air quality

Since 1994, we have maintained a permanent air quality monitoring station at the southeast area of the airport property. The concentrations measured at the monitoring station are typical of large urban areas and are similar to concentrations elsewhere along Highway 401.

We have two additional mobile monitoring stations that are moved around the airport to measure air pollutants against established thresholds for impact to human health.

## Land use and ecological impacts

We strive to minimize our impact on the natural environment by balancing the protection of plants and wildlife with aviation safety and supporting partnerships with the GTAA's surrounding communities to restore green spaces.

Throughout 2022, we continued to work with the Toronto and Region Conservation Authority, surrounding municipalities and other stakeholders on the development of a new management plan for the Etobicoke Creek watershed. The plan will use the latest science and data to inform municipal land use and infrastructure planning with a view to protecting, enhancing and restoring watershed health. We anticipate the rollout of the plan by the end of 2023.

In 2022, the GTAA had no notable spills for the third consecutive year. "Notable spills" are defined as spills that have an environmental impact and where an external agency is notified, or where clean-up costs are incurred by the GTAA or third parties.

## Water management

The GTAA is provided with potable water from the Region of Peel municipal system, which draws primarily from Lake Ontario. Potable water is consumed in the terminals and other GTAA owned and operated facilities. Residual water is released to the municipal water system for downstream treatment.

In 2022, our total water consumption was 1,042.5 megalitres (ML). This includes Toronto Pearson Airport: 706.4 ML; the Co-Gen facility: 98.6 ML; and nearby commercial properties: 237.4 ML.



We protect the region's water supplies through water conservation efforts, water quality management and addressing flood risk issues. Effectively managing the quantity of stormwater runoff during a storm event is critical to the safe operation of our airport, including to reduce downstream impacts from flooding and erosion. The airport lands include four end-of-pipe stormwater facilities and 13 stormwater retention ponds capable of containing the first 25 mm of rainfall across the entire airport property. This helps us control the quantity and quality of stormwater leaving the airport.

The accumulation of ice, snow or frost on an aircraft's wings can alter their shape and disrupt the airflow across critical surfaces, affecting the aircraft's ability to generate lift or to maintain control in flight. For this reason, deicing of aircraft is a critical component of winter operations. A glycol-based fluid, containing

ethanol, is sprayed on an aircraft's wings to remove any accumulation and to protect against refreezing before takeoff. We maintain a robust glycol sampling schedule to monitor stormwater exiting airport property and help determine compliance with federal glycol guidelines. Despite our efforts to manage glycol leaving the property in stormwater, there were three exceedances of the federal glycol guideline in 2022, brought on by an extreme winter weather event in early February that briefly exceeded the capacity of containment infrastructure.

## Waste management

We implement programs to reduce or eliminate the generation and use of non-recyclable or non-compostable materials that result from our operations and construction activities. We have worked closely with our tenants toward eliminating non-recyclable or non-compostable materials in our operations and plan to continue to do so with our vendors to collectively transition to a waste-free airport.

In 2022, 72 per cent of operational waste was composted or recycled. Remaining material was sent to an energy-from-waste facility (incineration facility), not to landfill. Styrofoam containers, plastic straws, non-compostable utensils and plastic bags<sup>1</sup> are no longer offered at Toronto Pearson.

In addition, in 2022 99.5 per cent of construction waste was diverted from landfill. The diversion rate was largely attributable to the rehabilitation of 06L/24R. This generated significant amounts of concrete and asphalt, which were recycled for reuse in the new runway.

### RECYCLING OUR RUNWAYS

Environmentally friendly construction practices are key to our ability to meet our environmental goals. Between April and November 2022, Pearson temporarily closed east/west runway 06L/24R, the airport's second busiest runway, for rehabilitation. This was one of the largest runway repair projects in the airport's history. Crushed concrete from the pavement removal was used for the sub-base and base resurfacing materials, and recycled milling asphalt materials were used to build approach ramps in the vicinity of the runway. As a result, 4,274 tonnes of materials were diverted from landfill.

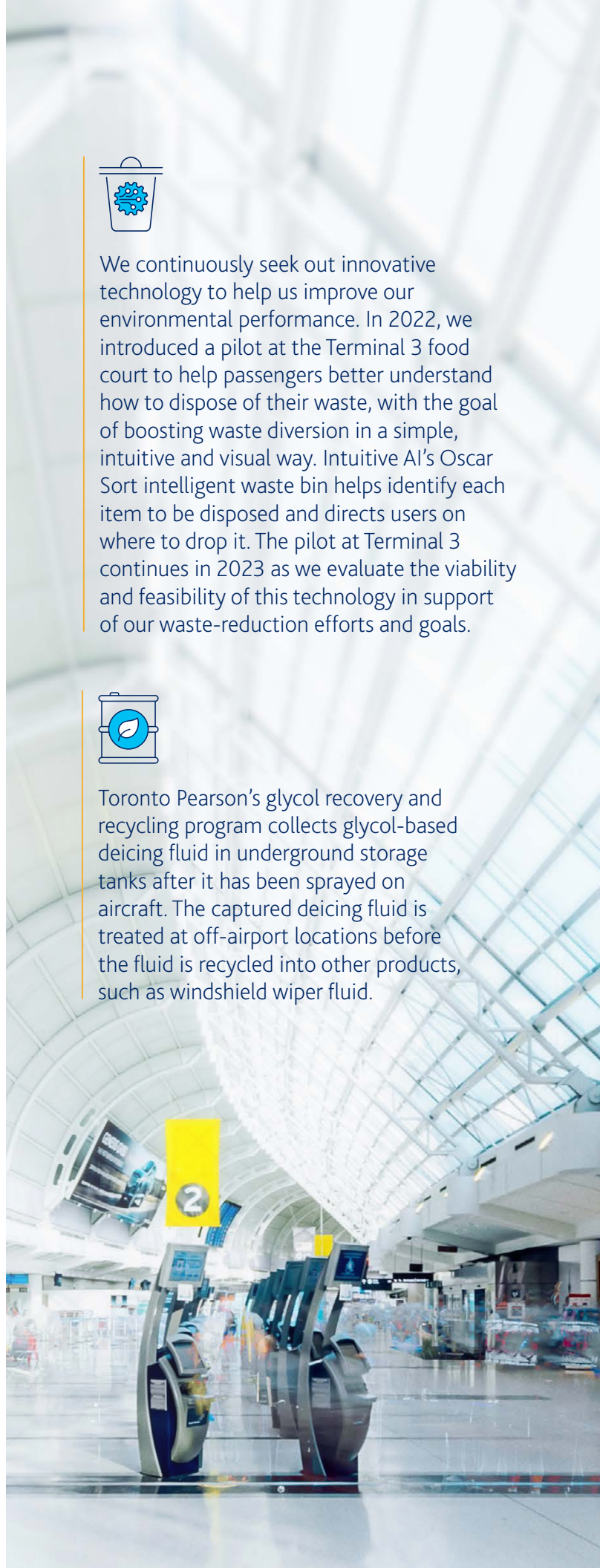
<sup>1</sup> With the exception of bags for duty-free goods, which under federal regulation are required to remain in plastic bags.



We continuously seek out innovative technology to help us improve our environmental performance. In 2022, we introduced a pilot at the Terminal 3 food court to help passengers better understand how to dispose of their waste, with the goal of boosting waste diversion in a simple, intuitive and visual way. Intuitive AI's Oscar Sort intelligent waste bin helps identify each item to be disposed and directs users on where to drop it. The pilot at Terminal 3 continues in 2023 as we evaluate the viability and feasibility of this technology in support of our waste-reduction efforts and goals.



Toronto Pearson's glycol recovery and recycling program collects glycol-based deicing fluid in underground storage tanks after it has been sprayed on aircraft. The captured deicing fluid is treated at off-airport locations before the fluid is recycled into other products, such as windshield wiper fluid.



## Partnering for a more sustainable future

As we work toward our net-zero goal, we understand that we cannot act in isolation and that we must engage with a broad group of stakeholders on various initiatives. In 2022, the GTAA maintained active participation and a leadership role in various industry forums, including:

- The [Canadian Airports Council](#) Environment Committee, co-chaired by the GTAA's Associate Director, Climate Change and Environment; Noise Management Committee
- The Airports Council International North America Environmental Affairs Committee and Noise Management Working Group
- The [Airport Carbon Accreditation](#) working group – Toronto Pearson was one of only six airports globally that were accredited in 2022 at Level 4 “Transformation”
- [Partners in Project Green](#), an eco-business zone co-founded by the GTAA and the Toronto and Region Conservation Authority (TRCA) to strengthen the GTAA's economy and environmental sustainability by fostering collaboration with business and municipalities, supporting the installation of green technologies and participating in results-driven environmental projects. The executive committee is co-chaired by the GTAA's Director, Aviation Infrastructure, Energy and Environment.
- The [World Economic Forum](#) Clean Skies for Tomorrow initiative, which targets the use of 10 per cent SAF globally by 2030, and Target Net Zero, focused on the advancement of hydrogen- and electric-powered flight
- Deloitte Canada's SAF Ecosystem Working Group, focused on identifying opportunities and barriers to SAF use in Canada
- The [Canadian Council for Sustainable Aviation Fuels](#) working group
- [Toronto Region Board of Trade's Climate Economy Strategic Council](#)
- The GTAA contributed to the development of [Canada's Aviation Climate Action Plan](#), which sets out a vision and a roadmap for the decarbonization of the Canadian aviation sector. Goals include net-zero GHG emissions by 2050 and 10 per cent SAF use by the year 2030.

## ADVOCATING FOR BETTER TRANSIT

Improving transit connectivity to Canada's largest airport would offer a wide range of economic, social and environmental benefits. The GTAA continues to advocate to all levels of government to invest in new and expanded transit connections to Toronto Pearson, which would help to take cars off the road and reduce local GHG emissions. The GTAA's priority right now is continuing to work with Metrolinx, and all levels of government, to continue the planned connection of the Eglinton Crosstown West Extension to Toronto Pearson. This important project would give passengers and workers another option to seamlessly connect with regional transit systems, much like the Union Pearson Express has done coming to and from the downtown core.

**“Since the program’s establishment in 2008, members of TRCA’s Partners in Project Green have reduced over 43,000 tonnes of CO<sub>2</sub>e and 1,750 million litres of water, diverted over 18,750 tonnes of waste from landfill and saved over \$43.5 million. This success is rooted in our community of committed business leaders, who strive to find efficiencies that not only make sense for businesses but help improve local communities as well.”**

*John MacKenzie, Chief Executive Officer, Toronto and Region Conservation Authority*

# SOCIAL

As an airport and regional economic engine, we must also be a good corporate citizen. We understand our impact on our neighbours and the critical role we play in lifting up the communities we serve and the workforce we employ.

Toronto Pearson’s workforce of approximately 50,000 workers – 1,691 of whom are employed by the GTAA itself – is spread among 400+ different employers united by a common sense of purpose. Together with our partners, we are working to build the workplace of the future. We support and empower employees to thrive in a professional environment that is inclusive, respectful and supportive and that offers sustainable and sustained economic growth through full and productive employment opportunities (SDG 5, SDG 8, SDG 17). We also seek to provide a safe and secure workplace for our employees and those of our business partners (SDG 3).

Our mission is to help our diverse communities thrive and grow through acts of giving, big and small (SDG 11) and to strengthen our community relationships by sharing our vision of a new era of air travel. We create a sense of community in the outreach we do, the partnerships we build and the efforts we make to be recognized as a great neighbour as we build the airport of the future together (SDG 17).

**MATERIAL SOCIAL FACTORS INCLUDE:**

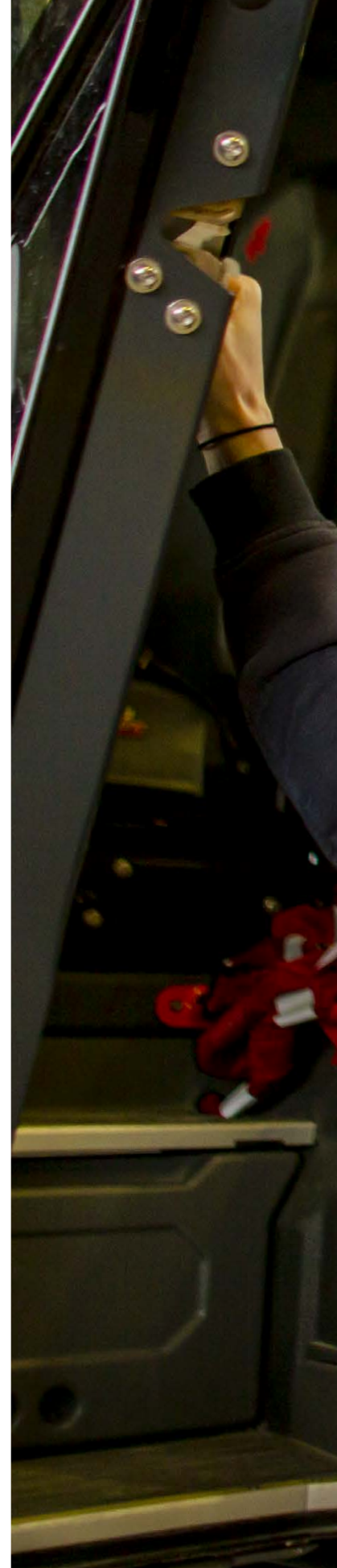
- Human capital management
- Rights of Indigenous peoples
- Community relations
- Supply chain management

**RELEVANT DISCLOSURES**

GRI 2-6, GRI 2-7, GRI 2-12, GRI 2-28, GRI 2-29, GRI 2-30, GRI 3-1, GRI 3-2, GRI 403-1, GRI 405-1, GRI 413-1

TR-AL-301a.1

**SDGs**





## Human capital management: Our approach to building a Pearson Proud workforce

We stimulate economic opportunity and inclusion as a source of good, stable jobs for our current workforce and by building pathways to opportunity for members of our surrounding communities.

GTAA employees receive a competitive compensation and benefits package and enhanced career development, growth and internal mobility opportunities.

We also provide employees with a wide range of both job-specific and developmental training opportunities, based on training plans that are created for them according to their specific, identified training needs. The GTAA also regularly provides information sessions to employees on a range of topics, including wellness.

To promote the well-being of our workforce, we emphasize all aspects of wellness, including physical, mental, emotional, social and financial health. We offer a variety of services and resources, including an Employee Assistance Program, to support our employees in all dimensions of their lives. In 2022, we continued to expand our employee benefits by introducing the Calm app, which provides access to tools and resources to help reduce stress, improve sleep quality and promote better mental and physical health.

# 1,691

As of December 31, 2022, the GTAA employed 1,691 persons engaged in management, technical, administrative and general labour activities. Of the GTAA's employees, 77 per cent are unionized, represented by either Unifor Local 2002 or the Pearson Airport Professional Fire Fighters Association (PAPFFA).

# 4.9%

In 2022, the GTAA's voluntary turnover rate was 4.9 per cent and the involuntary turnover rate was 1.4 per cent.



4

employee resource groups:

- Black Professionals Network
- Rainbow Runway
- Sky's the Limit
- YYZ Women's Alliance

11

focused training programs offered, for a total of 38 sessions attended by 399 participants

15

cohorts of inclusive leadership training, attended by 259 participants

4

cohorts of Pearson Aviation Academy, attended by 74 participants

Marched in the

## TORONTO PRIDE PARADE

for the first time

## EXPANDED WELLNESS TOOLS

to reduce stress and promote well-being

Awarded

## 5-STAR SAFETY CULTURE AWARD

by *Canadian Occupational Safety* magazine

## BEST EMPLOYERS IN CANADA

The GTAA was honoured to be included on Forbes' 2022 list of Best Employers in Canada. We ranked 80th out of 300 Canadian employers with at least 500 employees and placed third among transportation and logistics companies on the list.

## Training and development

We understand that to attract and retain top talent in a highly competitive employment market, we must provide our employees with the opportunity to learn and grow as they progress in their careers. To foster a culture of learning, development, growth and opportunity, we offer extensive training and augmented educational programming via a number of different means, such as LinkedIn Learning, that give access to thousands of learning and development programs.

## Strength in diversity

We have spent the past few years laying a strong foundation of diversity, equity and inclusion (DE&I) policies, practices and initiatives, as well as building our DE&I team. We have an Inclusion Council, which comprises employees from each department who serve as advisors and change agents and set the enterprise-wide prioritization of diversity initiatives. To ensure that DE&I is included in every aspect of our organization, we drive awareness through DE&I roadshows and inclusive leadership training. In addition, we

initiated an employment systems review – an in-depth and independent assessment of all employment systems, policies and practices – to help us identify any systemic barriers to employment opportunities that may exist, and the tools we need to remove these barriers.

In 2022, we launched three additional employee resource groups for GTAA employees, adding to the YYZ Women’s Alliance group created in 2018. These include the Black Professionals Network; Sky’s the Limit, focused on our employees with a disability; and Rainbow Runway, focused on the 2SLGBTQIA+ employee community.

In 2022, we hosted employee thank-you events and supported our employees in exploring fun leisure activities with their families in recognition of everyone’s hard work, commitment and dedication during a very challenging year.

✦ In 2022, GTAA employees marched in the Toronto Pride Parade.

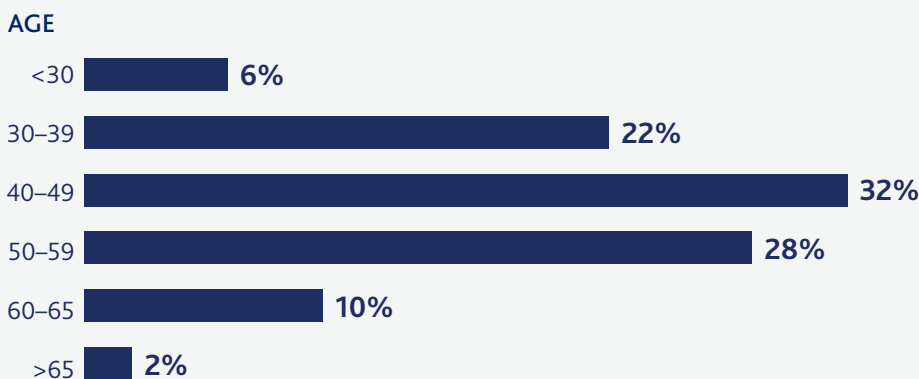
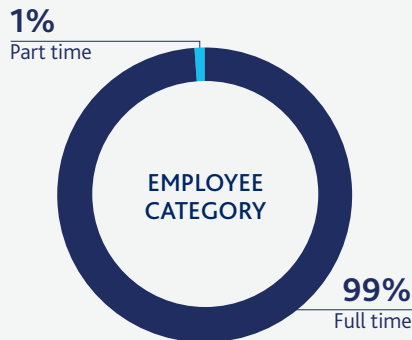
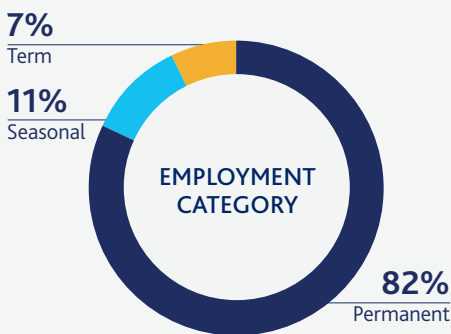
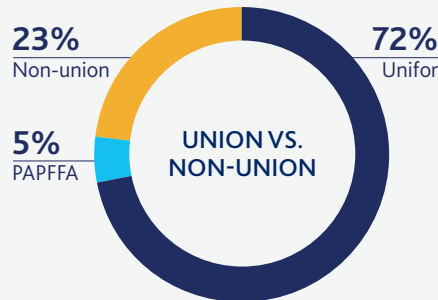
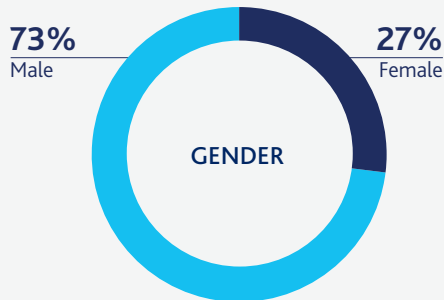




Our goal is to represent the diversity of our communities, whether this be diversity of gender, race, ethnicity, disability, Indigenous status, cultural background, age or other attributes.

# 1,691

total number of employees



We are mindful of diversity and inclusion in our airport operations. In 2022, we expanded access to BlindSquare assistive technology, a self-voicing application that provides verbal information on a user's location and surroundings. There are now a total of 27 smart beacons throughout the airport that help guide passengers who are blind or have visual impairment.



At the end of 2022, Toronto Pearson became the first airport in North America and the second in the world to receive accreditation under Airports Council International's Accessibility Enhancement Accreditation program, a first-of-its-kind program dedicated to airport accessibility. The program helps airports measure, evaluate and improve their accessibility management and culture.



## INCLUSIVE LEADERSHIP TRAINING – A FIRSTHAND ACCOUNT

In pursuit of our goal to ensure that we have diverse representation at all levels of the organization, we introduced mandatory inclusive leadership training (ILT) for our people leaders. The aim of this training is to educate these leaders on how to recognize, appreciate and accommodate individual differences and to ensure that DE&I is embedded into the fabric of the GTAA.

**“I can’t say enough about the GTAA’s ILT program and how it’s opened my eyes to unconscious bias. The ILT provides people leaders with the tools they need to recognize and tackle bias in the workplace and to leverage DE&I to drive innovative thinking. The training made me realize that we need to make a bigger effort to ensure that as many diverse groups as possible have access to rewarding careers in the skilled trades. I encourage all leaders to become better informed about unconscious bias. I would also advise anyone who manages people to take the time to truly listen to everyone on their team and understand where they’re coming from, because inclusive leadership can be truly transformational for any organization.”**

*Program participant Peter Valila, Associate Director, Terminal Infrastructure*

### Supporting Black and Indigenous-led community organizations

As part of our DE&I and community investment strategy and further building on our commitment to support the advancement of diverse talent, we pledged \$150,000 to Black and Indigenous community organizations in 2022. Funding provided to these groups benefited 1,600+ BIPOC community members. As a result of the GTAA’s funding, these organizations were able to increase their fundraising capacities, which resulted in a further \$2 million raised collectively. Supporting these community groups financially represents a further step toward fulfilling our promise to help build a better future for those impacted by systemic racism.

Six organizations received funding in 2022:



ENAGB

help a girl out



## PEARSON WORKS – AIRPORT-WIDE WORKFORCE DEVELOPMENT

Toronto Pearson is its people. It takes a diverse workforce to keep Canada's busiest airport running, and our unique environment demands a unique workforce strategy. As a community of airport employers, we have long understood this.

Never was this clearer than during the slingshot recovery of 2022. If there is a silver lining to the devastating impacts of COVID-19 at Toronto Pearson, it was that it provided an opportunity to explore a new and different approach to airport-wide workforce development.

This year, building on the recommendations from the report *Taking Off Together: Toronto Pearson's Workforce Strategy and Playbook* (Toronto Region Board of Trade, Economic Blueprint Institute, March 2022), we have collectively focused on testing whether a more coordinated approach to airport workforce development could help to address persistent airport-wide workforce challenges and leverage opportunities to future-proof the airport workforce pipeline.

With support from the provincial government's Skills Development Fund, we were able to develop and pilot a variety of new and innovative initiatives and establish proof of concept for the feasibility and value of airport-wide workforce development.

As part of the Pearson Works program, we:

- Launched the first airport-wide job portal that captures all Toronto Pearson jobs, providing the ability for candidates to conduct job searches by filtering according to job category, company, contract duration and language. The portal also includes images and videos of the job categories to provide a better understanding of each job category's scope. One hundred new jobs are uploaded monthly.
- Hosted – for the first time – two multi-employer job fairs in partnership with 33 employers and eight non-profit employment services agencies, including one specialized in hiring people with disabilities. The events were attended by 1,700 job seekers and resulted in 250+ positions being filled.
- Piloted upskilling career development training sessions on topics such as communication for excellence, emotional intelligence and English-language enhancement. One hundred and ninety-two workers were able to take paid leave to attend these sessions.

The GTAA is uniquely positioned to mobilize and play a leading role in strengthening and coordinating workforce planning at the airport.

Pearson Works also helped us launch the Toronto Pearson Ready-to-Work (RAIC-Ready) pilot program to allow prospective employees to obtain Transport Canada security clearance and then enter a pool of precleared candidates before they apply for a position. Recruits participate in three to four weeks of training and airport orientation, after which they are "RAIC ready" for employers to hire and can start work sooner. The program launched with 75 candidates in three cohorts. In April 2023, the first cohort of 19 candidates graduated, of whom 18 received job offers from four different airport employers.



## Our approach to community relations

We are sensitive to the needs and concerns of the community. We work with our neighbours in multiple ways to keep them apprised of and engaged in our projects and initiatives. We strive to be valued and recognized as a great neighbour through community partnerships, volunteering our time, raising and donating money, and sharing our skills and talents. We invest in community-building initiatives through our community investment program, the Propeller Project.

### Noise management program

To address aircraft noise issues, we maintain a [noise management program](#) based on the International Civil Aviation Organization's Balanced Approach to Aircraft Noise Management. This program focuses on four principles: reduction of noise at source, land-use planning and management, noise abatement operational procedures and operating restrictions. We regularly enhance the noise management program by adding initiatives based on best practice and community feedback.

While aircraft noise cannot be eliminated, the GTAA's noise management program is designed to mitigate the impact of aircraft noise. It includes a nighttime preferential runway system, prescribed approach and departure flight procedures, plus restrictions on the hours that aircraft can operate at night.

Perhaps the most critical way that we address aircraft noise is through information sharing and community engagement. We host Toronto Pearson Noise Management Forums, a series of briefings, tables and working groups that allow us to engage with our communities and collaborate with industry on noise management issues. Our noise management program also includes the Community Proposal Review Process, a formalized, transparent, and streamlined process for the review of community-submitted noise mitigation proposals. Two proposals were submitted in 2022 and are in the process of being reviewed.

We also provide two online tools for community members to obtain information on overhead flights: WebTrak and InsightFull. Our WebTrak tool provides a near-real-time view of flight operations across the GTA. Residents can use it to identify the aircraft that affected them and can make a noise complaint directly from the platform. In 2022, we received 168,265 noise complaints from 1,211 residents.

In planning for our Runway 06L/24R rehabilitation – one of the largest runway repair projects in our airport's history – we recognized that the work would be disruptive to neighbouring communities. To mitigate the effects of the eight-month-long construction project, we communicated with our community stakeholders in a clear and timely manner by:

- Creating a dedicated website to keep community members informed about project updates
- Providing updates in our monthly e-newsletters to a distribution list of 11,800+ subscribers
- Sending four geotargeted automated phone messages to more than 165,000 households in communities around the airport impacted by the rehabilitation work
- Launching two campaigns of information postcards to more than 50,000 households
- Taking out four full-page wrap print advertisements in geotargeted local papers to more than 500,000 local residents
- Sending out a Runway Rehab-branded ice-cream truck that visited 23 community locations, handing out over 14,000 free treats
- Leveraging our social media accounts to include gamification content on Instagram, through which we engaged 350 followers and awarded gift-card prizes
- Holding a community thank-you event at Mississauga's Danville Park

**“Thank you for providing us with the information that we needed to assist our residents in riding out the storm over the past eight months. The fact that we could address exactly what was going on with the runway renovation and point residents to your website really reduced the number of complaints. You listened.”**

**Dale Biason**, President, Rockwood Homeowners' Association

## Community engagement and education

### Pearson Connects Coffee Chats

Our Pearson Connects Coffee Chats provide a unique look at what it takes to keep our airport operating safely every day. The gatherings give members of our community the opportunity to meet with our team and subject-matter experts to learn about the history of the airport and its economic impact, our operations and how we are giving back to local communities. In 2022, we held 10 coffee chats and engaged more than 200 community members.

Our community engagement also includes event sponsorships. The GTAA's community outreach team works with partners in Brampton, Mississauga and Etobicoke to engage with the community and build relationships, and we always welcome the opportunity to be invited to participate in community gatherings. In 2022, we sponsored more than a dozen community events.



**“We are thankful for the wonderful partnership we have fostered with the GTAA over the past couple of years. The airport team has played an integral part in the growth and sustainability of our online programming for seniors.”**

*Jackie Ellicott, Recreation Programmer,  
Fitness Mississauga Seniors' Centre*

## Corporate citizenship programming

### Pearson gives back

We encourage our employees to volunteer their time and talents to organizations and causes that are important to them. The Pearson Volunteer Bucks program helps us amplify employee volunteering by rewarding individuals for volunteering at work and in their communities. Each year, we allocate \$10,000 to this program to match employee contributions to a registered charity or organization of their choice. The GTAA also sponsors ACCES Employment's Speed Mentoring in Peel program. In 2022, more than 750 mentors and mentees were engaged in the Region of Peel.

### Pearson Partners Week

From October 17 to 21, we held our third annual Pearson Partners Week to highlight our amazing employees and great partners who work together to support our communities. Volunteers helped to clean up our conservation areas, donated time at a local food bank, collected clothes for those in need and participated in career mentoring.

2022 Pearson Partners Week community partners included:

- Riverwood Conservancy
- Brands for Canada
- Help a Girl Out
- SEVA Food Bank
- ACCES Employment
- Trust 15
- Shakespeare in Action
- Urban Pilots Network



In 2022, as part of our Pearson Partners Week, we held our first Community Partners Airside Tour, with 22 people – representing nine community partners – attending.

## Investing in our communities

We want to have a positive impact in the communities around us. That is why we invest in community-building initiatives through the Propeller Project, our community investment program. In 2022, six organizations received a total of \$387,000 for programs designed to break down barriers to employment and foster opportunity for communities around Toronto Pearson.

The 2022 recipient organizations include:



*The Urban Pilots Network's* Top Flyers Canada program prepares Black and racialized youth for entry-level employment with leading aviation agencies.



*ACCES Employment's* Connecting Ukrainian Refugees to Good Jobs program provides employment service supports to recent Ukrainian newcomers, to help them secure and succeed at meaningful employment in the GTA.

BRANDS FOR CANADA

*Brands for Canada* delivers employment programs that coach participants to succeed in job interviews.



*Blue Door Support Services'* Construct program recruits, trains and employs motivated individuals to learn and work on site with qualified tradespeople to prepare for a career in the construction industry.



*JAYU's* eight-week employment arts and culture training program provides equity-deserving youth access to career paths otherwise unavailable to them.



*Shakespeare in Action's* Backstage Centre Technical Apprenticeship is an innovative performing arts technical skills development program that provides paid job training in theatre production for youth ages 15 to 30. Participants are mentored by industry professionals to gain unique and valuable experience.

## 2022 Pearson Gives Back highlights

# 14

sponsored events

# 20

GTAA-hosted community events

# 140

employee volunteers

# 880

volunteer hours

# \$387,000

donated for programs designed to break down barriers to employment, including \$150,000 committed to six Black and Indigenous groups and more than \$13,000 donated to local communities





## Sustainability in our supply chain

Social and environmental criteria are incorporated into our sourcing practices to ensure that sustainability extends throughout our supply chain. Our Environmental Policy and Green Procurement Policy apply to larger contracts, such as those that are competitively bid, and are fully integrated into our operational expenses and capital expenditure contracts. In the RFP process, prospective vendors are rated and scored, and 10 per cent of the overall score is dependent on their social and environmental performance. We track our vendors' performance through our Supplier Relationship Management System.

We aim to source locally as much as possible and where feasible, in order to contribute to the local economy. In 2022, 90 per cent of our overall spend with our suppliers was spent in Ontario and 97 per cent of that Ontario spend was in the Greater Toronto and Hamilton Area.



## SUSTAINABLE PROCUREMENT IN ACTION

During the pandemic, as part of the GTAA's Sustainable Procurement Program, we engaged in a partnership with Fanshawe College and Goodwill to supply locally made masks for our staff. The high-quality, effective masks were manufactured from post-consumer textiles and replaced disposable masks that would otherwise have ended up in landfill. Additionally, each handsewn mask contributed to job creation and skills training for newcomers to Canada and post-secondary students in the community.

# GOVERNANCE

The GTAA was incorporated in 1993 as a non-share capital corporation and recognized as a Canadian Airport Authority by the Government of Canada in 1994.

The GTAA assumed operation of Toronto – Lester B. Pearson International Airport on December 2, 1996. In 2014, the GTAA was continued under the *Canada Not-for-profit Corporations Act*. We balance the interests of the GTAA with those of our stakeholders through business practices and processes based on a strong foundation of accountability and responsibility.

**MATERIAL GOVERNANCE FACTORS INCLUDE:**

- ESG governance
- Professional integrity
- Cybersecurity
- Operational safety

**RELEVANT DISCLOSURES**

GRI 2-9, GRI 2-10, GRI 2-12, GRI 2-13, GRI 2-15, GRI 403-1, GRI 403-2, GRI 403-5, GRI 403-9, GRI 416-2

TCFD-G.a, TCFD-G.b







## Our approach to corporate governance

As a corporation without share capital, the GTAA has Members rather than shareholders or other equity holders. The GTAA's Members are also its Directors. The GTAA's Board comprises 15 Directors who serve terms of up to three years with the possibility of re-election to a maximum of nine years. All Directors are independent and are recruited based on their abilities, experience and skills. There were five formal meetings of the GTAA Board of Directors in 2022, and an additional eight ad hoc meetings.

The Board's mandate includes oversight of the GTAA's long-term goals and strategies – including for sustainability – that are developed and implemented to ensure that Toronto Pearson continues to support and foster growth in the Greater Toronto Area. The Board also ensures that the necessary systems are in place to manage business risks and monitor and measure management's performance. There are four standing committees of the Board: the Audit Committee; the Governance and Stakeholder Relations Committee; the Human Resources and Compensation Committee; and the Planning and Commercial Development Committee. ESG oversight sits with the Governance and Stakeholder Relations Committee as delegated by the Board. Detailed information on these committees can be found in our [2022 Annual Report](#).

## Risk management oversight

The Board oversees the risk assessment process and the key risks identified by management. The Board committees are assigned specific risks for oversight, and the Audit Committee is responsible for ensuring that the appropriate risk management system continues to be appropriate and effective.

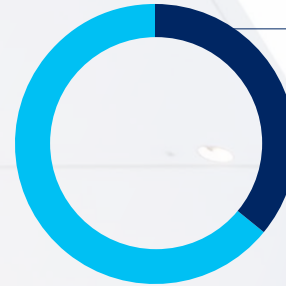
Our Enterprise Risk Management program provides a disciplined approach for identifying, assessing, evaluating, treating and managing risks, and the integration of risk considerations into strategy and opportunity. Our process for integrating risk management throughout the business includes identifying, evaluating and managing environmental, social, and governance risks and opportunities. This enterprise-wide approach enables business and external risks to be managed and aligned with the GTAA's strategic priorities and goals.

## BOARD DIVERSITY

The GTAA is committed to ensuring that diversity is integrated into all aspects of its hiring policies and practices, including at the Board level.

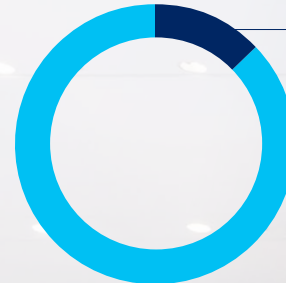
**36%**

The GTAA's Board includes five women, comprising approximately 36 per cent of the total of 14 Directors.



**13%**

In addition, two Directors, or 13 per cent, are members of one or more visible minority groups.



**50%**

The Board aspires to attain, and thereafter maintain, a Board with 50 per cent women and 30 per cent diverse groups by its annual meeting in 2030.





## Ethical business conduct and professional integrity

The GTAA's [\*Code of Business Conduct and Ethics\*](#) (the "Code") represents a comprehensive approach to addressing matters such as conflicts of interest and promoting fair, honest and ethical behaviour by all Members of the GTAA's Board of Directors, officers, employees and independent contractors. The Board monitors compliance with the Code. All Directors of the Board and employees are required to sign an annual declaration confirming compliance with the Code.

Employees are required to report any illegal or unethical behaviour or breach of the Code. Our Confidential, Anonymous Reporting for Employees ([\*C.A.R.E.\*](#)) program provides multiple reporting channels, including an independent, third-party hotline, which permits anonymous reporting of potentially unethical behaviour of an employee, officer, independent contractor or Director of the Board.

## Cybersecurity

We rely on technology to collect, process, transmit and store sensitive data, including personal and business information to manage and support a variety of business processes and activities. We recognize that our technology networks, data management, operational technology and related infrastructure may be vulnerable to a variety of sources of damage, disruptions or shutdowns due to cybersecurity threats or breaches. These may include or relate to employee error or malfeasance, risks related to a remote work environment, third-party service providers' or suppliers' acts or omissions, telecommunication failures, power failures, natural disasters or other catastrophic events. As such, we continuously invest in initiatives, including cybersecurity programs, data/information security and disaster recovery plans, to mitigate against the risks.

## Building a culture of safety

The health and safety of all is a top priority for us as we strive to achieve our vision of zero injuries for employees, passengers and contractors. We developed our Occupational Health and Safety (OHS) Management System and Aviation Safety Management System standard, which aligns with Canadian and international standards such as the Canadian Aviation Regulations and ISO 45001. Our [Safety Policy](#) guides us in the development and sustainability of our safety plans and programs. Our Toronto Pearson Safety (TPS) Team is responsible for identifying our highest safety risks and developing programs, campaigns and actions for risk prevention and mitigation in collaboration with the GTAA safety management systems for the GTAA and the Toronto Pearson airport community.

A broad range of general and task-specific OHS training courses are an integral part of new employee onboarding and ongoing training. The TPS Team works with the Toronto Pearson community to ensure workers are aware of our Safety Policy, applicable directives and advisories. They perform crew room visits, host information sessions and conduct periodic safety audits and inspections to verify compliance with our safety program. The team also issues our Eye on Safety e-newsletter, which updates employees on the latest safety news and

provides best practices, useful tips and reminders as part of our overall safety communications. To ensure alignment on matters of safety between the unions and leadership, we formed the Toronto Pearson Worker Health and Safety Forum and the Toronto Pearson Safety Leadership Forum. These forums comprise health and safety leaders, safety officers, trainers and safety leadership from key organizations across Toronto Pearson and allow for collaboration and continuous improvement with regard to safe operations at Toronto Pearson.

As part of our safety awareness programming, we host an annual North American Occupational Health and Safety Week and Airport Safety Week, both with the objective of promoting the best health and safety work practices among all airport workers. The goal of these events is to educate and engage the airport workforce in creating a safe work environment and to promote awareness about our collective responsibility for health, safety and security. We also created the Eye on Safety Recognition Program, which recognizes, celebrates and awards individuals and groups who demonstrate excellence in various categories pertaining to maintaining a culture of health, safety and security at Toronto Pearson. The program demonstrates our appreciation for airport employees who have gone above and beyond as workplace safety champions.

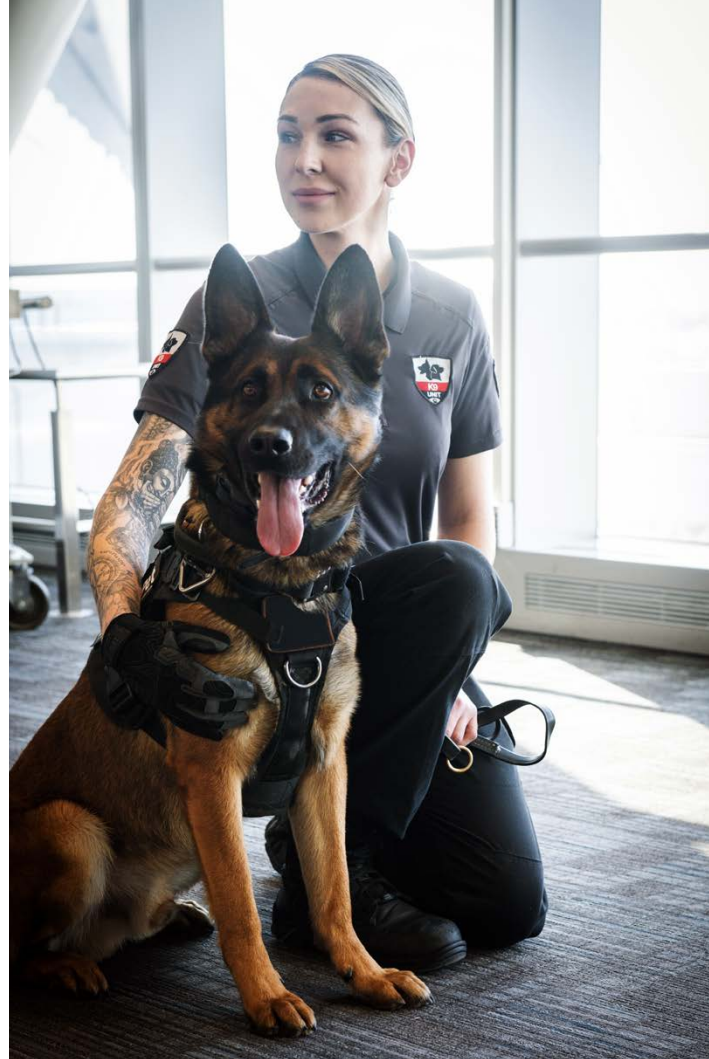
We are proud to have received the ACI Public Health and Safety Readiness Program Accreditation in 2023. This accreditation recognizes the work we've done at the GTAA to adapt business continuity measures and operations to better plan for unforeseen health crises and to mitigate their impact on Toronto Pearson and the aviation industry. In 2022, the GTAA was also awarded the 5-Star Safety Culture Award by *Canadian Occupational Safety* magazine. This award recognizes organizations for deploying a diverse set of tools and workplace policies that ensure the well-being of employees.

For all employees, rates provided are based on 200,000 hours worked:

- Number and rate of fatalities as a result of work-related injury: 0
- Number and rate of high-consequence work-related injuries (excluding fatalities): 19 (called lost-time rate: 1.68)
- Number and rate of recordable work-related injuries: 42 (rate: 3.71)
- Main types of work-related injury: Slip and fall, and musculoskeletal. Targeted safety campaigns and programs were implemented to address these two main hazards, including winter slip and fall, manual handling program campaigns and targeted safety briefings.



In 2022, we received the ACI Public Health and Safety Readiness Accreditation and the 5-Star Safety Culture Award from *Canadian Occupational Safety* magazine.



## Airport security

Guided by our [Security Policy](#), we strive every day to maintain an effective, comprehensive and integrated approach to airport security by fostering a proactive culture of security vigilance and awareness with the airport community and our security partners. We encourage all employees to feel accountable for their own security and that of the entire airport. Employees are obligated to identify, report and address security concerns through our published means, with protection provided by the GTAA's Non-Punitive Reporting Policy. The policy is in place to encourage those who have concerns to report them without fear of reprisal. Toronto Pearson employees will not be subject to disciplinary action by the GTAA when reporting concerns and incidents or identifying issues of non-compliance with applicable safety and security legislation, regulations, standards or laws, with some exclusions.

It is the responsibility of each individual tenant, sponsor, agency or organization that provides services at Toronto Pearson to ensure that their employees are fully trained and aware of all applicable security laws, regulations, programs, and procedures and to minimize negative operational impacts related to security matters.

## STAYING ALERT TO HUMAN TRAFFICKING

In 2022, we teamed up with [#NotInMyCity](#), a non-profit organization that is raising awareness and taking collective action to prevent and end human trafficking and sexual exploitation. Since victims are often transported by air, airports are ideally positioned to assist with combatting human trafficking, and as Canada's largest airport, we recognize that we have a responsibility to take action against this crime. We support the efforts to end human trafficking by helping to share observed suspicions with law enforcement agencies, staying up to date on trends and providing awareness and education to our airport workers and passengers on the ways to recognize the signs of human trafficking and what actions to take.

# GRI, SASB AND TCFD INDEX





## GRI, SASB AND TCFD INDEX

The Greater Toronto Airports Authority has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards.

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 1 Used: Foundation 2021</b>				
<b>GRI 2: General Disclosures</b>				
<b>1. The Organization and Its Reporting Practices</b>				
2-1	Organizational details	<p>Greater Toronto Airports Authority</p> <p>The GTAA operates out of Mississauga, Ontario, Canada.</p> <p>The GTAA was incorporated in March 1993 as a corporation without share capital under the <i>Canada Corporations Act</i> and recognized as a Canadian Airport Authority by the federal government in November 1994. Effective February 27, 2014, the GTAA has continued under the <i>Canada Not-for-profit Corporations Act</i>, the successor legislation to the <i>Canada Corporations Act</i>.</p> <p>The GTAA is authorized to operate airports within the south-central Ontario region, including the Greater Toronto Area (the "GTA"), on a commercial basis, to set fees for their use and to develop and improve the facilities. In accordance with this mandate, the GTAA currently manages and operates Toronto – Lester B. Pearson International Airport (the "Airport" or "Toronto Pearson") under a ground lease with the federal government, which was executed in December 1996 (the "Ground Lease"). The Ground Lease has a term of 60 years, with one renewal term of 20 years.</p>		
2-2	Entities included in the organization's sustainability reporting	<a href="#"><u>2022 Annual Report – Management's Discussion and Analysis</u></a>		
2-3	Reporting period, frequency and contact point	<p>January 1, 2022 – December 31, 2022 – Published September 2023</p> <p>Reporting cycle: Annual</p> <p>Contact point – <a href="mailto:community.engagement@gtaa.com"><u>community.engagement@gtaa.com</u></a></p>		
2-4	Restatements of information	N/A		
2-5	External assurance	We continue to develop and review the GTAA's performance data, including, but not limited to, assessing how data was captured, collected, reviewed and reported. This enables us to present consistent and accurate data. However, the GTAA does not currently have a policy or mandate concerning external assurance of our non-financial reporting.		
<b>2. Activities and Workers</b>				
2-6	Activities, value chain and other business relationships (how do you operate in the sector)	<p>Toronto Pearson processed 35.6 million passengers, an increase of 22.9 million or 180.8% compared to 2021 due to the easing of the pandemic and associated travel restrictions, and pent-up travel demand.</p> <p>Passenger volumes at Toronto Pearson increased to an average of 97,500 per day; there was a total of 336,800 aircraft movements in 2022.</p> <p>As at December 31, 2022, Toronto Pearson had 64 air carriers providing flights to 121 international destinations and 31 domestic destinations.</p> <p><a href="#"><u>2022 Annual Report – Management's Discussion and Analysis</u></a></p> <p><a href="#"><u>2022 Annual Information Form – Airport Activity Measures</u></a></p>		



GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 2: General Disclosures</b>				
<b>2. Activities and Workers</b>				
2-7	Employees	<p>As of December 31, 2022, the GTAA employed 1,691 persons who were engaged in management, technical, administrative and general labour activities. This number includes employees away on leaves of absence, and 187 seasonal employees who were employed in general labour activities in the deicing and airfield maintenance departments.</p> <p>Gender: F 27%, M 73%</p> <p>Non-union: 23%</p> <p>Union: PAPFFA 5%, Unifor 72%</p> <p>Employment category: Permanent 82%, Seasonal 11%, Term 7%</p> <p>Age: &lt;30 6%, 30–39 22%, 40–49 32%, 50–59 28%, 60–65 10%, &gt;65 2%</p> <p>Employee category: Full Time 99%, Part Time 1%</p> <p>2022 Sustainability Report – Social</p>		
2-8	Workers who are not employees	Data for all workers who are not employees of the GTAA but whose work and/or workplace is controlled by the GTAA is not tracked by the GTAA.		
<b>3. Governance</b>				
2-9	Governance structure and composition	<p>As a corporation without share capital, the GTAA has Members rather than shareholders or other equity holders.</p> <p>The process for nominating and electing Members is based on the GTAA's By-Law. The GTAA's Members are also its Directors.</p> <p>The GTAA's Board of Directors comprises 15 Directors elected by the GTAA's Members. Directors serve terms of up to three years and are eligible to be re-elected by the Members to serve for a maximum of nine years. The Board's oversight of risk includes environmental, social and governance risks, including climate-related risks.</p> <p>In connection with these risk oversight responsibilities, the GTAA has developed and implemented an Enterprise Risk Management (ERM) program that provides a disciplined approach for identifying, assessing, treating and managing risks, and the integration of risk considerations into strategy and opportunity. This enterprise-wide approach enables business and external risks to be managed and aligned with the GTAA's strategic priorities and goals.</p> <p>2022 Sustainability Report – Governance</p> <p><a href="#">2022 Annual Report – Corporate Governance</a></p> <p><a href="#">2022 Annual Information Form – Corporate Governance, Board Mandate</a></p>		<b>TCFD-G.a Governance</b> Describe the board's oversight of climate-related risks and opportunities
2-10	Nomination and selection of the highest governance body	<p><a href="#">2022 Annual Report – Corporate Governance</a></p> <p><a href="#">2022 Annual Information Form – Corporate Governance</a></p>		
2-11	Chair of the highest governance body	<p>Board Chair, Doug Allingham (Independent)</p> <p><a href="#">2022 Annual Report – Corporate Governance</a></p> <p><a href="#">2022 Annual Information Form – Corporate Governance</a></p>		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 2: General Disclosures</b>				
<b>3. Governance</b>				
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Board ensures that long-term goals and strategies are developed and implemented to ensure Toronto Pearson continues to support and foster growth in the Greater Toronto Area. The Board also ensures that the necessary systems are in place to manage the risks associated with the GTAA's business, and to monitor and measure Management's performance in carrying out the GTAA's objectives.</p> <p>The Board and its Committees oversee risk management and take steps to ensure that Management has an effective risk management system in place. Management is responsible for ensuring that policies and practices are effective and meet legislative and regulatory requirements and take into account best practices.</p> <p>We improved risk-based decision-making by creating a more robust risk-awareness culture to help us deal with uncertainty. The GTAA implements an ERM program that provides a disciplined approach for identifying, assessing, treating and managing risks, and the integration of risk considerations into its strategic plan. An enterprise-wide approach enables business and external risks to be managed and aligned with the GTAA's strategic priorities, including environmental, social and governance (ESG) related risk factors.</p> <p>ISO 14001 requires the GTAA to set annual targets, with climate change being included in the approach.</p> <p><a href="#">2022 Annual Information Form – Corporate Governance, Board Mandate</a></p> <p><a href="#">2022 Annual Information Form – Environmental Matters</a></p> <p><a href="#">2022 Annual Information Form – Risk Factors, Operational Risks</a></p>		<p><b>TCFD-G.a Governance</b> Describe the board's oversight of climate-related risks and opportunities</p> <p><b>TCFD-G.b Governance</b> Describe management's role in assessing and managing climate-related risks and opportunities</p> <p><b>TCFD-M.a Metrics and Targets</b> Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p>
2-13	Delegation of responsibility for managing impacts	<p>The GTAA's Board meets on a regular basis and views its principal responsibility as overseeing the conduct of the GTAA's business and setting the strategic direction for the GTAA. The Board's oversight of risk includes ESG risks, including climate-related risks.</p> <p><b>GTAA Executive Oversight:</b></p> <p>Economic: Chief Financial Officer</p> <p>Environmental: Vice President, Airport Development and Technical Services</p> <p>Social: Vice President, Stakeholder Relations and Communications</p> <p>Governance: Vice President, General Counsel, Corporate Safety and Security</p> <p>2022 Sustainability Report – Governance</p> <p><a href="#">2022 Annual Report – Corporate Governance</a></p> <p><a href="#">2022 Annual Information Form – Corporate Governance</a></p>		<p><b>TCFD-G.a Governance</b> Describe the board's oversight of climate-related risks and opportunities</p> <p><b>TCFD-G.b Governance</b> Describe management's role in assessing and managing climate-related risks and opportunities</p>

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 2: General Disclosures</b>				
<b>3. Governance</b>				
2-14	Role of the highest governance body in sustainability reporting	<p>The Board is responsible for the overall stewardship of the GTAA, including overseeing the Corporation's governance, strategic direction and supervising management, which is responsible for the day-to-day conduct of the business and affairs of the Corporation.</p> <p>To oversee a risk assessment process, and evaluate risks as part of strategic decision-making, by confirming the principal risks identified by Management that are associated with the Corporation's businesses, and ensuring that the appropriate systems are in place to effectively identify, evaluate, monitor and manage those risks. These risks include those relating to matters that are outside the Corporation's direct control.</p> <p><u><a href="#">Annual Information Form 2022 – Board Mandate</a></u></p>		<p><b>TCFD-G.a Governance</b> Describe the board's oversight of climate-related risks and opportunities</p> <p><b>TCFD-G.b Governance</b> Describe management's role in assessing and managing climate-related risks and opportunities</p>
2-15	Conflicts of interest	<p><u><a href="#">2022 Annual Report – Corporate Governance, Ethical Business Conduct</a></u></p> <p><u><a href="#">2022 Annual Information Form – Corporate Governance, Ethical Business Conduct</a></u></p>		
2-16	Communication of critical concerns	<p>Critical concerns are communicated through regularly held Board meetings, strategy updates and meeting minutes.</p> <p>Due to the sensitive nature of critical concerns, such figures are only for internal use (except where external reporting is legally required). Significant additions to or changes in the risk register are disclosed in due course to the Executive Board on an ad hoc basis, as per stipulations in the risk policy.</p>		
2-17	Collective knowledge of the highest governance body	<p><u><a href="#">2022 Annual Report – Corporate Governance</a></u></p> <p><u><a href="#">2022 Annual Information Form – Corporate Governance, Orientation and Continuing Education</a></u></p> <p><u><a href="#">2022 Annual Information Form – Corporate Governance, Board Mandate</a></u></p>		<p><b>TCFD-G.a Governance</b> Describe the board's oversight of climate-related risks and opportunities</p>
2-18	Evaluation of the performance of the highest governance body	<p><u><a href="#">2022 Annual Information Form – Corporate Governance – Board Committees</a></u></p>		
2-19	Remuneration policies	<p><u><a href="#">2022 Annual Information Form – Compensation Discussion and Analysis</a></u></p>		
2-20	Process to determine remuneration	<p>The GTAA complies with its obligations under federal employment equity and human rights legislation; hiring practices and remuneration are determined based on the individual, irrespective of the gender and background of employees. In addition, five of the GTAA Board Members are required to annually present GTAA operational updates to their respective communities. The public has access to these meetings and the GTAA's annual general meeting.</p> <p><u><a href="#">2022 Annual Report – Corporate Governance, Human Resources and Compensation Committee</a></u></p> <p><u><a href="#">2022 Annual Information Form – Compensation Discussion and Analysis</a></u></p>		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 2: General Disclosures</b>				
<b>3. Governance</b>				
2-21	Annual total compensation ratio	<p>Total compensation ratio of highest paid employee to all employees: 8.43</p> <p>Percentage increase in annual total compensation ratio of highest paid employee to all employees: 0; there was no increase for the highest paid employee in 2022.</p> <p><a href="#"><u>2022 Annual Information Form – Compensation Discussion and Analysis</u></a></p>		
<b>4. Strategy, Policies and Practices</b>				
2-22	Statement on sustainable development strategy	<p><a href="#"><u>2022 Annual Report – Message from Doug Allingham, GTAA Board Chair</u></a></p> <p><a href="#"><u>2022 Annual Report – Q&amp;A with GTAA President and CEO Deborah Flint</u></a></p> <p><a href="#"><u>2022 Annual Information Form – Environmental Matters: Trends and Uncertainties – Climate Change</u></a></p>		
2-23	Policy commitments	<p>The GTAA is federally regulated and follows the <a href="#"><u>Impact Assessment Act</u></a>.</p> <p>The GTAA also maintains an ISO 14001 Environmental Management System. We strive to be a leader in environmental stewardship and management because we know that our employees care about working for an organization that embodies sustainability through its values and its actions, and we know that our community neighbours hold us accountable for the way in which we manage and mitigate the impacts of our operations.</p> <p>2022 Sustainability Report</p> <p><a href="#"><u>Environmental Policy</u></a></p>		
2-24	Embedding policy commitments	<p>The GTAA requires each of its employees and Directors to read the GTAA Code of Business Conduct and Ethics each year and certify same. Compliance with this Code is a condition of employment with the GTAA, and the consequences for not complying include suspension pending investigation, termination of employment, and civil or criminal action, as applicable.</p> <p>The GTAA requires many of its suppliers to comply with its Supplier Code of Conduct, and the consequences for not complying include early termination of the contract, claims for damages, and other civil or criminal action, as applicable.</p> <p>Anyone may report a breach of either Code or other unethical behaviour anonymously to the GTAA via its Confidential Anonymous Reporting for Employees and Suppliers phone line, which reports are reviewed and investigated by a special committee led by the Internal Audit department and reported to the Board of Directors.</p> <p><a href="#"><u>Code of Business Conduct and Ethics</u></a></p> <p><a href="#"><u>Supplier Code of Conduct</u></a></p>		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 2: General Disclosures</b>				
<b>4. Strategy, Policies and Practices</b>				
2-25	Processes to remediate negative impacts	<p>The GTAA recognizes that aircraft activity has an impact on local communities neighbouring the Airport. The GTAA continues to engage with and educate communities on the Airport's operations and how aircraft noise can be mitigated. The GTAA hosts the Toronto Pearson Noise Management Forums: a series of briefings, tables and working groups that help the Airport work with its communities and collaborate with industry.</p> <p><u><a href="#">2022 Annual Information Form</a></u></p>		
2-26	Mechanisms for seeking advice and raising concerns	<p>The Board has implemented Confidential Anonymous Reporting for Employees (C.A.R.E.), which permits the anonymous reporting of an employee, officer or Director's unethical behaviour. C.A.R.E. also extends to business partners contracted by the Corporation.</p> <p><u><a href="#">2022 Annual Report – Corporate Governance, Ethical Business Conduct</a></u></p> <p><u><a href="#">2022 Annual Information Form – Corporate Governance, Ethical Business Conduct</a></u></p> <p><u><a href="#">Code of Business Conduct and Ethics</a></u></p>		
2-27	Compliance with laws and regulations	<p>In 2022, there were no significant fines or non-monetary sanctions for non-compliance with laws and/or regulations as described by the disclosure.</p>		
2-28	Membership associations	<p>Airport Carbon Accreditation working group</p> <p>Airports Council International</p> <p>Brampton Board of Trade</p> <p>Canadian Airports Council</p> <p>Canadian Chamber of Commerce</p> <p>Canadian Council for Sustainable Aviation Fuels working group</p> <p>CILTNA</p> <p>Deloitte Canada's SAF Ecosystem Working Group</p> <p>Destination Toronto (Toronto Convention and Visitors Association)</p> <p>Future Borders Coalition</p> <p>Greater Toronto Hotel Association</p> <p>Mississauga Board of Trade</p> <p>Ontario Chamber of Commerce</p> <p>Partners in Project Green</p> <p>Public Policy Forums</p> <p>Southern Ontario Airport Network</p> <p>Toronto Region Board of Trade (including the Climate Economy Strategic Council)</p> <p>Tourism Industry Association of Canada</p> <p>Tourism Industry Association of Ontario</p> <p>Tourism Mississauga</p> <p>World Economic Forum Clean Skies for Tomorrow initiative</p>		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 2: General Disclosures</b>				
<b>5. Stakeholder Engagement</b>				
2-29	Approach to stakeholder engagement	2022 Sustainability Report – Stakeholder Engagement 2022 Sustainability Report – Materiality Matrix <u>2022 Annual Report – Corporate Governance, Governance and Stakeholder Relations Committee</u>		
2-30	Collective bargaining agreements	Union: PAPFFA 5%, Unifor 72% <u>2022 Annual Report – Employee Engagement: Building a Workforce That’s Pearson Proud</u>	<b>TR-AL-310a.1</b> Percentage of active workforce covered under collective bargaining agreements	
<b>GRI 3: Material Topics</b>				
3-1	Process to determine material topics	2022 Sustainability Report – Materiality Matrix		
3-2	List of material topics	2022 Sustainability Report – Materiality Matrix		
<b>GRI 200: Economic Standards Series</b>				
<b>Economic Performance</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Our Approach to Environmental Stewardship 2022 Sustainability Report – Our Approach to Community Relations 2022 Sustainability Report – Our Approach to Corporate Governance <u>2022 Annual Report – Management’s Discussion and Analysis</u> <u>2022 Annual Information Form – Narrative Description of the Business</u>	<b>TR-AL-110a.2/ TR-AF-110a.2</b> 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	
<b>GRI 201: Economic Performance</b>				
201-1	Direct economic value generated and distributed	<b>2022 Financial Snapshot:</b> Economic value generated: \$1,502.7 million Economic value distributed: \$1,072.0 million Economic value retained: \$430.7 million <u>2022 Annual Report – Management’s Discussion and Analysis</u>		
201-2	Financial implications and other risks and opportunities due to climate change	The GTAA has implemented ISO 14001, which includes Climate Change. The Environmental Management System informs part of our business plans for achieving the system targets.  The GTAA’s Environmental Services division provides quarterly reports on environmental targets, risks and mitigation plan monitoring to senior management. Such risks include impacts on physical and transitional risks from climate change, and changes to environmental regulation.  With the GTAA’s ERM and Environmental Management System (EMS) programs both having adopted ISO approaches, the processes for identifying and assessing climate-related risks are very similar.  <u>2022 Annual Information Form – Environmental Matters</u>		<b>TCFD-S.b Strategy</b> Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning  <b>TCFD-R.a Risk Management</b> Describe the organization’s processes for identifying and assessing climate-related risks

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 200: Economic Standards Series</b>				
<b>Economic Performance</b>				
<b>GRI 201: Economic Performance</b>				
201-3	Defined benefit plan obligations and other retirement plans	<p>The GTAA maintains two pension plans with defined benefit provisions. One of these plans is a registered pension plan for former Transport Canada employees who were eligible to elect to transfer their pension credits to the GTAA plan.</p> <p>The GTAA measures its accrued benefit obligations and the fair value of plan assets for accounting purposes as at December 31 of each year.</p>		
201-4	Financial assistance received from government	0		
<b>GRI 202: Market Presence</b>				
AO1	Total number of passengers annually, broken down by passengers on international and domestic flights and broken down by origin, destination and transfer, including transit passengers	<p><a href="#"><i>2022 Annual Report – Management’s Discussion and Analysis</i></a>  <a href="#"><i>2022 Annual Information Form – Narrative Description of the Business, Airport Activity Measures: Flight Activity</i></a></p>		
AO2	Annual total number of aircraft movements by day and by night, broken down by commercial passenger, commercial cargo, general aviation and state aviation flights	<p><a href="#"><i>2022 Annual Report – Management’s Discussion and Analysis – MTOW, seats, seats per passenger aircraft movement and load factor</i></a>  <a href="#"><i>2022 Annual Information Form – Narrative Description of the Business, Airport Activity Measures: Flight Activity</i></a></p>		
AO3	Total amount of cargo tonnage	<p>Total cargo: 481,000 tonnes</p> <p>As it is not mandatory for air carriers to report air cargo tonnage information to the GTAA, air carriers report this information on a voluntary basis. Accordingly, the reported tonnage is not necessarily an accurate description of actual tonnage.</p> <p><a href="#"><i>2022 Annual Report – Management’s Discussion and Analysis</i></a>  <a href="#"><i>2022 Annual Information Form – Narrative Description of the Business, Airport Activity Measures: Air Cargo</i></a></p>		
<b>Procurement Practices</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Social		
<b>GRI 204: Procurement Practices</b>				
204-1	Proportion of spending on local suppliers	In the GTAA’s Procurement of Goods and Services Policy, we have clauses on the use of Canadian labour and materials where feasible. Our overall spend with all our suppliers in 2022 was \$587 million, of which 90% was spent in Ontario and 97% of that Ontario spend was in the Greater Toronto and Hamilton Area.		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 200: Economic Standards Series</b>				
<b>Anti-corruption</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Governance		
<b>GRI 205: Anti-corruption</b>				
205-1	Operations assessed for risks related to corruption	Both internal and external auditors have included in their risk assessment the risk of internal corruption.  <u><a href="#">2022 Annual Report – Corporate Governance, Ethical Business Conduct</a></u>  <u><a href="#">2022 Annual Information Form – Corporate Governance, Ethical Business Conduct</a></u>  <u><a href="#">Code of Business Conduct and Ethics</a></u>	<b>SV-PS-510a.1</b> Description of approach to ensuring professional integrity	
205-2	Communication and training about anti-corruption policies and procedures	All GTAA employees, contracted staff and Board Members are required to know, understand and adhere to the GTAA Code of Business Conduct and Ethics, which addresses the issue of corruption. During their orientation, 100% of GTAA staff are required to review the Code and sign a statement affirming that they shall conduct themselves in accordance with the Code, and to proactively disclose any potential conflicts of interest.  <u><a href="#">2022 Annual Report – Corporate Governance, Ethical Business Conduct</a></u>  <u><a href="#">2022 Annual Information Form – Corporate Governance, Ethical Business Conduct</a></u>  <u><a href="#">Code of Business Conduct and Ethics</a></u>	<b>SV-PS-510a.1</b> Description of approach to ensuring professional integrity	
205-3	Confirmed incidents of corruption and actions taken	In 2022, there were no incidents of bribery or corruption. The GTAA has made a confidential, anonymous hotline available to employees; through this method, employees may report any perceived instances of unethical or illegal business practices.	<b>SV-PS-510a.1</b> Description of approach to ensuring professional integrity	
<b>Anti-competitive Behaviour</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	<u><a href="#">2022 Annual Report – Corporate Governance</a></u>  <u><a href="#">2022 Annual Information Form – Corporate Governance, Ethical Business Conduct</a></u>		
<b>GRI 206: Anti-competitive Behaviour</b>				
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	No legal actions against the GTAA for anti-competitive behaviour, anti-trust or monopoly practices were taken in 2022. The summary of all litigation involving the GTAA maintained by Legal Services and Corporate Risk does not contain any legal actions against the GTAA for these types of matters. In addition, a review of the websites of the Competition Bureau and the Federal Court of Canada does not indicate any legal actions against the GTAA for these types of matters.	<b>SV-PS-510a.1</b> Description of approach to ensuring professional integrity	



GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Energy</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Environmental	<b>TR-AL-110a.2/ TR-AF-110a.2</b> 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	
<b>GRI 302: Energy</b>				
302-1	Energy consumption within the organization	<p><b>Non-renewable fuel:</b></p> <p>Natural gas consumption for 2022: 32,341,051 m<sup>3</sup> (includes Co-Gen facility)</p> <p>Unleaded fuel consumption: 494,108.65 litres</p> <p>Diesel fuel consumption: 1,324,428.31 litres</p> <p>Electricity purchased (MWh): 276,804 (excludes Co-Gen self-generated electricity)</p> <p>Electricity sold (MWh): 138,685 (includes tenant recovery and electricity sold to grid)</p> <p>Because the airport operation occurs throughout the entire site, both inside and outside facility walls, energy data is not captured in a way that allows for separation by gross floor area.</p>	<b>IF-RE-130a.1</b> Energy consumption data coverage as a percentage of total floor area, by property subsector	
302-3	Energy intensity	This is currently not calculated. The GTAA is focused on achieving an absolute energy reduction.		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Energy</b>				
<b>GRI 302: Energy</b>				
<b>302-4</b>	Reduction of energy consumption	<p>Earth Hour reductions</p> <p>Compressor audit at the Central Utilities Plant</p> <p>Developing a project to upgrade the lighting, EV charging and Solar PV for the following parking garages: T1, Viscount and T3</p> <p>Utilizing daylight harvesting and nightly reductions where applicable</p> <p>Complete airfield lighting upgrades to LED</p>		<p><b>TCFD-R.b Risk Management</b> Describe the organization's processes for managing climate-related risks</p> <p><b>TCFD-R.c Risk Management</b> Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management</p> <p><b>TCFD-S.c Strategy</b> Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p> <p><b>TCFD-M.c Metrics and Targets</b> Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Water and Effluents</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Environmental		
<b>GRI 303: Water and Effluents</b>				
303-1	Interactions with water as a shared resource	<p>The GTAA is provided with potable water from the Region of Peel municipal system, which draws primarily from Lake Ontario. Potable water is consumed in the terminals and other GTAA owned and operated facilities. Residual water is released to the municipal water system for downstream treatment.</p> <p>The GTAA also collects surface runoff in stormwater retention ponds or facilities that can be released to the local stormwater system when compliant with water quality regulations and guidelines or diverted to the sanitary system for treatment. Activities at Toronto Pearson that may impact surface water may include but are not limited to: deicing, fuelling and aqueous fire fighting foam (AFFF).</p> <p>The GTAA has established a water monitoring program to identify the impacts of airport operations on water quality. The water monitoring program consists of a seasonal sampling schedule, divided between fall/winter and spring/summer. During the fall/winter sampling schedule, additional grab sample locations are included to closely monitor the effects of deicing operations on the water quality from airport property. If compliant with water quality regulations and guidelines, fluid captured within the stormwater facilities will be discharged to the stormwater system. Alternatively, fluid may be diverted to the municipal sanitary system for downstream treatment in accordance with municipal agreements for discharge.</p> <p>The GTAA also has a groundwater monitoring program, which is enacted on a multi-year rotational basis.</p> <p>The GTAA commissioned a Water Use Profile Study by external consultants to identify and evaluate potential potable water savings. A number of minor items were identified that are being actioned as appropriate. In addition, GTAA was subjected to water audits by the Region of Peel in 2011 and no significant opportunities were identified.</p> <p>The GTAA has classified water-related impacts by a number of categories, including but not limited to: natural hazard assessments (i.e., flooding and erosion), water quality and quantity characterization (and sampling and assessment programs), climate change considerations, and restoration and best management practices.</p> <p>No water sources are significantly affected by the withdrawal of water. The GTAA has invested in, and maintains, robust stormwater infrastructure capable of capturing the first 25 mm of precipitation on our property, ensuring downstream flooding considerations are accounted for. Additional treatment technologies (i.e., oil/grit separators, underground containment facilities, etc.) are also utilized in order to ensure water quality levels are met appropriately.</p>		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Water and Effluents</b>				
<b>GRI 303: Water and Effluents</b>				
<b>303-1 (continued)</b>	Interactions with water as a shared resource	<p>The GTAA participates as a steering group member with the Toronto and Region Conservation Authority on the Etobicoke Creek and Mimico Creek watersheds, where the final discharge of stormwater from the airport property discharges. This provincial framework emphasizes the importance of watershed planning for integrated and long-term planning by municipalities. Policy direction in the Provincial Policy Statement encourages a coordinated approach to planning to protect, improve or restore the quality and quantity of water by using the watershed as the ecologically meaningful scale for integrated and long-term planning. The Growth Plan for the Greater Golden Horseshoe and the Greenbelt Plan require municipalities, partnering with conservation authorities as appropriate, to undertake watershed planning to inform the identification of water resource systems; the protection, enhancement or restoration of the quality and quantity of water; and decisions on allocation of growth and planning for water, waste water and stormwater infrastructure.</p> <p>The GTAA currently does not recycle or reuse water. The GTAA is certified to the ISO 14001 standard; the process for setting targets is documented in the GTAA's ISO manual.</p> <p>Environmental aspects at the GTAA are identified by examining airport operations within the defined scope and determining which products, services and/or activities have or can have impacts on environmental receptors. New or planned development is taken into account when identifying new aspects. An aspect review is completed each year. If there are any new or changed activities, products or services at the Airport that may affect water quality, they are evaluated to determine if they are significant. If the activity, product or service is determined to have a significant impact, a new target will be developed to mitigate or manage the environmental impact.</p>		
<b>303-2</b>	Management of water discharge-related impacts	The GTAA follows all federal and provincial guidelines for effluent exiting airport property, including but not limited to the <i>Canadian Environmental Protection Act, 1999</i> (Canada), the Canadian Council of Ministers of the Environment, and the <i>Environmental Protection Act</i> (Ontario). The GTAA also sends contaminated fluid to the municipal sanitary system, as per individual agreements with the governing municipal authority.		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Water and Effluents</b>				
<b>GRI 303: Water and Effluents</b>				
303-3	Water withdrawal	<p><b>Total water withdrawal from all areas in megalitres, and a breakdown of this total by the following sources:</b></p> <p>Surface water: 0</p> <p>Groundwater: 0</p> <p>Seawater: 0</p> <p>Produced water: 0</p> <p>Third-party water: 1,042.5 ML</p> <p><b>Total water withdrawal from all areas with water stress in megalitres, and a breakdown of this total by the following sources, if applicable:</b></p> <p>Surface water: 0</p> <p>Groundwater: 0</p> <p>Seawater: 0</p> <p>Produced water: 0</p> <p>Third-party water, and a breakdown of this total by the withdrawal sources listed above</p> <p><b>A breakdown of total water withdrawal from each of the sources listed in disclosures 303-3-a and 303-3-b in megalitres by the following categories:</b></p> <p>Freshwater (<math>\leq 1,000</math> mg/L total dissolved solids): 1,042.5 ML</p> <p>Other water (<math>&gt; 1,000</math> mg/L total dissolved solids): N/A</p> <p>The GTAA is provided with potable water from the Region of Peel municipal system, which draws primarily from Lake Ontario. Potable water is consumed in the terminals and other GTAA owned and operated facilities. Residual water is released to the municipal water system for downstream treatment.</p> <p>Toronto Pearson falls within an area identified as having low overall water risk as per the Aqueduct Water Risk Atlas. Water is sourced from the municipal water supply, through the Region of Peel, which also falls in an area identified as having low overall risk per the Aqueduct Water Risk Atlas. As such, all information per reporting criteria 303-3-b is not applicable.</p> <p>IF-RE-140a.1 – Toronto Pearson utilizes water in a number of areas exterior to building footprints on the property. As such, we are unable to provide information for this metric.</p> <p>IF-RE-140a.2 – Zero for all answers. All areas fall within the classification of low water risk.</p> <p>IF-RE-140a.3 – Like-for-like change should not be calculated in this year's report as we have not reported in this way in previous years. This will be included in the 2023 report as a percentage change between usage.</p>	<p><b>F-RE-140a.1</b> Water withdrawal data coverage as a percentage of: (1) total floor area, and (2) floor area in regions with high or extremely high baseline water stress, by property subsector</p> <p><b>IF-RE-140a.2</b> (1) Total water withdrawn by portfolio area with data coverage, and (2) percentage in regions with high or extremely high baseline water stress, by property subsector</p> <p><b>IF-RE-140a.3</b> Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector</p>	

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Water and Effluents</b>				
<b>GRI 303: Water and Effluents</b>				
303-4	Water discharge	<p><b>Total water discharge to all areas in megalitres, and a breakdown of this total by the following types of destination:</b></p> <p>Surface water: 1,225.61 ML (sent from stormwater facilities)</p> <p>Groundwater: N/A</p> <p>Seawater: N/A</p> <p>Third-party water, and the volume of this total sent for use to other organizations (tenants): 237.468 ML</p> <p><b>A breakdown of total water discharge to all areas in megalitres by the following categories:</b></p> <p>Freshwater (<math>\leq 1,000</math> mg/L total dissolved solids): 1,225.61 ML to creek from our stormwater facilities</p> <p>Other water (<math>&gt; 1,000</math> mg/L total dissolved solids): 253.14 ML to sanitary system (131.95 ML from the stormwater facilities and 121.19 ML to sanitary from the Central Deicing Facility)</p> <p><b>Total water discharge to all areas with water stress in megalitres, and a breakdown of this total by the following categories:</b></p> <p>Freshwater (<math>\leq 1,000</math> mg/L total dissolved solids): N/A</p> <p>Other water (<math>&gt; 1,000</math> mg/L total dissolved solids): N/A</p> <p>The GTAA uses an EMS that is certified to ISO 14001:2015. Through the EMS, the GTAA identifies all aspects of the business' products, activities and services that could potentially have an environmental impact. Once identified, these aspects are vetted through a risk analysis process to determine if mitigation factors are required. Also as part of the EMS, an annual legal review is conducted to ensure that all applicable legislation is identified and being adhered to. All discharges of effluent are conducted using federal and provincial regulations and guidelines.</p> <p>In 2022, there were three incidents of non-compliance, where water exiting airport property was above the discharge limit of 100 ppm for glycol. An exceedance is recorded when sampling for given parameters indicates a concentration greater than federal and/or provincial water quality regulations and guidelines and the physical infrastructure ability to contain the fluid has reached capacity, therefore bypassing containment into the stormwater system.</p>		
303-5	Water consumption	<p><b>Total water consumption from all areas in megalitres:</b></p> <p>1,042.5 ML (includes Toronto Pearson Airport: 706.4 ML, the Co-Gen facility: 98.6 ML, and tenants: 237.4 ML)</p> <p>Total water consumption from all areas with water stress in megalitres: N/A</p> <p>Change in water storage in megalitres, if water storage has been identified as having a significant water-related impact: N/A</p> <p>Total water consumption is calculated using water bills from municipality based on water metering.</p>		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Biodiversity</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Environmental		
<b>GRI 304: Biodiversity</b>				
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	The airport property and adjacent areas are not considered protected areas or areas of high biodiversity value.		
304-2	Significant impacts of activities, products and services on biodiversity	The airport property and adjacent areas are not considered protected areas or areas of high biodiversity value, and as such there are no significant impacts of activities, products and services on biodiversity.		
304-3	Habitats protected or restored	Quantitative monitoring of Spring Creek and Etobicoke Creek continues to drive capital planning restoration efforts.		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	There are no listed species on site.		
AO9	Total annual number of wildlife strikes per 10,000 aircraft movements	Cumulative confirmed strike rate: 2.55 strikes/10,000 movements – down from 5.79 for 2021		
<b>Emissions</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Environmental		
<b>GRI 305: Emissions</b>				
305-1	Direct (Scope 1) GHG emissions	<p>65,831 tonnes of CO<sub>2</sub>e. This number includes emissions from sources that the GTAA owns or controls directly. This includes gas and diesel consumption (including fleet vehicles), natural gas used in HVAC and cogeneration facilities and other additional items. The methodology used in the calculations is in accordance with ISO 14064.</p> <p>GHG emissions are third-party verified on an annual basis as part of the federal Output-Based Pricing System (“OBPS”) regulations and as part of the Airport Carbon Accreditation (“ACA”) certification process.</p>	<p><b>TR-AL-110a.1 / TR-AF-110a.1</b> Gross global Scope 1 emissions</p> <p><b>TR-AF-430a.2</b> Total greenhouse gas (GHG) footprint across transport modes</p>	<p><b>TCFD-M.b Metrics and Targets</b> Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks</p>

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Emissions</b>				
<b>GRI 305: Emissions</b>				
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	5,772 tonnes CO <sub>2</sub> e	<b>TR-AF-430a.2</b> Total greenhouse gas (GHG) footprint across transport modes	<b>TCFD-M.b Metrics and Targets</b> Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	The GTAA does not currently report Scope 3 GHG emissions.	<b>TR-AF-430a.2</b> Total greenhouse gas (GHG) footprint across transport modes	<b>TCFD-M.b Metrics and Targets</b> Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks
<b>305-4</b>	GHG emissions intensity	1.96 kg CO <sub>2</sub> e/passenger (Scope 1 and 2 emissions)		
<b>305-5</b>	Reduction of GHG emissions	55.7% reduction in GHG emissions compared to a 2006 baseline		
<b>305-6</b>	Emissions of ozone-depleting substances (ODS)	105.4 tonnes		
<b>305-7</b>	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<b>2022 values:</b> NO <sub>x</sub> : 43.90 tonnes SO <sub>x</sub> : 1.28 tonnes PM <sub>10</sub> : 1.6 tonnes	<b>TR-AF-120a.1</b> Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding NO <sub>2</sub> ), (2) SO <sub>x</sub> , and (3) particulate matter (PM <sub>10</sub> )	<b>TCFD-M.b Metrics and Targets</b> Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks



GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Emissions</b>				
<b>GRI 305: Emissions</b>				
<b>A05</b>	Ambient air quality levels according to pollutant concentrations in micrograms per cubic metre ( $\mu\text{g}/\text{m}^3$ ) or parts per million (ppm) by regulatory regime	<p>Data are collected in both five-minute and hourly averages. All data are reported in Eastern Standard Time (EST).</p> <ul style="list-style-type: none"> <li>• a 24-hour clock average is calculated from 24 hourly clock averages collected from midnight to midnight</li> <li>• a 1-hour running average is calculated from any 12 consecutive five-minute averages</li> <li>• an 8-hour running average is calculated from any 8 consecutive 1-hour averages</li> <li>• a 24-hour running average is calculated from any 24 consecutive 1-hour averages</li> </ul> <p><b>Reporting requirements:</b> All air quality reporting for the GTAA follows requirements in the “Operations Manual for Air Quality Monitoring in Ontario,” published online by the Ontario Ministry of the Environment, Conservation and Parks (MECP).</p> <p>The information shows air quality limits and any exceedances measured at Main AQMS in 2022. In the table, Criterion Types are expressed as either an Ambient Air Quality Criteria (AAQC, as published online by MECP) or a Standard (found in Schedule 3 of O.Reg. 419/05 Air Pollution – Local Air Quality).</p> <p>Each row in the table shows a contaminant, units, criterion type, averaging period, whether the average is a running or clock average, criterion limit, measured maximum (the highest value, running or clock average) for the year and the number of events greater than a criterion (number of times a criterion was exceeded during the year).</p> <p>PM<sub>10</sub> 24-hour (AAQC – 50 <math>\mu\text{g}/\text{m}^3</math>): Measured maximum 96 <math>\mu\text{g}/\text{m}^3</math></p> <p>SO<sub>2</sub> 1-hour (AAQC 40 ppb – Standard 250 ppb): Measured maximum 29 ppb</p> <p>SO<sub>2</sub> 24-hour (Standard 100 ppb): Measured maximum 4 ppb</p> <p>SO<sub>2</sub> annual (AAQC 4 ppb): Measured maximum 1 ppb</p> <p>NO<sub>2</sub> 1-hour (AAQC 200 ppb – Standard 200 ppb): Measured maximum 77 ppb</p> <p>NO<sub>2</sub> 24-hour (AAQC 100 ppb – Standard 200 ppb): Measured maximum 48 ppb</p> <p>CO 1-hour (AAQC 30 ppm): Measured maximum 1.13 ppm</p> <p>CO 8-hour (AAQC 13 ppm): Measured maximum 0.92 ppm</p> <p>Ozone 1-hour (O<sub>3</sub>) (AAQC 80 ppb – Standard 80 ppb): Measured maximum 72 ppb</p> <p>PM<sub>2.5</sub> 24-hour (Target 27 <math>\mu\text{g}/\text{m}^3</math>): Measured maximum 47 <math>\mu\text{g}/\text{m}^3</math></p> <p>There is no longer a 24-hour or annual AAQC or Standard for ozone.</p> <p>Note that for PM<sub>2.5</sub> the criterion is a target only (set by the Canadian Council of Ministers of the Environment).</p>		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Effluents and Waste</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Environmental		
<b>GRI 306: Waste</b>				
306-1	Waste generation and significant waste-related impacts	<a href="#"><u>2022 Annual Information Form – Environmental Matters</u></a> <a href="#"><u>2022 Annual Information Form – Corporate Governance</u></a> <a href="#"><u>2022 Annual Information Form – Risk Factors</u></a> <a href="#"><u>Environmental Policy</u></a>		
306-2	Management of significant waste-related impacts	<p>We aspire to achieve zero waste in our operations by 2050, and to work with suppliers, customers and communities to accelerate the adoption of innovative packaging and products designed for circularity. This aspiration to delink consumption and waste is part of the larger global movement towards a more circular economy.</p> <p>The GTAA is currently engaged in developing a Waste Management Master Plan, as part of larger environmental planning efforts, that aims to develop key metrics, goals and aspirations through 2050.</p> <p>The GTAA works on eliminating waste in our own operations while engaging suppliers, customers and others to reduce waste in the broader value chain and promote circularity. Over and above the regular recycling programs, the GTAA also recycles paper towels, shrink wrap, batteries and pens, and has an organics recycling program in the food kitchens in the terminals and our administration building. We also require our construction contractors to have programs in place to recycle construction and building materials.</p> <p>Operational waste is disposed of through a third-party service hauler who manages waste in line with contractual and legal obligations. No operational waste goes to landfill; all material that is not recycled or composted is sent to an energy-from-waste facility (incineration facility). Construction waste is managed through separate hauling contracts, and is reported on through aggregated metrics.</p> <p>Waste metrics are managed and reported to the GTAA through contracted service haulers, by type of material, weight of material, and percentage of material diverted from landfill. Operational waste that is not suitable for organics or recycling programs is currently incinerated at a contracted energy-from-waste facility.</p>		
306-3	Waste generated	<p><b>Percentage of waste materials diverted from landfill (by weight):</b></p> <p>Operational waste: 72%</p> <p>Construction waste: 99.5%</p>		
306-4	Waste diverted from disposal	Operational waste: 4,274.0 MT		
306-5	Waste directed to disposal	Operational waste: 2,509.8 MT		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 300: Environmental Standards Series</b>				
<b>Noise</b>				
AO7	Number and percentage change of people residing in areas affected by noise	<p>The GTAA has a robust Noise Management Program based on the International Civil Aviation Authority's balanced approach to noise management. The Program includes guidelines pertaining to reduction of noise at source (engine and airframe), land use planning and management, noise abatement, and operational procedures and operating restrictions. Periodically, the Program is enhanced to improve how Toronto Pearson manages noise management.</p> <p>As part of this, to mitigate the number of residents impacted by operational noise, the GTAA has worked with the neighbouring municipalities to create an Airport Operating Area (AOA) surrounding the Airport. The AOA, which is based on a Noise Exposure Forecast contour of 30, delineates an area within which certain land uses that are incompatible with airport operations, including residential development and schools, are opposed by the GTAA. The AOA has been incorporated into the official plans of the cities of Toronto, Mississauga and Brampton, and the Region of Peel.</p> <p>In 2022, we received 168,265 noise complaints from 1,211 residents.</p> <p>2022 Sustainability Report – Social</p> <p><a href="#"><u>2022 Annual Information Form – Ground Lease – Noise Management Program</u></a></p> <p><a href="#"><u>Environmental Policy</u></a></p> <p><a href="#"><u>InsightFull</u></a></p>		
<b>Supplier Environmental Assessment</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	<p>2022 Sustainability Report – Environmental</p> <p><a href="#"><u>Environmental Policy</u></a></p> <p><a href="#"><u>Supplier Code of Conduct</u></a></p>		
<b>GRI 308: Supplier Environmental Assessment</b>				
308-1	New suppliers that were screened using environmental criteria	<p>We competitively bid nearly all of our large contracts, and those competitions include evaluating proposals relative to our Environmental Policy and Green Procurement Policy, and evaluating the social and environmental performance of contracted suppliers. Small contracts that are not competitively bid are still compelled to comply with laws, including environmental and social ones. And contracts for construction on our lands are often subject to assessments in accordance with the <i>Impact Assessment Act</i>. There is screening for environmental and social criteria across the board.</p> <p><a href="#"><u>Impact Assessment Act</u></a></p>		
308-2	Negative environmental impacts in the supply chain and actions taken	Did not disclose in 2022.		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 400: Social Standards</b>				
<b>Employment</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	<p>2022 Sustainability Report – Social</p> <p><u><a href="#">2022 Annual Report – Board Committees, Human Resources and Compensation Committee</a></u></p> <p><u><a href="#">2022 Annual Information Form – Board Committees, Human Resources and Compensation Committee</a></u></p> <p><u><a href="#">Community</a></u></p>		
<b>GRI 401: Employment</b>				
401-1	New employee hires and employee turnover	<p>As of December 31, 2022, the GTAA employed 1,691 persons who were engaged in management, technical, administrative and general labour activities. This number includes 187 seasonal employees who were employed in general labour activities in the deicing and airfield maintenance departments.</p> <p>The majority of the GTAA's employees are unionized, represented by either Unifor Local 2002 or the Pearson Airport Professional Fire Fighters Association (PAPFFA): 72% Unifor, 23% non-union, 5% PAPFFA.</p> <p>Voluntary turnover rate: 4.9%</p> <p>Involuntary turnover rate: 1.4%</p> <p>2022 Sustainability Report – Social</p>		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>The GTAA has a single location of operations, and all employees are eligible for benefits, with the exception of temporary non-unionized employees.</p> <p>Permanent full-time and part-time GTAA employees are provided a comprehensive compensation package that includes group health benefits, paid and unpaid leave, and participation in a retirement program.</p> <p><u><a href="#">2022 Annual Information Form – Compensation Discussion and Analysis</a></u></p>		
401-3	Parental leave	<p>The GTAA complies with the Canada Labour Code (Part III) in providing employees with parental leave upon their request (provided they are eligible as the birth parent of a newborn or parent of an adopted child) and in ensuring any employee who takes maternity or parental leave is reinstated in the position that the employee occupied when the leave commenced. If there is a valid reason that an employee cannot be reinstated, the GTAA reinstates the employee in a comparable position with the same wages and benefits and in the same location.</p> <p>In addition, the GTAA tops up the equivalent to the difference between Canada's Employment Insurance benefits and 93% of the employee's normal weekly rate, up to a maximum of 30 weeks (employee must have completed six months of service), with the exception of Unifor employees, who are topped up to 100%, in accordance with their Collective Agreement.</p> <p>A total of 11 women and 30 men took parental leave in 2022. The GTAA's retention rate in relation to parental leave for 2022 was 97.6%.</p> <p>Total number of employees who were entitled to parental leave, by gender: 461 female, 1,230 male</p> <p>Return to work and retention rates of employees who took parental leave, by gender: male 100%, female 90.9%</p> <p><u><a href="#">Canada Labour Code</a></u></p>		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 400: Social Standards</b>				
<b>Labour/Management Relations</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics			
<b>GRI 402: Labour/Management Relations</b>				
402-1	Minimum notice periods regarding operational changes	<p>The Collective Agreement includes language pertaining to minimum notice periods regarding significant operational changes, in particular the articles on Layoff/Recall and Technological Change, where a 120-day notice period is provided to the union. At the commencement of this notice period, the parties meet to consult prior to the employees ultimately receiving notice pertaining to such operational changes.</p> <p>The GTAA otherwise complies with applicable labour and employment legislation, including the Canada Labour Code and the <i>Employment Standards Act</i> (Ontario).</p> <p><u><a href="#">Canada Labour Code</a></u></p> <p><u><a href="#">Employment Standards Act (Ontario)</a></u></p>		
<b>Occupational Health and Safety</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Social		
<b>GRI 403: Occupational Health and Safety</b>				
403-1	Occupational health and safety management system	The GTAA has implemented an Occupational Health and Safety (OHS) Management System. This system has been implemented based on the ISO standard as a method of risk mitigation. The system covers all GTAA workers, including contract workers.	<b>TR-AL-540a.1</b> <b>TR-AF-540a.1</b> Description of implementation and outcomes of a Safety Management System	
403-2	Hazard identification, risk assessment and incident investigation	<p>The GTAA uses a Hazard Identification, Assessment and Control process to determine how to minimize risk to workers. This includes Job Safety Analysis, field-level hazard assessments, Threat/Hazard Identification Risk Assessment (T/HIRA), safety reviews and workplace inspections.</p> <p>The GTAA implements a non-punitive safety reporting policy to encourage all employees to report work-related incidents, hazards and hazardous situations. All reported work-related incidents and hazards go through the safety review process, which includes investigation.</p> <p>The GTAA uses systems of quality control and quality assurance to monitor compliance and effectiveness. The OHS Committee and system owners use these systems to develop annual improvement goals. An online all-incident reporting form is used to capture any incidents.</p> <p>Workers have the right to refuse unsafe work as per the Canada Labour Code (CLC). The GTAA uses a comprehensive concern review process to investigate incidents and create corrective action plans.</p>		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 400: Social Standards</b>				
<b>Occupational Health and Safety</b>				
<b>GRI 403: Occupational Health and Safety</b>				
403-3	Occupational health services	The GTAA is located in Ontario, Canada, and access to occupational medical services is not impeded in our community. Access is easy and government-funded. The GTAA also has access to occupational health nurse services, an industrial hygienist service and a Chief Medical Officer to help make medically appropriate decisions.		
403-4	Worker participation, consultation and communication on occupational health and safety	All GTAA employees are represented by both a Workplace Health and Safety Committee (WHSC) and a Policy Occupational Safety and Health (POSH) Committee. The WHSC meets monthly and the POSH meets bi-monthly to discuss health and safety concerns, review progress and make recommendations to improve health and safety in the workplace, ensuring that the underlying principles of the internal responsibility system are followed at all times.  2022 Sustainability Report – Social	<b>TR-AL-540a.1</b> <b>TR-AF-540a.1</b> Description of implementation and outcomes of a Safety Management System	
403-5	Worker training on occupational health and safety	The GTAA has a wide array of health and safety training courses – both general and task specific. These are based on legislation and the information that feeds out of the management system and its safety reviews. The GTAA has established a minimum health and safety curriculum that is mandatory for all GTAA employees, which covers areas such as OHS awareness, violence and harassment, WHMIS, facility emergency and evacuation planning, workplace ergonomics, manual material handling, fire extinguisher basics, and fatigue management.  Additional task-specific training is required for workers based on their job requirements, such as confined space entry, aerial working platform, working at heights, lift truck and man-lift operation, electrical safety, etc.		
403-6	Promotion of worker health	The GTAA is located in Ontario, Canada, and access to non-occupational medical services is not impeded in our community. Access is easy and government-funded.  2022 Sustainability Report – Social  <i><u><a href="#">2022 Annual Report – Employee Engagement: Building a Workforce That’s Pearson Proud</a></u></i>		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	The GTAA has a comprehensive pre-qualification process and only uses contractors that have their own Health and Safety Management System.		
403-8	Workers covered by an occupational health and safety management system	The GTAA has implemented an Occupational Health and Safety Management System. This system has been implemented based on the ISO standard as a method of risk mitigation. The system covers all GTAA workers and contractors who are employed at the Airport.	<b>TR-AL-540a.1</b> <b>TR-AF-540a.1</b> Description of implementation and outcomes of a Safety Management System	

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 400: Social Standards</b>				
<b>Occupational Health and Safety</b>				
<b>GRI 403: Occupational Health and Safety</b>				
<b>403-9</b>	Work-related injuries	<p><b>For all employees:</b></p> <p>The number and rate of fatalities as a result of work-related injury: 0</p> <p>The number and rate of high-consequence work-related injuries (excluding fatalities): 19 (called lost-time rate: 1.68)</p> <p>The number and rate of recordable work-related injuries: 42 (rate 3.71)</p> <p>The main types of work-related injury: (1) Slip and fall and (2) musculoskeletal. Targeted safety campaigns and programs were implemented to address these two main hazards, including winter slip and fall, manual handling program campaigns, and targeted safety briefings.</p> <p>The number of hours worked: 2,264,000</p> <p>Data for workers who are not employees of the GTAA but whose work and/or workplace is controlled by the GTAA is not tracked by the GTAA.</p> <p>External to GTAA are contractors, who control their own hazards.</p> <p>Incidents are captured and investigated and corrective action is taken for all hazards; the GTAA does not categorize incidents as high-hazard. The rates provided are based on 200,000 hours worked.</p> <p>All hazards are assessed as they are identified. The system's goal is to eliminate and/or mitigate hazards.</p> <p>High-hazard is interpreted as lost time.</p>	<b>TR-AF-320a.1</b> (1) Total recordable incident rate (TRIR), and (2) fatality rate for (a) direct employees, and (b) contract employees	
<b>403-10</b>	Work-related ill health	<p>The GTAA had no fatalities or work-related ill health incidents in 2022.</p> <p>The GTAA had a total of 61 cases of recordable work-related ill health attributed to the COVID-19 Omicron variant at the start of the year, from January to April 2023. These cases are presumed to have occurred due to workplace spread.</p> <p>During the time of the pandemic, the GTAA implemented enhanced cleaning and disinfection of high-touch areas in the workplace, personal health check screening, masking requirements and physical distancing protocols. These restrictions were later relaxed, in July and onwards, following the changes in the federal and provincial COVID-19 restrictions.</p>	<b>TR-AF-320a.1</b> (1) Total recordable incident rate (TRIR), and (2) fatality rate for (a) direct employees, and (b) contract employees	

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 400: Social Standards</b>				
<b>Training and Education</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Social 2022 Sustainability Report – Training and Development <i>2022 Annual Report – Employee Engagement: Building a Workforce That’s Pearson Proud</i>		
<b>GRI 404: Training and Education</b>				
404-1	Average hours of training per year per employee	This data is unavailable due to our training system technology and varying methods of training delivery.		
404-2	Programs for upgrading employee skills and transition assistance programs	The GTAA provides employees with a wide range of both job-specific and developmental training opportunities, based on training plans that are created for them according to their specific, identified training needs. The GTAA also regularly provides information sessions to employees on a range of topics, including retirement planning and outplacement support services. <i>2022 Annual Report – Employee Engagement: Building a Workforce That’s Pearson Proud</i>		
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our non-unionized employees, regardless of gender, receive an annual performance and career development review.		
<b>Diversity and Equal Opportunity</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Social		
<b>GRI 405: Diversity and Equal Opportunity</b>				
405-1	Diversity of governance bodies and employees	As of December 31, 2022, 27% of our workforce is female. 6% are under the age of 30 (1.9% female and 4.1% male); 54.3% are 30–49 years old (15.4% female and 38.9% male); and 39.5% are over the age of 50 (9.8% female and 29.6% male).	<b>SV-PS-330a.1</b> Percentage of gender and racial/ethnic group representation for (1) executive management, and (2) all other employees	
405-2	Ratio of basic salary and remuneration of women to men	The GTAA has a single location of operations. The GTAA complies with its obligation under federal employment equity and human rights legislation, including preparing an Employment Equity Plan in accordance with the <i>Employment Equity Act</i> (Canada). Employee salaries are determined based on the scope of work performed, irrespective of the gender of employees.  Women (average salary): Manager \$130,904, Non-manager \$82,277  Men (average salary): Manager \$137,007, Non-manager \$89,791  Manager: women earned \$96 per \$100 earned by men  Non-manager: women earned \$92 per \$100 earned by men		



GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 400: Social Standards</b>				
<b>Non-discrimination</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	<a href="#">2022 Annual Information Form – Diversity of Directors and Executive Officers</a>		
<b>GRI 406: Non-discrimination</b>				
406-1	Incidents of discrimination and corrective actions taken	In 2022, there were three reports of alleged discrimination. Two reports were substantiated and remedial action was taken, and one report was resolved through mediated conciliation and no longer subject to action.		
<b>Freedom of Association and Collective Bargaining</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Social <a href="#">2022 Annual Report – Employee Engagement: Building a Workforce That’s Pearson Proud</a>		
<b>GRI 407: 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	The Canadian legislative environment protects our workers’ rights. Our employees have exercised their right to representation by a union.  <a href="#">Canada Labour Code</a>		
<b>Rights of Indigenous Peoples</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Social <a href="#">2022 Annual Report – Community: Supporting Our Communities Propeller Project</a>		
<b>GRI 411: Rights of Indigenous Peoples</b>				
411-1	Incidents of violations involving rights of Indigenous peoples	There were no incidents during the reporting period.		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 400: Social Standards</b>				
<b>Local Communities</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Social <u><a href="#">Community</a></u>		
<b>GRI 413: Local Communities</b>				
413-1	Operations with local community engagement, impact assessments and development programs	2022 Sustainability Report – Social <u><a href="#">Community</a></u> <u><a href="#">Propeller Project</a></u> <u><a href="#">Noise Management</a></u> <u><a href="#">InsightFull</a></u>		
413-2	Operations with significant actual and potential negative impacts on local communities	2022 Sustainability Report – Environmental 2022 Sustainability Report – Social <u><a href="#">Community</a></u> <u><a href="#">Propeller Project</a></u> <u><a href="#">Noise Management</a></u> <u><a href="#">InsightFull</a></u>		
<b>Supplier Social Assessment</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	<u><a href="#">Code of Business Conduct and Ethics</a></u> <u><a href="#">2022 Annual Report – Corporate Governance, Ethical Business Conduct</a></u> <u><a href="#">2022 Annual Information Form – Corporate Governance, Ethical Business Conduct</a></u>		
<b>GRI 414: Supplier Social Assessment</b>				
414-1	New suppliers that were screened using social criteria	We competitively bid nearly all of our large contracts, and those competitions include evaluating proposals relative to our Environmental Policy and Green Procurement Policy, and evaluating the social and environmental performance of contracted suppliers. Small contracts that are not competitively bid are still compelled to comply with laws, including environmental and social ones. And contracts for construction on our lands are often subject to assessments in accordance with the <u><a href="#">Impact Assessment Act</a></u> . There is screening for environmental and social criteria for nearly all GTAA suppliers.		
414-2	Negative social impacts in the supply chain and actions taken	Did not disclose in 2022.		

GRI Standard	Disclosure	Response	SASB Alignment	TCFD Alignment
<b>GRI 400: Social Standards</b>				
<b>Customer Health and Safety</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Social		
<b>416: Customer Health and Safety</b>				
416-1	Assessment of the health and safety impacts of product and service categories	Did not disclose in 2022.		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No reports of non-compliance regarding products or services rendered in 2022.		
<b>Customer Privacy</b>				
<b>GRI 3: Material Topics</b>				
3-3	Management of material topics	2022 Sustainability Report – Governance		
<b>418: Customer Privacy</b>				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	The organization has not identified any substantiated complaints from outside parties or regulatory bodies in 2022. 2022 Sustainability Report – Governance, Cybersecurity	<b>SV-PS-230a.3</b> (1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), and (3) number of customers affected	



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## WE WELCOME YOUR FEEDBACK

If you have any questions or comments regarding this report, or suggestions for topics you'd like to see covered in future reports, please write to us at:

Greater Toronto Airports Authority  
Toronto – Lester B. Pearson International Airport  
P.O. Box 6031  
3111 Convair Drive  
Toronto AMF, Ontario, Canada L5P 1B2

or send an email to [Publication@GTAA.com](mailto:Publication@GTAA.com).

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## THANK YOU FOR YOUR INTEREST

The Greater Toronto Airports Authority was incorporated in 1993 and manages Toronto – Lester B. Pearson International Airport under terms set out in our December 1996 lease with the Government of Canada.

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