| 2022 Annual Report:

Accountability Data

Contents

About This Report

The following document supplements our 2022 Annual and Sustainability Report and is informed by the Global Reporting Initiative's (GRI) Universal Standards. This report reflects the environmental, economic, social, and governance impacts of Vancouver Airport Authority (the "**Airport Authority**") and our operation at the Vancouver International Airport (YVR). It does not include the impacts of our subsidiaries other than as part of the Airport Authority's consolidated financial statements.

Throughout the report, we refer to additional data and information contained in the 2022 Annual and Sustainability Report, consolidated financial statements, and information available on our website.

The references made throughout our report include: Global Reporting Initiative Universal Standards and the UN Sustainable Development Goals.

2022 External Assurance

As part of our commitment to transparency, and providing our community with clear, concise and reliable information, in 2022, we undertook our first Environmental, Social and Governance (ESG) audit and engaged Ernst and Young (EY) to provide external assurance over a selection of ESG indicators in this report. This engagement consisted of a limited level of assurance over 20 key ESG indicators and a reasonable level of assurance over our Scope 1 and Scope 2 GHG emissions. **ESG indicators receiving assurance are marked with an A in this report.** A detailed description of the results for the 2022 ESG audit can be viewed in the Independent Practitioner's Assurance Report.

Materiality Assessment

Our 2022 data is centered around 17 material topics, reflecting our impacts and where we influence the assessment and decisions of stakeholders. These topics were identified through an extensive process that included a document review, surveys, workshops, and interviews with key stakeholders, and are summarized in our Content Index. These material topics are presented in the context of the UN Sustainable Development Goals.

In addition to canvassing Airport Authority employees, we consulted numerous stakeholders to identify the material topics in this report, including airlines, passengers, local communities, airport business partners, government and regulators, industry associations, and our investors.

We completed a comprehensive review of the 17 UN Sustainable Development Goals and we compared the encompassed 169 targets to our business operations. While we recognize the importance of all 17 goals, our organization is best able to contribute to 14 of the 17 goals, pictured below. References to these goals can be seen throughout this report.

3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER
15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		

Our Business

2022 Business Performance at a Glance

In 2022, we launched our 2022-2024 Strategic Plan (the "**Plan**") that builds on our purpose of serving the community and the economy that supports it. The Plan outlines our six strategic work streams: Strengthening the Core; Purpose Through People; Financial Sustainability; Climate; Gateway to the New Economy and Staying Ahead of COVID. Implementation of the Plan is considered through the four lenses of Digital, Climate, Reconciliation and Financial Sustainability. As part of the Plan, we introduced 16 Key Performance Indicators ("**KPIs**") to help us track our success. These KPIs are focused on our customer-driven business performance; operational performance and efficiency; financial performance and sustainability; and people, diversity and well-being.

Our 2022 Corporate Scorecard[1]

⊘ met target   ⊖ target not met

CUSTOMER-DRIVEN BUSINESS PERFORMANCE

Metric	Target	Annual Total	Success
Customer Satisfaction (CSAT)[2]	90%	89% A	⊖
Airline Satisfaction[3]	3.5 unweighted	3.39 A	⊖
Wi-Fi Satisfaction[4]	89%	80% A	⊖

1   Definitions for internally developed criteria can be found in the appendix.
2   The CSAT score is administered every 4 days by Leger and monitored on a monthly basis. See the Guest Experience section for more details.
3   Our airline satisfaction survey was developed internally and ran from October 17th – November 10th, 2022. See Air Services, Passengers, and Cargo section for more details around survey results.
4   The Wi-Fi satisfaction score is based on monthly, in-terminal customer satisfaction surveys administered by Leger. See the Guest Experience section for more details.

OPERATIONAL PERFORMANCE AND EFFICIENCY

Metric		Target	Annual Total	Success
Passengers		7.83M	19.01M A	✓
Cargo – Total Tonnes		274,000 tonnes	302,572 tonnes	✓
Cargo – Integrators		113,000 tonnes	152,698 tonnes	✓
Cargo – Belly Cargo		161,000 tonnes	149,875 tonnes	⊖
Departure Punctuality		80%	68.4% A	⊖
Average Wait Times at Security Screening		85%/15min	85%/16.3min A	⊖
Baggage Connections		98.0%	99.9% A	✓

FINANCIAL PERFORMANCE AND SUSTAINABILITY[1]

Metric		Target	Annual Total	Success
Revenue		$268.9M	$502.2M	✓
Earnings Before Interest Depreciation and Amortization (EBIDA)		$24.5M	$215.3M	✓
Excess of Revenue Over Expenses (EROE)		-$205.5M	-$27.20M	✓
Return on Invested Capital (ROIC)		-6.4%	0.7%	✓

1   The audited Consolidated Financial Statements document is available to download from this web page.

PEOPLE, DIVERSITY, AND WELL-BEING

Metric		Target	Annual Total	Success
	People Experience Survey[1]	Top Quartile	Third Quartile A	⊖
	Lost Time Injury Frequency Rate	0.49	1.26 A	⊖

1   Our annual employee survey ran from January 17–30th, 2022. The People Experience Survey was administered by a third party, McKinsey and Company, one of the world's leading international management consultancies. The Airport Authority's OHI score was 62, which rated in the third quartile relative to McKinsey's global database.

CLIMATE CHANGE

Metric		Target	Annual Total	Success
	Airport Authority Scope 1 and Scope 2 Greenhouse Gas Emissions	11,588 tonnes	Scope 1[2] – 10,164t A Scope 2 – 1,161t A Total – 11,325t	⊘

2   Direct Scope 1 GHG emissions exclude biogenic CO_2 emissions. In 2022 biogenic CO_2 emissions totaled 112t CO_2e.

Air Services, Passengers, and Cargo

YVR is a major international airport that provides critical and strategic links between Vancouver and markets across the world. By connecting people and places, cargo and markets, we open BC to the world, supporting connectivity and enabling the flow of ideas, experiences, knowledge, goods and investment. During 2022, the Airport Authority experienced a significant increase in passengers, airlines, and destinations served at and/or from YVR as global aviation recovered from the COVID-19 pandemic. We exceeded our corporate target of 7.8 million passengers with a total of 19.01 million passengers in 2022 due to a faster than anticipated recovery. With a year focused on recovery, the airport community worked hard to deliver service despite resourcing issues, unpredictable peak operations, and extreme weather events.

We continued our efforts to improve operational performance by working with our business partners in tracking KPIs such as departure punctuality, average wait time at security screening, and baggage connections.

- Our departure punctuality is measured through the proportion of flights that depart from their stand within 15 minutes of their original scheduled departure time. We remained below our set target of 80% with only 68.4% of our flights meeting their original scheduled departure times. This was a result of a significant increase in travel demand, staffing issues across Sea Island and late arrivals from other airports experiencing similar challenges.

- Our average wait time KPI represents the average time it takes a passenger to get through security screening from the point of lining up to fully clearing security. We did not reach our target wait time of 15 minutes. Our average wait time for the 2022 reporting period was 16.3 minutes as a result of significant air travel demand compounded by staff resourcing challenges experienced by our agency partners.

- Our baggage connection KPI represents the proportion of connecting bags that have been successfully delivered to our customers and partners at YVR on time with a delivery time of 15 minutes prior to the actual flight departure for Domestic and 25 minutes prior to the actual flight departure for International/Transborder. It is used to monitor and improve our baggage system performance and allocation plans. It also provides insight on the effectiveness and efficiency of our baggage handling system. Our baggage connections remained on target with 99.9% of connecting bags successfully delivered to our customers and partners at YVR.

Number of Arriving and Departing Passengers (GRI A01)

2022[1]						
Passengers	Domestic	Transborder	Asia Pacific	Europe	Latin America	Total
Arriving Passengers	5,301,558	2,183,597	955,856	730,291	392,985	9,564,287
Departing Passengers	5,296,840	2,182,274	906,783	681,453	381,779	9,449,129
Total Passengers	10,598,398	4,365,871	1,862,639	1,411,744	774,764	19,013,416

1   While the Airport Authority collects accurate data for transfer passengers, specific data related to connecting passengers is currently not available.

2021[2]						
Passengers	Domestic	Transborder	Asia Pacific	Europe	Latin America	Total
Arriving Passengers	2,577,234	432,062	261,270	190,514	87,782	3,548,862
Departing Passengers	2,583,508	499,171	202,900	158,031	94,130	3,537,740
Total Passengers	5,160,742	931,233	464,170	348,545	181,912	7,086,602

2   While the Airport Authority collects accurate data for transfer passengers, specific data related to connecting passengers is currently not available.

2020[1]						
Passengers	Domestic	Transborder	Asia Pacific	Europe	Latin America	Total
Arriving Passengers	2,110,801	689,383	536,006	142,088	176,361	3,654,639
Departing Passengers	2,130,550	664,291	552,119	133,772	164,916	3,645,648
Total Passengers	4,241,351	1,353,674	1,088,125	275,860	341,277	7,300,287

1 While the Airport Authority collects accurate data for transfer passengers, specific data related to connecting passengers is currently not available.

2019[2]						
Passengers	Domestic	Transborder	Asia Pacific	Europe	Latin America	Total
Arriving Passengers	6,337,287	3,208,302	2,320,184	887,005	466,211	13,218,989
Departing Passengers	6,344,025	3,203,390	2,266,615	873,980	472,871	13,160,881
Total Passengers	12,681,312	6,411,692	4,586,799	1,760,985	939,082	26,379,870

2 While the Airport Authority collects accurate data for transfer passengers, specific data related to connecting passengers is currently not available.

Number of Airlines and Destinations Served by YVR in 2022

In 2022, we had 52 airlines serving 111 destinations (2021 – 36 airlines, 98 destinations; 2020 – 46 airlines, 69 destinations; 2019 – 56 airlines, 122 destinations).

Cargo

A total of 302,572 tonnes of cargo was transferred through YVR (2021 – 278,569; 2020 – 240,514; and 2019 – 304,078) exceeding our corporate target of 274,000 tonnes. The integrators continued to show strong growth while belly capacity started to recover later in the year as restrictions were removed. Cargo volumes at YVR, like other west coast airports are now close to 2019 levels. While cargo demand was very strong in 2021, 2022 reflected some weaker demand as consumers shifted towards services from goods, cargo from ocean to air declined and retail inventories were much higher due to inflationary pressures.

Airline Satisfaction Survey

We strive to develop and maintain strong relationships with our airline partners to best serve our passengers and community. What our airline customers think matters to us and in 2022 we surveyed their level of satisfaction for the second consecutive year on the passenger experience, terminal systems, airside assets, workplace environment and support, and interactions. In 2022, 31 of 39 carriers responded to our survey with a 79% response rate (2021 – 87%). A total of 87% of responding airlines indicated that we were meeting or exceeding expectations (2021 – 74%), while no airlines reported that we were not meeting expectations (2021 – 0%). Our top scores were in the areas of responsiveness to airline issues, quality of verbal and written communications, support and understanding of airline needs, partnership with airlines on broader stakeholder engagement and meeting our commitments to airlines. Pre-board security screening, holdrooms and passenger amenities, baggage delivery and carousel experience, ease of making flight connections and infrastructure we provide for the check-in experience were identified as areas needing improvement. These challenges were due to the faster-than-anticipated passenger return placing additional pressure on airport processes and services.

Guest Experience

We strive to deliver a great airport experience for passengers, partners, and communities by taking an integrated, collaborative approach to make the travel experience welcoming, efficient, consistent and inclusive.

In 2022, we looked at the airport's customer service model and saw an opportunity to both elevate the customer experience and be more connected to the community. We launched a new Guest Experience Program with an in-sourced team of frontline representatives who welcome guests to YVR and reflect Musqueam culture and tradition. Our Guest Experience team provides support 24/7, speaks over 30 languages and are located at key touchpoints along the passenger journey to answer questions, provide solutions, and contribute to operational excellence.

Customer Service Quality

Our customer satisfaction ("**CSAT**") score is based on in-terminal customer satisfaction surveys conducted every 4 days which monitor our passenger satisfaction across various aspects of the airport experience and helps inform future project initiatives: these scores are monitored on a monthly basis. The CSAT survey collects data from randomly selected departing, arriving and connecting passengers, and includes a broad array of topics such as Wi-Fi availability and quality, food and beverage choices, speed of check-in, cleanliness, and overall friendliness of staff. In 2022, 89% (2021 – 90%; 2020 – 90%; 2019 – 91%) of respondents reported being either "very satisfied" or "satisfied" with our services and facilities. As we continued to recover from the impacts of the COVID-19 pandemic, we worked hard to deliver customer service quality during a period of rapidly increasing passenger volumes, staffing constraints and unpredictable weather events.

Wi-Fi Satisfaction

As part of our CSAT survey, the Airport Authority also measures and monitors satisfaction level around our Wi-Fi usage experience. We fell below our target set at 89% on our Wi-Fi Satisfaction score by 9 percentage points with a steady decrease in Wi-Fi satisfaction through the year (2021 – 85%). Factors that may have contributed to the lower score include the implementation of splash screens upon user access as well as congestion at check-in, security and customs causing Wi-Fi access to become saturated from rapid passenger recovery and increased use of digitalized passenger processing platforms post-COVID. In response to this, we reverted to a single click Wi-Fi login and put plans in place to update our hardware to improve quality service and satisfaction.

Security and Safety

Our security and safety are made up of the following areas: airside safety, security practices, emergency preparedness, cyber security and privacy, and wildlife management. Security and safety are at the core of our business and are managed through numerous policies, programs, and training workshops.

Airside Safety

Our health and safety practices comply with the *Quarantine Act, Public Health Agency of Canada Act, Canadian Aviation Security Regulations* ("**CASR**"), and *Canadian Aviation Regulations* ("**CARs**"). In 2022, we enhanced our airside safety goals and added additional measures to further ensure our success. As part of our Integrated Airport Safety Strategy ("**IASS**") we provided training to all Airport Authority departments on our Safety Management System ("**SMS**"), including why we have airside-specific safety goals. As part of the work identified in the IASS, we have set objectives for each operational department to establish their own annual safety goals. Baggage – as one of the biggest operational areas – has already published its safety goals for 2023. All other departments are in progress into 2023.

Security Practices

Our security practices and awareness programs comply with CASR. Our customers and passengers interact daily with frontline service staff who ensure their safety and security. As required by CASR, we have a Security Awareness Program where all staff working at the airport complete airport security awareness training. We work closely with our agency partners at Canada Border Services Agency and Canadian Air Transport Security Authority to support national security and public safety priorities.

Emergency Preparedness

Our emergency preparedness complies with CASR and CARs. In 2022, the emergency preparedness program expanded its reach by offering exercises and training to a wider and more diverse audience than ever before. Building off last year's efforts, emergency operations center training continued with offerings for previously untrained employees. Additionally, all shift workers attended spring and fall training sessions covering various emergency programs and procedures. This year also brought the return of in-person exercises, including 25-night shift tabletop exercises held for the Airport Authority and RCMP teams, a large stakeholder security exercise with 80 participants from 10 agencies, and a full-scale aircraft incident exercise with 170 participants from 15 organizations. This work provides primary and secondary responders with opportunities to improve coping responses and practice what they've learned.

Cyber Security and Privacy

Our privacy practices comply with the *Personal Information Protection and Electronic Documents Act* (PIPEDA). We have a cross-departmental cyber security and privacy team that manages our internal and external policies, provides training to Airport Authority employees, and works with Airport Authority business units to advise on best practices in cyber security and privacy. We have adopted the NIST cyber security framework, and we continue to strengthen our layers of defense with recent improvement in our Security Operations Center, Endpoint Detection and Response, and Incident Recovery Capabilities. To ensure compliance and to identify potential areas of improvement, we provided Cyber Security and Privacy trainings to targeted departments, including Security, Communications, Finances, IT, and HR. In 2022, the Airport Authority did not experience a cyber security breach, nor did we have any substantiated complaints concerning breaches of customer privacy or losses of customer data (2021 – 0; 2020 – 0; 2019 - 0). **(GRI 418-1)**

Wildlife Management

Our wildlife management team ensures safe aircraft operations while conserving wildlife. Aircraft operating at YVR share the skies with migratory birds from across the globe. Many of these birds rely on the productive estuaries of the Fraser River delta for their survival. We mitigate the risk of collisions between these animals and aircraft through our Wildlife Management Program. Our program is informed by a detailed understanding of the behavioural ecology of wildlife. Our work is supported by data systems, like avian radar, to document and understand patterns of bird behaviour. From this information we strategically deploy a variety of non-lethal techniques to disperse animals away from the runways and aircraft flight paths. These include using trained birds of prey and dogs to scare birds from the airfield, and capturing and translocating wild birds of prey away from the airport to safer and suitable habitats.

Total Number of Wildlife Strikes per 10,000 Aircraft Runway Movements (GRI A09)

	2022	2021	2020	2019
Reported wildlife strike incidents[1]	180	128	132	223
Wildlife strike incidents per 10,000 aircraft runway movements	6.9	9	9.8	8
Confirmed number of animals struck	212	161	138	338
Confirmed number of animals struck per 10,000 aircraft runway movements	8	11.3	10.2	11.7

1   A reported wildlife strike occurs anytime a pilot reports a strike, ground personnel observe a strike, an animal is found deceased or injured within the runway strip or animal remains are found on an aircraft. Multiple animals may be struck during a single strike incident. The overall boundary for which the wildlife strike is recorded is defined by Transport Canada as within 90m of the extended runway center and/or when the aircraft is below 200ft on approach and 500ft on takeoff. Summary based on aircraft movement data provided by YVR Noise Management program; only includes runway movements for runways 08R, 08L, 26R, 26L and 13.

Parking and Ground Transportation

YVR's ground transportation network is a multi-modal network that provides our passengers, employees, and the Sea-Island community with a variety of travel options to and from YVR. We also actively manage several parking facilities, including public and employee parking lots on Sea Island. We work closely with our transportation partners to provide safe, reliable, and sustainable transportation options.

Mode of Transportation	2022	2021	2020	2019
Parking transactions[1]	960,200	412,958	390,786	1,486,283
Outbound taxi trips	482,000	235,000	316,000	1,320,000
Ride hail trips to and from the airport	1,177,000	248,000	193,000	nil
Canada Line SkyTrain boarding's and alighting's				
At the three stations on Sea Island	7,390,000	3,390,000	3,210,000	10,210,000
Off-island Canada Line trips	4,540,000	2,030,000	2,110,000	6,630,000
Intra-island trips	2,850,000	1,360,000	1,090,000	3,580,000
Percentage of departing passengers reported using public transportation for their journey to YVR	28%	16.9%	18%	29%
Canada Line SkyTrain	21%	11.9%	12%	17%
Other forms of collective transportation (e.g. shuttle buses, courtesy buses, and coaches)	7%	5%	6%	12%

1   This includes transactions from the YVR Parkade, JetSet Self-Park and the Value Long Term Lot.

Parking and Ground Transportation Highlights

Parking

In 2022 we developed a program with the intent to significantly expand electric vehicle ("**EV**") charging capability at YVR. The program focuses on fast charging capability at various locations around the Airport for the public, our ground transportation business partners as well as the Authority's fleet of vehicles. The project commenced in late 2022 and equipment installation will be complete by the end of 2024.

Ground Transportation

Taxi Program: In 2022 we completed a new long-term agreement with the 17 taxi companies that service YVR. We focused on driving greater efficiency and increasing supply of vehicles to service passengers, particularly during periods of peak demand. We also ensured that we continue to offer a high standard of service to our passengers and provide support to enable a partial transition to EV vehicles over the term of the agreement. The total taxi fleet of 1,023 vehicles is comprised of 3 EVs and 833 hybrid-electric vehicles (2021 – total fleet of 717 with 529 hybrid-electric vehicles, 2020 – total fleet of 705 with 565 hybrid-electric vehicles, 2019 – total fleet of 695 with 504 hybrid-electric vehicles).

We continue to work closely with our major ground transportation partners, such as taxi and ride-hail operators, to support transitions to EV fleets. In 2022, we supported YVR's car rental partners in infrastructure planning and pilot projects to introduce EV vehicles into their rental fleets. Currently, one of our car rental partners has incorporated electric vehicles into their operational fleet and all of our car rental partners are planning for significant expansion of EV fleets in the coming years.

Our Leadership

The Airport Authority is a private non-share capital corporation formed in 1990 under Part II of the *Canada Corporations Act*, and continued in 2013 under the *Canada Not-for-profit Corporations Act.* The Airport Authority operates YVR pursuant to a lease with the Government of Canada that covers most of Sea Island, BC. The Airport Authority is governed by a community-based Board of Directors and our Executive Team who oversee the daily operations of YVR.

Our Board Directors are expected to carry out their duties honestly, with integrity, and in good faith in accordance with the Board of Directors' Governance Rules and Practice Manual, which includes terms of reference, guidelines, and policies. We disclose our Corporate Governance Guidelines and practices following the same guidelines as listed companies.

Business Ethics

Our conduct has a direct impact on employees and business partners, whereas the consequences of this conduct involve a broader spectrum of stakeholders including industry partners and regulators. Airport Authority staff are expected to conduct themselves in accordance with the highest standards through our Code of Ethics, corporate policies, management systems, and internal audit program. Ethics in the Workplace reflects our commitment to our Code of Ethics, Global Risk Management Program, Internal Audit Department, and corporate policies around anti-corruption **(GRI 205-2)** and our Whistleblower Policy.

We require that all employees complete a Code of Ethics training module annually to ensure organizational comprehension and compliance.

We also require that all employees, Executives, Board Directors, and contractors submit a Conflicts Declaration on an annual basis or more frequently, as appropriate.

Under our Whistleblower Policy, there were no complaints reported during 2022 through our 24-hour whistleblower hotline, which is managed by an independent third party **(GRI 2-26)**.

Advertising is an important business and ethical consideration for the Airport Authority. To ensure we maintain high standards, we manage advertising through our Advertising Guidelines.

Communication about Anti-corruption Policies and Procedures (GRI 205-2 A)

	Total Number[1]	Percentage
Governance body members	13	100%
Employees[2]	Management: 111 Non-Management: 511	Management: 100% Non-Management: 100%
Business partners[3]	68	100%

1 2022 is our first year reporting on this indicator thus no comparative data is available.

2 Training is provided to active employees. All employees and Board Members that receive anti-corruption communication and/or training are based in the same region.

3 The Airport Authority's business partners are defined as contractors that perform specific work on behalf of the Airport Authority.

Training on Anti-corruption Policies and Procedures (GRI 205-2 A)[4]

	Total Number[5]	Percentage
Employees[6]	Management: 73 Non-Management: 356	Management: 65.77% Non-Management: 69.67%

4 Members of the Board of Directors, in their capacity as directors, do not interact with government officials nor conduct business on behalf of the Airport Authority and accordingly are not provided training specific to the Airport Authority's Anti-Corruption Policy.

5 2022 is our first year reporting on this indicator thus no comparative data is available.

6 Training is provided to active employees. All employees and Board Members that receive anti-corruption communication and/or training are based in the same region.

Board Diversity

Board of Directors

The Board identifies diversity as an essential element in attracting qualified Directors and maintaining a high-functioning Board. The Board aspires to achieve a target of gender parity and have at least 30% of its directors comprised of individuals from other diversity groups (e.g. BIPOC, disability, gender expression/ identity, sexual orientation, age). The average age of current Directors is 61.8 years, with one Director between the ages of 30 and 50 years old, and the remainder over 50 years old **(GRI 405-1)**.

Percentage of Individuals within the Airport Authority's Governance Bodies (GRI 405-1)

	2022 A		2021		2020		2019	
Board Diversity	Number	%	Number	%	Number	%	Number	%
Women	7	53.84	7	50.00	6	42.86	5	35.7
Visible Minorities	2	15.38	3	21.43	3	21.43	1	7.1
Persons with Disabilities	1	7.69	1	7.14	1	7.14	0	0
Indigenous Peoples	0	0	0	0	0	0	0	0

Nomination and Selection of the Board of Directors (GRI 2-10 Ⓐ)

Our Board may have a maximum of 15 Directors. Nine of these Directors are nominated by external organizations called our Nominating Entities. The Board may have up to five Directors elected by the Board from the community at large – the Chair occupies one of these at-large positions. The CEO of the Airport Authority is automatically a member of the Board by virtue of their position.

Our Nominating Entities include:

- Chartered Professional Accountants of British Columbia (1 Director)

- City of Richmond (1 Director)

- City of Vancouver (1 Director)

- Engineers and Geoscientists British Columbia (1 Director)

- Government of Canada (2 Directors)

- Greater Vancouver Board of Trade (1 Director)

- Law Society of British Columbia (1 Director)

- Metro Vancouver (1 Director)

Each Nominating Entity has its own internal process for nominating a member to the Airport Authority Board, but all Nominating Entities have an advertising process. The Airport Authority Chair, Governance Committee Chair and Chief Governance Officer meet with the Nominating Entity and review the director exclusions set out in our by-laws, the Directors' Skills and Attributes Matrix (see below), a Position Specification document with details on current skill sets required on the Board, and the Board's Diversity and Inclusion Policy. Depending on the Nominating Entity, we may also assist with advertising the position, provide input into developing candidate short lists, or participate in candidate interviews. The final decision on the nominee rests with the Nominating Entity, and the Board of Directors elects the selected nominee at its Annual Meeting of the Members. Prior to the Annual Meeting, nominees are required to complete a Conflict of Interest declaration to address any real, potential, or perceived conflicts of interest and evaluate the nominee's independence.

For at-large Board positions, the Board's Governance Committee acts as the Nominating Committee. The Governance Committee also considers the Directors' Skills and Attributes Matrix, the current skill sets required on the Board, and the Board's Diversity and Inclusion Policy. We engage a third-party search firm to assist with identifying potential candidates with the desired skill sets, while also considering diversity and lived experience. We advertise the position opening and all interested parties are invited to contact the search firm. Working with the search firm, the Governance Committee develops a short list and, following an interview and vetting process to ensure no conflicts of interest, will recommend a candidate for election by the Board. In 2022, our Board Directors had no reported conflicts of interest **(GRI 2-15 Ⓐ)**[1].

Except for the CEO, all Directors are independent from the Vancouver Airport Authority and its subsidiaries. Our Directors are free from any interest, business, or other relationship that could, or could reasonably be perceived to, interfere with their ability to exercise independent judgment and act in the best interests of the Airport Authority.

Board Compensation

Director Remuneration (GRI 2-19 Ⓐ)

The Governance Committee reviews Directors' compensation every two years with the assistance of an independent compensation consultant. In late 2021, the Board approved the current retainer structure for 2022 and 2023.

The CEO receives no additional compensation for services as a Director. In making its compensation recommendation to the Board for 2022 and 2023, the Governance Committee was guided by the compensation principles set out below.

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1   There were no reported conflicts of interest related to cross-board membership; cross-shareholding with suppliers and other stakeholders; existence of controlling shareholders; related parties, their relationships, transactions, and outstanding balances.

Compensation Principles

1. Compensation paid to Directors will reflect the Airport Authority's unique accountability structure, its purpose in serving the community and the economy that supports it and the level of corporate risk assumed. Compensation will be set at an amount that is competitive, i.e., does not discourage individuals from choosing to serve on the Airport Authority Board of Directors when they have choices in how they commit their time, and signals the level and type of experience, skills and talent required of members of the Board.

2. Every two years, the Board will review market data, provided by a third party compensation consultant, from two comparator groups – "Broad Public Sector" (i.e. BC organizations with public interest mandates or operating large infrastructure and the larger Canadian airport authorities) and "Private Sector Organizations" with headquarters in BC and a scale and size (revenue) similar to the Airport Authority (publicly listed, privately held or member owned). For Private Sector Organizations, the data will exclude equity compensation. The composition of Comparable Corporations will be proposed by a third-party compensation consultant and reviewed and affirmed by the Governance Committee. The Committee also assesses comparisons to these two comparator groups separately and on a weighted basis.

3. The Board has previously set Director compensation consistent with the mid-range (P50) of the Comparable Organizations. The Board will review compensation market data against the two comparator groups every two years.

4. To reflect the additional time and responsibility of serving as Chair of a Committee or Task Force, these Directors will receive a Committee Chair Annual Retainer. Consistent with market practice, the Finance and Audit Committee Chair will receive a slightly higher annual retainer.

Board members do not receive termination payments or have a retirement benefits program.

The annual retainers for non-management directors in 2022 is set out in the table below.

Annual Retainers	
Board Chair Retainer	$195,000
Non-management Director Retainer[1]	$65,000
Finance and Audit Committee Chair Retainer[2]	$19,500
Other Committee Chairs Retainer[2]	$15,000
Committee Membership Retainer	$6,000

1 Management Directors do not receive additional compensation for their service on the Board

2 Includes the Committee Membership Retainer

Directors are reimbursed for reasonable out-of-pocket expenses, which are reviewed by the Chair and the Corporate Secretary. The Board Chair's expenses are reviewed by the Governance Committee Chair. We do not reimburse Directors for travel expenses to attend Board and Committee meetings unless the Director resides outside the Metro Vancouver Regional District.

The total remuneration paid to each Director in 2022 was as follows[1]:

A. King	$195,000	K. Kramer	$77,000
H. Acheson	$86,000	J. Leversage	$77,000
J. Currie[2]	$33,316	D. Nomura	$77,000
M. A. Davidson	$86,000	K. Panatch[2]	$25,011
H. Deal	$77,000	J. Sihota	$77,000
F. Fiorillo	$86,000	K. Smith[2]	$57,184
K. Howlett	$77,000	S. Zein	$77,000
TOTAL	$895,189		

1   We do not report out on clawbacks, sign on bonuses and recruitment incentives as they are not included in our Board remuneration policy.
2   J. Currie and K. Panatch retired from the Board on 9 May 2022. K. Smith joined the Board on 9 May 2022.

In addition to the above remuneration, Directors collectively were reimbursed for expenses totaling $408.57 in 2022.

Executive Compensation (GRI 2-19 A)[3]

The Airport Authority has a responsibility to provide a clear, concise, and understandable description of the link between pay and performance for its CEO and executives in key decision-making positions. This comprehensive 2022 Statement of Executive Compensation (amended: March 28, 2023) is available to download from this web page. This includes detailed information on CEO and Executive compensation oversight, compensation principles, compensation comparator groups and an overview of the executive compensation program and compensation for 2022.

3   We do not report out on clawbacks, sign on bonuses and recruitment incentives as they are not included in our remuneration policy.

Our Economic Impact

Direct Economic Impact

YVR plays a key role in the economy by creating jobs and driving business activity. We are committed to providing social and economic benefits to the region while being financially sustainable. Under our private non-share capital corporation governance model, the Airport Authority reinvests all profits back into the airport. A key aspect of financial sustainability is the ability to generate sufficient income to meet both our current and future obligations. As we serve the ever-changing needs of our community, we continue to look for opportunities for our business and income sources to evolve and diversify. This approach will continue to build financial resilience and support a broad range of economic benefits in the region.

To ensure we operate under a sustainable financial model, we monitor KPIs that reflect the different areas of our non-consolidated financial performance such as revenue growth, operating costs, and our ability to generate a strong return. Going into 2022, we were still faced with significant uncertainty on the recovery of passenger traffic. We exceeded our revenue target of $268.9M with a total of $502.2M in revenues for the 2022 reporting period. We measured our overall financial performance by assessing our topline growth with operating efficiencies by calculating our Earnings Before Interest, Depreciation and Amortization ("**EBIDA**") and our Excess of Revenue Over Expenses ("**EROE**") which includes all earnings. The Airport Authority's corporate target for EBIDA was set for $24.5M and -$205.5M for EROE. Both targets were exceeded, with our EBIDA of $215.3M and EROE of -$27.2M, mainly due to the higher than anticipated passenger volumes and scheduled passenger movements as a result of softening COVID-19 restrictions. Our ability to use our assets to provide service the community while generating a return is key to our ability to reinvest in the airport. Our Return on Invested Capital was 0.7% compared to our corporate target of -6.4%.

Direct Economic Value Generated and Distributed (GRI 201-1)[1]

	2022	2021	2020	2019
Economic Value Generated	($000,000's)	($000,000's)	($000,000's)	($000,000's)
Revenue[2]	515.003	284.348	288.729	581.470
Economic Value Distributed				
Operating expenditures	151.638	134.331	124.763	159.607
Employee wages and benefits	72.305	60.288	64.235	65.484
Payments to providers of capital (debenture holders)	53.788	52.984	42.098	31.470
Payments to government	64.133	34.724	16.507	77.924
Community investments	5.708	3.262	3.225	6.887
Total Economic Value Distributed	**347.572**	**285.589**	**250.828**	**341.372**[2]
Total Economic Value Retained	**167.431**	**(1.241)**	**37.901**	**240.098**[2]

1   These figures are based on consolidated financial statements which are available to download from this web page.

2   Revenue includes subsidiary partnership income.

Supply Management

Every day, the Airport Authority makes purchasing decisions that impact both our organization and others. We set policies and guidelines to promote our values among suppliers, in furtherance of our Sustainable Purchasing Policy, and we support our local economy. In 2022, over 95% (2021 – 99%; 2020 – 98%; 2019 – 98%) of our total spend was with Canadian businesses, with 64% of that total being in British Columbia (including 60% in the Metro Vancouver area). Furthermore, in 2022, 99% (2021, 2020 and 2019 – 99%) of new suppliers were screened using the environmental, economic and social criteria detailed in our Supplier Code of Conduct, available at www.yvr.ca/suppliers **(GRI 414-1)**. A detailed list of the Airport Authority's 2022 single and sole-source contracts is available to download from this web page.

The Airport Authority's top supplier categories by spend **(GRI 2-6)** are as follows:

1. Construction and Civil Services

2. Engineering and Design Services

3. Security Services

4. Janitorial Services

5. Baggage Operation Services

6. Information Technology Services and Equipment

7. Terminal Equipment and Maintenance Services

The Airport Authority experienced bottlenecks to its supply chain network **(GRI 2-6)** as a result of geopolitical tensions, the slowing of global growth and the ongoing effects of the COVID-19 pandemic. Increased pressures on global supply chains have led to delays and increased material prices, which have impacted our projects and the cost to maintain and operate our facilities. Notwithstanding these changes, we have continued to focus on our Sustainable Purchasing goals, with increased emphasis on the evaluation of ESG factors as we engage with our supplier community.

Indirect Economic Impact

While YVR impacts the region through direct employment and purchasing that supports airport operations, it also plays an important role in the broader economy. YVR indirectly contributes to regional and global markets by facilitating the movement of millions of people and goods across borders.

The Airport Authority commissions an economic impact study every few years, with the next study to be completed in 2023. The results from our last economic impact study in 2019 indicated that YVR's role in the local economy helped facilitate an economic impact across the province of: 126,000 jobs, $20.2B in total economic output, $10.4B in total GDP, and $1.4B in total government revenue. Our next economic impact study is set to take place in 2023.

For information on our Community Investments see page 44.

Our People and Community

Living Wage

As we move through the impacts of the COVID-19 pandemic and other climate-related and world events, we recognize the rising cost of living in Metro Vancouver and the challenges that it creates for some of our employees. Beyond this, we recognize many of our partners are experiencing challenges with hiring and retaining workers. Paying a living wage helps to ensure affordability of basic expenses, reduced financial stress, and greater opportunity for employees to participate in enriching experiences in their communities. It also creates a more rewarding work environment, resulting in higher retention.

In 2022, we announced our certification as a Living Wage Employer, making YVR the first airport in Canada to achieve this designation. As a Living Wage Employer, all Airport Authority employees and direct service providers will be paid at or higher than the living wage for our region. We are currently working with our direct service providers to help ensure these companies pay their employees the designated living wage. At the same time, we recognize the steep rate increase presents a challenge for some of our business partners and that it may take time to implement the full living wage rate. This provides us with an opportunity to collaborate with our direct service providers to help address the rising cost of living in Metro Vancouver and remove barriers to hiring and retaining workers at YVR.
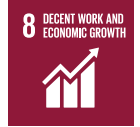
Our Stakeholders (GRI 2-29)

We define our stakeholders as anyone who influences or is impacted by YVR's operations. This includes the millions of passengers who pass through YVR every year, airport authority workers, partners, and local communities.

Stakeholder	How We Engage	2022 Highlights
Passengers As Canada's second-busiest airport, YVR welcomes millions of passengers every year. These passengers come from all over the world, with key markets including Canada, the US, the Asia-Pacific, Latin America and Europe.	• Quarterly Customer Satisfaction Survey • Daily frontline Guest Experience team • Information kiosks • Sea Island newspaper (SkyTALK) • YVR Website • Social media • News Media	• 89% Customer Satisfaction rating • Most followed airport in Canada on Twitter • Voted into the top three best North American airports at the Skytrax World Airport Awards

Airlines
 	
Our airline partners connect people and businesses to a wide range of non-stop destinations worldwide.
	• Regular meetings and communications
	• Key airport initiatives and events
	• Airline Consultative Committee
	• Support to new routes and airlines through orientation, site tours and provision of supporting documentation.
		• Welcomed back the restart of several important pre-pandemic air services during the year:
		  - 11 Domestic services
		  - 14 Transborder services
		  - 6 Asia Pacific services
		  - 6 Europe services
		  - 1 Latin America service
		• Launched new service offerings:
		  - Air Canada launched new service to Austin, Houston, Miami and first ever service to Bangkok.
		  - Flair Airlines launched new service to San Francisco, Los Angeles, San Jose del Cabo, and Puerto Vallarta.
		  - Central Mountain Air launched a new service to Smithers.
		• Welcomed several new airlines to YVR:
		  - We welcomed Fiji Airways to YVR with a new route to Nadi.
		  - JetBlue launched their first non-stop flight to Canada from New York to Vancouver.
		  - First Canadian airport to welcome Sun Country Airlines for its first scheduled inaugural service from Minneapolis-Saint Paul International Airport.
		  - New airline Lynx Air began operation and serves Edmonton, Kelowna, Winnipeg, Calgary and Toronto from YVR.
		  - Canada Jetlines began operation with a service to Toronto.

Stakeholder	How We Engage	2022 Highlights
Airport Business Partners A large community works on Sea Island to support YVR's operations. This team includes a broad range of YVR business partners – from commercial tenants to our maintenance team, ground transportation and baggage handling service providers, contractors and much more.	• Regular meetings, communications • Annual Public Meeting • Key airport initiatives and events • Sea Island newspaper • Airline Operations Committee	• Founding participant in Canada's Net Zero Challenge • Recognized employees, partners and volunteers who displayed exceptional customer service in 2022 through our YVR Stars program • Celebrated YVR tenants who are minimizing their environmental impact through our YVR Green Excellence Awards and Waste Wars Awards

Vancouver Airport Authority
 	
Vancouver Airport Authority employs a core team of professionals in a range of occupations including technical and administrative roles, management, trades and operations. Our Board of Directors oversees the business conduct and activities of the Airport Authority's Executive Team.
	• Regular meetings and communications
	• Regular employee pulse surveys
	• 24-hour whistleblower hotline
	• Regular updates on YVR Intranet
	• Live TV virtual series with CEO and employees
	• Annual engagement initiatives
	• Fun events throughout the year to connect employees (i.e. summer BBQ, popsicle, and ice cream social events)
	• Annual employee recognition programs
	• Leadership training program
	• Performance management (Check-In For Success):
	  - Create a learning culture where feedback is sought, and we are held accountable for our outcomes
	  - Build skills and behaviours to ensure our teams are both engaged and equipped to deliver on our purpose
	  - Create opportunities for our teams to deliver meaningful work and build their careers
		• Certified as a Living Wage Employer
		• Governance Professionals of Canada awarded YVR the Strategy Award at the Excellence in Governance Awards.
		• Average length of employee service: 8.25 years
		• In 2022, we measured feedback through our People Engagement Survey, the survey was comprised of McKinsey and Company's Organizational Health Index (OHI) and an Inclusion Assessment (IA). Participation rate of 83%.

Stakeholder	How We Engage	2022 Highlights
Local Communities YVR is located on Sea Island in Richmond, British Columbia, and is bordered by Vancouver across the Fraser River. Our local communities include Musqueam Indian Band – on whose traditional land YVR is located – the 23 authorities that make up the Metro Vancouver Regional District and the First Nations on whose land they are located.	• Annual Public Meeting • Social Media • YVR website • News releases, media statements and interviews • YVR newsletter • Consultation and engagement for airport projects • Quarterly meetings with Aeronautical Noise Management Committee and Environmental Advisory Committee • Community brand and survey questionnaire • Community Investment Program • Regular meetings with the Airport Authority and Musqueam Relationship Committee • Regular meetings with Musqueam member job-seekers, artists, and Musqueam business owners • Regular meetings with Musqueam Administration • Participation in YVR events by Musqueam elders and official representatives	• 18.2B media impressions; 19,021 total mentions; and 96% positive or neutral media coverage • YVR received a 63% satisfaction score in our annual community survey. New this year was a methodology that reached beyond our immediate geographic area and asked those across the Lower Mainland and across BC their impression of YVR. Additionally, we added steps to ensure people living with disabilities and those for whom English is a second language were represented in the findings • Marked the five-year anniversary of the signing of the Sustainability and Friendship Agreement between YVR and Musqueam (see our Indigenous Relationship section for more highlights) • Hosted media availabilities and press conferences throughout the year to engage with media about initiatives at the airport and the travel process during peak times (i.e. long weekends and holidays) • Awarded the Mary B. Jordan Scholarship for Women in Business • The CEO's email address and direct telephone number are available on our website and the public are encouraged to contact her with any comments, questions or observations. Comments received are responded to in a timely manner. Her contact information is listed directly alongside her biography on the website.
Government and Regulators We work with municipal, regional, provincial and federal governments, as well as international regulators, to ensure the airport meets and exceeds all regulations, while providing economic and social benefits for our region.	• Annual presentations to local municipalities and nominating entities • Ongoing one-on-one meetings with government representatives • Participation in industry-government committees and working groups • Participation in the Future Borders Coalition	• YVR grew its representation on regional industry committees to propel policy priorities. • YVR presented at two parliamentary committee hearings to advocate for supportive policy outcomes for Canada's aviation sector and promote greater innovation in the passenger journey. • Engaged with the Public Health Agency of Canada and Transport Canada to explore COVID-19 wastewater surveillance programs at YVR

Stakeholder	How We Engage	2022 Highlights
Industry Associations We strive to be a leader in the aviation industry, and we work with a broad range of industry partners: regional airports and industry organizations such as Airports Council International – North America (ACI – NA), the Canadian Airports Council (CAC), the International Air Transport Association (IATA) and the International Civil Aviation Organization (ICAO).	• Industry association meetings, conferences, and working groups • Industry sponsorship initiatives • Participation in private roundtables with industry leaders • Promote tourism and businesses in BC	• First Canadian airport to achieve Level 4+ (Transition) in ACI's Airport Carbon Accreditation program • Awarded Excellence in Industry Innovation at the 2022 Technology Impact Awards for our Digital Twin platform • Tamara Vrooman's Annual Address at the Greater Vancouver Board of Trade ("The Future of Growth and Connection") • Signed Cascadia Memorandum of Understanding (MOU) with Ports of Seattle and Portland to progress sustainability policy and net zero carbon objectives • Committed to working with the two largest commercial airports in the Cascadia Corridor (Seattle-Tacoma International Airport and Portland International Airport) on leveraging resources that will decarbonize aviation, including the development and use of sustainable aviation fuels and incentivizing the transition of ground support equipment to lower- and zero-emissions fuels • Founding member and Chair of Canadian Chamber of Commerce's Western Executive Council to advocate for Western Canada's perspective on federal policy matters • Hosted Future Borders Coalition (FBC) Transportation Border Summit in Washington, DC to drive Canada-US border policies • See **GRI 2-28** found in the Global Reporting Initiative Content Index for the full list of our membership associations

Employees

We strive to build and maintain a strong and diverse team by attracting and retaining the right talent and ensuring our people have all the resources needed to achieve our strategic objectives.

Total Number of Employees by Employment Contract, Employment Type, and Gender (GRI 2-7), 2022

Employment Contract[1]	Male	Female	Other[2]	Not Disclosed
Acting Full-Time	7	7	0	0
Permanent Full-Time	317	213	0	0
Permanent Part-Time	20	39	0	0
Term Full-Time	9	10	0	0
Term Part-Time	0	1	0	0
Temporary	1	1	0	0
Casual	2	5	0	0
Total	356[3]	276[3]	0	0

1 An employment contract refers to a position that is acting, permanent, term, temporary or casual. An employment type refers to full-time or part-time. This data was compiled using data from the HR system.

2 Identifies other than gender assigned at birth.

3 71.5% of employees are covered by the collective bargaining agreement.

Total Number of Employees by Employment Contract, Employment Type, and Gender (GRI 2-7), 2021

Employment Contract[1]	Male	Female
Acting Full-Time	3	2
Permanent Full-Time	254	164
Permanent Part-Time	4	10
Term Full-Time	4	4
Term Part-Time	1	0
Temporary	1	0
Casual	1	0
Total	271[2]	183[2]

1   An employment contract refers to a position that is acting, permanent, term, temporary or casual. An employment type refers to full-time or part-time. This data was compiled using data from the HR system.

2   71.5% of employees are covered by the collective bargaining agreement.

Total Number of Employees by Employment Contract, Employment Type, and Gender (GRI 2-7), 2020

Employment Contract[3]	Male	Female
Acting Full-Time	3	2
Permanent Full-Time	234	150
Permanent Part-Time	8	8
Term Full-Time	12	6
Term Part-Time	2	1
Temporary	0	1
Casual	1	1
Total	260	169

3   An employment contract refers to a position that is acting, permanent, term, temporary or casual. An employment type refers to full-time or part-time. This data was compiled using data from the HR system.

Total Number of Employees by Employment Contract, Employment Type, and Gender (GRI 2-7), 2019

Employment Contract[1]	Male	Female
Acting Full-Time	8	6
Permanent Full-Time	292	192
Permanent Part-Time	12	13
Term Full-Time	6	7
Term Part-Time	2	1
Temporary	1	0
Casual	2	3
Total	323	222

1   An employment contract refers to a position that is acting, permanent, term, temporary or casual. An employment type refers to full-time or part-time. This data was compiled using data from the HR system.

Total Number and Rate of New Employee Hires (GRI 401-1)[2], 2022 A

Age	< 30	30-50	>50	Total
Number[3]	42	113	51	206
Rate	6.72%	18.08%	8.16%	32.96%

Gender	Male	Female	Other[4]	Not Disclosed	Total
Number[3]	97	109	0	0	206
Rate	15.52%	17.44%	0	0	32.96%

2   All employees are based in the same region.

3   Includes permanent and term employees. Casual and temporary employees are not included.

4   Identifies other than gender assigned at birth.

Total Number and Rate of New Employee Hires (GRI 401-1), 2021[1]

Age	<30	30-50	>50	Total	Gender	Male	Female	Total
Number[2]	10	32	9	51	Number[2]	26	25	51
Rate	2.24%	7.17%	2.02%	11.43%	Rate	5.83%	5.61%	11.43%

1 Total number and rate of new employee hires for 2021 has been restated.

2 Includes permanent and term employees. Casual and temporary employees are not included. All employees are based in the same region.

Total Number and Rate of New Employee Hires (GRI 401-1), 2020

Age	<30	30-50	>50	Total	Gender	Male	Female	Total
Number[3]	4	4	22	30	Number[3]	10	20	30
Rate	0.94%	0.94%	5.16%	7.04%	Rate	2.35%	4.69%	7.04%

3 Includes permanent and term employees. Casual and temporary employees are not included. All employees are based in the same region.

Total Number and Rate of New Employee Hires (GRI 401-1), 2019

Age	<30	30-50	>50	Total	Gender	Male	Female	Total
Number[4]	13	44	7	65	Number[4]	36	29	65
Rate	2.41%	8.35%	1.30%	12.06%	Rate	6.68%	5.38%	12.06%

4 Includes permanent and term employees. Casual and temporary employees are not included. All employees are based in the same region.

Total Number and Rate of Employee Turnover (GRI 401-1), 2022 [A]

Age			<30	30-50	>50	Total
Number[5]			15	38	23	76
Rate			2.40%	6.08%	3.68%	12.16%

Gender	Male	Female	Other	Not Disclosed	Total
Number[5]	36	40	0	0	76
Rate	5.76%	6.40%	0	0	12.16%

5 Includes permanent and term employees. Casual and temporary employees are not included. All employees are based in the same region.

Total Number and Rate of Employee Turnover (GRI 401-1), 2021[1]

Age	<30	30-50	>50	Total	Gender	Male	Female	Total
Number[2]	7	48	26	81	Number[2]	43	38	81
Rate	1.57%	10.76%	5.83%	18.16%	Rate	9.64%	8.52%	18.16%

1   Total number and rate of employee turnover for 2021 has been restated.
2   Includes permanent and term employees. Casual and temporary employees are not included. All employees are based in the same region.

Total Number and Rate of Employee Turnover (GRI 401-1), 2020

Age	<30	30-50	>50	Total	Gender	Male	Female	Total
Number[3]	16	53	82	151	Number[3]	66	85	151
Rate[4]	3.75%	12.44%	19.25%	35.44%	Rate	15.49%	19.95%	35.44%

3   Includes permanent and term employees. Casual and temporary employees are not included. All employees are based in the same region.
4   In 2020, we reduced our workforce due to the impact of COVID-19, resulting in higher turnover.

Total Number and Rate of Employee Turnover (GRI 401-1), 2019

Age	<30	30-50	>50	Total	Gender	Male	Female	Total
Number[5]	6	26	10	42	Number[5]	18	24	42
Rate	1.11%	4.82%	1.86%	7.79%	Rate	3.34%	4.45%	7.79%

5   Includes permanent and term employees. Casual and temporary employees are not included. All employees are based in the same region.

Training and Development (GRI 404-2)

We continued to provide training opportunities and programs around management, career and leadership development, health and safety; and diversity, inclusion and belonging.

Compliance Training

In 2022, we reintroduced in-person training to complement our existing online training. Our employees completed a total of 5,632 online training modules and 1,570 in-person training events. We continued with regulatory training for employees and used computer-based modules, virtual video platforms, and live training for various in-house needs. Compliance training accounted for the top five training items in 2022, which included security, legal, privacy, information security, and accessibility training.

Departmental Training

Throughout the year, we worked closely with departmental trainers on job-specific requirements so we could improve how we train and develop our teams and organization. Some of our new offerings included a series of Airport 101 sessions which explored our Airside Operations and Business Intelligence programs. In addition, a subset of teams received emergency planning and safety management system training based on their roles. Workplace violence and de-escalation training and First Aid Certification events were part of the reintroduction of in-person training, upholding our commitment to providing a work environment where employees are treated with respect and feel safe and healthy.

Development Opportunities

In 2022, we emphasized the importance of Leadership Behaviours throughout the entire organization as we believe that all our people play important roles in delivering on our purpose. As such, all employees received training in six categories: Building Resilience, Giving and Receiving Feedback, Communicating Through Uncertainty, Leading with Empathy, Building Trust, and Developing Others Through Coaching. Management and people leaders participated in an in-depth workshop series in the same categories. We received feedback from these sessions that our people leaders could benefit from coaching development, so we collaborated with ViRTUS to offer half-day coaching sessions for employees in these roles. We also offered Collective Bargaining Agreement and People Experience sessions for managers to learn more about our organizational health and align on organizational strategy. In addition to understanding our organization and teams, we provided all employees with access to "The Working Mind" training, an evidence-based program designed to promote mental health and reduce the stigma around mental illness in the workplace.

Employee Feedback

In January 2022, the Airport Authority launched its first Organizational Health Index survey, which we internally branded as the People Experience Survey. All 456 employees were invited to participate; 379 provided responses (83%) and 308 provided comments, opinions, and recommendations (81%). All employee comments were confidentially shared through the organization. Results were communicated and cascaded from executives to directors to managers and all employees. All groups were also invited to live sessions to provide feedback on actions we need to take to address our highest priorities. Feedback was compiled and all people leaders attended multiple in-person sessions in 2022 to learn and practice the determined actions. The next People Experience Survey is scheduled for March 2023 and will assess our continued progress.

Employee Health and Safety

The Airport Authority is federally regulated under the *Canada Labour Code Part II Act* and associated Canada Occupational Health and Safety Regulations. We proactively manage health and safety through management systems and programs that are aligned to the business needs. We are verified by the Certificate of Recognition audit program which is based on the "plan, do, check, act" continuous improvement model. Given the number of contractors on Sea Island, we also have a comprehensive Contractor Safety Management Program in place.

Certificate of Recognition	In 2022, we successfully passed an external recertification audit through WorkSafe BC's Certification of Recognition Program, with scores of 96% (2021 – 95%; 2020 – 93%; 2019 – 92%) for the occupational health and safety management system audit.
Contractor Safety Management Program	In 2022, this program oversaw 350,837 (2021 – 327,237; 2020 – 1,201,708; 2019 – 1,993,849) person hours of capital contracted work with a total recordable injury frequency rate of 2.28 (2021 – 4.28; 2020 – 2.83; 2019 – 3.11).

We measure our internal health and safety performance by tracking all at-work injuries that result in an employee missing work or medical attention beyond first aid. Whenever we have a significant workplace incident, near-miss or employee lost-time injury, we conduct an incident investigation to identify root causes and develop recommendations to prevent the incident from happening again. The Airport Authority aspires to keep the Lost Time Injury Frequency Rate as low as possible, our target of 0.49 represents a decreasing trend from our historical average. Our 2022 Lost Time Injury Frequency Rate was 1.26 (2021 – 1.0; 2020 – 0.97; 2019 – 1.20). The types of injuries experienced in 2022 include slip and falls, tripping, and an equipment-related injury.

Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-Related Fatalities (GRI 403-9)[1]

	2022	2021	2020	2019
Total Number of Fatalities	0	0	0	0
Fatality Frequency Rate	0	0	0	0
Total Number of High-Consequence Injuries	0	1	N/A	N/A
High-Consequence Injury Frequency Rate	0	0.25	N/A	N/A
Lost-Time Injury Frequency Rate[2]	1.26 A	0.50	0.97	1.20
Total Number of Lost-Time Days	21	36	33	24
Total Number of Recordable Injuries	8	9	N/A	N/A
Recordable Injury Frequency Rate	1.67	2.25	N/A	N/A
Absenteeism Percentage	4.09%	5.86%	3.20%	3.75%
Total Work Hours	955,480	801,221	N/A	N/A

1   We do not disclose the health and safety information of our contractors and suppliers due to confidentiality constraints and specific details around work related hazards related to high-consequence injuries.

2   Rates to be expressed as incidents per 100 employees with maximum straight-time hours as per OSHA standards. Calculated based on 200,000 hours worked.

Diversity and Equal Opportunity

Workforce

We are committed to creating a workforce and work environment where all employees are treated with dignity and respect. We comply with the *Employment Equity Act* and *Canadian Human Rights Act*, and take measures to ensure fair employment practices and treatment across the organization. We identify occupational gaps in the workforce and set hiring targets for four designated groups: women, Indigenous Peoples, persons with disabilities, and members of visible minorities.

We strive to create a workplace that reflects the rich diversity of the community we serve. We value the contributions of all employees and are committed to employment equity, inclusion, diversity, and belonging. The following table is a summary of our representation levels compared to labour market availability as of December 31, 2021:

Airport Authority Demographics vs Labour Market Demographics (GRI 405-1)[1] (2021 A)[2]

Designated Group	Airport Authority	Labour Market[3]	Percentage above Labour Market
Women	40.0%	37.0%	+3.0%
Indigenous Peoples	1.6%	3.1%	-1.5%
Persons with Disabilities	2.0%	8.0%	-6.0%
Visible Minorities	34.4%	25.6%	+8.8%

1   This information was prepared in accordance with the *Employment Equity Act* guidelines. In order to remain consistent, age group is not included.

2   2022 data was unavailable at the time of reporting. The data in this table reflects our 2021 demographics.

3   Includes combined Metro Vancouver, provincial and national employment data as provided by Employment and Social Development Canada.

Airport Authority Demographics vs Labour Market Demographics (GRI 405-1)[1] (2020)

Designated Group	Airport Authority	Labour Market[2]	Percentage above Labour Market
Women	39.6%	32.9%	+6.7%
Indigenous Peoples	1.2%	3.2%	-2.0%
Persons with Disabilities	1.9%	8.0%	-6.1%
Visible Minorities	34.2%	25.1%	+9.1%

1   This information was prepared in accordance with the *Employment Equity Act* guidelines. In order to remain consistent, age group is not included.

2   Includes combined Metro Vancouver, provincial and national employment data as provided by Employment and Social Development Canada.

Incidents of Discrimination and Corrective Actions Taken (GRI 406-1):

We had no reported incidents of discrimination in 2022 (2021 – 0; 2020 – 0; 2019 – 0).

Local Communities

Engagement

Connecting with our community is a core part of who we are, and public participation is fundamental to our ability to engage and interact, collect feedback, and communicate openly. We provide open, honest, and timely information to stakeholders, including around areas of local community engagement, impact assessments, and our construction programs (GRI 413-1). We also engage the public and key stakeholders on the potential environmental and health impacts of airport operations. Both the Environmental Advisory Committee and the Aeronautical Noise Management Committee enable local communities to give direct feedback. During 2022, we responded to 63 (2021 – 319; 2020 – 387; 2019 – 254) inquiries through our community relations phone line and email. The reduction in community relations inquiries may be attributed to the temporary suspension of accepting community grant applications, easing of COVID-19 travel restrictions and regulations as well as the completion of public engagement for development projects on Sea Island. Our media relations team responded to 484 media inquiries in 2022. We also hosted media availabilities and press conferences throughout the year to engage with media about initiatives at the airport and the travel process during peak times (i.e. long weekends and holidays).

Indigenous Relationships

YVR and Musqueam share a unique connection: YVR is located in Musqueam territory and Musqueam are located in YVR's operating area. Our [30-year Musqueam Indian Band – YVR Airport Sustainability and Friendship Agreement](#) serves as a roadmap to create thriving, respectful, and resilient relationships.

Our 2022-2024 Strategic Plan incorporates a reconciliation lens among its focus on operational and financial sustainability and climate priorities. To this end, we actively advance programs and policies that:

1. Maintain commitments to the Musqueam Indian Band – YVR Airport Sustainability and Friendship Agreement, and

2. Pursue a broader (global) Indigenous strategy designed to include Indigenous Peoples in programs and opportunities at YVR, while also facilitating connections between Indigenous trade and Indigenous tourism partners.

In doing so, our Indigenous Relations team aims to have Indigenous programming and policies that can be measured in hard and soft values, in a way that demonstrates the role of reconciliation as a benefit to both Indigenous People and the organization through social, environmental, and economic initiatives.

Our Indigenous Relations leadership in this space thus far is helping to drive change and inclusive growth in Musqueam and beyond. Our commitments have led to economic benefits not only in our operating community of Musqueam but also regionally and nationally via partnerships with Indigenous Tourism BC and Indigenous Tourism Canada. As a result of our work with Musqueam and our partners, there has been an increase in Indigenous hiring, economic partnerships and joint ventures, and an increase in Indigenous procurement considerations in the organization's supply chain. These initiatives not only answer Truth and Reconciliation Call to Action #92 but also provide opportunities for the Airport Authority to engage internally and externally on best practices and reputational considerations. We believe we are paving the way for others to follow by not only demonstrating the value added to Indigenous businesses and community members but by considering and fostering long term sustainable relationships.

2022 Musqueam Indian Band – YVR Airport Sustainability and Friendship Agreement Highlights:

- $2,459,540 of shared revenue in 2022

- Seven scholarships awarded

- Re-established the Maintenance apprenticeship program for two Musqueam members and developed a pre-apprentice program for two additional Musqueam members

- Eight Musqueam members are employees of the Airport Authority

- 31 Musqueam members work collectively at our partners including ABCoast, DeltaTec, Concord Parking, Securiguard, and the Musqueam Arts Store

- YVR raised a welcome figure carved by ʔəýxʷatələq (Musqueam artist Brent Sparrow) to greet travelers and visitors to the airport and Musqueam territory with a traditional Musqueam welcome

Community Investment

In 2022, we supported 18 partners (2021 – 27; 2020 – 24) via donations totaling $770,000. In-kind value donations totaled $1,141,700 (2021 – $49,750; 2020 – $571,662; 2019 – $1,200,000) to support a diverse range of organizations and causes **(GRI 203-1)**. Our five main partnerships are with the YVR Art Foundation ($100,000), Pacific Family Autism Network ($100,000), Take a Hike Foundation ($60,000), Canucks Autism Network ($50,000), and the Quest Outreach Society ($50,000).

Our Environment

Reducing Air and Carbon Emissions

At YVR, we are focused on reducing emissions from our operations. The Airport Authority became a carbon neutral airport in 2020. We have maintained our carbon neutral status by continuing to reduce our emissions and purchase carbon offsets for our direct, indirect, and corporate travel emissions from the Great Bear Forest Carbon Project, located in BC. We are also accredited under the Transition (4+) category in the Airport Carbon Accreditation program. This accreditation recognizes YVR's role in setting a course for its own carbon reduction while actively working with aviation partners to drive broader emissions reductions.

In 2021, we announced our Roadmap to Net Zero Carbon which, in conjunction with our 2020–2024 Environmental Management Plan, outlines our commitment to achieve net zero carbon from direct emissions for airport operations by 2030. Our pathway to decarbonization is guided by reducing carbon emissions and improving energy efficiency. In 2022, we invested in a major terminal lighting retrofit project, improved the efficiency of our heating, ventilation and cooling and domestic hot water systems through equipment upgrades, and expanded the number of electric vehicles in our fleet. We manage and report on our emissions and energy consumption for Airport Authority-owned buildings and operations and work to support all partners through our supply chain to reduce carbon across the airport community. Scope 1 emissions represent direct emissions, including fleet vehicles, space heating and cooling, emergency power generators, and refrigerant releases. Scope 2 emissions represent the indirect emissions from purchased electricity. These operational boundaries are defined by the Greenhouse Gas Protocol developed by the World Business Council for Sustainable Development and World Resources Institute.

Direct and Indirect GHG Emissions (tonnes of CO_2e) (GRI 305-1, 305-2)[1]

	2022 Ⓐ	2021	2020	2019	2018	2012[2]
Direct Scope 1[3]	10,164	9,593	8,234	8,518	7,714	7,949
Indirect Scope 2[4]	1,161	872[3]	3,516	3,180	2,714	3,880
Total	**11,325**	**10,465**	**11,750**	**11,698**	**10,428**	**11,829**

Biogenic CO_2 Emissions in 2022: 112 t CO_2e

1   Emissions are calculated using a methodology consistent with the Government of BC's framework for reporting emissions (2021 BC Best Practices Methodology for Quantifying GHG Emissions, May 2022). Global warming potential values are from the Intergovernmental Panel on Climate Change's Sixth Annual Report (AR6), which was released in August 2021. Gases included in the calculation are CO_2, CH_4 and N_2O. The consolidation approach is based on operational control.

2   2012 is referenced as a baseline year for reporting, as we undertook a detailed inventory assessment with an external expert.

3   In accordance with the methodology stated in the Government of BC's framework for reporting emissions (2021 BC Best Practices Methodology for Quantifying GHG Emissions, May 2022), the CO_2 emissions from the biofuel must be reported separately. As such, CO_2 emissions from biofuels are as follows: 2022 – 112 tonnes; 2021 – 76 tonnes; 2020 – 59 tonnes; 2019 – 98 tonnes; 2018 – 94 tonnes; 2012 – 76 tonnes.

4   In 2022, the Government of BC changed the methodology for calculating the electricity emissions factor starting in 2021. These changes included a shift from measuring gross imports to net imports, and a shift from using a three-year rolling average to a four-year average. This methodology was maintained for the 2022 reporting year. With these changes, the electricity emission factor was 9.7 tonnes CO_2e/GWh in 2021 and 11.5 tonnes CO_2e/GWh in 2022, compared to 40.1 tonnes CO_2e/GWh in 2020.

Our emissions footprint increased by 9% in 2022 over 2021 and our emissions intensity totaled 0.602 tonnes/1,000 passengers (2021 – 1.49 tonnes/1,000 passengers; 2020 – 1.62 tonnes/1,000 passengers; 2019 – 0.45 tonnes/1,000 passengers) from combined Scope 1 and Scope 2 emissions **(GRI 305-4)**. In 2022 we consumed more diesel and electricity compared against 2021 due to cold weather and snow events in both January and December 2022. For example, we had a record-breaking use of diesel fuel for snow removal and deicing vehicles in December. We also used more fuel for emergency power generation in 2022.

Energy Consumption within the Organization, in GJ (GRI 302-1)[5]

Total Non-Renewable Energy		2022 Ⓐ	2021	2020	2019
Fleet	Pure Gasoline	4,578	4,457	4,512	5,254
Fleet	Pure Diesel	18,401	10,407	8,897	14,288
Emergency Power Generator	Pure Diesel	5,100	2,946	2,303 GJ	1,451
Total Non-Renewable		**28,078**	**17,810**	**15,712**	**20,993**

5   Conversion factors are referenced in the Government of BC's framework for reporting emissions (2021 BC Best Practices Methodology for Quantifying GHG Emissions, May 2022) and provided by the Ministry of Environment and Climate Change Strategy.

Total Renewable Energy		2022 A	2021	2020	2019
Fleet	Pure Ethanol	337	326	330	384
Fleet	Pure Biodiesel	892	509	435	698
Emergency Power Generator	Pure Biodiesel	238	139	113	71
Wind		20	22	23	18
Solar Thermal		110	8,605	8,668	8,759
Solar Photovoltaic		28	27	28	29
Geoexchange		4,275	4,146	5,530	6,403
Total Renewable		**5,900**	**13,774**	**15,127**	**16,362**

Total Electricity, Heating and Cooling Consumption[1]		2022 A	2021	2020	2019
Purchased Electricity	Hydro	363,240	323,718	315,618	382,822
Heating and Cooling	Natural Gas	148,979	150,134	140,798	126,149
Heating and Cooling	Pure Diesel	3,419	3,084	0	5,848
Heating and Cooling	Pure Biodiesel	160	151	0	286
Total		**515,797**	**477,086**	**456,416**	**515,105**
Electricity, heating and cooling		515,797	477,086	456,416	515,105
Non-renewable energy		28,078	17,810	15,712	20,993
Renewable		5,900	13,774	15,127	16,362
Overall total energy consumed		**549,775**	**508,670**	**487,255**	**552,460**

1   Electricity, heating, cooling, and steam sold is not applicable. Steam consumption is not applicable.

Scope 3 Emissions

We recognize that the bulk of emissions associated with the operation of the airport are related to aircraft movements and airside activity, passenger and commercial traffic on the island, and non-Airport Authority buildings. These are considered Scope 3 emissions and although they are beyond the immediate scope of our net zero commitment and outside our direct control, we are working hard with our partners to enable the reduction of all emissions. Our Scope 3 emissions for 2022 are estimated to be 276,092 tonnes CO_2e (2021 – 179,448 tonnes; 2020 – 172,843 tonnes; 2019 – 344,319 tonnes). These emissions have grown over the past three years, as aircraft traffic has increased as travel restrictions due to COVID-19 have lifted.

Air Quality

The Airport Authority is committed to reducing air pollution and tracks its air quality through continuous ambient air quality monitoring. In 2022, we continued to participate voluntarily in the Lower Fraser Valley Air Quality Monitoring Network. As part of this network, Metro Vancouver operates an air quality monitoring station located at YVR near the South Runway. Metro Vancouver analyzes this data each year to demonstrate trends and performance against annual, hourly, and 24-hour objectives. Data is released in May of each year and is presented in the following table, compared with Metro Vancouver's current ambient air quality objectives. We also report data to the National Pollutant Release Inventory (NPRI) on an annual basis.

Air Pollutants Monitored on Sea Island, 2021[1] (GRI A05)

Annual Averages	2021	2020	2019	2018	Metro Vancouver Objectives
Nitrogen Dioxide (NO_2) (ppb)	11	11	14	14	17[2]
Carbon Monoxide (CO) (ppb)	197	210	239	253	No annual average
Sulphur Dioxide (SO_2) (ppb)	0.2	0.2	0.4	0.5	5
Fine Particulate Matter ($PM_{2.5}$) (µg/m³)	4.6	6.1	5.2	7.0	8
Fine Particulate Matter (PM_{10}) (µg/m³)	10.0	12.0	11.7	12.9	20
Ozone (O_3) (ppb)	19.6	18	16	17	No annual average

1   Omissions, confidentiality constraints, information not available: this report represents 2021 data and is the most current reporting period provided by Metro Vancouver.

2   1ppb = 0.001ppm. The air quality data is compliant with relevant ambient air quality objectives set by Metro Vancouver; carbon monoxide and ozone do not have Metro Vancouver annual average objectives.

Water Use

We work with our business partners, airlines, and communities to minimize potable water consumption from airport sources. Our approach is highlighted in our 2020–2024 Environmental Management Plan which is available to download from this web page.

2020–2024 Environmental Management Plan Target	2022 Result
Improve Sea Island potable water efficiency by 50% from 2012 baseline level of 69 L/PAX by 2024.	Potable water use per passenger increased by 31% from 2012 levels (48L/PAX).

We track all water consumed on Sea Island, including that of our business partners, and we are working to reduce the use of potable water and measure consumption of water from all airport-related sources. Most of the water used at the airport is sensitive to our passenger volumes – washroom fixtures and food operators – and reduced passengers resulted in considerably lower water use throughout 2020 and 2021. Total volume consumed is much closer to pre-pandemic levels at 905,274 m^3 (2021 – 689,803 m^3; 2020 – 583,737 m^3; 2019 – 1,101,350 m^3) **(GRI 303-3)**. We also measure efficiency of water used from Sea Island water sources against total passengers. While we consumed more potable water in 2022, the significant increase in passenger volumes improved our water efficiency to 48 L/passenger (2021 – 97 L/passenger; 2020 – 80 L/passenger; 2019 – 42 L/passenger).

Water Withdrawal from All Areas (megalitres) (GRI 303-3)

Water Sources	2022 A	2021	2020	2019
Surface Water	0.620[1]	0.620	0.620	0.620
Groundwater	0	0	0	0
Seawater	0	0	0	0
Produced Water	0	0	0	0
Third-Party Water	905.274[2]	689.803	583.737	1,101.350
Total	**905.894**	**690.423**	**584.357**	**1,101.970**

1   Total volume of surface water is an estimate of rainwater harvested from the Airside Operations Building.

2   Total water withdrawal comes from the City of Richmond, where water is supplied from three watersheds within the Metro Vancouver Regional District: Capilano, Seymour, and Coquitlam watersheds. These watersheds are not areas with water stress according to the Aqueduct Water Risk Atlas (water risk is considered low), and thus use 0 megalitres of water in areas of water stress. All water withdrawn is classified as freshwater.

Airport Authority Potable Water Consumption

The Airport Authority tracks water usage in the Main and South Terminal Buildings as well as the Airport Authority occupied Airside Operations Building and Aylmer Road Complex. Collectively, these buildings consumed 201,038 m³ (2021- 151,521 m³; 2020 – 115,230 m³; 2019 – 366,290 m³) from municipal sources and 620 m³ from rainwater **(GRI 303-3)**, representing 22% of total water used on Sea Island.

Ecosystem Health

To mitigate our operational impact on Sea Island and beyond, we structure our efforts under YVR's 2020–2024 Environmental Management Plan which is available to download from this web page, which sets a clear strategic priority – to improve ecosystem health – with specific goals and targets.

2020–2024 Environmental Management Plan Target	2022 Result
Maintain Salmon-Safe Certification	Salmon-Safe Certified

We lease 13.4 km² of land on Sea Island from Transport Canada and are responsible for balancing the need for safe airport operations with wildlife management and environmental protection. Surrounding Sea Island, the Fraser River estuary supports one of the largest salmon runs on the west coast and is an important location for migratory birds. Our operations are in an ecologically rich area and are surrounded by several protected areas, including Sturgeon Bank, Sea Island Conservation Area, Swishwash Island, Iona Beach Regional Park, and McDonald Beach Park **(GRI 304-1)**.

In 2022, we successfully renewed our Salmon-Safe Certification for a second five-year period. This re-certification marks the first time Indigenous ways of knowing have been included in the assessment, by including an Indigenous Assessor as part of the team. Serving as a future model, Indigenous Assessors provide historic knowledge and insights around environmental stewardship that bring a reconciliation lens to the process that both enhances and deepens the learning opportunity. For YVR, this is another opportunity to work with Musqueam to achieve a sustainable and mutually beneficial future for the region by way of its Sustainability and Friendship Agreement with Musqueam. Throughout the re-certification process, we enjoyed the privilege of being able to learn from the knowledge and experiences of Indigenous people of British Columbia and develop a deeper understanding of the cultural significance of salmon.

With a focus on regulatory oversight and ecosystem health, we conduct environmental reviews of all proposed construction and development projects at YVR. These reviews are conducted to identify potential impacts, such as loss of sensitive habitats, and also include an analysis of potential social impacts.

In 2022, we conducted environmental reviews on 159 (2021 – 90; 2020 – 90; 2019 – 89) proposed projects as required under Section 82 of the *Impact Assessment Act*. We found that none of the projects were expected to result in significant adverse environmental effects. In 2022, 154 out of the 159 projects (2021 – 85/90; 2020 – 89/90; 2019 – all) reviewed under the *Impact Assessment Act* met the criteria to be excluded by Ministerial Order issued under Section 88, and therefore were not posted to the Canadian Impact Assessment Registry. The following projects were posted to the Registry for public comment opportunities:

- Cargo Carrier Rd

- Hangar Door and Drainage Upgrades at 4400 Stark Street

- Cargo Warehouse

- Sea Island Conservation Area Dike Upgrade

- Million Air Apron Soil Remediation – Vancouver International Airport

We regularly monitor construction projects to ensure mitigation efforts are implemented and remain effective. In 2022, we conducted more than 80 (2021 – more than 80; 2020 – more than 100) site visits to major construction projects. All known environmental issues were addressed promptly and none of the projects were found to have caused significant adverse environmental or social effects.

Effluent and Waste

Waste management is a key deliverable in YVR's 2020–2024 Environmental Management Plan which is available to download from this web page, which includes plans and programs to address several types of waste: hazardous waste, non-hazardous waste and water discharge. In 2022, we resumed our tenant engagement program, Waste Wars, that had been put on hold in 2020 and 2021 due to the COVID-19 pandemic. Front line staff of our Main Terminal food and beverage tenants competed in sorting and diverting waste and the tenants were awarded prizes in order to encourage sound waste management practices.

3 GOOD HEALTH AND WELL-BEING	6 CLEAN WATER AND SANITATION	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	15 LIFE ON LAND

2020–2024 Environmental Management Plan Target[1]	2022 Result A
60% waste diverted from landfill by 2024	50% waste diverted from landfill

Total Terminal Waste Diversion[1]

	2022 A	2021	2020	2019
Total Waste (kg)	3,326,719	1,494,178	1,735,140	4,844,908
Diversion Rate	50%	48%	52%	54%

1   Assurance provided against internally developed criteria in the 2020–2024 Environmental Management Plan. Criteria includes waste from our terminal including containers, paper, compost and other waste, liquid diversion, gloves, chopsticks, broom cores, kitchen grease and pallets.

Waste produced in 2022 increased due to passenger volumes rebounding with the continued changes in COVID-19 travel restrictions. The total amount of waste produced increased by 123% from 2021 resulting in an increase of garbage sent to the landfill.

Aircraft and Pavement De-icing/Anti-icing Fluid Used and Treated by Volume (GRI A06)

	2022	2021	2020	2019
Type I	2,445 m^3	1,085 m^3	1,144 m^3	1,441 m^3
Type IV	294 m^3	149 m^3	258 m^3	245 m^3
Pavement de-icing	559 tonnes	496 tonnes[1]		
Discharged and Captured for Treatment	4,987 m^3 [2]	1,120 m^3 [2]	6,097 m^3	3,805 m^3

1   Starting in 2021, data for de-icing and anti-icing fluid applied to operational surfaces is disclosed; no comparative information is available for 2020 and 2019.
2   Captured volumes include both deicing fluid and precipitation.

Waste Generated (GRI 306-3):

Total Hazardous and Non-Hazardous Waste, in Metric Tons (t)

	2022	2021	2020	2019
Waste Generated	14,213	12,694	3,575	86,399
Waste Diverted from Disposal	12,012	11,735	2075	81,912
Waste Directed to Disposal	2,201	959	1,500	4,487

Total Weight of Hazardous and Non-Hazardous Waste, in Metric Tons (t)

Hazardous Waste	Waste Generated	Waste Diverted from Disposal	Waste Directed to Disposal
Batteries, Auto Parts, Electronic Waste, Light Bulbs, Waste Oil	38	38	0
Biomedical, International Custom Hall	33	0	33
Other Waste, (e.g. Oil Filters)	7	6	1
Asbestos Containing Material	4	0	4
Total Hazardous Waste	**82**	**44**	**38**

Non-Hazardous Waste	Waste Generated	Waste Diverted from Disposal	Waste Directed to Disposal
Containers, Paper, Liquid Diversion, Gloves	1,333	1,333	0
Chopsticks, Broom Cores	1	1	0
Compostable Material and Moisture Diverted by Composter[1]	320	320	0
Other Waste[1]	1,673	0	1,673
Construction Waste	10,803	10,314	489
Total Non-Hazardous Waste	**14,131**	**11,968**	**2,163**

1   The on-site composter was not in use in 2022 due to operational constraints.

Waste Diverted from Disposal (GRI 306-4):

Total Hazardous and Non-Hazardous Waste Diverted from Disposal, in Metric Tons (t)

Offsite	2022	2021	2020	2019
Preparation for reuse	8	3	2	5
Recycling	11,988	11,732	2,073	81,907
Other Recovery Options	17	0	0	0

No onsite waste diverted from disposal

Total Weight of Hazardous and Non-Hazardous Waste, in Metric Tons (t)

Hazardous Waste	Offsite		
	Preparation for Reuse	Recycling	Other Recovery Options
Batteries, Auto Parts, Electronic Waste, Light Bulbs, Waste Oil	5	33	0
Other Waste, (e.g. Oil Filters)	3	3	0
Total Hazardous Waste Diverted from Disposal	**8**	**37**	**0**

Non-Hazardous Waste	Offsite		
	Preparation for Reuse	Recycling	Other Recovery Options
Containers, Paper, Liquid Diversion, Gloves	0	1,316	17
Chopsticks, Broom Cores	0	0	0
Compostable Material and Moisture Diverted by Composter	0	320	0
Construction Waste	0	10,314	0
Total Non-Hazardous Waste Diverted from Disposal	**0**	**11,951**	**17**

No waste diverted from disposal for Biomedical, International Custom Hall, Asbestos Containing Material and other non-hazardous waste; totals are all zero. No onsite waste diverted from disposal. The on-site composter was not in use in 2022 due to a variety of issues related to COVID-19 recovery.

Waste Directed to Disposal (GRI 306-5):

Total Hazardous and Non-Hazardous Waste Directed to Disposal, in Metric Tons (t)

Offsite	2022	2021	2020	2019
Incineration[1]	33	12	23	72
Landfilling	2,167	946	1,476	4,414
Other	0	0	0	0

1 Incineration is with energy recovery, there is no incineration without energy recovery

No onsite waste directed to disposal by disposal operation

Total Weight of Hazardous and Non-Hazardous Waste, in Metric Tons (t)

Hazardous Waste	Offsite		
	Incineration[1]	Landfilling	Other
Biomedical, International Custom Hall	33	0.1	0
Other Waste, (e.g. Oil Filters)	0.1	0.3	0
Asbestos Containing Material	0	4	0
Total Hazardous Waste Directed to Disposal	**33**	**5**	**0**

Non-Hazardous Waste	Offsite		
	Incineration[2]	Landfilling	Other
Other Waste	0	1673	0
Construction Waste	0	489	0
Total Non-Hazardous Waste Directed to Disposal	**0**	**2,163**	**0**

2 Incineration is with energy recovery, there is no incineration without energy recovery

No Batteries, Auto Parts, Electronic Waste, Light Bulbs, Waste Oil, Compostable Material and Moisture Diverted by Composter, Containers, Paper, Liquid Diversion, Gloves, Chopsticks, Broom Cores waste directed to disposal by disposal operation

No onsite waste directed to disposal by disposal operation

Aeronautical Noise

We manage aircraft noise to balance the need for safe, convenient 24-hour travel with enjoyable urban living. Information on our approach is highlighted on our website as well as in our 2019–2023 Noise Management Plan (available to download from this web page) and Annual Noise Report (available to download from this web page).

Community Survey Questionnaire:

86% (2021 – 92%; 2020 – 88%; 2019 – 85%) of respondents reported not being annoyed by aircraft noise.

Concerns per 10,000 Aircraft Movements[1]

	2022 A	2021	2020	2019
Concerns per 10,000 aircraft movements	95	144	178	77

1   Aircraft movement data is collected from Tower log files provided by NAV CANADA. These files contain information related to runway and non-runway (which includes float planes and helicopters) movements at the airport. Noise concerns are collected and tracked in a database connected to our Aircraft Noise and Operations Monitoring System.

Global Reporting Initiative Content Index

The following index provides detailed information on the Airport Authority, for the reporting period covering January 1 – December 31, 2022, with the exception of our Ambient Air Quality (GRI A05) and Employment Equity (GRI 405-1) data as noted below.

GRI	DISCLOSURE	PAGE OR REFERENCE
GENERAL DISCLOSURES AND GOVERNANCE (OUR LEADERSHIP)		
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	a. **Name of the organization:** Vancouver Airport Authority, b. **Ownership and legal form:** Our Leadership, p. 17 c. **Location of its headquarters:** Sea Island, Richmond, BC, Canada d. **Countries of operations:** Vancouver Airport Authority operates in Richmond, BC, Canada
2-2	Entities included in the organization's sustainability reporting	a. **Entities listed in its sustainability reporting:** Vancouver Airport Authority. With the exception of the audited Consolidated Financial Statements (which is available to download from this web page), we do not report on the financial, environmental, and social impacts of our subsidiaries in this report. b. **Audited consolidated financial statements:** The audited Consolidated Financial Statements document is available to download from this web page. c. With the exception of the Consolidated Financial Statements (which is available to download from this web page), we do not report on the financial, environmental, and social impacts of our subsidiaries in this report.
2-3	Reporting period, frequency and contact point	a. **Reporting period and frequency of the Annual and Sustainability Report:** January 1, 2022 – December 31, 2022, Annual. b. **Reporting period for the consolidated financial statements:** January 1, 2022 – December 31 c. **Publication date of the Annual and Sustainability Report:** April 24, 2023 d. **Contact point:** Questions can be directed to sustainability@yvr.ca
2-4	Restatement of information	a. GRI 305-1, GRI 305-2, Reducing Air and Carbon Emissions, p. 46 b. GRI 401-1, Employees, p. 36–37
2-5	External Assurance	a. See Financial Audit Committee Terms of References b. For the 2022 reporting period, we received external assurance over a selection of ESG indicators. A link to the Independent practitioner's assurance report can be found in this report, p. 67. Our audited Consolidated Financial Statements document is available to download on this web page.

GRI	DISCLOSURE	PAGE OR REFERENCE
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	a. **Who we are:** Our Leadership, p. 17 b. i. **Activities, products, services, and markets served:** Our Business, p. 5 ii. **Supply chain:** Direct Economic Impact, p. 26 iii. **Stakeholders:** Our Stakeholders, p. 29 c. **Business partners:** 2022 Annual Report which is available for download on this web page **Significant changes:** Direct Economic Impact, p. 24
2-7	Employees	**Total Number of Employees:** Our People and Community, p. 33
2-8	Workers who are not employees	An estimated 200 contractors were engaged to perform work or services at Sea Island. The contractor estimate was based on a compiled list of vendors and does not include vendors engaged by subsidiary entities, subcontracted entities, suppliers of goods, equipment and materials, or entities licensed to conduct business at YVR. A detailed list of the Airport Authority's 2022 Single-Source contracts is available for download from this web page. As of December 31, 2022, a total of 298 volunteers joined our green coat volunteer program.
GOVERNANCE		
2-9	Governance structure and composition	Board structure and composition and related disclosures can be found at About the Board. Further details around Board composition and diversity can be found in this report, Our Leadership, p. 19
2-10 A	Nomination and selection of the highest governance body	Details around the Board nomination and selection process can be found in this report, Our Leadership, p. 20.
2-11	Chair of the highest governance body	Annalisa King is Chair of the Board of Directors; Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Details around the Board's responsibility for the Airport Authority's strategic direction and alignment to its values is outlined in the Board and Board committee (Board of Directors – Terms of Reference (Jan. 2023, V2) is available for download from this web page). Our economic, environmental, and social impacts are monitored as part of our enterprise risk management system, managed by the risk owners and are disclosed in this report. The Board is responsible for monitoring the Airport Authority's Enterprise Risk Management System ("**ERM**") and ensure that the sustainability performance of the Airport Authority is adequately and fairly reported to the public.

GRI	DISCLOSURE	PAGE OR REFERENCE
2-13	Delegation of responsibility for managing impacts	Our economic, environmental, and social impacts are monitored as part of our enterprise risk management system, managed by the risk owners and are disclosed in this report. The Board has oversight over the Authority's Enterprise Risk Management System (ERM) and ensures that the sustainability performance of the Authority is adequately and fairly reported to the public. The Board of Directors – Terms of Reference (Jan. 2023, V2) is available for download from this web page.
2-14	Role of the highest governance body in sustainability reporting	The Board of Directors ensure that the sustainability performance of the Airport Authority is adequately and fairly reported to the public. The Board of Directors – Terms of Reference (Jan. 2023, V2) is available for download from this web page.
2-15 **A**	Conflicts of interest	The Director Conflict of Interest Policy (Jan. 2023, V2) is available for download from this web page. The total number of conflicts of interest can be found in this report, Our Leadership, p. 21.
2-16	Communication of critical concerns	The Airport Authority has a formal Whistleblower Policy. In addition to internal channels for reporting, the Whistleblower Policy includes an option to report via a third-party confidence phone line or website. The total number of critical concerns can be found in this report, Our Leadership, p. 17.
2-17	Collective knowledge of the highest governance body	Measures taken to advance the collective knowledge, skills, and experience of the Board of Directors can be found in the Board's Governance Rules and Practices Manual. Guidelines for Corporate Governance
2-18	Evaluation of the performance of the highest governance body	The annual process to review Board, Committee and individual director effectiveness is set out in the Governance Rules and Practices Manual. Guidelines for Corporate Governance
2-19 **A**	Remuneration policies	See our sections on Executive and Board Compensation, p. 21–23. The Director Compensation Policy (Jan. 2023, V2) is available for download from this web page. Statement of Executive Compensation (amended: March 28, 2023) is available to download from this web page.
2-20	Process to determine remuneration	See our sections on Executive and Board Compensation, p. 21–23.
2-21	Annual total compensation ratio	See our sections on Executive and Board Compensation, p. 21–23.

GRI	DISCLOSURE	PAGE OR REFERENCE
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	2022 Annual Report
2-23	Policy commitments	See our section on Business Ethics, p. 17
2-24	Embedding policy commitments	See our section on Business Ethics, p. 17
2-25	Processes to remediate negative impacts	See our section on Business Ethics, p. 17
2-26	Mechanisms for seeking advice and raising concerns	See our section on Business Ethics, p. 17
2-27	Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations during the 2022 reporting period
2-28	Membership associations	**Membership of associations:** Airports Council International, Canadian Airports Council, Greater Vancouver Board of Trade, Business Council of BC, BC India Business Network, Canadian Chamber of Commerce, BC Chamber of Commerce, Greater Vancouver Gateway Council, Pacific Rim Cruise Association, BC Tech Association, Tourism Industry Association of Canada, Destination Vancouver, Richmond Chamber of Commerce, Surrey Board of Trade, and Tourism Industry Association of BC. **Partnerships:** The Airport Authority has partnerships with the Greater Vancouver Board of Trade, Richmond Chamber of Commerce, BC Chamber of Commerce, Greater Vancouver Gateway Council, Tourism Industry Association of Canada, Canada's Aviation Hall of Fame, BC Women's Hospital Foundation, BC Aviation Council, Destination Canada, Destination British Columbia, Destination Vancouver, Vancouver Hotel Destination Association, Rocky Mountaineer, Tourism Whistler and Tourism Richmond.
2-29	Approach to stakeholder engagement	Our Stakeholders, p. 29
2-30	Collective bargaining agreements	A total of 71.5% of employees as of December 31, 2022 are covered by our Collective Bargaining Agreement.
BUSINESS ETHICS (material topic)		
414-1	New suppliers that were screened using social criteria	Direct Economic Impact, p. 26
205-2 A	Communication and training about anti-corruption policies and procedures	Business Ethics, p. 18

GRI	DISCLOSURE	PAGE OR REFERENCE
ECONOMIC (OUR BUSINESS)		
DIRECT ECONOMIC IMPACT (material topic)		
201-1	Direct economic value generated and distributed:	Direct Economic Impact, p. 25
AIR SERVICES AND CONNECTIONS (material topic)		
A01	Total number of passengers annually, broken down by passengers on international and domestic flights, and broken down by origin-and-destination and transfer passengers, including transit passengers	Air Services, Passengers, and Cargo, p. 9
CUSTOMER CARE (material topic)		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Security and Safety, p. 14
Internally Developed Criteria A	Customer Service Quality (CSAT)	Guest Experience, p. 12
ENVIRONMENT (OUR ENVIRONMENT)		
ENERGY (material topic)		
302-1 A	Energy consumption within the organization	Reducing Air and Carbon Emissions, p. 46
WATER USE (material topic)		
303-3 A	Water withdrawal	Water Use, p. 49
ECOSYSTEM HEALTH (material topic)		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Ecosystem Health, p. 50
AIR EMISSIONS (material topic)		
305-1 A	Direct (Scope 1) GHG emissions (tonnes of CO_2e)	Reducing Air and Carbon Emissions, p. 46
305-2 A	Energy indirect (Scope 2) GHG emissions (tonnes of CO_2e)	Reducing Air and Carbon Emissions, p. 46
305-4	GHG emissions intensity	Reducing Air and Carbon Emissions, p. 46

GRI	DISCLOSURE	PAGE OR REFERENCE
A05	Ambient air quality levels according to pollutant concentrations in microgram per cubic meter (µg/m³) or parts per million (ppm) by regulatory regime	Reducing Air and Carbon Emissions, p. 48
EFFLUENT AND WASTE (material topic)		
Internally Developed Criteria A	Waste Generated and Diverted (Terminal waste only; as measured in the 2020-2024 Environmental Management Plan)	Effluent and Waste, p. 52
A06	Aircraft and pavement de-icing/anti-icing fluid used and treated by m³ and/or metric tonnes	Effluent and Waste, p. 53
306-3	Waste generated	Effluent and Waste, p. 53
306-4	Waste diverted from disposal	Effluent and Waste, p. 55
306-5	Waste directed to disposal	Effluent and Waste, p. 56
GROUND TRANSPORTATION (material topic)		
Internally Developed Criteria	Proportion of surveyed air passengers using collective transit	Parking and Ground Transportation, p. 15
AERONAUTICAL NOISE (material topic)		
Internally Developed Criteria	Community Survey Questionnaire	Aeronautical Noise, p. 57
Internally Developed Criteria A	Total Number of Complaints/10,000 aircraft	Aeronautical Noise, p. 57
SOCIAL (OUR COMMUNITY)		
INDIRECT ECONOMIC IMPACT (material topic)		
203-1	Infrastructure investments and services supported	Local Communities, p. 44
EMPLOYMENT PRACTICES (material topic)		
401-1 A	New employee hires and employee turnover	Employees, p. 35
404-2	Programs for upgrading employee skills and transition assistance programs	Employees, p. 37

GRI	DISCLOSURE	PAGE OR REFERENCE
EMPLOYEE HEALTH AND SAFETY (material topic)		
403-9	Work related injuries	Employee Health and Safety, p. 40
DIVERSITY AND EQUAL OPPORTUNITY (material topic)		
405-1 [A]	Diversity of governance bodies and employees	Board Diversity, p. 19, Diversity and Equal Opportunity, p. 41
406-1	Incidents of discrimination and corrective actions taken	Diversity and Equal Opportunity, p. 42
LOCAL COMMUNITIES (material topic)		
413-1	Operations with local community engagement, impact assessments, and development programs	Vancouver Airport Authority operates a single airport and therefore this equates to 100%. Local Communities, p. 42
SECURITY AND SAFETY (material topic)		
A09	Total Annual Number of Wildlife Strikes per 10,000 Aircraft Runway Movements	Security and Safety, p. 14

Key Performance Indicators Definitions

A selection of KPI's marked with an **A** have been assured against our internally developed criteria described below.

DEFINITIONS	
CUSTOMER-DRIVEN BUSINESS PERFORMANCE	
Customer/Passenger Satisfaction **A**	The Customer Satisfaction Survey (CSAT) measures our passengers' overall satisfaction with the services and facilities at the airport. The survey is conducted through multi-lingual passenger intercepts using a five-dimension scale measuring very dissatisfied to very satisfied. The CSAT provides data from departing, arriving and connecting passengers and includes a broad array of topics including Wi-Fi availability and quality, food and beverage choices, speed of check-in, cleanliness and overall friendliness of staff. The indicator is measured by the average score of the Satisfied and Very Satisfied response rates from the survey.
Airline Satisfaction **A**	This indicator measures our performance from our air carrier customers' point of view. It measures our responsiveness, alignment with airline business, quality and availability of airport facilities both in-terminal and airside.
Wi-Fi Satisfaction **A**	This indicator measures passenger satisfaction in the area of Wi-Fi and digitization.
OPERATIONAL PERFORMANCE & EFFICIENCY	
Passengers **A**	This indicator provides the total departing and arriving passengers across all sectors.
Cargo	This indicator measures cargo volumes in terms of tonnes shipped, reflecting the service we provide to facilitate the movement of goods for businesses and the broader community.
Departure Punctuality **A**	The proportion of flights that depart from their stand within 15-minutes of their original scheduled departure time.
Average Wait Time at Security Screening **A**	This indicator represents the average time it takes 85% of passengers to get through security screening from the point of lining-up when the first security boarding pass scan occurs to the final clearance security checkpoint.
Baggage Connections **A**	This indicator represents the proportion of bags that have been successfully delivered to our connecting customers and partners at YVR and is a measure of the effectiveness of our infrastructure and processes to support connections through YVR.
FINANCIAL PERFORMANCE & SUSTAINABILITY	
Revenue	An indicator of our topline financial growth. It consists of aeronautical, non-aeronautical sources and Aeronautical Improvement Fee (AIF).
EBIDA (Earnings Before Interest Depreciation and Amortization)	A measure used to evaluate our operating performance and can be seen as a proxy for cash flow from our operations.
EROE (Excess of Revenue Over Expenses)	Measures the net return generated, which is the equivalent of net income for conventional companies. It provides the total picture of our annual financial performance including the impacts of interest, depreciation and amortization.

DEFINITIONS	
ROIC (Return on Invested Capital)	Measures how well we allocate our financial capital to projects or investments to generate a return.

PEOPLE, DIVERSITY & WELL-BEING	
Employee Engagement/ Well-being A	This indicator measures aspects of employee engagement, employee well-being and the ability to deliver optimized organizational performance. Our Organizational Health Index ("**OHI**") is a comprehensive survey that consists of about 100 proprietary questions assessed against 9 health outcomes including, direction, accountability, coordination and control, leadership, external orientation, innovation and learning, capabilities, motivation and work environment. Survey results are assessed by scores and quartiles are determined relative to other organizations in McKinsey's global database.
Lost Time Injury Frequency Rate A	This indicator measures total number of employee lost time injuries per 200,000 hours worked during the calendar year. A lost time injury is defined as a workplace injury resulting in lost workdays after the date of injury.

CLIMATE CHANGE	
Scope 1 and Scope 2 Greenhouse Gas (GHG) Emissions	This indicator measures our Scope 1 and Scope 2 GHG emissions created by our direct operations. In early 2021 we announced our goal of becoming net-zero by 2030. The implementation of our roadmap over the next nine years will result in the gradual reduction of our Scope 1 and Scope 2 GHG emissions created by our direct operations. In 2030, any residual emissions will be directly offset (vs purchasing offsets).

Independent Practitioner's Assurance Report

To the Management of Vancouver Airport Authority

Scope

We have been engaged by Vancouver Airport Authority to perform a 'reasonable assurance engagement' and a 'limited assurance engagement' as defined by Canadian Standards on Assurance Engagements, hereafter referred to as the engagement, to report on Vancouver Airport Authority's select key performance indicators detailed in the accompanying Schedule (the "Subject Matter") for the dates indicated in the accompanying Schedule and contained in Vancouver Airport Authority's Accountability Report (the "Report"). The key performance indicators in scope for 'reasonable assurance' are referred to herein as "Subject Matter 1" and those in scope for 'limited assurance' are referred to herein as "Subject Matter 2".

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion or opinion on this information.

Criteria Applied by Vancouver Airport Authority

In preparing the Subject Matter, Vancouver Airport Authority applied the relevant guidance contained within the Global Reporting Initiative ("GRI") and internally developed criteria (collectively, the "Criteria") as detailed in the accompanying Schedule and the Report. The internally developed Criteria was specifically designed for the preparation of the Report. As a result, the Subject Matter may not be suitable for another purpose.

Vancouver Airport Authority's Responsibilities

Vancouver Airport Authority's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

EY's Responsibilities

As related to Subject Matter 1 and Subject Matter 2, our responsibility is to express an opinion or conclusion, respectively, on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the Canadian Standard for Assurance Engagements ('CSAE'), Attestation Engagements Other than Audits or Reviews of Historical Financial Information ('CSAE 3000') and the Canadian Standard on Assurance Engagements CSAE, Assurance Engagements on Greenhouse Gas Statements ('CSAE 3410').These standards require that we plan and perform our engagement to obtain reasonable or limited assurance, as applicable, about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence we have obtained is sufficient and appropriate to provide a reasonable basis for our opinion, as related to Subject Matter 1, and for our limited assurance conclusions, as related to Subject Matter 2.

Our Independence and Quality Control

We have complied with the relevant rules of professional conduct / code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

EY applies *Canadian Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance Engagements*, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of Procedures Performed

Subject Matter 1

Our procedures included:

- Conducting interviews with relevant personnel to obtain an understanding of the business and reporting process and internal controls, including the process for collecting, collating and reporting the Subject Matter 1

- Analytical review procedures to support the reasonableness of the data

- Testing, on a sample basis, accuracy of calculations performed and agreeing to source documentation, where applicable

- Testing that the Criteria has been correctly applied

- Reviewing presentation and disclosure of Subject Matter 1 in the Report

We also performed such other procedures as we considered necessary in the circumstances.

Subject Matter 2

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent, than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making inquiries, primarily of persons responsible for preparing the Subject Matter and related information and applying analytical and other appropriate procedures.

Our procedures included:

- Conducting interviews with relevant personnel to understand process for collecting, collating and reporting Subject Matter 2

- Analytical review procedures and inquiries, reperformance of calculations, where applicable, and testing, on a limited sample basis, underlying source information to support the completeness and accuracy of Subject Matter 2

- Reviewing presentation and disclosure of Subject Matter 2 in the Report

We also performed such other procedures as we considered necessary in the circumstances.

Inherent Limitations

The Greenhouse Gas (GHG) quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

Other non-financial information, such as the Subject Matter, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the Subject Matter and the methods used for determining such information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable evaluation techniques which can result in materially different evaluation and can impact comparability between entities and over time.

Opinion – Subject Matter 1

In our opinion, Subject Matter 1 for the year ended December 31, 2022 is presented, in all material respects, in accordance with the applicable Criteria.

Conclusion – Subject Matter 2

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that Subject Matter 2, for the dates indicated in the accompanying Schedule, are not prepared, in all material respects, in accordance with the Criteria.

Ernst & Young LLP

Vancouver, Canada

March 30, 2023

Schedule

Subject Matter 1

Our reasonable assurance engagement was performed on the following Subject Matter for the year ended December 31, 2022:

Performance Indicator	Criteria[1]	Unit of Measure	Reported Value	Report Page(s)
Scope 1 GHG emissions (incl. Biogenics)	GRI 305-1	t CO_2e	10,276	pg 46
Scope 2 GHG emissions	GRI 305-2	t CO_2e	1,161	pg 46

1   The internally developed criteria are described in the Report on pages 65–66.

Subject Matter 2

Our limited assurance engagement was performed on the following Subject Matter. The reporting period for the 'Diversity and Equal Opportunity – employees' indicator is for the year ended December 31, 2021. The reporting period for all other indicators is for the year ended December 31, 2022:

Performance Indicator	Criteria[1]	Unit of Measure	Reported Value	Report Page(s)
Energy	GRI 302-1	GJ	549,775	pg 46–47
Water Usage	GRI 303-3	megalitres	905.894	pg 49
Waste	Internally developed	–	–	–
Generated		kg	3,326,719	pg 52
Diverted		%	50	pg 52
Total number and rate of new employee hires and turnover	GRI 401-1			
Total number and rate of new employee hires		Number of employees	206	pg 35
Total number and rate of employee turnover		Number of employees	76	pg 36

Performance Indicator	Criteria[1]	Unit of Measure	Reported Value	Report Page(s)
Diversity and Equal Opportunity – governance bodies		–	–	–
Women		%	53.84%	pg 19
Indigenous Peoples	GRI 405-1	%	0.0%	pg 19
Persons with Disabilities		%	7.69%	pg 19
Visible Minorities		%	15.38%	pg 19
Diversity and Equal Opportunity – employees		–	–	–
Women		%	40.0%	pg 41
Indigenous Peoples	GRI 405-1	%	1.6%	pg 41
Persons with Disabilities		%	2.0%	pg 41
Visible Minorities		%	34.4%	pg 41
Nomination and Selection of the Board of Directors	GRI 2-10	N/A	N/A	pg 20–21
Board Conflict of Interest	GRI 2-15	N/A	N/A	pg 60
Board and Executive Remuneration and Incentives	GRI 2-19	N/A	N/A	pg 21–23
Anti-Corruption	GRI 205-2	N/A	N/A	pg 17–18
Aeronautical Noise	Internally developed	Concerns per 10,000 aircraft movements	95	pg 57
Customer Satisfaction	Internally developed	%	89%	pg 5
Airline Satisfaction	Internally developed	Score out of 5	3.39	pg 5
Wi-Fi Satisfaction	Internally developed	%	80%	pg 5
Passengers		–	–	–
Departing		Passengers	9,449,129	pg 9
Arrivals	Internally developed	Passengers	9,564,287	pg 9
Total Passengers		Passengers	19,013,416	pg 9

Performance Indicator	Criteria[1]	Unit of Measure	Reported Value	Report Page(s)
Departure Punctuality	Internally developed	%	68.4%	pg 6
Lost Time Injury Frequency Rate	Internally developed	Lost time injuries per 200,000 hours worked	1.26	pg 7
Baggage Connections	Internally developed	%	99.9%	pg 6
People Experience Survey	Internally developed	Quartile	Third Quartile	pg 7
Average Wait Times at Security Screening	Internally developed	Minutes	16.3	pg 6

1   The internally developed criteria are described in the Report on pages 65–66.