



2025

Environmental, Social,
and Governance Report

Report Includes Our 2024 Efforts and Data



ABOUT THIS REPORT

This report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Such statements may be identified by words such as “may,” “will,” “expect,” “aim,” “intend,” “anticipate,” “believe,” “estimate,” “plan,” “project,” “could,” “should,” “hope,” “likely,” and “continue” and similar terms. Our actual performance or operational and financial results may vary materially from these statements or our projections due to a variety of reasons, including the Risk Factors identified in our Annual Report on Form 10-K and any subsequent quarterly reports on Form 10-Q, as well as, with respect to our ESG targets, goals, and commitments outlined in this reporting or elsewhere, socio-demographic and economic trends; energy and fuel prices; our access to and the availability of energy sources; technological innovations; climate-related conditions and weather events; legislative and regulatory changes; our ability to gather and verify relevant information, including data regarding environmental impacts, and the challenges, assumptions and other methodological considerations associated with such information; our ability to successfully implement various initiatives throughout the company under expected time frames, costs, and complexity; the compliance of various third parties with our policies and procedures and with legal requirements; our dependency on certain third parties to perform; and other unforeseen events or conditions. These factors are not necessarily all of the important factors that could cause actual results to differ materially, and adversely, from those expressed in any of our forward-looking statements. Other factors could also have material adverse effects on our future results, including factors that are unknown to us. As such, readers should not place undue reliance on such forward-looking statements. We urge you to consider all of the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this report. There may be other factors that may affect matters discussed in forward-looking statements set forth in this Report, which factors may also cause actual results to differ materially from those discussed. We assume no obligation to publicly update any forward-looking statement to reflect actual results, changes in assumptions or changes in other factors affecting these statements other than as required by applicable law.

Additionally, this report contains ESG-related statements based on hypothetical scenarios and assumptions as well as estimates that are subject to a high level of inherent uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance, or forecasts of expected risk or performance. In addition, historical, current, and forward-looking environmental and social-related statements may be based on standards and metrics for measuring progress, as well as standards for the preparation of any

underlying data for those metrics, that are still developing and internal controls and processes that continue to evolve; while these are based on expectations and assumptions believed to be reasonable at the time of preparation, they should not be considered guarantees. Moreover, our disclosures based on any standards may change due to revisions in framework requirements, availability of information, changes in our business or applicable governmental policies, or other factors, some of which may be beyond our control. We may also rely on third-party information in certain of our disclosures, which involves certain important risks. For example, third-party information may change over time as methodologies and data availability and quality continue to evolve. These factors, as well as any inaccuracies in the third-party information we use, including in our estimates or assumptions, may cause results to differ materially, and adversely, from estimates and beliefs made by us or third parties, including regarding our ability to achieve our goals. While we are not aware of any materials flaws with the information we have used, except to the extent disclosed, we have not undertaken to independently verify this information or the assumptions or other methodological aspects underlying such information.

The events, scenarios, and efforts discussed in this report, including both forward-looking statements and other statements, may be significant; however, the inclusion of such statements is not an indication that these contents are necessarily material for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations, even if we use the word “material” or “materiality” in this document in relation to those statements or in other materials that we may release from time to time in connection with the matters discussed herein. Moreover, given the uncertainties, estimates, and assumptions required to make some of the disclosures in this report, and the timelines involved, materiality is inherently difficult to assess far in advance. In addition, given the inherent uncertainty of the estimates, assumptions, and timelines contained in this report, we may not be able to anticipate in advance whether or the degree to which we will or will not be able to meet our plans, targets, or goals. Website and document references throughout this document are provided for convenience only, and their content is not incorporated by reference into this document unless expressly stated.

External Assurance

We obtain third party verification of our greenhouse gas emissions on an annual basis. An external assurance statement for emissions can be found on page 68. GSI Environmental Inc. conducted our emissions verification and provided a limited level of assurance on our Environmental Statement of Greenhouse Gas (GHG) Emissions for reporting.



SkyWest, Inc. is the holding company for SkyWest Airlines, SkyWest Charter (“SWC”), and SkyWest Leasing. SkyWest Airlines operates approximately 500 aircraft connecting passengers to more than 250 destinations throughout North America. SkyWest Airlines operates through partnerships with United Airlines, Delta Air Lines, American Airlines and Alaska Airlines carrying more than 42 million passengers in 2024.

SkyWest is committed to providing information about our strategies and performance on the environmental, social, and governance (ESG) issues that are most important to our company and stakeholders. The 2025 ESG Report is a review of our efforts up through December 31, 2024. As SkyWest Airlines is the primary operating entity of SkyWest Inc., the content of this report centers around those operations. In 2022, we formed a new subsidiary, SWC, with the intent to offer on-demand charter service and public charter service to underserved communities in the United States using CRJ200 aircraft in a 30-seat configuration. SWC operated on-demand charters during 2023 and 2024 and its operations were not a material to SkyWest for this report. We first published a Corporate Responsibility Report in 2021 and this year’s report is a continued expansion in our reporting as our ESG processes and commitments continue to develop. This report is created by following the reporting standards of the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD).

At SkyWest, we understand and value the priceless commodity of time. We respect every individual’s quality of life and are committed to promoting dignity and trust in all we do. SkyWest strives to be the Partner of Choice, the Employer of Choice, and the Investment of Choice. Shares of SkyWest, Inc. trade on NASDAQ under the ticker symbol SKYW. For additional information regarding our business and financial results, please refer to our 2024 Form 10-K and our Proxy Statement for the 2025 annual meeting of SkyWest, Inc. shareholders, each as filed with the SEC. Additional information about SkyWest can be found at inc.skywest.com.

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TABLE OF CONTENTS

INTRODUCTION	3
ESG STRATEGY	6
HEALTH AND SAFETY FIRST	9
CLIMATE AND ENVIRONMENT	13
SUPPLIERS	45
SOCIAL RESPONSIBILITY	49
TCFD INDEX	64
SASB INDEX	65
ADDITIONAL METRICS	66
EXTERNAL ASSURANCE REPORT	68



Learn more about SkyWest by visiting inc.skywest.com.

SkyWest Airlines operates flights under two types of code-share agreements: capacity purchase agreements and prorate agreements with our major airline partners:



ABOUT THE SKYWEST AIRLINES BUSINESS MODEL



CAPACITY PURCHASE AGREEMENTS (CPA)

(91% of our fleet in scheduled service at the end of 2024)

Our major airline partners contract with us to operate regional jet aircraft in their respective network system. More specifically, each major airline partner determines our flight schedules, sets the passenger fares, and sells tickets to passengers through their reservation systems, and we operate the flights under their respective marketing and operating standards. In return, our major airline partners pay us fixed fees to operate flights under the CPA (commonly referred to as flying contracts), regardless of the number of passengers we carry. The major airline partner also arranges and pays for the fuel used on our capacity purchase flights.

PRORATE AGREEMENTS

(9% of our fleet in scheduled service at the end of 2024)

As with our capacity purchase agreements, we operate flights using our major airline partners' ticketing and reservation systems. Under the prorate agreements, unlike our CPAs, the major airline partner remits to us the passenger fares collected on the prorate routes we operate, which may involve proration when passengers connect to our major airline partners' flights. We have more discretion on setting our flight schedules under our prorate agreements. On prorate flights, we arrange and pay for the fuel consumed.

Our ESG priorities include:

- Monitoring and assessing climate-related risks and opportunities that may impact our business model
- Utilizing mechanisms to attract, retain, and offer growth opportunities for our employees
- Ensuring we have the governance structure and proper oversight to achieve these priorities

ESG INITIATIVES & PROGRESS

INITIATIVE	PROGRESS
Make progress on our short and medium term ESG goals	<ul style="list-style-type: none">• In 2024, purchased 30 units of electric ground service equipment and disposed of 28 units of fossil-fuel powered equipment.• Have ongoing discussions with many of our fuel providers on sustainable aviation fuel (SAF) availability and market outlook.• Collaborated with our major airline partners and emerging technology companies to support decarbonization initiatives
Implement employee incentives and initiatives to enhance our ability to attract, retain, and provide growth opportunities for our diverse employees	<ul style="list-style-type: none">• Provide best total compensation in the regional industry, including top wages, best-in-class work rules and other employee benefits.• Conducted an employee survey in 2024 and received positive feedback on our culture, compensation and professional development.
Continue to enhance our TCFD and SASB reporting framework and disclosures	<ul style="list-style-type: none">• Reviewed our ESG practices, goals, and reporting against our major airline partners, guidelines from our institutional shareholders, and independent ESG research and rating agencies.• Expanded our metric disclosures in several areas, such as energy and water usage.• Conducted an analysis of our suppliers and increased our disclosure to provide additional clarity on our relevant categories of suppliers and associated upstream emissions categories, and our associated Vendor/Supplier policies.

We collaborate with and seek feedback from our key stakeholders (including our investors, our major airline partners, our employees, government agencies and trade associations), to evaluate important ESG matters such as risks, strategies, and reporting. Our executive officers are responsible for ESG governance, including setting and monitoring our ESG strategy, goals, and targets. The SkyWest Board of Directors has oversight of our ESG performance and is briefed at least annually by executive leadership. Our ESG priorities are part of our company risk management, strategy, and financial planning considerations.

SHORT & MEDIUM TERM ESG GOALS

GOVERNANCE		
Goal	Target Year	Progress & Plans
Maintain a corporate governance program aligned with evolving best practices	Ongoing	<ul style="list-style-type: none">• Benchmarked our governance practices compared to our major airline partners, guidelines from our institutional shareholders, and independent ESG research and rating agencies• Reviewed findings with the Board of Directors• Continue to evaluate our processes to remain aligned with best practices
SAFETY		
Goal	Target Year	Progress & Plans
Monitor safety-related key performance indicators (KPIs) and implement safety initiatives to continuously improve the safety of our employees and passengers	Ongoing	<ul style="list-style-type: none">• OJI safety action plan significantly reduced injuries to flight crews in 2024, improving year over year Company OJI rate• New safety action initiative in 2024 has reduced slip and fall injuries• Our Board's safety committee meets at least twice a year and reviews our safety metrics and performance
ENVIRONMENT		
Goal	Target Year	Progress & Plans
Electrify 50% of Airport Operations motorized ground service equipment (GSE) by the end of 2025	2025	<ul style="list-style-type: none">• Plan to replace ~40 gas-powered aircraft push backs and baggage tugs with electric GSE from 2023 to 2025• Transitioned six airports to electric GSE in 2024 and one airport to electric GSE in 2023• Purchased 35 units in 2023 and 2024 and ordered 16 units for airports for transition to electric GSE in 2025• Working on infrastructure updates at other airports to continue transition to electric GSE• After we established the goal of electrifying 50% of our Airport Operations GSE by the end of 2025, our major airline partners transitioned multiple airport locations we were serving to other providers. Notwithstanding this unexpected reduction in operations, we continued to make progress on this goal and electric GSE comprised 48% of our airport operations GSE at the end of 2024
Develop relationships with SAF vendors and coordinate with our major airline partners to support our medium-term SAF utilization goal	2025	<ul style="list-style-type: none">• Continued discussions throughout 2024 with our existing fuel providers to discuss SAF availability and opportunities• Continue to evaluate supply and cost through ongoing discussions with our vendors and major airline partners
Begin replacing 10% of jet fuel with SAF subject to availability, cost, and direction from our major airlines partners	2030	<ul style="list-style-type: none">• Continue engagement with fuel suppliers and our major airline partners to pursue feasible SAF offtake opportunities
SOCIAL		
Goal	Target Year	Progress & Plans
Holistic evaluation for improvement in employee satisfaction and safety	Ongoing	<ul style="list-style-type: none">• Continue to evaluate market compensation for our operations personnel and our safety and training programs to our peers• Have open communications with our employees to identify opportunities to improve our culture and operating performance• Leverage partnerships with various industry organizations to continue recruiting qualified professionals from a vast array of cultural and ethnic backgrounds, abilities, and experiences



HEALTH & SAFETY FIRST

SAFETY SYSTEM OVERVIEW

SkyWest Airlines' first Guiding Principle is Health and Safety First. The cornerstone of SkyWest's safety framework includes our Safety Management System (SMS), a systematic, proactive approach to identify hazards and utilize risk management to reduce workplace incidents and accidents. The framework includes five components:

- ✈ Safety Policy
- ✈ Safety Risk Management
- ✈ Safety Assurance
- ✈ Safety Promotion
- ✈ Safety Ownership



SAFETY POLICY

Commitment to safety from top leadership, supported by organizational policies that define how SkyWest conducts SMS



SAFETY RISK MANAGEMENT

A systematic process to respond to hazards, assess risk, and control risk to acceptable levels



SAFETY ASSURANCE

Continuously measuring safety performance and identifying opportunities for improvement



SAFETY PROMOTION

Communicating safety hazards and employee safety responsibilities to enhance individual safety ownership while fostering a positive Safety Culture



SAFETY OWNERSHIP

A measure of understanding an individual has of how his or her performance of safety-related duties contributes to the overall safety of the Company



Our Safety Management System integrates an intentional safety culture into every workgroup and every employee process from new hire through retirement, focusing on industry-best practices in safety competencies and behaviors. Training is required for every SkyWest employee, regardless of position.

The system further supports SkyWest employees as they make decisions and proactively manage risks to address hazards that could lead to injuries, damages, or harm, and to promote safety as a constant focus. SkyWest's goal is to achieve world-class personal safety performance with the goal of ensuring all SkyWest employees return home safely each day.

IMPLEMENTATION AND OUTCOMES OF OUR SMS

Safety Governance

SkyWest Board of Directors – Safety Committee

- Oversees and consults with leadership on the safety and security of our customers, employees, and aircraft operations
- Reviews current and proposed safety and security-related programs, policies, and compliance
- Reviews issues that may have a material effect on our flight safety operations, security, and public health matters; establishes and approves annual safety and security goals

Safety Leadership and Culture

SkyWest's culture starts with a dedicated executive leadership team and collaborative oversight from the Board's Safety Committee, which oversees our policies, practices, and performance related to safety, security, and public health. This collective effort puts the safety of our people and customers at the forefront of all business decisions and is embodied in SkyWest's Safety Management System (SMS), which provides critical safety leadership behaviors for operational teams.



SkyWest SMS

SkyWest's SMS is a comprehensive, process-oriented approach to managing safety allowing employees to monitor, identify, and address health and safety issues through daily operational data. SMS includes an organization-wide safety policy; formal methods for proactively identifying, assessing, and controlling risks; systems for monitoring safety performance; and promotion of a safety culture.

SMS allows for adjustments to be made to processes and procedures as necessary in an effort to address concerns

before failures occur and to keep our people, customers, and assets safe. SkyWest's SMS plays a key role in ensuring integrity of operations, promoting a culture of safety, and providing a safe work environment for our employees and a safe travel experience for our customers.

The SkyWest SMS aligns with both the Federal Aviation Administration (FAA) and the International Civil Aviation Organization (ICAO) guidance and is in the Continuous Improvement implementation level. Additionally, the SMS has been audited by the International Air Transport Association's (IATA) Operational Safety Audit (IOSA) numerous times since its inception and has had no relevant findings.

We engage in discussions with our airline partners and regional jet operators when significant safety incidents occur involving regional jet aircraft. We continuously evaluate and update our training curriculum to include safety developments identified internally and externally.

Employee Safety

We monitor company wide On-the-Job Injuries (OJI) per 200K Employee Hours as a metric to evaluate the safety environment and training opportunities for our employees. Our OSHA recordable OJIs for 2024 per 200K Employee Hours was 3.20, down from 3.57 in 2023. Flight attendant strains and turbulence injuries are significant contributors.

Several recent safety initiatives have resulted in improved operations and employee well-being, including the following:

- Improved flight attendant and pilot injury reduction content was integrated into initial and continuing qualification training curriculums, including a focus on safety ownership for turbulence communication
- Initiated a turbulence awareness campaign with a safety focus on passengers and crew members
- Initiated a safety action plan targeted for each work group (airport ground operations, crew members, maintenance) to reduce injury risk, including training to reduce slip and fall injuries
- Initiated a hot cabin prevention plan to reduce high temperatures when aircraft are at the gate
- Initiated a safety training for pilots when conducting aircraft walk-around inspections to reduce injury risk
- Performed a maintenance and airport ground operation personnel focused ergonomics study for future training to reduce strain and injuries



CLIMATE AND ENVIRONMENT

SKYWEST DEMONSTRATES OUR COMMITMENT TO ENVIRONMENTAL MANAGEMENT BY:

- ✈ Operating in an environmentally responsible manner, complying with all environmental laws and regulations, and using natural resources efficiently
- ✈ Reducing pollution where possible, and if not possible, then establishing mitigation programs to lessen environmental impact
- ✈ Engaging with external stakeholders to discuss commercially viable solutions to reduce emissions
- ✈ Collaborating with our major airline partners in their decarbonization goals and waste reduction initiatives associated with flights operating under our code-share agreements

Environmental Governance

SkyWest's Board of Directors has oversight of the company's climate-related risk evaluation and strategy, and environmental-related performance. Management, employees, and contractors are accountable for conducting our operation in an environmentally sustainable manner.

CORPORATE GOVERNANCE

Board Oversight

The full SkyWest Board maintains responsibility for the oversight of climate risk and strategy. The Board reviews and evaluates the executive management team's climate risk and strategy assessment at least annually, and emergent environmental, social, and governance matters quarterly. In addition, management reports to the Board, at least annually, on progress towards goals and initiatives.

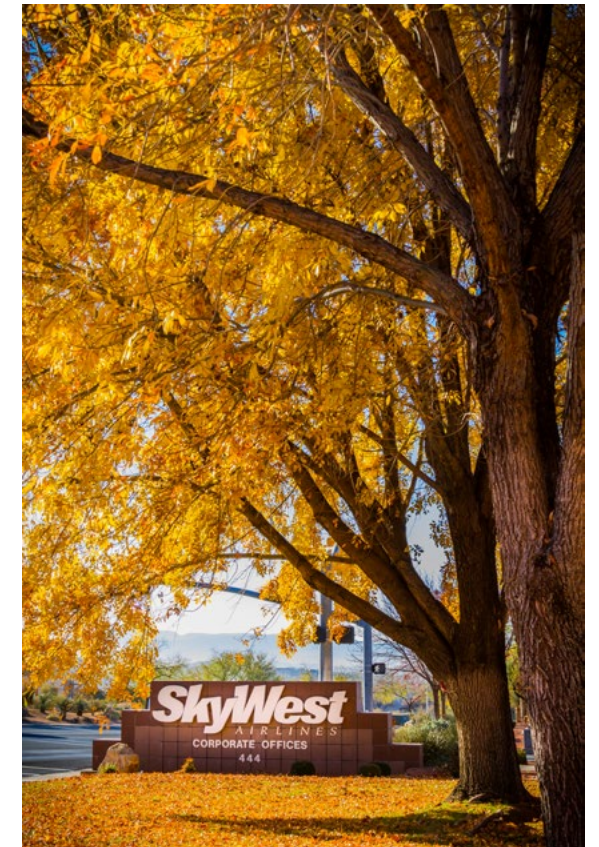
The Safety & Compliance committee maintains oversight over applicable climate-related operational risks and receives safety briefings semi-annually. Board direction and feedback are used by executive management in evaluating risk and establishing strategies.

Management Responsibilities

Our executive officers are responsible for prioritizing climate risk assessment, which includes setting and monitoring our climate strategy. Management evaluates the impact of emerging technologies, regulatory changes, and market developments in determining climate risk assessment and strategies.

Climate-related responsibilities are dispersed throughout operational management. The Director of Safety oversees environmental compliance programs and sees that climate-related risks impacting operational safety are managed and mitigated throughout the operational departments. In addition, the Director of Safety oversees the Executive Safety Brief where executive leadership is briefed on pertinent operational risk issues.

Department leaders throughout the organization oversee applicable emissions and waste reduction initiatives, as well as mitigate climate-related risks, within their respective areas of responsibility.





Environmental Management Strategy

With the largest regional airline operation in the United States, SkyWest remains committed to, and understands, our responsibility to minimize our impact on the environment. Today, the primary risk that aviation poses on the environment is the combustion of fossil-based jet fuel and the associated carbon emissions which impacts climate change. We collaborate with our major airline partners on emissions and waste reduction efforts and participate in industry efforts to decarbonize the aviation sector.

SKYWEST'S ENVIRONMENTAL STRATEGY CONSISTS OF THE FOLLOWING:

- Coordination with our major airline partners on decarbonization and waste reduction initiatives
- Integrated climate-risk management with our safety management system
- Support of industry decarbonization efforts including operational efficiencies, fleet, SAF, novel aircraft propulsion, and CORSIA
- Facility initiatives to reduce energy
- Waste reduction initiatives within our areas of control
 - Note: All cabin onboard materials and associated waste materials are sourced and managed by our respective major airline partner.
- A suite of environmental policy documents (company standard practices) to provide guidance for environmental-related management and compliance
 - SkyWest has established management and accountability of its systems through documented standard practices regarding Clean Air Act Compliance, Discharge Response, and Dangerous Goods & Hazardous Materials. Responsibility and authority is documented and demonstrated through the organizational structure including the Director of Safety who is responsible for SkyWest environmental policies, procedures, and processes including review and update as appropriate.

EFFORTS TO REDUCE ENVIRONMENTAL IMPACT:

Noise Reduction

SkyWest actively participates in noise abatement air traffic procedures across the country.

SkyWest was selected by the Vancouver Airport Authority as a Fly Quiet Award recipient in 2023. This annual award program recognizes SkyWest's success in meeting or exceed airport noise requirements for narrow-body aircraft. Awards are given based on average sound energy readings under the departure path and having the fewest noise citations.

Facility Initiatives

Reduction initiatives to conserve energy, including upgrading to LED lighting and upgraded heating and cooling systems in our headquarters facility and certain aircraft hangars.

We participate in the Building Performance Colorado program, where we report energy use for the Colorado Springs hangar. Building Performance Colorado (BPC) is a statewide program aimed at increasing energy efficiency and decreasing greenhouse (GHG) emissions in the building sector. The program was created as a result of the "Energy Performance For Buildings" Statute and is administered by the Colorado Energy Office (CEO). The goal of the BPC program is to help Colorado building owners to understand and track energy use from large buildings and reduce GHG pollution economy-wide.

Electronic Manuals

SkyWest has worked aggressively to reduce our reliance on paper manuals, forms, and documents, reducing waste.

We have converted all company manuals to electronic format, including converting all aircraft maintenance logs into electronic form, further eliminating waste while increasing efficiencies.

Flight Deck Paper Waste Reduction

Electronic flight bags have been in use for several years at SkyWest, reducing both unnecessary weight and paper waste in day-to-day operations. Printers onboard the aircraft in the flight deck are necessary for safety critical information; however, strategic reduction of paper utilization is an ongoing initiative.

Weight Reduction

Aircraft weight reduction programs include the use of Electronic Flight Bags by Flight Operations, the InFlight eFAD, and Slimline seating on our E175 aircraft fleet. Each seat is approximately 20 lbs. lighter than a standard seat and reduces the amount of fuel consumption of our E175 aircraft.

Environmental Compliance | Clean Air and EPA Compliance

SkyWest complies with, and is committed to exceeding where possible, the U.S. Environmental Protection Agency (EPA), Clean Air Act (CAA), Title 40 CFR Part 63.743 Protection of Environment Standards and programs specific to state regulations, programs, and measures.

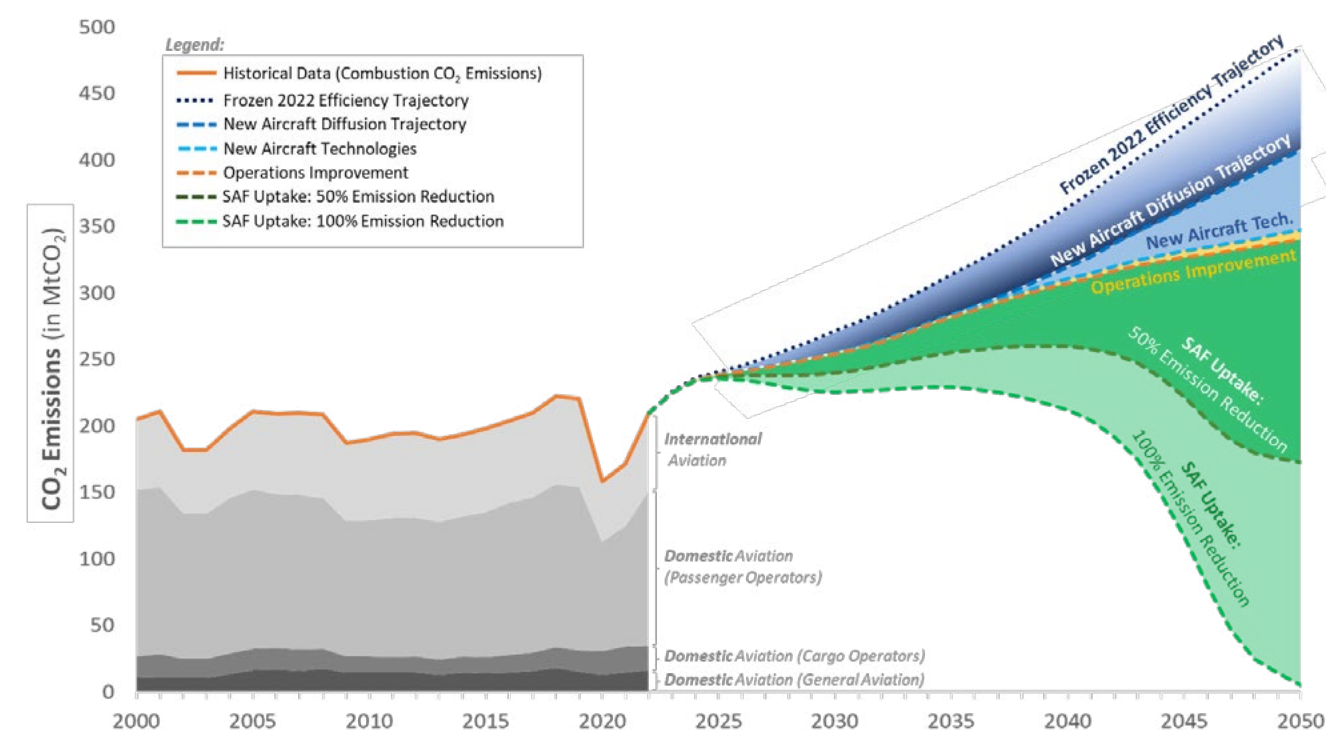


Industry Initiatives & Progress

Significant commitments and progress to decarbonize the airline industry have taken place in recent years. The International Civil Aviation Organization (ICAO) joined industry in committing to a net-zero carbon emissions goal by 2050 in 2022. The agreement was determined at the ICAO 41st Assembly in Montreal and reflects increased urgency to align aviation with the Paris Agreement. This agreement is in addition to announcements in 2021 from the International Air Transport Association (IATA) and others also committing to net-zero carbon emissions by 2050.

Each of our major airline partners have publicly announced achieving net-zero carbon emissions by at least 2050. The United States recently published a plan which outlines the commitment to action, and steps needed to achieve net-zero emissions in the U.S. aviation industry by 2050. While various measures, such as aircraft technology and operational efficiencies, will be required to achieve net-zero, the use of drop-in sustainable aviation fuel (SAF) will be key. As outlined in the 2021 United States Aviation Climate Action Plan, “SAF produced from renewable and waste feedstocks will be critical to aviation’s ability to meet the net-zero goal.” The graphic below is taken from the United States 2024 Aviation Climate Action Plan and depicts how various measures can be combined to reach net-zero emissions, namely new aircraft technology including innovative propulsion technologies, operational efficiencies, and SAF. While each lever will be necessary and applied to different degrees depending upon specific operator needs and opportunities, SAF is anticipated to play a prominent role to reduce in sector emissions. The SAF industry is still in an early stage of development, although the SAF Grand Challenge announced in 2021 intends to increase SAF production to at least 3 billion gallons per year by 2030 in the United States.

ANALYSIS OF FUTURE DOMESTIC AND INTERNATIONAL AVIATION CO₂



Analysis conducted by BlueSky leveraging R&D efforts from the FAA Office of Environment & Energy (AEE) regarding CO₂ emissions contributions from aircraft technology, operational improvements, and SAF.

Source: United States 2024 Aviation Climate Action Plan, DOT, 2024

SkyWest is committed to working with our major airline partners and industry to achieve these collective emissions reduction targets. Fleet, fuel, and route decisions that impact our emissions footprint and efficiency metrics are made in coordination with our major airline partners. These areas will require flexibility and collaboration as we adapt to partner needs while supporting their climate objectives.

Sources:
 Net-Zero Carbon Emissions by 2050, IATA Pressroom, Oct. 4, 2021
 SAF Grand Challenge Roadmap: Flight Plan for Sustainable Aviation Fuel, Prepared by the U.S. Department of Energy, U.S. Department of Transportation, and U.S. Department of Agriculture, in collaboration with the U.S. Environmental Protection Agency, 2022
 States adopt net-zero 2050 global aspirational goal for international flight operations, ICAO Newsroom, Oct. 7, 2022
 United States 2024 Aviation Climate Action Plan, DOT, 2024

Decarbonization Strategy

Commercial aviation inherently contributes to carbon emissions due to the combustion of fossil-based jet fuel; however, a combination of greenhouse gas emission reduction efforts may make net-zero aviation a reality. Common themes discussed and currently being researched, invested in, and scaled up across the aviation sector to decarbonize include the following:

OPERATIONAL EFFICIENCY

FLEET RENEWAL

SUSTAINABLE AVIATION FUEL (SAF)

INNOVATIVE PROPULSION TECHNOLOGY (ELECTRIC/HYDROGEN/HYBRID)

OFFSETS AND MARKET MEASURES

OPERATIONAL EFFICIENCY

Next Generation Air Transportation System (NextGen) and NextGen Advisory Committee (NAC)

As described by the FAA, the Next Generation Air Transportation system (NextGen) is a large-scale FAA initiative to modernize the U.S. National Airspace System (NAS).

Through NextGen, the FAA has modernized air traffic infrastructure in communications, navigation, surveillance, automation, and information management with the aim of increasing the safety, efficiency, capacity, predictability, flexibility, and resiliency of American aviation. NextGen's scope includes airport infrastructure improvements, new air traffic technologies and procedures, and safety and security enhancements.

NextGen improvements also help to reduce aviation's effects on the environment. The FAA supports programs to facilitate sustainable aviation fuel uptake as well as aircraft and engines that lower fuel consumption and emissions.

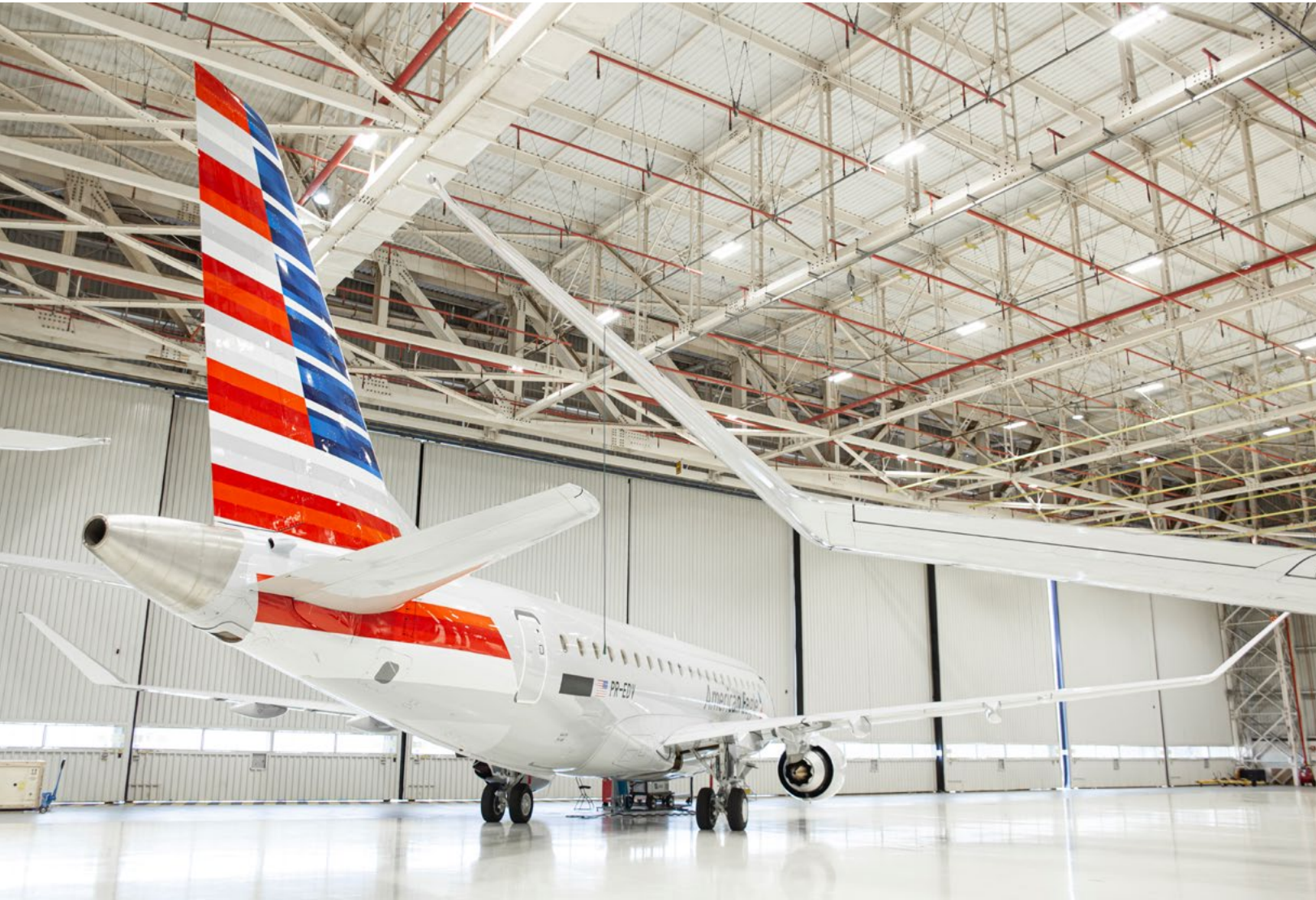
Through research and collaboration, NextGen is defining new standards and further advancing our global leadership in aviation. The FAA fosters international cooperation in evolving enhanced aviation technologies that improve airspace system safety and mobility.



To support advancement of NextGen priorities, the objective of the NAC is to provide independent advice and recommendations to the FAA and to respond to specific taskings received from the FAA. The advice, recommendations, and taskings relate to concepts, requirements, operational capabilities, the associated use of technology, and related considerations to operations that affect the future of the Air Traffic Management System and the integration of new technologies. In addition, the NAC recommends consensus driven standards for FAA consideration relating to Air Traffic Management System modernization, which the FAA may adopt.

SkyWest has actively supported NextGen efforts for years, committing time and resources to advance and further NextGen initiatives. Our President and CEO, Chip Childs, has been the Chairman of the NAC since 2019. Under his leadership, the NAC successfully achieved an industry-wide minimum capabilities list, navigated the challenges of the pandemic and its incredible impact on the aviation industry, and has continued to promote NextGen improvements to U.S. airspace management and modernization.

Sources:
www.faa.gov/nextgen
www.faa.gov/about/office_org/headquarters_offices/ang/nac



Performance-Based Navigation

SkyWest has been routinely conducting Required Navigation Performance Authorization Required (RNP AR) approaches since 2018 with our E175 fleet. The approaches not only have significant safety benefits, but also reduce both overall track miles and time spent level during the approach phase, which in turn reduces noise, fuel burn, and emissions.

RNP AR operations in Denver, Houston, and Los Angeles are three locations where the FAA has implemented Established on RNP (EoR) procedures, one of the NextGen airspace modernization initiatives. **In 2024, we conducted over 8,700 RNP AR operations at just these three locations. We estimate this saved over 115,000 gallons of fuel and thousands of track miles based on average distance savings.** Depending on variables such as the weather, traffic volume, runways, and other approach procedures in use, conducting an RNP AR approach instead of a visual or ILS approach can save, on average, anywhere between 2 miles up to over 20 miles in some cases. These track mile reductions reduce total trip fuel burn and associated emissions. Even just saving a few miles per approach adds up quickly and amounts to significant costs savings and environmental benefits.

Fuel Savings Procedures

In addition to fuel savings realized by airspace modernization and approaches requiring advanced avionics, we also save fuel through procedures such as single-engine taxi and idle reverse thrust landings. The procedures, used when practical, amount to significant fuel and emissions savings each year.



Enhancing our operational efficiency, and reducing our fuel burn where practical, is important to us as over 99% of our Scope 1 and Scope 2 emissions come from the combustion of jet fuel. **In 2024, operational fuel savings procedures saved approximately 39,901 metric tons of carbon dioxide equivalent (CO₂e). This is over five times the amount of emissions generated by electricity usage at all of our owned or leased facilities combined during the same year.**

Fuel Savings Initiatives

Evaluation of opportunities to reduce fuel burn within our operational and safety standards through targeted efforts to reduce cost-to-carry fuel.

Collaboration with Air Traffic Control to promote efficient aircraft routing between airports when practical, which leads to conservation and reduction in emissions.

Monitoring fuel trends and making a concerted effort to increase fuel burn accuracy during flight planning.

When practical at the gate, utilizing ground power for our aircraft rather than on board auxiliary power units.

Bi-annual training for our dispatchers and flight planners on fuel planning and fuel conservation.

Maintaining a statistical contingency fuel (SCF) program to aid dispatchers and flight crews during fuel planning for each flight. The SkyWest SCF program analyzes specific route data, multiple historical data points, and year over year comparisons. By adhering to SCF for fuel planning, SkyWest reduces unnecessary fuel consumption and emissions associated with carrying excess fuel.

FLEET RENEWAL

SkyWest Fleet

SkyWest has made significant investments in new, larger regional jets in recent years that produce lower carbon emissions per ASM than it's older CRJs. Investments made in new E175 aircraft and spare engines over the last 4 years total more than \$1.2 billion and we plan to invest over \$400 million in new E175 aircraft and spare engines in the coming years.





Since the beginning of 2021 through the end of 2024, SkyWest increased its E175 fleet by 36% from 193 aircraft to 262 aircraft. Over the same four-year period, SkyWest reduced its older CRJ200 aircraft in scheduled service by 42%, going from 130 aircraft to 75.

Our major airline partners determine the routes we serve and the frequency of our scheduled flights resulting in fluctuations in our overall average flight lengths ("stage lengths") year-to-year. Flights with shorter stage lengths have a less efficient fuel burn per ASM than flights with longer stage lengths due to the significant amount of fuel consumed at take-off. Thus, changes in our scheduled routes and frequencies, as determined by our major airline partners, can impact our fuel consumed per ASM comparability year-to-year.

Our E175 fleet has a lower CO₂e per ASM than our CRJ200 fleet. Since 2021, we have increased our E175 ASMs by 17% and reduced our CRJ200 ASMs by 53%. Adjusted for changes in stage lengths and frequencies **we estimate that our E175 and CRJ200 fleet mix improvement has reduced our 2024 CO₂e by 3% per ASM since the beginning of 2021.**



AIRCRAFT AS OF DECEMBER 31, 2024

Aircraft Type	Average Age	Aircraft in Scheduled Service
E175	6.5	262
		
CRJ900	14.0	36
		
CRJ700/CRJ550	19.4	119
		
CRJ200	21.8	75
		
TOTAL	13.5	492

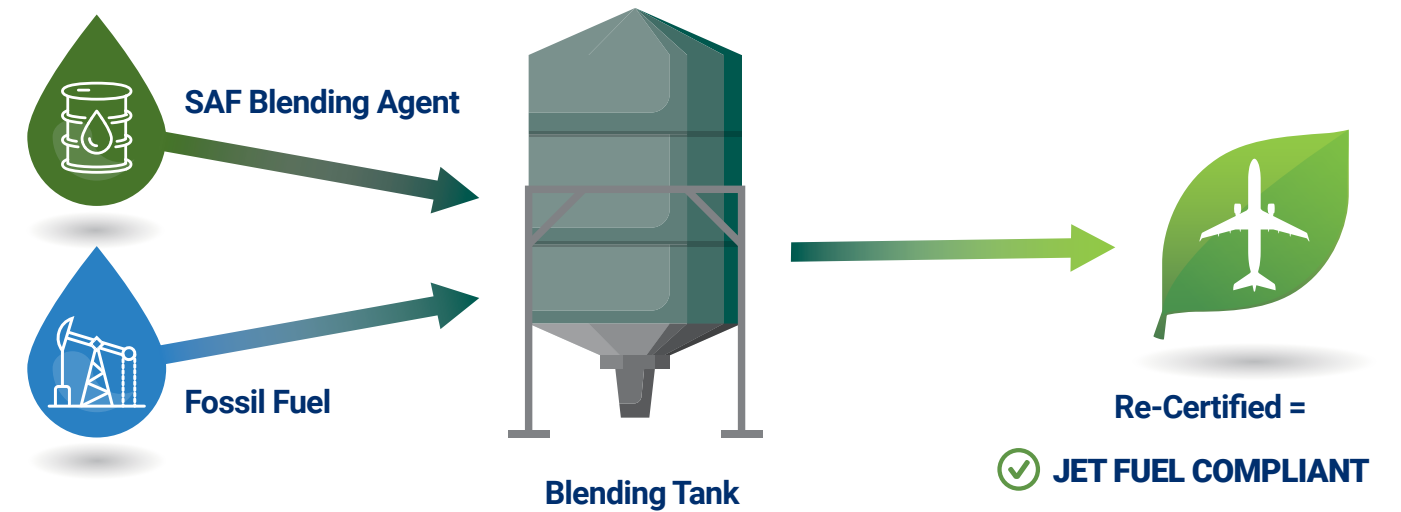
SUSTAINABLE AVIATION FUEL (SAF)

SAF is a safe alternative for conventional, or fossil-based, aviation fuel. The chemical and physical characteristics of SAF are almost identical to those of conventional jet fuel. Commercially available SAF today is blended with conventional kerosene in ratios up to 50% SAF and is considered a “drop in” fuel. Blending is done to ensure compatibility with aircraft, engines, and fueling systems, which allows use of the same fueling infrastructure in use today and does not require any changes to aircraft or engines.

SAF is a hydrocarbon fuel and thus emits carbon dioxide when combusted in the aircraft engine. The extent to which any particular SAF provides emissions reductions depends on the life cycle emissions profile, taking into account the feedstock used, production, transportation, and combustion of the SAF,

as well as indirect effects associated with these. Potential SAF feedstocks vary widely and could include things such as plant oils, cooking oil, agricultural residues, municipal waste, waste gases, and green hydrogen, among others. When all CO₂ elements are accounted for in the lifecycle of SAF, analysis shows the fuel provides significant reductions in overall CO₂ emissions when compared to fossil fuels. Lifecycle CO₂ reductions across the different sources of SAF are anticipated to average 70-80% initially, with the potential to increase to 100% CO₂ reduction in the future.

To become approved for use, SAF must meet certain specifications from ASTM International, formerly known as the American Society for Testing and Materials. Once it has demonstrated compliance with the requirements, it is blended



up to 50% by volume (according to current standards) with conventional jet fuel and re-tested to show compliance. It is likely that higher blend limits will be approved in the future with progress being made to demonstrate the safety of 100% SAF. Once a fuel has been fully certified, it is recognized as jet fuel and can be used without any restrictions.

Quantities of available SAF are extremely low relative to jet fuel demand, although numerous investments and initiatives seek to change the SAF landscape in the United States and across the world. The SAF Grand Challenge is a U.S. government-wide approach to work with industry to reduce cost, enhance sustainability, and expand production to achieve 3 billion gallons per year of domestic SAF production that achieve a minimum of a 50% reduction in life cycle GHG emissions compared to conventional fuel by 2030 and 100% of projected domestic aviation jet fuel use, or 35 billion gallons of annual production, by 2050. The focus on increasing domestic SAF supply recognizes that SAF offers a more rapidly deployable solution to decouple aviation’s growth from associated carbon emissions as SAF can be blended with traditional fuel and deployed in existing infrastructure.

The SAF Grand Challenge requires fuels to reduce emissions by at least 50 percent of a life cycle basis compared to jet fuel and has workstreams and actions dedicated to increasing the

emissions reductions possible from the production, blending, and distribution of SAF. Additional benefits are expected as some types of SAF reduce emissions that impact air quality and contribute to the formation of contrails, which also impacts climate change.

In 2022, SkyWest conducted a thorough review of current fuel use and procurement. Under our contract operations, which accounts for approximately 91% of our business model, our major airline partners are responsible for purchasing and supplying the fuel we use. And as such, our emissions associated with such fuel combustion are ultimately dependent on our major airline partners’ decisions with regards to fuel procurement. In our prorate business, 9% of operations, we procure and purchase fuel. We engaged with our existing prorate fuel providers to discuss existing and future SAF availability and **established a goal to begin replacing 10% of our jet fuel with SAF by 2030.**

In 2024 we continued discussions with our fuel suppliers regarding the SAF market and anticipated availability. While SAF availability is extremely low, constrained by an ineffective distribution and storage infrastructure, and cost prohibitive; we will continue to evaluate our opportunities to support SAF development and offtake with our major airline partners.

Sources:
 Beginners Guide to Sustainable Aviation Fuel, ATAG, Ed. 4, April 2023
 SAF Grand Challenge Roadmap: Flight Plan for Sustainable Aviation Fuel, Prepared by the U.S. Department of Energy, U.S. Department of Transportation, and U.S. Department of Agriculture, in collaboration with the U.S. Environmental Protection Agency, 2022



INNOVATIVE PROPULSION TECHNOLOGY

Eve Air Mobility Partnership

In 2021, SkyWest announced our role as a strategic partner in Eve Air mobility's 100% electric vertical takeoff and landing (eVTOL) aircraft. We have a long-standing relationship with Embraer, who is a major participant in Eve's eVTOL aircraft development. Through the agreement, SkyWest has the option to acquire 100 four-passenger eVTOL aircraft, which Eve Air anticipates may be available in the coming years.

The partnership also includes an agreement to collaborate on network development and vehicle design and specifications. In 2023, we participated with Eve in several ways including an Infrastructure Summit they facilitated which brought together vertiport developers, operators, and energy companies to discuss challenges and opportunities related to infrastructure to support eVTOL operations. We also collaborated on various topics in 2023 and 2024 such as Service and Parts as well as Dispatch and Operational Control processes. In 2023, Eve held a second Advisory Board Meeting to bring together their future operators to evaluate progress and provide feedback on aircraft and ecosystem needs and to lay the groundwork for successful urban air mobility operations in the latter half of this decade.

We believe this partnership demonstrates our commitment to reducing environmental impact and look forward to developing the partnership as we advance our commitment to sustainable aviation.

Alternative Propulsion

Alternative aircraft and engine technologies such as electric, hydrogen, and hybrid options are on the horizon. Electric aircraft up to 19 seats are planned for the later 2020s, and regional aircraft in the 2030s. Additionally, smaller aircraft with hybrid-electric propulsion are expected during this decade, with regional aircraft possibly in the 2030s. Advancements in hydrogen powered aircraft development has also increased in recent years, with potential commercial options for the regional market expected later this decade and into the 2030s.

Hydrogen, unlike fossil fuels or today's SAF, is a carbon-free fuel* that can be used for propulsion in two ways. First, for combustion in conventional engines, replacing jet fuel, and secondly, in fuel cells as an electrical power source. Notably, the weight of hydrogen is three times lower than that of an amount of jet fuel with the same energy content, but its volume even in liquid (cryogenic) form is four times larger, which results in distinct fuel storage and capacity challenges.

While these alternative propulsion technologies are not as easy to transition to as SAF for several reasons, they offer the potential for significant emissions reductions.

*Hydrogen is referred to as carbon-free in this context as it does not produce carbon emissions when used as a fuel source; however, the ultimate carbon intensity of hydrogen depends on its production method.

Source: Waypoint 2050, ATAG, Ed. 2, September 2021



OFFSETS AND MARKET MEASURES

Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA)

Although we aim to reduce our emissions through operational and technological improvements, offsets may be necessary to address emissions that we cannot address by such means. One of the more significant developments for offsets in aviation is CORSIA. CORSIA is a global scheme to reduce emissions associated with international, though not domestic, flights through offsets from an International Civil Aviation Organization-approved list of offset programs.

SkyWest began participation in CORSIA in 2019 as part of the worldwide effort to reduce industry carbon impact. Each year we report our international emissions data. The scope of CORSIA is for international segments, which is a relatively small portion of SkyWest's operation. For example, in 2024 our international markets comprised less than 3.5% of our total flights.

We currently do not anticipate purchasing offsets as part of our emissions reduction strategy; however, we continue to monitor the possibility of purchasing such offsets from CORSIA-eligible programs.



Source: www.icao.int/environmental-protection/CORSIA



Climate Impacts Discussion

CLIMATE RISK MANAGEMENT

Identifying and assessing climate-related risk is an important aspect of our overall risk management processes. The Director of Safety oversees environmental compliance programs and sees that climate-related risks impacting operational safety are managed and mitigated throughout the operational departments. Climate-risk management is integrated with our overall operational risk management processes.

Through our safety management system, operational risk related to environmental and social aspects is actively managed and mitigated. Each quarter, department leadership meets to review risk areas and performance data both within their respective departments and cross-departmentally via the Executive Safety Brief. The Executive Safety Brief includes attendees through senior leadership up to the executive level with key risk information discussed that drives operational enhancements and risk mitigation strategies.

CLIMATE STRATEGY

The Task Force on Climate-related Financial Disclosure (TCFD) divides risks into two categories:

1. Risks related to the physical impacts of climate change, including from acute weather events and chronic changes to the climate that may present operational risk for companies.
2. Risks related to the transition to a lower carbon economy, including the policy, legal, technology, and market changes that may pose financial and reputational risk for companies.

In 2022, SkyWest conducted its first climate risk scenario analysis for the primary purpose of increasing our analysis of climate-related risks and opportunities by assigning a financial value to potential climate impacts to the business. As part of this process, we analyzed the asset value and associated emissions of our aircraft grouped by fleet and representative location. We also analyzed hangars and warehouses that we own or lease, and our headquarters facility.

In this analysis, we considered the potential physical and transition risks and opportunities of a “High Emissions,” RCP8.5 (Representative Concentration Pathway), scenario which assumes that there is no major global effort to limit greenhouse gas (GHG) emissions, leading to high GHG concentration levels. This scenario estimates increases in global mean surface temperature of 3.2° to 5.4°C by 2100.

We also analyzed a RCP4.5 scenario which implies coordinated action to limit GHG emissions to achieve a global temperature warming limit of approximately 2 degrees Celsius. It is a stabilization scenario where total radiative forcing is stabilized before 2100 by employment of a range of technologies and strategies for reducing GHG emissions. Within this scenario itself, it is estimated that end-of-century increases in global mean surface temperature will be in the range of 1.7° to 3.2°C.

To conduct this analysis, we partnered with a third-party data analysis platform. The software platform integrates terabytes of climate and socioeconomic data on climate-related hazards, drives econometric models with hazard inputs and business data, and translates risk into financial terms to provide decision-relevant insights.

The methodology and outputs are designed to be aligned with the TCFD framework. We conducted an initial forward-looking scenario analysis that focused on identifying and assessing the physical and transition climate-related risks and opportunities facing the company over the short, medium, and long term. This study utilized physical risk assessment models to measure the impacts of hazards including extreme temperature, drought, wildfire, water stress, coastal flooding, fluvial (river) basin flooding, pluvial (due to extreme precipitation) flooding, and tropical cyclones, combined with a sophisticated understanding of the vulnerability of each type of asset to each type of hazard. The transition risk assessment included changing legal, regulatory, and market conditions, such as carbon pricing, legal liabilities and litigation, reputational risks, new technologies, and changing markets in the transition to a lower-carbon economy. The opportunities assessment incorporated resource efficiency, energy sources, products and services, markets, and resilience.

In 2023, the third-party data analysis platform updated the physical hazard modeling to be based on CMIP6 (Coupled Model Intercomparison Project run by the World Climate Research Programme) datasets. In the CMIP6 framework, a complementary set of scenarios focused on projecting socioeconomic changes was developed to be used alongside the RCPs. These new scenarios, Shared Socioeconomic Pathways (SSPs), are based on five distinct narratives for future economic development. As such, we updated our physical risk assessment in 2023 using the Medium Climate Change Scenario (RCP4.5/SSP2-4.5). This is a strong mitigation scenario in which total greenhouse gas emissions stabilize at current levels until 2050 and then decline to 2100. This scenario is expected to result in global average temperatures rising by 2.1-3.5 °C by 2100.

The following pages include an overview of our analysis utilizing the RCP4.5 scenario for the 2030 decadal period for transition risk and opportunities and the Medium Climate Change Scenario (RCP 4.5/SSP2-4.5) for physical risks. These analyses are a simulation planning tool and should not be viewed as unavoidable costs or savings.

Fleet Climate Risk

To assess the climate risk associated with our fleet of aircraft, we grouped aircraft by fleet and representative location to model our aircraft distribution across our operational system. The following locations were utilized for this analysis: ATL, DEN, DFW, DTW, LAX, MSP, ORD, PHX, SEA, SFO, and SLC. These locations represent major hubs that our aircraft primarily operate from.

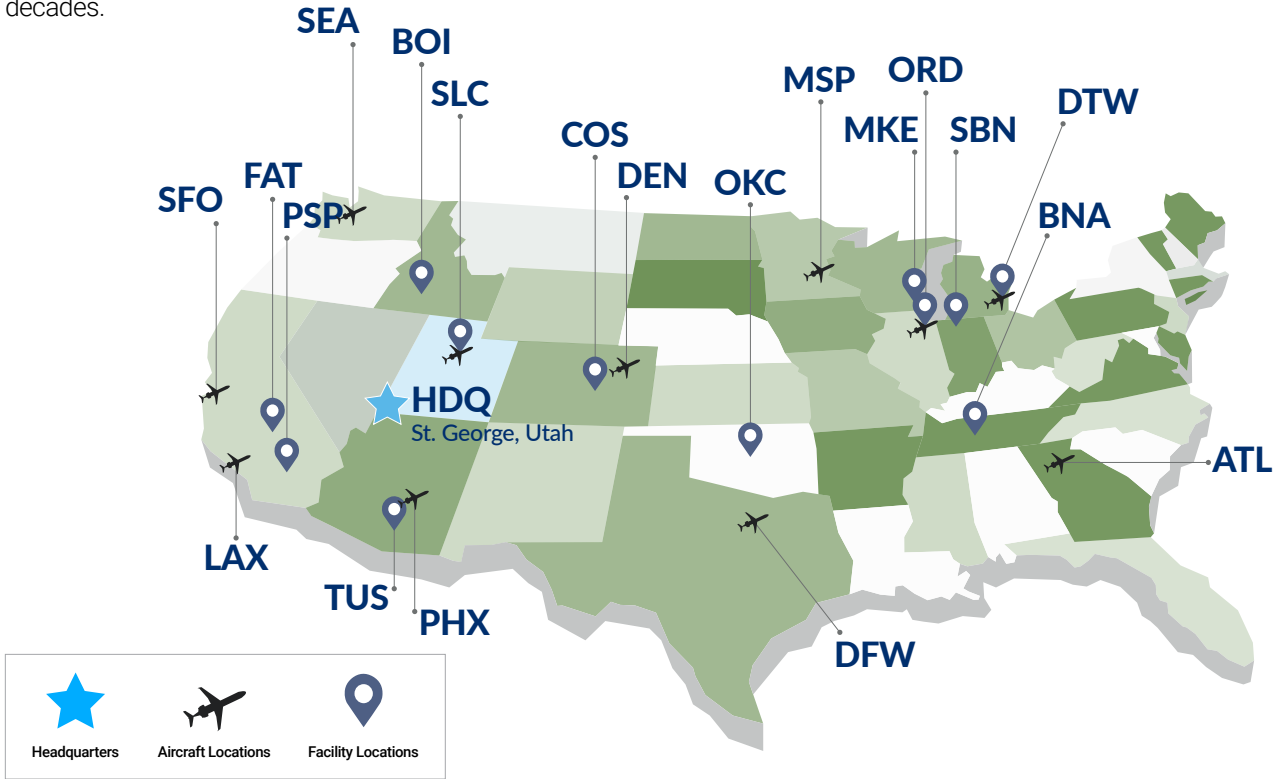
While aircraft are subject to climate physical risk, most notably temperature extremes, our business model allows flexibility to coordinate with our major airline partners on which locations we fly. Our aircraft assets are not tied to specific airports or locations, allowing us to adapt as necessary to climate events in specific locations, though we may still be subject to intermittent disruptions due to acute events which are difficult to predict so far in advance.

In terms of transition risks, policy and legal in the form of carbon pricing potentially poses the most risk. The emissions associated with the operation of our aircraft could potentially be subject to costs such as carbon taxes or emissions trading. This is reflected in the climate risks and opportunities table later in this report.

Facility Physical Risk

The results of our facility physical risk analysis are on page 33. The table shows our hangar and warehouse facilities with asset values greater than \$5 million and our corporate headquarters, which is home to our operational control center and our information technology center. Six warehouse/hangar cities were not included on this table as they were either small locations or new facilities since the analysis was completed. Although SkyWest operates in over 200 hundred cities across North America, our physical building assets that we own or lease are limited. Our climate physical risk exposure is much less than a traditional airline as the majority of our assets are not associated with specific airports or terminals under our flying contracts with our major airline partners.

For each site, we assessed the exposure and implications of the projected key physical hazards in the 2020s, 2030s, and 2050s based on the Medium RCP4.5/SSP2-4.5 scenario. This analysis was first conducted in 2022 and reevaluated in 2023 using updated data modeling information. We had no material changes to our facility footprint since 2023. None of the modeled physical risks associated with our facilities was projected to have a material adverse effect on our cash position. These assessments should not be viewed as an unavoidable assumed loss, but rather as a tool for us to develop a plan to minimize potential losses in the coming decades.



FACILITY PHYSICAL RISK ANALYSIS			
Location	2020s	2030s	2050s
BNA Hangar Nashville, TN			
BOI Hangar Boise, ID			
COS Hangar Colorado Springs, CO			
DTW Hangar Detroit, MI			
FAT Hangar Fresno, CA			
HDQ St. George, UT			
MKE Hangar Milwaukee, WI			
OKC Hangar Oklahoma City, OK			
ORD Hangar Chicago, IL			
PSP Hangar Palm Springs, CA			
SBN Hangar South Bend, IN			
SLC Hangar Salt Lake City, UT			
TUS Hangar Tucson, AZ			

*These hazards were evaluated as part of the analysis, but were not considered a primary hazard to our facilities for the time periods and scenario used.

Climate Risks and Opportunities

Utilizing a third-party data analysis platform, we analyzed 18 facility locations and considered the value and associated emissions of aircraft grouped into representative locations. While our maintenance and non-airport facilities are generally long-term geographic locations, our aircraft operate under contract with our major airline partners and are thus less susceptible to location-based risks as we can move into new markets, or away from challenging markets, as directed by our major airline partners. As of December 31, 2022 we had approximately \$5.5 billion of property and equipment related assets, net of accumulated depreciation, and right-of-use assets of approximately \$151.9 million. These asset values, and their associated emissions, were the basis of the risk and opportunity analysis conducted. We had \$5.6 billion of net property and equipment and \$87.7 million of right-of-use assets at December 31, 2024. As our total property values and locations were similar between the end of 2022 and the end of 2024, we concluded our physical property risk and opportunity analysis performed in 2022 continues to be relevant for this report.

The results shared below for our climate risks and opportunities are outputs of an RCP4.5 scenario for transition risks and opportunities and a Medium (RCP4.5/SSP2-4.5) scenario for physical risk. Applying these scenarios implies coordinated action to limit GHG emissions to achieve a global temperature-warming limit of approximately 2 degrees Celsius Within the scenarios, it is estimated that end-of-century increases in global mean surface temperature will be in the range of 2.1°-3.5°C. This range of global temperature increase is what is projected should the world meet the high end of targets for global average temperature increases laid out in the Paris agreement. The 2030 decadal period was chosen as it is close enough that the results are tangible and far away enough that we can coordinate action plans for our stakeholders.

The following tables outline the TCFD transition risks and opportunities modeled using the RCP4.5 scenario, and physical risks using an updated Medium (RCP4.5/SSP2-4.5) scenario, for the 2030s period. The physical and transition risk categories are shown, broken out by our two primary asset types, and each opportunity category is shown. Potential financial impact should not be viewed as an unavoidable assumed loss or an assumed gain, but rather as a tool for us to develop a plan to manage potential losses and identify opportunities in the coming decades.

Risk*	Cause of Financial Impact	Potential Financial Impact Aircraft + Facility = Total		
Carbon Pricing	Policies and regulations that may impose a carbon price through such mechanisms as carbon taxes or emissions trading	●	●	●
Temperature Extremes	Business interruption and increased cooling costs	●	●	●
Technology	New technology reduces competitiveness, production efficiency, or demand	●	●	●
Reputation	Negative perception affecting consumer demand, shareholder value, employee costs, and supplier costs	●	●	●
River Flooding	Business interruption	●	●	●
Market	Supply and demand for products and services affected by a transition to a lower-carbon economy	●	●	●
Litigation	Facing increasing costs associated with climate-related litigation	●	●	●
Pluvial Flooding	Business interruption	●	●	●
Wildfire	Business interruption	●	●	●
Drought	Business interruption	●	●	●

*Coastal Flooding, Tropical Cyclone, and Water Stress hazards were evaluated but did not reflect a financial impact under the scenario and timeframe used for the analysis.

Opportunity	Cause of Financial Impact	
Products and Services	Improve competitiveness amid shifting consumer and producer preferences	●
Resilience	Adaptive capacity to respond to climate change to better manage risks and seize opportunities	●
Markets	Proactively seek opportunities in new markets or types of assets to be better positioned in a lower-carbon economy	●
Energy Source	Potential energy savings from shifting to low emission energy sources	●
Resource Efficiency	Optimize costs by improving efficiencies and materials management	●

Relatively Higher Financial Impact ● Unfavorable ● Favorable Relatively Lower Financial Impact ● Unfavorable ● Favorable

As we have outlined, TCFD divides climate-related risks into two major categories:

- Risks related to the transition to a lower-carbon economy
- Risks related to the physical impacts of climate change

The tables below discuss the primary identified potential climate-related physical and transition risks and opportunities, regardless of materiality, in the applicable short term, medium term, and long term.

SHORT TERM 2025-2029
MEDIUM TERM 2030-2039
LONG TERM 2040 AND BEYOND

CLIMATE TRANSITION RISK

Policy & Legal	SHORT TERM 2025-2029	MEDIUM TERM 2030-2039	
Details	The risk from existing or future regulation related to climate change, which could include: <ul style="list-style-type: none">Increase in taxes or regulatory fees related to GHG emissionsDomestic aviation emission reduction targets and/or capsCORSIAEnhanced reporting requirements		
Potential Financial Impact	Domestic and international passenger related taxes and fees are the responsibility of our major airline partners under our flying contracts in general. Additionally, aircraft fuel procurement and fuel costs (including fuel taxes) are the responsibility of our major airline partners under our flying contracts. Implementation of new carbon taxes, fees or other policy and regulatory costs that were not contemplated under our flying contracts, would be evaluated for financial impact and addressed with our major airline partners, as applicable. Potential decarbonization mandates or offset requirements without low emissions alternatives to decarbonize the operation could result in significant future costs, as depicted in the table on page 34. Increases in fuel or GHG emissions costs associated with our prorate operation that cannot be recaptured through an increase in passenger fares would negatively impact our margins.		
Management & Mitigation	Our major airline partners have the primary responsibility for passenger related taxes and fees and for fuel procurement and costs under our flying contracts. To the extent new policies and regulations result in incremental costs to SkyWest, we would factor the impact of the incremental costs when establishing contract rates with our major airline partners for new aircraft and for contract extensions. If we incur cost increases from a new policy or regulatory changes associated with our prorate operation, we may increase the passenger fare structure on our prorate routes intended to offset such costs or evaluate reducing our prorate operations if the increases are significant and cannot be otherwise offset. With respect to CORSIA, our international markets were less than 3.5% of our total flights in 2024, and primarily related to our flying contracts. Our legal, environment, and finance teams work together and stay informed of possible regulations. We expanded our reporting in our 2023 and 2024 report to further align with TCFD and SASB frameworks, and we will continue to increase our analysis in this risk area as policies and regulations develop to strengthen our reporting in future years.		
Technology		MEDIUM TERM 2030-2039	LONG TERM 2040 AND BEYOND
Details	The risk from transitioning to low-carbon technologies, such as: <ul style="list-style-type: none">Sustainable aviation fuel (SAF)Innovative propulsion technology (electric/hydrogen/hybrid)		
Potential Financial Impact	The transition to aircraft powered by alternative propulsion, such as electric or hydrogen, suitable for our operation are not currently available and may require a material capital investment to implement in the future. SAF is available, although at limited scale. All our aircraft are compatible with commercially available SAF today. Procurement decisions related to fuel are largely the responsibility of our major airline partners and subject to transport constraints, therefore the short-medium term transition to SAF should have minimal financial impacts. In 2022, we set a SAF-related goal to begin replacing 10% of our overall jet fuel with SAF. We may incur additional fuel-related costs in our prorate operation, and we will coordinate with our major airline partners for our contract operations. Technology developments that result in new regional aircraft types in the future (including new engine types), could materially reduce the demand and residual value of our current regional fleet.		
Management & Mitigation	Our major airline partners select the aircraft type contracted with us. In general, we will acquire and finance the new aircraft to be placed under contract, and the financing term and the flying contract term are largely co-terminus, which reduces financing risk if aircraft are not extended at the contract expiration. To the extent new regional aircraft types are developed in the future with low-carbon technologies, we anticipate coordinating demand with our major airline partners for the new aircraft type and would consider placing such aircraft on our operating certificate. We would consider acquiring and placing the newly developed aircraft type under contract with our major airline partners, similar to our current contract model. If our existing fleet is replaced in the future with new aircraft types with low-carbon technologies, the remaining financing cash flow risk on our existing fleet is significantly mitigated based on the flying contract term largely being co-terminus with the financing term. All our aircraft can utilize SAF that is commercially available today (up to 50% blend). However, our major airline partners purchase the majority of the fuel used in our operations. We will continue collaborating with industry stakeholders on emerging technologies.		

CLIMATE TRANSITION RISK

Market			MEDIUM TERM 2030-2039	
Details	Public perception of air travel may impact future customer demand and behavior, which impacts our major airline partners.			
	Our major airline partners may rely less on their regional operators or may need their regional operators to transition to low emission aircraft as emerging technologies become available.			
Potential Financial Impact	The potential financial impact resulting from a transition to a new regional aircraft type in the future (whether driven by technology or market demand) is outlined in the Technology risk section and applies in part to our market transition risk.			
	If passenger demand on existing regional aircraft is diminished due to public perception, alternative modes of transportation, or for any other reason, our current fleet operating under flying contracts may not be extended and the aircraft may have limited residual value.			
Management & Mitigation	We may be required to make significant future capital investment and incur incremental costs in the event we need to transition to a new aircraft type as a result of climate change demand. Adding a new aircraft type to our operating certificate would likely result in additional training costs, and other aircraft-related capital requirements such as additional spare engines and other aircraft parts.			
	We continue to coordinate closely with our major airline partners regarding demand for the aircraft type we have under contract. In recent years, we have reduced the number of older, less-efficient 50-seat aircraft we operate in scheduled service from 130 aircraft at the end of 2020 to 75 aircraft and the end of 2024.			
Management & Mitigation	We are monitoring emerging technologies, and are an active partner in the development of alternative travel vehicles such as eVTOL aircraft.			
	Mitigating factors associated with the reduction in demand and residual value for existing fleet are outlined in the Technology Management & Mitigation section and would apply in part to this section.			
Reputation			MEDIUM TERM 2030-2039	LONG TERM 2040 AND BEYOND
Details	The risk of negative brand impact could include:			
	<ul style="list-style-type: none">Public pressure to accelerate decarbonization effortsDecreased demand for regional aircraftIncreased stakeholder concern			
Potential Financial Impact	Our investors or other stakeholders may demand more aggressive sustainability goals and practices.			
	Our major airline partners may re-evaluate their ESG objectives and reputation in evaluating continued partnership and, if there are any issues, may not extend or sign new agreements with us.			
Management & Mitigation	Investors or other stakeholders may use voting rights or public pressure to compel us to incur costs for environmental initiatives and offsets, regardless of our current business model and relationships with our major airline partners. Expenditures for costs such as carbon offsets, or other emissions reduction initiatives, would negatively impact our financial results.			
	Under our flying agreements, the passengers we carry purchase their tickets through our major airline partners. Our major airline partners take the responsibility for marketing and passenger brand experience on flights we operate under our flying contracts.			
Management & Mitigation	We are committed to working with our major airline partners and staying involved with industry efforts to decarbonize the sector. We are also committed to being transparent with our emissions and sustainability efforts.			
	Mitigation factors associated with incurring incremental costs not currently contemplated under our flying contracts is outlined in the Policy & Legal section.			

CLIMATE PHYSICAL RISK

Acute			SHORT TERM 2025-2029	MEDIUM TERM 2030-2039	
Details	The risk of increasing severity of weather events.				
Potential Financial Impact	The compensation we receive under our flying agreements is significantly based on completing flights. Weather events that result in flight cancellations typically decrease revenue and can increase costs, depending on the severity and significance of the operational impact.				
Management & Mitigation	Our Operations Control Center, through coordination with our major airline partners, effectively manages this risk today in the normal course of daily scheduled flight service and regularly assesses the impact of this risk to prepare for increasing severity.				
Chronic			MEDIUM TERM 2030-2039	LONG TERM 2040 AND BEYOND	
Details	The risk of longer-term changes in weather patterns.				
Potential Financial Impact	A combination of airport elevation and warmer temperatures may result in aircraft take-off and landing weight restrictions on certain flights we operate. Depending on these environmental factors and our flight profile, we may need to reduce the number of passengers we can carry on certain flights below full capacity. Limiting the number of passengers under our prorate operations may negatively impact our profitability. Limiting the number of passengers under our flying contracts may result in long-term lower demand for our aircraft. Refer to the Facility Physical Risk overview on pages 32 and 33 regarding how our properties may be impacted by longer-term changes in weather patterns.				
Management & Mitigation	Our Operations Control Center, through coordination with our major airline partners, effectively manages this risk today in the normal course of daily scheduled flight service and regularly assesses the impact of this risk to prepare for increasing severity.				

CLIMATE OPPORTUNITIES

Resource Efficiency			SHORT TERM 2025-2029	MEDIUM TERM 2030-2039	
Details	Reduce fuel consumption by continuing to modernize our fleet with more efficient aircraft and operational improvements.				
Potential Financial Impact	Capital investment will likely be necessary to acquire new assets or invest in operational improvements to improve resource efficiency. Reduced fuel consumption/cost could benefit our prorate operation and could be a pass-through benefit for our partners. Increased utilization of our E175 fleet and advanced avionics will enable us to save fuel and emissions through performance navigation and other airspace modernization initiatives.				
Realization & Management	Our existing fleet modernization strategy is expected to continue to reduce emissions and increase fuel efficiency.				
	We collaborate with our major airline partners regarding our fuel efficiency programs with the objective of leveraging industry best practices. We also consider safety guidelines and operating performance when establishing fuel efficiency initiatives.				
Energy Resources				MEDIUM TERM 2030-2039	
Details	SAF is available now, although with very limited scale. Increased utilization of SAF will lower jet fuel life cycle emissions and counters potential carbon regulation.				
Potential Financial Impact	Our major airline partners are responsible for the vast majority of our fuel procurement and cost. Our prorate operation may see increased fuel cost due to SAF, but the increased cost would result in lower expected emissions. The future availability of SAF at market economics is uncertain.				
Realization & Management	All our aircraft can utilize SAF that is commercially available today (up to 50% blend).				
	We will collaborate with our partners on their fuel procurement on aircraft we operate under contract. In 2022, we adopted a SAF goal to begin replacing 10% of traditional jet fuel with SAF by 2030. This will require establishing relationships with SAF vendors and collaboration with our major airline partners.				
Products & Services				MEDIUM TERM 2030-2039	LONG TERM 2040 AND BEYOND
Details	Partnering with our major airline partners to ensure we support their environmental decarbonization goals.				
Potential Financial Impact	Collaboration and alignment with our major airline partners may contribute to future contract awards with our existing major airline partners.				
Realization & Management	Coordination with major airline partners on environmental and strategies and initiatives.				
Market				MEDIUM TERM 2030-2039	LONG TERM 2040 AND BEYOND
Details	Low emission or zero emission aircraft developments may be a potential replacement for smaller aircraft types, and potentially regional jets, pending significant technological and engineering advancements.				
Potential Financial Impact	Capital investment will be necessary for a new potential future aircraft type. As of December 31, 2024, we are well capitalized with over \$800 million in cash and marketable securities. Low emission aircraft operations are expected to play a role in order to meet 2050 industry goals.				
Realization & Management	Continued engagement with alternative propulsion (engine) manufacturers and our major airline partners.				
	Our business model currently includes using our capital for the purchase of new aircraft to be placed under flying contracts. Our objective is to maintain a balance sheet that would continue to facilitate using our capital for the purchase of new aircraft in the future.				
Resilience					LONG TERM 2040 AND BEYOND
Details	Continue to evaluate our network, facilities, and fleet to adapt as needed to changing weather patterns, as well as evolving emissions requirements.				
Potential Financial Impact	As we further develop our resiliency plan, we intend to consider how our business continuity could be impacted. We also intend to improve existing financial risk management processes by including climate impact considerations.				
Realization & Management	Our operational teams have processes in place to manage operational disruptions when cancellations occur due to weather or other circumstances, and they have processes in place to manage our operations through varied climate conditions.				
	Our facilities are located strategically throughout the United States, making us less susceptible to widespread damage or impact from significant weather, or changing conditions.				
Realization & Management	We will continue to engage with engine and aircraft manufacturers to evaluate the resiliency of our fleet.				

Emissions Targets and Disclosures

Approximately 91% of our fleet in scheduled service operate under Capacity Purchase Agreements.

Based on the economic factors within the contract flying model, our major airline partners take the responsibility for fuel procurement and cost on aircraft operating under our contract flying.

In this report, we have separated our contract flying fuel consumption and emissions from our prorate fuel consumption and emissions. We anticipate our major airline partners will take responsibility for aircraft fuel burn emissions incurred under our contract flying agreements. We collaborate with our major airline partners regarding their fuel emission initiatives on aircraft operating under flying contracts. Our aircraft fuel emission data included in this report is broken out to disclose our total emissions, as well as emissions specific to fuel consumed under our prorate agreements.

Because we report on jet fuel emissions from our entire fleet under Scope 1, we do not believe our Scope 3 emissions represent a significant portion of our emissions profile, and thus we do not currently report on Scope 3 emissions.

Scope 1 Jet Fuel Emissions





TOTAL FLEET

Jet Fuel Emissions	Gallons (in MM)	Metric Tons CO ₂ e	ASMs (in MM)	Metric Tons CO ₂ e Per Million ASM	Average Stage Length
2024	569	5,563,680	24,612	226	464
2023	507	4,957,085	21,921	226	453
2022	559	5,472,821	24,876	220	493
2021	585	5,719,281	26,786	213	532

PRORATE AND SWC ONLY

Jet Fuel Emissions	Gallons (in MM)	Metric Tons CO ₂ e	ASMs (in MM)	Metric Tons CO ₂ e Per Million ASM	Average Stage Length
2024	27	267,953	994	270	298
2023	23	226,937	837	271	281
2022	26	256,485	937	274	278
2021	43	421,236	1,614	261	309

TOTAL BY FLEET TYPE









				
2024	E175	CRJ900	CRJ700/CRJ550	CRJ200
Gallons (in MM)	364	40	110	55
Metric Tons CO ₂ e	3,561,048	394,148	1,072,040	536,444
ASMs (in MM)	16,806	1,521	4,374	1,911
Metric Tons CO ₂ e Per Million ASM	212	259	245	283
Average Stage Length	518	318	456	327

As passenger demand in the airline industry recovered from the COVID-19 pandemic in 2020, the number of regional airline captains and first officers hired by major airlines and low-cost carriers significantly increased. As a result, we experienced a high level of captain and first officer attrition during 2022 and 2023, resulting in a reduction of departures. During 2024, captain attrition began to ease and the increase in fuel burn and emissions was driven by an increase in departures.

The average stage length changes year-to-year based on route selections made by our major airline partners, which impacts the Metric Tons (MT) CO₂e per million Available Seat Miles (ASM) comparability. Additionally, seating configuration changes based on our partners' requests can result in higher MT per ASM (ex: E175s configured from 76 seats to 70 seats on some aircraft and CRJ700s configured from 70 seats to 50 seats to operate as CRJ550s).

The seating configuration, average stage length, and aircraft age and/or avionics capabilities all impact the year-to-year comparability of our fleets' efficiency metrics. For example, our newer E175s are capable of advanced performance approaches that save time, fuel, and emissions. They also typically operate on longer stage routes and can seat as many or more passengers per flight compared to our dual class CRJ fleets.

From the beginning of 2021 to the end of 2024, SkyWest increased its number of E175s from 193 to 262, or by 36%. During the same period, we decreased the number of CRJ200s from 130 to 75, or by 42%. However, our MT CO₂e per million ASM in 2024 was similar to or higher than the comparable periods presented due to operating shorter stage lengths in 2024 under our major airline partners' direction. Adjusted for changes in stage lengths and frequencies we estimate that our E175 and CRJ200 fleet mix improvement has reduced our 2024 CO₂e by 3% per ASM since the beginning of 2021.

Aircraft	Passenger Seating Configurations	
 E175	76 or 70	
 CRJ900	76 or 70	
 CRJ700/CRJ550	70, 69, 65, or 50	
 CRJ200	50 or 30	

Scope 1 - Ground Support Equipment (GSE) and Maintenance Emissions

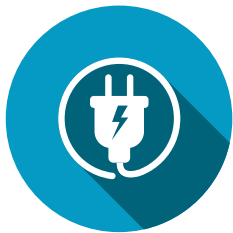
While most of SkyWest’s Scope 1 GHG emissions are from the combustion of jet fuel, motorized GSE, the equipment used at the airport to service aircraft between flights, and maintenance equipment contribute to SkyWest’s Scope 1 emissions as well.

Year	Diesel/Gasoline Gallons	Metric Tons CO ₂ e
2024	331,893	3,165
2023	337,208	3,219
2022	361,444	3,440
2021	240,042	2,314

Note: Gallons are partially estimated based on total fuel cost and average weekly fuel prices by region

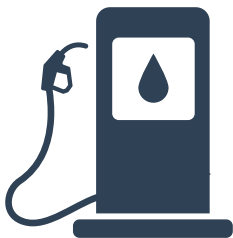
At the end of 2024, 48% of SkyWest’s motorized GSE was electric. Limitations on electric GSE includes the availability of electric alternatives and the airports’ infrastructure for charging. Our objective is to improve the mix of electric GSE, where practical and available. New GSE purchased is either electric or, where electric is not available or practical, diesel equipment whose engines meet the EPA Tier 4 emission standards.

SkyWest continues its efforts with airports where we maintain GSE equipment regarding the potential transition to electric vehicles and infrastructure, and requested their interest in partnering with us to make necessary changes to support electric equipment. Feedback received from many of the airports was positive and we have transitioned 7 airports to electric GSE and are in the process of transitioning several more. However, some equipment remains fuel powered where electric alternatives are not yet available.



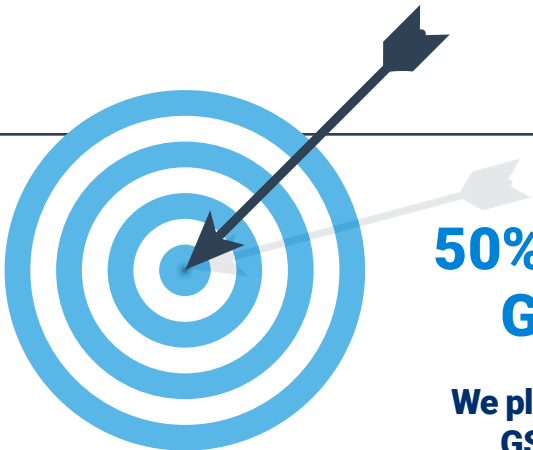
SkyWest airport equipment that is predominately **ELECTRIC-POWERED**

- includes:
- Baggage Belt Loaders
 - Jetway Conveyors
 - Potable Water, Lavatory, and Other Electric Carts



SkyWest airport equipment that is predominately **FUEL-POWERED**

- includes:
- Tugs
 - De-ice Trucks
 - Trucks and Other vehicles
 - Ground Power Units
 - Engine Air Start Units
 - Heaters
 - Forklifts



**In 2022, we set a goal to electrify
50% OF AIRPORT OPERATIONS
GSE BY THE END OF 2025.**

**We plan to achieve this by replacing ~40 gas-powered
GSE with electric GSE from 2023 through 2025.**



Scope 2 Emissions

SkyWest’s Scope 2 emissions include indirect emissions from the generation of purchased electricity to run our operations.

Year	kWH	Metric Tons CO ₂ e
2024	19,006,765	6,654
2023	17,871,116	6,286
2022	20,587,497	7,321
2021	21,508,061	7,652

Note: The 2023, 2022, and 2021 metric tons CO₂e were revised to reflect updated EPA emissions factors.

Scope 2 purchased electricity includes leased and owned facilities. Facilities leased by our major airline partners on our behalf are not included. The amounts listed in the table include kilowatt-hours (kWH) that are directly billed to SkyWest and estimated kWH for indirect billed purchased electricity.

Our Scope 2 emissions increased in 2024 compared to 2023 as a result of entering new prorate markets where we leased terminal space and higher utilization of our maintenance facilities.



SUPPLIERS

ABOUT SKYWEST SUPPLIERS

SkyWest, as an independent regional airline, has a different business model than a traditional airline. Much of the procurement processes often associated with commercial airlines including catering, onboard amenities, outsourced ground or baggage handling, and fuel are largely provided by the mainline airline partner we are serving rather than something we manage. Our suppliers include vendors that provide services such as heavy aircraft maintenance, aircraft financing, our aircraft manufacturers, training facilities and simulator leases, and fuel for our prorate flying and SWC business.

We conducted a review of our top suppliers by expense and evaluated their publicly disclosed environmental and social commitments to validate their published policies were aligned with our Vendor Code of Conduct and our Human Rights Statement. Our key aircraft manufacturer and OEM and repair providers include Embraer, MHIRJ, GE, Standard Aero, Collins Aerospace, and Honeywell.

With the largest regional airline operations in the United States, SkyWest remains committed to, and takes great pride in caring for our customers, communities, and our environment. Our vendors provide functions across the SkyWest network, and we expect them to be safe, ethical, and to help us achieve our business goals.



Vendor Corporate Social Responsibility

SkyWest will not willingly establish or maintain a business relationship whose employment practices do not align with Equal Employment Opportunity (EEO) compliance. SkyWest makes positive contributions to the communities we serve and requires our vendors to do the same.

Our vendors must comply with all environmental laws in the applicable jurisdictions in which they operate. They must have policies and programs designed to lessen their environmental impact, reduce waste, and foster social and economic development of the communities in which they operate. Vendors must employ fair and ethical practices in the engagement of its suppliers and must proactively seek to engage competitive and diverse suppliers.

SkyWest expects its vendors and suppliers to comply with state and federal laws and regulations.

Human Rights

SkyWest is firmly committed to human rights and recognizes our social responsibility across all our operations, including where we depend on people outside of our organization. SkyWest's management professionals follow rigorous internal material standards for sourcing, procurement and selection of our suppliers and business partners. SkyWest expects our vendors to follow applicable laws and regulations related to human rights. SkyWest has implemented a Vendor Code of Conduct and vendors are required to self-monitor compliance with SkyWest's Code. SkyWest's management monitors public information of supplier activities that imply violation of our Vendor Code of Conduct, including human trafficking and child exploitation.

Our sourcing process defines how we work with suppliers and how we monitor our suppliers' compliance to our standards. This includes a due diligence process to screen all key suppliers and eliminate any potential negative impacts of our supply chain. Through our Vendor Code of Conduct, we hold our vendors to the same high standards we apply to ourselves.

Compliance and Reporting

Vendors, their employees, and sub-contractors must comply with the Code and any applicable laws in the jurisdiction where the Vendor conducts business with, or on behalf of, SkyWest. Vendors are required to self-monitor compliance with this Code and be able to demonstrate and validate their compliance upon request. SkyWest may audit suppliers or inspect their facilities to ensure compliance. Vendors, their employees, and sub-contractors are encouraged to report situations where there is possible conduct that is not in keeping with the law or this Code. Vendors must report known findings of non-compliance related to work performed for SkyWest companies.



SOCIAL RESPONSIBILITY

While many things have changed throughout SkyWest's more than 50 years of operations, the company culture and commitment to safety have remained steadfast. At SkyWest our people are our most valued assets, and the success of our business is dependent on having an engaged and effective workforce. We respect every individual's quality of life and are committed to promoting dignity and trust in all we do.

We strive to be the employer of choice for those pursuing a career in our industry and we continually update our recruiting strategies to attract exceptional aviation professionals. We adapt our recruitment efforts based on the supply of eligible aviation professionals and our outlook for anticipated future flight schedules. In recent years, we responded to industry staffing challenges by making significant investments in our frontline employee compensation to reduce attrition and to continue to provide stable, long-term careers.

SkyWest invests in retaining its professionals by providing a range of talent development opportunities, including mandatory compliance training, new hire training and general professional development, as well as engaging in the training of leaders through leadership development courses.

GUIDING PRINCIPLES

These Guiding Principles and policies help us to conduct business in an ethical and responsible manner, including a commitment to human rights as embodied in US labor law and international standards. SkyWest further demonstrates our Guiding Principles in our Company Code of Conduct which defines how we are to conduct business and key compliance policies that apply to our interactions with each other as employees, customers, and business partners. The Board, with the assistance of the Audit Committee, is responsible for overseeing our human capital management strategy, compliance with this Code of Conduct and commitment to human rights. SkyWest reviews our Commitment to Human Rights regularly with our Board of Directors.

We embody a culture that shares common values based on seven Guiding Principles:



TAKING CARE OF OUR PEOPLE

SkyWest culture is firmly rooted in taking care of our people, as is evidenced by our ongoing investments in our people far beyond other regional carriers.

SkyWest puts our people first. During the pandemic, SkyWest acted quickly to protect jobs and avoid furloughs. While union contracts at other airlines forced competitors to deal with the downturn through early retirement programs or furloughs, SkyWest had the unique opportunity to work quickly with our people to lead the industry with innovative, voluntary, and flexible programs – well ahead of any government aid.

In fact, SkyWest has never furloughed a crewmember or mechanic in its 53 years of operations.

SkyWest believes that our people are our competitive advantage, and that our positive working relationship with each of our operational workgroups benefits both the Company and our people. SkyWest's culture enables open and honest communication, facilitates timely and direct negotiation, and provides employees with unparalleled avenues for direct input to management – both individually and collectively. This has resulted in SkyWest employees receiving the top overall pay and work rules in the regional airline industry.

SkyWest employs a workforce with a wide array of backgrounds, work styles, and talents. Recognizing, appreciating, and incorporating these unique qualities and contributions is critical to our success. Operating this way stimulates creative solutions and innovation, helps us attract top talent, and supports our mission to be the partner, employer, and investment of choice. Certain of our labor contracts are collectively bargained through elected representative groups such as pilots, flight attendants, mechanics, and dispatchers.



Recruitment

SkyWest strives to be the employer of choice for aviation professionals pursuing a career in aviation and we continually update our recruiting strategies to attract quality aviation professionals. Our recruiting focus generally targets key aviation technical roles, particularly pilots and mechanics. We find leading talent through publishing positions on both our internal and external career websites, supporting professional development leads, investment in advertising, social media outreach, employee referrals, and relationships with community-based organizations and learning institutions.

SkyWest maintains relationships with numerous flight schools and educational institutions across the country that are focused on developing the next generation of aviation professionals. We typically recruit pilots and maintenance technicians that have completed required coursework from an accredited flight or maintenance school, respectively, and have obtained other applicable certifications. We also provide other programs to enhance our recruiting efforts towards individuals who are in process of completing their training, including a Pilot Pathway Program and an Aviation Maintenance Technician (AMT) Pathway Program.

PILOT PATHWAY PROGRAM

The SkyWest Pilot Pathway Program provides a direct path for qualified pilots seeking to begin their aviation career in the regional airline industry. Participants benefit from the SkyWest Pilot Pathway Program through certain starting seniority at SkyWest, interview privileges, and access to pilot mentors.

SkyWest AMT PATHWAY PROGRAM

The SkyWest AMT Pathway Program provides a career path for maintenance technicians seeking employment with SkyWest. Participants benefit from the SkyWest AMT Pathway Program through certain starting seniority at SkyWest, access to interview, and access to mechanic advisors.



Career Growth and Development

SkyWest invests in retaining the brightest talent by providing a range of talent development opportunities, including mandatory compliance training, new hire training, and general professional development, as well as engaging in the training of leaders through leadership development courses. Our training programs include full-motion flight simulators for pilots, on-the-job training for technicians, and cabin trainers for flight attendants. We also reinforce our guiding principles, including but not limited to, health and safety, personal and corporate integrity, excellent service and quality, and respect and teamwork through our training and development programs.

AVERAGE COMPUTER-BASED TRAINING HOURS BY EMPLOYEE

Department	Avg. Hours/Employee
Airport Operations	7
Corporate	3
Flight Operations	16
InFlight	9
Maintenance	11
Operational Control Center	5

The table shows the average computer-based training hours by employees per division in 2024. These numbers do not include in-person or hands-on qualification training and testing hours, simulator time, etc.

SkyWest supports career advancement and opportunity for all employees. The company offers a Professional Leave Program (PRO), allowing current employees to take a professional leave in order to pursue the necessary training and certifications to advance their aviation careers. Not only are employees encouraged and given the resources to succeed, but supervisors stay in regular contact to help monitor their progress and offer advice along the way. As an additional benefit, employees who want to participate in the PRO program are able to keep their company seniority and may be eligible for additional financial incentives.

Comprehensive Benefits

SkyWest provides the best total compensation in the regional airline industry. Together with our people, SkyWest has created an environment of top wages, best-in-class work rules, the unmatched ability to work from one of 20 crew bases, profit sharing, unrivaled travel and other benefits, as well as the opportunity for both personal and professional growth. Moreover, SkyWest crewmembers enjoy working on the newest and largest fleet of dual-class aircraft in the regional airline industry.

Recently, SkyWest has worked with every major operational workgroup, including our pilots, flight attendants and mechanics, to secure significant increases in each of their pay scales and bonuses. These increases included a 35% increase in starting pay for SkyWest flight attendants in 2023.

SkyWest operates in a customer-focused, team-based environment and provides opportunities for dedicated individuals to develop their career while receiving competitive compensation, benefits and rewards. Our employees receive several compensation benefits, including but not limited to:

- Competitive wages and incentives based on our operating performance goals,
- Multiple insurance options including health care, disability coverage and life insurance coverage,
- Access to a 401(k) plan with matching contributions and an employee stock purchase plan,
- Employee assistance programs that provide confidential counseling or psychiatric care,
- Free access to financial advisors for personal finance guidance and education,
- A variety of resources that promote scheduling flexibility with paid time away from work, and
- Space-available travel privilege programs for employees and eligible family members through our major airline partner programs.



Family-Friendly Policies

SkyWest offers Leave of Absence options that meet or exceed the requirements of state and federal laws governing family and medical leave, pregnancy, military, and worker's compensation leave.

SkyWest Medical Leave (SMLA) is offered to eligible employees after Family and Medical Leave (FMLA) is exhausted or at any time when they do not qualify for FMLA. SMLA can be taken when an employee's expected time away from work is 14 days or longer and also on an intermittent basis. SkyWest also offers personal leave for up to 12 months to eligible employees who want to continue their education in preparation for added responsibilities with the company, want to accept temporary employment in federal, state, or local government or with an organization devoted to community service, or attend to personal matters for an extended period of time.

Together with our people, SkyWest has created a positive and constructive environment with top compensation, best-in-class work rules, and opportunity for both personal and professional growth for employees. SkyWest believes that our track record of positively working with our employees, best-in-industry practices and overall employee satisfaction are the direct result of its current, collaborative, open-door culture. In the highly competitive industry in which we operate, it is as important as ever to take care of our people.



Positive Working Environment

We are committed to ensuring that all employees can work in an environment free from unlawful harassment, discrimination, and retaliation. SkyWest does not tolerate discrimination or harassment based on race, color, religion or religious creed, gender, marital status, gender identity, gender expression, sexual orientation, national origin, ancestry, ethnic origin, citizenship, age, military and protected veteran status, genetic information, pregnancy, disability, medical condition or any basis protected by law.

Our people are our most valuable assets. We strive to embrace the individual differences and unique capabilities and talents of our workforce through diversity and inclusion policies and initiatives. This commitment to a positive working environment contributes to our overall culture and success.

SkyWest is an equal opportunity employer and is focused on encouraging and celebrating our employees' career development regardless of individual differences. SkyWest benefits in many ways from our commitment to providing a positive working environment, including:

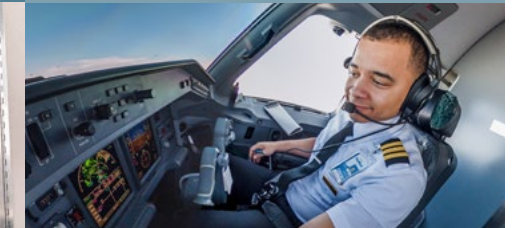
Attracting Top Talent



Encouraging Creativity



Providing Exceptional Service For Our Passengers



We seek for our employees to achieve their career goals in our culture, practices, and relationships inside and outside the company. We continue building on those foundations through a number of efforts across every spectrum of the employee experience. This includes:

HIRING

We hire the best qualified individuals regardless of race, religion, gender, national origin, disability, sexual orientation or similar classifications. We support and attend recruiting events hosted by several organizations in efforts to hire the best qualified workforce including: Women in Aviation, Professional Asian Pilots Association, Organization of Black Aerospace Professionals, National Gay Pilot Association, Urban League Job Fair and other organizations. SkyWest believes that all people, regardless of their background, should have an opportunity to achieve their dreams.



TRAINING

All employees are expected to promote integrity and teamwork by treating others with respect and creating a workplace where everyone is valued. All leaders are required to complete Maintaining a Productive Work Environment training, where they learn the importance of seeing differences as an opportunity for learning, understanding, and collaboration. This training reaffirms our commitment to creating a positive working environment by ensuring every employee is familiar with the benefits of a diverse, inclusive team, and company policies that uphold this focus.



EMPLOYEE RECOGNITION

Acknowledging and bringing together individual differences and distinct capabilities benefits our organization, our employees, and our customers. SkyWest has a long history of recognizing our people and the incredible work they do. SkyWest regularly amplifies those efforts through organic campaigns to feature employees' stories. We have created ongoing opportunities to highlight employees from different backgrounds and cultures throughout the year.



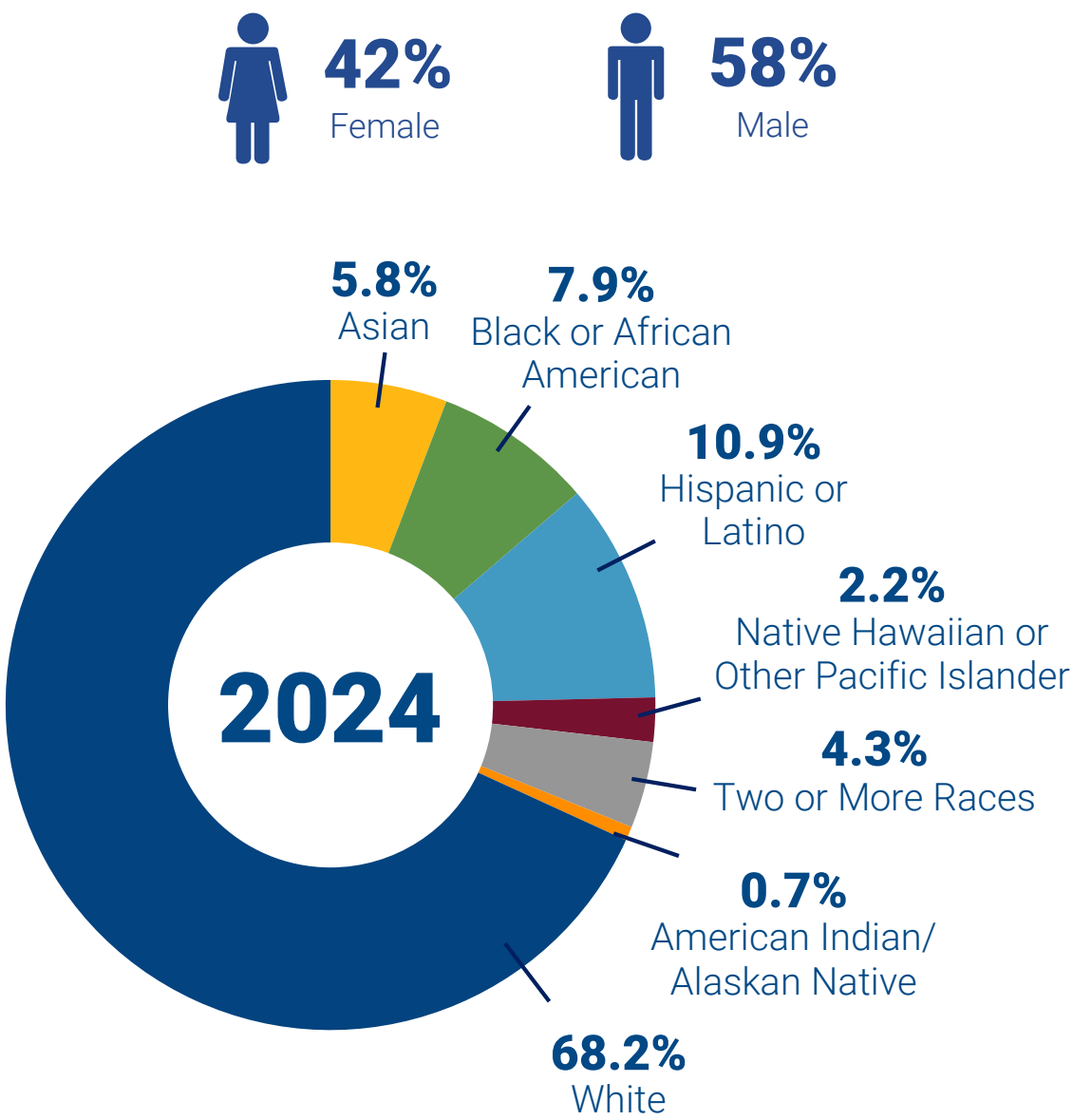
CAREER GROWTH & DEVELOPMENT

SkyWest invests in retaining the brightest talent by providing a range of talent development opportunities, including mandatory compliance training, new hire training, and general professional development.

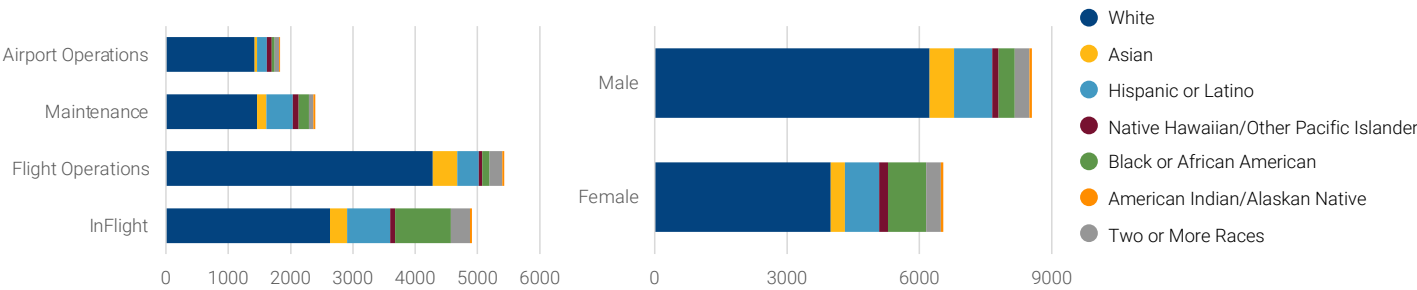


SkyWest was named a Fortune **"World's Most Admired Company"** for 2025, as well as Time Magazine's **"America's Best Mid-Size Companies"** and Newsweek's **"Greatest Workplace for Women and Diversity"** in 2024. SkyWest is the only regional airline company on any of these prestigious lists.

The following information was sourced from the data set used by SkyWest for EEO-1 reporting as of December 31, 2024:



ETHNICITY BY DEPARTMENT



Commitment to Human Rights

Human rights are fundamental rights, freedoms and standards of treatment to which all people are entitled. Respect for human rights is rooted in SkyWest’s values and applies wherever we do business. Our approach to human rights follows US labor law and is consistent with international standards. We respect the rights of individuals who may be particularly vulnerable, including but not limited to women, LGBTQ people, indigenous peoples and minorities.

SkyWest values and guiding principles include but are not limited to compliance with the law, respect for the individual and for the unique cultures in communities where we operate. We understand and value the priceless commodity of time. We respect every individual’s quality of life and are committed to promoting dignity and trust in all we do.

Combatting Modern Slavery, Human Trafficking, Forced Labor and Child Labor

SkyWest demonstrates our commitment to human rights and to combat modern slavery through our policies, the direct and strategic support of leadership, as well as training, employee participation, and committed industry leadership.

SkyWest condemns all forms of exploitation activities, including exploitation of children and human trafficking. SkyWest policy prohibits employees from participating in exploitation activities and prohibits the use of company computers, networks, phones, equipment, travel privileges, and facilities for exploitation activities. Employees who participate in exploitation activities will be subject to termination from employment. SkyWest requires that employees report to managers, supervisors, or local authorities, as appropriate, any passenger or employee believed to be engaged in exploitation activities.

For years, SkyWest has provided specific human trafficking awareness training to all frontline employees, including training on what to do if witnessing suspected indicators of trafficking either in flight or in the airport. This training includes Blue Lightning training, enabling them to spot indicators of possible training in airports and on flights. Blue Lightning Initiative (BLI) training – led by U.S. Department of Homeland Security, U.S. Customs and Border Protection, and the U.S. Department of Transportation, trains airline personnel to identify potential traffickers and human trafficking victims.



Strengthening Our Communities

SkyWest Airlines believes in contributing to the communities we serve by supporting charitable organizations and other reputable associations. Our primary focus is to improve these communities and their efforts to give back.

This includes contributions to and relationships with a number of reputable organizations, including but not limited to the following:



Spirit of SkyWest ✈️



Spirit of SkyWest Crisis Fund 501(c)3

The SOS Crisis Fund is a non-profit, charitable organization that exists solely to help SkyWest people who are facing a severe hardship. Funds are contributed by SkyWest people for SkyWest people, and the SOS Crisis Fund's success is 100 percent dependent on the generosity of team members. Even the smallest contributions can make a big difference in the life of a co-worker affected by crisis.

Grants are available for employees, eligible retirees, and eligible dependents who are facing an unforeseen and unavoidable crisis and do not have any other resources available to assist them. This may include natural or man-made disasters, criminal acts, and other unforeseen crises that render them unable to recover without assistance.

SOS: CRISIS FUND OBJECTIVES/MISSION

Provide confidential, timely, short-term crisis relief to those in the SkyWest family needing basic assistance unavailable through other resources.

Provide an avenue for SkyWest people to financially support each other through tax-deductible charitable contributions.

Provide coordinated, central support center for team members and leaders organizing charitable fundraising efforts.

Seek ways to broaden charitable efforts that support SkyWest people in need.

Award grants fairly and consistently based on eligibility and need, without bias and distinctly separate from employment status.





Company Recognition

SkyWest is full of exceptional people who work together every day to accomplish great things. Whether for impeccable quality, top training, and reliability, or a team of the best professionals in the industry, SkyWest continues to receive accolades.

By hiring the best and training the best throughout the nation, SkyWest has been recognized in many ways:



President & CEO Chip Childs

- Awarded CEO of the Year Honoree in 2023
- Awarded CEO of the Year in 2020

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX		
Disclosure Focus Area	TCFD Recommended Disclosure	Reference to Disclosure in this Report
GOVERNANCE		
Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	Environmental Governance
	Describe management's role in assessing and managing climate-related risks and opportunities.	Environmental Governance
STRATEGY		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Climate Strategy Climate Risk Management
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Climate Strategy Climate Risk Management
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate Strategy Climate Risk Management
RISK MANAGEMENT		
Disclose how the organization identifies, assesses and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	Climate Risk Management
	Describe the organization's processes for managing climate-related risks.	Climate Risk Management
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Climate Risk Management
METRICS AND TARGETS		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Emissions Targets and Disclosures
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	Emissions Targets and Disclosures
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Emissions Targets and Disclosures

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX	
Disclosure Focus Area	Disclosure or Reference to Disclosure in this Report
GREENHOUSE GAS EMISSIONS	
Gross global Scope 1 emissions	Emissions Targets and Disclosures
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Emissions Targets and Disclosures
(1) Total fuel consumed, (2) percentage alternative, (3) percentage sustainable	(1) 569 million gallons, (2) 0%, (3) 0%
LABOR PRACTICES	
Percentage of active workforce covered under collective bargaining agreements	89.2%
(1) Number of work stoppages and (2) total days idle	(1) 0, (2) 0
COMPETITIVE BEHAVIOR	
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0
ACCIDENT & SAFETY MANAGEMENT	
Description of implementation and outcomes of a Safety Management System Safety Risk Assessments Facilitated: 414 Hazards Identified: 99 Percentage of Risks Mitigated: 100%*	Safety System Overview
Number of aviation accidents**	0
Number of governmental enforcement actions of aviation safety regulations	0
SASB ACTIVITY METRICS	
Available seat miles (ASM)	24,612 (millions)
Passenger load factor	82.8%
Revenue passenger miles (RPM)	20,258 (millions)
Revenue ton miles (RTM)***	2,025.8 (millions)
Number of departures	766,742
Average age of fleet	13.5

Time period for data provided is calendar year 2024. SkyWest uses miles for our operational data reporting, rather than kilometers as in the SASB metrics.

* All hazards requiring mitigation by our SMS were mitigated during 2024. Some hazards were already mitigated as low as reasonably practical and did not require additional mitigation. Our proactive/reactive safety risk assessment ratio was 79.5% proactive compared to 20.5% reactive assessments. This means most of the identified hazards were mitigated prior to implementation of a new process or procedure.

** An accident is defined according to ICAO in Annex 13 – Aircraft Accident and Investigation as an occurrence associated with the operation of an aircraft that takes place between the time any person boards the aircraft with the intention of flight until such time as all such persons have disembarked, in which conditions (a), (b), and/or (c) are met.

- a) A person is fatally or seriously injured as a result of: being in the aircraft; direct contact with any part of the aircraft, including parts which have become detached from the aircraft; or direct exposure to jet blast. Except when the injuries are from natural causes, self-inflicted or inflicted by other persons, or when the injuries are to stowaways hiding outside the areas normally available to passengers and crew.
- b) The aircraft sustains damage or structural failure which: adversely affects the structural strength, performance, or flight characteristics of the aircraft; and would normally require major repair or replacement of the affected component. Except engine failure or damage when the damage is limited to the engine, its cowlings, or accessories, or for damage that is limited to propellers, wing tips, antennas, tires, brakes, fairings, small dents or puncture holes in the aircraft skin.
- c) The aircraft is missing or is completely inaccessible.

*** Weight, in tons, of paying passengers (estimated 100kg per passenger including luggage) multiplied by distance traveled. Revenue generating cargo not included.

TOTAL GHG EMISSIONS BY SOURCE METRIC TONS OF CO ₂ E				
	2024	2023	2022	2021
Gross Global Emissions (Scope 1)	5,566,845	4,960,304	5,476,261	5,721,595
Aircraft (Scope 1)	5,563,680	4,957,085	5,472,821	5,719,281
Vehicle (Scope 1)	3,165	3,219	3,440	2,314
Facility Electricity (Scope 2, Location-based)	6,654	6,286	7,321	7,652

NORMALIZED EMISSIONS INTENSITY					
	Intensity Metric	2024	2023	2022	2021
All Sources	kg CO ₂ e per Thousand RTM	2,751	2,736	2,655	2,867
All Sources	kg CO ₂ e per Thousand RPM	275	274	266	287
All Sources	kg CO ₂ e per Thousand ASM	226	227	220	214
Aircraft Energy Intensity per Seat	Fuel Gallons per ASM	0.0231	0.0231	0.0225	0.0218
Aircraft Energy Intensity per Passenger	Fuel Gallons per RPM	0.2807	0.2792	0.2709	0.2926

ENERGY CONSUMED AND GENERATED DURING NORMAL OPERATIONS					
	Unit	2024	2023	2022	2021
SkyWest Contract Fuel	Gallons	541,260,874	483,522,688	533,221,555	541,573,971
	Gigajoule (GJ)	76,967,296	68,756,926	75,824,105	77,011,819
SkyWest Prorate & SWC Fuel	Gallons	27,386,643	23,197,857	26,218,286	43,059,347
	GJ	3,894,381	3,298,735	3,728,240	6,123,039
Vehicle Fuel (non-renewable)	GJ	48,629	49,408	52,959	35,171
Facility Energy (non-renewable) Consumed from the Grid	GJ	68,424	64,336	74,115	77,429
Total Energy Consumed	GJ	80,978,730	72,169,405	79,679,419	83,247,458
	MWh	22,494,110	20,047,073	22,133,190	23,124,312

WATER CONSUMPTION GALLONS				
	2024	2023	2022	2021
Municipal Water Usage*	18,487,580	14,714,916	**	**

*Does not account for all locations or locations shared with other companies (e.g., airport terminals) and as a result may change considerably from year to year
**Water usage tracking disclosure began in 2023

EMPLOYEE SAFETY				
	2024	2023	2022	2021
On-the-job Injuries*	3.20	3.57	3.55	3.69
On-the-job Fatalities	0	0	0	0

*Total number of injuries per 200K employee hours

March 27, 2025

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

To: The Stakeholders of SkyWest, Inc.

SkyWest Inc. (SkyWest) engaged GSI Environmental Inc. (GSI) to provide limited assurance greenhouse gas (GHG) verification of their 2024 Scope 1 and 2 GHG emissions inventory. The calculation and fair presentation of the GHG statement is the sole responsibility of SkyWest using guidance per the US Environmental Protection Agency, GHG Protocol standards, and other applicable guidance documents.

Statement of Independence

GSI affirms our independence from SkyWest and is free from bias and conflicts of interest related to the assurance of the environmental data.

Verification Assurance Opinion

Based on the process and procedures conducted, there is no evidence that the GHG statement:

- is not materially correct and is not a fair representation of GHG data and information;
- has not been prepared in accordance with related International Standards on GHG quantification, monitoring and reporting, or to relevant national standards or practices.

GSI's Approach

GHG Verification was conducted in accordance with ISO 14064-3: 2019 "Specification with guidance for the validation and verification of greenhouse gas assertion", which is a generally recognized and accepted standard.

Validation scope of the reporting company GHG emissions

- Organizational boundaries: Operational Control Approach

Time Period

- January 1, 2024 – December 31, 2024

Level of Assurance

- Limited
- GHG Emissions Materiality Threshold: 5%of scope emissions



2024 SkyWest GHG Verification



GSI's Methodology and Procedures

Procedures performed during the verification

- Interviews with key personnel involved in the process of compiling, calculating, and preparing the emissions data report and energy data;
- Review of evidence and data in support of disclosures being verified;
- Review of a variety of data analytics to check the reasonableness of the data and calculations;
- A variety of re-calculation procedures to confirm stated quantities;
- Evaluated the reasonableness of any assumptions used in support of disclosures;
- Reviewed how disclosures were presented and determined if they were representative of data and operations.

Table 1. GHG Data Verified by GSI, Fiscal Year 2024

Scope	CO2e (Metric Tons)
Scope 1 – Ground Support Equipment and Maintenance Vehicles	3,165
Scope 1 – Jet Fuel	5,563,680
Scope 2 (Location-Based)	6,654

This verification statement, including the opinion expressed herein, is provided to SkyWest and is solely for their benefit in accordance with the terms of our agreement.

Sincerely,

Albert Chung

Albert Chung, PhD, PE
Principal Engineer
Los Angeles, CA
AChung@gsienv.com





2025

Environmental, Social,
and Governance Report

Report Includes Our 2024 Efforts and Data

<https://inc.skywest.com/ESGReport>