ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

2023 Report Includes Our 2022 Efforts and Data
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,” “will,” “believe,” “estimate,” “plan,” “project,” “could,” “would,” “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 dependence on 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 our third parties, including regarding our ability to achieve our goals. While we are not aware of any material 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 obtained third-party verification of our greenhouse gas emissions on an annual basis. An external assurance statement for emissions can be found on page 64. Point B conducts our emissions verification and provides 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, and SkyWest Leasing. SkyWest Airlines operates over 515 aircraft connecting passengers to more than 240 destinations throughout North America. SkyWest Airlines operates through partnerships with United Airlines, Delta Air Lines, American Airlines and Alaska Airlines carrying more than 40 million passengers in 2022.

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 2023 ESG Report is a review of our efforts covering the period from January 1, 2022 to December 31, 2022. As SkyWest Airlines is the primary operating entity of SkyWest Inc., the content of this report centers around those operations. SkyWest Charter was formed in 2022 and is expected to begin operations in 2023. 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.

At SkyWest, we understand and value the priceless commodity of time. We respect everyone’s individual 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 2022 Form 10-K and our Proxy Statement dated March 23, 2023, each as filed with the SEC. Additional information about SkyWest can be found at 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:

**Capacity Purchase Agreements (CPA)** (~86-90% of our fleet)

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, 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** (~10-14% of our fleet)

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 partners’ flights. We have more discretion on setting our flight schedules and passenger fares under our prorate agreements. On prorate flights, we arrange and pay for the fuel consumed.
The changing travel landscape amid the COVID-19 pandemic recovery created challenges and opportunities for the airline industry. The demand for travel outpaced industry efforts to ramp up production as workforce composition had been affected by the reduction in travel throughout the pandemic. Strong hiring by major airlines, low-cost carriers, and cargo air providers led to employee staffing imbalances. Employee shortages seen across the country were experienced here as well. These challenges also created opportunities for us as we adapted to changing conditions, market dynamics, and employee and customer needs.

Despite these challenges, we continued our ESG journey throughout 2022. We followed through on initiatives set in 2022 and expanded these by developing short and medium term ESG goals and targets. Throughout this report we will discuss steps taken, and our strategy to achieve our ESG priorities.
At the highest level, 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 in 2022

### INITIATIVE

**PROGRESS**

- **Continue to enhance our TCFD and SASB reporting framework and disclosures**
  - Set ESG goals and targets
  - Expanded our analysis in numerous areas

- **Further develop our strategies and disclosures on climate-related risks related to physical, regulatory, operational, and market risks**
  - Utilized a third-party data analysis platform to enhance our climate strategy risk and opportunity evaluations
  - Integrated scenario analysis into our TCFD disclosure

- **Monitor safety-related key performance indicators (KPIs) and implement safety initiatives to continuously improve the safety of our employees and passengers**
  - 2022 employee injury rate finished 6% better than 2021 rate
  - OJI safety action plan established with specific emphasis on reducing slip and fall injuries

- **Implement employee incentives and initiatives to enhance our ability to attract, retain, and provide growth opportunities for our diverse employees**
  - Significant pay investments in every major workgroup
  - Continued efforts to enhance the recruitment and onboarding experience for new employees
  - Renewed investments in management to enhance values-driven leadership

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.

During 2022, we further developed our short and medium term ESG goals. We also expanded our climate risk analysis, including utilizing a third-party data analysis platform to better understand our potential risks and opportunities. With employee staffing emerging as a critical component to the sustainability of the organization, employee retention and recruitment efforts were a primary focus area. Our partnership with EVE Air Mobility continued to develop as we participated in various initiatives to assist in the development of electric vertical takeoff and landing (eVTOL) aircraft technology with the objective to provide an environmentally friendly urban transportation solution. We also continued to invest in our airline fleet, by adding new, larger regional jets that have a more efficient carbon footprint per Available Seat Mile (ASM).

### Short & Medium Term ESG Goals

#### GOVERNANCE

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<th>Goal</th>
<th>Target Year</th>
<th>Progress &amp; Plans</th>
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| Maintain a corporate governance program aligned with evolving best practices | Ongoing | • Benchmark our governance practices compared to our major airline partners and guidelines from our large institutional shareholders  
• Reviewed findings with the Board of Directors  
• Continue to evaluate our processes to remain aligned with best practices |

#### SAFETY

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| Monitor safety-related key performance indicators (KPIs) and implement safety initiatives to continuously improve the safety of our employees and passengers | Ongoing | • 2022 employee injury rate finished 6% better than 2021 rate  
• OJI safety action plan established with specific emphasis on reducing slip and fall injuries  
• Our Board’s safety committee meets at least twice a year and reviews our safety metrics and performance |

#### ENVIRONMENT

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<th>Goal</th>
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<th>Progress &amp; Plans</th>
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| Electrify 50% of Airport Operations motorized ground service equipment (GSE) by 2025 | 2025 | • Goal established in 2022  
• Identified target airports to transition to electric equipment  
• Plan to replace 44 gas-powered aircraft push backs and baggage tugs with electric GSE from 2023 to 2025 |

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| Develop relationships with Sustainable Aviation Fuel (SAF) vendors and coordinate with our major airline partners to support our medium-term SAF utilization goal | 2025 | • Goal established in 2022  
• Met 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 |

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<th>Progress &amp; Plans</th>
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| Begin replacing 10% of jet fuel with SAF subject to availability, cost, and direction from our major airlines partners | 2030 | • Goal established in 2022  
• Continue engagement with fuel suppliers and our major airline partners to pursue feasible SAF offtake opportunities |

#### SOCIAL

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<th>Goal</th>
<th>Target Year</th>
<th>Progress &amp; Plans</th>
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| Holistic evaluation for improvement in employee diversity, equity, inclusion, and safety | Ongoing | • Leverage partnerships with various industry organizations to continue recruiting professionals from a vast array of cultural and ethnic backgrounds, abilities, and experiences  
• Continue to evaluate market compensation for our operations personnel and our safety and training programs to our peers |

We continued to invest in our airframe fleet, by adding new, larger regional jets that have a more efficient carbon footprint per Available Seat Mile (ASM). We also continued to invest in our airline fleet, by adding new, larger regional jets that have a more efficient carbon footprint per Available Seat Mile (ASM).
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 four components:

- Safety Policy
- Safety Risk Management
- Safety Assurance
- Safety Promotion
Commitment to safety from top leadership, supported by organizational policies that define how SkyWest conducts SMS.

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

Continuously measuring safety performance and identifying opportunities for improvement.

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

Flight Attendant strain reduction training was finalized.

A safety action plan was established in 2022 to reduce slip and fall injuries.

A hot aircraft cabin prevention action plan is in progress.
SkyWest is committed to:

- 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 associated with flights operating under our code-share agreements
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. 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.

**Environmental 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.

The Director of Flight Technology & Sustainability oversees technology-related emissions reduction initiatives and broader sustainability-related efforts. This role is also involved with decarbonization efforts across the aviation industry in collaboration with our major partners and other stakeholders.
Building on momentum in previous years, 2022 brought additional commitments and technological advancements to further the decarbonization of the airline industry. Notably, the International Civil Aviation Organization (ICAO) joined industry in committing to a net-zero carbon emissions goal by 2050. 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 2021 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.

SkyWest is committed to working with our major 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 airline partners. These areas will require flexibility and collaboration as we adapt to partner needs while supporting their climate objectives.

Source: United States 2021 Aviation Climate Action Plan, FAA, 2021
Commercial aviation inherently contributes to carbon emissions; however, a combination of greenhouse gas emission reduction efforts can 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**

**B. NextGen Advisory Committee (NAC)**

To support advancement of NextGen priorities, the FAA outlines that the “objective of the NextGen Advisory Committee (NAC) is to provide independent advice and recommendations to the FAA and to respond to specific taskings received directly 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 FAA 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 navigated the challenges of COVID-19 and its incredible impact on the aviation industry and has continued to promote NextGen improvements to U.S. airspace management and modernization.
C. 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 2022, we conducted nearly 7,200 RNP AR operations at just these three locations, saving us tens of 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.

D. 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 2022, operational fuel savings procedures saved approximately 31,445 metric tons of carbon dioxide equivalent (CO₂e). This is over 3 times the amount of emissions generated by electricity usage at all of our owned or leased facilities combined during the same year.

E. Fuel Savings Initiatives

- Collaboration with Air Traffic Control to promote efficient aircraft routing between airports when practical, which leads to conservation and reduction in emissions.
- Bi-annual training for our dispatchers and flight planners on fuel planning and fuel conservation.
- 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.
- 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

As part of normal course fleet upgrades, SkyWest has made significant investments in new, larger regional jets in recent years that produce lower carbon emissions per ASM than our older CRJ200 jets. Investments made in new E175 aircraft over the last 4 years total more than $1.4 billion and we plan to invest over $100 million in new E175 aircraft and spare engines in the coming years.

At the beginning of 2019, SkyWest had 184 CRJ200s in scheduled service, compared to 136 at the end of 2022, a decrease of 48 aircraft, or 26% over four years. Similarly, over the same four-year period, we increased the number of our E175 aircraft from 146 to 236, an increase of 90 aircraft or 62%.

<table>
<thead>
<tr>
<th>Aircraft</th>
<th>Average Age</th>
<th>Aircraft in Service</th>
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<tbody>
<tr>
<td>E175</td>
<td>4.9</td>
<td>236</td>
</tr>
<tr>
<td>CRJ900</td>
<td>12.0</td>
<td>41</td>
</tr>
<tr>
<td>CRJ700</td>
<td>17.2</td>
<td>104</td>
</tr>
<tr>
<td>CRJ200</td>
<td>19.9</td>
<td>136</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>11.6</strong></td>
<td><strong>517</strong></td>
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Sustainable Aviation Fuel (SAF)

SAF is non-fossil derived aviation fuel. The greenhouse gas (GHG) emissions associated with SAF under current GHG accounting methodologies are reduced relative to conventional jet fuel due to the life cycle emissions savings from the carbon absorption associated with feedstock growth or other upstream advantages over traditional fossil fuels. The chemical and physical characteristics of SAF are almost identical to those of conventional jet fuel and can be safely mixed with traditional jet fuel to varying degrees, use the same supply infrastructure, and do not require the adaptation of 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 derived from municipal waste. Note: The diagram above does not demonstrate the life cycle process of SAF derived from municipal waste.

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. The reasons for the current blend limits are to ensure the appropriate level of safety and compatibility with the aircraft fuel systems, mainly due to the level of aromatics which are necessary for the different systems. It is, however, likely that higher blend limits will be approved in the future. 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 jet 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 86-90% 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, 10-14% of operations, we procure and purchase fuel. We engaged with our existing prorate fuel providers to discuss existing and future SAF availability.

Also in 2022, we established a goal to begin replacing 10% of our jet fuel with SAF by 2030.

To achieve this goal, we will need to develop relationships with SAF vendors and coordinate with our major airline partners.

While SAF availability is extremely low and the cost is currently high, we will continue to evaluate our opportunities to support SAF development and offshore.

Source:
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 eVTOL aircraft development. Through the agreement, SkyWest has the option to acquire 100 four-passenger eVTOL aircraft, which are expected to be available sometime after 2025.

The partnership also includes an agreement to collaborate on network development and vehicle design and specifications.

In 2022 we partnered with EVE on a number of initiatives, including an Urban Air Mobility (UAM) simulation in Chicago. The exercise simulated a complete operation and service touchpoints using helicopters to understand how Chicago Metropolitan area commuters will experience a quiet and sustainable (UAM) journey. The simulation included both ground and flight tests to gain knowledge about the infrastructure and ecosystem needed to enable the launch and expected long-term growth of UAM in Chicago. Teams from our Airport Operations and Flight Operations departments participated onsite and provided input and suggestions during pre-planning sessions.

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.

B. 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.

Innovative Propulsion Technology

A. 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 eVTOL aircraft development. Through the agreement, SkyWest has the option to acquire 100 four-passenger eVTOL aircraft, which are expected to be available sometime after 2025.

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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.

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 2022 our international markets comprised less than 2.5% of our total flights.

We currently do not anticipate purchasing offsets as part of our emissions reduction strategy; however, to the extent necessary we would plan to procure such offsets from CORSIA-eligible programs.

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*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
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 existing 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 Impacts Discussion

Building upon last year’s qualitative reporting, we have enhanced our analysis in this year’s report. In 2022, SkyWest conducted its first climate risk scenario analysis with the intent 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 over 500 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. This 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, 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.

The following pages include an overview of our analysis utilizing the RCP4.5 scenario for the 2030 decadal period. 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 over 500 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 SL. These locations represent our 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 impacts, 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 through such mechanisms 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 is 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. Five warehouse/hangar cites were not included on this table. 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 RCP4.5 scenario. None of the modeled physical risks associated with our facilities was projected to have a material adverse affect 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.
Climate Risks and Opportunities

Utilizing a third-party data analysis platform, we analyzed 18 facility locations and considered the value and associated emissions of over 500 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 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.

The results shared below for our climate risks and opportunities are outputs of an RCP4.5 scenario. Applying this scenario 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 the scenario itself, it is estimated that end-of-century increases in global mean surface temperature will be in the range of 1.7°-3.2°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 risks and opportunities modeled using the RCP4.5 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.

### INTRODUCTION

#### CLIMATE TRANSITION RISK

<table>
<thead>
<tr>
<th>Policy &amp; Legal</th>
<th>SHORT TERM (2021-2025)</th>
<th>MEDIUM TERM (2026-2035)</th>
<th>LONG TERM (2036 and beyond)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Details</td>
<td>The risk from existing or future regulation related to climate change, which could include:</td>
<td>Increased pricing of GHG emissions; Domestic aviation emission reduction targets and/or caps; CORSIA; Enhanced reporting requirements</td>
<td>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 CPAs. 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.</td>
</tr>
<tr>
<td>Management &amp; Mitigation</td>
<td>Our major partners have the primary responsibility for passenger related taxes and fees and for fuel procurement and costs under our CPAs. 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 our 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 2% of our total flights in 2022, 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 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.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### TECHNOLOGY

<table>
<thead>
<tr>
<th>Detail</th>
<th>The risk from transitioning to low-carbon technologies, such as:</th>
<th>Sustainable aviation fuel (SAF); Innovative propulsion technology (electric/hydrogen/hybrid)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Potential Financial Impact</td>
<td>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 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 15% 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.</td>
<td></td>
</tr>
<tr>
<td>Management &amp; Mitigation</td>
<td>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 on aircraft that 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. In 2021, we entered into a partnership with EVE Air Mobility, an eVTOL initiative targeting urban transit. We will continue collaborating with</td>
<td></td>
</tr>
</tbody>
</table>

#### OPPORTUNITY

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

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

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

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

**Market**
Public perception of air travel may impact future customer demand and behavior, which impacts our major airline partners.

Our major airline partners may rely on us to enhance their regional networks and may need our regional operations to transition to low-emission aircraft as emerging technologies become available.

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 would apply 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.

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 aircraft parts.

**Potential Financial Impact**
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 from 184 aircraft at the end of 2018 to 136 aircraft and the end of 2022.

We are monitoring emerging technologies, and have recently become 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.

**Realization & Management**
We continue to evaluate our network, facilities, and fleet to adapt as needed to changing weather patterns, as well as evolving circumstances, and they have processes in place to manage operations through varied climate conditions.

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.

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.

**CLIMATE OPPORTUNITIES**

**Resource Efficiency**

**Short Term 2021-2025**
- Reducing fuel consumption by continuing to modernize our fleet with more efficient aircraft and operational improvements.

**Medium Term 2026-2035**
- Capital investment will likely be necessary to acquire new assets or invest in operational improvements to improve resource efficiency.

**Long Term 2036 and Beyond**
- Our existing fleet modernization strategy is expected to continue to reduce emissions and increase fuel efficiency.

**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 618 jet and advanced avionics will enable us to save fuel and emissions through performance navigation and other airspace modernization initiatives.

**Realization & Management**
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**

**Short Term 2021-2025**
- SAF is available now, although with very limited scale. Increased utilization of SAF will lower jet fuel life cycle emissions and counter potential carbon regulation.

**Medium Term 2026-2035**
- Our major 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 reduced emissions would add value. The future availability of SAF at market economics is uncertain.

**Long Term 2036 and Beyond**
- 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**

**Short Term 2021-2025**
- Partnership with our major airline partners to ensure we support their environmental decarbonization goals.

**Medium Term 2026-2035**
- Collaboration and alignment with our major airline partners will contribute to future contract awards with our existing major airline partners.

**Long Term 2036 and Beyond**
- Coordination with our major airline partners on environmental and strategies initiatives.

**Climate Physical Risk**

**Acute**

**Short Term 2021-2025**
- The risk of increasing severity of weather events.

**Medium Term 2026-2035**
- 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.

**Chronic**

**Short Term 2021-2025**
- Our Operations Control Center effectively manages this risk today and regularly assesses the impact of this risk to prepare for increasing severity.

**Medium Term 2026-2035**
- 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 those 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 CPA 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.

**Long Term 2036 and Beyond**
- Our Operations Control Center effectively manages this risk today and regularly assesses the impact of this risk to prepare for increasing severity.

**Resilience**

**Short Term 2021-2025**
- Continue to evaluate our network, facilities, and fleet to adapt as needed to changing weather patterns, as well as evolving environmental requirements.

**Medium Term 2026-2035**
- 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.

**Long Term 2036 and Beyond**
- 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 wide-spread damage or impact from significant weather, or changing conditions.

We will continue to engage with engine and aircraft manufacturers to evaluate the resiliency of our fleet.
Approximately 86-90% of our fleet 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 (continued)

During 2022, passenger demand recovered; however, indirect factors associated with the recovery from COVID-19, such as employee attrition, particularly captain attrition, and other factors negatively impacted our operations resulting in a year-over-year decline in both flights completed and block hours flown. In 2020, flight counts, fuel burn, and emissions were impacted due to COVID-19 disruptions and significant schedule reductions.

The average stage length changes year-to-year based on route selections made by our major airline partners, which impacts the Metric Tons (MT) per 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).

The seating configuration, average stage length, and aircraft age and/or avionics capabilities all impact the fleet’s efficiency metrics. For example, our new 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 2019 to the end of 2022, SkyWest increased its number of E175s from 146 to 236, or by 62%. During the same period, we decreased the number of CRJ200s from 184 to 136, or by 26%. These transitions have kept the efficiency metric of MT of CO2e/ASM from increasing as much as overall stage lengths have decreased.

<table>
<thead>
<tr>
<th>Aircraft</th>
<th>Passenger Seating Configurations</th>
</tr>
</thead>
<tbody>
<tr>
<td>E175</td>
<td>76 or 70</td>
</tr>
<tr>
<td>CRJ900</td>
<td>76 or 70</td>
</tr>
<tr>
<td>CRJ700</td>
<td>70, 69, or 65</td>
</tr>
<tr>
<td>CRJ200</td>
<td>50</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Year</th>
<th>Diesel/Gasoline Gallons</th>
<th>Metric Tons CO2e</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>361,444</td>
<td>3,440</td>
</tr>
<tr>
<td>2021</td>
<td>240,042</td>
<td>2,314</td>
</tr>
</tbody>
</table>

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

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

Scope 2 Emissions

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

<table>
<thead>
<tr>
<th>Year</th>
<th>kWh</th>
<th>Metric Tons CO2e</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>20,587,497</td>
<td>8,068</td>
</tr>
<tr>
<td>2021</td>
<td>21,508,061</td>
<td>8,846</td>
</tr>
</tbody>
</table>

*Emissions were recalculated due to an entry error in past reporting.

SkyWest’s Scope 2 emissions decreased in 2022 compared to 2021 as we exited a number of prorate markets where we leased terminal space, thus reducing the total kWh used.

At the end of 2022, 46% 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.

In 2022, SkyWest began coordinating 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 will update progress in transitions to electric equipment in future reports.

Last year, we set a goal to electrify 50% of airport operations GSE by 2025. We plan to achieve this by replacing 44 gas-powered GSE with electric GSE from 2023 through 2025.
Additional Efforts to Reduce Environmental Impact

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.

Facility Initiatives

**HEADCOURTRES**

We are utilizing upgraded software for more efficient heating and cooling HVAC systems at our headquarters. We maintain active initiatives to transition from florescent, incandescent, and halogen lighting to LED.

LED conversion equates to **15%** annual savings in electricity per year.

We have transitioned all lighting in parking areas to 100% LED. Headquarter building conversion to LED was 70% complete at the end of 2022.

**HANGARS**

We have transitioned all hangar lighting to LED in four large hangars.

Construction on the most recent three hangars included LED lighting and smart switching.

These locations have smart, high-efficiency HVAC systems:

- **BOI** - Boise
- **BNA** - Nashville
- **OKC** - Oklahoma City
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.

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.

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. Based on feedback from crewmembers in 2021, auto-print functions were adjusted reducing waste and saving expensive thermal paper.

Noise Reduction

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

InFlight Sustainability Initiatives

In recent years, SkyWest’s InFlight department partnered with a non-profit comprised of flight crew to increase sustainability awareness throughout cabin operations. They published an updated recycling guide and published sustainability-focused articles for a quarterly newsletter. These publications provide SkyWest flight attendants with practical knowledge they can use to minimize plastic waste and recover recyclable materials effectively.

Our major airline partners determine what materials are used for onboard service and decide whether to maintain a recycling program. SkyWest collaborates with our major partners to help increase our onboard recycling opportunities and reduce onboard waste.

In an effort to be more eco-friendly and sustainable, The Uniform Closet allows flight attendants to conveniently purchase gently used uniform items at a reduced price, and have them mailed right to their door.

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.

SkyWest expects and assesses through established auditing procedures that vendors and suppliers have demonstrated their accountability and compliance to all state and federal standards, regulations, programs, and measures.

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.
In 2022, SkyWest celebrated its 50 year anniversary. While many things have changed throughout the years, 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 aviation professionals pursuing a career in the regional airline industry and we continually update our recruiting strategies to attract quality aviation professionals. We adapt our recruitment efforts based on the supply of eligible aviation professionals and our outlook for anticipated future flight schedules. In 2022 we responded to industry staffing challenges and increased pilot compensation to reduce pilot attrition and incentivize captain upgrades.

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

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

1. HEALTH AND SAFETY FIRST
2. EXCELLENT SERVICE AND QUALITY
3. FAIRNESS AND CONSISTENCY
4. RESPECT AND TEAMWORK
5. PERSONAL AND CORPORATE INTEGRITY
6. SUPERIOR PROFITABILITY AND EFFICIENT USE OF ALL RESOURCES
7. PERSONAL AND OPERATIONAL RELIABILITY

These Guiding Principles and policies help us to conduct business in an ethical and responsible manner, including a commitment to human rights and vigilance that human trafficking and modern slavery do not occur within SkyWest or our supply chain. 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 commitment to human rights and our interactions with each other as employees, customers, and business partners. The Board, with the assistance of the Audit Committee, is responsible for overseeing compliance with this Code of Conduct and commitment to human rights.

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 employer, investor, and partner of choice. Certain of our labor contracts are collectively bargained through elected representative groups such as pilots, flight attendants, mechanics and dispatchers. SkyWest benefits in many ways from our commitment to diversity and inclusion, including:

- Attracting Top Talent
- Encouraging Creativity
- Providing Exceptional Service For Our Passengers

We seek to reflect diversity and inclusion 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:

- SkyWest finds leading, diverse talent through publishing all positions on both our internal and external career websites, supporting professional development leaves, investment in targeted advertising, social media outreach, employee referrals, and relationships with community based organizations and learning institutions.
- All employees are expected to promote diversity and inclusion by treating others with respect and creating a workplace where everyone is valued. All employees are required to complete diversity and inclusion training, where they learn the importance of seeing differences as an opportunity for learning, understanding, and collaboration. This training reaffirms our commitment to diversity and inclusion by ensuring every employee is familiar with the benefits of a diverse, inclusive team, and company policies that uphold this focus.
- 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.
- 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.

HIRING

SkyWest finds leading, diverse talent through publishing all positions on both our internal and external career websites, supporting professional development leaves, investment in targeted advertising, social media outreach, employee referrals, and relationships with community based organizations and learning institutions.

TRAINING

All employees are expected to promote diversity and inclusion by treating others with respect and creating a workplace where everyone is valued. All employees are required to complete diversity and inclusion training, where they learn the importance of seeing differences as an opportunity for learning, understanding, and collaboration. This training reaffirms our commitment to diversity and inclusion 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 is an equal opportunity employer and is focused on encouraging and celebrating diversity and inclusion. We support and attend recruiting events hosted by several organizations in efforts to expand our diverse 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 has always taken steps to support diverse workgroups irrespective of race, religion, gender, national origin, disability, sexual orientation, or similar classifications, and believes that all people, regardless of their background, should have an opportunity to achieve their dreams.

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 diversity and inclusion contributes to our overall culture and success.
SKYWEST INCORPORATED

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ESG STRATEGY

HEALTH AND SAFETY FIRST

CLIMATE AND ENVIRONMENT

SOCIAL RESPONSIBILITY

Commitment to Human Rights

Slavery and Human Trafficking

SkyWest condemns all forms of human rights abuses, including human trafficking and exploitation of children. SkyWest fully supports and respects the principles set forth in various modern slavery and anti-human trafficking laws, which are consistent with our Guiding Principles and commitment to be a force for global good. We take our responsibility as a global citizen seriously and are proud to continue taking action against human rights abuses.

Our Supply Chain and Supplier Due Diligence

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, including due diligence to uphold human rights such as to prevent and combat human trafficking and child exploitation. SkyWest has implemented a Vendor Code of Conduct, which forms an integral part of our vendor contracts. SkyWest utilizes senior manager review for third-party contracts, which includes the identification and coordination of these initiatives.

Our sourcing process defines how we work with suppliers to ensure that they are operating to our standards. This includes a due diligence process to screen all key suppliers and reduce the risk of negative impacts in our supply chain. Through our Vendor Code of Conduct, we hold our vendors to the same high standards we apply to ourselves.

Commitment to Human Rights and Combating Modern Slavery

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.

STOP

HUMAN TRAFFICKING.
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.

SkyWest supports career advancement and opportunity for all employees. In 2018, the company implemented a Professional Leave Program (PRO), allowing current employees to take a professional leave in order to pursue the necessary training and certifications to become a pilot, A&P mechanic, or airline dispatcher. 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 a bonus, employees who want to participate in the PRO program are able to keep their seniority and may be eligible for additional financial incentives.

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.

Family-Friendly Policies

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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 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:

- American Red Cross
- CPCD: Giving children a head start
- Habitat for Humanity
- United Way
- The Arc
- Make-A-Wish
- Utah Food Bank
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.
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:
Task Force on Climate-Related Financial Disclosures (TCFD) Index

GOVERNANCE

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

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Climate Strategy

Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.

Climate Strategy

Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Climate Strategy

RISK MANAGEMENT

Describe how the organization identifies, assesses and manages climate-related risks.

Climate Risk Management

Describe the organization’s processes for identifying and assessing climate-related risks.

Climate Risk Management

Describe processes for identifying, assessing, and managing climate-related risks that are integrated into the organization’s overall risk management.

Climate Risk Management

METRICS AND TARGETS

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

Discuss management’s role in assessing and managing 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 | Emissions Targets and Disclosures

ACCIDENT & SAFETY MANAGEMENT

Description of implementation and outcomes of a Safety Management System

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) 24,876 (millions)

Passenger load factor 83.4%

Revenue passenger miles (RPM) 20,661 (millions)

Revenue ton miles (RTM)**** 2,066.1 (millions)

Number of departures 739,288

Average age of fleet 11.6

** All hazards requiring mitigation by our SMS were mitigated during 2022. Some hazards were already mitigated as low as reasonably practical and did not require additional mitigation. Our proactive/reactive safety risk assessment ratio was 88% proactive compared to 12% 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 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:

b) A person is seriously injured as a result of an involuntary 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.

(1) 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:

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(1) 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) An aircraft is missing or is completely inaccessible.

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a) An aircraft is missing or is completely inaccessible.
POINT B INDEPENDENT ASSURANCE REPORT
RELATING TO SKYWEST’S GHG EMISSIONS ASSERTION FOR CALENDAR YEAR 2022

This Report has been prepared for SkyWest, Inc. in accordance with our contract and is intended for the readers of SkyWest’s greenhouse gas (GHG) emissions statement for calendar year (CY) 2022.

**TERMS OF ENGAGEMENT**

Point B was commissioned by SkyWest, Inc. to provide independent assurance on its Scope 1 and Scope 2 GHG emissions assertion for CY 2022 (January 1, 2022 – December 31, 2022) against the assurance criteria below using Point B’s verification procedures.

- Our assurance engagement covered SkyWest’s activities from assets owned or controlled by the company, such as those that are responsible for GHG emissions, and evaluated completeness, the reasonableness of assumptions and calculation methods used, and limitations of data for the selected scopes and related activities.
  - Direct Scope 1 Emissions – Jet fuel combustion, GSE and MX fuel.
  - Indirect Scope 2 Emissions – Purchased electricity, location based.

- Verifying conformance with the GHG Protocol Corporate Accounting and Reporting Standard, developed by the World Resources Institute & World Business Council for Sustainable Development.

Point B is independent of SkyWest. Point B has no conflicts of interest and are impartial reviewers of the company’s GHG data. This report is solely intended for the use of SkyWest.

SkyWest’s responsibility is collecting, aggregating, analyzing, and presenting all the data and information within the GHG inventory and maintaining effective internal controls over the systems from which the emissions assertions are derived. tinkering with the methodology responsible for inaccuracies is the responsibility of SkyWest.

**POINT B’S OPINION**

Based on Point B’s approach, we believe that SkyWest has, in all material respects:

+ Met the requirements and disclosed accurate and reliable performance data.

The opinion expressed is formed based on the materiality of the professional judgment of the verifier. Further observations, findings, and opportunities for improvement can be found in the Issue Log.

**Table 1. Summary of SkyWest Scope 1 Emissions for CY2022**

<table>
<thead>
<tr>
<th>Category</th>
<th>Quantity (Metric Tons CO2e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emissions from Jet Fuel (total fleet)</td>
<td>5,476,261</td>
</tr>
<tr>
<td>Emissions from GSE and MX Fuel</td>
<td>3,440</td>
</tr>
</tbody>
</table>

**Table 2. Summary of SkyWest Scope 2 Emissions for CY2022**

<table>
<thead>
<tr>
<th>Category</th>
<th>Quantity (Metric Tons CO2e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchased Electricity</td>
<td>8,068</td>
</tr>
</tbody>
</table>

**Point B’s Approach**

Point B’s assurance engagements are carried out in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

- Interviews with SkyWest’s data management and accounting teams, and if necessary, other relevant personnel.
- Reviewing SkyWest’s data handling procedures, rolled-up data, and activity-specific evaluations shared with Point B to confirm that there were no significant errors, omissions, or misstatements.

**Point B’s Standards, Competency, & Independence**

Point B assures that all assurance engagements are performed by appropriately qualified individuals based on your judgment, observations, findings, and experience. The outcome of all verification assessments is then internally reviewed by peers to ensure that the reports are accurate, transparent, and complete.

John Chalhoub
Point B Lead Verifier

March 21, 2023

Chip Childs
President & CEO SkyWest, Inc.
REPORT INCLUDES OUR 2022 EFFORTS AND DATA

https://inc.skywest.com/ESGReport

2023 Report Includes Our 2022 Efforts and Data