ENVIRONMENTAL AND SOCIAL COMMITMENT

ABOUT THE SKYWEST BUSINESS MODEL
We operate flights under two types of code-share agreements: capacity purchase agreements and prorate agreements with our major airline partners: Delta, United, American, and Alaska.

Capacity Purchase Agreements (~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 capacity purchase agreements, 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% of our fleet)
Similar to our capacity purchase agreements, we operate flights using our major airline partners’ ticketing and reservation systems. Under the prorate agreements, unlike capacity purchase agreements, the major airline partner remits to us the passenger fares received that are attributed to 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, however, we arrange and pay for the fuel consumed.

ENGLISH RESPONSIBILITY

Current Environmental Initiatives
1. CORSIA Participation
2. Flight Operations and Planning
3. Clean Air and EPA Compliance
4. Other Green Initiatives
Emissions Disclosure

SOCIAL RESPONSIBILITY

Diversity and Inclusion
Human Trafficking & Our Commitment to Combat Modern Slavery
Supply Chain
Training
Strengthening Our Communities
Spirit of SkyWest Crisis Fund 501(c)3
Family-Friendly Policies
Company Recognition
Environmental Responsibility

SkyWest is committed to:

- Monitoring and reporting Scope 1 aircraft fuel greenhouse gas (GHG) emissions beginning in 2021 with 2020 annual data
- Complying with all environmental laws and regulations
- Operating in an environmentally responsible manner
- Setting environmental performance goals and continually improving environmental performance
- Preventing pollution, where possible, and if not possible, then establishing mitigation programs to minimize the environmental impact
- Using natural resources efficiently
- Monitoring environmental performance and practices
- Engaging with external stakeholders to discuss commercially viable solutions to environmental problems
- Reporting on environmental performance
- Business partners shall maintain an effective environmental policy and/or environmental management system. In addition to meeting legal and regulatory requirements, SkyWest expects business partners to pursue proactive efforts to minimize the impact of waste materials on the environment through effective controls and recycling initiatives

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 environment-related performance. Management, employees, and contractors are accountable for conducting our operation in an environmentally sustainable manner.
SkyWest began participation in CORSIA in 2019 as part of a worldwide effort to reduce industry carbon impact. The intent of CORSIA is to mitigate carbon emission growth in the industry through the monitoring of emissions associated with international flights and the purchase of carbon offsets. With 2019 serving as the baseline, by 2025 SkyWest’s goal is to purchase carbon offsets proportional to SkyWest’s annual contribution of carbon emission growth since 2019 on international flight segments. This program has standardized oversight by the International Civil Aviation Organization (ICAO) and Federal Aviation Administration (FAA).

CORSIA's goal is to have carbon-neutral growth beginning in 2022 and an industry standard goal of reducing CO₂e emissions by half of what they were in 2005, by 2050. Our strategy for participating in accomplishing this goal includes:

- Modernizing the SkyWest fleet by increasing the compliment of fuel-efficient aircraft, including NextGen Bombardier CRJ aircraft and Embraer 175s
- Continuing to reduce fuel burn per flight through improved flight operational strategies and flight planning
- Reducing emissions by strategically reducing the quantity of excess fuel carried on flights
- Using satellite-based navigation aids (RNP) to fly more efficient direct routes
- Build all new and remodel existing facilities with carbon emissions reduction a priority
- Use low emission ground support equipment where practical

SkyWest’s primary impact to CO₂e emissions is the result of burning of jet fuel. SkyWest is committed to reducing our rates of carbon emissions by participation in the Carbon Offset and Reduction Scheme for International Aviation (CORSIA).
2. FLIGHT OPERATIONS AND PLANNING

SkyWest’s flight operations and planning programs apply a multi-layered approach to meeting our environmental objectives. Through enhanced technology and NextGen equipage initiatives, we continue to advance our environmental commitment.

- **Current Environmental Initiatives**
  - We collaborate with Air Traffic Control to ensure *efficient aircraft routing* between airports when practical, which leads to fuel conversation and reduction in emissions.
  - We provide bi-annual training for our dispatchers and flight planners on fuel planning and *fuel conservation*.
  - We monitor fuel trends and make a concerted effort to increase fuel burn *accuracy* during flight planning.
  - Where possible, SkyWest *reduces the use of fuel* through single engine taxi.
  - When practical at the gate, we use *ground power* for our aircraft rather than on board auxiliary power units.
  - In 2020, we reduced the cost and emissions to carry fuel by *removing excess go-around fuel* based on an assessment of need by segment.
  - SkyWest maintains 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 *minimizes unnecessary fuel consumption* and emissions associated with carrying excess fuel.
  - SkyWest actively participates in *noise abatement* air traffic procedures across the country.
  - Aircraft weight reduction programs, including 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.
  - We monitor fuel trends and make a concerted effort to increase fuel burn *accuracy* during flight planning.

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**SkyWest**

INCORPORATED

CORPORATE RESPONSIBILITY REPORT 2021
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 Managing Director of Safety who is responsible for SkyWest environmental policies, procedures and processes including review and update as appropriate.

SkyWest expects and ensures through established auditing procedures that vendors and suppliers have demonstrated their accountability and compliance to all state and federal standards, regulations, programs, and measures, and that each have a stated environmental policy.

SkyWest complies with, and is committed to exceeding where possible, compliance under the US 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.

3. CLEAN AIR AND EPA COMPLIANCE

Current Environmental Initiatives
SkyWest is focused on working with partners, vendors, and suppliers to ensure our environmental priorities remain a key area of focus throughout our operation and supply chain.

Current Environmental Initiatives

SkyWest participates in in-flight recycling programs with our airline partners, including recycling of aluminum cans, cold and hot cups, plastics, and snack box containers. SkyWest also performs a ‘recycle sort’ event with partner Alaska where all trash collected from one day of flying are separated from rubbish, exceeding the set goal of 85% recyclable items appropriately sorted by all flight attendants.

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, and in 2018 became the first airline to convert all aircraft maintenance logs into electronic form, further eliminating unnecessary waste while increasing efficiencies.

SkyWest has transitioned 50% from halogen lighting in parking areas to LED, and by 2022 expects to be 100% completed, which is expected to reduce parking lot energy use by 70%.

SkyWest has worked proactively to transition from florescent, incandescent and halogen lighting to LED.

We maintain active initiatives to transition from florescent, incandescent and halogen lighting to LED.
- Current efforts have already reduced SkyWest headquarters’ energy usage by approximately 60%. We have transitioned 50% from halogen lighting in parking areas to LED, and by 2022 expect to be 100% completed, which is expected to reduce parking lot energy use by 70%.
- We have transitioned all hangar floor lighting to LED in four large hangars.
- Construction of the most recent three hangars included LED lighting and smart switching.

Since 2015, our recycling initiatives at headquarters have kept an estimated 56 tons worth of paper, plastic, polystyrene, and other recyclables out of landfills.

We have ongoing oil reclamation programs at all maintenance bases, and are replacing end-of-life, gas-powered ground service equipment with battery and propane powered equipment.
- Our maintenance department currently has approximately 40% electrically operated ground support equipment.
- Our airport operations department currently has approximately 36% electrically operated equipment.

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, and in 2018 became the first airline to convert all aircraft maintenance logs into electronic form, further eliminating unnecessary waste while increasing efficiencies.

We are currently upgrading all software for more efficient heating and cooling HVAC systems at our headquarters, with completion scheduled for 2021.

The back-up electricity generator at our OKC maintenance facility is powered by clean natural gas rather than the traditional diesel fuel.

Construction of the hangars at Boise (BOI), Nashville (BNA), and Oklahoma City (OKC) included smart, high efficiency HVAC systems.

Environmental Responsibility
## EMISSIONS DISCLOSURE

### Aircraft Fuel Scope 1 Emissions

#### TOTAL FLEET*

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<tr>
<th>Year</th>
<th>Total Gallons Per Year</th>
<th>Gallons (in MM)</th>
<th>EPA Emission Factor</th>
<th>Metric Tons CO₂e</th>
<th>Metric Tons CO₂e Per Million ASM</th>
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* Includes capacity purchase agreements and prorate.

#### TOTAL BY FLEET TYPE

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#### PRORATE ONLY

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<th>Metric Tons CO₂e</th>
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<td>33</td>
<td>9.783</td>
<td>318,799</td>
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</table>
SkyWest is an equal opportunity employer and is focused on encouraging and celebrating diversity and inclusion. 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.
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:

**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.

**Inclusion Council**
The **SkyWest Inclusion Council** is made up of frontline employees who work directly with the executive team on projects, ideas and efforts to continue enhancing SkyWest’s culture of respect and inclusion.

**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’s Company Code of Conduct defines and helps ensure that we conduct business in an ethical and responsible manner, including assurance that human trafficking and modern slavery do not occur within SkyWest or our supply chain.

SkyWest’s management professionals follow rigorous internal material standards for sourcing, procurement and selection of our suppliers and business partners.

- Our sourcing process includes a Vendor Code of Conduct, as well as due diligence to screen all key suppliers to eliminate any potential negative impacts of our supply chain. We hold our vendors to the same high standards we apply to ourselves.

SkyWest prohibits the use of company facilities, resources, equipment or travel privileges for activities that support human trafficking or the sexual exploitation of children. Employees who participate in human trafficking will be terminated.

- This includes any use of company computers, networks, phones or other equipment for the viewing, storage, distribution, promotion or other use that sexually exploits children.

- Employees are required to report to supervisors and local authorities any passenger or employee believed to be engaged in human trafficking activities or the sexual exploitation of children.

SkyWest has provided specific training to all frontline employees, including indicators of trafficking either in-flight or in the airport.

- SkyWest is an active participant in the U.S. Department of Homeland Security (DHS) and U.S. Department of Transportation (DOT) Blue Lightning Initiative. All frontline employees participate in Blue Lightning training and SkyWest regularly communicates regarding this initiative.

SkyWest condemns all forms of human rights abuses, including human trafficking and sexual exploitation of children. We take the responsibility as a global citizen seriously and are proud to continue taking action against human trafficking in the airline industry.
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:
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 their dependents up to 23 years old 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 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.

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 workers’ compensation leave.
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.
OUR PHILOSOPHY IS SIMPLE: HIRE THE BEST, REGARDLESS OF RACE, RELIGION, GENDER, NATIONAL ORIGIN, DISABILITY, SEXUAL ORIENTATION OR SIMILAR CLASSIFICATIONS. EVERY EMPLOYEE BRINGS UNIQUE EDUCATION, SKILLS AND LIFE EXPERIENCES TO OUR COMPANY. OUR DIFFERENCES MAKE US THAT MUCH BETTER AT ACHIEVING WHAT WE EACH HAVE IN COMMON: A COMMITMENT TO EXCELLENCE.

Chip Childs
President & CEO SkyWest, Inc.