



# 2022 ESG HIGHLIGHTS



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## SAFETY IS OUR TOP PRIORITY

### Proactively reduce risks

by identifying, assessing, mitigating and/or eliminating hazards that may cause incidents, accidents or injuries to customers and employees

### Zero

serious customer injuries in 2022

## PEOPLE

### Double spend with Black-owned businesses to \$690M by 2025



Spent nearly \$493M with Black-owned businesses in 2022

### Increase diversity of qualified candidates and new hires

- Black external candidates now represent 22.2% of our new hires for General Manager, Director and Managing Director roles, up from 15.6% in 2020
- 82.0% of non-executive positions filled by external hires in 2022 did not require a college degree

### Close diversity gaps in senior leadership positions

- Increased the percentage of Black officers and director-level employees to 8.5% from 5.8% in 2020
- Increased 'Vice President and above' category for women talent from 30.0% to 34.3% from 2021 to 2022

### Enhance employee wellness

Announced and launched financial education and literacy program with incentives rewarded in 2023 based on completed actions



## CONNECTING WITH OUR COMMUNITIES

**\$50.5 million** in charitable giving

Planted over **650 trees** in 9 markets nationwide

### Ranked the No. 1

corporate blood drive sponsor with the American Red Cross for blood donations for the 5<sup>th</sup> year in a row



**Funded over 600 scholarships to the National Flight Academy (NFA) to inspire students in future STEM careers by providing 6-day, 5-night immersive programs onboard a virtual aircraft carrier**



## GOVERNANCE

### Maintain a corporate governance program aligned with evolving best practices

- Appointed Greg Creed and Leslie Hale to the Board of Directors
- Board Committee Charters updated to clarify the allocation of ESG oversight in line with existing responsibilities



## OUR FOCUS PILLARS



### Enhance oversight to support sustainability in the supply chain

More than 50% of our top 200 Supply Chain vendors (based on spend) were integrated into the EcoVadis ESG ratings platform

### Achieve net-zero by 2050

Secured Science-based Targets initiative (SBTi) validation of our medium-term science-based target to improve emissions intensity no later than 2035 compared to a 2019 baseline

In 2022 carbon emissions intensity improved 0.56% compared to 2019 on a revenue ton kilometer basis. From 2021 to 2022 emissions intensity improved 12.7%.<sup>1</sup>



### 10% Sustainable Aviation Fuel (SAF) by end of 2030

Committed to 200M gallons of SAF offtakes securing a total of 50% of our 2030 SAF goal

### Electrify 50% of our eligible Ground Service Equipment (GSE) fleet by 2025

Retired and replaced over 650 pieces of equipment with electrified GSE and achieved 25% electrification of GSE

### \$1 billion investment through 2030

\$116M in offsets purchased to cover travel and tickets

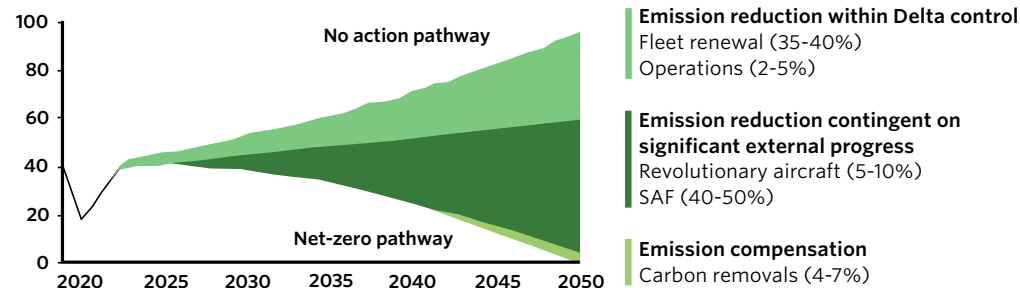
Accrue 3% fuel savings annually across the entire fleet through 2035 (vs. 2019 fuel usage), saving a cumulative total of 1.1 billion gallons between 2019 and 2035

Over 10 million gallons of fuel saved through enhanced winglet installations for drag reduction, weight reduction initiatives and flight routing/speed optimizations

Delta Sky Clubs have eliminated pre-packaging for most food items and aim to use biodegradable or recyclable packaging options where feasible. Our Minneapolis-Saint Paul, Seattle-Tacoma and San Francisco International Airport clubs aim to be zero waste, defined as 90% landfill diversion. These clubs recycle, compost and provide reusable food service items.

## DELTA'S PATH TO NET-ZERO 2050

Share of carbon footprint abated by solution (v. 2019 baseline) tCO<sub>2</sub>e



<sup>1</sup> Carbon emissions intensity was materially impacted in 2020 and 2021 by lower passenger loads and other factors during the COVID-19 pandemic and Delta's middle seat blocking measures through April 30, 2021.