



CORPORATE RESPONSIBILITY SUMMARY REPORT

2024 UPDATE



Introduction

2024 was marked by a demanding operational and financial context, as well as significant activity within the global Environmental, Social and Governance (ESG) landscape.

In response to this evolving climate, Transat prioritized three key areas of action to ensure the continued short-, medium-, and long-term deployment of its corporate responsibility strategy:

- Resilient planning
- ESG compliance
- Impact-driven initiatives

The work undertaken in the past year underlines the importance for Transat to continually adapt its ESG disclosure and accountability processes in line with evolving international standards to ensure compliance and quality. To this end, we are continuously working to put in place strong processes that comply with today's regulatory landscape and support responsible decisions-making.

2024 Update

Throughout 2024, we remained focused on the objectives detailed within our corporate responsibility framework structured around three pillars: people, planet, and sustainable practices. We have been moving forward with our initiatives, thoughtfully optimizing resources to strengthen our highest-impact efforts.

For a thorough understanding of our ESG advancements, this Summary Report must be read alongside with the [2024 Annual Report](#), and complemented by the [2022-2023 Corporate Responsibility Report](#) and the [2023 Climate Disclosure Report](#).



2024 Highlights



People

Diversity, Equity, and Inclusion (DEI)

In continuation of our 2023 commitments, we developed our DEI plan, formed a multidisciplinary governance committee, and identified targets in line with our strategic priorities.

Health and Safety

New commitments have been established in line with our three-year plan for 2024–2026. As part of our ongoing efforts to enhance occupational health and safety (OHS), and after conducting a rigorous risk assessment, our focus is on two primary actions: incident prevention and enabling an accelerated return to work.

Accessibility

Publication of the first [progress report of our three-year accessibility plan](#).

Labor Relations

Two collective agreements signed with our flight attendants and flight dispatchers.



Planet

Risk Management

The climate scenario analysis conducted between 2023 and 2024 allowed us to bring together key teams for significant long-term strategy discussions. This analysis marks the first step in a multi-year exercise aimed at planning our strategic investments to adapt to physical risks associated with climate change.

Decarbonization

After observing a downward trend in carbon intensity in 2022 and 2023, we note a slight reversal of this trend in 2024. We are focusing our efforts on energy efficiency and network optimization, as the grounding of our A321LR aircraft presents a significant challenge to our decarbonization levers.

Sustainable Aviation Fuel (SAF)

We are developing a SAF procurement strategy that considers regulatory requirements in Europe and the United Kingdom, its availability in Canada, as well as accessible financial instruments (book and claim).

Customer Awareness

Deployment of the voluntary offset program "Act on your carbon footprint" aimed at our customers.



Sustainable Practices

Responsible Procurement

Ongoing analysis of our strategic supply chain to improve the identification and management processes of forced labor risks among our suppliers.

Fighting Against Forced Labour and Child Labour

Publication of the first report under the Fighting Against Forced [Labour and Child Labour in Supply Chains Act](#).

To strengthen our approach, tailored training was provided to the Strategic Procurement and Product teams.

Community Investment

Impact initiatives within our communities:

- \$100K donated to United Way during our annual campaign.
- Over 600 Ukrainian nationals transported to Canada.
- First year of partnership with Flash Forest: reforestation of 29 hectares in Assinica National Park, Northern Quebec.
- Nearly 400 participants in travel familiarization programs for autistic individuals in partnership with ADM and Toronto Pearson.

SASB Index

Topic	Performance Metric	Category	Unit of Measurement	SASB Code	As of October 31st 2024	As of October 31st 2023
Activity Metrics	Available seat kilometers (ASK)	Quantitative	ASK	TR-AL-000.A	25 800	23 432
	Passenger load factor	Quantitative	Percentage	TR-AL-000.B	85,10%	87,10%
	Revenue passenger kilometres (RPK)	Quantitative	RPK	TR-AL-000.C	21 961	20 402
	Revenue ton kilometres (RTK)	Quantitative	RTK	TR-AL-000.D	2 196	2 040
	Number of departures	Quantitative	Number	TR-AL-000.E	26 904	24 581
	Average age of fleet	Quantitative	Years	TR-AL-000.F	10,5	10,3
Greenhouse Gas Emissions	Gross global Scope 1 emissions ¹	Quantitative	Metric tons (t) CO ₂ e	R-AL-110a.1	Not available ²	1 478 428 ¹
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	Discussion and analysis	N/A	TR-AL-110a.	See section Planet – Our Strategy (p. 25-34, 2022 – 2023 Corporate Responsibility Report)	See section Planet – Our Strategy (p. 25-34, 2022 – 2023 Corporate Responsibility Report)
	1) Total fuel consumed, 2) percentage alternative and 3) percentage sustainable	Quantitative	1) Gigajoules (GJ) 2) 3) Percentage (%)	TR-AL-110a.3	1) 22 000 826 2) < 1% 3) < 1%	1) 20 011 402 2) < 1% 3) < 1%
Labour Practices	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	TR-AL-310a.1	56,00%	56,15%
	1) Number of work stoppages and 2) total days idle	Quantitative	1) Number 2) Days idle	TR-AL-310a.2	1) 0 2) 0	1) 0 2) 0
Competitive Behaviour	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations	Quantitative	CAD	TR-AL-520a.1	N/A	s/o
Accident & Safety Management	Description of implementation and outcomes of a Safety Management System	Discussion and analysis	N/A	TR-AL-540a.1	See section People – Ensuring the safety and well-being of our staff (p. 14 – 15, 2022 – 2023 Corporate Responsibility Report)	See section People – Ensuring the safety and well-being of our staff (p. 14 – 15, 2022 – 2023 Corporate Responsibility Report)
	Number of aviation accidents	Quantitative	Number	TR-AL-540a.2	0	0
	Number of governmental enforcement actions of aviation safety regulations	Quantitative	Number	R-AL-540a.3	0	0
Data Security	Description of approach to identifying and addressing data security risks	Discussion and analysis	N/A	CG-MR-230a.1	See section Cybersecurity and data protection (p. 50, 2022 – 2023 Corporate Responsibility Report)	See section Cybersecurity and data protection (p. 50, 2022 – 2023 Corporate Responsibility Report)

¹ 94.9% of the total emissions mentioned in this report have been verified by an independent third party (Verifavia) These include all international flight emissions subject to the CORSIA for the period beginning on January 1, 2022, and ending on December 31, 2023.

² Data to be disclosed at a later date. The calculation of GHG emissions is based on the calendar period from January 1 to December 31, 2024, for the purposes of the Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA).

Transat Metrics

Topic	Performance Metric	Unit of Measurement	As of October 31 st 2024	As of October 31 st 2023
Workforce	Total number of active employees (global)	Number	5 348	5028
	Total number of active employees outside of Canada	Number	453	446
	Number of active full-time employees (global)	Number	5 112	4790
	Number of active part-time employees (global)	Number	236	238
	Average seniority (Canada)	Number	10,2	10,6
	Voluntary turnover (excluding retirements, in Canada)	Percentage	7.8%	11,10%
Diversity, Equity, and Inclusion	Percentage of women among workforce (Canada)	Percentage	55,75%	58,20%
	Percentage of women among senior and middle managers (Canada)	Percentage	48,50%	47,50%
	Percentage of women on the Board of Directors	Percentage	55%	55%
Health and Safety	Frequency rate ³	Rate	3,1	2,76
	Lost time incidents (Number of incidents or occupational illnesses) ⁴	Number	97	64
	Lost days	Number	5 304	3 525

³ Number of lost time incidents x 200,000 / number of hours worked by entire applicable workforce.

⁴ Number of claims to CNESST/WSIB for lost-time occupational injury or illness (accepted or awaiting decision).

⁵ The upturn in health and safety performance measures is due to the internalization of airport operations at Montréal Airport between November 2023 and April 2024.