

2024 SUSTAINABILITY REPORT

ALLEGIANT TRAVEL COMPANY

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About This Report

This is our fourth annual sustainability report covering Allegiant Travel Company's sustainability performance. We have reported with reference to the GRI 2021 Standards for the period of January 1, 2024, through December 31, 2024. The report also aligns with the Sustainability Accounting Standards Board (SASB) Airlines reporting standards as a basis for reporting disclosures in the SASB Index for activity and accounting metrics. This report has been prepared in accordance with the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) to meet the requirements of California Senate Bill 261. A detailed disclosure index is available on page 63. In line with California Air Resources Board's September 2025 Draft Checklist, which emphasizes good-faith reporting using the most recent and best available information, Allegiant has provided qualitative responses in place of certain financial metrics requested. Additionally, we've included our greenhouse gas inventory, page 16, prepared in accordance with California Senate Bill 253.





A Message from our CEO

As we reflect on 2024, I am proud to share Allegiant's continued commitment to sustainability. Guided by our new vision – to be the leading airline in the communities we serve, offering reliable, nonstop travel at unbeatable value – our progress across environmental, social, and governance initiatives demonstrates our dedication to making meaningful, sustainable travel possible.

Addressing Our Carbon Footprint

In 2024, we deepened our understanding of Allegiant's environmental impacts through a comprehensive climate risk assessment and took concrete steps toward our decarbonization plan. Our goal to reduce tank-to-wake greenhouse gas emissions by 10% per revenue ton kilometer by 2030 is on track. This is supported by the introduction of four new Boeing 737 MAX aircraft during 2024 (the first of our 50 aircraft orders), which is expected to provide a 20% emissions reduction per passenger compared to other aircraft in our fleet. In addition, we have commenced exploration of SAF producers who could help us abate 340,000 tons of carbon between 2028 and 2030. These initiatives will help address our carbon footprint and advance our sustainability goals.

Championing a People-First Culture

Our people-first culture is at the heart of Allegiant's operations—safety and well-being remain our top priority. In 2024, we integrated IOSA Standards and Recommended Practices (ISARPs) standards into our compliance monitoring processes and strengthened our Safety, Security, and Quality Management System through several new or enhanced platforms, policies, and procedures.

Last year saw severe weather impacts, including Hurricane Helene and Hurricane Milton, which severely affected Ashville, North Carolina and St Petersburg, Florida. In support of our team members and communities, we monitored over 3,000 individuals affected by the storms and supported more than 200 team members who lost their homes and needed immediate shelter or other resources. Our Allegiant Sunshine Foundation provided over $100,000 to 37 team members. We also partnered with Airlink Flight to help transport relief workers and emergency supplies to impacted regions.

Our Corporate Giving program makes travel possible for those facing serious medical challenges, promotes community safety, and supports STEM education within our local communities. In 2024, we gave a $34,000 scholarship to a Boys & Girls Club teen to pursue an aviation degree at Embry-Riddle Aeronautical University. In addition, we expanded network options to 62 new nonstop routes and services to 11 new cities in 2024, providing high-wage jobs and economic benefits for these communities.

"Our people-first culture is at the heart of Allegiant's operations, and safety and well-being remain our top priority."

Ensuring Responsible, Customer-Focused Operations

Sound corporate governance is essential to our success. Our board of directors maintains rigorous oversight of our sustainability efforts, risk management, and ethical standards. We adopted new systems to streamline our supply chain processes and enhanced cybersecurity measures, including completing the PCI DSS v4 Certification and the new FAA Aircraft Network Security Plan (ANSP) revision for e-enabled aircraft.

Customer service and satisfaction have always been an important focus, as demonstrated by Allegiant surpassing our annual goal of 99.5% controllable completion rate for the second year in a row. To serve more customers, we announced 62 new routes in 2024 to commence in 2025, including three new cities currently without commercial carrier or ultra-low-cost carrier options.

We are proud that our efforts led to several key recognitions in 2024 including in Newsweek's Most Responsible Companies and America's Greatest Workplaces for Diversity, Skytrax's Best Low-cost Airline in North America, and JD Power's top 3 North American Airlines.

Thank you to our team members' commitment to excellence and the trust of our communities, suppliers, and customers. Your continued support enables us to fly – so the ONE person who couldn't travel, could.



Greg Anderson
Chief Executive Officer

2024 Year in Review

Sustainable Aviation Fuel
Refined SAF needs to align with our 2030 abatement target of 340,000 tons of carbon emissions and we are actively assessing procurement opportunities.

New Routes Expansion
Announced 62 new routes in 2024 to commence in 2025, including three new cities.

Greenhouse Gas Emissions Reduction
On track to reduce tank-to-wake greenhouse gas emissions by 10% per revenue ton kilometer by 2030.

Team Member Support
Provided more than $100,000 to 37 team members in need through Allegiant Sunshine Foundation.

Operational Efficiency
Achieved a 99.7% controllable completion rate.

Fleet Upgrade
Acquired four new Boeing 737 MAX aircraft, providing a 20% emissions reduction per passenger compared to other aircraft in our fleet.

Awards and Recognitions
Received 6 awards and recognitions, including Newsweek's 2024 America's Most Responsible Companies.

Hurricane Relief Support
Monitored 3,000+ individuals affected by Hurricanes Helene and Milton, and provided immediate support to team members who lost their homes.



About Allegiant

We have innovated our own course, connecting travelers directly through convenient, nonstop routes.

About Allegiant Travel Company

Allegiant Travel Company (Allegiant) is an integrated travel company with an airline at its heart, focused on connecting customers with the people, places, and experiences that matter most. Since 1999, we have linked travelers in small- and medium-sized cities to world-class vacation destinations with all-nonstop flights and industry-low-average fares. Today, Allegiant serves communities nonstop nationwide, offering base airfares often less than half the cost of average domestic roundtrip tickets, while allowing customers to reach their destinations in less time compared to cumbersome connecting flights offered by other carriers.





Vision

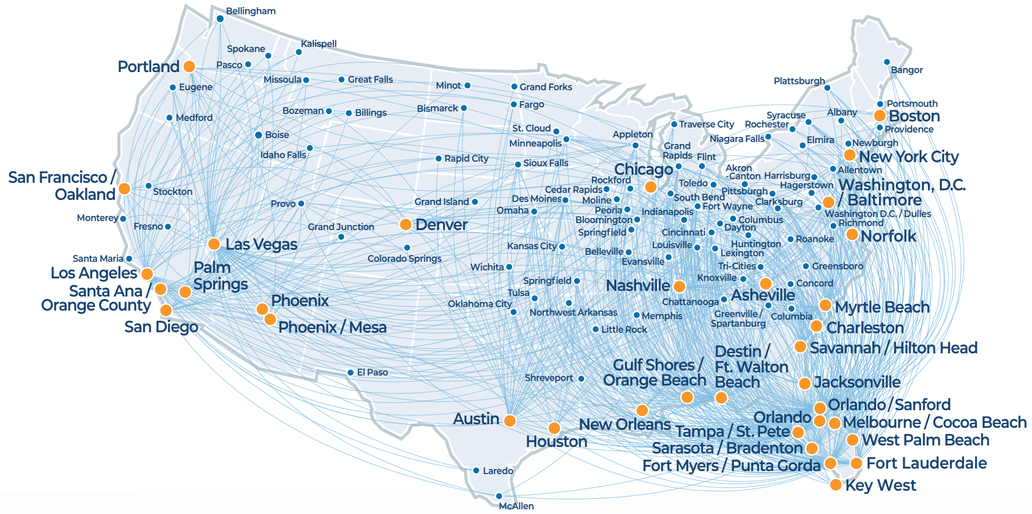
We fly so the ONE person who couldn't travel, could. Our vision is to be the leading airline in the communities we serve, offering reliable, nonstop travel at unbeatable value.

We believe the Allegiant way is the way customers want to travel — having multiple enjoyable and seamless experiences while keeping costs low and feeling safe. At Allegiant: **Together We Fly**™.

Allegiant at a Glance

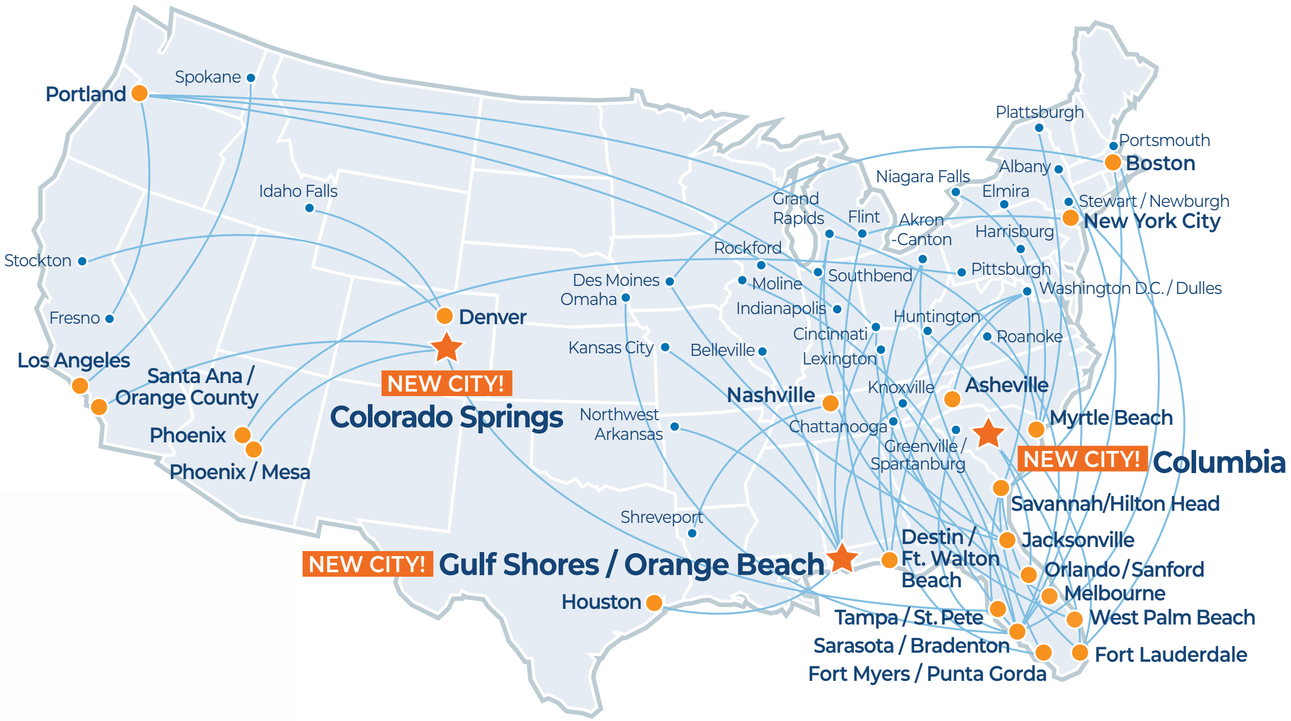
Corporate Headquarters:	Stock Symbol:	Year Founded:	Bases	Routes:	Cities Served:	States Served:	Employees:
Las Vegas, NV	**NASDAQ: ALGT**	**1997**	**23**	**533**	**121**	**42**	**~6,000 Team Members**

Full Route Map



Routes shown are current as of November 19, 2024.

Routes added in 2024



2024 Awards and Recognitions

Newsweek
2024 America's Most Responsible Companies

Newsweek
2024 America's Greatest Workplaces for Diversity

Skytrax World Airline Awards
2024 Best Low Cost Airline in North America

JD Power and Associates
2024 #3 Top North American Airline in Customer Satisfaction in Economy Segment

APEX Four Star
2024 Airline Passenger Experience Association Four Star Low-Cost Carrier

USA Today 10Best
2024 Readers Choice Awards for Best Airline Credit Card and Best Frequent Flyer Program

Sustainability at Allegiant

Our sustainability efforts are driven with efficiency, value, and nonstop connections.



Our Sustainability Strategy and Approach

We focus our sustainability reporting on the following:

- Disclosing material sustainability data and information in alignment with recognized frameworks, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-Related Financial Disclosures (TCFD).
- Setting clear sustainability goals and implementing the plans needed to achieve them.

Sustainability Goals

In 2022, Allegiant established sustainability goals that are enabling us to make meaningful gains on our material topics and address stakeholder interests.

	Category	Goal	2024 Milestones
Environment	**Emissions**	Reduce tank-to-wake GHG emissions by 10% per revenue ton kilometer (RTK) by the end of 2030 from 2023 base year.	On track. See page **14** for details.
Social	**Safety**	Earn the International Air Transport Association (IATA) Operational Safety Audit (IOSA) certification by the end of 2026.	On track. See page **30** for details.
	Social Impact	Over the years, Allegiant has attracted and cultivated top talent that has led to our ability to consistently achieve industry-leading financial metrics. We will continue to hire, develop and support the best team members.	See **Social section** for highlights.
Governance	**Customer Engagement**	Maintain a controllable completion of at least 99.5 percent annually.	Exceeded for 2024. See page **55** for details.
	Procurement	Adopt a responsible sourcing policy and embed the policy into existing governance and procurement management systems by the end of 2025.	On track. See page **54** for details.

Sustainability Governance

Our board of directors governs Allegiant's sustainability efforts. Particularly, our Nominating and Governance Committee oversees and reviews our sustainability-related risks, goals, targets and disclosures. Our internal Sustainability Committee is responsible for establishing, implementing and leading Allegiant's sustainability strategy and programs. The committee is chaired by our Managing Director, Investor Relations and Sustainability and includes the following executive leaders: Chief Executive Officer, Chief Financial Officer, Chief Human Resources Officer, and Senior Counsel. The committee reports to the board regularly on sustainability strategy and progress.



Material Topics and Stakeholder Engagement

We conducted a materiality assessment in 2022 to help identify Allegiant's material sustainability topics. As of this report, our material topics remain the same and continue to guide our annual sustainability reporting. We engage a variety of stakeholders, from customers to communities, on sustainability matters. Learn more about Allegiant's material topics and stakeholder engagement efforts in our **2023 Sustainability Report**.



Environment

Our environmental efforts support our emissions target and ongoing efforts to manage resources responsibly.

- Reduce inflight emissions (tank-to-wake) by 10% per revenue ton kilometer (RTK) by the end of 2030.

"In 2024, we deepened our understanding of both our internal and external environmental impacts through a comprehensive climate risk assessment and advancing our decarbonization plan."

Emissions and Energy Management Efforts

Every flight we operate connects people with opportunities, but we acknowledge that it also leaves an environmental footprint. Addressing this impact is a shared priority for our customers, shareholders, employees and other stakeholders. In 2024, we deepened our understanding of both our internal and external environmental impacts through a comprehensive climate risk assessment, while taking concrete steps toward our decarbonization plan.

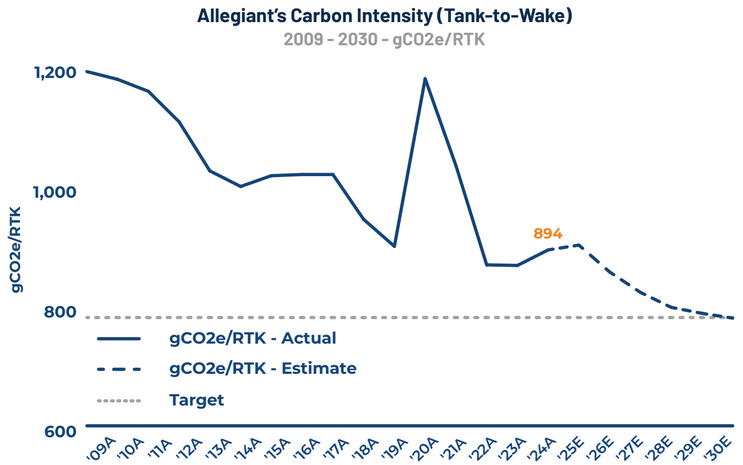
A Clearer View of the Route Ahead

Allegiant is actively working on our goal to reduce tank-to-wake greenhouse gas emissions by 10% per revenue-ton-kilometer by the end of 2030, against a 2023 baseline. As outlined in last year's report, we are using a two-pronged and flexible approach to our 2030 target, through our investment in new Boeing 737 MAX aircraft and SAF procurement.

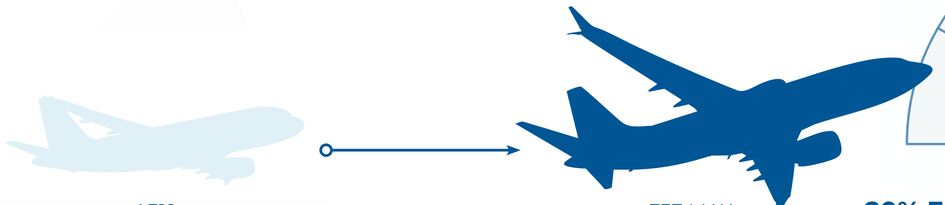
As anticipated in our previous report, our carbon intensity (g CO2e / RTK) increased by 3% from 2023 to 2024 due to delays in new Boeing 737 MAX aircraft deliveries. Similarly, reduced load factors in U.S. domestic travel may temporarily increase carbon intensity per passenger in the near future. However, we remain committed to taking proactive measures to meet our carbon intensity reduction target by the end of 2030. These improvements will be primarily driven by fleet modernization and operational enhancements, with additional reductions dependent on the successful procurement of Sustainable Aviation Fuel (SAF) in the latter part of the decade.

Navigating Climate-Related Risks

We delivered on our promise to expand our commitment to risk mitigation by conducting our inaugural climate risk assessment. In alignment with the Task Force for Climate-Related Financial Disclosures (TCFD), we have modeled three scenarios to understand potential impacts on Allegiant's operations; ranging from a scenario where global temperature rise is kept within the Paris Agreement's warming of 1.5°C, to a scenario where there is no considerable evolution in existing policy trends. Our assessment can be found on page 20. The assessment helps us prioritize our response to climate-related risks and opportunities, identify ways to address them, and strengthen our enterprise risk management (ERM) framework to monitor these risks over time.



Two-lever Decarbonization Strategy





20% Emissions Reduction

340,000 tons of carbon reduction



Welcome to the Fleet

At the close of 2024, we welcomed four new Boeing 737 MAX aircraft: the first deliveries from our order of 50. These fuel-efficient aircraft offer an expected 20% reduction in emissions per passenger compared to our retiring A319 aircraft, representing a major step toward operating a cleaner, more efficient fleet. The full order will play a pivotal role in achieving Allegiant's 2030 decarbonization target.

In 2024, we also retired seven of our oldest A320 aircraft and sold several of our least fuel-efficient engines, further streamlining operations and reducing our environmental footprint. Each step reflects our commitment to running a fleet that is not only reliable, but also increasingly sustainable.

Fueling the Future

In line with our goal to begin SAF procurement, we kicked off initial discussions to help meet our 340,000-ton carbon abatement target from 2028 to 2030, and we are keeping momentum by exploring additional opportunities. Our approach focuses on high integrity SAF that is approved by the International Sustainability & Carbon Certification (ISCC) and the Roundtable on Sustainable Biomaterials (RSB). To meet our 2030 SAF procurement goal, there must be support at a federal and state level to address economic viability, distribution and infrastructure. In 2024, our sustainability and government affairs teams worked with external stakeholders, from policymakers to NGOs and low carbon fuel coalitions, to explore SAF policies that can be encouraged at a state level.

Energy and Emissions Data

Source	2022	2023	2024
Total Energy Consumption within Allegiant (gigajoule)	**31,140,764**	**32,044,820**	**32,374,264**
Jet fuel	31,093,368	31,973,025	32,299,193
Diesel	21,722	36,341	33,389
Gasoline	10,678	18,247	22,770
Electric Power	14,996	17,206	18,912
Scope (metric tons CO_2e)	**2022**	**2023**	**2024**
Scope 1	**2,154,681**	**2,217,104**	**2,240,944**
Jet fuel (tank-to-wake)	2,152,449	2,213,344	2,235,923
Diesel	1,521	2,545	3,502
Gasoline	711	1,215	1,520
Scope 2	**1,491**	**1,711**	**1,807**
Electric Power	1,491	1,711	1,807
Scope 3	**614,860**	**632,255**	**638,705**
Jet fuel (well-to-tank)	614,860	632,255	638,705
Total GHG emissions	**2,771,033**	**2,851,070**	**2,881,457**
Emissions intensity	**2022**	**2023**	**2024**
Total scope 1 (gCO_2e/RTK)	869.4	869.5	896.3
Jet fuel - tank-to-wake (gCO_2e/RTK)	868.5	868.0	894.3

- *2024 Total Energy Consumption (Gigajoules)*
- *2024 Total Scope 1, 2 and 3 GHG Emissions (metric tons CO2 e)*
- *Category 3: Fuel- and Energy-Related Activities (Jet fuel, well-to-tank)*

Fuel Efficiency Initiatives

Efficiency is at the core of our business model, and fuel efficiency plays a critical role in reducing both operational costs and environmental impact. To drive continuous improvement, our **Fuel Steering Committee** brings together expertise from key operational areas, including Flight Operations, Maintenance, Engineering, and Dispatch. By leveraging industry best practices, cutting-edge data analytics, and manufacturer guidance, we identify and implement strategies to optimize fuel consumption while maintaining operational excellence.

Key Strategies Included

1. **Fleet Modernization & Aerodynamic Enhancements**: Previously, we upgraded our A320 fleet with new engines and sharklets to reduce drag and improve fuel economy. While we have completed most feasible modifications, we continue to assess new opportunities and remain prepared to pursue further enhancements if viable options emerge.

2. **Optimized Flight Trajectories:** Utilizing advanced flight planning and real-time data analytics, and consistent with safety considerations, we refine aircraft routing to seek to minimize fuel burn and take advantage of optimal altitudes and wind patterns.

3. **Technology-Driven Optimization:** Our Maintenance and Engineering teams rely on manufacturer-provided tools for a deeper level of engine performance monitoring.

4. **Efficient Operating Procedures:** We implement manufacturer-recommended best practices, including reduced flap landings, idle reverse thrust, and single-engine taxi operations, to support fuel savings.

5. **Aircraft Maintenance & Performance Management:** The Engineering and Maintenance teams actively address Minimum Equipment List (MEL) and Configuration Deviation List (CDL) items that impact fuel efficiency, seeking to ensure aircraft operate at peak performance.

Non-Hazardous Waste Management

At Allegiant, we understand that there are environmental impacts of our operations beyond jet fuel. From aisles to airframes, we are always looking for opportunities to reduce and manage significant waste-related impacts in our operations, supporting a cleaner and more sustainable value chain.



Onboard Waste

Our “Buy on Board” program contributes to single-use plastic waste, food waste and the overuse of disposable items. Initiatives to tackle this include:

- Recycling products by working with vendors to procure products from recycled materials, such as on-board napkins, straws, and cups.
- Using food and drink inventory data to determine in-flight needs to seek to prevent and minimize potential or excess waste, avoid perishable foods, and eliminate food waste.

Aircraft Maintenance Operations

Material waste from maintenance operations, where aircraft parts are refurbished, replaced, or discarded, contributes to overall waste generated. Our waste reduction efforts include:

- Refurbishing aircraft and recycling parts by salvaging components from our own retired fleet.
- Adopting a long-term and strategic approach to securing parts by storing inventory, refurbishing, and recycling.
- Containing used oil in drums for pickup by a reputable waste company for appropriate disposal.
- Properly disposing of batteries at certain locations.

In 2024, we had a successful year in salvaging parts from our retiring aircraft and transitioned to new software that has allowed us to reduce reliance on paper trails.

Hazardous Waste Management

At Allegiant, safety is a core pillar of our values and environmental compliance strategy. We comply with the EPA as well as federal, state, county, city, and airport regulations that are administered and monitored internally by our Health and Safety Department, then followed by location managers.

Compliance includes:

- Providing protocols to ensure the safe management of hazardous waste.
- Conducting routine facility inspections.
- Setting hazardous waste storage expectations.
- Delivering ongoing training and promoting incident reporting.
- Engaging in industry meetings and seminars for any future regulatory changes.

We measure environmental compliance and stewardship performance through a variety of metrics, including fines imposed and spills recorded. We emphasize the importance of using the hazardous materials spill log to accurately track spills. The variance between 2023 and 2024 data likely reflects the more accurate and consistent documentation of spills.

Air and Noise Pollution Compliance

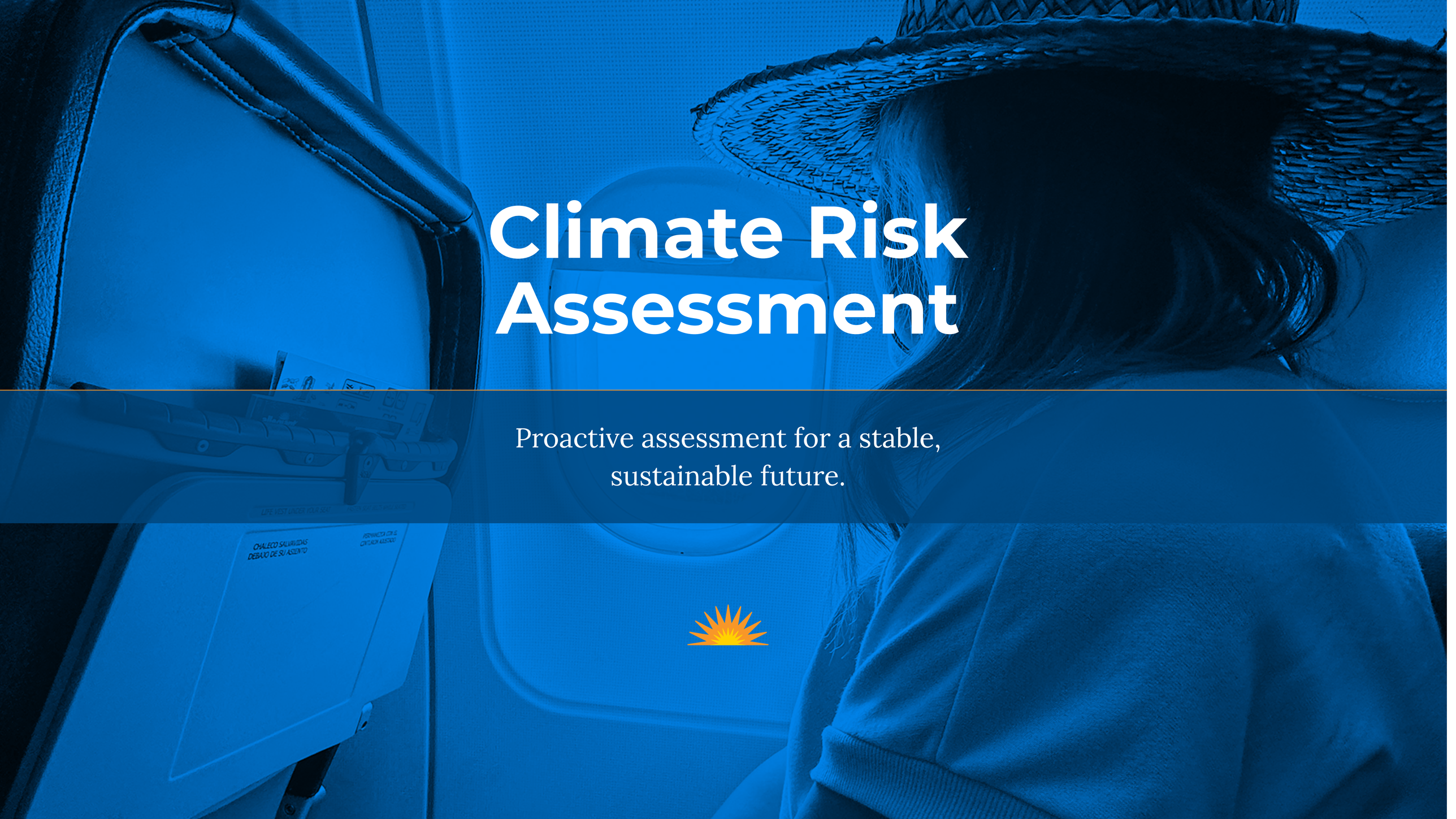


100% *of our fleet complies with the International Civil Aviation Organization's (ICAO) nitrogen oxide (NOx) emission standard CAEP/6, which regulates the amount of NOx that aircraft engines can emit during operation to improve air quality. Our Boeing aircraft equipped with CFM LEAP-1B engines go even further, meeting the more stringent CAEP/8 standard, significantly reducing NOx emissions.*

100% *of our fleet complies with ICAO's noise emissions standard Chapter 4, which regulates the maximum allowable noise levels for aircraft during takeoff and landing to mitigate the noise pollution.*

Environmental Performance	2023	2024
Environmental Compliance		
Number of environmental notices of violation	0	0
Amount of environmental fines and penalties (thousands of U.S. dollars)	$0.00	$0.00
Spills recorded (1 gallon or greater)*	10	24
Spills recorded (25 gallons or greater)**	0	0
Hazardous Waste Handlers (Allegiant Team Members)***	650	730

**Sources of spills include fuel, oil, hydraulic, lavatory, other hazardous substances and were either Allegiant, Service Provider, or OAL induced events.*
***Hazardous substance release or oil spills reportable to the National Response Center (>25 gallons).*
****Maintenance and Stores Team Members receive the Allegiant Environmental Compliance Awareness course upon initial hire and annually thereafter that provides guidance and authorization to manage hazardous waste at their locations.*



Climate Risk Assessment

Proactive assessment for a stable, sustainable future.

Climate Governance and Assessment Methodology

Allegiant reports in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) as part of our broader commitment to sustainability, operational resilience, and transparent governance. This report represents our first dedicated climate-related risk and opportunity analysis, building upon years of annual sustainability reporting and emissions tracking, and work around materiality. As climate-related risks are material to the aviation industry, this assessment serves as a critical step in aligning our long-term business strategy with emerging regulatory, market, and environmental expectations.

Climate-related risk constitutes a part of our enterprise risk management (ERM) process, and is overseen by the Nominating and Governance Committee, which is composed of independent company directors. The Sustainability team leads this work, supported by cross-functional department collaboration across the organization. We plan on updating this assessment biennially or on an as-needed basis.

In early 2025, Allegiant conducted a comprehensive scenario analysis to evaluate both physical and transition risks under multiple plausible climate futures. This analysis included both qualitative and quantitative components, covering short-term (1–3 years), medium-term (4–9 years), and long-term (10+ years) time horizons. Our physical risk assessment used RCP 4.5 and RCP 8.5 pathways to evaluate chronic and acute risks to the year 2100, while our transition risk scenarios were aligned with the International Energy Agency's Net Zero Emissions (NZE) scenario and the Stated Policies Scenario (STEPS) to reflect a range of policy and market developments until 2050.

In this report, the low emissions future corresponds to the IEA Net Zero Emissions (NZE) scenario for transition risks and the RCP 4.5 pathway for physical risks. Together, these represent a trajectory consistent with strong global climate action and progress toward net zero by 2050. In the following tables, this is contrasted against the high emissions future, which corresponds to the IEA Stated Policies Scenario (STEPS) for transition risks and the RCP 8.5 pathway for physical risks, reflecting a continuation of current policies and higher global warming outcomes associated with limited mitigation efforts.

We conducted interviews with senior leadership across the organization and examined climate-related risks at both the site-specific and asset-level, including airports, routes, and fuel sourcing. Our approach incorporated established climate modeling resources and sector-specific methodologies to ensure a comprehensive assessment.

The insights from this assessment have been shared with Allegiant's executive leadership to inform departmental strategy, and the recommendations are being incorporated into operational foresight, investment prioritization, and governance frameworks. Built on a foundation of operational agility, this analysis enables us to take a more structured approach to enhancing resilience and delivering long-term value.

We acknowledge the inherent uncertainties in modeling climate-related financial impacts, especially as projections extend further into the future. Long-term financial projections are sensitive to multiple external variables including policy shifts, technological advances, and economic conditions. As such, this analysis is a dynamic, evolving process that will continue to evolve alongside scientific insight and business needs. By embedding climate risk into our environmental strategy, Allegiant enhances organizational resilience, deepens awareness, and affirms our commitment to public transparency.

OVERSIGHT

Nominating & Governance Committee

- Annual updates
- Opportunity for escalation of material issues to board

MANAGEMENT

Sustainability Team

- Report to executive leadership team quarterly
- Direct access to CFO, COO and general counsel to evaluate risks within their areas of responsibility
- Coordinate cross-functionally with 12+ departments to educate, discuss & align objectives

Transition Risks

In assessing transition risks, we examined the potential impacts of policy, regulatory, market, and technology shifts associated with the global move towards a low-carbon economy. For the aviation industry, transition risk is especially relevant as governing bodies introduce stricter emissions standards, fuel efficiency requirements, and carbon pricing mechanisms.



Under a STEPS scenario, we find that short-, medium-, and long-term risk remains generally moderate to low, with Allegiant's unique business model helping keep exposure lower, particularly around consumer sentiment and changing customer behavior.



Under an NZE scenario, however, we see more areas where the company faces higher potential financial impacts, especially those linked to carbon pricing and abatement costs.

RISK TERM: *SHORT-TERM (**ST**) 0-3yrs, MEDIUM (**MT**) 3-10yrs, LONG-TERM (**LT**) 10+ yrs* ***RISK LEVEL:*** *LOW* *MEDIUM* *HIGH*

Transition Risks						
Transition	**Description**	**Low Emissions**		**High Emissions**		**Risk Reduction Strategy**
Policy & Legal	**Increased pricing of GHG Emissions and abatement** Beginning in 2027, CORSIA compliance will require Allegiant to address emissions from international flights through sustainable aviation fuel (SAF) procurement or carbon offsetting, driving up abatement costs. Currently, these international flights are coming from charter operations. These rising expenditures not only impact financial performance but also strain operational resources across teams. Additionally, new climate-related disclosure requirements, such as those under CORSIA and emerging regulations in California and other states, introduce further compliance costs, including third-party verification, which contributes to higher operating expenses. Collectively, these pressures may challenge the sustainability of Allegiant's cost-sensitive business model.	ST		ST		We manage climate-related risks through dedicated resources with executive oversight and cross-functional coordination. Carbon pricing and abatement scenarios are modeled using forward-looking projections, with regular updates provided to leadership. To meet CORSIA obligations and our internal decarbonization targets, we are considering emissions abatement strategies such as SAF. We have been actively reporting Scope 1 and Scope 2 emissions for over three years and are expanding our efforts to enhance transparency around Scope 3 emissions as data availability and methodologies improve. We also closely monitor evolving climate legislation and engage with regulators and stakeholders to help shape effective, pragmatic policy.
		MT		MT		
		LT		LT		

RISK TERM: *SHORT-TERM (**ST**) 0-3yrs, MEDIUM (**MT**) 3-10yrs, LONG-TERM (**LT**) 10+ yrs* ***RISK LEVEL:*** *LOW* *MEDIUM* *HIGH*

Transition Risks

Transition	Description	Low Emissions		High Emissions		Risk Reduction Strategy
Technology	**Costs to transition to lower emissions technology** Allegiant faces technology transition risks related to both SAF and next-generation aircraft. SAF adoption is constrained by limited production capacity, high costs, underdeveloped distribution infrastructure, and uncertainty around long-term policy support. These factors may delay implementation, raise operational costs, and challenge our network's ability to support SAF uptake. Similarly, given that new-generation aircraft are not yet commercially available, their adoption is further constrained by long lead times, high costs and supply chain limitations. Additional infrastructure needs, training requirements, and operational adjustments further increase the complexity and cost of technological transition.	ST		ST		Allegiant recognizes the critical role of SAF in achieving near- and medium-term decarbonization goals. While we continue to assess carbon credit markets, we view SAF as the most viable current pathway to reducing aviation emissions. To support our transition, we have invested in new Boeing 737 MAX aircraft, which are expected to produce approximately 20% greater fuel efficiency per passenger compared to other aircraft in our fleet. We collaborate closely to advance SAF-related policy, with a particular focus on advocating for SAF incentives in Nevada, a major hub and our headquarters. While we have not yet invested in net-zero aircraft technologies or SAF, we remain actively engaged in monitoring their developments and continue to align our fleet and fuel strategies with scalable, cost-effective solutions.
		MT		MT		
		LT		LT		
Market	**Changing customer behavior** While current plans for high-speed rail in the U.S. do not directly affect Allegiant's network, which primarily serves underserved and leisure-focused routes, the continued expansion of high-speed rail and other alternative transportation options could influence overall travel demand patterns. However, Allegiant's unique business model and focus on routes with limited overlap with major transportation corridors position the company to be less affected by such developments than most other airlines.	ST		ST		Allegiant actively monitors evolving consumer preferences to assess potential demand pressures from alternative transportation modes, such as high-speed rail. While this is not currently a material concern within our network, we recognize the importance of staying ahead of shifting expectations. Our unique network structure often results in lower per-passenger emissions compared to available ground alternatives. We acknowledge the opportunity to communicate this more transparently to our customers. To support this, we utilize post-flight passenger surveys and competitive benchmarking to evaluate the effectiveness of our sustainability messaging and inform future strategy.
		MT		MT		
		LT		LT		

RISK TERM: *SHORT-TERM (**ST**) 0-3yrs, MEDIUM (**MT**) 3-10yrs, LONG-TERM (**LT**) 10+ yrs* ***RISK LEVEL:*** *LOW* *MEDIUM* *HIGH*

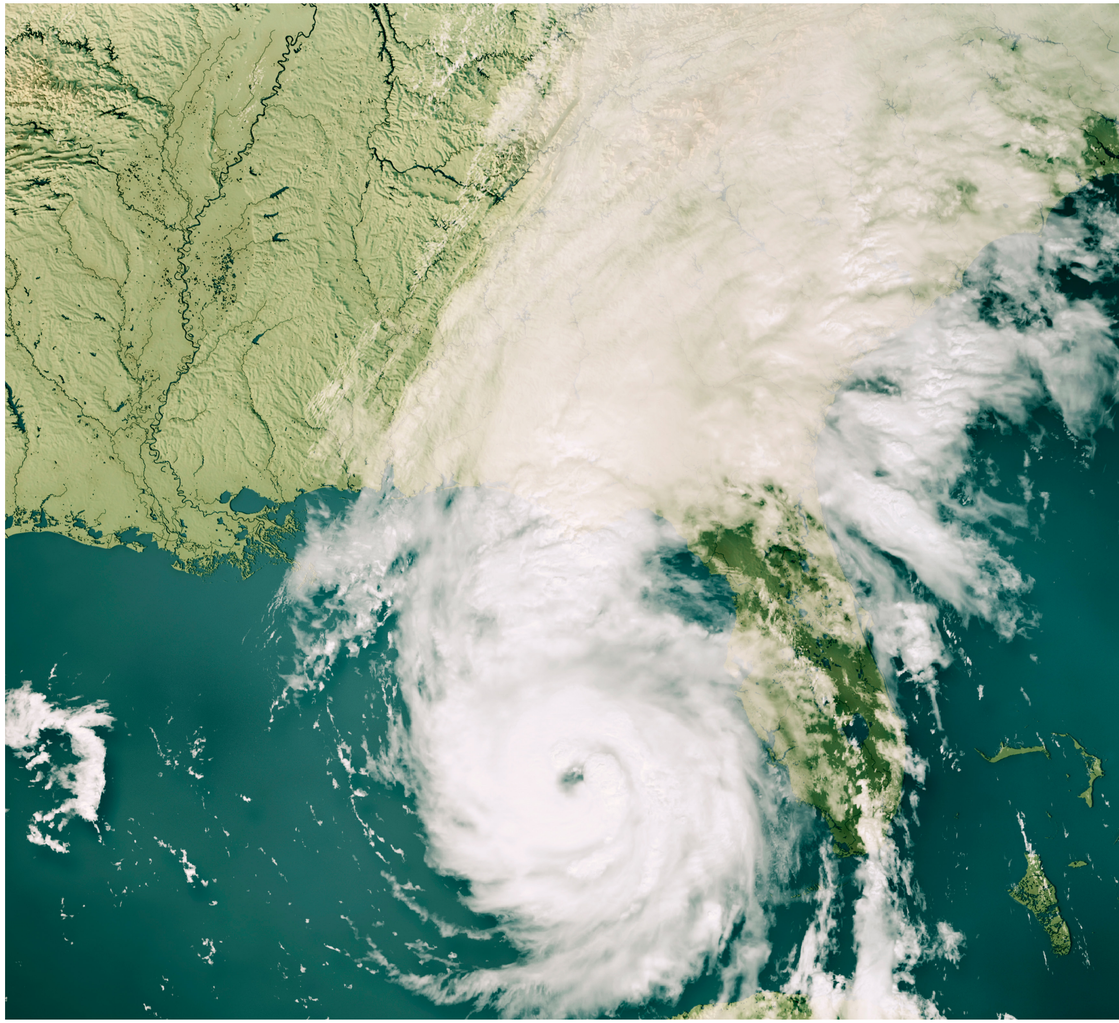
Transition Risks						
Transition	**Description**	**Low Emissions**		**High emissions**		**Risk Reduction Strategy**
Market	**Increasing cost of raw materials** Rising raw material costs and climate policies may increase Allegiant's fuel expenses, with higher prices also flowing through the supply chain. In addition, competition for SAF feedstocks and aviation's reliance on a small share of refined crude products could create further price volatility.	ST		ST		Allegiant actively manages fuel-related risks through close cross-departmental co-ordination. The Company conducts forward-looking fuel modeling, regularly updating price projections to reflect emerging research on SAF production pathways and cost trends. Allegiant also monitors pipeline space utilization and employs established methods to secure reliable supply and mitigate cost volatility.
		MT		MT		
		LT		LT		
Reputation	**Shifting customer behavior and sentiment** Increasing consumer awareness of aviation emissions and a growing preference for low-carbon travel options may impact Allegiant's brand perception and customer loyalty. Trends such as "flight shaming" and sensitivity to fare increases tied to sustainability investments could reduce demand. Failure to manage sustainability costs effectively may challenge our ability to maintain our low-fare positioning in a shifting reputational landscape.	ST		ST		Allegiant proactively monitors consumer sentiment through post-flight surveys, which inform our approach to sustainability messaging. At present, we have not observed a material shift in customer behavior related to environmental concerns. Brand perception, particularly at the local community level, is actively managed through direct and ongoing engagement. Additionally, we conduct a regular evaluation of our sustainability communications strategy to align messaging with emerging trends and stakeholder expectations.
		MT		MT		
		LT		LT		

Physical Risks

Physical risks refer to the acute and chronic impacts of climate change on our operations, infrastructure, and supply chain. For Allegiant, these risks are closely tied to our network of airports, flight routes, and regional weather exposure.

Acute risks are expected to intensify with more frequent and severe storms and flooding events; while Allegiant has strong response systems in place, the associated financial impacts are likely to grow in the medium- and long-term.

Chronic risks present additional long-term challenges, including potential disruptions at coastal airports from flooding and operational limitations at high-temperature hubs where appropriate payload restrictions may have high financial impact.



RISK TERM: *SHORT-TERM (**ST**) Now until 2044, MEDIUM (**MT**) 2035 to 2064, LONG-TERM (**LT**) 2070 to 2100* ***RISK LEVEL:*** *LOW* *MEDIUM* *HIGH*

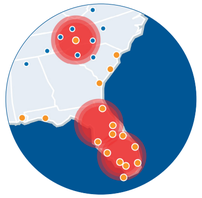
Physical Risks

Physical	Description	Low Emissions		High Emissions		Risk Reduction Strategy
Acute 	**Storm-related disruptions** Storms in the form of high winds, hurricanes, and flash flooding can be disruptive to Allegiant as they damage or disable physical infrastructure and limit access to critical utilities. These conditions may affect airport operations, ground handling, and fueling, while also creating safety risks that can lead to flight delays, cancellations, or rerouting. Moreover, these disruptions significantly affect our passengers, creating inconvenience, delays in rebooking, and potential trip cancellations that can undermine customer satisfaction and loyalty.	ST		ST		Allegiant has taken meaningful steps to build operational resilience to acute physical climate risks through structured response protocols and cross-functional coordination. Proactive weather readiness is supported by a 96-hour monitoring and response system; a system that is regularly reviewed for efficiency. Close collaboration with airport partners helps address infrastructure vulnerabilities, while established processes ensure continuity in supply chains during adverse events. Real-time coordination across the organization supports effective responses to climate-related disruptions. Financial tracking tools and passenger demand analytics are in place, and we are working to expand impact assessments beyond current delay thresholds and preemptive cancellations. In addition to adaptive measures, we also keep climate mitigation top of mind. This is reflected by our climate target and ongoing efforts to optimize our operations. See page 14 to read more about our operational initiatives.
		MT		MT		
		LT		LT		
Acute 	**Flooding from intense precipitation** Intense precipitation and flooding pose significant challenges for our airline by disrupting warehouse operations, limiting access to key sites, and compromising the resilience of critical equipment. These disruptions can delay maintenance and logistics activities, reduce operational efficiency, and drive up recovery costs. In regions where flooding has caused severe damage, passenger demand has historically been slow to recover, further prolonging financial and operational impacts, as observed in previous experiences at Allegiant.	ST		ST		
		MT		MT		
		LT		LT		
Acute 	**Extreme heat and related hazards** Extreme heat, wildfires and droughts, particularly in California and other fire-prone regions, disrupt airport operations, flight schedules, and regional demand. These events can lead to airport closures, reduced visibility, infrastructure damage, workforce safety concerns, and increased insurance and operating costs.	ST		ST		
		MT		MT		
		LT		LT		

RISK TERM: *SHORT-TERM (**ST**) Now until 2044, MEDIUM (**MT**) 2035 to 2064, LONG-TERM (**LT**) 2070 to 2100* ***RISK LEVEL:*** *LOW* *MEDIUM* *HIGH*

Physical Risks						
Physical	**Description**	**Low Emissions**		**High Emissions**		**Risk Reduction Strategy**
Chronic 	**Sea level rise and coastal exposure** Allegiant's operations in low-lying coastal regions, particularly Florida, which accounts for approximately half of our available seat miles (ASMs), are increasingly vulnerable to the long-term impacts of sea level rise. This may necessitate significant investments in climate-resilient airport infrastructure or, in extreme cases, the relocation of operations. The financial impacts include potential impairments to long-lived assets, increases in capital expenditures, and changes to the Company's balance sheet due to asset devaluation or new liabilities related to infrastructure upgrades.	ST		ST		To address this exposure, Allegiant will continue to prioritize resilience and adaptation measures at affected locations. Where risks extend beyond airport perimeters, the Company anticipates increased engagement with local authorities, regulators, and community stakeholders on infrastructure adaptation and mitigation strategies. In the future, Allegiant will conduct more regular reviews of potential impacts. These reviews will include cost–benefit analyses of highly exposed locations to evaluate whether capital investment, operational adjustments, or long-term relocation may be the most appropriate course of action.
		MT		MT		
		LT		LT		
Chronic 	**Reduced air density from rising temperatures** Increasing high-temperature days, especially in markets such as Nevada and Arizona, reduce air density and impair aircraft performance, limiting passenger load capacity and affecting engine operability. These operational constraints may result in fewer available seats and disrupted scheduling, directly impacting Allegiant's revenue performance through reduced load factors and potential flight cancellations during peak heat conditions.	ST		ST		Allegiant actively monitors temperature conditions in high-risk markets such as Nevada and Arizona and adjusts flight planning to optimize payload and maintain safe, reliable service. Policies are in place to protect ground crews and flight staff working under extreme heat conditions, ensuring both safety and continuity of operations. The Company will continue to evaluate the need for additional adaptation measures, such as infrastructure modifications or collaborative resilience planning with airport partners.
		MT		MT		
		LT		LT		

RISK TERM: *SHORT-TERM (**ST**) Now until 2044, MEDIUM (**MT**) 2035 to 2064, LONG-TERM (**LT**) 2070 to 2100* ***RISK LEVEL:*** *LOW* *MEDIUM* *HIGH*

Physical Risks						
Physical	**Description**	**Low Emissions**		**High Emissions**		**Risk Reduction Strategy**
Chronic 	**Extreme weather and precipitation patterns** Rising frequency and severity of extreme weather events introduce greater operational unpredictability. These events can lead to unplanned service interruptions, emergency response costs, and degraded passenger experience. As a result, Allegiant may face increased operating expenditures, unforeseen maintenance costs, and the need for new investments in advanced weather forecasting technologies. These factors collectively pose risks to financial performance by increasing short- and medium-term operating costs.	ST		ST		Allegiant actively monitors weather-related disruptions, managing real-time scheduling adjustments and deploying contingency plans to minimize passenger disruption. Building on experience from recent flooding events, emergency response protocols continue to be refined to ensure rapid recovery and protect operational continuity. As our climate risk program matures, we will explore ways to better understand how extreme weather impacts the company, particularly in areas of high exposure within our network, providing a foundation for future network planning.
		MT		MT		
		LT		LT		

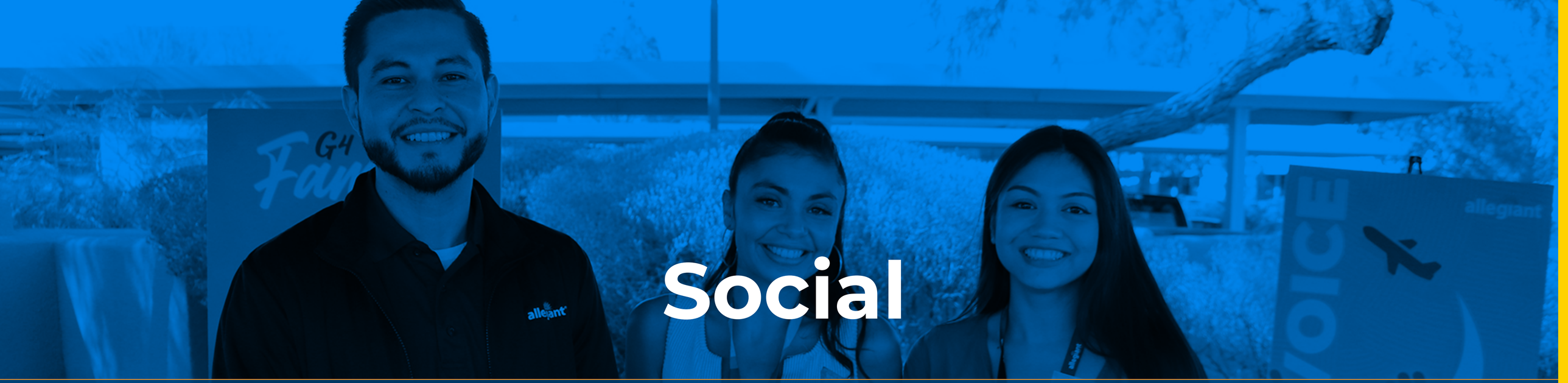
Maps are intended as broad illustrations of areas that could be among the most impacted in Allegiant's network.

Opportunity

Alongside risks, the transition to a lower-carbon economy also presents opportunities for Allegiant to enhance competitiveness and resilience.

Opportunities	
Opportunity	**Description**
Resource efficiency	**Operational efficiency and lower operating costs** Our investment in the new Boeing 737 MAX aircraft presents a significant opportunity to reduce operating expenses over time, as a 20% fuel efficiency is expected on a per-passenger basis compared to older models.
Energy Costs	**Energy source diversification and cost stability** Our interest in pursuing Sustainable Aviation Fuel (SAF) as part of our decarbonization goal reduces reliance on transitional Jet A fuel and the volatility of global oil markets. This transition positions Allegiant to better manage future carbon-related pricing mechanisms and supports a more resilient cost structure should regulatory and market pressures on the fossil fuel industry intensify.
Products and services	**Competitive branding and positioning** Allegiant's evolving sustainability efforts create an opportunity to strengthen our brand and attract eco-conscious travelers. By highlighting our use of fuel-efficient aircraft, focus on direct point-to-point service, and gradual integration of SAF, we can differentiate our value proposition in the leisure travel market and align our messaging with emerging customer values around responsible air travel.

Opportunities	
Opportunity	**Description**
Markets	**Access to sustainability-linked financing** Allegiant's efficient fleet utilization model and improving operational efficiency create favorable conditions for accessing sustainability-linked financing. These financial instruments, such as green bonds or sustainability-linked loans, offer potential cost-of-capital advantages and broaden our access to environmentally focused investors as well as in regions where green finance is more mature.
Resilience	**Network flexibility and climate resilience** Allegiant's unique operating model, with many base airports and a highly flexible network, allows for rapid route adjustments in response to climate-related disruptions such as extreme weather events or infrastructure limitations. This agility supports continued revenue generation during local or regional climate events and enhances the resilience of our business model as physical climate risks increase.



Social

We champion a people-first culture that promotes a safe work environment, rewarding careers for our team members, and meaningful engagements within our communities. This commitment is backed by our goals to:

- Earn the IATA Operational Safety Audit (IOSA) certification by the end of 2026.
- Continue to hire, develop, and support the best team members.



Safety and Security

Safety is our number one core value. To Allegiant, this means fostering a culture where safety is foundational to everything we do.

To advance this value, we have integrated IOSA Standards and Recommended Practices (ISARPs) into our ongoing compliance monitoring. Additionally, we have enhanced our system facility review to increase oversight of work locations, ensuring our sites comply with our health and safety guidelines and industry best practices. We have implemented safety enhancements based on the Flight Operations Line Operations Safety Audit (LOSA) report, which identifies exposure to operational safety.

Furthermore, we have increased engagement with international safety and security organizations and aviation industry associations to improve data and knowledge sharing. In 2024, an accredited third-party audited our system in preparation for our IOSA certification, yielding positive results. We intend to conduct the IOSA certification audit in late 2025.

For internal accountability, safety updates and performance metrics funnel up to our board. Our Risk and Compliance Committee, which is comprised of senior officers, reports to the board of directors at least annually on our safety topics and performance.

Integrated Security and Safety Management System

Allegiant takes an integrated, risk-based approach with our Safety, Security, and Quality Management System (SMS/seMS/QMS). Combining these systems gives us access to a comprehensive data set for increased system oversight and hazard identification. Due to this, we can efficiently allocate resources by conducting in-depth analysis of specific risks. This holistic approach improves our ability to analyze, investigate, assess, and mitigate risks and threats.

All Allegiant employees are covered by our SMS. Within our SMS, our contracted service providers have access to participate in our front line safety reporting.

In recent years, we have continued to add or update platforms, policies, and procedures to strengthen our SMS. This includes:

1. Implementing a new Flight Data Monitoring (FDM) system called SARA to better track and analyze aircraft data and create customized metrics.
2. Optimizing our safety and security processes to facilitate data integration across all operational workgroups. This enhances our ability to proactively identify and mitigate operational hazards.
3. Conducting a study to assess onboard health and safety procedures. This includes the development of a roadmap for enhancing inflight emergency equipment.



Our Strategic Risk Management framework allows us to conduct a quarterly risk review of every department, identify risks, and develop mitigation plans. This framework allows for ongoing communication to senior management and regulatory agencies, ensuring risk mitigations have full organizational support and ongoing oversight.

In 2023, we conducted an enterprise risk assessment and assisted in the oversight of risk mitigation during the Boeing 737 MAX integration. We expanded upon these efforts in 2024 by conducting nearly 150 airport risk assessments to ensure effective onboarding of the Boeing 737 MAX.

Also in 2024, we conducted location-based audits and ad hoc audits for other areas of health, safety, compliance, security monitoring and hazard mitigation. During these audits, we analyze all areas of the operational environment to identify any opportunities for improvement or correction.

Safety Reporting

For safety reporting and collection of real-time data, we use Ideagen Coruson, a cloud-based safety management platform. Since its implementation in 2022, the platform has helped enhance frontline reporting, training, and communication by allowing full-time and part-time team members and contractors to easily submit safety event reports. Employees are encouraged to proactively report potential safety risks and are protected against reprisal. Frontline team members can request feedback for safety reports they submit. This feedback mechanism has decreased response timelines and created a better user interface. This supports our ability to understand and mitigate risk, while the system and process design continue to ensure a positive safety culture where we focus on systematically preventing future incidents rather than punishing individuals who made inadvertent mistakes.



With these platforms and procedures in place, we have seen higher reporting participation. More accurate and reliable data sets enable us to understand exact modes of failure, improve our communication with frontline leaders and local authorities, and ensure effective implementation of site-level mitigations. For example:

- **Jetbridge incidents** were identified as a leading cause of aircraft damage in 2023. Due to this, enhanced aircraft aiming points were developed and began implementation across the fleet in 2024.

- **Turbulence events** were also identified as a frequent incident type in 2023. Therefore, we conducted a safety analysis and enhanced sit-down procedures for inflight crewmembers to improve cabin safety.

Our safety key performance indicators (KPIs) help us assess the success of our Safety Management System (SMS) and overall performance, driving continuous improvement. Safety managers can access customized dashboards that outline performance metrics. Annually, we disclose key indicators, which include the Total Recordable Incident Rate (TRIR), Fatality Rate, and Lost Time Incident Rate (LTIR). We benchmark our performance against the industry standard and discuss KPIs quarterly with other carriers. We also set internal annual, quarterly, and monthly targets based on these metrics.

2024 Workforce Health and Safety*	
	Allegiant
Total Recordable Incident Rate (TRIR)	2.90
Total Recordable Injuries/Illnesses	115
Fatality Rate	0.0
Lost Time Incident Rate (LTIR)	2.79

**Data does not include outside contractor data. Rates calculated per 100 FTEs.*



Safety Training

Team members are required to complete annual safety training on our SMS framework, safety and security policies, and reporting processes. In 2024, nearly 100% of the workforce required to complete job-specific safety training successfully did so. Certain team members must complete more comprehensive or specialized SMS training, which meets or exceeds regulatory requirements:

- **Safety and Security** department team members undergo training on human factors/accident investigation, security, occupational health and safety, and IATA.
- **Flight crews** receive additional training on Aviation Security Awareness and Crew Security.
- **New leaders** train for their responsibilities to prevent potentially unsafe situations and facilitate change management to build a strong safety culture within their teams.
- **Emergency Response (ER)** team members receive training on different ER teams, aircraft accident investigation, and bloodborne pathogens awareness.
- **Chemical safety oversight** is providedby the Environmental Health and Safety Department for new product purchases and reviews for when new chemicals are introduced to our operations.



Safety Communications

We communicate safety information through a variety of ways, such as issuing alerts and bulletins for high-risk safety and security issues. If persistent environmental, health, and safety concerns arise over time, we revise the corresponding policies and procedures to apply appropriate mitigations, communicate these revisions to our workforce, and update related training programs.

Our communication campaigns cover a range of topics, including those relevant to the entire workforce and specialized campaigns tailored for specific teams. Our communication channels include team member emails, newsletters, publications, briefings, presentations, and alerts sent via Company-distributed iPads with a must-read function. For contractors, we communicate safety campaigns via email or through revised mandatory training on our learning management system.

Our safety slogan Safe. Secure. Together. helps promote our safety commitments to frontline team members through campaigns to drive awareness and engagement.

Incident Mitigation and Emergency Response

Our robust processes and procedures are designed to prevent incidents, mitigate risks, and protect human life in emergencies. We encourage voluntary reporting of safety and security violations and hazards, while ensuring team members are protected from punitive action. Flight crews are trained to monitor potential threats, ranging from verbal altercations to physical aggression, and to act swiftly if situations escalate. Flight attendants receive training in de-escalation techniques, cardiopulmonary resuscitation (CPR), and aircraft safety features.

Internal evaluations, quality assurance programs, and departmental self-audits help us identify and address risks. We also conduct scheduled and risk-based inspections at each operating location. In addition, the FAA and the Department of Defense independently audit our operations. Onsite base visits provide further opportunities to proactively assess safety at our stations. Our vendor evaluation process includes targeted safety assessments, focusing on threats identified through our Safety Management System (SMS).

Our Emergency Response framework includes the Emergency Command Center (ECC) Team, Crisis Management (CM) Team, Accident Investigation Team (AIT), and Care Support Team (CST). Critical updates are communicated to team members via the AlertMedia app. In-flight emergencies are evaluated to determine the most appropriate response, which may involve consulting our medical advisory group, MEDLINK, or returning the aircraft to the terminal. In the unlikely event of a serious incident, we support passengers and families through our family assistance expenses program, Care Support Team, and third-party Passenger Inquiry and Family Support Centers.

Beyond everyday operational safety, we also address specialized and emerging threats. Our Insider Threat Program identifies individuals who may pose a risk of harmful or hostile acts, enabling early intervention.





Hurricane Relief Efforts

In parallel, we maintain readiness for adverse weather events and other environmental disruptions. Robust hurricane response plans guide our teams in monitoring adverse weather and coordinating with operations to anticipate and manage potential disruptions. Our priorities are keeping team members safe, relocating or evacuating them when necessary, and providing post-event support.

Team Member Well-Being

Our team members' physical and mental well-being is an essential part of our safety programs. Our Employee Assistance Program (EAP) provides confidential therapy and other support for team members and everyone in their household struggling with professional and personal challenges, such as substance abuse and mental or family issues. In 2024, we provided EAP services to over 1,100 team members.

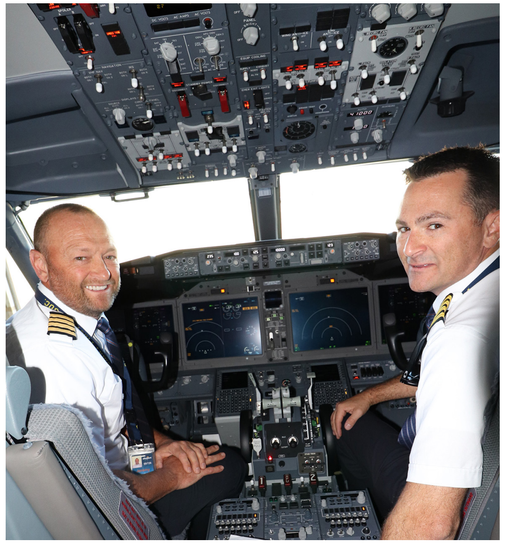
The Allegiant Sunshine Foundation, our internal charitable organization, provides financial assistance for team members experiencing emergency hardship due to events beyond their control, such as the loss of a home, illness, or injury. Support may come in the form of payments for mortgage or rent, utilities, car payments, or medical bills. In 2024, we provided more than $100,000 to 37 team members.

Fatigue Mitigation

Our Fatigue Risk Management Program (FRMP) helps control or mitigate fatigue risks in aviation operations, including a robust policy that prevents and protects crew members from operating in a fatigued state. All crew members are required to report fatigue through FRMP. Our Fatigue Risk Review Committee (FRRC) is a critical component of the FRMP and evaluates fatigue reports to identify potential trends.

The FRMP is supplemented by the SAFTE-FAST fatigue analytics software, which is validated by the FAA against the psychomotor vigilance test (PVT). The software allows us to analyze crewmember schedules and proactively identify and assess potential and actual fatigue events to understand causal factors for a crewmember's fatigue. This helps FRRC better understand fatigue risks and make recommendations to mitigate them.

Furthermore, we manage pilot and flight attendant schedules according to FAA regulations on crewmember hours. Collective Bargaining Agreements (CBAs) for pilots and flight attendants outline health and safety requirements including maximum hours of service. Union representatives are active members of several Allegiant health and safety committees including FRRC, which ensures that outputs are non-punitive and enhance pilot capabilities, and the Event Review Committee (ERC), which investigates reported events.









Aircraft and Cabin Safety

Regular and thorough maintenance, which complies with FAA regulations, keeps our aircraft safe and secure in-flight. We use the **Skywise Predictive Maintenance platform**, a predictive analytics tool that uses data analytics, artificial intelligence, and machine learning, to:

- Anticipate component failures and reduce operational disruption risks.
- Identify upcoming system degradation and required servicing.
- Take preventive actions via planning and tracking.

TRAX, an aviation maintenance system, helps enhance our maintenance, repair and overhaul (MRO) operations, streamline aircraft maintenance schedules, and reduce associated costs.

In addition, we employ an **aggressive cleaning process** to prevent cabin air contamination and other contaminants. This includes using:

- Cleaning technology such as electrostatic sprayers to protect cabins from potential contaminants.
- Cleaning measures, including ensuring all touch surfaces – from seatbelts and tray tables to galleys and lavatories – are sanitized and disinfected during every cleaning.
- Volatile organic compound (VOC) filters, helping us exceed HEPA standards and OEM guidance on air quality. On average, cabin air is changed every three minutes through a continuous flow of fresh and VOC-filtered air.



Human Trafficking Prevention

To help prevent human trafficking, we partner with the **Blue Lightning Initiative** (BLI), a Department of Transportation and U.S. Customs and Border Protection initiative that is part of the Department of Homeland Security (DHS) Blue Campaign. The BLI trains aviation personnel to identify potential traffickers and human trafficking victims, including training on how they can report suspicions to federal law enforcement. Through the BLI training module, our flight attendants and customer service station agents receive annual training on human trafficking.

Allegiant was among the first four airlines to join BLI when this voluntary partnership was formed in 2019. In 2024, more than 7,000 Allegiant team members and service providers completed this training.



Respecting Our Workforce

Within Allegiant, no operations exist where the right to freedom of association and collective bargaining are at risk, and we work hard to maintain positive relationships with the various unions that currently represent more than 60% of our team members.

Approximately 4,000 of our team members are represented by a union and work under one of four separate and distinct collective bargaining agreements (CBA). In 2024, over 1,900 flight attendants were represented by The Transport Workers Union of America (TWU), and more than 1,300 pilots, 700 maintenance personnel, and 60 dispatch personnel were each individually represented by the International Brotherhood of Teamsters (IBT). Our labor relations management includes the negotiation and administration of these four distinct CBAs, which provide for the negotiated terms and conditions of a represented employee's employment with Allegiant in these roles, including their pay, benefits, schedules, and opportunities for advancement.

In cases where operational changes could substantially impact our represented team members, we provide a minimum of two weeks' notice. Whenever possible, we strive to provide a longer notice period of 30-60 days to allow labor management discussions to occur to discuss potential union concerns.

Union Contracts and Positive Labor Management

Through good faith negotiations and positive labor management relations, we were able to successfully reach a voluntary CBA with our flight attendants in 2024, marking the third voluntary CBA reached with our four unions in less than 2 years. We are currently in jointly requested National Mediation Board (NMB) mediation with our pilots and look forward to securing a new agreement as soon as possible. It is important to note that all of our CBAs are negotiated and administered under the Railway Labor Act (RLA). CBAs under the RLA never expire, and the thresholds for a union to be released to engage in self-help under this Act are highly complex and stringent, as shown by the fact that there have only been two airline strikes in the past 25 years.

Pay Structures and Pay Equity

We provide jobs that offer our team members financial stability so they can have successful careers at Allegiant.

Our pay structure is set up as such:

- Seniority primarily drives our pay structure, with new hires starting with competitive base salaries.
- Some positions have incentive pay structures and award metrics.
- We offer attraction and retention incentives such as hiring bonuses, discretionary performance-based bonuses, profit sharing, and equity in the Company to eligible employees.
- We pay full-time team members above minimum wage, with many of our positions - such as pilots, flight attendants, and mechanics - considered high-wage jobs.

We conduct pay equity assessments annually for all positions across the entire Company, excluding positions covered by collective bargaining agreements with negotiated wage scales and vice presidents. Our 2024 pay equity assessment did not identify concerns to be addressed.

Workforce Data

2024 Total Workforce - By Employment Status



2024 Total Workforce - By Position			
	Female	**Male**	**Total**
Pilots	95	1,280	1,375
Flight Attendants	1,592	305	1,897
Airport Operations Personnel	528	620	1,148
Maintenance Personnel	72	701	773
Reservation Agents	111	42	153
Flight Dispatchers	13	33	46
Management and Other Personnel	522	549	1,071
TOTAL	2,933	3,530	6,463

2024 Total Workforce - By Race / Ethnicity[1] (U.S. Only)		
	Number	**%**
White	4,219	65%
Black	543	9%
Hispanic/Latino	998	15%
Multi-Racial	234	4%
Asian	368	6%
Native American or Alaskan Native	28	0%
Native Hawaiian or Other Pacific Islander	73	1%

[1] *Based on employees who disclosed this information*

Workforce Data continued

2024 Average Age by Gender

** As of December 31, 2024*

Female *42.98*

Male *41.53*

2024 Employee Count by Age and Gender

Male *Female*



Less than 30
Female: 583
Male: 702
Total: 1,285



30-50
Female: 1,371
Male: 1,906
Total: 3,277



50+
Female: 979
Male: 922
Total: 1,901

2024 Executive & Senior Management, by Race and Gender					
	Director		Vice President +		
	Male	Female	Male	Female	Total
Asian	1	2	1	2	6
Black	0	1	0	0	1
Hispanic/Latino	4	1	0	0	5
Multi-racial	0	0	0	0	0
White	33	13	14	6	66
Native American or Alaskan Native	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
TOTAL	38	17	15	8	78

Racial/Ethnic Breakdown of Team Members with Disabilities[3] (U.S. Only)		
	Number	%
Asian	14	3%
Black	43	10%
Hispanic/Latino	61	14%
Multi-racial	19	4%
White	286	67%
Native American or Alaskan Native	1	0%
Native Hawaiian or Other Pacific Islander	3	1%
Total	427	100%

Racial/Ethnic Breakdown of Veteran Team Members[3] (U.S. Only)		
	Number	%
Asian	23	3%
Black	46	7%
Hispanic/Latino	78	12%
Multi-racial	29	4%
White	479	72%
Native American or Alaskan Native	3	0%
Native Hawaiian or Other Pacific Islander	4	1%
Total	662	100%

[3] Based on employees that disclosed this information

We engage team members through individual departmental surveys, conducted occasionally to gauge team-specific feedback.

Empowering Our Workforce

We conduct regular employee engagement surveys to engage team members and listen to their feedback. We completed our latest company-wide survey in January 2024. For transparency purposes, we share all survey results with our workforce. Key findings include:

2,300 team members completed the survey



60% Participation
Most departments saw a 60% or higher participation rate

Top Positive Responses:

- I like the job I do
- I like the department I work in
- My efforts are impactful
- I enjoy working at Allegiant
- Strong net promoter score

Top Areas of Improvement:

Executive visibility
Cooperation between departments

We engage team members through individual departmental surveys, conducted occasionally to gauge team-specific feedback. Program AMAZING, our internal recognition platform, helps us celebrate team members' operational impact and other Company milestones. The point-based platform allows team members to choose from over 300 items and special rewards, such as access to hundreds of concerts and sporting events every month.







Network Groups

In 2024, we evolved our employee network groups structure into two groups:

Network Groups
Groups of team members who join together in their workplace based on shared characteristics or life experiences. These groups are generally based on providing an environment of support, enhancing career development, and contributing to personal development in the work environment. In addition to the 11 groups, we added a new one in 2024: InspirASIAN, which connects Asian American and Pacific Islander (AAPI) employees and allies, advocates for the AAPI community, and represents the AAPI community within Allegiant.

Interest Groups
Groups of team members who join together in their workplace to share common interests and passions. These groups are generally based on providing a community and network to support each other. There are currently 6 interest groups including: PetPals, G4tographers, Cloud Nine Readers, G4 Swifties, Mad Potters, and Cryptozoology.





Team Member Events

In 2024, we hosted several events to engage our crew members such as:

- Annual CX Celebrity Lunch. The event celebrates our customer service award winners and their guests with an invitation to Las Vegas for an executive awards luncheon, tour of the Allegiant Stadium, and tickets to the Las Vegas Golden Knights NHL game.
- Corporate Challenge, which 250 team members participated in for team building.
- 20+ team building events hosted by the Allegiant Fun Squad. These activities range from axe throwing to beach clean-ups.

Supporting Our Workforce

We provide classes, programs, and other educational opportunities to support our team members' professional growth and skill expansion.

Allegiant University (AU), our Company educational program, offers more than 600 regulatory and professional development courses in person or virtually through our learning management system.

Course topics include:

- FAA-required training for security, safety, and operations for all team members.
- Professional development courses on management skills for leaders and aspiring leaders.
- Personal and professional skill courses for all team members.
- Competency-based training for team members in positions requiring specific skills.
- Specialized training courses on aircraft systems, emergency procedures, first aid, customer relations, and more for flight and cabin crews.

Our pilots and flight attendants have additional training opportunities for advancement and mobility including:

- Transitional training for pilots switching to different aircraft types.
- Differences training for flight attendants learning new aircraft types.

In 2024, we implemented Vyond, a cloud-based animated video creation platform. This technology enables our instructional designers to create animated scenarios to bring training programs to life.





To help team members expand their knowledge and foster the next generation of our workforce and leaders, we offer the following:

- **Accelerate Pilot Pathway** program for college students aspiring to become pilots at an airline company. We partner with universities with a Part 141 flight training program to provide mentorship, conditional employment as a first officer for Allegiant, and assistance with regulatory credentials.
- **Altitude Pilot Pathway**, a partnership with Spartan Education Group (SEG) to deliver specialized training to prepare for pilot opportunities at Allegiant. This program provides coaching and support for cadets going from zero flight hours to the first officer seat.
- **Allegiant Incentive Program** to support pilot development in collaboration with Berry Aviation, formed in 2024. This gives us access to a pool of experienced pilots trained by Berry and enhances the depth of talent.
- **Co-branded certifications**, which are available through Trident University International and Colorado Technical University. In 2024, 5 team members completed the 6-month certification program on Business Acumen.
- **Forward Look** career-development and progression conversations support team members (non-union, non-front line) with engagement and growth within the company.
- **Mentor Program**, which matches director-level mentees with executive mentors for professional development. In 2024, we expanded the program to include manager-level roles and above, and hosted two 6-month sessions, with more than 30 participants.
- **Manager Momentums**, which is a curated series of trainings for supervisor-level or higher. Launched in 2024, the program outlines management responsibilities, resources, and expectations, and provides guidance on leveraging those capabilities to lead and support their teams. In its first year, we hosted classes on Allegiant University, talent acquisition, profit sharing, engagement survey, anniversary program, data engineering and business intelligence, compensation, recognition, embodying core values, and the Forward Look program.
- **Performance reviews**, which have 100% participation of eligible team members, are primarily used to determine salary increases. Most of our team members are covered under a collective bargaining agreement (CBA) that prescribes and measures their performance.

Average Hours of Training	
Per Employee (2024)	
Per Employee	15.2
Per Female Employee	15.3
Per Male Employee	15.2
Per Employee Category (2024)	
Pilots	43.6
Flight Attendants	35.3
Airport Operations Personnel	25.9
Maintenance Personnel	43.5
Reservation Agents	40
Flight Dispatchers	27.4
Management and Other Personnel	20.5

Expanding Our Workforce

Our business model of providing low-cost leisure travel is designed to remain resilient during a recession or other difficult economic times. Therefore, we can staff for resiliency, enabling workforce stability during challenging market conditions. Our staffing model is just one of the reasons we can recruit top talent and retain our skilled workforce. Our comprehensive benefits, competitive pay, and work/life balance also make Allegiant an attractive place to build a career.





New Hires by Age, Gender, and Region		
	2024	
Age Group	**New Hire (Number)**	**Turnover Rate (%)***
Less than 30	704	37.5%
30-50	705	16.5%
50+	340	18.6%
Gender		
Female	773	20.5%
Male	976	21.5%
Region		
United States	1,749	21%

** Rate is calculated with average 2024 headcount.*

Employees Eligible for Parental Leave Based on U.S. FMLA		
	2024	
	Female	**Male**
Number of employees eligible for parental leave	2,933	3,535
Number of employees that took parental leave	83	86
Number of employees that returned to work and still employed 12 months after returning to work	78	81
Retention rate of employees that took parental leave	94%	94%

Comprehensive Benefits

We offer competitive benefits packages for full-time team members, including comprehensive medical, dental, vision, disability, and life insurance coverage. Other benefits to support financial health, well-being, and career advancement include:

Optional health and wellness benefits:
This includes a range of resources for our team members. Our Employee Assistance Program (EAP) offers support alongside personal development workshops, additional insurance coverage for select team members, and pet insurance. We provide virtual behavioral and mental health assistance, as well as substance abuse support, through the FAA's Human Intervention Motivation Study (HIMS) for pilots and the Flight Attendant Drug and Alcohol Program (FADAP) for flight attendants. Specialized webinars are available for specific groups upon request.

In 2024, we expanded our well-being resources to include coaching and access to the Koa Health app for all team members.

Financial benefits:
This encompasses profit sharing, an Employee Stock Purchase Plan (ESPP), a 401(k) program, Adoption Program, deals and discounts, and optional voluntary plans that include legal benefits.

Travel and vacation benefits:
This includes our Full Flight Travel Benefit Policy, which grants employees standby access to free and unlimited Allegiant flights. Select team members have opportunities to fly for a small fee on other airlines.

Medical travel reimbursement program:
This gives eligible team members, their spouses, and dependent children up to $1,000 per trip needed for medical care more than 100 miles from their residence up to three times a year. This may cover reimbursement for flights, car rentals, and hotel expenses.

Time-off and special leave benefits:
This features floating holidays, flexible time off with paid and unpaid time off (available for salaried staff), and our Leave of Absence policy covering childbirth and adoption, calls to active duty, or other unique situations.

"Out-and-back" nonstop flight schedule:
This allows our flight and cabin crews to end the day where they started that morning – at their home base. Unlike most other airlines, our crew members return to their homes every night, allowing for a more regular scheduled lifestyle.

Part-time team member benefits can include sick leave, tuition reimbursement, 401(k) matching, and profit-sharing bonuses. Other benefits include:

Hybrid job benefits:
This allows team members who are part-time in two separate roles to be eligible for full-time benefits. This helps support team members who are deeply ingrained across multiple roles in the Company and has helped increase retention.

Early release for line holders:
This allows part-time team members to leave earlier in the day for their convenience when staffing and workplace conditions permit, instead of remaining on standby for the full business day.

Accident and critical illness benefits:
In 2024, we expanded these benefits to part-time team members.

We communicate benefits to team members via a benefits brochure, which is updated every year before the annual benefits enrollment period, and other internal channels such as the intranet and employee emails.

Recruitment Incentives and Partnerships

To continuously attract top talent, we employ programs and strategies such as:

- **Employee referral program**, which leverages our workforce's network to recruit new talent. Team members earn points in the new recognition platform for successful referrals.
- **Internships and early career recruiting** programs to attract recent high school and college graduates.
- **Sign-on bonuses** of up to $10,000 for high-demand positions, which add a generous incentive to join the Allegiant team.
- **Nationwide recruiting for skilled talent**, supported by partnering with many organizations and associations.





Corporate Giving

Our charitable Corporate Giving Program enables us to positively impact the areas we call home. To make the most impact and prioritize the causes to support, we focus on three core pillars:

1. Making travel possible for those facing serious medical challenges.
2. Enabling community safety, preparedness, and recovery.
3. Promoting science, technology, engineering, and mathematics (STEM) education and access to careers in the aeronautical sciences.

Key programs and initiatives in 2024

- Since 2012, we have flown more than 2,000 kids with critical illnesses and their families to **Make-A-Wish** destinations; donated more than $7 million through in-kind flights and sponsorships; and provide office space for the Southern Nevada chapter free-of-charge. We're the only airline to feature a Make-A-Wish livery on one of our A320 Airbus aircraft. Allegiant is recognized as a Wish Champion by Make-a-Wish America for annual contributions of more than $1 million.
- We gave a $34,000 **Careers in Aviation scholarship** to a Boys & Girls Club teen and aspiring pilot who is pursuing her bachelor's degree at Embry-Riddle Aeronautical University.
- We worked with **Airlink Flight** to help our team members and communities impacted by Hurricane Helene and Hurricane Milton. The nonprofit transports relief workers and emergency supplies for reputable non-governmental organizations (NGOs) responding to rapid-onset disasters and other humanitarian crises around the world.









Enabling Community Growth

Serving smaller airports in cities traditionally lacking nonstop air service to leisure destinations enables us to create high-wage jobs and other economic benefits for the surrounding communities. In 2024, we expanded network options to include 62 new nonstop routes and service to 3 new cities.

We proudly continued our naming rights of the Las Vegas Raiders' Allegiant Stadium. The stadium served as a host for the Super Bowl LVIII, which had an economic impact of $1 billion[2]. Our stadium association connects us to philanthropic events that serve the Las Vegas community.

We aim to be good corporate neighbors to the communities we serve. Our community relations priorities are tied to our business of travel and aviation, as well as the belief that both should be accessible to all.

[2]*Forbes article: https://www.forbes.com/sites/leeigel/2024/08/19/how-super-bowl-at-allegiant-stadium-boosted-what-happens-in-las-vegas/#:~:text=A%20series%20of%20studies%20conducted,Bowl%20LVIII%20totaled%20%241%20billion.*



Governance

We are committed to sound corporate governance that is driven by high ethical standards, excellent customer satisfaction, and comprehensive risk mitigation. This is reflected in our goals to:

- Maintain a controllable completion rate of at least 99.5 percent annually.
- Adopt a responsible sourcing policy and embed the policy into existing governance and procurement management systems by the end of 2025.

Board of directors

Our board of directors sets high standards for our team members, officers, and directors. Our board has oversight of risk management, including technology information security (cybersecurity), data privacy risks, and the effectiveness of security-related controls. In governing Allegiant, our independent board members serve on three committees that define their responsibilities.

NOMINATING AND GOVERNANCE COMMITTEE	AUDIT COMMITTEE	COMPENSATION COMMITTEE
Purpose		
In addition to identifying and nominating a slate of directors, the committee has oversight of sustainability-related risks and goals, including establishing sustainability metrics, targets, and disclosures. **View Charter**	Oversees risks related to our financial reporting and internal controls with quarterly meetings, including private sessions with our outside auditing firm, our internal audit personnel, and management responsible for financial accounting. Audit committee approval is required for any related-party transactions. **View Charter** *This link reflects the charter in effect during 2024.* *Follow this link for the updated 2025 charter.*	Oversight of the evaluation and approval of compensation for the company's directors and executive officers. They review and approve any executive benefit plans. **View Charter**

To promote accountability, directors are subject to election every year. Our board consists of eight members, six of whom are independent directors. The board has a lead independent director who serves as a liaison with management and helps to organize and coordinate sessions with the independent directors.

The board conducts a self-assessment process each year and seeks to address any issues identified in the process. Independent directors meet outside the presence of the executive officers on the board every quarter. Further, it is important to note that:

- Our board receives updates on Allegiant operating strategies from our CEO and other senior management members at every quarterly board meeting.
- Financial information is provided to directors on a monthly basis.

The board believes these factors provide an appropriate balance between effective and efficient company leadership and sufficient oversight by non-management directors.

Allegiant periodically sponsors board education sessions in which board members can gain insight on current best practices in areas where they do not have as much experience. In 2024, we engaged a third-party expert to conduct educational sessions on board oversight of cybersecurity and AI.

Currently, our independent directors consist of **33.3%** female directors and **16.7%** racial/ethnic minority to provide an array of personal experiences and perspectives.

Risk Management

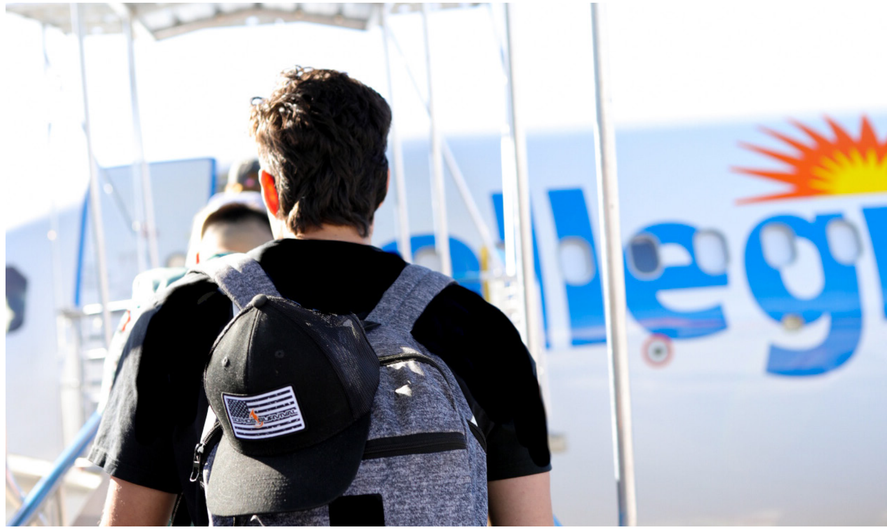
Risk management is a primary responsibility of Allegiant's management team. Our board of directors is regularly involved in the oversight of Allegiant's most material risks and monitors areas of risk as a routine board agenda item. For example, senior operations personnel report to the board quarterly as it relates to risk oversight of our operations and aircraft maintenance and safety.

Our Risk and Compliance Committee, which is comprised of senior officers, reports directly to our board of directors. They receive an annual report on safety topics and monthly updates on cybersecurity.

Our by-laws ensure proxy access rights to our stockholders. We grant these rights while balancing the risk of misuse or abuse by stockholders with special interests not shared by all or a significant percentage of our stockholders. As such, stockholders owning at least 5% of Allegiant's stock for at least three years can nominate up to 20% of the board. These nominees would be included in our proxy materials for our annual stockholders meeting.

Business Ethics and Integrity

Our **Corporate Code of Conduct and Ethics** states our standards for conducting business ethically and with the utmost integrity. We expect our board of directors, executive leadership, and team members at all levels to abide by our Code when interacting with our customers, suppliers, shareholders, communities, and each other.



The Code outlines behavior on topics such as conflicts of interest; protecting Company assets and information; bribery and corruption; government relations and antitrust concerns; and work environment and human rights topics such as non-discrimination and anti-harassment. The Code covers compliance with U.S. federal laws and regulations such as the Foreign Corrupt Practices Act and anti-competitive behavior per the Department of Transportation (DOT), the FAA, and other governmental agencies. In 2024, we issued additional interpretative guidance on supplier provided gifts and the procedure for reporting them.

We encourage team members to report any Code violations or concerns anonymously through a 24-hour third-party hotline. Once reported, we assign a case manager and open an investigation. Our Code includes a non-retaliation policy that protects team members who make a report.

All new team members must complete training and acknowledge the Code upon hire. Current team members are asked annually to complete Code training and reconfirm their knowledge of and commitment to the Code. We promote the Code and hotline through the intranet, internal communications reminders, and onsite posters.



Data Security and Customer Privacy

Allegiant prioritizes the protection of data security and customer privacy through a structured framework encompassing four critical categories:

- Cybersecurity to defend against attacks, protect against malware, and keep emails secure.
- Development security to ensure security components are integrated into our software development lifecycle. This is critical as we own and manage our e-commerce platform.
- Risk, compliance and privacy to ensure compliance, with all laws and regulations.
- Identify management to safeguard our customers' privacy.

Our Information Security (InfoSec) Culture Program strengthens our enterprise-wide security culture and enhances security controls around our remote workforce. Our security awareness and training program is a cross-functional effort involving all business units and their respective vice presidents.

Cybersecurity measures include:

Phishing prevention
We conduct quarterly phishing exercises to prevent phishing clicks, and our email platform has a phishing alert button. Our 2024 company-wide phishing campaign saw twice the number of phishing reports compared to previous years, and we saw more team members report a phishing test instead of clicking on it. In 2024, we began transitioning our multi-factor authentication (MFA) system to a modernized version of MFA that utilizes phishing-resistant MFA including FIDO (Fast Identity Online), Alliance's FIDO and FIDO2 standards, as well as passkeys.

Always-on access
This ensures all Allegiant devices are always connected to VPN, increasing our IT security and reducing vulnerability to social engineering attacks.

Artificial intelligence (AI) adoption
We continue to explore opportunities with AI to improve cybersecurity efforts. In 2024, we established an AI Council, with the first task of drafting an Allegiant AI Tools Acceptable Use Policy. The policy was approved and adopted in 2025.

Cybersecurity and Customer Privacy Compliance

As a publicly traded company that operates in a highly regulated industry, Allegiant has established a risk-based strategy informed by numerous cybersecurity frameworks from regulatory bodies such as Payment Card Industry (PCI), Sarbanes-Oxley Act (SOX), Federal Aviation Administration (FAA), Transportation Security Administration (TSA), Department of Transportation (DOT), National Institute of Standards and Technology (NIST), and Department of Defense (DoD). We use NIST Cybersecurity Framework as a guide to help us identify, assess, and manage cybersecurity risks relevant to our business.

We adhere to several stringent compliance measures including:

- Governing our cybersecurity efforts via dozens of internal policies that focus on compliance, intellectual property, customer privacy, and data security.
- Adhering to TSA and Department of Homeland Security (DHS) cybersecurity standards.
- Following guidance from the Center for Internet Security (CIS) to benchmark our current practices and track our maturity.
- Complying with NIST 800-171 to retain our DoD contractor status.
- Encrypting and tracking customer credit card information to comply with credit card company rules.
- Deleting customer data if a request is made.
- Training all new hires on cybersecurity and data privacy.
- Requiring ongoing specialized training for team members dependent upon their positions and access to computers and data, such as cloud security training for our IT team.

To further strengthen our cybersecurity compliance, we achieved the following initiatives in 2024:

- Completed a SOX IT General Controls (GC) audit with KPMG.
- Achieved PCI DSS v4 Certification with Coalfire, successfully passing with no deficiencies.
- Continued working with TSA on their Cyber Security Implementation Plan (CIP) program.
- Initiated efforts to complete the new FAA Aircraft Network Security Plan (ANSP) revision for e-enabled aircraft. In January 2025, we became the first carrier to complete ANSP rev B requirements with the induction of our first e-enabled aircraft.

Cybersecurity Risk Management

Our third-party risk management process assesses, mitigates, and manages risk across three categories: cybersecurity or technical risk; vendor risk; and compliance and regulatory risk. We partner with OneTrust and CyberGRX to help decrease cyber risks and ensure compliance within Allegiant and with third parties.

We verify third-party compliance, such as suppliers and business partners, by aligning with several standards. For example, our IT suppliers are subject to the SOX and PCI compliance standards, where applicable.

All supplier contracts and engagements that involve data access are reviewed by our Information Security team, which determines if data protection clauses should be included.

Cybersecurity Oversight

Our Chief Information Security Officer (CISO) leads our day-to-day data security and customer privacy efforts overseeing operations, cybersecurity, privacy risk and compliance. The CISO reports weekly to our executive leadership, monthly to the Risk and Compliance Committee, and quarterly to our board of directors.



Procurement and Supply Chain

We rely on suppliers for aircraft parts and tools, ground support equipment, fuel, and in-flight sales products for our customers. In 2024, we developed a **Responsible Sourcing Policy** to strengthen governance across our supply chain.

To put this policy into practice, we recently implemented new systems to streamline our sourcing and supply chain processes. With these new systems, we have made changes to our supplier management processes to improve the tracking and identification of local and small business vendors in 2025.

Alongside these system enhancements, our Risk and Compliance Committee plays a key role in monitoring supplier risks and ensuring accountability, specifically in collaborating on and conducting regular risk assessments. In 2024, an airport risk assessment was conducted, which focused on our airport suppliers, such as ground handling and fuel. The assessment has been reviewed and refreshed quarterly.

Supplier Process

We select and retain suppliers in a systemic way that considers many factors beyond the business fit, including conduct, ethics, and risk.

1. **Request-for-proposal (RFP) Process:** During our RFP process, prospective suppliers are considered if they comply with all federal, state, and local laws and regulations.
2. **Screening:** We conduct third-party risk assessments before onboarding a supplier, which is designed to perform a two-pronged assessment.
3. **Supplier Management:** Selected suppliers are expected to comply with our Corporate Code of Conduct and Ethics.

Supply Chain Sustainability

In 2024, we completed work on our first Responsible Sourcing Policy, fulfilling our 2023 goal. The policy, published in 2025, advances ethical, sustainable, and socially responsible practices across our global supply chain, setting clear expectations for suppliers on human rights and labor standards, such as prohibiting child and forced labor, ensuring fair wages, and providing safe working conditions, alongside commitments to reduce environmental impacts and uphold strong governance. Embedded in our broader sustainability strategy, the policy will become a contractual requirement for suppliers.

> “We are committed to ensuring Allegiant’s suppliers are united in fostering long-term sustainability.”

Customer Satisfaction

We strive to provide an accessible, safe, seamless, and enjoyable customer experience. Ensuring our customers arrive at their destination without disruption is key. One of our sustainability goals is to maintain a controllable completion rate of at least 99.5 percent annually. In 2024, we exceeded our goal with a 99.7 percent controllable completion.

Key initiatives contributing to this success include:

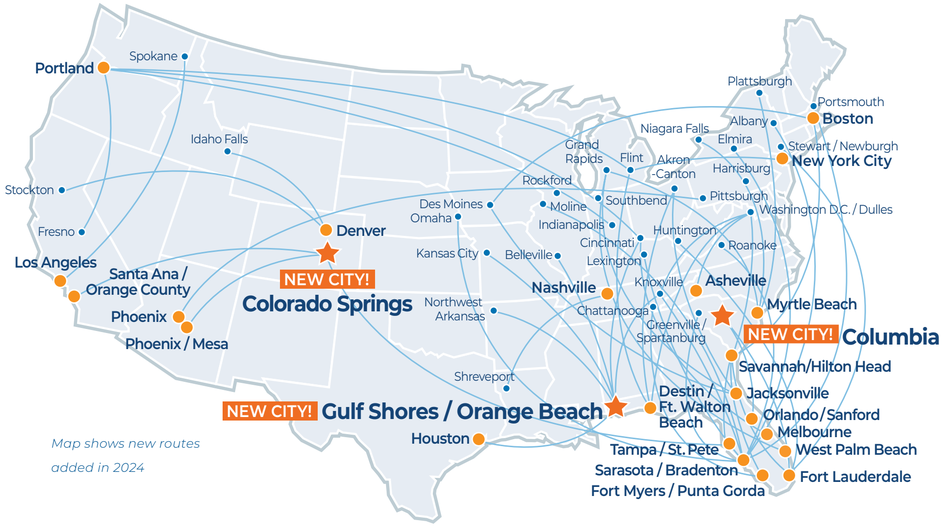
- Restored utilization during peak leisure demand periods, such as during holidays, spring, and summer.
- Prioritized upgrading commercial technology with the new MAX aircraft and optimization of our Navitaire system.
- Placed four MAX aircraft in-service in 2024 to address travel demands.

We have numerous touchpoints to gain insights into customer preferences, deliver optimized experiences, and resolve customer issues. These include customer surveys, call center feedback, social media, SMS notifications, and emails. Our Customer Experience Leadership Team (CELT), comprised of Customer Care, Marketing and Front Line Operations Leadership, continually reviews policies and customer feedback to determine if changes are desired to enhance the customer experience. Our Buy On Board team researches ways to improve and update the in-flight menu every three months. Based on internal reviews and customer feedback, we implemented the following initiatives in 2024:

- Expanded self-service capabilities to provide updates on Irregular Operations (IROP) such as delays, anticipated disruptions, schedule changes, and equipment swaps. This empowers our customers with greater control over their travel.
- Enhanced clarity in the booking flow by making the pets carried in cabin (PETC) policy more explicit where needed. This improves transparency and customer confidence.
- Strengthened boarding communications by incorporating gate numbers. This ensures critical updates are clear and actionable for customers.
- Maximized communications throughout the customer journey to enhance communication and deliver more timely, relevant travel updates.

In 2024, we exceeded our goal with a 99.7% controllable completion.





Map shows new routes added in 2024

We announced 62 new routes in 2024 that will commence in 2025. This includes service to three new cities:

- **Colorado Springs, Colorado:** Allegiant will be the only Ultra-Low Cost Carrier (ULCC), allowing us to reintroduce affordable service to that area.
- **Columbia, South Carolina:** Allegiant will be the first ULCC there since 2009, allowing us to provide the community of 850,000 people with affordable fares to Florida.
- **Gulf Shores, Alabama:** Allegiant will be the first commercial carrier for this facility, allowing us to transport passengers from the Midwest to this beach destination. This will also allow us to provide a closer air travel option for those living in the community, since their current available airport is more than 45 minutes away.

Our 2022 initiative to redesign cabins enabled us to offer Allegiant Extra®, which allows for an enhanced inflight experience with more legroom and amenities. By the end of 2024, 46% of our fleet was equipped with this product, with plans to increase it to 70% by the end of 2025 to meet the growing demand from our customers for premium seating.

Transparent Pricing and Cancellation Policies

We comply with the Department of Transportation's Full Fare Advertising Rule on transparent pricing and responsible marketing practices.

Our direct-to-consumer sales model further enables us to provide transparent, low fares, and frictionless vacation planning. Customers book travel online directly through the Allegiant website and mobile app, which helps avoid hidden fees from third-party travel distribution services. We simplify the travel booking experience by bundling our services and ancillary products for additional savings.

We offer a full refund for cancellations within 24 hours of purchasing a reservation[3]. Customers receive a credit voucher for future travel if they cancel after that timeframe[4]. Our reservations and ticketing policies are available on our website.

[3] *A full refund is only available if travel is outside of 168 hours (7 days).*

[4] *Customers who purchase travel protection (Trip Flex) have greater flexibility in travel modification and will not incur change or cancellation fees.*

Beyond Air Travel



Our Allways Rewards® loyalty program and Allegiant credit card offers customers a way to earn points redeemable in any amount towards our already low-cost flights, hotels, rental cars, and other leisure travel products and services. In 2024, our Allways Rewards loyalty program was voted one of the 10Best Frequent Flyer Programs for the second time in three years, and our Allegiant World co-branded credit card was ranked the number one Best Co-Branded Airline Credit Card in USA Today's annual 10Best Readers' Choice Awards for the sixth consecutive year.

Reporting Indices

Now in our fourth year of sustainability reporting, our 2024 Sustainability Report (Jan 1–Dec 31) has been prepared with reference to the GRI Universal Standards (2021) and SASB Airlines (Version 2023-12), and for the first time, the 2021 Task Force on Climate-related Financial Disclosures (TCFD) guidance. Framework-specific disclosures are provided in the appendices below.

Global Reporting Initiative		
Disclosure	Description	2024 Response
General Disclosures		
2-1	Organizational details	Sustainability Report: About Allegiant Travel Company, Page 7; 2024 10-K: Page 4, and Item 2 (Properties), Page 30.
2-2	Entities included in the organization's sustainability reporting	2024 10-K, Exhibit 21 (List of Subsidiaries).
2-3	Reporting period, frequency and contact point	Sustainability Report: About Allegiant, Page 7. For questions about this report, contact sustainability@allegiantair.com.
2-4	Restatements of information	None
2-5	External assurance	We did not seek external assurance for this report.
2-6	Activities, value chain and other business relationships	Sustainability Report: About Allegiant Travel Company, Page 7, Procurement and Supply Chain, Page 54; 2024 10-K, Item 1 (Business), Page 5.
2-7	Employees	Sustainability Report: Workforce Data, Page 37.
2-9	Governance structure and composition	Sustainability Report: board of directors, Page 49; 2024 Proxy Statement, Election of Directors, Page 6.
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement, Committees of the board of directors, Page 11.
2-11	Chair of the highest governance body	2024 Proxy Statement, Board Leadership Structure, Page 13.

Global Reporting Initiative		
Disclosure	Description	2024 Response
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Report: board of directors, Page 49; 2024 Proxy Statement, Nominating and Governance Committee, Page 12.
2-13	Delegation of responsibility for managing impacts	Sustainability Report: board of directors, Page 49; 2024 Proxy Statement, Nominating and Governance Committee, Page 11.
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report: Sustainability Governance, Page 48; board of directors, Page 49.
2-15	Conflicts of interest	2024 Proxy Statement, Director Independence, Page 10.
2-16	Communication of critical concerns	Sustainability Report: Business Ethics and Integrity, Page 50.
2-17	Collective knowledge of the highest governance body	Sustainability Report: board of directors, Page 49 2024 Proxy Statement, Board Skills Matrix, Page 10.
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement, Nominating and Governance Committee, Page 11.
2-19	Remuneration policies	2024 Proxy Statement, Executive Compensation, Page 18.
2-20	Process to determine remuneration	2024 Proxy Statement, General Discussion, Page 21, and Advisory (Non-Binding) Vote on Executive Compensation, Page 38.

Reporting Indices

Global Reporting Initiative		
Disclosure	Description	2024 Response
2-21	Annual total compensation ratio	The ratio of the annual total compensation of Allegiant's CEO to the median of the annual total compensation of all employees was 32.6 to 1. The ratio of the percentage increase in annual total compensation for the CEO compared to the median percentage increase for all other employees is 2.0 to 1 from 2023 to 2024. The CEO's compensation increased from $1,500,000 in 2023 to $1,756,230 in 2024 (a 17.08% increase), while the median employee's compensation increased from $49,637 in 2023 to $53,876 in 2024 (an 8.54% increase). Dividing the CEO's increase by the median employee's increase results in a ratio of 2.0 to 1.
2-22	Statement on sustainable development strategy	Sustainability Report: A Message from our CEO, Page **3**.
2-23	Policy commitments	**Corporate Code of Conduct and Ethics**
2-24	Embedding policy commitments	Sustainability Report: Safety Training, Page **32**, Human Trafficking Prevention, Page **35**, Business Ethics and Integrity, Page **50**, Cybersecurity, Page **51**, Procurement and Supply Chain, Page **54** **Corporate Code of Conduct and Ethics**
2-25	Processes to remediate negative impacts	Sustainability Report: Our Sustainability Goals, Page **11**; Emissions and Energy Management Efforts, Page **14**; Non-Hazardous Waste Management, Page **17**; Hazardous Waste Management, Page **18**
2-26	Mechanisms for seeking advice and raising concerns	**Corporate Code of Conduct and Ethics**
2-27	Compliance with laws and regulations	During the reporting period, Allegiant identified no significant instances of non-compliance with laws and regulations that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.

Global Reporting Initiative		
Disclosure	Description	2024 Response
2-28	Membership associations	National Air Carrier Association (NACA); membership not renewed in 2025.
2-29	Approach to stakeholder engagement	Sustainability Report: Material Topics and Stakeholder Engagement, Page **12**.
2-30	Collective bargaining agreements	Sustainability Report: Respecting Our Workforce, Page **36**.
Material Topics		
3-1	Process to determine material topics	Sustainability Report: Our Sustainability Strategy and Approach, Page **12**.
3-2	List of material topics	Sustainability Report: Our Sustainability Strategy and Approach, Page **11**.
3-3	Management of material topics	The management approaches for our material topics are described in detail in the corresponding sections of this report, as outlined below: · Environmental – see page **13** · Social – see page **29** · Governance – see Page **48**
Economic Performance		
201-1	Direct economic value generated and distributed	2024 **10-K**, Selected Financial Data, Page 36.
201-2	Financial implications and other risks and opportunities due to climate change	2024 **10-K**, Item 1A (Risk Factors), Page 18.
201-3	Defined benefit plan obligations and other retirement plans	2024 **10-K**, Note 12 – Comprehensive Benefits, Page 44.

Reporting Indices

Global Reporting Initiative		
Disclosure	Description	2024 Response
Anti-corruption		
205-1	Operations assessed for risks related to corruption	Sustainability Report: Risk Management, Page 50.
205-2	Communication and training on anti-corruption policies and procedures	Sustainability Report: Business Ethics and Integrity, Page 50.
205-3	Confirmed incidents of corruption and actions taken	During the reporting period, Allegiant Travel Company did not identify any confirmed incidents of corruption.
Anti-competitive behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, Allegiant Travel Company was not identified as a participant in any legal actions alleging anti-competitive behavior or violations of anti-trust and monopoly legislation.
Energy		
302-1	Energy consumption within the organization	Sustainability Report: Energy and Emissions Data, Page 16.
302-2	Energy consumption outside of the organization	Sustainability Report: Energy and Emissions Data, Page 16.
302-3	Energy intensity	Sustainability Report: Energy and Emissions Data, Page 16.
302-4	Reduction of energy consumption	Sustainability Report: Energy and Emissions Data, Page 14.
302-5	Reductions in energy requirements of products and services	Sustainability Report: Energy and Emissions Data, Page 16.

Global Reporting Initiative		
Disclosure	Description	2024 Response
Emissions		
305-1	Direct GHG emissions (Scope 1)	Sustainability Report: Energy and Emissions Data, Page 16.
305-2	Energy indirect GHG emissions (Scope 2)	Sustainability Report: Energy and Emissions Data, Page 16.
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report: Energy and Emissions Data, Page 16.
305-4	GHG emissions intensity	Sustainability Report: Energy and Emissions Data, Page 16.
305-5	Reduction of GHG emissions	Sustainability Report: Energy and Emissions Data, Page 16.
Waste		
306-1	Waste generation and significant waste-related impacts	Sustainability Report: Non-Hazardous Waste Management, Page 17, Hazardous Waste Management, Page 18.
306-2	Management of significant waste-related impacts	Sustainability Report: Non-Hazardous Waste Management, Page 17, Hazardous Waste Management, Page 18.
Employment		
401-1	New employee hires and employee turnover	Sustainability Report: Expanding Our Workforce, Page 43.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report: Comprehensive Benefits, Page 44.
401-3	Parental leave	Sustainability Report: Expanding Our Workforce, Page 43.

Reporting Indices

Global Reporting Initiative		
Disclosure	Description	2024 Response
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	Sustainability Report: Respecting Our Workforce, Page 36.
Occupational Health and Safety		
403-1	Occupational health and safety management system	Sustainability Report: Safety and Security, Page 30.
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report: Safety and Security, Page 30, Incident Mitigation and Emergency Response, Page 33, Aircraft and Cabin Safety, Page 35.
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report: Safety and Security, Page 30, Incident Mitigation and Emergency Response, Page 33, Aircraft and Cabin Safety, Page 35.
403-5	Worker training on occupational health and safety	Sustainability Report: Safety Training, Page 32.
403-6	Promotion of worker health	Sustainability Report: Team Member Well-Being, Page 34.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report: Safety and Security, Page 30, Incident Mitigation and Emergency Response, Page 33, Aircraft and Cabin Safety, Page 35.
403-9	Work-related injuries	Sustainability Report: Safety and Security, Page 30, Incident Mitigation and Emergency Response, Page 33, Aircraft and Cabin Safety, Page 35.

Global Reporting Initiative		
Disclosure	Description	2024 Response
Training and Education		
404-1	Average hours of training per year per employee	Sustainability Report: Supporting Our Workforce, Pages 41-42.
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report: Supporting Our Workforce, Pages 41-42
404-3	Percentage of employees receiving regular performance and career development review	Sustainability Report: Supporting Our Workforce, Pages 42.
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Within Allegiant, no operations exist where the right to freedom of association and collective bargaining are at risk. More details in Sustainability Report: Respecting Our Workforce, Page 36.
Security Practices		
410-1	Security personnel trained in human rights policies or procedures	Sustainability Report, Human Trafficking Prevention, Page 35; Business Ethics and Integrity, Page 50.
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report, Aircraft and Cabin Safety, Page 35.
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	During the reporting period, Allegiant identified no incidents of noncompliance concerning the health and safety impacts of products and services that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.

Reporting Indices

Global Reporting Initiative		
Disclosure	**Description**	**2024 Response**
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Sustainability Report, Customer Satisfaction, Page **55**.
417-2	Incidents of noncompliance concerning product and service information and labeling	During the reporting period, Allegiant identified no new incidents of noncompliance concerning product and service information and labeling that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
417-3	Incidents of noncompliance concerning marketing communications	During the reporting period, Allegiant identified no new incidents of noncompliance concerning product and service information and labeling that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
Customer Privacy		
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	During the reporting period, Allegiant identified no substantiated complaints concerning breaches of customer privacy and losses of customer data that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports. Our public privacy policy, which complies with the stringent California Consumer Privacy Act, explains how we collect and use customer data and personal information. We review our privacy policy annually.

SASB			
Topic	**Code**	**Description**	**2024 Response**
Greenhouse Gas Emissions	TR-AL-110a.1	Gross global Scope 1 emissions	Sustainability Report: Energy and Emissions Data, Page **16**.
	TR-AL-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Sustainability Report: Energy and Emissions Data, Page **14-16**.
	TR-AL-110a.3	1) Total fuel consumed, (2) percentage alternative, (3) percentage sustainable	Sustainability Report: Energy and Emissions Data, Page **16**.
Labor Practices	TR-AL-310a.1	Percentage of active workforce covered under collective bargaining agreements	Sustainability Report: Respecting Our Workforce, Page **36**.
	TR-AL-310a.2	(1) Number of work stoppages and (2) total days idle	Zero (0)

Reporting Indices

SASB			
Topic	Code	Description	2024 Response
Accident and Safety Management	TR-AL-540a.1	Description of implementation and outcomes of a Safety Management System	Sustainability Report: Safety and Security, Page **30**.
	TR-AL-540a.2	Number of aviation accidents	Zero (0)
	TR-AL-540a.3	Number of governmental enforcement actions of aviation safety regulations	Zero (0) for FAA or equivalent safety orgs, pertaining to maintenance, HAZMAT, D&A testing, Records, training, etc.

SASB			
Topic	Code	Description	2024 Response
Activity Metrics	TR-AL-000.A	Available seat kilometers (ASK)	402,336 (000s)
	TR-AL-000.B	Passenger load factor	83.6%
	TR-AL-000.C	Revenue passenger kilometers (RPK)	25,001,706
	TR-AL-000.D	Revenue ton kilometers (RTK)	2,500,171
	TR-AL-000.E	Number of departures	121,580
	TR-AL-000.F	Average age of fleet	16 (This includes January 2025 – Page 23 **annual report**)

TCFD Index

Based on our latest assessment, for the 2024-2025 reporting period, we did not identify material effects of climate-related risks on our financial position or performance. Potential future impacts remain uncertain and will depend on the pace and scope of regulatory, market, and physical climate developments. Physical risks could lead to temporary increases in operating costs, incremental investment needs for facility upgrades, or disruptions to services. Transition risks may increase compliance and adaptation costs under more ambitious regulatory scenarios, while in more moderate scenarios, financial impacts are expected to be incremental and manageable through targeted efficiency measures.

We currently resource climate-related activities through an annual budgeting process, with funding allocated for compliance, reporting, environmental assessments, as well as operational efficiency investments. Insights from our scenario analysis will be used to inform financial planning, ensuring that climate-related risks are evaluated alongside broader enterprise risk management and strategic priorities.

TCFD Recommended Disclosure		Disclosure Location
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	When appropriate, climate-related risks are reviewed alongside financial and operational considerations when overseeing the Company's strategy. In practice, this has included evaluating operational efficiency initiatives, monitoring the regulatory environment and emerging climate legislation, and responding to stakeholder interest in climate-related matters. Additionally, our climate risk assessment results are incorporated within our ERM process. The recently completed assessment results will be factored within strategy and decision-making in the future when relevant.
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Climate Governance and Assessment Methodology, Page 20
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Climate-Related Risks and Opportunities Analysis, Page 21-28
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Climate-Related Risks & Opportunities Analysis, Page 21-28
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Our risk assessment indicates that our business model is expected to remain viable over the short, medium, and long term, provided that appropriate measures continue to be taken to adapt operations and manage costs. For example, our physical hazard assessment identified areas where upgrades or resilience measures may be explored, and scenario analysis has highlighted where targeted investments in efficiency, compliance, or supply chain management may strengthen long-term resilience. Additional protections we have in place include comprehensive business continuity procedures and insurance.

TCFD Index

TCFD Recommended Disclosure		Disclosure Location
Risk Management		
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Ensuring Robust Climate Governance and Risk Evaluation, page **20**
	b) Describe the organization's processes for managing climate-related risks.	Climate-Related Risks and Opportunities Analysis, Page **21-28**
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Ensuring Robust Climate Governance and Risk Evaluation, page **20**
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	In the Climate Related Financial Risk Disclosures: **Draft Checklist**, published in September 2025, the California Air Resources Board (CARB) clarified that financial figures are not required for companies in their first year of reporting under SB-261. Consistent with this guidance, Allegiant has omitted this disclosure this year. We recognize that methodologies for quantifying exposure to climate-related risks are still evolving, require significant assumptions, and vary across industries. We will continue to monitor emerging practices and evaluate the ability of disclosing financial projections in the future.
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Energy and Emissions Data, Page **16**; Transition Risks, Pages **21 - 23**
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Sustainability Goals, Page **11**; Emissions and Energy Management Efforts, Pages **14 - 16**

Legal Disclaimer

The statements in this report that are not historical facts, including statements regarding our estimates, expectations, beliefs, intentions, projections, goals, aspirations, commitments or strategies for the future, should be considered “forward-looking statements” under the Securities Act of 1933, as amended, the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995 and any other available safe harbors under the federal securities laws. Many of the standards and metrics used in preparing this report, including the forward-looking statements herein, continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation. Such statements are not guarantees or promised outcomes and should not be construed as such. Forward-looking statements include all statements that are not historical facts and can be identified by the use of forward-looking terminology such as the words “believe,” “expect,” “anticipate,” “intend,” “plan,” “estimate,” “project,” “hope” or similar expressions. Such statements include, but are not limited to, statements about the company’s plans, goals, expectations, intentions, estimates and strategies for the future. These forward-looking statements are based on the company’s current goals, beliefs and expectations, and they are subject to significant risks and uncertainties, and actual results and timing of certain events may differ materially from any future results expressed or implied by the forward-looking statements.
All forward-looking statements involve a number of risks and uncertainties, as described below, that could cause actual results to differ materially from the estimates, expectations, beliefs, intentions, projections, goals, aspirations, commitments and strategies reflected in or suggested by the forward-looking statements.
Additional information concerning risks and uncertainties that could cause differences between actual results and forward-looking statements is contained in our Securities and Exchange Commission (SEC) filings, including our Annual Report on Form 10-K for the fiscal year ended December 31, 2024 and other filings filed with the SEC from time to time. Caution should be taken not to place undue reliance on our forward-looking statements, which represent our views only as of the publication date of this report, and which we have no obligation to publicly update any forward-looking statements, whether as a result of future events, new information or otherwise. This report contains information from third parties and trade associations. We make no representation or warranty as to any third-party information. Where we have used information, such as displaying data from third parties in graphical form, we have noted the source. Website links included in this report are for convenience only. The content of any website link and the materials and reports available on or through them are not incorporated by reference into this report and do not constitute a part of this report.

A Note on Materiality

The report is provided voluntarily and does not cover all information about our business. It contains statements based on hypothetical scenarios and assumptions as well as estimates or topics that are subject to a high level of 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. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations or requirements of other jurisdictions, even if we use the words “material” or “materiality” in this report. Additional information concerning risks and uncertainties that



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