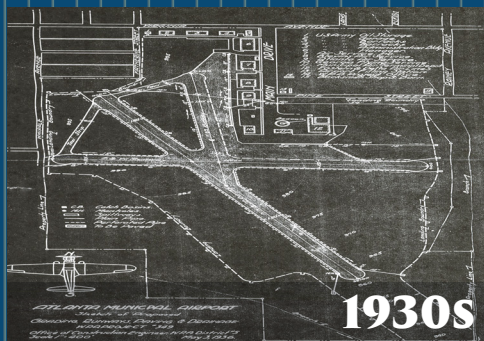




1930s



1940s



1950s

A CENTURY IN FLIGHT

2025 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT



100 YEARS
CENTENNIAL
CELEBRATION  Hartsfield-Jackson
Atlanta International Airport
1925 - 2025

2025



1960s



1970s



1990s



Atlanta's growing Municipal Airport, 1946

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Delta DC-3 in front of Atlanta's Air Traffic Control tower, 1948



CITY OF ATLANTA

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ANDRE DICKENS
MAYOR

A MESSAGE FROM MAYOR ANDRE DICKENS

Greetings:

Atlanta is a city that leads with purpose, and Hartsfield-Jackson Atlanta International Airport continues to reflect that in powerful ways.

As ATL celebrates 100 years, the 2025 ESG Report reflects on the values we hold as a city, and we continue to propel those values forward through environmental stewardship, workforce investment, operational resilience, and strong public accountability.

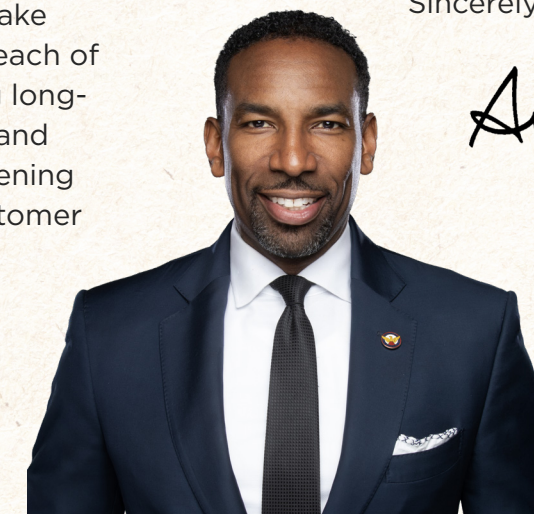
In 2025, ATL continued to make meaningful progress across each of those areas. From advancing long-term sustainability planning and resilience efforts to strengthening workforce development, customer experience, and small business opportunity,

Hartsfield-Jackson Atlanta International Airport remains focused on building a stronger future for the people it serves. That work reflects the very best of Atlanta.

I am proud of the leadership of the Department of Aviation and grateful to the thousands of people whose work keeps ATL moving every day. Their efforts continue to strengthen our city, support our communities, and reinforce Atlanta's position on the global stage.

Sincerely,

Mayor Andre Dickens





With the opening of the world's largest terminal, Delta's 1981 operations at Midfield Terminal highlights ATL's high-volume hub

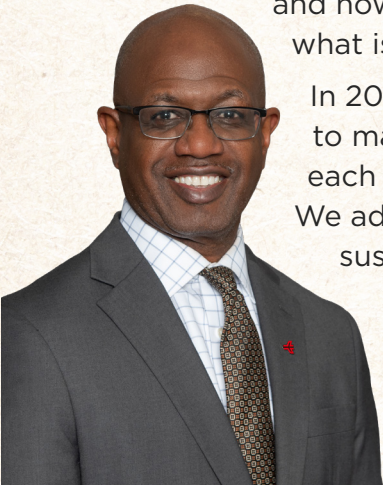
A MESSAGE FROM AIRPORT GENERAL MANAGER RICKY SMITH

To our Customers, Employees, Neighbors, Partners, and Stakeholders:

Each year, the Environmental, Social, and Governance Report gives us a chance to step back and look at how ATL is performing in the areas that matter to the long-term strength of this Airport.

This year is special as we celebrate our 100th birthday. For a century, Hartsfield-Jackson Atlanta International Airport has been more than a transportation hub; it has been a symbol of visionary leadership.

At Hartsfield-Jackson, environmental stewardship, workforce investment, customer experience, and sound governance are all part of how we define performance. They shape how we operate, how we plan, and how we prepare for what is ahead.



In 2025, ATL continued to make progress across each of those areas. We advanced long-term sustainability planning, strengthened resilience efforts, invested in training and workforce

development, expanded innovation across the passenger experience, and continued to support the communities and businesses connected to the Airport's success.

Just as important, we continued to do that work while operating the world's busiest and most efficient airport.

That takes discipline. It takes coordination. And it takes people who are committed to doing their jobs at a high level every day.

As we mark 100 years of progress, I am proud of the progress reflected in this report, and I am proud of the people behind it. Their work continues to strengthen ATL's role as a global gateway, an economic engine, and a public institution this city can count on, not only for today, but for the century ahead.

Thank you for the trust you place in us and for your continued partnership.

Sincerely,

Ricky Smith
Airport General Manager
Hartsfield-Jackson Atlanta
International Airport



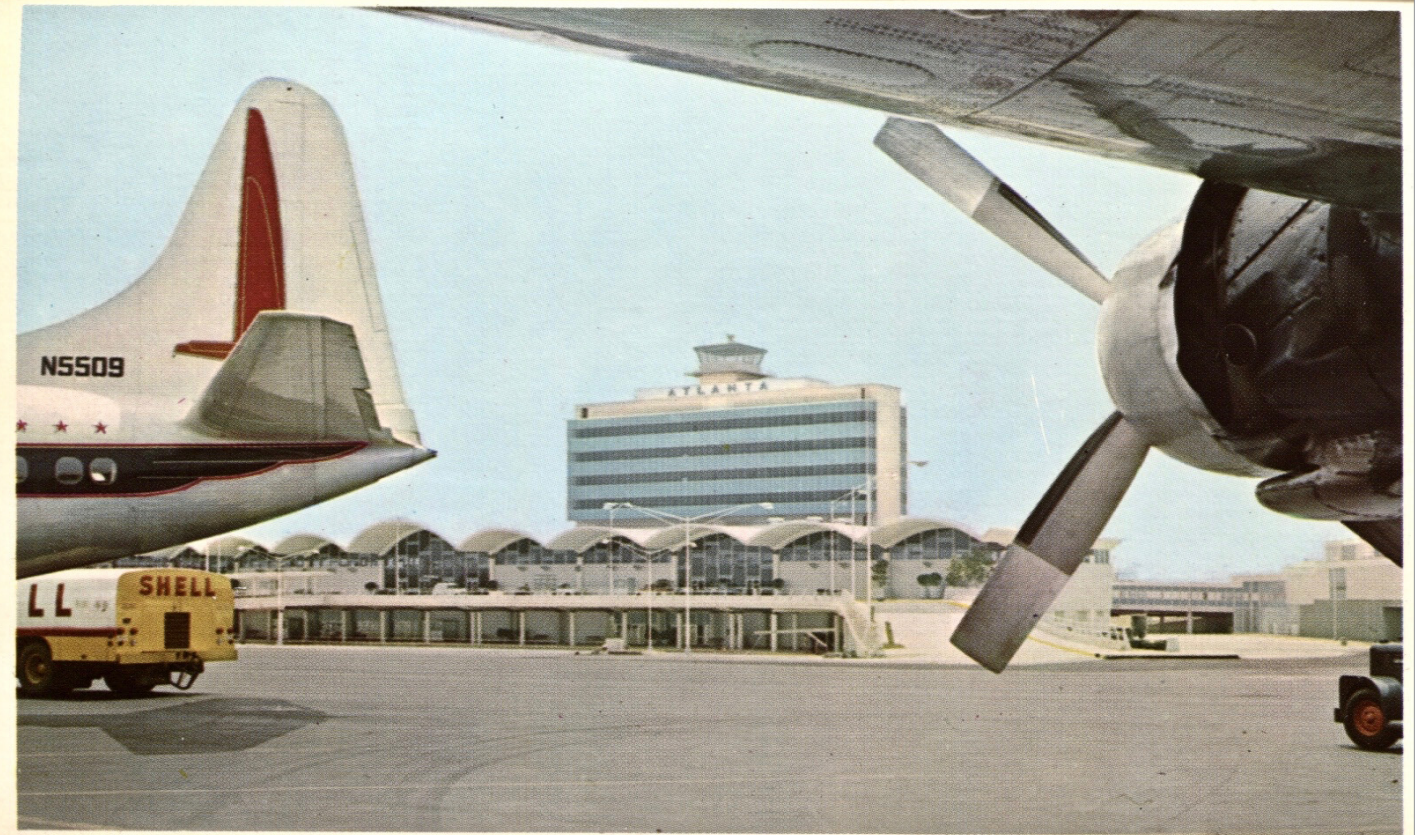
ATL's Centennial Celebration Canopy

ABOUT ATL'S ESG REPORT

For a century, ATL has stood as a symbol of visionary leadership. As ATL celebrates its centennial year, the 2025 ESG Report champions sustainability while embracing the future.

The City of Atlanta (City) Department of Aviation (Dept. of Aviation) is committed to annually reporting on Environmental, Social, and Governance (ESG) priorities for Hartsfield-Jackson Atlanta International Airport (ATL). The 2025 ESG Report, **A Century In Flight**, marks the Dept. of Aviation's fifth report since 2021. Consistent with the Dept. of Aviation's accounting practices, financial data is reported for Fiscal Year (FY) 2025 (July 1, 2024 through June 30, 2025), while all other disclosures correspond to Calendar Year (CY) 2025 performance and conditions.

The 2025 ESG Report concludes with an ESG Data Matrix summarizing both current and historical performance. The ESG Data Matrix tracks ATL's priorities and performance across key environmental, social, and governance indicators, providing a rolling five-year performance overview. The ESG Data Matrix aligns with leading industry standards and draws on guidance from the [Airports Council International - North America \(ACI NA\) White Paper on ESG Reporting](#), released in spring 2024.



Atlanta's Beautiful Multi-Million Dollar Airport

In summer 2025, the Dept. of Aviation received [a second party opinion from Kestrel](#) on its ESG reporting and [Green Bond Framework](#) (Framework) for the second consecutive year. Kestrel, an Approved Verifier accredited by the Climate Bonds Initiative, conducted an independent review of the City's Airport General Revenue Bonds, Series 2025B-1, to assess alignment with the [International Capital Market Association \(ICMA\) Green Bond Principles](#). Kestrel confirmed that the Dept. of Aviation's Framework is impactful, net-zero aligned and conforms with the four core components of the Green Bond Principles, qualifying for Green Bond designation.

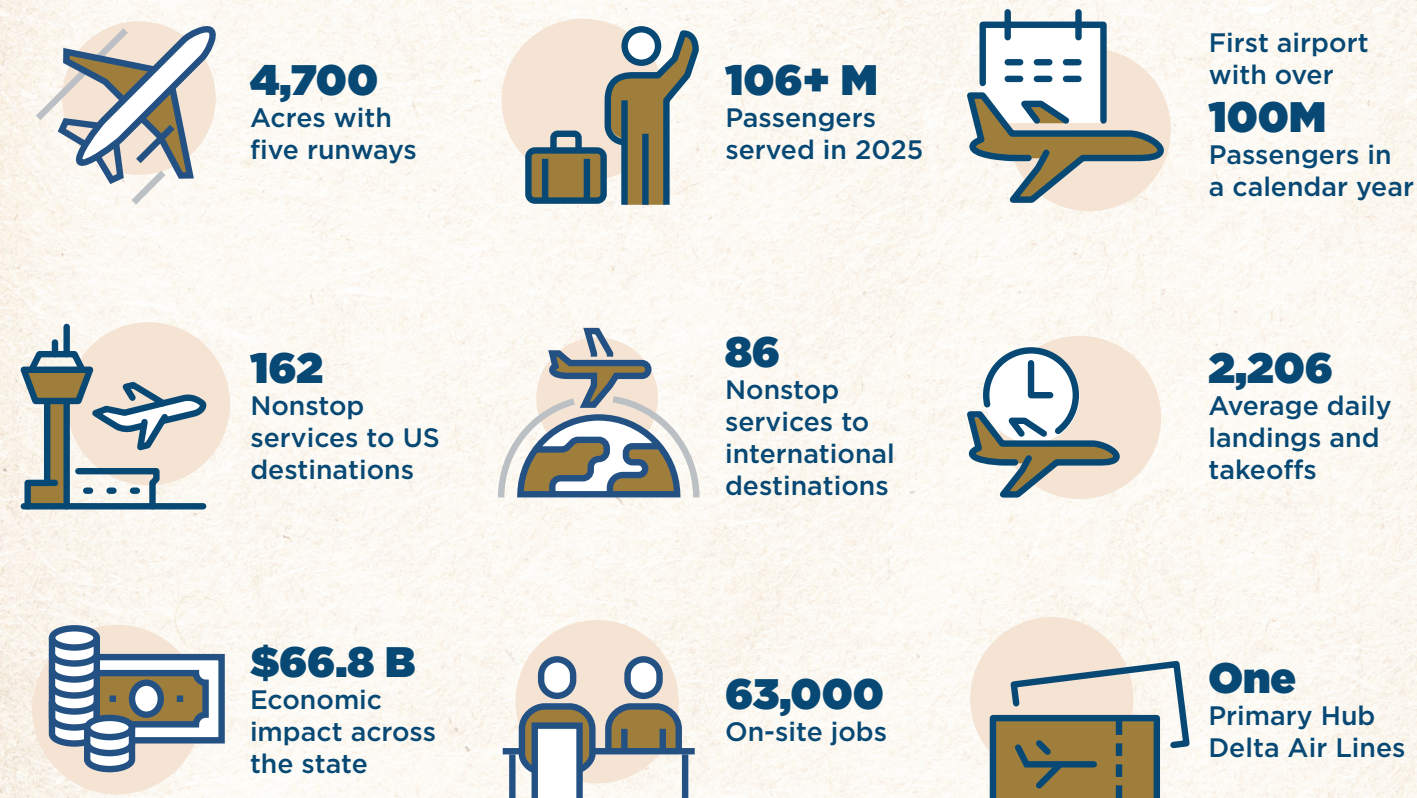
The ICMA defines Green Bonds as bond instruments in which proceeds are applied to finance or re-finance eligible green projects. At ATL, eligible projects include construction and renovation efforts that support the Capital Plan ([ATLNext](#)), directly improve the sustainability of Airport operations, contribute to achieving 100% clean energy by 2035 and net zero by 2050, and align with relevant project categories. Categories outlined in the Framework and recognized by the Green Bond Principles include Energy Efficiency, Green Buildings, Clean Energy, Clean Transportation, and Climate Adaptation.



Mayor William B. Hartsfield Sr., The Atlanta Motor Speedway/Candler Field - 1920s, Mayor Maynard H. Jackson

A Century In Flight honors ATL's centennial as the Airport sets the global standard for connectivity while advancing award-winning sustainability leadership. From its origins as a racetrack to its evolution into a large aviation hub, ATL today serves more than 106 million passengers, employs 876 dedicated staff, and spans 4,700 acres with five runways, seven concourses, and two terminals. ATL continues to rank as the world's busiest airport by ACI, a distinction held for more than two decades.

FIGURE 1. ATL BY THE NUMBERS



1955 map of Atlanta Municipal Airport and its geographic relation to the Flint River



Fire Station 40 solar panel installation ribbon cutting in January 2025

ATL anchors its environmental stewardship in conserving resources, reducing greenhouse gas emissions, enhancing climate resilience, and advancing zero waste goals to support long-term operational sustainability and environmental health. In the process, ATL complies with applicable regulations.

The Dept. of Aviation kicked off development of a new Sustainability Management Plan (SMP) in 2025 to guide the sustainability efforts through 2040. The SMP will establish a renewed sustainability Mission and Vision,

define priority focus areas, and set clear objectives and goals for each focus area, supported by measurable targets and actionable initiatives.

Completing the plan builds on the Dept. of Aviation's environmental efforts since 2003 which began with the Green Building Policy, and provides a strategic path toward a sustainable future for the Airport, aligned with City and Federal Aviation Administration (FAA) sustainability goals. The Dept. of Aviation expects to finalize the SMP in the first quarter of FY 2027.

ENERGY

ATL aligns with the FAA Airport Climate Challenge and the City's Climate Action Plan, which aims to achieve net-zero greenhouse gas emissions from the aviation sector by 2050. The City of Atlanta Dept. of Aviation is committed to these goals, as well as the City's goal of achieving 100% clean energy.

Energy Consumption and Energy Intensity

The Dept. of Aviation documents energy consumption across owned and operated facilities and mobile sources (i.e., fuel use). In 2025, the total energy consumption across Dept. of Aviation operations was approximately 3.56E+14 joules.

Energy Sources

The majority of energy consumed across ATL operations continue to derive from non-renewable resources. As of 2025, 8.7% of Dept. of Aviation energy is derived from clean sources. Clean energy, as defined by the City, includes renewable energy sources such as solar, wind, low-impact hydroelectric, geothermal, biogas and wave technologies. Building on previous progress, ATL continues growing its clean energy resources through on-site solar photovoltaic system deployment. To date, ATL has completed 5 renewable energy projects, including 3 energized in 2025 in partnership with Cherry Street Energy: Fire Station 33, the C4 Building, and South Cargo, Building A. Collectively, on-site solar installations generated approximately 467,274 kWh during the reporting period. The Dept. of Aviation continues to complete site-level reviews across existing facilities to assess roof condition, ownership, and readiness for additional solar installations.



Solar panel installation on roof of C4 building

Energy Management

In 2025, the Dept. of Aviation continued to improve energy efficiency by converting lighting systems to light emitting diode (LED) technology, implemented retro-commissioning and proactive maintenance practices, and conducted energy audits across existing Airport facilities. Energy efficiency measures were embedded into capital planning and project delivery, resulting in an estimated 16% decrease in energy use for capital projects pursuing third-party certifications since 2016.

Energy monitoring remains a priority, and the Dept. of Aviation continues work toward establishing a centralized utility consumption and billing database to improve data transparency, performance tracking and long-term energy planning.

The Dept. of Aviation leverages fleet electrification and alternative fuel use to reduce dependence on fossil fuels while maintaining fleet reliability during fuel supply disruptions.



Ford F-150 Lighting EV contributing to a more sustainable and resilient fleet

In 2025, approximately 9 percent of the Dept. of Aviation fleet operated on alternative fuels. The graphic below illustrates current alternative-fuel fleet composition, including electric vehicles (EVs) and compressed natural gas (CNG) vehicles. CNG vehicles support ParkATL operations, Ground Transportation shuttles, and waste collection services. Light-duty vehicles are sedans, SUV's, and trucks, while medium- and heavy-duty vehicles include passenger and cargo vans and shuttle buses.

The Dept. of Aviation continues to expand electric mobility across the Airport by maintaining a network of 281 electric vehicle charging stations available to passengers, employees, and tenants throughout the

campus. To accommodate future growth, ATL embeds electrical infrastructure into terminal-adjacent construction projects to enable EV charging capacity growth, and support future ground equipment transition to electric power.

Power reliability remained a core energy management component. In 2025, the Dept. of Aviation operated and maintained 58 stationary emergency generators across essential Airport facilities, including fuel farms, deicing facilities, fire stations, terminals and other critical infrastructure. Generators operate under a Title V Part 70 operating permit covering both significant and insignificant emission sources under the jurisdiction of the Dept. of Aviation. Generator inventories and permitting information are updated through semiannual reporting to the Georgia Environmental Protection Division (GAEPD) Air Branch.

Longterm performance gains were also realized at the Central Passenger Terminal Complex (CPTC). Compared to 2016 baseline, the CPTC reduced approximately 102 million kilograms of carbon dioxide, 54 million kilowatt-hours of electricity, and 36,000 million British Thermal Units (MMBtu) of natural gas.

FIGURE 2. ADVANCING ELECTRIC AND ALTERNATIVE FUEL VEHICLES



In 2025, the City of Atlanta was awarded the Environmental Protection Agency (EPA)'s Clean Heavy-Duty Vehicle (CHDV) grant. This award supports ATL's heavy-duty fleet transition from internal combustion engines to zero-emission vehicles, accelerating the Airport's progress toward cleaner and more resilient operations.



ATL Airport recognized Level 2 certification at the ACI Annual Conference

The Dept. of Aviation and Atlanta Airlines Terminal (AATC), which operates the CPTC, coordinated to implement initiatives which drove these reductions, including:

- **Central plant optimization:** Economizer-enabled chiller shutdowns when outside air temperatures fall below 58°F; conversion of hydronic systems to variable flow with variable frequency drives; control system upgrades to optimize chiller staging and cooling tower set points; replacement of inefficient chiller and cooling tower equipment; and installation of premium efficiency condensing boilers
- **Heating, Ventilation, and Cooling (HVAC) optimization:** Retro-commissioning of approximately 7.5 million square feet; optimization of roughly 23,000 tons of cooling capacity, including more than 300 air handling units, and approximately 3,000 variable air volume boxes; enhanced control strategies; and deployment of fault detection diagnostics
- **Lighting upgrades:** Conversion of approximately 140,000 light fixtures to LED technology, resulting in nearly 100% LED illumination in the CPTC

GREENHOUSE GAS EMISSIONS

The Dept. of Aviation remains steadfast in its commitment to managing and reducing greenhouse gas (GHG) emissions generated by its operations at the Airport. Guided by [ATL's Carbon Policy](#) and the Airport Carbon Accreditation (ACA) program, the Dept. of Aviation developed the 2023 Carbon Management Plan (CMP) as a central framework for tracking, managing, and reducing GHG emissions in support of the Airport's long-term sustainability goals. These efforts are informing the forthcoming update to the CMP in 2026, the upcoming Net-Zero Plan (NZP), and the development of the 2040 Sustainability Management Plan, which will further guide the Airport's carbon management strategy and continued alignment with ACA program requirements.

ATL conducts annual GHG inventory assessments to support participation in the ACA program administered by Airports Council International (ACI). ACA is the only globally recognized, voluntary carbon management and accreditation framework specifically designed for airports, providing a consistent methodology to measure, manage, reduce, and transparently report emissions within an airport's operational control. The program also supports improved energy performance, increased clean energy use, and greater organizational awareness of greenhouse gas emissions and mitigation opportunities. The ACA program comprises seven certification levels that progressively advance from emissions measurement to carbon neutrality. ATL entered the program at Level 1 in 2021 and achieved Level 2 certification in 2023, demonstrating quantified reductions in Scope 1 and Scope 2 greenhouse gas emissions.

ATL is pursuing Level 3 certification for 2025, which includes quantifying Scope 3 greenhouse gas emissions. Figure 3 defines the difference between Scope 1, 2, and 3 GHG emissions at Airports.

Scope 1 and 2 Emissions

The Dept. of Aviation has reduced market based carbon emissions by 21% from the 2019 baseline. Increased energy efficiency, alternative fuel adoption, and development of on-site solar arrays have contributed to this reduction, among other initiatives. Figure 4 illustrates the breakdown of 2025 market-based Scope 1 and 2 emissions by source, while Figure 5 compares emissions per passenger in 2025 against emissions from 2021 through 2024. Consistent with ACA requirements, third-party reviewers verify ATL’s emissions data. Accordingly, values may be updated following publication of this report.

FIGURE 3. SCOPE 1, 2, AND 3 GHG EMISSIONS AT AIRPORTS

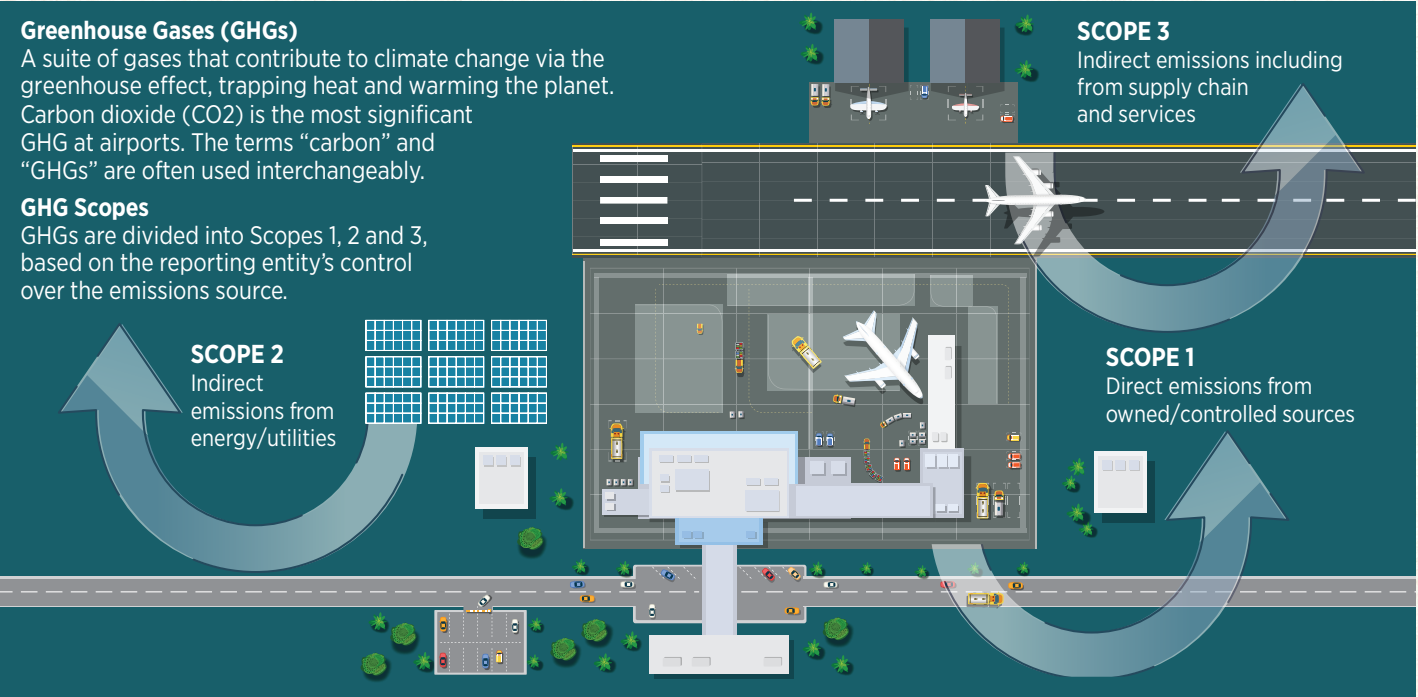
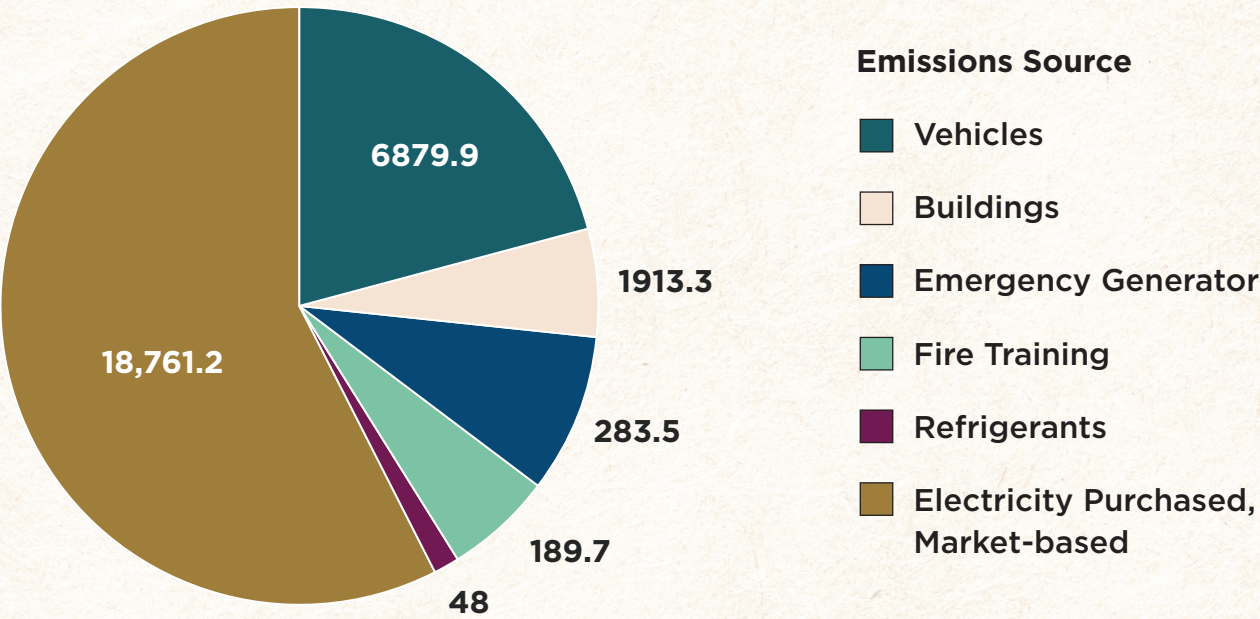


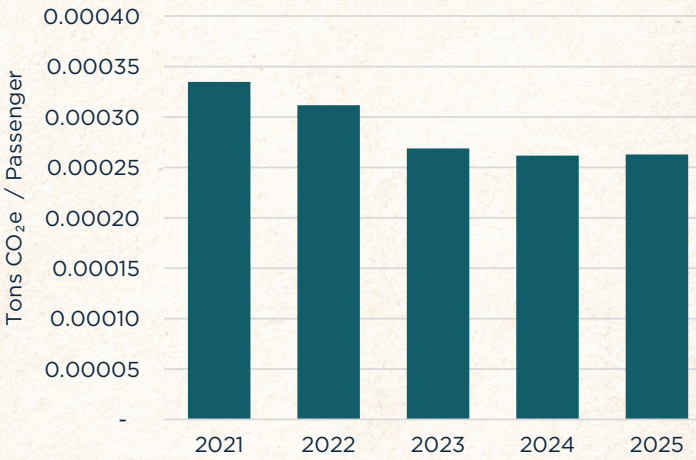
FIGURE 4. TOTAL ANNUAL SCOPE 1 AND 2 EMISSIONS



Reducing embodied carbon in capital development projects is a key strategy through which the Dept. of Aviation addresses Scope 3 emissions associated with construction materials and processes. To support this effort, ATL requires capital projects pursuing LEED (Leadership in Energy and Environmental Design) and Parksmart certification to conduct Whole Building Life Cycle Assessments (LCAs) during design and construction. LCAs provide project teams with early visibility into the environmental impacts associated with material selection, enabling targeted interventions where the greatest reductions can be achieved. Achievement in LEED would fall under the Whole-Building Life Cycle Assessment / Life-Cycle Impact Reduction credits, in Envision under LD3.3 Conduct a Life-Cycle Economic Evaluation, and in Parksmart under Measure A-16 Life-Cycle Assessment.

In 2025, four major LEED projects had active LCAs: Concourse E - Ramp 6 North Gates; Concourse D Widening; South Red Deck, previously known as South Deck Phase 1; and the Aviation Administration Center.

FIGURE 5. SCOPE 1 AND 2 GHG EMISSIONS PER PASSENGER FOR DEPT. OF AVIATION FACILITIES



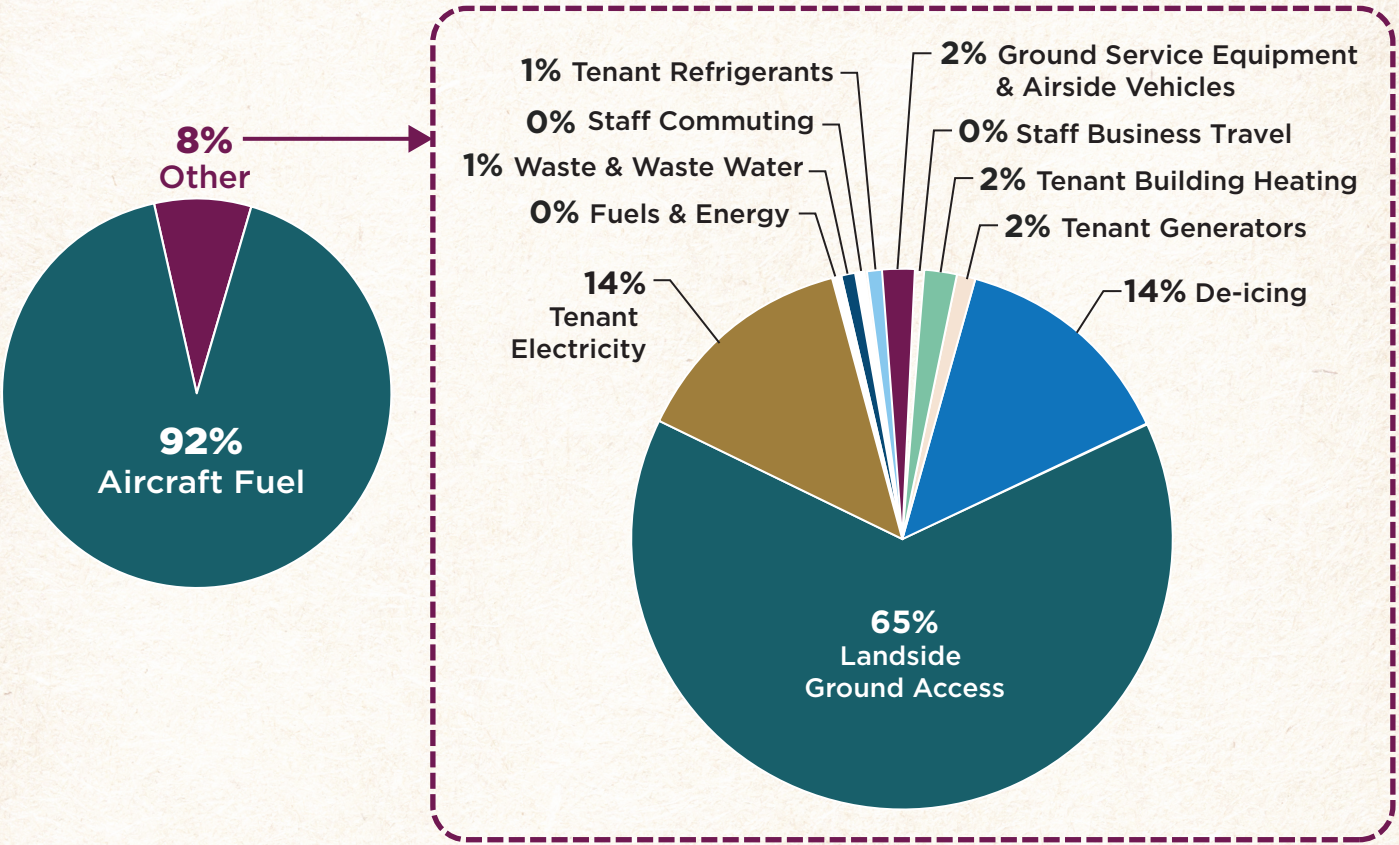


South Red Deck nearing construction completion

As product procurement for South Deck 1 was finalized throughout 2025, the LCA began to take shape, and by October the full assessment was completed, covering all basic structural elements - foundations, framing, envelope, and roofing materials.

The assessment took as-built quantities of the lower carbon materials installed at South Deck 1 (concrete, structural steel, and rebar) and compared them against a “baseline building” of the same massing, bay spacing, and structural and enclosure systems. Results demonstrated improvements across all six impact categories, including a 15.03% reduction in Global Warming Potential.

FIGURE 6. TOTAL ANNUAL SCOPE 3 EMISSIONS



Aircraft fuel accounts for 92% of Scope 3 emissions. The remaining 8% is distributed across 11 non-aircraft sources, as shown in the breakdown above.

CLIMATE CHANGE EXPOSURE AND ADAPTATION

The Atlanta region faces an increasingly complex mix of climate-driven stressors that pose tangible risks to its rapidly growing economy and infrastructure. Due to a warming global climate, the region is increasingly likely to experience extreme heat, drought, extreme precipitation, and severe weather. These dynamics directly affect the Airport’s physical assets, the safety of passengers and employees, and the continuity of essential Airport operations and services. For ATL, these regional climate threats translate into potential risks such as damage to runways and equipment, increased likelihood of power interruptions, and disruption to passenger operations. Maintaining continuity of services amidst these conditions is a core operational priority.

In 2025, ATL laid the groundwork for embedding resilience into its comprehensive planning process by initiating strategic efforts to develop a Climate Vulnerability Assessment (CVA), Climate Adaptation Plan (CAP), and a Net Zero Plan. In conjunction, these initiatives are designed to deepen energy resilience and enhance long-term operational reliability, with an initial program launch in the third quarter of FY 2026.

ATL commissioned the Resiliency Project in July 2024 through a planned total shutdown of the Domestic Terminal, including live load transfer to backup generators. The commissioning process required both partial and full power outages at the Domestic Terminal for up to four hours each night during multi-week testing activities. A total of 21 generators were activated during the testing, providing a combined capacity of approximately 13.125 MW. This test confirmed that the project enables full resiliency in the event of a power outage affecting the Domestic Terminal, Concourse T (North and South), and Concourses A, B, C, E, and F.

During the outage period, Life Safety and Legally Required systems were successfully activated, including egress lighting and fire alarm systems. Dept. of Aviation Terminals and Concourses are now equipped with backup generators with a total capacity of over 50 MW. This effort demonstrates ATL's ability to ensure continuity of critical Airport operations while strengthening overall operational resilience.

The expansion of ATL's deicing infrastructure demonstrates how targeted operational investments strengthen resilience during severe winter weather. ATL manages approximately 1,100 daily winter departures and historically, deicing activity was generally concentrated on eight pads on Ramp 6, which constrained capacity and increased the risk of cascading delays and cancellations. In 2025, the South Deicing Facility became operational, improving aircraft processing efficiency, reducing taxiway queuing, and enhancing airfield traffic flow during peak winter events.



South Deicing Facility

The Dept. of Aviation continues to strengthen ATL's resilience by integrating climate adaptation, mitigation, and operational preparedness into long-term planning and asset management.

REGULATORY COMPLIANCE

ATL remains committed to maintaining compliance with regulatory environmental requirements. In 2025, ATL reported five environmental non-compliance incidents: an unidentified fuel release observed in the Flint River 'Quarry' flume; a sanitary sewer overflow in Concourse B; and three sanitary sewer overflows in Concourse T. The Dept. of Aviation promptly investigated, contained, and mitigated each incident in accordance with established procedures. Importantly, no fines or enforcement actions were issued in connection with these events throughout the reporting year. The Dept of Aviation continues to investigate root causes and enhance its procedural systems to improve its compliance programs.

Airports around the United States continue to address challenges associated with emerging contaminants, particularly past federally-mandated use of aqueous film-forming foams for training and responding to aircraft fires. At this time, ATL Fire Rescue is investigating fluorine-free foam alternative products under the direction of the City of Atlanta Fire Chief. The Dept. of Aviation Environmental Team is monitoring U.S. Environmental Protection Agency (EPA) and GAEPD regulatory developments and will respond as environmental requirements are finalized and response times determined.



Foreign Object Debris (FOD) clean-up event

WASTE MANAGEMENT

Through its [Zero Waste Policy](#), ATL has set a clear, long-term objective to divert 90% of waste generated at the Airport from landfills by 2035. To drive progress toward this goal, the Airport focuses on strengthening waste collection and material flow processes, tracking waste generation and diversion performance, and expanding policies and programs that accelerate waste reduction and recycling outcomes.

Operational Waste Diversion

AATC oversees waste collection and disposal at the CPTC, with waste tonnage including cardboard, plastics and metal recycling tracked monthly.

AATC initiated a pallet collection program at the CPTC in October 2025. Following implementation, pallet collection averaged 400-600 pallets per week, equating to approximately 1,600-2,400 pallets collected per month.

The Dept. of Aviation manages a scrap metal recycling program and tracks tonnage monthly to ensure efficient diversion and accurate reporting. The Dept. of Aviation also incorporates sustainability considerations into Airport-hosted events by providing recycling stations that divert waste from landfills and encourage community participation in sustainable practices.

Construction Waste Diversion

In 2025, the ATL Office of Infrastructure, Planning, and Development (IP&D) released updated [Sustainable Development Standards](#). The Dept. of Aviation is making a concerted effort to go beyond standard industry Construction and Demolition (C&D) practices by prioritizing the reuse of materials from construction projects.

This approach, which is referred to as deconstruction, emphasizes resource efficiency and waste reduction. First issued in 2019, the Sustainable Development Standards require project teams to monitor and report C&D waste diversion in capital projects, with a target of 90% diversion for all C&D waste.

The updated standards now prioritize waste diversion for all capital projects, regardless of size or third-party certification pursuit. This change was supported by updating contract language in January 2025 for all Department of Aviation capital construction projects. Since 2016, ATL has diverted 93% of generated C&D waste from landfills, which equates to over 120,770 tons of material.

ATL also applies LEED, Envision, and Parksmart frameworks to integrate materials management into projects during planning, design, and construction. Capital projects pursuing LEED target the Materials and Resources Building Product Disclosure and Optimization (BPDO) credits, promoting product transparency, responsible sourcing, and safe material ingredients. Project teams prioritize materials with verified life-cycle data and documented performance improvements, supporting informed material selection and waste reduction at the product level. Each construction project consists of thousands of materials intricately woven together to create the concourses, parking structures, and other buildings around ATL. In 2025, four projects documented 241 products meeting BPDO disclosure criteria, and 20 products meeting optimization requirements, demonstrating responsible material sourcing and support for broader resource conservation goals. For Envision, project teams pursue the RA 1.2 Use Recycled Materials and RA 1.5 Balance Earthwork on Site credits.



Sustainable Food Court Initiative training event

The Sustainable Food Court Initiative (SFCI), launched in 2011, originated through a partnership between Hartsfield-Jackson Atlanta International Airport, the City of Atlanta, industry leaders, and sustainability organizations to address waste generated in high-traffic food service environments. As the world's busiest airport, Hartsfield-Jackson was selected to serve as the first SFCI Airport Pilot, helping establish best practices for compostable packaging, recycling, and post-consumer food waste diversion in the aviation industry.

The initiative has since been reinforced through periodic compliance audits.

The most recent audit was conducted in December 2025, during which stores across the airport were audited.

In 2025, the Sustainability Team updated the Concessions Management Compliance Standards Manual to align with the City of Atlanta Plastic Ordinance (2019), which prohibits the City and its contractors from purchasing, acquiring, or making available to the public non-compostable single-use serviceware, including plastic bags, polystyrene foam (Styrofoam), and plastic straws.

The ordinance was heavily influenced by the airport's SCFI, which demonstrated the operational feasibility and environmental benefits of large-scale compostable packaging adoption within a complex public-facing environment and helped inform broader citywide policy development.

For the South Deicing Project, 30% of materials by cost were recycled or reused materials and 100% of the soils used on the project were sourced or disposed within 5 miles of the project site. Projects pursuing Parksmart certification submit A-11 Regional Materials, A-12 Regional Labor, and A-13 Reused, Repurposed or Recycled Materials.

WATER MANAGEMENT

The Dept. of Aviation’s [Energy and Water Policy](#) demonstrates ATL’s commitment to water management. ATL focuses on water conservation and efficiency in planning, design, construction, maintenance, and operations, and effective procurement.

Water Withdrawal

To support ongoing objectives to reduce water usage, the Dept. of Aviation monitors potable water use across its facilities. Figure 7 shows water usage trends in Dept. of Aviation controlled facilities from 2021 through 2025, and water usage normalized on a per passenger basis.



New high efficiency sinks in the Concourse D Widening Project

Water consumption at Fire Station 35 increased substantially in 2025 compared to 2024 due to a failure at the backflow prevention assembly serving the facility. The Dept. of Aviation Maintenance Team conducted an investigation and completed repairs to the assembly in early March 2026.

Water Management

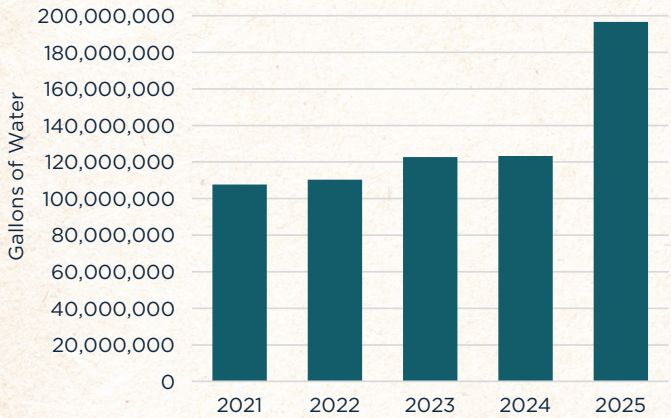
The Dept. of Aviation and AATC are dedicated to helping ATL reduce potable water use, achieving a savings of approximately 65 million gallons of water each year.

Efforts utilized by IP&D in the CPTC include:

- Low flow restroom fixtures
- Groundwater recovery supplying cooling towers
- Reduced cooling tower loads due to HVAC optimization
- Extensive sub-metering to identify and resolve water losses

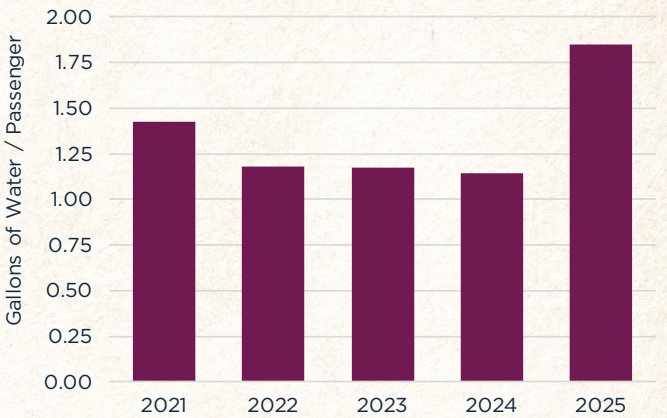
In 2025, ATL installed a new touchless SkyTrain wash system to replace the legacy system originally installed in 2009. This new system incorporates a 30 gallon-per-minute water reclamation unit with ozone and water

FIGURE 7: 2025 TOTAL ANNUAL POTABLE WATER USE AND POTABLE WATER USE PER PASSENGER



circulation. This reuse process captures and treats wash water during each cleaning cycle and recirculates it for reuse in subsequent washes. This water reclamation system recovers up to 80% of each wash cycle. Additional water-efficiency features of the new touchless SkyTrain wash system include optimized high-pressure spray technology, elimination of blowers and brushes, and a reverse-osmosis spot-free rinse to minimize rinse volumes while maintaining cleaning effectiveness. Collectively, these improvements enhance operational efficiency, reduce freshwater consumption, and support ATL’s broader water resource conservation goals by lowering the SkyTrain system’s overall water footprint.

In 2025, the Maintenance Team managed vegetation across approximately 900 acres of airfield turf through scheduled herbicide applications in February, June, and November, with no pesticide use during the year. The Airport continues to focus on water-smart landscaping, with native and drought-tolerant plants and grasses used across 98 percent of the property, eliminating the need for permanent irrigation systems.



The Airport operates no automatic sprinkler systems, and new plantings are temporarily hand-watered only during the first few weeks when rainfall is limited.

The stormwater management system at ATL includes eight major detention/flood basins. The Dept. of Aviation continues to update stormwater infrastructure through capital projects, targeted treatment systems, and monitoring programs that align with the Airport’s sustainability and environmental goals. In addition, four landside areas include green infrastructure features, such as approximately 0.5 acres of semi-permeable parking surfaces, which help manage stormwater naturally.

ATL constructed the South Deicing Complex to support winter operations and improve management of deicing byproducts. The facility features a glycol reclamation system with two 1.25-million-gallon storage tanks, providing up to 2.5 million gallons of on-site capacity for the capture and controlled handling of glycol-impacted runoff.



2025 Spring Flint River Clean Up

Deicer-affected stormwater is directed through a first-flush containment drainage system constructed with more than 6,000 linear feet of trench drains and 10,000 linear feet of reinforced concrete piping, allowing collected material to be transferred to the sanitary sewer system or removed by truck for off-site treatment.

The ATL Sustainability Team partnered with ATL Cares, AATC, Flint Riverkeeper, and Delta Air Lines to host the Spring and Fall River clean-up events. The ATL Sustainability Team also hosted an environmental education event that involved a paddle down the Flint River with staff from the Flint Riverkeeper organization. The Flint River originates as groundwater beneath the Airport, flows into the Chattahoochee River, and ultimately discharges into Apalachicola Bay.

Stretching approximately 349 miles, with nearly 220 miles remaining free-flowing, the Flint River has long been a vital resource for communities, sustaining life from its earliest inhabitants to those who depend on it today for water, food, recreation, and habitat. Since 2019, the Dept. of Aviation staff and volunteers have contributed to environmental restoration efforts by taking part in 14 organized cleanups. In 2025, the cleanups engaged a total of 168 volunteers who removed approximately 2,250 pounds of trash from the river, riverbanks, and surrounding areas, including plastics, food containers, discarded tires, pallets, processed wood, and other debris.



Atlanta Airport first terminal waiting room, 1930

HUMAN CAPITAL MANAGEMENT

Through intentional investments in people, the Dept. of Aviation promotes an inclusive workplace, strengthens employee voice, and prioritizes learning and wellness to build a resilient, future-ready organization.

Talent Development

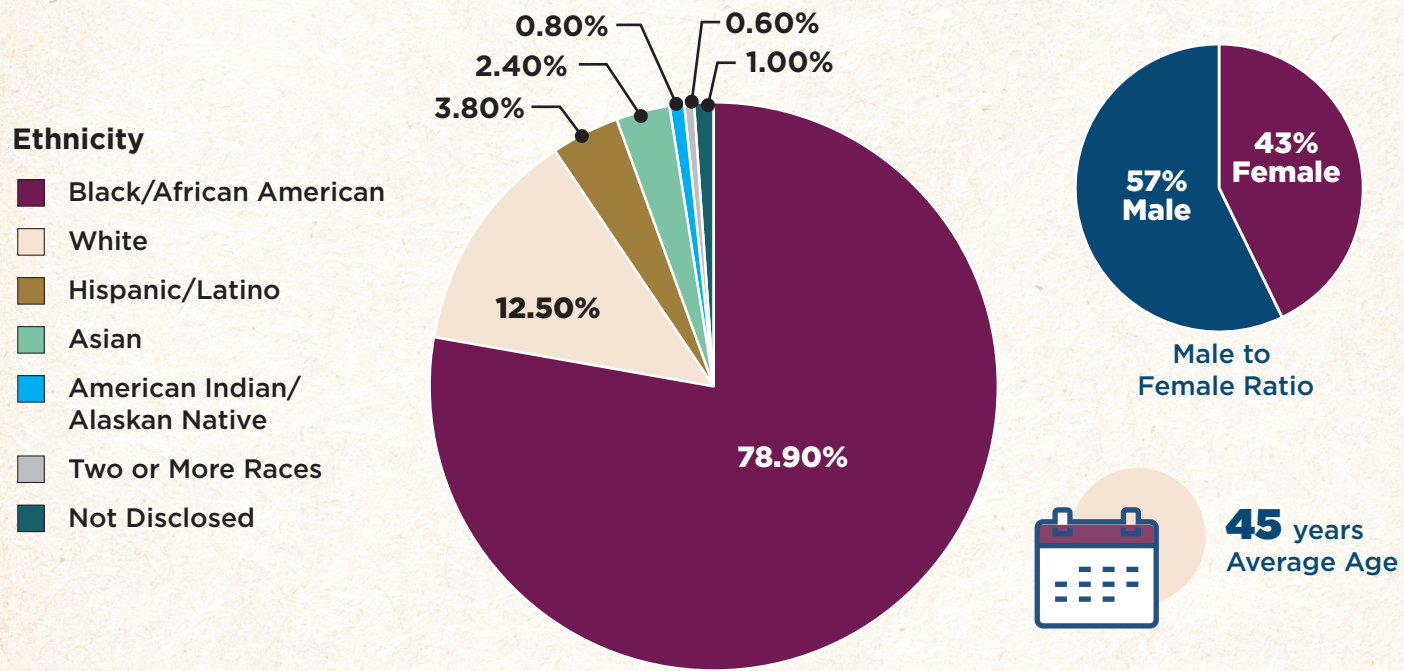
The Dept. of Aviation celebrates a workforce whose culture, expertise, and dedication serve as the engine that keeps the world’s busiest and most efficient Airport soaring.

As a department of the City, the Dept. of Aviation aligns its inclusive hiring practices with the Department of Human Resources (DHR) 2025 Talent Acquisition Strategic Initiatives.

The Dept. of Aviation uses a multi-channel recruitment strategy designed to attract qualified candidates while promoting employee engagement and belonging across its workforce.

Figure 8 illustrates the diversity of ATL’s talent.

FIGURE 8: 2025 DEPT. OF AVIATION EMPLOYEE DEMOGRAPHICS



ATL’s social impact is defined by its enduring responsibility to its workforce, passengers, the surrounding communities, and its role as a global leader in safe and reliable connectivity.



ATL team members in action, representing a portion of the workforce

The strategy includes six targeted recruitment approaches:

- **Online recruitment platforms** reaching a broad and diverse talent pool
- **Diversity-focused outreach** cultivating partnerships to help ensure equitable access to employment opportunities
- **Education and training partnerships** creating pipelines for entry-level and skilled technical talent
- **Internal workforce development** improving retention through promoting career advancement
- **Competitive employment branding** highlights benefits and pay, job stability, growth opportunity, and mission-driven work
- **Inclusive hiring practices** supporting inclusive workplace culture and non-biased candidate evaluation

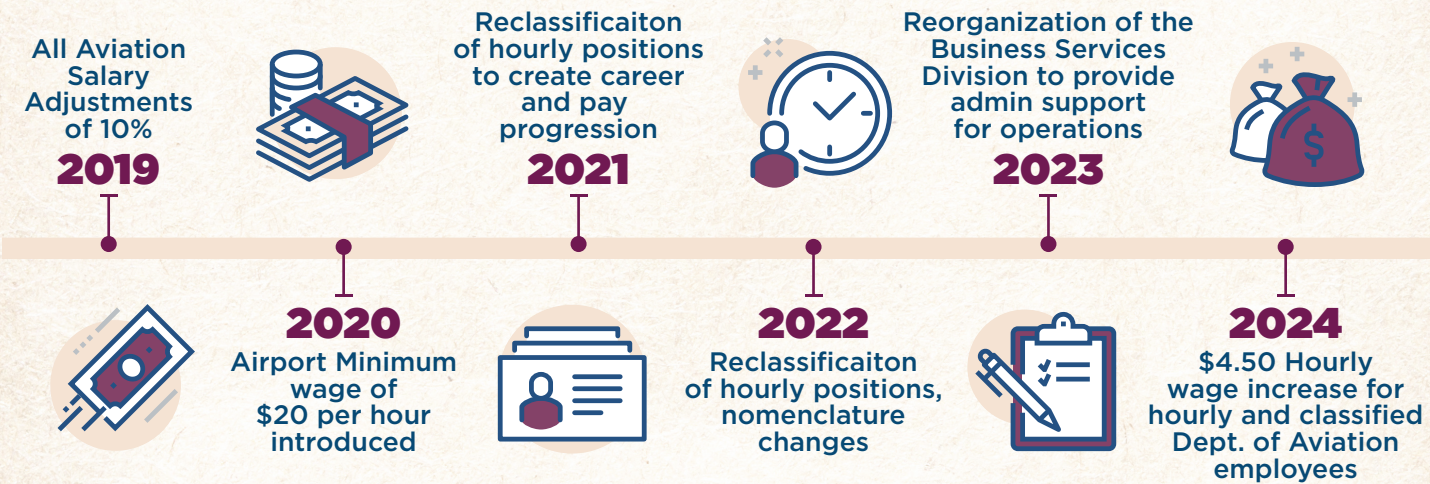
In 2025, the Dept. of Aviation had an employee turnover rate of 10.65%, and a retention rate of 88.90%.

Labor Relations

ATL has a history of competitive and equitable compensation for employees in the workplace.

The City conducted a Classification and Compensation Study to update its pay structure, benchmark positions against the market, and assess internal equity. Phase I took effect on January 1, 2025. This phase included updated job titles, revised pay grade ranges, salary adjustments, and other compensation enhancements to address market competitiveness and internal alignment. As part of this effort, the City established a non-biased minimum

FIGURE 9: EMPLOYEE WAGE UPDATES TIMELINE



wage of \$17.50 per hour, while the Dept. of Aviation continues to maintain a higher minimum wage of \$20.00 per hour for all permanent full-time employees. Building on this commitment to equitable compensation, the Dept. of Aviation maintained a strong pay parity in 2025, with women earning effectively the same as men on average.

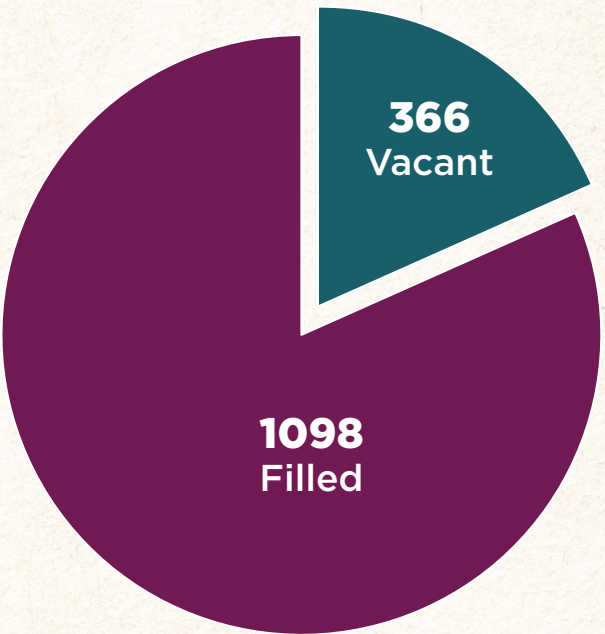
Equitable wage adjustments have been a top priority for the Dept. of Aviation General Manager since 2019. Figure 9 provides a timeline of key employee wage milestones and is a testament to ATL’s continued investment in its workforce.

The Mayor of the City of Atlanta has entered into Memoranda of Understanding with multiple unions designed to promote harmonious relations, cooperation, and understanding between the Mayor, Unions, and Dept. of Aviation employees. In 2025, 7% of the Dept. of Aviation workforce participated in the City’s unions:

- The American Federation of State, County and Municipal Employees
- Professional Association of City Employees
- Employees Federation of Public Service

At the end of 2025, the Dept. of Aviation employed 876 individuals, representing a 5.7% increase from 2024, and had 200 remaining authorized vacancies (Figure 10). In this reporting year, the Dept. of Aviation had 129 new hires.

FIGURE 10: 2025 FILLED AND VACANT AUTHORIZED POSITIONS



Employee Engagement

ATL participates in the ACI Employee survey for Customer Experience (ECE), a voluntary survey to gauge employee engagement and alignment with the Airport’s customer experience objectives. Following the results of the 2024 ECE, General Manager Ricky Smith launched several key initiatives to strengthen employee engagement and enhance cross-departmental collaboration, including:

- Establishing the Committee of Councils, a cross-functional body that creates subcommittees to address shared challenges and opportunities across ATL
- Establishing Business Coordination meetings, which are collaborative meetings held every other week to share updates across all offices and divisions

Ongoing initiatives like customer-experience mapping will continue through the next ECE survey in 2026.

The Dept. of Aviation recognizes the importance of appreciation in building a positive employee experience. The ATLWOW Program celebrates employees who exemplify ATL’s core values by going above and beyond to deliver exceptional service, and create meaningful, lasting impressions for passengers.

Employee Education & Training

The Dept. of Aviation communicates training opportunities monthly to all ATL employees, providing guidance on enrollment and progress-tracking. Figure 11 encapsulates these training and development offerings. In 2025, the Dept. of Aviation added a sustainability module to the New Employee Orientation (NEO) program to provide new hires new hires with foundational knowledge receive foundational knowledge of ATL’s sustainability goals, initiatives, and expectations.



ATL Sustainability-hosted LEED training for Airport workers

As ATL marked its Centennial year and reaffirmed its commitment to continuous improvement, the Dept. of Aviation broadened its sustainability capacity-building efforts to strengthen internal expertise and promote consistent sustainability practices. The Dept. of Aviation hosted a two-day Envision Sustainability Professional (ENV SP) training for 24 capital program staff and partners, resulting in more than 10 newly credentialed employees, and delivered two Leadership in Energy and Environmental Design (LEED) training sessions to 75 Airport workers to deepen their understanding of sustainable building practices.

FIGURE 11: 2025 DEPT. OF AVIATION TRAINING & DEVELOPMENT OFFERINGS



The Sustainability Team supports employee engagement initiatives; the Sustainability Senior Director leads the sustainability-focused Green Team within the Council of Committees, empowering employees to contribute ideas, leadership, and innovation to advance ATL’s sustainability efforts.



Eno AirMAX participants in 2025

In addition to sustainability education and trainings, the Dept. of Aviation entered into its second year of participation in the Eno AirMAX program, strengthening leadership readiness and advanced succession planning. The Dept. of Aviation has fostered its partnership with Eno AirMAX, a program crafted for large-hub airports striving to innovate in the aviation industry and committed to serving as global leaders in airport efficiency, exceptional customer experience, and world-class leadership. The program incorporates five U.S. Airports — ATL, Chicago O'Hare (ORD), Chicago Midway (MDW), Denver (DEN) and Philadelphia (PHL) — to provide critically needed cross-training for dynamic professionals to help build a network of industry leaders. In 2025, seven employees across diverse aviation disciplines participated.

Employee Health & Wellness

The City offers Dept. of Aviation employees eleven benefit options, which include eight core benefits and three dedicated wellness programs. These offerings include two high-deductible and two traditional Medical Plan options, choices in Dental Plan coverage, a Vision Plan, supplemental life insurance, and flexible benefits.

In 2025, the DHR organized health and wellness programs for the City's active and retired employees and their families, addressing a wide range of health needs, including heart health screenings, cancer screenings, nutrition sessions, mental health workshops, and multiple blood drives. These programs reflect the proactive approach to reducing chronic disease risk, encouraging healthy habits, and supporting employees' physical and emotional well-being. Employee engagement in these programs is documented in Figure 12.

In 2025, the Dept. of Aviation piloted a program with Glidepath to enhance customer service through employee recognition. The program allows an employee to create their own personalized QR code that passengers can use to identify an exceptional experience. The employee earns points and can redeem them for gift cards and prizes.

FIGURE 12: 2025 WELLNESS CENTER EMPLOYEE ENGAGEMENT



An ATL employee volunteered to use their break time to retrieve a passenger's work phone, vital to life-saving organ transplant coordination. This employee's compassion and quick action preserved the passenger's ability to save lives and embodied the customer service excellence that is at the core of everything ATL does.

CUSTOMER RELATIONS

ATL's approach to customer relations focuses on incorporating passenger feedback, improving accessibility and creating a seamless and supportive experience for all who travel through ATL.

Customer Satisfaction

ATL has sustained six consecutive years in ACI's Airport Customer Experience Accreditation Program with a legacy of service quality and excellence. The Dept. of Aviation has maintained its Level 3 accreditation for the past two years.

The Dept. of Aviation evaluates customer satisfaction quarterly through ACI's Airport Service Quality (ASQ), Avius, and Glidepath CX surveys that measure waiting times,

staff interactions, cleanliness, and overall passenger experience. In 2025, the Airport collected 2,463 Glidepath surveys, and the ACI ASQ program reported an overall satisfaction score of 3.98 out of 5.

A key focus of this work is reducing wait times by closely monitoring passenger flow and analyzing TSA trends. Survey kiosks are placed at boarding gates, restrooms, concessions, and security checkpoints to allow passengers to provide instant feedback, enabling ATL to respond quickly to service issues and generate targeted insights that support operational and service improvements. The Dept. of Aviation evaluates annual TSA wait times, as depicted in Figure 13.

FIGURE 13: 2025 AVERAGE TSA WAIT TIMES

	Main Terminal	North Terminal	South Terminal	International Terminal	All Terminals
Average Wait Time	 5.72 mins	 7.63 mins	 3.3 mins	 4.68 mins	 5.33 mins
Number of People Screened	 7,691,353	 7,199,172	 6,405,521	 8,791,163	 30,087,209
Screened in under 20 minutes	97.6%	88.8%	97.5%	99.6%	95.9%

Innovative Solutions at TSA

ATL became the first U.S. Airport to deploy TSA biometric-enabled automated eGates, reducing security screening times and improving passenger flow, while maintaining safety standards and preparedness for future peak travel demand.

Accessibility

For decades, ATL has focused on connecting people efficiently. This focus is amplified through on-site initiatives to improve movement to, from, and around the Airport campus, for individuals with disabilities and the broader ATL community.

- The ATLNext Capital Improvement Program strengthened wayfinding and passenger circulation, updating several gates at Concourse E and Concourse F. In 2025, ATL completed modifications to gates F8, F10, F12, and F14. These enhancements reconfigured gate envelopes, passenger boarding bridges, and supporting infrastructure to accommodate larger aircraft and

enhance passenger circulation, reducing bottlenecks during peak operations.

- The Title VI and Americans with Disabilities Act (ADA) office improves accessibility by expanding amenities and services throughout the Airport. The Citizens Civil Rights Advisory Committee serves as the eyes and ears of the disability community, helping Airport leadership identify barriers and recommend solutions to enhance travel experience for passengers with disabilities. Members receive updates on projects and construction, resulting in the implementation of 15 accessibility-focused services and amenities across ATL.

Not all disabilities are visible. ATL’s Hidden Disabilities Sunflower program provides discreet lanyards and pins so travelers with non-visible disabilities can receive the understanding and support they need.

ATL reinforces compliance with federal ADA regulations through the Airport’s ADA and Title VI training program, which trained 46,140 employees and tenants in 2025, with an additional 130 employees completing the extended Customer Experience Team’s ADA training.

The ADA and Title VI Office are also working to close the final item from the FAA ADA audit by collaborating with emergency service providers to identify relevant existing plans and processes and to develop additional plans, as needed.



Wings for ALL



ATL Pawsitive Vibes opening ceremony



Community Hiring Event at Atlanta Technical College

COMMUNITY RELATIONS

Multiple divisions within the Dept. of Aviation work together to advance ATL’s social responsibility efforts.

Local Economic Growth

ATL supports more than 63,000 jobs directly tied to Airport activities and creates thousands more across transportation, hospitality, and tourism. ATLNext capital investments further supported the regional economy by generating approximately 15,759 construction-related jobs in 2025. ATL’s [Economic Impact Study](#) estimates that ATL drives \$51.6 billion in total business revenue within the Atlanta metro area, with an additional \$15.2 billion throughout the rest of the state, amounting to \$66.8 billion in annual economic impact.

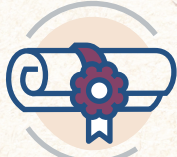
Moreover, ATL’s community engagement initiatives, including job fairs, educational programs and partnerships with local organizations expand career pathways and offer economic benefits across generations.

ATL hosted the 2025 Community Hiring Event at Atlanta Technical College, connecting nearly 5,000 job seekers with the industry-leading employers. With support from 45 Dept. of Aviation volunteers and 27 Airport employers, the event offered access to over 500 job-positions including managerial roles with airlines, cargo, maintenance, concessions and other companies. The Dept. of Aviation volunteer engagement was valued at \$9,393. In addition, the Aerotropolis Community Hiring Resource Fair partnered with ATL to

FIGURE 14: 2025 ATL WORKFORCE ENGAGEMENT



45
College Summer Internships



20
Registered and Non-Registered Apprenticeships



85
Summer Youth Employment Program Participants



\$350K
Raised for Mayor’s Youth Scholarship Program

promote careers in aviation, logistics, and technology. As a result, 400 high school students from South Fulton and Clayton Counties learned about these career options.

Beyond career fairs, ATL Workforce Programs strengthen workforce development by providing hands-on learning for adults, youth, and educators to prepare for full-time employment. Active involvement in the program is clearly reflected in Figure 14. ATL has several workforce development offerings. Its Registered Apprenticeship program is one of only five among airports nationwide.

In 2025, ATL celebrated its first Welding Apprentices Graduation, making a major milestone for the Airport’s Facilities

Maintenance Registered Apprenticeship program. Over the past year, the apprentices completed more than 4,000 on-the-job hours and 288 classroom hours as they mastered welding techniques.

Business Engagement

In 2025, ATL advanced Airport-wide initiatives to expand small business opportunities and drive economic growth across the region. This advancement began in 1974 when Mayor Maynard Jackson Jr. mandated that 25% of Airport construction contracts go to minority firms on municipal contracts. Figure 15 summarizes the ATLNext business engagement outcomes spanning 2015 through 2026.

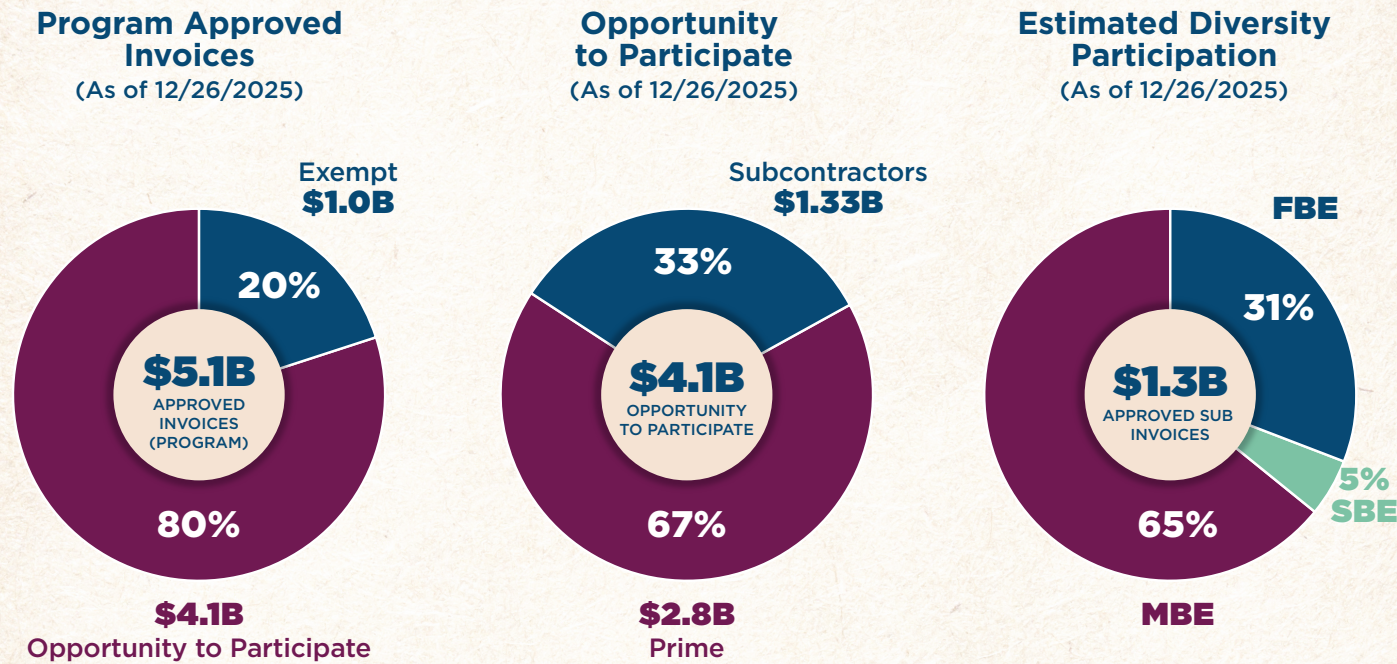


Graduation Ceremony for ATL Workforce Programs first Welding Apprentices

“Welding is one thing but learning how to handle the day-to-day job is just as important. This program made me learn how to manage my time, communicate better, and stay on top of what I’m supposed to do. I’m proud of the progress I’ve made, and I’m grateful for the chance to earn while I learn.”

- LeVar Smith, Welding Apprentice

FIGURE 15: 2015-2026 ATLNEXT: BUSINESS ENGAGEMENT SUMMARY



The ATLNext Business Engagement Team organizes public information and community outreach programs for local and state officials, passengers, employees, tenants, and the local community. The Team helps qualified contractors and subcontractors engage in bidding on opportunities and unique requirements of working at ATL, and partners with the Mayor's Office of Contract Compliance (OCC) to develop outreach and training programs that actively recruit local firms interested in pursuing business opportunities with ATL.

Building on this work, ATL launched the inaugural [Airport Concessions Small Business Program](#), which includes Gateway to Growth (G2G) as its educational component. G2G equips experienced small business owners with training on procurement processes for navigating ATL's concessions landscape. The 11-week program culminates in a graduation that prepares participants to pursue concessions opportunities through SOAR ATL, the operational component of the Airport Concessions Small Business Program.

"As a city, we've always known that small businesses are the backbone of our economy and play a key part in building the vibrant, influential, and inclusive communities that make up Atlanta. The G2G program reflects the City of Atlanta's and Mayor Andre Dickens' commitment to creating a city of opportunity for all – one where every small business has access to the resources they need to thrive."

- LaChandra Burks, City of Atlanta Chief Operating Officer



The ATLNext Business Engagement Team's events and programs help local contractors secure contracts at ATL:

- **ATL Behind the Scenes** trains companies to do business with ATL via bi-monthly workshops covering topics including safety and security requirements, bonding and insurance, and joint ventures
- **ATLNext Industry Day** is an annual event held since 2016. It brings together contractors, ATL leadership, stakeholders and partners to network, collaborate and stay informed on the Airport's latest initiatives. This reporting year's exhibit hall welcomed 500 registrants and 36 exhibitors
- **Partnering with a Purpose** is an annual networking event connecting ATL contractors with construction services and trades providers
- **Prepare for Takeoff** offers contractors an opportunity to present their services and qualifications to ATL, enabling one-on-one discussions with the Business Engagement Team and fostering potential partnerships
- **ATLNext Contractor's Roundtable** convenes ATL leadership and construction contractors quarterly as a forum for feedback, challenges, and solutions
- **ATL Quantum Performance Development Program** added a 4-hour Artificial Intelligence (AI) Boot Camp and new sessions on change management, business automation, and organizational structure to address the evolving business landscape

In 2025, community events generated \$396,616 in in-kind donations, such as food sponsorships, gift bags, and other charitable contributions that directly benefited ATL's local communities.

Community Support & Engagement

ATL was once home to farmland, pastures, and later the Atlanta Speedway. ATL has grown from its humble origins into a lasting pillar of the community.

Building on this legacy, the Airport facilitated 53 community engagement events that reached 16,986 individuals across the region, including Fulton and Clayton counties. These events were supported by 1,004 volunteers contributing their time, equating to an estimated value of \$169,401, marking a 44% increase from the previous year.

The Airport's community-focused and partner organization events included the following.

- The Mayors' annual 5K Race on the 5th Runway raised over \$350,000 towards student scholarship programs, with support from 261 sponsors and volunteers
- Black History, Women's History, and Hispanic Heritage Months engaged over 200 students through mentorship programs to help students realize their dreams while also honoring their heritage

- Ten volunteers represented ATL in its partnership with Open Hand Atlanta to help pack more than 2,000 medically tailored meals for community members in need
- The Dept. of Aviation came together on MLK Day of Service to pack more than 400 care packages for individuals in need ensuring individuals have access to essential sanitary items and everyday necessities
- Students were inspired to explore careers in aviation through Career Day initiatives with local elementary, middle, and high schools, where the Dept. of Aviation, FAA, and Airport stakeholders shared their personal career journeys
- Frosty's Fun Fest giving event reached 300 students, teachers, and administrators and was made possible through partnerships with Delaware North, Paradies Lagardère, Jackmont Hospitality, WHSmith, Hudson by Avolta, and Delta Air Lines
- ATL partnered with 53 non-profits, local schools, business associations and partnerships associations within the Airport's footprint to support the Aviation Education program



Mayor's 5K Race on the Runway



Male Mentor Program, Black History Month



Pawpositive Vibes Opening Ceremony



Reading on the Fly, 2025



ATL Sustainability at Atlanta Public Schools



Sustainability EV Ride-and-Drive

The Dept. of Aviation Sustainability Team led a broad range of community, employee, and stakeholder engagement initiatives aimed at education, collaboration, and advancing environmental stewardship. These efforts increased awareness of the Airport's sustainability priorities while providing meaningful, hands-on opportunities for participation across the Airport ecosystem and surrounding communities.

The Team:

- Organized two Flint River Clean-Up events in partnership with ATLCares, AATC, Delta Air Lines, and Flint Riverkeeper, to remove trash from the river
- Organized a paddle down the Flint River with sustainability partners from various organizations to learn about the importance of the river from the Flint Riverkeeper staff
- Organized ATL's first EV Ride-and-Drive in collaboration with ATL Experiences and EVNoire, offering hands-on experience with EVs, and highlighting the future of sustainable transportation

- Partnered with the Center for Hard to Recycle Materials (CHaRM) during the Mayor's 5K Race on the 5th Runway to recycle 734 pairs of shoes, 550 pounds of cardboard, and 110 pounds of plastic
- Engaged students through the ATL Community Engagement Team's partnerships with Georgia State University's PACE College and Crawford Long Middle School by delivering interactive lessons, tours, and student competitions focused on sustainability, innovation, and waste reduction
- Supported Georgia Tech graduate programs by presenting real-world Airport sustainability challenges and guiding students in developing data-driven solutions to resilience, carbon neutrality, and multimodal transportation

Supporting Local Artists

The initiative to display artworks began in 1979 with the construction of the Domestic Terminal during Mayor Maynard Jackson Jr.'s first term, establishing a long-standing commitment to the creative arts. Today, that Airport Art Program is organized around three core elements: rotating exhibitions, commissioning artist-led programs, and performing art series.

Notable partnerships and exhibitions in 2025 included the following:

- Transport, Transform, Transcend, a partnership with Georgia Tech curated by Birney Robert, T North Display Cases – still on view in 2026, and was installed during November 2025. This exhibition showcases the groundbreaking work of artists and researchers at Georgia Tech who merge science, technology, and design to reimagine traditional notions of movement, materiality, and meaning. From AI-powered dance and robotic percussion to parametric textiles and plastic wastes, each piece explores movement in a physical, digital, and cultural way as a catalyst for transformation. Featuring eight creative projects, [Transport / Transform / Transcend](#) invites travelers to reflect on innovation not just as a journey of emergence, but as a pathway to empathy, sustainability, and creative collaboration. Investigating the limitations and potential of technology, these works challenge us to see technology not only

as a tool, but as a partner in shaping more inclusive and imaginative futures.

- The Making of Smokey Bear, a partnership with the US Forest Service, Atrium gallery, and Atrium Display Cases. This exhibit was installed in September 2025 in the Atrium gallery for six months, and in the Atrium Display cases for a year, and is scheduled to be deinstalled in September 2026. [The Making of Smokey the Bear](#) exhibit is significant because it provides the origin story of Smokey Bear and his Illustrator Rudolph “Rudy” Wendelin. This exhibit was created in partnership with the US Forest Service and emphasizes the importance of fire safety through ephemera, statistical data, Atrium Gallery activations, and, of course, art. During the opening week of the exhibit, representatives for the partnership that created the exhibit talked with visitors and travelers about Wendelin, Smokey Bear and wildfire prevention.
- Beyond the 50: Continuing Hip Hop’s Legacy in Atlanta, a partnership with Emory curated by Jasz Smith, and currently on view in Concourse E Display C. This exhibit was installed in November 2025. [Beyond the 50](#) exhibit is significant because it is in collaboration with Emory University’s Rose Library and celebrates Atlanta’s hip-hop culture and the key figures as we continue to celebrate Hip Hop’s 50th birthday. The traveling exhibit pays homage to EarWax Records, which opened on Peachtree Street in 1993, and its owner, Darryl “Jasz” Smith.

Funding for commissioned artworks comes from the City’s percent-for-art ordinance, which designates 1% of eligible capital construction budgets for public art investments, excluding airfield projects.

Noise Abatement

In 1984, the Dept. of Aviation launched its first Noise Compatibility Program, approved by the FAA. Since then, the Dept. of Aviation has evaluated and addressed aircraft noise through the ongoing Noise Mitigation Program.

In 2025, The Dept. of Aviation updated its Noise Exposure Maps to reflect current (2024) and forecasted (2029) operations activity. These maps define the geographic boundaries of the noise insulation projects by overlaying aircraft noise contours based on yearly average day-night sound levels (YDNL 65, 70, and 75 decibels).

The Noise Mitigation Program consists of both property acquisition and sound insulation for homes and other noise-sensitive sites in College Park, East Point, and

Forest Park. The program is designed to reduce exterior aircraft noise within interior living spaces by at least five decibels. In 2025, three noise insulation projects were completed, improving living conditions for 24 multi-family residential units. Financial activity associated with noise insulation projects is detailed in Figure 16.

The noise insulation projects are funded through a combination of 80% of federal funds and 20% passenger facility charges.

The Dept. of Aviation also utilizes a Noise and Operations Monitoring system to track aircraft activity and community concerns. The Noise Mitigation Program initiatives and ongoing community education have contributed to a decline in the number of households that submitted a noise concern, as evidenced in Figure 17.

FIGURE 16: 2025 NOISE INSULATION PROJECT CASH FLOW

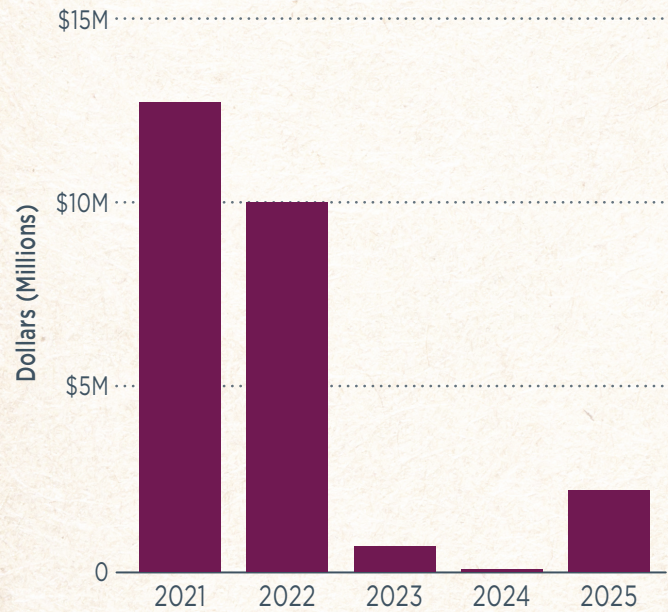
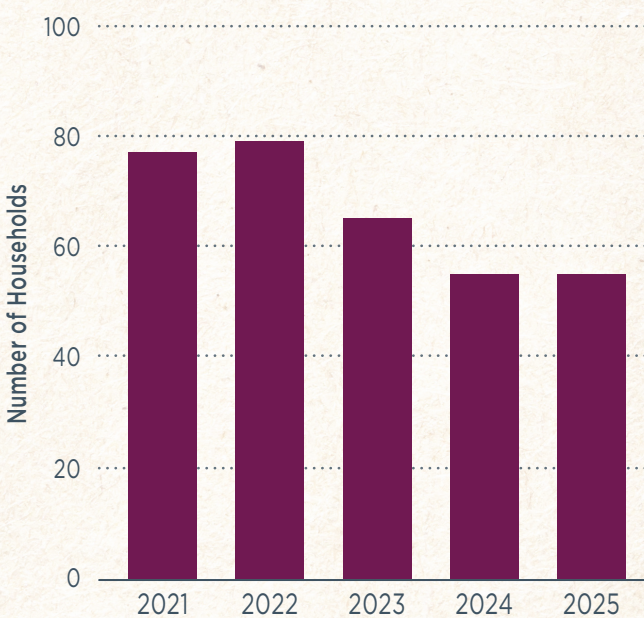


FIGURE 17: HOUSEHOLDS WITH NOISE COMPLAINTS



National & International Affairs

ATL’s Government Affairs Team advances the Airport’s strategic interests across local, state and federal landscapes. Locally, the Team meets quarterly with neighboring municipalities and collaborates on economic development initiatives in Clayton County. The Team also monitors state activity in the Georgia General Assembly. Federally, the Team engages members of Congress to champion increased aviation funding, such as increases to Airport Improvement Program and Passenger Facility Charges (PFC).

The Government Affairs Team engaged in a wide range of activities in 2025:

- Attended ten conferences focused on federal aviation policy, government engagement, and economic development hosted by industry groups, chambers of commerce, and regional organizations
- Coordinated five Airport tours for city officials and elected leaders, and hosted an annual briefing and tour for congressional staff, across local, state, and federal levels
- Held two in-person meetings with Members of Georgia Congressional Delegation, including Representative Nikema Williams and Senator Jon Ossoff
- Conducted three meetings with federal agencies, including the Transportation Security Administration, Federal Aviation Administration, and U.S. Customs and Border Protection

The Airport’s International Affairs Team leads ATL’s global engagement efforts. The Team coordinates international events and outreach activities that support trade, economic development, and cultural exchange. This work is done in partnership with local, national, and international organizations and is focused on strengthening ATL’s relationships and role within the global aviation community. In 2025, the Team:

- Welcomed 22 international delegations, hosting 593 delegates representing 70 countries, supporting global knowledge exchange across all Airport operations
- Maintained 12 sister airport agreements worldwide having executed two new agreements in 2025 with the Autonomous Port Executive Commission of El Salvador and the Edmonton Regional Airports Authority in Canada
- The Airport’s Air Service Development Team strengthened international connectivity with the launch of Etihad Airways daily nonstop service to Abu Dhabi in July 2025, adding a new global destination to the Airport’s network



ATL hosts Japanese delegation, 2025

HEALTH, SAFETY AND SECURITY

Through structured safety management systems and continuous monitoring, ATL works to identify potential risks early and implement effective controls that protect passengers, employees, and Airport assets.

Health & Safety Measures

Health and safety outcomes at ATL are embedded into facility development and capital projects through integrated approaches that address indoor air quality (IAQ) practices, structured safety management systems, security partnerships, and continuous learning and innovation.

Indoor air quality serves as a cornerstone of health and safety in Dept. of Aviation facilities, as it impacts employee health, comfort, and productivity. ATL upholds this commitment through sustainable third-party certifications (TPCs) and by applying Airport-wide Sustainable Development Standards across capital projects.

The following actions are commonly taken to improve IAQ in sustainable TPC projects:

- Conducting IAQ assessments
- Developing construction IAQ plans
- Separating spaces with hazardous gases and chemical uses
- Installing entryway systems and advanced Minimum Efficiency Reporting Value (MERV) 8 & 13 filtration to capture particulates
- Using low emitting materials and material ingredients

The following IAQ measures in the Sustainable Development Standards apply to all capital projects:

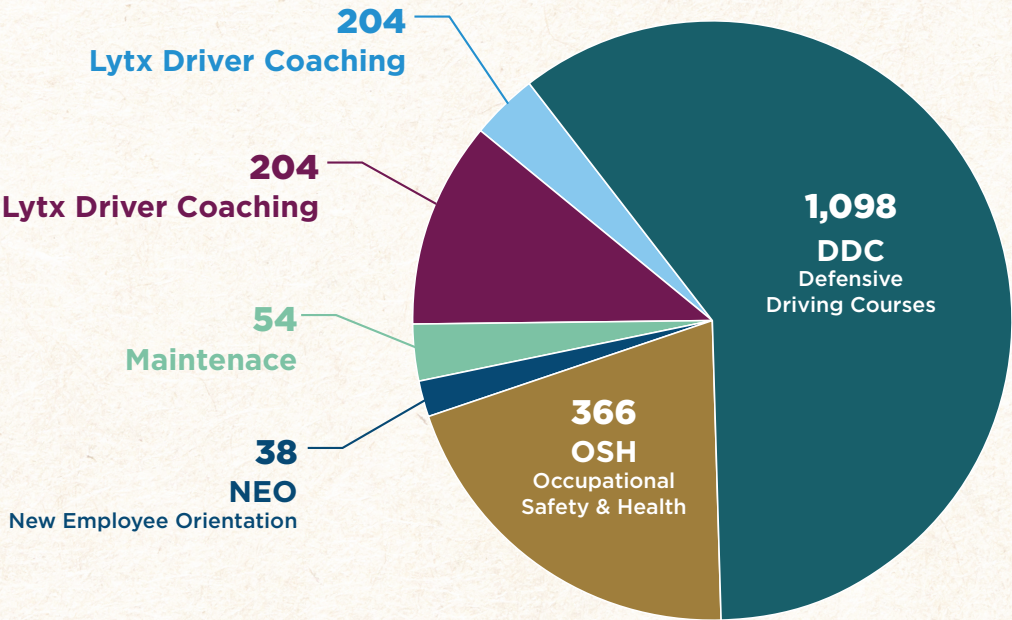
- Smoking is prohibited in all Airport buildings and within 10 feet of all entrances, windows, and outdoor air intakes

- Construction vehicle and generator emissions and idling requirements limit airborne pollutants entering occupied spaces

ATL maintains a proactive, structured Safety Management System (SMS) to identify hazards, assess risk, and implement mitigation efforts across Airport facilities. In doing so, it calls for data standardization, incident tracking, risk management, and compliance strategy implementation to protect passengers, employees, and assets. ATL advances workforce competency through enterprise training and airfield specific programs such as Defensive Driving Courses (DDC), Occupational Safety and Health (OSH), and New Employee Orientation safety trainings. Figure 18 breaks down the 1,822 cumulative hours of safety trainings across the Airport.

Broader safety performance and outcomes are reflected in Figure 19, which presents key safety metrics tracked across Airport operations. Throughout 2025, ATL conducted ongoing safety risk assessments to strengthen controls across Airport operations. The Team reviewed golf cart movements within concourses and ground vehicle operations near aircraft gates, identifying scenarios that could increase the likelihood of pedestrian incidents or property damage. As a result of this review, ATL implemented targeted mitigation strategies, emphasized operator situational awareness, and refined routing and maneuvering practices. These actions kept overall risk within low to medium ranges.

FIGURE 18: 2025 SAFETY TRAINING HOURS



The ninth annual Safety, Security and Risk Management Exposition, sponsored by the Dept. of Aviation reinforced the Airport’s commitment to a safe and secure work environment. The event featured safety and risk management exhibits, educational sessions, live emergency response demonstrations, and focused content across three salons addressing applied field practice, operational readiness, and organizational resilience.

- 650 Expo participants
- 30 Exhibitors
- 237 Workshop attendees across nine training sessions
- 22 Employees recognized through the Excellence in Safety Awards

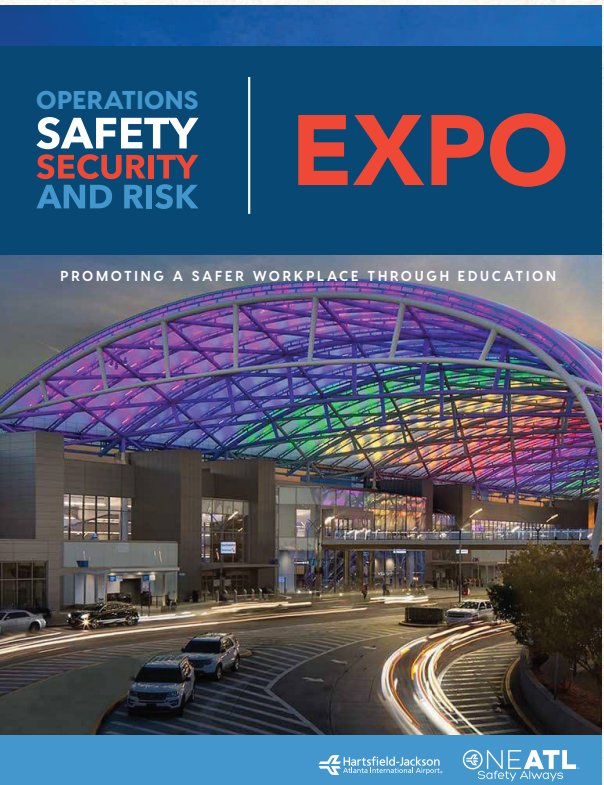
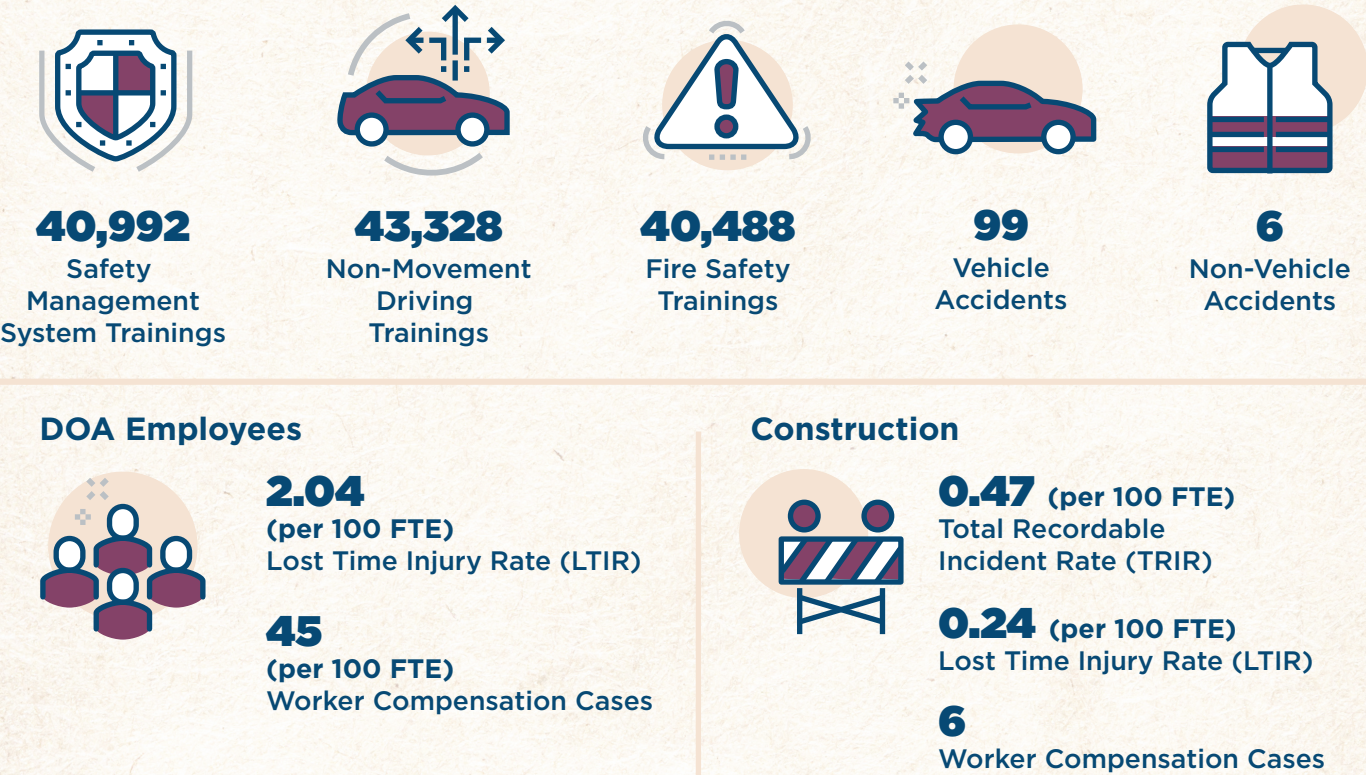


FIGURE 19: 2025 SAFETY METRICS



ATL pairs science with safety to strengthen wildlife management efforts. By working closely with the Smithsonian Feather Identification Laboratory, ATL was able to identify 85% of species involved in wildlife strike events in 2025. This understanding provides insight as to why incidents occur and allows for targeted data-driven modifications to the Wildlife Hazard Mitigation Program (WHMP).

Wildlife Hazard Mitigation

ATL operates an FAA-approved WHMP as part of the Airport Certification Manual to improve airfield safety by reducing aircraft-wildlife collisions and managing wildlife conservation efforts. The WHMP is maintained by the Dept. of Aviation Wildlife Biologists, with input from the Wildlife Hazard Working Group (WHWG), which includes the FAA, airlines, and additional airport stakeholders. WHWG meetings provide a forum for wildlife education and discussions on better mitigation of wildlife hazards at ATL.

In 2025, ATL processed more than 800 wildlife strike reports, a 20% increase from 2024. These included all incidents attributed to ATL and other airports during flight. However, the number of strikes attributed specifically to ATL declined by 15%. Improved reporting by aviation personnel and the continued effectiveness of ATL’s wildlife strike reporting program likely drove the rise in overall reported strikes. ATL’s comprehensive wildlife hazard management program contributed to the reduction in strikes attributed to ATL.

ATL implements comprehensive mitigation efforts through long- and short-term strategies detailed in the WHMP. These mitigation initiatives increase airfield safety but also conserve wildlife by minimizing wildlife attraction and reducing the risk of wildlife-aircraft collisions.

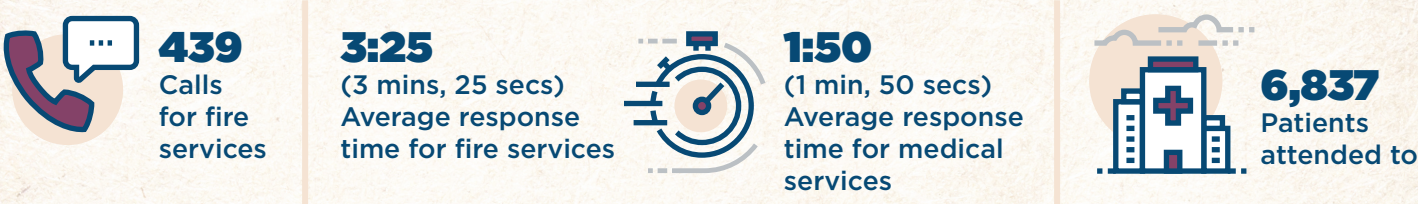
- Wildlife Habitat Modification reduces or modifies potential wildlife habitat to discourage wildlife from entering or remaining near the airfield
- Exclusion limits wildlife access points to the airfield environment using perimeter fencing and other controls
- Pyrotechnics emit bright lights and/or loud noises to disperse wildlife
- Propane cannons produce loud noises within a controlled area to disperse wildlife
- Bioacoustics produce audible wildlife distress calls that deter wildlife
- Relocation safely encloses and moves birds of prey, such as hawks, falcons, and owls, to a safe distance from the Airport

Emergency Response Services

The Aviation Fire Division delivers five support services: Aircraft Rescue and Fire Fighting (ARFF), Emergency Medical Services, Fire Suppression, Community Risk Reduction, and Special Operations Response.

ARFF maintained continuous readiness for aircraft incidents, fires, hazardous materials events, and other life-safety situations on and near Airport property. ARFF also provided required aircraft standby coverage for operations and complied with FAA requirements and Airport safety standards. Throughout the year, ARFF units supported preventive and preparedness activities,

FIGURE 20: 2025 EMERGENCY RESPONSE SERVICES STATISTICS



including routine inspections, training, and multi-agency drills and full-scale simulations. ATL ‘s on-site triage center primarily served low-acuity and non-emergency medical needs. In 2025, the triage center completed its first full 12-month operational year, aiding 6,837 patients with advanced life support, basic life support, and other medical services. An overview of emergency response services provided across the Airport is presented in Figure 20.

Human Trafficking

The ATL anti-human trafficking program includes mandatory awareness training for all employees as part of the Airport badging process. This training works to strengthen identification, reporting, and response during peak travel periods. In 2025, ATL employees completed a total of 40,266 human trafficking awareness training courses.

In 2025, The Dept. of Aviation hosted and participated in a series of events that demonstrated commitment to raising awareness of human trafficking prevention:

- **Travel Well Through ATL** delivered targeted awareness efforts for senior travelers, addressed heightened vulnerability to human trafficking, and reinforced identification and reporting protocols for customer-facing operations
- **Health Uncensored with Dr. Drew on the Lifetime Network** elevated public awareness of human trafficking risks within the travel environment and reinforced the Airport’s role in prevention and response
- **ATL representatives traveled to Liberia** to provide human trafficking awareness training to airport staff and support global aviation safety standards and knowledge sharing related to trafficking identification and response
- **The Annual Human Trafficking Press Conference** communicated priorities, progress, and partnerships related to human trafficking prevention. The event featured Mayor Andre Dickens, Senior Assistant Attorney General Hannah Palmquist, Police Chief Darin Schierbaum, and additional local and national stakeholders, reinforcing leadership commitment and public accountability

In preparation for the World Cup, the Dept. of Aviation enhanced training and cross-department coordination to address safety, operational, and reputational risks associated with a major global event.



Human Trafficking Press Conference

Human Trafficking Prevention Partnerships ATL advanced its human trafficking prevention efforts through coordinated partnerships with airlines, transportation providers, and community-based organizations. The Dept. of Aviation partnered with Delta Air Lines, United Airlines, and UPS to support employees' early identification of suspected trafficking.

Partnerships with survivor-informed community organizations and subject-matter experts provided role-based training tailored to frontline operational functions. Community partnerships include Wellspring Living, youthSpark, Brain, Brand & Beauty HBCU Collegiate Expo, Motherless Daughters, Commissioner Khadijah Abdur-Rahman's Office, and the Atlanta Public School Board.



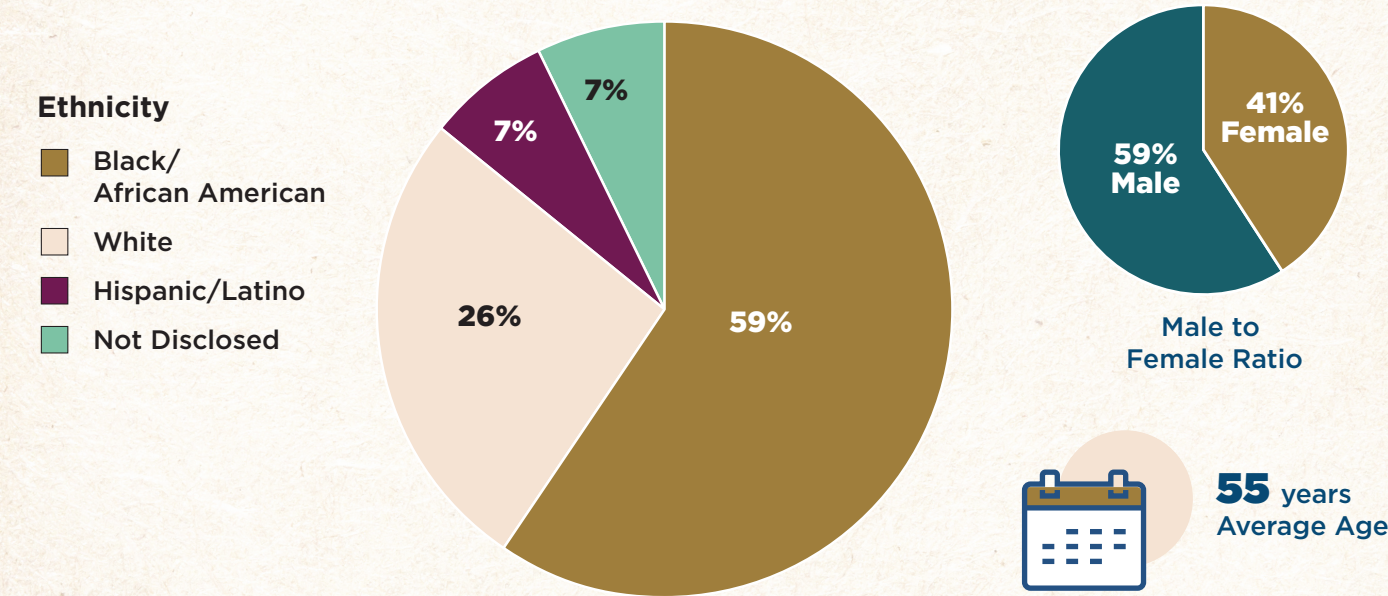
Aviation Commissioner George Berry and Mayor Maynard Jackson, 1980

GOVERNANCE

ATL is owned by the City of Atlanta and operated by the City’s Dept. of Aviation. As a municipal department, the Airport functions under the leadership of the Mayor and the Chief Operating Officer, with centralized support from the City’s Human Resources, Procurement, Information Technology, Legal, and Finance departments. The Dept. of Aviation’s General Manager is responsible for overseeing Airport operations, including revenue generating

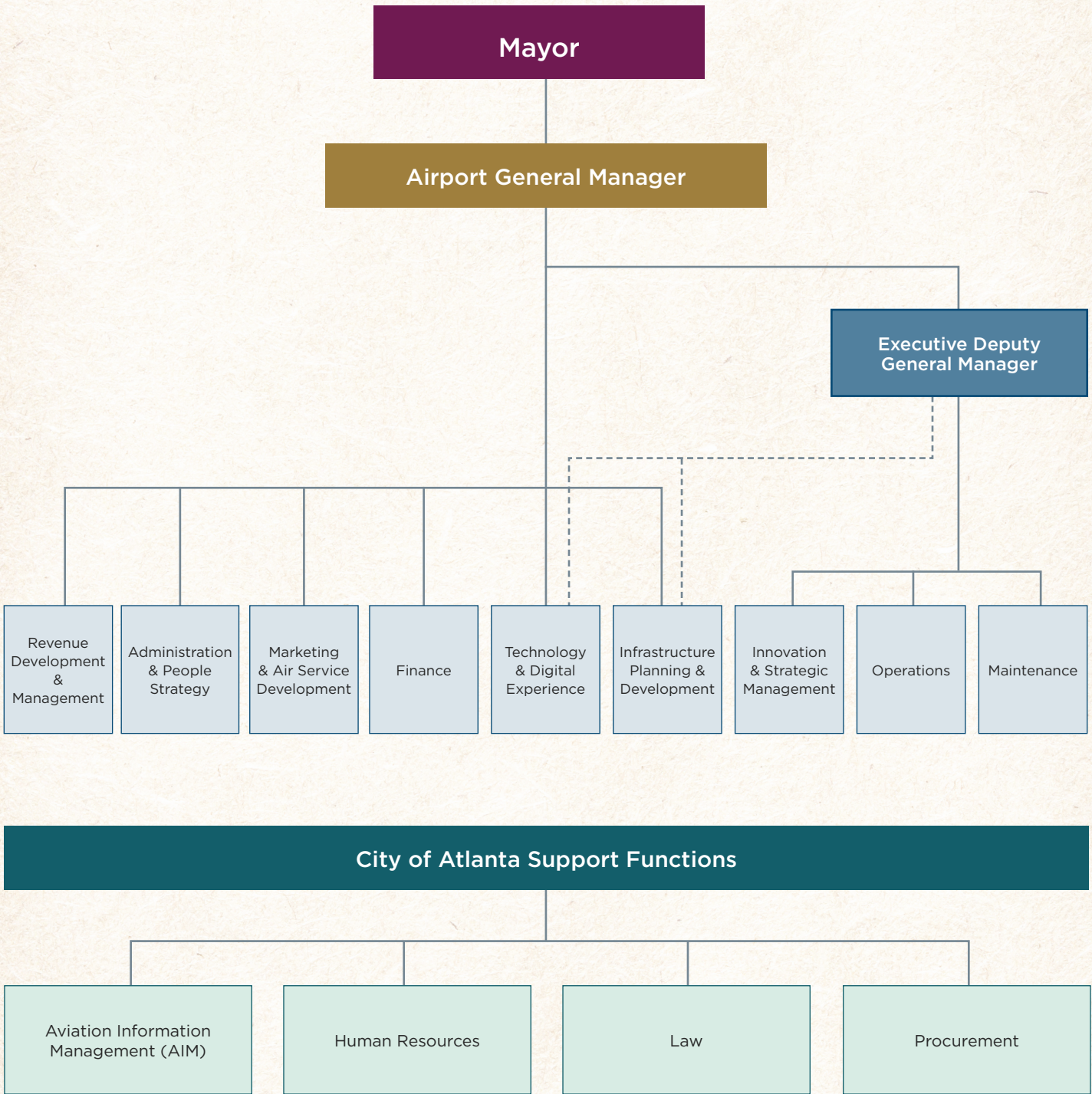
activities such as parking and concessions, as well as planning, infrastructure, and development initiatives. The Atlanta City Council provides oversight of capital projects and major financial decisions, with City committees typically convening two times per month to review and approve aviation-related legislation and funding for ATL. Figures 21 and 22 illustrate the Airport’s diverse executive management and organizational structure.

FIGURE 21: EXECUTIVE MANAGEMENT BREAKDOWN



ATL’s Governance is centered in strong public oversight, effective risk management, transparent and ethical business practices, and strong asset and data management that support safe, reliable, and accountable Airport operations.

FIGURE 22: ORGANIZATIONAL CHART



Goal #5 Practice Responsible Stewardship, Sustainability, and Governance

ATL safeguards resources, exercises fiscal responsibility, drives sustainability, and fuels economic vitality as a trusted public institution committed to long-term resilience. The objectives of this goal are to strengthen ethical governance, transparency and accountability; advance environmental sustainability; and ensure financial stewardship.

In 2025, The Dept. of Aviation kicked off the development of a new five-year Enterprise Strategic Plan (FY 2027 - 2031). Led by strategic planning consultants and coordinated by a cross-functional Strategic Plan Project Committee representing areas across ATL, the Plan defines what matters most to the Airport, aligning efforts across every division and office, and positioning ATL to continue setting the global standard for operational excellence, passenger experience, and innovation. The Enterprise Strategic Plan establishes new Vision and Mission statements for the Airport (Figure 23), seven new core values demonstrating “How We Lead the World,” and five new enterprise goals.

The development process is taking place in three phases and will continue in 2026:

- **Phase I: Enterprise Strategic Plan:** Establishing ATL’s overarching mission, vision, goals, enterprise-level objectives and performance indicators
- **Phase II: Division Action Plans:** Connecting each Office and Division’s work to the enterprise plan through concrete objectives, performance indicators, actions and initiatives
- **Phase III: Performance Management Framework:** Finalizing the system that will measure results, provide transparency and keep the Airport accountable to its goals

FIGURE 23: ATL ENTERPRISE STRATEGIC PLAN

VISION + MISSION + VALUES

VISION

To be the world’s most connected and trusted global gateway, driving prosperity for the Atlanta region and beyond, now and into the future.

MISSION

As one team, we deliver safe, seamless, and exceptional journeys that connect Atlanta to the world, fuel economic vitality, and inspire our community.

VALUES

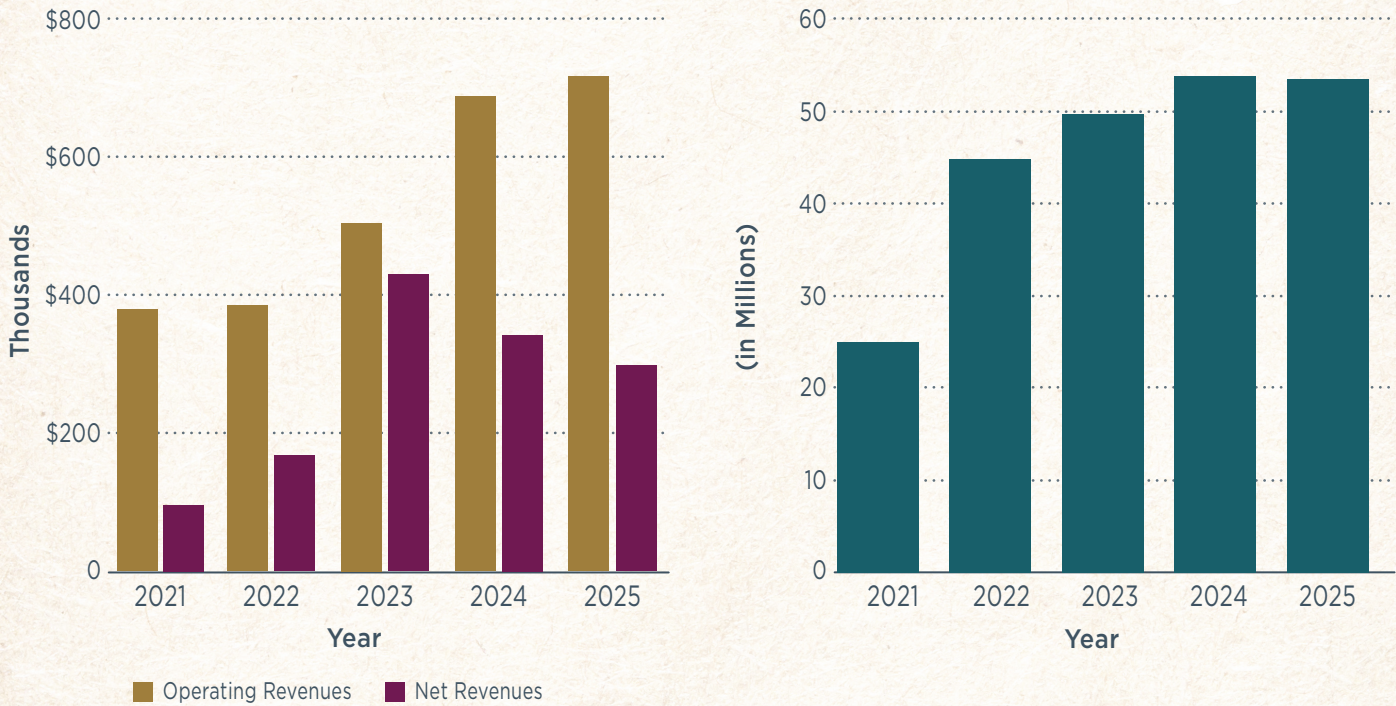
Hospitality • Inclusion • Professionalism • Innovation • *Communication* • *Collaboration* • *Integrity*

Economic Key Performance Indicators

The Airport’s annual budget is developed in accordance with the Airport Use and Lease Agreements (AULA) and other key contractual agreements with Airport tenants. The budget is prepared on a non-Generally Accepted Accounting Practices basis, as capital expenditures are included, and depreciation is not budgeted, consistent with the City’s budgeting methods. Department-level budget development begins in December and January, with updates finalized for the upcoming fiscal year in March and April. This process culminates in the release of a Proposed Budget Book by the City of Atlanta in early May, followed by departmental budget briefings to the City Council later in the month. Adoption of the final budget typically occurs in June.

In FY 2025, ATL reported its highest operating revenue on record, totaling approximately \$738 million. This represented an 8.2% increase over the prior fiscal year. Non-aeronautical operating revenue was generated primarily from concessions; parking, rental cars, and other sources reached \$458.9 million. Non-operating revenue totaled approximately \$350.1 million. On a cash basis, net revenue amounted to roughly \$297 million and was applied toward debt service obligations and funding of the Airport’s Capital Improvement Program (CIP), as shown in Figure 24. In FY 2025, the Airport’s operating costs were approximately \$486.6 million.

FIGURE 24: FY 2025 ECONOMIC PERFORMANCE
REVENUES AND ENPLANED PASSENGERS



In FY 2025, the Airport recorded approximately 53.4 million passenger enplanements.

Funding and Bond Issuance

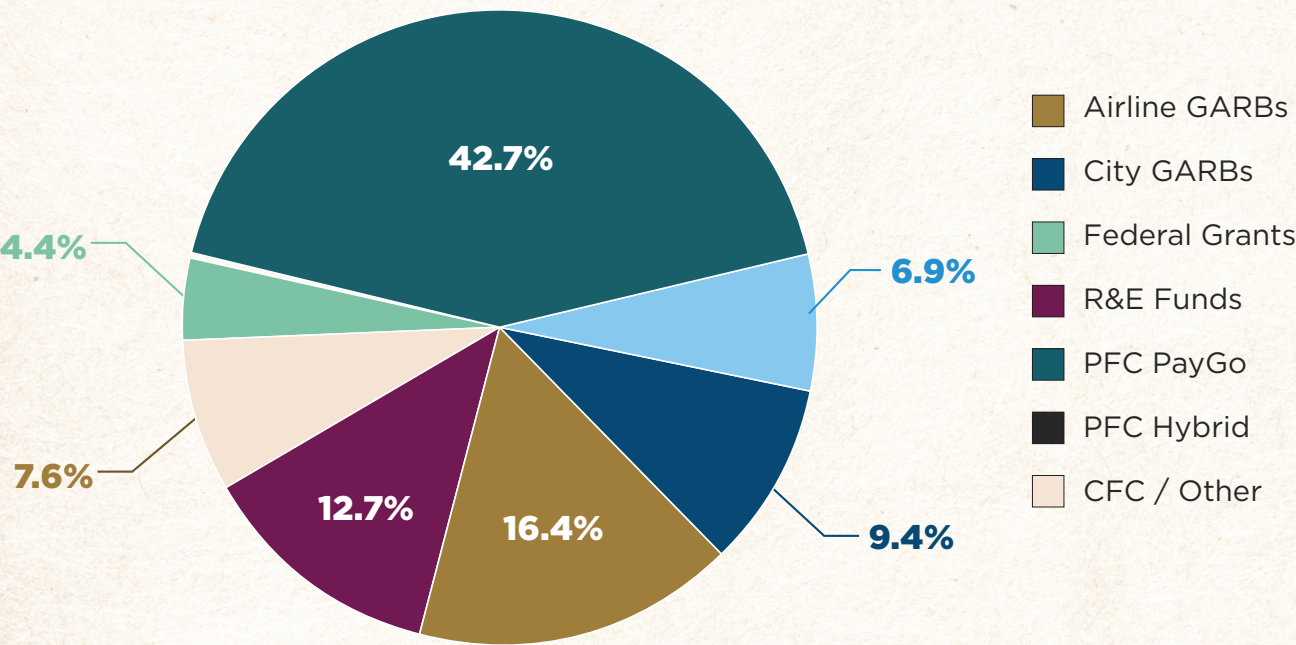
Planned spending under the CIP through FY 2031 totals about \$12.6 billion in ongoing and future projects, detailed in Figure 25.

The Airport finances its capital program through a combination of Grants, Passenger and Customer Facility Charges (PFCs & CFCs), the Renewal and Extension (R&E) Fund and Long-Term Debt. ATL prioritizes securing grant funding before using other sources, including federal infrastructure funding available through the Bipartisan Infrastructure Law. The Airport also regularly applies for and uses the Airport Improvement Program (AIP) and discretionary grants to support its capital projects. Long Term Debt includes PFC Hybrid Bonds, CFC Bonds, Airline General Airport Revenue Bonds (GARBs) and City GARBs.

- GARBS are paid using the General Revenue from Airport operations
- PFC Hybrid Bonds are primarily paid with PFCs, which are fees collected from enplaning passengers and approved by the FAA for eligible Airport projects. These bonds also have a subordinate lien against General Revenue, which is why they are referred to as “hybrid” bonds
- CFC Bonds are funded through Customer Facility Charges, which are fees paid by rental car customers that are used to build, operate, and maintain rental car facilities and related infrastructure at the Airport

When used for projects that meet sustainability criteria, GARBs and PFC bonds may qualify as Green Bonds.

FIGURE 25: FY 2025 CIP FUNDING MIX



For the 2025 GARB issuance, Green Bonds accounted for approximately 95% of the project costs funded and was the largest Green Bond issuance to date. All proceeds from the 2025 Green Bond issuance were fully allocated to projects independently verified as Green Bond-eligible. Figure 26 summarizes projects using Green Bond funding.

The South Parking Deck Phase I, Concourse D Widening, Concourse T North Existing Gate Modernization, and Concourse E - Ramp 6 North Gates projects are pursuing third-party certifications to formally recognize the sustainable design features supported in part by Green Bond funding. These projects incorporate energy-efficient heating and cooling systems and lower-impact construction materials, including reduced-carbon concrete.

Highlights of these Green Bond funded projects include:

- **The South Parking Deck Phase I and Concourse D Widening** projects include low-flow plumbing fixtures that cut indoor water use by more than 35% compared to similar facilities, saving over 1 million gallons of potable water each year
- **Steam Boilers Replacement** project is replacing aging equipment with high-efficiency condensing boilers, which deliver estimated energy savings of 19-35%
- **The Concourse E - Ramp 6 North Gates** project is a 30,000 sq ft expansion including three fully electrified gates, high performance HVAC systems, electric ground support equipment infrastructure, and an enhanced building envelope. The project team calculated an estimated 18% energy cost savings and a 38% water use reduction; the construction team achieved a 95% diversion of material from the landfill

FIGURE 26. 2025 GREEN BOND FUNDED PROJECT (IN MILLION)

Project	Project Status	2023	2024	2025
Concourse D Widening and Sky Club	In progress, Completion anticipated for 2029	\$300		\$756
Concourse T North Existing Gate Modernization				\$53
Concourse E Ramp 6 North Gates	Completed and Operational in 2025			\$35
Steam Boilers Replacement	Completed 2025			\$19
South Parking Deck Phase I	Nearing completion in 2026	\$200	\$246	
Fire Station 32		\$12		
Total		\$512	\$246	\$863

Project funding depends largely on its purpose. In general, PFCs are used to support airfield improvements and Plane Train projects, GARBs typically fund terminal upgrades and replacements, and City GARBs and the Renewal and Extension (R&E) Fund are commonly used for parking structures and other landside projects. In practice, many projects, particularly larger capital investments, draw from multiple funding sources. For example, the \$1.3 billion Concourse D Widening project will be financed using a combination of GARBs and PFCs.

In 2025, ATL received favorable ratings from four rating agencies, reflecting the Airport’s strong financial position, stable performance, and efficient operational management. Figure 27 summarizes these ratings.



New steam boilers in one of the Central Utility Plants

FIGURE 27. 2025 BOND RATINGS

Bond Type	Moody's	Fitch	Kroll	S&P
GARB	Aa3	AA	AA+	AA
Hybrid PFC	Aa3	AA	AA+	AA
CFC	A2	A	N/A	A

ATL’s Sustainability Program was awarded “Outstanding Sustainability Program” at the Airport’s Going Green conference in 2025. In addition, ATL earned two major recognitions for innovation and sustainability in capital development. The Concourse D Widening project received the Georgia Engineering Excellence State Award from the American Council of Engineering Companies of Georgia for introducing modular construction at ATL for the first time. Crews install prefabricated steel modules overnight, reducing operational disruption, improving construction efficiency, and reducing timeline and costs, with project completion targeted for summer 2029. The Concourse E Ramp 6 North Gates Project earned the American Association of Airport Executives (AAAE) Airports Going Green Award for Outstanding Sustainability Infrastructure Development. ATL received this award at the annual Airports Going Green conference in November.



The ATL Sustainability Team receives 2 awards at the AAAE Airports Going Green Conference for “Outstanding Sustainability Program” and “Outstanding Sustainability Infrastructure Development: Concourse E - Ramp 6N Gate Expansion”

RISK MANAGEMENT

Approach to Risk Management

The Office of Enterprise Risk Management collaborates continuously with other Airport business units to assess threats to passenger safety, security, operations, infrastructure, compliance and operations. The Dept. of Aviation developed tools to better assist with risk mitigation efforts, such as:

- Property engineering and insurer risk assessments
- Claims and loss data analysis
- Safety Management System Report reviews
- Contractual risk transfer reviews
- Operational walkthroughs and site inspections

The Dept. of Aviation Risk Management Team manages financial and operational risk through a coordinated risk management approach that combines insurance, internal controls, and continuous monitoring across key risk areas, including property, operational disruption, terrorism, and environmental exposure. The Dept. of Aviation regularly reviews coverage structure, limits, and reporting thresholds to ensure alignment with evolving risks, market conditions, and the Airport’s long-term financial resilience. In 2025, a comprehensive appraisal led to updated insured values and increased coverage limits.

Risk Management helps the Airport receive competitive insurance premiums by requiring its insurance broker to use active market management including benchmarking premiums and limits against similarly sized airports. Risk Management periodically evaluates insurance broker performance, and, when appropriate, issues broker request for proposals to maintain market competition. Risk Management works closely with its broker to maintain strong underwriting submissions, demonstrated loss control improvements, and documented risk mitigation efforts which directly influence pricing and terms. Risk Management also requires its broker to evaluate insurance policy retention levels annually to determine whether higher deductibles, alternative risk financing, or layered program restructuring would improve cost efficiency.

The Risk Management Team maintains a comprehensive understanding of the Airport's total risk profile. To guarantee appropriate policy limits and terms, Risk Management and the insurance broker conduct annual coverage gap analyses, update property valuations, review catastrophe modeling (e.g., windstorm, flood, earthquake), and evaluate liability limits against peer airports, litigation trends, and maximum foreseeable loss scenarios. Risk Management collaborates with the Airport's internal Legal Team and the insurance carriers' Legal Team to review claims data provided by its insurance carriers to analyze and identify incident and claim trends that may signal the need for implementation of new risk mitigation strategies or policy changes.

Cybersecurity

The Dept. of Aviation's Cybersecurity Team of six full-time professionals is responsible for monitoring and responding to cyber threats across the Dept. of Aviation with assistance from numerous consultants, contractors, technology vendors, and third parties. In 2025, the total Team budget was \$1.9 million which included approximately \$730,000 for staffing. In response to the increasing threat of cyberattacks, the Dept. of Aviation employs a combination of technical, administrative, and physical safeguards aligned with industry best practices. These measures include access controls, encryption, network segmentation, continuous monitoring, employee training, and periodic internal and external assessments.

In 2025, the Dept. of Aviation underwent several third-party cyber penetration studies which found no critical or high-risk external vulnerabilities. In partnership with the Aviation Cyber Initiative, the Dept. of Aviation is participating in a critical operational systems architecture and design review, which is scheduled to finish in the first quarter of 2026.

Risk Management

- Financial and Budget Accuracy

ATL takes a conservative approach to managing financial risk. The Airport continues to uphold a high Days Cash on Hand level of 695 days. Both the GARB Debt Service Coverage Ratio (1.74) and the PFC Debt Service Coverage Ratio (2.31) remain well above the 1.5x threshold.



First modular move for the Concourse D Widening project

The Airport's future debt profile is conservative with GARB debt service trending downward over time and PFC debt service projected to remain largely level through 2040 before declining between 2041 and 2044. ATL's low-cost structure is reflected in its FY 2025 Cost Per Enplanement of \$7.84.

FY 2025 represented a record year for operating revenue at ATL. Actual operating revenues finished 3.4% below budget, primarily driven by the nationwide CrowdStrike outage and several major weather-related disruptions that reduced operations. At the same time, actual operating expenses were 3.0% below budget, largely due to the timing of contract executions, which helped offset revenue pressures and supported overall financial stability.

Risk Management - Capital Programs

The Airport's capital budget process is structured to proactively identify, manage,

and mitigate financial and schedule risks throughout the project lifecycle, from planning through closeout.

From a financial standpoint, ATL develops capital projects using phased cost estimates that increase in accuracy as the project scope becomes more clearly defined (planning, design, procurement, and construction). Each project includes appropriate contingencies aligned with its level of design maturity and risk profile. Project leadership reviews each project at key approval gates (Concept, 30%, 60%, and 90%) to validate scope, budget, and funding sources before advancing. ATL actively manages financial risk through continuous cost monitoring, forecast updates, and change control processes, to manage emerging risks, control cost growth, and maintain alignment with approved capital plans. In FY 2025, the capital portfolio came in 14% below the projected spend, with actual performance of \$991 million compared to a \$1,147 million target.

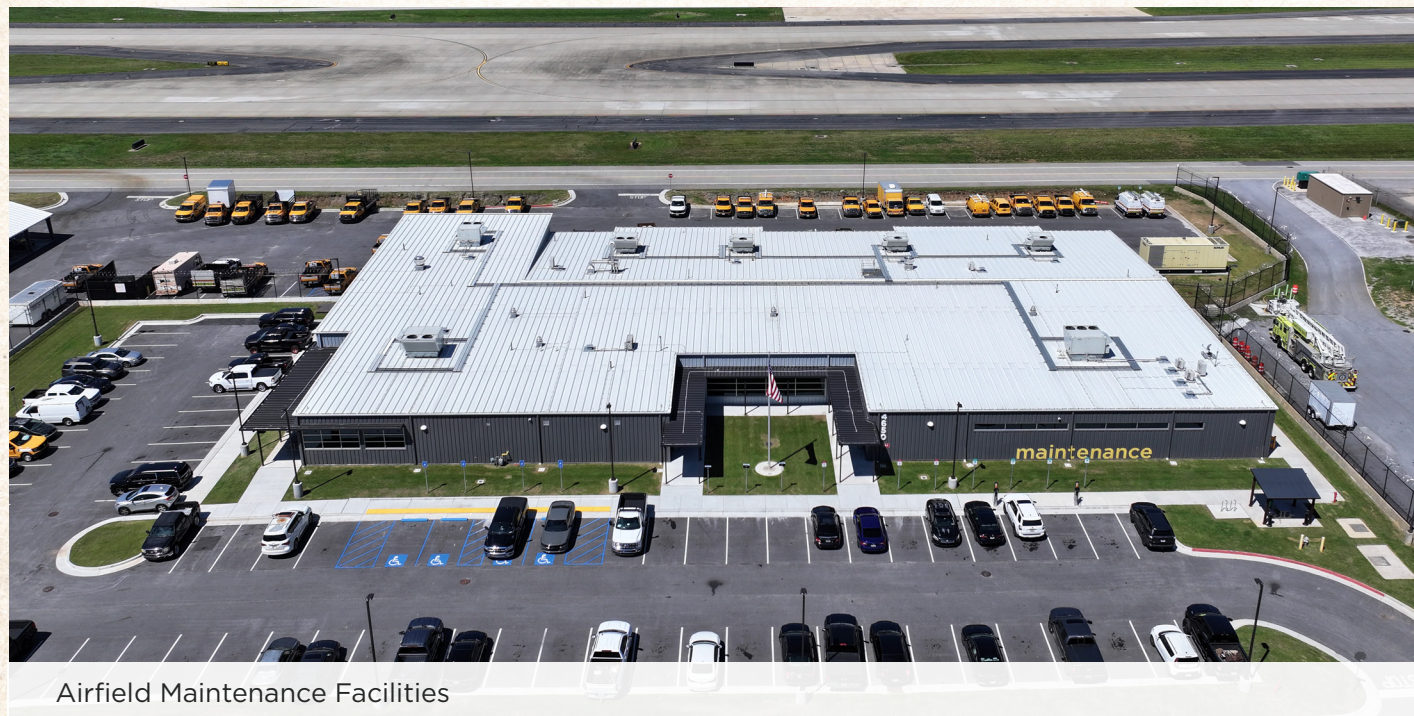
From a scheduling standpoint, the project team develops baseline schedules that define critical milestones and delivery dates. The project team mitigates schedule risk through early identification of long-lead items, coordination with stakeholders, phased execution strategies, and active schedule monitoring. The project Team performs regular schedule updates and variance analyses to identify potential delays early and implements corrective actions such as re-sequencing work, resource adjustments, or scope refinements.

ATL applies two core schedule variance measures to evaluate delivery performance across the capital portfolio:

- Actual Completion to Scheduled Completion Variance compares the actual and approved project completion date to quantify schedule performance, identify trends related to delays or early completions, and evaluate the effectiveness of schedule planning and risk mitigation strategies

- Variance of Actual Project Completion to Scheduled Completion measure deviation between planned and actual completion to identify root causes of delays, support lessons learned and continuous improvement, and inform future project planning

To mitigate risk, ATL also has a risk management process for construction projects. The Airport Infrastructure Planning and Development Team submits proposed capital projects to Risk Management for review. Risk Management evaluates the scope of work, projected budget, and breakdown of professional trade participation. Next, they meet with the ATLNext project management Team to set contractor insurance and bonding requirements and decide whether to enroll the project in the Owner Controlled Insurance Program.



Airfield Maintenance Facilities

TRANSPARENT AND ETHICAL BUSINESS

Reporting and Transparency

ATL continues to align its financial reporting practices with the City's disclosure requirements. The Dept. of Aviation is an enterprise fund so the Airport's financial results are incorporated into the City's Annual Comprehensive Financial Report. ATL also issues its own Annual Comprehensive Financial Report and submits annual continuing disclosure updates to fulfill bond-related obligations. These disclosures provide transparency on operating metrics, financial performance, and event occurrences that support the Airport's credit profile.

Sustainability plays a significant role in ATL's transparency and financial disclosures. The Dept. of Aviation incorporates third-party sustainability frameworks, including LEED, Envision, and Parksmart, into facility and infrastructure development to strengthen long-term asset performance and resilience. These certifications provide external validation of design and operational efficiency, which can help lenders, insurers, and credit analysts assess lifecycle value, operational reliability, and environmental risk mitigation across the capital program.

In 2025, there were seven active ATLNext projects set to pursue a total of nine third party sustainability verifications.

Two projects achieved verifications.

- Maintenance Building 8 achieved LEED Silver certification
- Six additional LEED projects are underway
- The South Deicing Facility earned an Envision Verified rating, and Runway 9L End Around Taxiway Phase II is in progress under the same framework

- Two of the active LEED projects are also pursuing Parksmart certifications: South Red Deck and the Aviation Administration Center

The Airport integrates high performance design strategies and rating system requirements into its Sustainable Development Standards, which were updated in 2025:

- All projects over 5,000 SF are evaluated for eligibility under the applicable LEED Rating System, with a target of LEED Silver if pursuit is confirmed
- All civil infrastructure projects are assessed for eligibility for Envision, and when third party verification is not pursued, sustainability strategies are still incorporated wherever feasible
- New parking structures are required to pursue Parksmart Bronze or higher to advance energy efficiency, smart operations, and sustainable parking facility design

Through these measures, ATL continues to strengthen investor confidence, support long-term financial stability, and advance its sustainability performance.

Ethics and Compliance

As part of its broader governance strategy, the Airport emphasizes transparency through ethical business practices, regulatory compliance, employee ethics training, and financial disclosure requirements. In 2025, Dept. of Aviation employees completed 904 ethics compliance training sessions, underscoring ATL's continued commitment to integrity and accountability in financial and operational reporting.

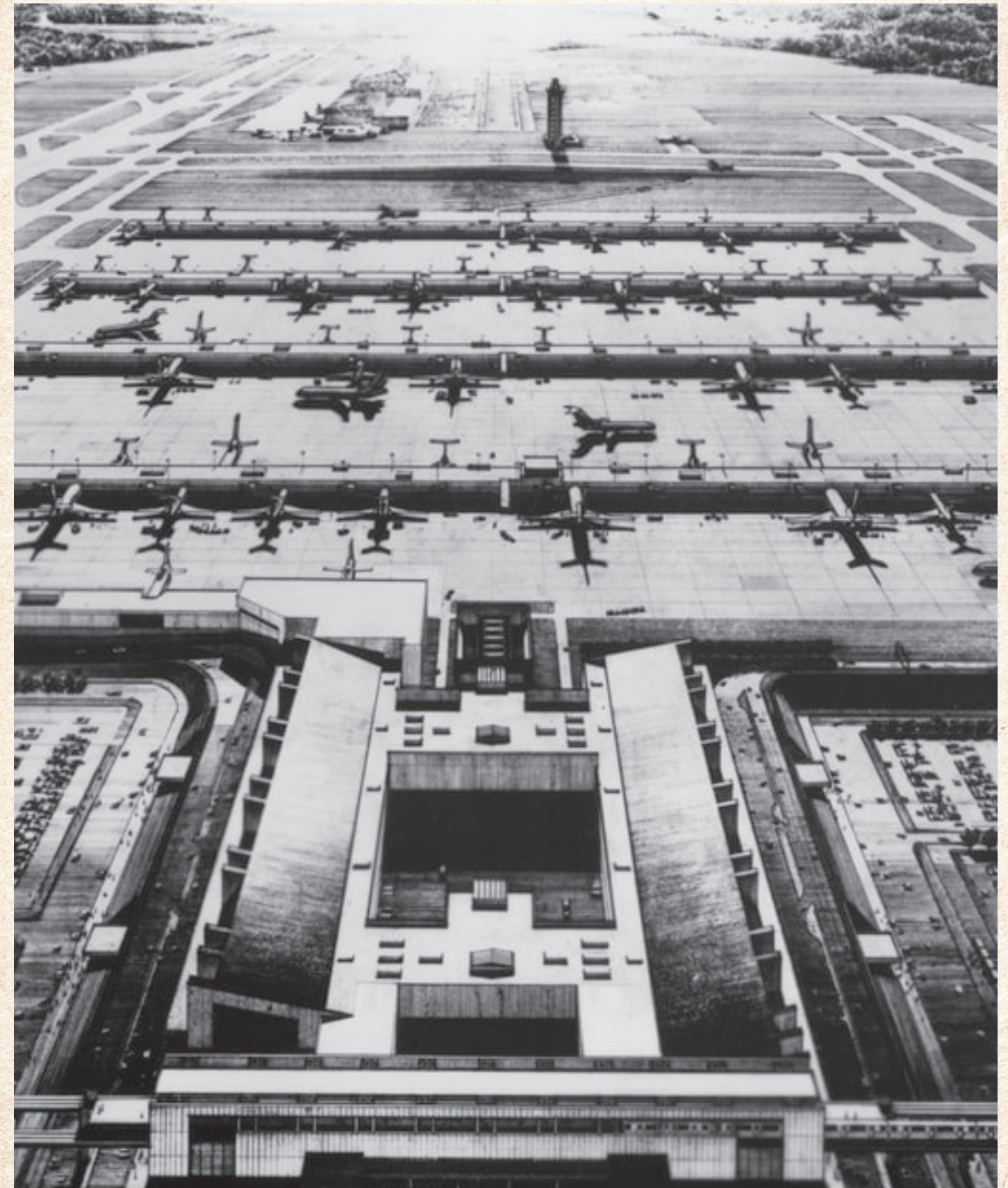
ASSET AND DATA MANAGEMENT

In 2025, the Dept. of Aviation advanced its asset and information capabilities by strengthening governance, improving asset intelligence, and accelerating modernization initiatives that support safer and more reliable infrastructure across the Airport. Key accomplishments include:

- **Institute of Asset Management Corporate/Organizational Transformation Award:** The Dept. of Aviation Asset Management Division received the Institute of Asset Management Corporate/Organizational Transformation Award for organization-wide progress in embedding asset management principles, improving cross-stakeholder alignment, and management maturity in line with global best practices
- **Facility and SkyTrain Structural Assessment:** The SkyTrain structural assessment evaluated 73 spans, 240 beams, and 73 columns/bents, documenting 3,423 observed defects, including 48 Category 1 items. In parallel, facility condition assessments covered 120,715 sq ft across 12 building systems at Maintenance Buildings and Quick Turnaround areas, recording 1,196 observations and 43 priority items. The Dept. of Aviation has embarked on a comprehensive capital program for the RCC/SkyTrain to address these findings, estimating immediate repair needs at \$36,000, with an additional \$1.2 million required for near-term planning
- **Asset Inventory Expansion & Validation:** The asset inventory was expanded and standardized through the collection and validation of 2,300 non-CPTC assets across 32 locations and 45 asset classes, improving usability for maintenance and analytics. Passenger Boarding Bridge field verifications confirmed over 188 bridge locations and validated data for over 56 components. A new EV charging

inventory established a baseline covering 26 stations, 28 ports, and 23 locations to support performance tracking, and future expansion

- **Building Information Modeling (BIM) Implementation Kick-off:** The BIM Implementation Team, which is responsible for maintaining guides, manuals, workflows, and protocols, formally selected four pilot projects and established design standards to improve digital delivery, strengthen information handoffs, and ensure continuity of asset data from design and construction through operations
- **Asset Data Enablement and Cityworks Integration:** Enhanced project turnover and data extraction processes enabled 11 projects to close with more complete asset records. In addition, a standardized Asset Management Turnover Checklist and file structure reduced time spent locating operation and maintenance information by approximately 50%. Building on this work, Fire Station 32 assets were integrated into Cityworks through the configuration of 65 feature classes and creation of 1,104 asset records, improving work planning, traceability, and reporting.
- **Peer Knowledge Exchange:** Teams across 15 airports convened a recurring forum, hosting five cross-airport knowledge share sessions on Quality Assurance / Quality Control and Safety, Building a BIM Team, Massport's Journey to BIM, and Aviation Summit insights and findings. In addition, ATL and Denver International Airport held four focused asset management knowledge sessions to compare approaches, exchange lessons learned, and accelerate adoption of proven practices



Midfield Terminal 1980's

A CENTURY IN FLIGHT

2025 ATL Environmental, Social, and Governance Report

ACKNOWLEDGMENTS

The City of Atlanta’s Dept. of Aviation thanks our devoted staff and the Airport stakeholders who contributed to the 2025 ESG Report.



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LIST OF ACRONYMS

AAAE	American Association of Airport Executives	EV	Electric Vehicle
AATC	Atlanta Airlines Terminal Company	FAA	Federal Aviation Administration
ACA	Airport Carbon Accreditation	Framework	Green Bond Framework
ACI	Airports Council International	FY	Fiscal Year
ADA	Americans with Disabilities Act	GAEPD	Georgia Environmental Protection Division
AIP	Airport Improvement Program	GARB	General Airport Revenue Bond
ARFF	Aircraft Rescue and Fire Fighting	GHG	Greenhouse Gas
ASQ	Airport Service Quality	HVAC	Heating, Ventilation, and Air Conditioning
ATL	Hartsfield-Jackson Atlanta International Airport	IAQ	Indoor Air Quality
AULA	Airport Use and Lease Agreement	ICMA	International Capital Market Association (ICMA)
BIM	Building Information Modeling	IP&D	Infrastructure Planning and Development
BPDO	Building Product Disclosure and Optimization	LCA	Life Cycle Assessment
C&D	Construction and Demolition	LED	Light Emitting Diode
CAP	Climate Adaptation Plan	LEED	Leadership in Energy and Environmental Design
CFCs	Customer Facility Charges	MERV	Minimum Efficiency Reporting Value
CHaRM	Center for Hard to Recycle Materials	NEO	New Employee Orientation
CHDV	Clean Heavy Duty Vehicle	NZP	Net Zero Plan
CI	Concessions International	OCC	Office of Contract Compliance
City	The City of Atlanta	PFAS	Per- and Polyfluoroalkyl Substances
CMP	Carbon Management Plan	PFC	Passenger Facility Charges
CNG	Compressed Natural Gas	SFCI	Sustainable Food Court Initiative
CPTC	Central Passenger Terminal Complex	SMP	Sustainability Management Plan
CVA	Climate Vulnerability Assessment	SMS	Safety Management System
CY	Calendar Year	TPC	Third Party Certification
DHR	Department of Human Resources	WHMP	Wildlife Hazard Mitigation Program
ECE	Employee Survey for Customer Experience	WHWG	Wildlife Hazard Working Group
ENV SP	Envision Sustainability Professional		
EPA	Environmental Protection Agency		
ESG	Environmental, Social, and Governance		

This ESG Matrix includes metric-based disclosures with defined units of measure, while narrative disclosures are presented separately throughout the Report. All data in the ESG Matrix is for Calendar Year (CY) 2025 unless otherwise stated

Disclosure Category	Disclosure Element	Disclosure Element Description	Data Point	Unit	2021	2022	2023	2024	2025
Energy	Energy Consumption	Total energy consumption.	Total energy consumed from Dept. of Aviation operated facilities ¹	Joules	2.24E+14	2.34E+14	2.28E+14	2.45E+14	2.50E+14
			Total energy consumed from Dept. of Aviation fuels ²	Joules	5.62E+13	8.76E+13	8.56E+13	9.84E+13	1.06E+14
			Total energy consumed from Dept. of Aviation	Joules	2.80E+14	3.22E+14	3.14E+14	3.44E+14	3.56E+14
	Energy Intensity	Ratio of energy consumption and an organization-specific metric. The key is to be consistent over the years with the same intensity metric.	EUI per passenger for Dept. of Aviation facilities	Joules per passenger	3,700,981	3,436,049	2,998,894	3,180,596	3,349,106
	Energy Source	Total energy consumption by source (renewable vs. non-renewable) and breakdown by type. ²	Total electricity consumed by Dept. of Aviation from non-renewable sources	kWh	47,827,820	51,380,393	47,537,261	52,465,168	53,792,252
			Total electricity consumed by Dept. of Aviation from renewable sources ³	kWh	6,165,736	6,668,066	6,106,594	7,210,899	6,021,916
			Number of renewable energy projects in construction or completed ⁴	Number				2	5
			Renewable energy generation on-site ³	kWh					467,274
	Energy Management	Strategy to manage energy consumption and costs.	Proportion of Dept. of Aviation vehicles which use alternative fuels	%				3%	9%
			Number of EV charging projects which have EVAL awards	Number				21	21
			Number of EV charging stations	Number	275	315	297	281	281
			Number of EV light-duty vehicles	Number		3	5	9	11
			Number of EV medium- and heavy-duty vehicles	Number			2	8	8
			Number of CNG medium- and heavy-duty vehicles	Number		75	75	75	57
			Number of permitted backup generators	Number				66	58
			Cumulative designed energy use reduction against LEED Baseline since 2016 for capital projects pursuing third party verification ⁵	%	15.9%	16.3%	16.2%	16.2%	16.2%
Greenhouse Gas (GHG) Emissions	GHG Emissions	Scope 1 GHG Emissions.	Direct (Scope 1) GHG emissions	Metric tons CO2e	5,450	7,671	7,351	8,578	9,314
		Scope 2 GHG Emissions.	Scope 2 GHG Emissions - Market based ⁶	Metric tons CO2e	19,888	21,518	20,764	19,691	18,761
			Scope 2 GHG Emissions - Location based ⁶	Metric tons CO2e	21,452	23,584	21,512	22,850	22,951
		Scope 3 GHG Emissions.	Scope 3 Emissions	Metric tons CO2e					10,576,030

Footnotes

- 1) From DOA facilities includes electricity and natural gas for heating.
- 2) Fuel sources include generators, mobile vehicles, and fire training.
- 3) City of Atlanta (COA) defines renewable energy as energy derived from wind, solar, existing and low-impact hydroelectric, geothermal, biogas, and wave technology sources.
- 4) Methodological refinements are implemented as part of ongoing efforts to enhance analytical rigor, resulting in differences from values reported previously.
- 5) Beginning this year, reported values are calculated using aggregated project data rather than averaged percentages, providing a more representative view of overall performance. Historical data has been recalculated using this methodology to ensure consistency and improve the accuracy of year-over-year comparisons.
- 6) The ACA program requires emissions reporting using two methodologies: location-based and market-based. The location-based approach reflects the average electricity emissions of the country or region where the airport is located and uses an average emission factor specific to the grid on which the energy consumption occurs. The market-based approach reflects the emissions from the electricity sources and products that have been purposefully chosen and, under strict conditions, allows the use of an emission factor that is directly associated with the type of electricity purchased.

Airports Council International - North American (ACI-NA) White Paper Recommended

ACI-NA White Paper Optional

Dept. of Aviation Tracking

Metric Not Tracked

This ESG Matrix includes metric-based disclosures with defined units of measure, while narrative disclosures are presented separately throughout the Report. All data in the ESG Matrix is for Calendar Year (CY) 2025 unless otherwise stated

Disclosure Category	Disclosure Element	Disclosure Element Description	Data Point	Unit	2021	2022	2023	2024	2025
Greenhouse Gas (GHG) Emissions	GHG Emissions Intensity	Ratio of GHG emissions and an organization-specific metric.	Ratio of GHG emissions per passenger for Dept. of Aviation Facilities	Metric tons CO2e per passenger	0.000335	0.000312	0.000269	0.000262	0.000264
	Reduction of GHG Emissions	Impact of GHG emissions reduction strategy and initiatives.	GHG emissions % variance from 2019 baseline year	%	-28%	-17%	-20%	-20%	-21%
	Airport Carbon Accreditation (ACA) Program	Describe approach to carbon emissions reduction and tracking. Explain changes from prior years.	ATL's Participation in ACI's ACA Program	Program Level Accreditation (Level 1 Mapping to Level 5 Net Zero)	"Level 1 Mapping"	"Level 1 Mapping"	"Level 2 Reduction"	"Level 2 Reduction"	"Level 3 Optimization"
Environmental Commitments, Strategies, and Progress	Environmental Commitments, Strategies, and Progress	Describe formally announced environmental commitments, plans, strategies, and/or targets related to various environmental topics. Such topics may include but are not limited to greenhouse gases (e.g., emission reduction goals and net zero roadmaps), zero waste/circular economy, water reuse/conservation, climate resilience and adaptation, etc. Track and report progress toward these commitments.	Progress toward achieving Net Zero goal by 2050, Measured by reducing emissions by 90% from the 2019 baseline year	%	31.4%	19.3%	22.7%	22.2%	22.8%
			Progress toward achieving 100% clean energy by 2035	%	4.8%	11.5%	10.0%	10.5%	8.7%
			Progress towards achieving Zero Waste Goal - 90% of all waste diverted from landfills by 2035	%					
Regulatory Compliance	Environmental Compliance	Instances of non-compliance with environmental laws and regulations including spills and pollution if determined financially material.	Total number of reported instances of non-compliance	Number			2	1	5
			Dollar value of fines associated with instances	\$			0	0	0
Waste Management	Total Waste Generation	Total weight of waste generated, including both waste diverted from disposal and waste directed to disposal.	Total waste generated at ATL	Tons					
			Waste generated at Dept. of Aviation operated facilities	Tons					
			Waste generated at CPTC	Tons					
			Construction waste	Tons					
			Construction waste for buildings pursuing sustainable certifications	Tons					14,333

Airports Council International - North American (ACI-NA) White Paper Recommended

ACI-NA White Paper Optional

Dept. of Aviation Tracking

Metric Not Tracked

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Disclosure Category	Disclosure Element	Disclosure Element Description	Data Point	Unit	2021	2022	2023	2024	2025
Waste Management	Waste Diversion	Waste diverted from disposal through waste prevention, reuse, recycling, and other recovery operations.	Total diversion rate of total waste by weight	%					
			Diversion rate of waste for Dept. of Aviation operated facilities	%					
			Diversion rate of waste for CPTC by weight	%					
			Cumulative construction waste diversion rate for capital projects pursuing third party verification since 2016 ⁵	%	94%	92%	94%	93%	93%
	Waste Disposal	Waste directed to disposal by landfilling, incineration (with or without energy recovery), and other disposal operations.	Total waste generated to landfill	Tons					
			Total waste generated to incinerator	Tons					
			Total waste generated to recycling center	Tons					
			Total waste generated to compost	Tons					
Water Management	Water Withdrawal	Total water withdrawal and breakdown by source.	Total potable water consumption for Dept. of Aviation facilities	Gallons	107,654,243	110,266,999	122,709,337	123,342,647	196,600,756
		Water use reduction.	Potable water used at Dept. of Aviation facilities normalized per passenger	Gallons per passenger	1.42	1.18	1.17	1.14	1.85
			Cumulative designed water use reduction against LEED Baseline since 2016 for capital projects pursuing third party verification ⁵	%	50%	51%	60%	61%	61%

Footnotes

5) Beginning this year, reported values are calculated using aggregated project data rather than averaged percentages, providing a more representative view of overall performance. Historical data has been recalculated using this methodology to ensure consistency and improve the accuracy of year-over-year comparisons.

Airports Council International - North American (ACI-NA) White Paper Recommended

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Disclosure Category	Disclosure Element	Disclosure Element Description	Data Point	Unit	2021	2022	2023	2024	2025
Human Capital Management	Talent Development	Total Dept. of Aviation employees	Total number of Dept. of Aviation employees	Number		653	836	829	876
		Describe the airport's workforce talent and employee demographics (e.g., staff training, hiring practices, participation of minorities in leadership positions, etc.).	Workforce %: Women	%				42%	43%
			Workforce %: Men	%				58%	57%
			Workforce %: White	%				7.1%	12.5%
			Workforce %: Black/African American	%				78.4%	78.9%
			Workforce %: Hispanic/Latino	%				4.4%	3.8%
			Workforce %: Asian	%				0.8%	2.4%
			Workforce %: American Indian/Alaskan Native	%				0.8%	0.8%
			Workforce %: Two or More Races	%				0.8%	0.6%
			Workforce %: Ethnicity Not Disclosed	%				1.6%	1.0%
			Gender Pay Gap - the percentage that women make compared to men in comparable roles ⁴	%				1.98%	-0.24%
			Workforce Average Age	Years				45	45
		Describe the airport's workforce talent development practices for recruiting.	Percent of new hires that are minority and under-represented individuals ⁴	%					91%
		Provide the total number of Dept. of Aviation employees and the number of authorized vacancies.	Percentage of authorized Dept. of Aviation vacancies	%			16%	14.3%	18.6%
		Percent or number of new hires in workforce.	Number of new Dept. of Aviation hires	Number				89	129
		Provide the number of total employee turnover rate or hiring retention.	Total Dept. of Aviation employee turnover rate	%				12%	11%
			Total Dept. of Aviation employee retention rate	%				93.55%	88.90%
	Labor Relations	Describe quality of Labor relations, including extent of collective bargaining agreements.	Percent of the workforce that is unionized	%			11%	12%	7%
	Employee Engagement	Describe approach to Employee Engagement, methodology used, and scores. Explain changes from prior years. Disclosure can include the use of Employee Research Groups and other engagement activities.	Overall Employee engagement score	Indes Score (Unfavorable-100 to Favorable 100)				15	
	Employee Education & Training	Describe training programs, career/professional development, etc.	Number of professional development programs offered for Dept. of Aviation employees to enhance skills needed for career advancement	Number				1	1
			Employee annual training hours	Hours		2,576	1,282.5	1,402.5	787.1
	Employee Health & Wellness	Describe the airport's efforts to maintain a healthy and vibrant workforce, including specific wellness programs, education, and training.	Number of employees visits to the wellness and fitness center ⁴	Number				4,166	3,322

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ACI-NA White Paper Optional

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Metric Not Tracked

Footnotes
4) Methodological refinements are implemented as part of ongoing efforts to enhance analytical rigor, resulting in differences from values reported previously.

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Disclosure Category	Disclosure Element	Disclosure Element Description	Data Point	Unit	2021	2022	2023	2024	2025
Customer Relations	Customer Satisfaction	Describe efforts to provide high level of customer satisfaction and services for passengers. Focus is on the overall score, but can also discuss average wait times, ADA/ACA compliance, and accessibility. Include awards won. Describe survey used (e.g., ACI).	ACI's Airport Customer Experience Accreditation program	Program Level Accreditation (Level 1 Advanced to Level 5 Most Advanced)	Level 1	Level 1	Level 2	Level3	Level 3
Community Relations	Supporting Local Economic Growth	Describe airport's efforts as a catalyst to support the local economy and job creation. Describe source of study that determined the impact. Describe the airport's efforts to develop local skills and capabilities.	Dollar value of the economic impact of the airport	Dollars (Billions)	\$66.8	\$66.8	\$66.8	\$66.8	\$66.8
			Dollar value of the economic impact of major construction projects	Number					
			Number of jobs created by major construction projects	Number					7,563
			Number of jobs on-site created by the airport	Number	63,000	63,000	63,000	63,000	63,000
			Number of Career Fairs and Hiring Events hosted	Number	5	2	3	2	2
			Number of job seekers at career fairs	Number	2,580	1,500+	1,800+	5,142	5,396
			Number of ATL employers at career fairs	Number	31	100+	65	37	47
			Number of Dept. of Aviation College Summer Internships	Number			39	38	45
			Number of Dept. of Aviation Registered and Non-Registered Apprenticeship participants	Number			21	22	20
			Number of Apprenticeship Participants in the Georgia's Youth Apprenticeships	Number				6	0
			Number of participants in Summer Youth Employment Program	Number		100+	119	78	85
	Business Supplier Engagement	Describe airport's business supplier engagement practices (e.g., U.S. DBE, MWBE, on-the-job training programs, networking events, etc.).	Dollars spent with M/WBE, FBE, and SBE businesses ⁷	Dollars (Millions)	\$352	\$745	\$911	\$1,300	\$1,300
	Concessionaire Engagement	Describe airport's business concessionaire engagement practices (U.S. ACDBE, on-the-job training programs, networking events, etc.).	ACDBE sales of total concessionaire sales	% (FY)				33.23%	34.36%
	Community Support and Engagement	Describe airport's efforts to support the needs of the local community, partnerships with local organizations, employee volunteerism, other.	Dollars raised for charitable organizations	\$		\$24,832	\$30,295	\$42,864	\$46,617
		Describe airport's efforts to support the needs of the local community, partnerships with local organizations, employee volunteerism, other.	Dept. of Aviation employee volunteer hours ⁴	Hours				147	204
		Describe airport's efforts to support the needs of the local community, partnerships with local organizations, employee volunteerism, other.	Number of community partnerships	Number			31	33	33

Footnotes

4) Methodological refinements are implemented as part of ongoing efforts to enhance analytical rigor, resulting in differences from values reported previously.
7) Estimated business engagement participation of approved invoices for MBE, FBE, DBE and SBE since 2015. 2025 data does not include \$238,233,265 in Estimated Diversity Participation

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ACI-NA White Paper Optional

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Disclosure Category	Disclosure Element	Disclosure Element Description	Data Point	Unit	2021	2022	2023	2024	2025
Community Relations	Noise	Impact of noise surrounding communities	Number of households with noise complaint	Number	77	79	65	55	55
			Noise insulation project cash flow	\$	\$12,755,983	\$10,086,966	\$669,110	\$75,083	\$2,212,834
	National & International Affairs	Describe the airport's international relations initiatives.	Number of total sister airport agreements	Number	8	8	9	11	12
			Number of countries represented in delegation visits	Numbers		30	24	76	70
Health, Safety and Security	Health & Safety Measures	Describe the airport's workplace safety practices, including Safety Management System (SMS) and any accreditations and certificates earned.	Dept. of Aviation workplace lost time injury rate	Rate per 100 full-time equivalents (FTE)					2.04
			Dept. of Aviation total workplace worker compensation cases (recordable and record only)	Number				57	45
			Number of surface incidents	Number			0	0	1
			Vehicle and non-vehicle accidents for ATLNext contractors	Number			68	143	105
			Total construction worker compensation cases (recordable) ⁴	Number				12	6
			Construction total lost time injury rate - contractors and subcontractors ⁴	Rate per 100 FTE				0.24	0.24
			Construction lost time injury rate - temporary workers	Rate per 100 FTE					
			Construction OSHA recordable incident rates ⁴	Rate per 100 FTE				0.96	0.47
			Construction lost time injury frequency rate ⁴	Rate per Million Hours				1.20	1.19
	Human Trafficking	Describe airport's human trafficking awareness initiatives.	Number of employee training sessions	Number				43,651	40,266
Alternative Transportation	Georgia Commuting Options (GCO) Participation	Number of Airport employees in Georgia Commute Options ride matching and rewards platform.	Number of ATL employees in Georgia Commute Options ride matching and rewards platform	Number		1,300	1,508	819	
	GCO Participant Vehicle Miles Saved	Number of vehicle miles reduced from GCO enrolled Airport employees.	Number of vehicle miles reduced from GCO enrolled employees ⁸	Miles			662,000	392,252	
	Travel to Work Survey Results	List the Travel to Work survey results for the percent of Airport staff (Dept. of Aviation; COA, non Dept. of Aviation; COA, concessions; cleaning, other) using modes of transportation (carpooled, dropped off, train, bus, taxi, rode alone).	Miles Staff Carpooled ⁸	Miles		181,800		119,549	
			Miles Staff used MARTA Bus and Rail ⁸	Miles		60,800		28,188	
			Miles Staff Bus/Vanpooled ⁸	Miles				12,675	
			Miles Staff Walked/Biked ⁸	Miles		1,900		1,346	

Footnotes

4) Methodological refinements are implemented as part of ongoing efforts to enhance analytical rigor, resulting in differences from values reported previously.
8) Travel to Work Survey was not administered in 2025.

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Disclosure Category	Disclosure Element	Disclosure Element Description	Data Point	Unit	2021	2022	2023	2024	2025
Governance	Atlanta City Council	List board or governance body members, such as City Council, how appointed, Board committee structures, frequency of meetings, Board responsibilities/approvals, ethnic demographics and types of business experience, and financial management and controls policies approved by Board.	Average age of Atlanta City Council member	Years				50	50
			Percent of Atlanta City Council by gender: woman	%				31%	37.5%
			Percent of Atlanta City Council by gender: man	%				69%	62.5%
			Percent of Atlanta City Council by racial and ethnic group: White	%				44%	44%
			Percent of Atlanta City Council by racial and ethnic group: Black / African American	%				50%	50%
			Percent of Atlanta City Council by racial and ethnic group: Other	%				6%	6%
	Executive Management	List executive management name and position, and years of experience.	Average age of executive management	Years			54	54	55
			Percent of executive management by gender: woman	%		47%	41%	46%	41%
			Percent of executive management by gender: man	%		53%	59%	54%	59%
			Percent of executive management by racial and ethnic group: White	%			27%	29%	26%
			Percent of executive management by racial and ethnic group: Black / African American	%			55%	58%	59%
			Percent of executive management by racial and ethnic group: Other	%			18%	13%	14%
			Percent of executive management by years of experience: 25+	%				17%	19%
			Percent of executive management by years of experience: 21-25	%				13%	19%
			Percent of executive management by years of experience: 11-20	%				57%	50%
			Percent of executive management by years of experience: 5-10	%				13%	12%
	Economic Key Performance Indicators	Describe leadership system, how decisions are made. Include business results for key metrics. Five-year trending is desirable, with variance explanations as appropriate.	Total Number of Passengers ⁹	Number (Million)	75.7	93.7	104.7	108.1	106.3
			Number of Enplaned Passengers ⁹	Number (FY)	24,928,472	44,860,920	49,693,702	53,681,363	53,399,519
			Total operating revenue ¹⁰	Dollars (Million) (FY)	\$354.5	\$379.4	\$508.3	\$682.1	\$738.0
			Total aeronautical revenue ¹⁰	Dollars (Million) (FY)	\$165.0	\$69.2	\$139.1	\$245.7	\$279.1
			Total non-aeronautical revenue ¹⁰	Dollars (Million) (FY)	\$189.5	\$310.1	\$369.2	\$436.4	\$458.9
			Total operating expenses ¹⁰	Dollars (Million) (FY)	\$318.6	\$308.9	\$371.2	\$403.2	\$486.6
			Average daily operations (takeoffs/landings)	Number	1,939	2,000	2,126	2,175	2,206
			All in cost per emplanement ¹¹	Dollars (FY)	\$9.71	\$4.00	\$5.23	\$7.15	\$7.84

Footnotes
9) “Enplaned passengers” refers to passengers boarding an aircraft, while “total passengers” includes both enplaned and deplaned passengers (arrivals and departures), and transfers.
10) Revenue and expenses are presented on the accrual basis of accounting.
11) Includes airline payments made to third parties subject to update based on actual data received from third party.

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ACI-NA White Paper Optional

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Disclosure Category	Disclosure Element	Disclosure Element Description	Data Point	Unit	2021	2022	2023	2024	2025
Governance	Funding and Bond Issuance	Describe the projects financed by green bonds proceeds that are certified green-bond eligible by Kestrel. Provide the total green bond proceeds, proceeds allocated per project, and describe the incorporated sustainable design features of projects that yield environmental benefits (e.g., energy savings, emissions reduction).	Total green bond issuance	Dollars (Million) (FY)			\$512	\$246	\$863
			Green bond proceeds allocated to Concourse D Widening	Dollars (Million) (FY)			\$300	\$0	\$575
			Green bond proceeds allocated to South Parking Deck Phase 1	Dollars (Million) (FY)			\$200	\$246	\$0
			Green bond proceeds allocated to Fire Station 32	Dollars (Million) (FY)			\$12	\$0	\$0
			Green bond proceeds allocated to Concourse D Sky Club	Dollars (Million) (FY)					\$181
			Green bond proceeds allocated to Concourse T North Existing Gate Modernization	Dollars (Million) (FY)					\$53
			Green bond proceeds allocated to Concourse E - Ramp 6 North Gates	Dollars (Million) (FY)					\$35
			Green bond proceeds allocated to Steam Boilers Replacement project	Dollars (Million) (FY)					\$19
		Capital Improvement Program (CIP) funding breakdown by source	Percentage of CIP funding from Airline GARBs	%				41.1%	42.7%
			Percentage of CIP funding from City GARBs	%				6.5%	6.9%
			Percentage of CIP funding from Federal Grants	%				10.1%	9.4%
			Percentage of CIP funding from R&E Funds	%				17.7%	16.4%
			Percentage of CIP funding from PFC PayGo	%				11.9%	12.7%
			Percentage of CIP funding from PFC Hybrid	%				10.6%	7.6%
			Percentage of CIP funding from CFC/other sources	%				2.1%	4.4%

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Disclosure Category	Disclosure Element	Disclosure Element Description	Data Point	Unit	2021	2022	2023	2024	2025
Risk Management	Risk Management - Financial Risks	Include five-year trending of key financial risk metrics with discussion of material variances. NOTE - these metrics may be included in other documents like Official Statements or ACFRs. Airport may choose to just reference this.	Number of days of cash on hand	Days (FY)	1,025	891	1,051	979	695
			GARB Debt service coverage ratio ¹²	Ratio (FY)	3.70			2.58	1.74
			PFC Debt service coverage ratio	Ratio (FY)	1.8	2.42	2.32	2.09	2.31
			Defined benefit and OPEB plan funding ratios	% (FY)					
	Risk Management - Budget Accuracy	Describe operating budget processes and accuracy of “actuals” results to budget. Discuss variances as appropriate.	Percent variance actual results vs. approved budget for operating expenses	% (FY)				-6.9%	-3.0%
			Percent variance actual results vs. approved budget for total operating revenue	% (FY)				-2%	-3.4%
	Risk Management - Capital Programs	Describe capital budget processes on how airport mitigates capital project risks from a financial and scheduling standpoint. May include a table of major capital project budgets and actual results.	Percent variance from capital budget	%					14%
			Value of active and future CIP projects	Dollars (Billions)		\$8.9	\$11.1	\$11.1	\$12.6
			Actual completion to scheduled completion variance in months	Months					
Transparent and Ethical Business	Reporting and Transparency	Number of LEED, Parksmart, Envision, Green Globes, and Sites projects which have received awards.	Number of LEED certified projects	Number	8	9	11	12	13
			Number of Parksmart certified projects	Number		1	1	1	1
			Number of Envision verified projects	Number	1	1	1	1	2

Footnotes

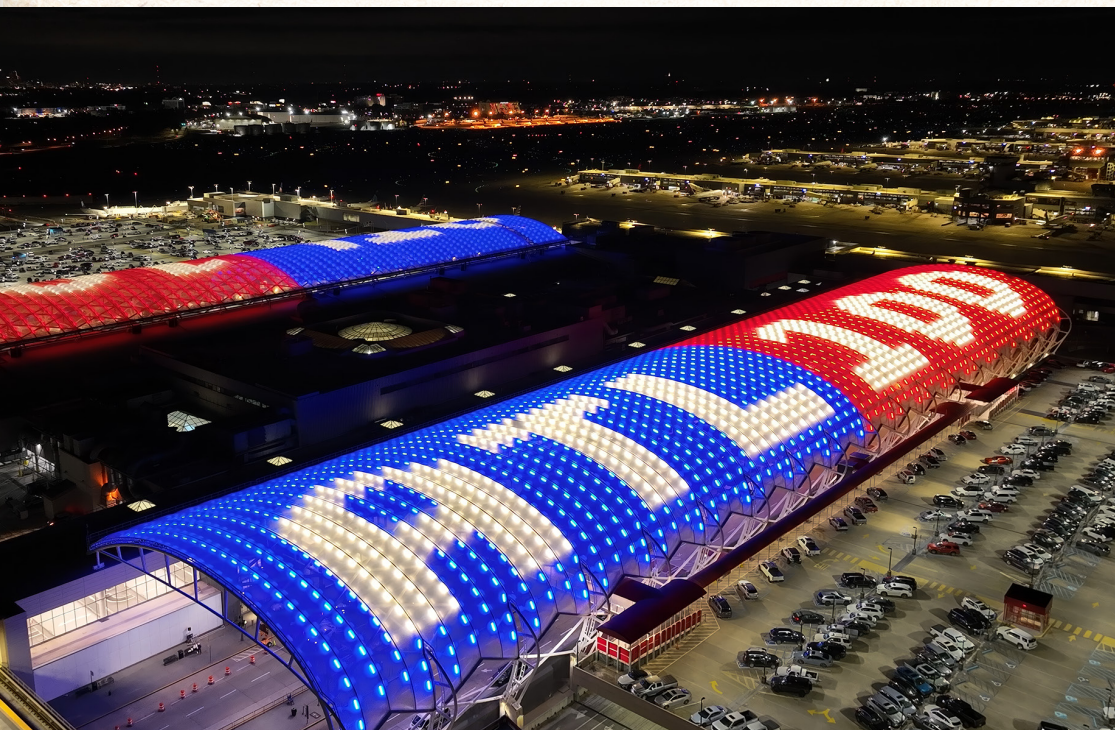
12) Federal COVID-19 relief grants were used to pay GARB debt services in 2022 and 2023.

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A CENTURY IN FLIGHT

2025 ATL ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT