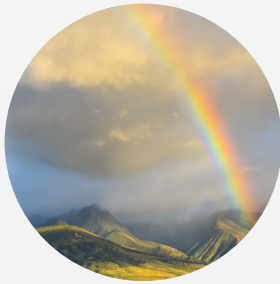




REDUCING OUR IMPACT



CARBON OFFSETS

Our partnership with Conservation International helps our guests measure and offset emissions generated by their Hawaiian Airlines flights, and allows us to offset all of our employees' business travel on Hawaiian. Donations support projects that generate verified carbon credits that protect forests and communities. In 2022, this program represented an estimated 2,400 acres of forest protected.

LOWER EMISSIONS

We've committed to achieving net-zero carbon emissions by 2050 and offsetting emissions from all international flights, in accordance with the International Civil Aviation Organization's Carbon Offsetting and Reduction Scheme for International Aviation. In 2023, we announced a roadmap to meet this goal, which relies on several key drivers, including the use of sustainable aviation fuel (SAF), fleet modernization and new aircraft technologies, operational best practices to improve fuel efficiency and advocacy for air traffic control system improvements.

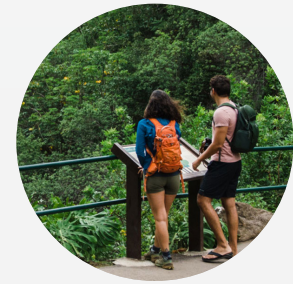


SUSTAINABLE SERVICE

We've committed to eliminate single-use plastics from our cabins by 2029 and cut our use by 50% by 2025. In 2022, we partnered with Mananalu to replace plastic water bottles with infinitely recyclable aluminum bottles. For catering, we only use cage-free eggs for Hawai'i and North America departures and remain focused on increasing our share of spend from local sources on in-flight foods and beverages at our Hawai'i hubs to 40% by 2025.

CLIMATE PARTNERSHIPS

We remain engaged in several Hawai'i-based consortiums working to build a more sustainable future for the Hawaiian Islands. Our membership includes the Sustainability Business Forum, the Hawai'i Green Growth UN Local2030 Hub, a public-private partnership committed to advancing the United Nations Sustainable Development Goals and the statewide Aloha+ Challenge. In 2022, we also joined the Climate Coalition, an initiative of the Hawai'i Executive Collaborative, which works to accelerate climate solutions and policy.



RESPONSIBLE TRAVEL

Our Travel Pono (Responsibly) program encourages responsible travel and tourism to protect Hawai'i's environmental and cultural resources and support local communities. We inform guests prior to their arrival to Hawai'i how they can experience the islands safely and respectfully. To learn about how to travel pono, visit www.HawaiianAirlines.com/TravelPono.

"As Hawai'i's largest and longest-serving airline, we are dedicated to working together as one 'ohana (family) to help mālama (care for) the fragile natural resources that sustain us and make Hawai'i a destination without peer while supporting the social and economic well-being of this special place we all love."

- Peter Ingram, president and CEO
of Hawaiian Airlines



Corporate Kuleana

Fact Sheet



A CLEANER OPERATION



OPTIMIZED OPERATIONS

We conserve energy and reduce fuel usage across our operations.

Our Fuel Efficiency Campaign includes dozens of initiatives to conserve fuel, including regularly scheduled engine washes, single-engine taxi-in and out, using cleaner electric power at gates instead of the aircraft's auxiliary power unit, and minimizing over-fueling to reduce consumption and emissions.

We aim to conserve at least three million gallons of jet fuel from fuel efficiency initiatives between 2023 and 2028.



BETTER BUILDINGS

As of January 2023, we have lowered energy use per square foot in our facilities by 10% (compared to a 2019 baseline) and remain on track to cut electricity use by 20% by 2030 – a goal that we committed to achieving as the first airline participating in the U.S. Department of Energy's Better Buildings Challenge.

We also coordinated the installation of a photovoltaic solar array at our corporate office in 2021. In 2022, we realized \$33,000 in energy cost savings and reduced CO2 emissions by 682,000 pounds – the equivalent of powering about 60 homes for one year.



FUEL-EFFICIENT AIRCRAFT

We continue to invest in a modern, fuel-efficient fleet. Compared to previous generation aircraft, our Airbus A321neo delivers approximately 16% lower fuel burn and our Airbus A330 a 5% lower fuel burn. Our Boeing 787 Dreamliner, which we officially welcomed into our fleet in February 2023, is significantly more fuel efficient than prior-generation, similar-sized aircraft.

We have also invested in and serve as a design partner for REGENT's 100-plus seat all-electric seaglider concept, which is slated for entry into commercial service by 2028.



SUSTAINABLE AVIATION FUEL

We are committed to replacing 10% of our jet fuel with SAF by 2030, and are engaged with industry partners, SAF producers, states and the federal government to help accelerate its production, availability and distribution at commercially viable prices.

In 2022, we began a partnership with Par Hawaii, the largest refinery in the state, to explore SAF production in the Hawaiian Islands. Also in March 2023, we announced our commitment to purchase 10 million gallons of SAF annually over five years, starting in 2029, from Gevo, a SAF producer that plans to build multiple SAF facilities in the U.S. mid-west.



Corporate Kuleana

Fact Sheet



KULEANA IN ACTION

2023 COMMUNITY IMPACT

\$1.8 MILLION DONATED

to support community initiatives focused on culture, education, environment, and health and human services.

8.5K HOURS OF SERVICE

donated by 1,558 Hawaiian Airlines employees and members of their 'ohana.

246 NONPROFITS

supported in 2023, including 200 groups in the Hawaiian Islands and nearly 46 in other markets.

\$90K RAISED

for philanthropic efforts through retail brand collaborations that were sold exclusively on the [Hawaiian Airlines logo store](#).

187 MILLION MILES AWARDED

to nonprofits throughout our network by the Hawaiian Airlines Team Kōkua Giving Program.

CONTINUED SUPPORT OF MAUI

In the first 72 hours after the West Maui wildfires, we transported first responders, operated hundreds of flights and carried over 17,000 people out of Kahului (OGG). In that first week, we flew more than 54,000 pounds of essential supplies into OGG.

As the second phase of our support, we established our Mālama Maui Desk, which assisted over 230 requests with travel, shipping, baggage waivers, volunteers, sponsorships, etc., and facilitated the shipping of an additional 19,000 pounds of donations. We also gifted another \$150,000 to nonprofits involved in the wildfire relief efforts and expanded our partnership with Hawaii Foodbank to feed impacted Maui residents.

We also launched an engaging and educational [Maui-focused Travel Pono video series](#) to encourage guests planning to visit the Valley Isle in the fire's aftermath to travel respectfully

HAWAIIAN CULTURE AND LANGUAGE

We perpetuate our host culture across all areas of our business, from the design of our aircraft to the look and feel of our uniforms. We strive to share Hawaiian culture with our annual Mahina 'Ōlelo Hawai'i (Hawaiian Language Month) celebrations, free cultural classes for employees and an 'ōlelo Hawai'i certification program, which recognizes fluent speakers throughout our company.

LOCAL DESIGN PARTNERSHIPS

In 2023, we partnered with Noho Home by Jalene Kanani Bell to create new in-flight amenities focused on sustainability and rooted in aloha. Guests in our long-haul flights (international and between Hawai'i and JFK, BOS and AUS) receive a recycled plastic canvas bag containing essential items and are offered an assortment of additional amenities a la carte to minimize waste. Guests also receive a plush quilt and mattress pad made from recycled plastic.

DIVERSITY AND INCLUSION

Our employees are encouraged to join any of our six Employee Resource Groups (ERGs) representing sustainability, veterans, black employees and allies, women in aviation, LGBTQA employees and those with diverse abilities. Each year, our ERGs gather and engage several hundreds of our employees from across our global operation.

We are also proud to be an industry leader in employing women pilots, who make up 9.5% of its entire pilot group — well above the 4.9% national average (2022) and 5.8% global average (2021).

COMMUNITY EVENTS AND INITIATIVES

We proudly [support our local community](#) of artists, chefs, athletes, musicians and small businesses through our various sponsorships and partnerships. Some of our partners include Mana Up, University of Hawai'i Athletics, Hawai'i Food & Wine Festival, the Merrie Monarch Festival and the Honolulu Legacy Foundation's Pride Parade.

EDUCATIONAL PARTNERSHIPS

To achieve our short and long-term staffing needs, we invest in school-to-career pipeline partnerships that broaden opportunities for students to consider Hawaiian as an employer and increase our access to talent, especially in Hawai'i. In 2023, our partners included Embry-Riddle Aeronautical University, Arizona State University, University of Hawai'i and Honolulu Community College.

