



2023 ESG Highlights



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## Our People Are Core to Our Success



### INDUSTRY-LEADING PROFIT SHARING

**\$1.4B**

Paid to employees from 2023 profits (inclusive of 401(k) contributions and payroll taxes)

**\$8B+**

Shared with employees since 2015 through industry-leading profit-sharing program

### CONTINUED MOMENTUM IN FINANCIAL WELLNESS

#### Launched the Delta Emergency Savings Program

To help employees prepare for life's unexpected moments and jumpstart their financial wellness journeys by contributing up to \$1,000 to eligible employees who complete financial coaching, education and savings requirements

**\$19/hour**

Delta continues to invest in our people by increasing the starting rate to at least \$19 per hour for domestic roles

### EXPANDING EQUITABLE OUTCOMES

**82%**

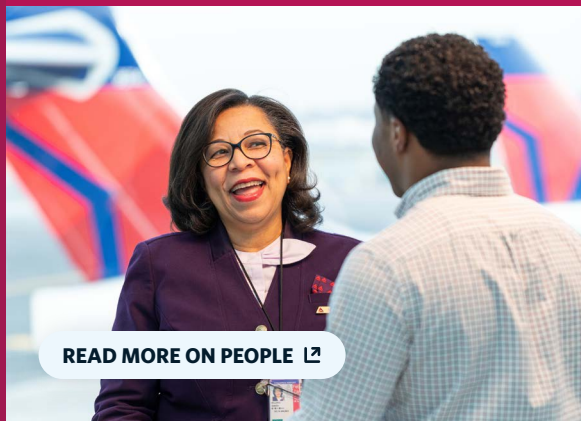
Of all job openings filled externally in 2023 did not require a college degree

**35%**

Of corporate and management openings in 2023 were filled with talent in frontline roles (exceeding our long-term goal of 25%)

**50%**

Of the top 600 leaders at Delta (officers and directors) were women or racially/ethnically diverse



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## Supporting the Communities Where We Live, Work and Serve



**\$60M**

In charitable giving, exceeding our goal to contribute at least 1% of the company's profits to communities worldwide

**\$18M**

Raised by Delta employees and customers for major fundraisers in 2023, including the American Cancer Society, American Heart Association, Breast Cancer Research Foundation, Children's Healthcare of Atlanta, Covenant House, Delta Care and Scholarship Fund and United Way

### Continued to partner with KABOOM!

To address playspace inequity by building 37 community-specific playgrounds in underserved minority communities, benefiting more than 48,000 kids since 2013



[READ MORE ON COMMUNITY ENGAGEMENT](#)

## Best-in-Class Governance Practices



**58%**

Of Board members are diverse by race, gender and/or ethnicity

### Best-in-class governance practices

Reflected in our Board structure and allocation of oversight responsibilities among Board committees on issues including safety, cybersecurity, environmental sustainability and enterprise risk management

### Maintain strong shareholder rights and engagement practices



[READ MORE ON GOVERNANCE](#)

## Connecting People to a More Sustainable Future of Travel



### EFFICIENT AIRCRAFT OPERATIONS

**21M**

Gallons of cumulative annual fuel savings compared to 2019 through initiatives like enhanced routing for selected flights and reductions to catering service weight and potable water on board

**5.5%**

Improvement in fleet-wide fuel efficiency since 2019

### CLEANER FUEL

**3.5M**

Gallons of sustainable aviation fuel (SAF) delivered, more than double the amount in 2022

#### **Helped establish Minnesota SAF Hub**

A first-of-its-kind coalition leveraging collaboration across the value chain to scale SAF at the Minneapolis-Saint Paul International Airport

### REVOLUTIONARY FLEET

**43**

Next-generation aircraft received as of year-end 2023, achieving, on average, 28% greater fuel efficiency per seat mile than aircraft retired since 2019

#### **Joined the Sustainable Flight Demonstrator Project**

To help develop a new aircraft design with the aim of reducing fuel burn and emissions

### THE TRAVEL EXPERIENCE

#### **Began onboard testing of new paper cups**

Aiming to help eliminate nearly 7 million pounds of single-use plastics on board annually

### GROUND OPERATIONS AND FACILITIES

**31%**

Of our critical ground service equipment (GSE) fleet is electrified, thanks to our deployment of 1,647 new electric units since 2020

### SUPPLY CHAIN

#### **Founding member of EcoVadis Sustainable Airlines Initiative**

Which aims to improve ethical, social and environmental business standards across the industry's value chain

#### **Medium-Term Science Based Targets initiative-validated target**

Reduce jet fuel-related greenhouse gas (GHG) emissions intensity 45% by 2035 (from a 2019 baseline)

#### **PROGRESS**

**3.2%**

Reduction in our jet fuel-related GHG emissions per revenue ton kilometer in 2023 (relative to our 2019 baseline)

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