

spirit[™]

**MORE GO
MORE PLANET
MORE ENGAGEMENT**

Spirit Airlines is committed
to integrate ESG practices into its
business



More Planet

Airlines with the highest carbon efficiency use modern, efficient aircraft with high seating density and high rates of passenger occupancy. Spirit's unique model minimizes environmental impact



- **Young fleet:** Spirit Airlines has one of the youngest fleets of any U.S. airline. Newer aircraft provide substantially higher fuel efficiency and reduce carbon emissions
- **Next-generation “Neo” Aircraft:** Spirit was the first North American carrier to operate the “new engine option” (“Neo”) version of the Airbus A320 aircraft, powered by the most fuel-efficient engine ever made for this aircraft class. This revolutionary technology advance reduces the acoustic footprint by up to 50% and consumes 15-20% less fuel, reducing greenhouse gas emissions. Spirit expects to have 55 Neo aircraft by 2021.

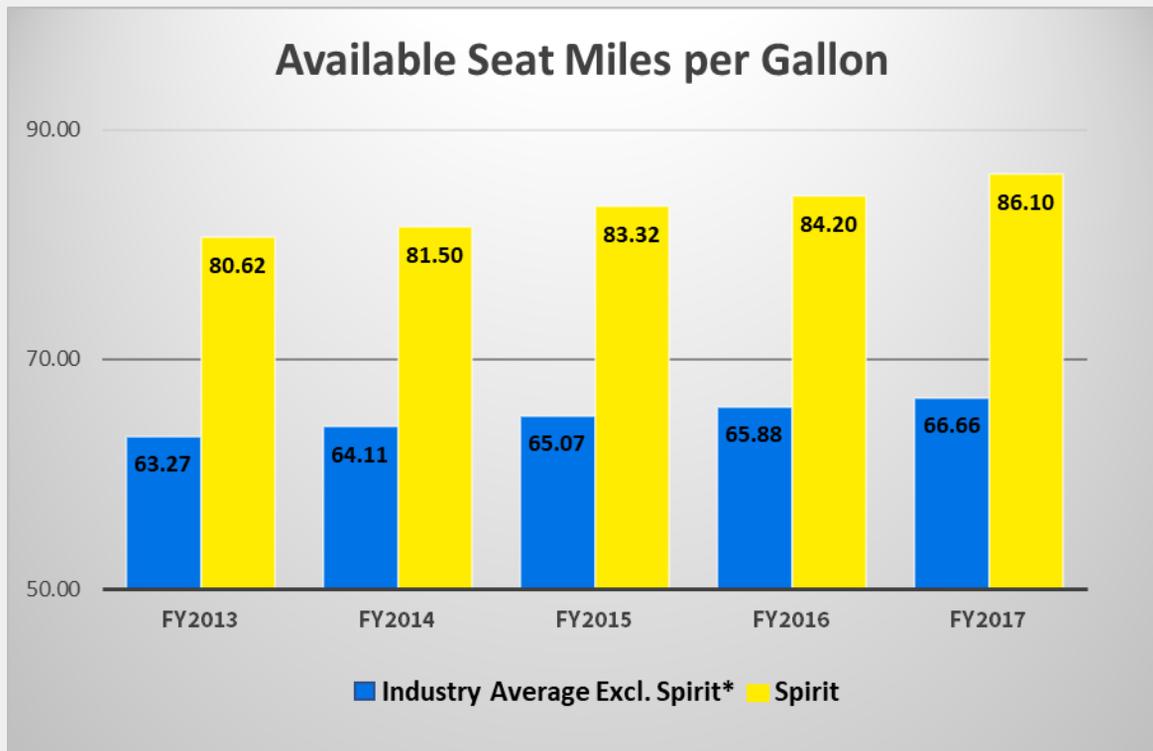


- **Aircraft density:** More seats per aircraft mean smaller carbon footprint per passenger and increased fuel efficiency (seat miles per gallon). Spirit is consistently an industry leader in lowest fuel consumption per passenger.
- **Flight Operations:** Spirit integrates our objective of high fuel efficiency into the way we fly. We use optimized energy approach paths for landings which reduce aircraft speed and noise, and conserve fuel.
- **Airport/Airline Partnerships:** Spirit, along with other airlines, has joined the port of Seattle to collaborate on a plan to provide sustainable aviation fuel, a low-carbon and sustainably produced biofuel alternative to conventional jet fuel, for airlines serving Seattle-Tacoma International Airport. The effort will also explore a variety of other mechanisms to reduce carbon and other emissions, via new technology, operational changes and infrastructure improvements.
- **“Fly Quiet” Award:** Seattle-Tacoma International Airport has awarded Spirit its prestigious “Fly Quiet” Award in both 2017 and 2018. The award recognizes noise levels consistently lower than other airlines, a high rate of success in flying strict local noise abatement procedures and our operation of low-noise next-generation aircraft.





More Fuel Efficient



*Industry = American Airlines, Allegiant, Alaska, Delta, United, Southwest, JetBlue

More Engagement

[special video](#)

We believe change starts by giving back. As a company, Spirit works directly to strengthen and improve the communities we serve and to act responsibly as a corporate citizen.



Spirit Corporate Giving and Initiatives: Every year Spirit steps in to assist people and communities in need, promote equality and basic rights, and encourage a more diverse pipeline of talent to the aviation/aerospace industry.

- **Hurricane Relief/Red Cross:** Spirit provided free transportation to over 1,400 passengers, as well as more than 800 Spirit Family members impacted by the major 2017 hurricanes in Texas, Florida and Puerto Rico/Virgin Islands. We also transported hundreds of thousands of pounds of food, medical supplies, books and toys to help these communities recover. We also set up a fund-raising webpage for the American Red Cross with Company match.
- **Habitat for Humanity:** Over 100 Spirit Team Members volunteered with Habitat home building projects in Florida and Texas.
- **Luke's Wings:** Since 2012, Spirit has partnered with Luke's Wings, providing hundreds of complimentary flights to wounded and ill service members, veterans and their families.
- **Smithsonian Institution, Washington DC:** Spirit is a sponsor of the National Air and Space Museum's America by Air Exhibit (re-opening 2021).
- **Honor Flights:** Spirit has dedicated several flights in which we transported and escorted veterans of WWII, Korea and Vietnam to visit national monuments in Washington, D.C.
- **Human Trafficking Prevention:** Spirit has been an industry leader in efforts to combat human trafficking, through enhanced training of flight crew and airport personnel. In 2018, we became an official airline partner of the DHS/DOT Blue Campaign, which provides transportation companies with resources and awareness training materials to identify and prevent human trafficking.
- **MIAT partnership:** Spirit partners with this technical school in aircraft maintenance programs and in minority/veteran outreach.
- **Commonwealth Institute/International Women's Forum:** The Commonwealth Institute (TCI) is a non-profit organization devoted to advancing businesswomen in leadership positions and building successful businesses, organizations, and careers.
- **IAWA:** Spirit has an ongoing partnership with The International Aviation Womens Association (IAWA), an international organization for women who hold positions of impact in the aviation and aerospace industry.



More Engagement

In 2017, we formed the Spirit Airlines Charitable Foundation which focuses on children, families, education and military service members. Some of our recent efforts are summarized below.



The Spirit Airlines Charitable Foundation: The Spirit Airlines Charitable Foundation is committed to inspiring positive change in cities where we live and work. We support those organizations that have a broad impact on children, families, education and military service members through volunteerism, monetary and in-kind donations.



- **Bare Fare Open:** Spirit has run two charitable golf competitions in 2017 and 2018, raising funds from major corporate suppliers and partners, as well as from Spirit Team Members. Funds raised went to OBAP scholarships, Broward College Aviation Scholarship, Florida Aviation Academy, The International Aviation Women's Association and other worthy initiatives.



- **Humane Society of Broward County:** Official Lead Sponsor 2018-2019 of the Humane Society of Broward County. Title sponsor for the Spirit Walk for the Animals event in Broward County, March 2019.



- **The Matthew Shepard Foundation:** Supporting a long-standing mission to erase hate and replace it with understanding, compassion and acceptance reflects our core values.
- **Guatemala Build/Catalyst Resources:** Partnering with Catalyst Resources, Spirit Team Members traveled to Guatemala to assist with construction, and deliver food and medical supplies in the aftermath of devastating volcanic eruptions.
- **Making Strides Against Breast Cancer:** Sponsorship of The American Cancer Society Making Strides Against Breast Cancer Walk 2018. This walk raises awareness and funds to save lives from breast cancer.
- **K9s for Warriors:** Partnership with the nation's largest provider of service dogs to military veterans suffering from Post-traumatic Stress Disability. The organization provides a service canine, equipment, training, certification seminars and vet care.
- **Our Pride Academy:** Ongoing partnership with this non-profit group of families and educators who provides a nurturing educational environment for people with developmental disabilities ages three to adult in the Miami area.

More Engagement

Spirit actively focuses on developing employee engagement initiatives that can result in future labor cost savings by reducing turnover rates and increasing overall productivity.

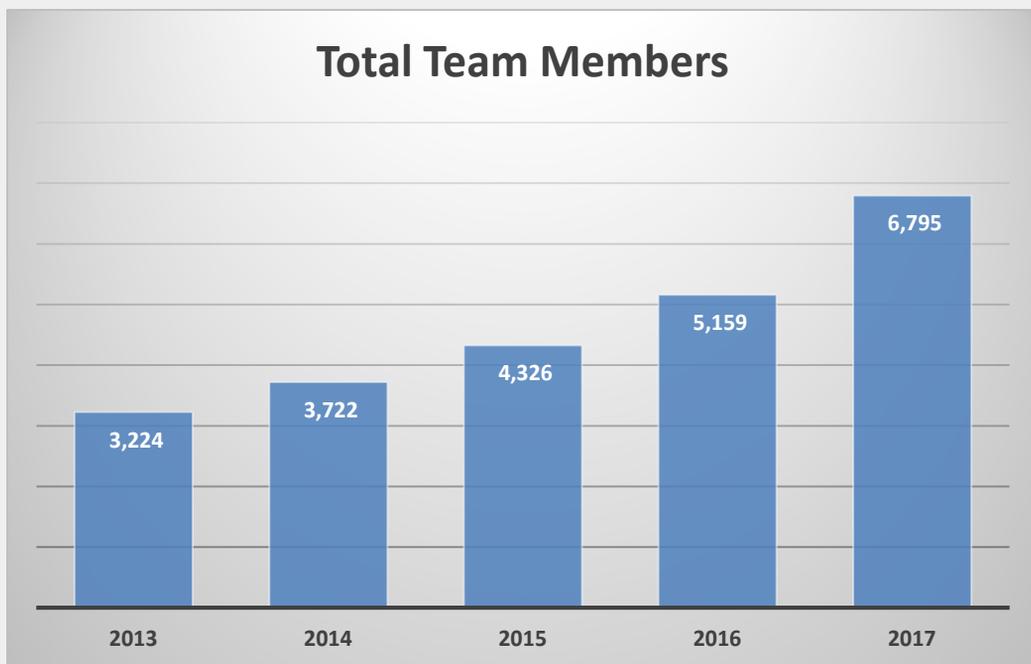


- **Events and Initiatives:** company-sponsored picnics, recreational events, holiday celebrations, HR recruiting events, management station visits, Hive-Five recognition program, employee engagement surveys, Spirit Week, Bring Your Kids to Work Day, Flight Attendant appreciation day, station events
- **Employee Engagement and Development:** management meetings, compliance training, leadership traits and behaviors courses, book clubs, on-campus training, new Team Member Handbook roll-out with related training for all managers, instructor led trainings, weekly team member highlight
- **Diversity & Inclusion Policy:** Creating opportunities for our Team Members and Guests to experience the rich diversity and broad thinking that is the cornerstone of our company culture. By building a workplace that celebrates diversity and inclusion, we are able to generate an environment of mutual respect and acceptance. Our leadership is committed to recruiting, retaining and engaging a workforce that inspires people to succeed.





**Creating jobs that support the Company's growth
and benefit the communities we serve**



More Leadership

Spirit Airlines' corporate governance and internal practices are consistent with our values and support our objectives of developing our people and improving the communities we serve



- **Board qualification standards:** The Nominating and Corporate Governance Committee is responsible for reviewing with the Board, on an annual basis, the appropriate characteristics, skills and experience required for the Board as a whole and its individual members. Diversity of personal and professional background is an important factor taken into account
- **Board diversity:** Spirit currently has 2 female Directors (22% of Board), one of whom is of Hispanic descent
- **Women leadership training:**
 - **The Commonwealth Institute – Strategies for Success:** Sending female emerging talent through leadership development program
 - Sponsor, Women in Aviation Conference
 - Sponsor, International Women’s Forum



“Speak in such a way that others love to listen to you. Listen in such a way that others love to speak to you.”

spirit
Motivational Mondays

From The Lady With The Yellow Shoes

Laurie Villa, Senior Vice President and Chief Human Resources Officer