



# Sustainability Management Plan Update



San José Mineta International  
Airport

September 2025



# Table of Contents

- Message from the Director [3](#)
  
- Introduction [4](#)
  
- Connection to United Nations Sustainable Development Goals [6](#)
  
- Our Vision for Sustainability [7](#)
  
- Setting the Context for Sustainability as SJC [8](#)
  
- Material Issues at SJC [12](#)
  
- Our Sustainability Goals [13](#)
  
- Five Actions Toward a Sustainable SJC [14](#)
  
- Action 1: Reduce Greenhouse Gases & Promote Accessible and Sustainable Transportation [15](#)
  
- Action 2: Conserve Resources and Advance Circular Economy [17](#)
  
- Action 3: Building Resilience & Adaptability for Future Climate-Related Impacts [19](#)
  
- Action 4: Stakeholder Engagement with Our Staff, Tenants, Passengers and Community [21](#)
  
- Action 5: Foster Health & Wellness for People & the Environment [23](#)
  
- Acknowledgements [25](#)
  
- Attachment A - Initiatives

# Message from the Director

Since adopting its first Sustainability Management Plan (SMP) in January 2020, San José Mineta International Airport (SJC) has strengthened its commitment to reducing resource consumption, minimizing environmental impacts and promoting social responsibility. Over the past five years, SJC has advanced a culture of sustainability across staff, tenants and passengers, while making measurable progress in resource efficiency, renewable energy adoption and community engagement.

Despite the unprecedented challenges posed by the COVID-19 pandemic, SJC has achieved notable milestones, including:

- Launching and expanding a surplus food donation program, enabling tenants to recover and donate nearly 15,000 pounds of edible food (2020–2024) to help address local food insecurity.
- Transitioning all City-owned Airport buildings to 100% renewable, emission-free electricity through San José Clean Energy’s TotalGreen service (2022).
- Supporting state-level policy (AB 1322) to incentivize Sustainable Aviation Fuels (2022).
- Achieving Airport Carbon Accreditation (ACA) Level 2 (2024) with verified, year-over-year greenhouse gas emissions reductions.
- Opening state-of-the-art Facilities Administrative and Fleet Maintenance Buildings (2024), with LEED Silver Certification.

Now five years into implementation of the 2020 SMP, this update reflects SJC’s ongoing commitment to incorporate Airport Council International North America’s environmental, social, and governance reporting framework and recommended disclosures while refining goals, targets and priorities. Looking ahead, SJC is focused on achieving ACA Level 3 Accreditation by 2026 and Level 3+ by 2029, advancing power delivery upgrades and strengthening resiliency measures to support future Capital Improvement Program and Master Plan projects. These efforts position SJC to meet the challenges of climate change, support the City of San José’s carbon neutrality goal by 2030 and continue transforming how Silicon Valley travels.



A handwritten signature in black ink, appearing to read "Mukesh Patel". The signature is stylized and fluid.

Mukesh “Mookie” Patel

Director of Aviation  
San José Mineta International Airport (SJC)



# Introduction

The Norman Y. Mineta San José International Airport (SJC), located in the heart of Silicon Valley, serves as a vital gateway for nearly four million residents and thousands of businesses. As Silicon Valley's airport, SJC plays a critical role in regional connectivity and economic vitality. The Federal Aviation Administration (FAA) classifies SJC as a medium-hub airport, currently ranked the 43rd busiest in the United States.

## Facts and Figures



**163,761**  
flights



**11.9 million**  
passengers



**10**  
carriers



**41**  
destinations

Reference: Annual Comprehensive Financial Report, 2023 and 2024

The City of San José has adopted ambitious climate action goals through its Envision San José 2040 General Plan and Climate Smart San José Plan, both of which set strategies to mitigate climate change and environmental impacts. As a City-owned entity, SJC plays a direct role in advancing these strategies. Airports worldwide face similar challenges, balancing economic growth with resource-intensive operations that generate emissions, consume energy and water, and produce waste. Within this context, airport sustainability is both a local imperative and a global responsibility.

SJC formalized its commitment to sustainability through its first SMP in 2020. This Plan reaffirms our commitment to environmental stewardship, social responsibility, and transparent governance. It applies a triple-bottom-line approach, aligning with best practices in the aviation industry and ensuring long-term value for our community, passengers, employees, and partners.

### Three Pillars of Sustainability

- Biodiversity
- Climate Change
- GHGs & Energy
- Waste Management
- Water Resources
- Air Quality



- Economic Growth
- Employee Wellbeing
- Passenger Safety & Security
- Business Supplier & Concessionaire Diversity
- ADA Amenities & Compliance

- Business Continuity & Emergency Preparedness
- Infrastructure & Facilities
- Innovation
- Risk Management
- Stakeholder Engagement
- Economic Performance

# Connection to UN Sustainable Development Goals

As a global gateway to Silicon Valley and the San Francisco Bay Area, SJC recognizes its role in the international sustainability movement. The United Nations Sustainable Development Goals (UN SDGs) provide the global framework for building prosperity while protecting the planet. SJC's updated SMP, in alignment with the City of San José's Climate Smart Plan, reflects this universal call to action—supporting inclusive growth, job creation, education, health, and environmental protection. The Plan links SJC's goals, actions, and material issues to relevant UN SDGs, illustrated with the corresponding icons.

## SUSTAINABLE DEVELOPMENT GOALS



# Our Vision for Sustainability



## Transforming Travel and Protecting Tomorrow

SJC's vision is to transform how Silicon Valley travels, delivering safe, efficient, and sustainable air transportation while supporting regional prosperity. Guided by our mission to connect, serve, and inspire, we aspire to be the premier sustainable gateway to Silicon Valley.

Through this Plan, SJC advances climate resilience, environmental protection, social responsibility, and transparent governance. We aim to ensure that air travel through Silicon Valley is not only efficient and innovative, but also sustainable for generations to come.

### Connect

#### Connecting People and Planet

We unite travelers, partners, and communities in advancing climate action, targeting carbon neutrality by 2030 (Airport Carbon Accreditation Level 3+) and electrifying our airport fleet. We support ease of movement and clean mobility in every journey. To achieve optimum benefit from our Sustainability Management Plan, we seek opportunities for engagement and partnerships with the communities that we serve.

### Serve

#### Serving with Responsibility

We act as stewards of our environment and resources, with goals to meet airport energy needs through onsite renewables, reducing potable water use, and diverting waste from landfills. We embed resilience into infrastructure and operations, to be ready for tomorrow's climate and community needs.

### Inspire

#### Inspiring Transformation

Our commitment to sustainability is a catalyst for change, inspiring our passengers, employees, and partners to embrace sustainable choices by sharing our progress and fostering a culture of innovation, transparency, and inclusion.

# Setting the Context For Sustainability at SJC

SAN JOSE MINETA INTERNATIONAL AIRPORT



## 75 YEARS OF SIMPLE.

But some things haven't changed.

*"We took the philosophy that ... we could have better service and get more passengers if [the building] looked small ... keeping the selling point we had for convenience."*

- Airport Manager Jim Nissen, 1965

Today, we're no longer a municipal airport. We're San José Mineta International Airport -- or SJC as our friends call us. But our commitment to convenience remains unwavering. Travel should be easy. Stress-free. Simple. And we promise to keep it that way, for the next 75 years and beyond.

Fly Simple. Fly SJC.



The Birth of SJC: The Chamber of Commerce float at the 1917 parade in San Jose, California. The float is decorated with flowers and has a sign that reads 'SAN JOSE MUST HAVE AN AIRPORT THIS YEAR'.

- 1. The Birth of SJC
- 2. The Birth of SJC
- 3. The Birth of SJC
- 4. The Birth of SJC
- 5. The Birth of SJC
- 6. The Birth of SJC
- 7. The Birth of SJC
- 8. The Birth of SJC
- 9. The Birth of SJC
- 10. The Birth of SJC

# Setting the Context for Sustainability at SJC

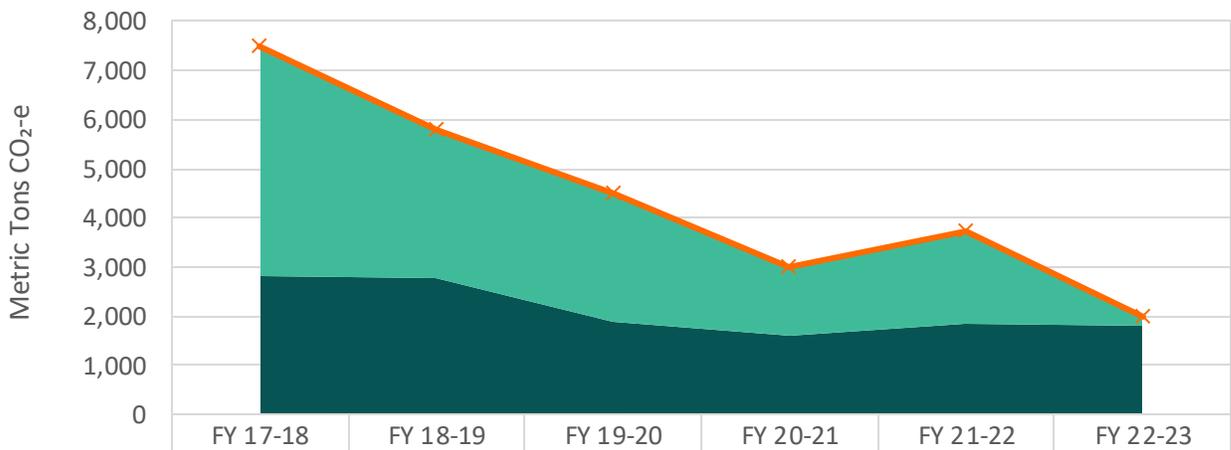


## Sustainability Management at SJC

When developing our first SMP in 2020, we conducted a baseline assessment of greenhouse gas emissions, energy and water use, ground transportation, and solid waste. That assessment informed strategies and aspirational goals across key dimensions of sustainability: energy, water, waste, natural resources, transportation, governance, and social responsibility. Since then, SJC has launched more than 80 initiatives, reported biennially through our Sustainability Reports, and continues to seek opportunities for improvement. Transparent reporting and regular assessment ensure accountability and adaptability.

This Plan builds on global best practices, including the April 2024 Airports Council International – North America (ACI-NA) white paper Environmental, Social and Governance: An Introduction to Performance and Risk Management Metrics for North American Airports. Consistent with worldwide industry standards, the Plan provides a roadmap to reduce resource consumption and greenhouse gas emissions while advancing economic resilience and community engagement. Progress is monitored and reported every two years, with ongoing input from tenants, the community, and key stakeholders through Commission meetings, station manager forums, concessionaire coordination, and public engagement processes.

**SJC Green House Gas Inventory Trends**



	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23
Indirect (Scope 2)	4,683	2,991	2,641	1,407	1,893	158
Direct (Scope 1)	2,805	2,782	1,874	1,602	1,854	1,818
Total GHG	7,488	5,772	4,514	3,009	3,747	1,977

Read more information on our sustainability progress in our latest [Biennial Sustainability Report](#)

# Setting the Context for Sustainability at SJC

## Sustainability Governance at SJC

Governance plays a crucial role in the success and integrity of sustainability initiatives. It provides a structured framework for decision-making, accountability, and transparency, which are essential for achieving sustainability goals.

At SJC, sustainability initiatives are managed by the Planning & Development Division, with contributions from the Sustainability Workgroup, comprised of leaders from multiple Airport Division departments. The Airport Senior leadership team provides oversight and governance on sustainability matters to maintain accountability throughout the organization.

### Planning & Development Division

Leads sustainability management and coordinates initiatives at SJC with participation of the Sustainability Workgroup.

### Sustainability Workgroup

Comprised of cross-functional Airport Division leaders who collaborate on sustainability efforts.

### Airport Senior Leadership Team

Provides governance and oversight, ensuring accountability for sustainability matters across the organization.

### Organization-wide Accountability

Sustainability is driven throughout SJC by leadership, collaboration, and cross-divisional participation.



Facilities Administration Building Grand Opening

# Setting the Context for Sustainability at SJC



## SJC Stakeholder Engagement and Materiality

Stakeholder engagement is a key component in developing and implementing a sustainability management plan. To develop and update our SMP, we engaged employees from across our organization to create a shared vision for sustainability that is supported by ambitious goals and actionable strategies. Our Plan was shaped by a Sustainability Workgroup comprised of staff from nearly all Airport Divisions who contributed to a robust planning process that included an analysis of our current state, goal-setting, and analysis of potential strategies to determine how impactful they will be in contributing to our cross-cutting sustainability goals. As part of preparing this updated Plan, the Sustainability Workgroup was re-assembled so that we could get direct feedback and information on the implementation of the current initiatives and projects and future projects.

### Creating a Shared Vision for Sustainability



In sustainability reporting, the concept of materiality involves identifying environmental, social, and economic (governance) topics most relevant to an organization. Identifying which topics are most relevant in terms of both an airport’s impacts on the environment and community as well as the risks or opportunities sustainability topics may present for the airport’s financial and operational performance is often referred to as double materiality. As described in the ACI-NA ESG framework, this principle guides airports to prioritize and focus their effort on those environmental, social, and governance (ESG) topics that are most relevant to their operations and to their stakeholders. This allows airports to concentrate their resources and initiatives on areas where they can have the greatest influence on the community and environment, as well as the greatest importance for airport business continuity, resilience, and long-term success.

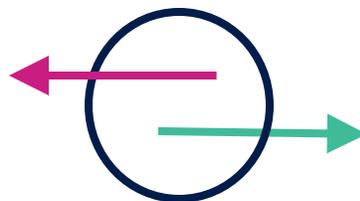
**IMPACT MATERIALITY**

---

Airport activities that may impact people and planet

Inside Out

### Double Materiality



**FINANCIAL MATERIALITY**

---

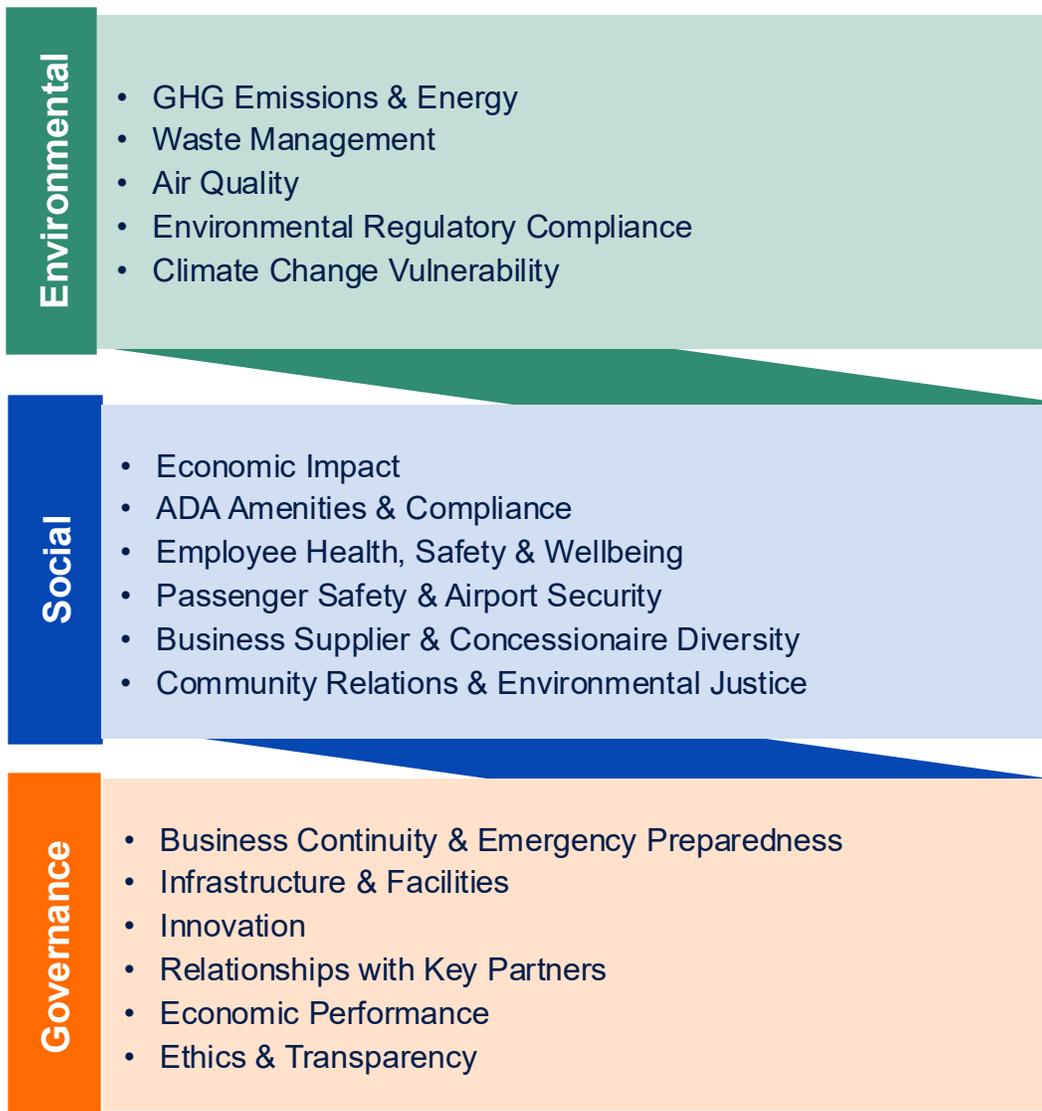
Sustainability topics that may impact an airport’s financial performance

Outside In

# Material Issues at SJC

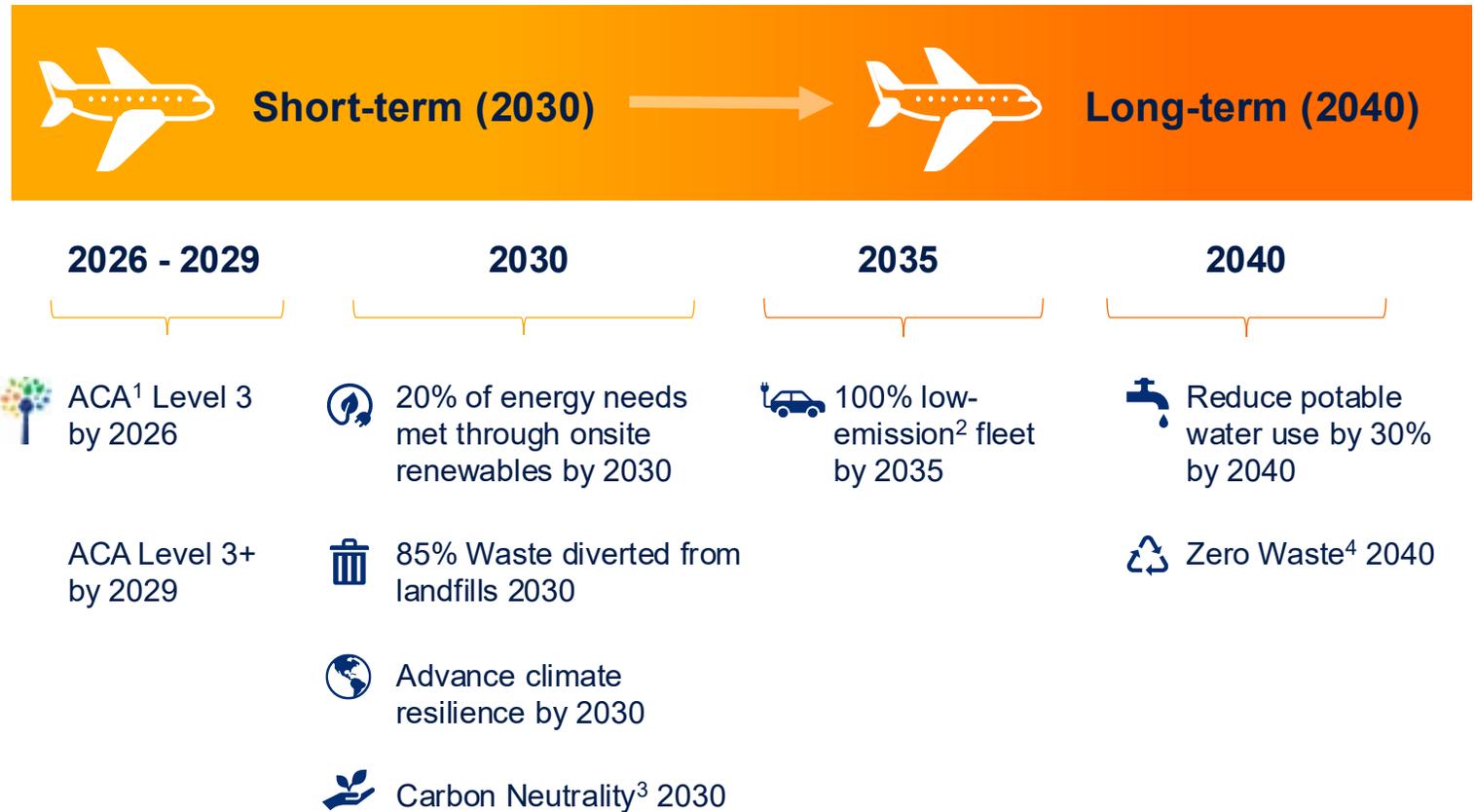
To inform SJC’s sustainability priorities, a materiality assessment was conducted, gathering input from both internal and external stakeholders through a survey process. The Sustainability Workgroup and other internal stakeholders participated in the materiality survey to identify the environmental and community issues that most significantly impact or are impacted by the Airport. SJC leadership was also surveyed to provide perspectives on topics affecting the Airport from a financial and business standpoint. All survey responses were collected anonymously.

The stakeholder surveys requested input on 33 ESG topics aligned with the ACI-NA ESG framework. The findings guide SJC’s sustainability initiatives and reporting, so that our efforts reflect the issues most important to our stakeholders and support the long-term success and resilience of the Airport. Results revealed that stakeholders consider the following ESG topics to be most important.



# Our Sustainability Goals

This SMP sets forth ambitious goals aligned with local and statewide targets, designed to demonstrate leadership across environmental, social, and governance pillars. As a City department, SJC supports the Climate Smart San José Plan, which charts a pathway for the City to meet the Paris Climate Accord. While specific municipal carbon reduction targets are still under development, SJC's Plan is designed to meet or exceed the City of San José's current trajectory.



<sup>1</sup> Airport Carbon Accreditation (ACA) is Airport Council International's carbon management certification standard available to all world airports seeking to reduce emissions of greenhouse gases from airport operations.

<sup>2</sup> Low- or zero-emission alternatives to certain specialized airport equipment may not be commercially available within this timeline. SJC commits to utilizing the best available technology for Airport equipment.

<sup>3</sup> Carbon neutrality at SJC is defined as when the net GHG emissions (as measured in CO<sub>2</sub>-e) for Airport-controlled property and equipment is zero. This does not include property owned by tenants of SJC.

<sup>4</sup> In accordance with the City's definition that Zero Waste is diverting 90 percent of all discarded materials from landfills, incinerators and the environment.

# Five Actions Toward a Sustainable SJC



Our sustainability strategy reflects the issues most important to our stakeholders and fundamental to the Airport’s resilience and long-term success. It aligns directly with our mission to connect, serve, and inspire. To advance this mission, we identified five actions to guide implementation of our goals, which is shown in the matrix below.

- **ACTION 1: Reduce GHGs & Promote Sustainable Transportation**
- **ACTION 2: Conserve Resources & Advance Circular Economy**
- **ACTION 3: Building Resilience & Adaptability for Future Climate-Related Impacts**
- **ACTION 4: Stakeholder Engagement (staff, tenants, community, passengers)**
- **ACTION 5: Foster Health & Wellness for People & the Environment**

Goals	Action 1	Action 2	Action 3	Action 4	Action 5
ACA Level 3 by 2026					
ACA Level 3+ by 2029					
20% of energy needs met through onsite renewables by 2030					
85% Waste diverted from landfills by 2030					
Carbon Neutrality by 2030					
Advance climate resilience by 2030					
100% low-emission fleet by 2035					
Reduce potable water use by 30% by 2040					
Zero Waste by 2040					

Our actions are supported by a broad range of initiatives that we will implement in the short, medium and long-term. The following chapters delineate our strategy that support each of these critical actions.

# Action 1: Reduce Greenhouse Gases & Promote Accessible and Sustainable Transportation



7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



13 CLIMATE ACTION



# ACTION 1: Reduce Greenhouse Gases & Promote Accessible and Sustainable Transportation

The San José City Council has set an aspirational target for carbon neutrality by 2030, supported by the Climate Smart San José Plan and the City’s Pathway to Carbon Neutrality. Transportation, buildings, and power sources are the three central components of this pathway.

SJC already operates on 100% renewable electricity through San José Clean Energy’s TotalGreen service. This Plan builds on that foundation by prioritizing the transition to low- and zero-carbon energy for facilities, vehicles, and tenant operations. Strategies include requiring low-carbon standards for new buildings and energy plants, electrifying the vehicle fleet, retrofitting existing assets with cleaner technologies, and encouraging concessionaires to adopt induction cooking equipment where feasible. These investments will reduce greenhouse gas emissions, lower operational costs, and strengthen resilience.

SJC has also committed to achieving Airport Carbon Accreditation (ACA) Level 3+ by 2029, advancing from its current Level 2 status.



SJC ACA Level 2 Plaque Acceptance – September 2024

## Key Performance Metrics and Targets

Metrics	2018 Baseline	Target	Current State
Pursue ACA Level 3	Not accredited	2026	Obtained Level 2 in 2024
Pursue ACA Level 3+	Not accredited	2029	Obtained Level 2 in 2024
GHG Emissions (CO <sub>2</sub> -e metric tones) Annually	6,793 (Scopes 1 and 2)	Carbon neutral by 2030 (Scopes 1, 2, and 3)	1,977 (Scopes 1 and 2)
GHG Emissions Intensity (GHG/sf)	0.0022 <sup>2</sup>	Carbon neutral by 2030 (Scopes 1, 2, and 3)	0.0008 <sup>2</sup>
100% of Fleet Comprised of Low-Emission Vehicles	26%	100% by 2035 <sup>1</sup>	34%

<sup>1</sup> Includes contracted services. Applies to fleet vehicles for which low-emission alternatives are available.

<sup>2</sup> The 2018 baseline reflects calculations from FY 2018–2019. Current values reflect calculations from FY 2023–2024.

nk here!

dropwater

# Action 2: Conserve Resources & Advance Circular Economy

choose temp



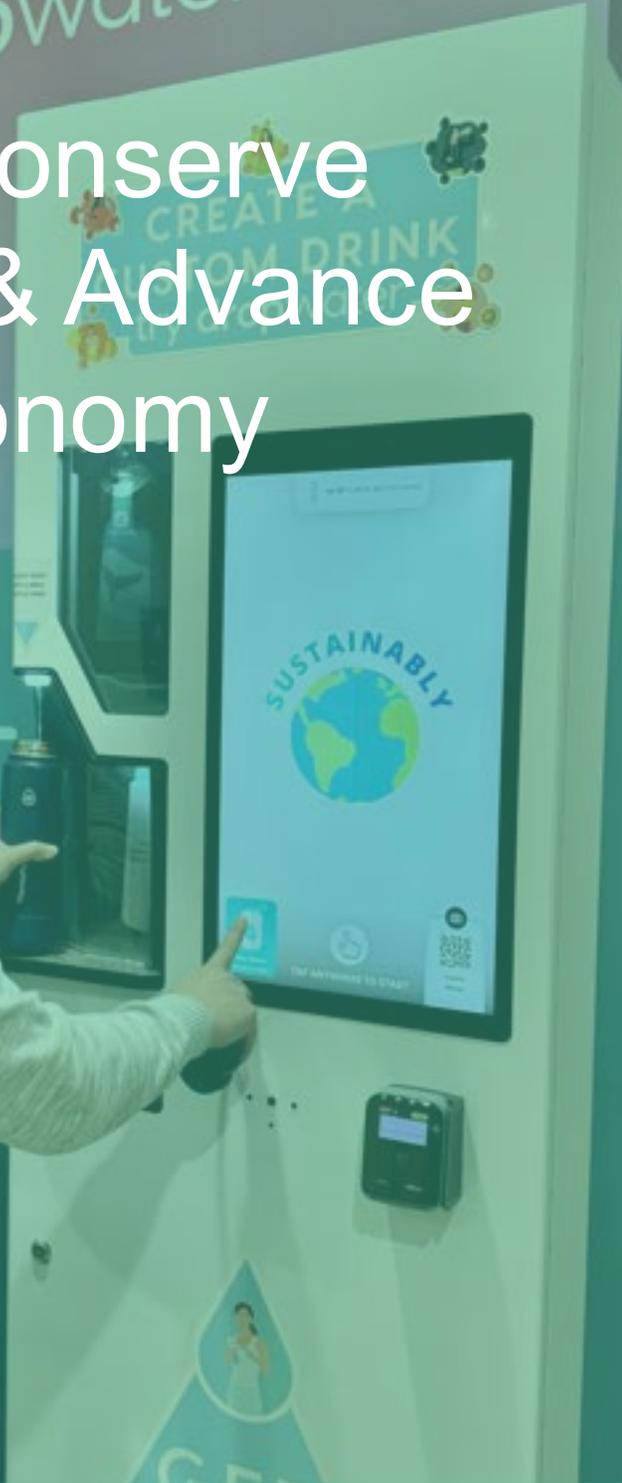
dropwater

### Need a bottle?

We'll make a drink in an eco-friendly package just the way you like it!

### Got a bottle?

Use the filtered water spout on the left side of the machine. It's free!



3 GOOD HEALTH AND WELL-BEING



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



# ACTION 2: Conserve Resources & Advance Circular Economy

Airports are resource-intensive enterprises, and adopting circular economy principles is essential for minimizing consumption and emissions. A circular economy emphasizes reuse, recycling, refurbishing, and repair, reducing reliance on finite resources while generating long-term resilience and economic opportunity.

SJC is committed to advancing these principles through design, procurement, and waste management practices. This includes introducing efficient technologies, purchasing more sustainable materials, and diverting compostable waste from landfills to avoid methane emissions. SJC's waste reduction efforts align with the City's updated Draft Zero Waste Element of the Climate Smart San José Plan. These strategies reduce the Airport's footprint while engaging stakeholders in best practices.

## Key Performance Metrics And Targets

Metrics	2018 Baseline	Target	Current State
Annual Energy Use Intensity (kWh/sf/yr.)	39 (terminal average)	30 (new facilities)	26
Percent of Energy Needs Met Through Onsite Renewables	4%	20% by 2032	4%
Non-Recycled Water Use (gallons)	40,426,972	28,298,880 (30% reduction)	30,528,748
Recycled Water Use (gallons)	11,617,247	--	12,841,060
Percent of Waste Diverted from Landfills	79% <sup>1</sup>	Zero Waste by 2040	63% <sup>2</sup>

<sup>1</sup> The 2018 baseline estimated diversion rates were updated to reflect City audits of recycling, mixed landfill and compostable, and yard trimming materials at the mixed materials recycling facility (MRF). Waste totals do not include hazardous waste or waste from international flights, which are disposed of separately per federal regulations.

<sup>2</sup> SJC recorded a decrease in diversion compared to the 78% that was reported in the previous reporting period. This trend applied to the overall City Facilities program and can be attributed to a new methodology for estimating municipal solid waste diversion and processing residue in the recently executed contract with GreenWaste Recovery.

# Action 3: Building Resilience & Adaptability for Future Climate-Related Impacts



# ACTION 3: Building Resilience & Adaptability for Future Climate-Related Impacts

SJC is coordinating closely with the City of San José’s Climate Adaptation and Resilience Plan (CARP), which is being developed to address climate-related threats such as wildfires, flooding, sea-level rise, and extreme heat. The draft CARP evaluates the potential impacts of climate change on the City’s residents, buildings, critical facilities, utilities, and transportation systems. For SJC, the assessment identified high vulnerability to flooding, moderate vulnerability to extreme heat, and minimal to low vulnerability to sea-level rise, drought, and wildfire. In response, the Airport is advancing strategies to safeguard critical infrastructure and strengthen resilience against flooding and severe weather, ensuring continuity of operations and long-term reliability.

## Key Performance Metrics and Targets

Metrics	2018 Baseline	Target	Current State
Complete Phase II of Power Delivery and Energy Resilience Study	None	Complete by 2026	Not started
Conduct an Airport Climate Vulnerability Assessment	None	Complete by 2027	Not started
Identify Mitigation Measures for Airport Infrastructure per Climate Vulnerability Assessment	None	Complete by 2028	Not started



# Action 4: Stakeholder Engagement for Our Staff, Tenants, Passengers & Community



# ACTION 4: Stakeholder Engagement for Our Staff, Tenants, Passengers & Community

Airports are complex environments that must coordinate and serve a wide range of stakeholders. At SJC, these include residents, local government, airlines, transportation agencies, business leaders, employees, tenants, passengers, and contractors. Each group plays a vital role in advancing the Airport's sustainability initiatives and long-term success.

As SJC reduces its carbon footprint, supports the regional economy, and adapts to a changing mobility landscape, it must also remain a stable and resilient enterprise. Achieving this balance requires ongoing engagement with stakeholders, transparent communication, and thoughtful collaboration across all audiences.

Within the organization, SJC recognizes that employee wellness directly supports productivity, safety, and retention. The Airport is committed to creating a healthy, supportive workplace while safeguarding the wellbeing of passengers and employees alike. By emphasizing transparency, training, and wellness, SJC strengthens trust and ensures a safe and resilient environment for the community it serves.



San José Mineta International Airport (SJC) was the first airport to offer therapy dogs in the terminals

## Key Performance Metrics and Targets

Metrics	2018 Baseline	Target	Current State
Number of Sustainability and Environmental Outreach and Education Events - City Employees	0	5 per year by 2026	5
Number of Sustainability and Environmental Outreach and Education Events - Tenants	0	5 per year by 2026	5

# Action 5: Foster Health & Wellness for People & the Environment



# ACTION 5: Foster Health & Wellness for People & the Environment

As Silicon Valley’s airport, SJC recognizes the importance of fostering health and wellness for both people and the environment. Surrounded by the natural beauty of the Bay Area, we seek to integrate opportunities for passengers and employees to connect with nature as part of the Airport experience—supporting well-being while deepening appreciation of our surroundings.

SJC partners with the City of San José, Santa Clara County, and Friends of the Guadalupe River on transportation, infrastructure, and park projects that enhance community and environmental quality. We also collaborate with local schools and universities to provide educational programs, internships, and career pathways that strengthen workforce development and community engagement.



Wings for All® is a nationwide program started by The Arc in 2014 to support people with autism and other intellectual and developmental disabilities.

We actively work with residents, businesses, and government agencies to address potential noise impacts through outreach programs, advisory committees,

and public meetings. SJC maintains a noise complaint hotline and website, and continuously monitors noise levels, with results made publicly available. In addition, we are committed to co-existing with local wildlife, balancing the protection of natural habitats with the need to ensure safe and reliable airport operations.

## Key Performance Metrics and Targets

Metrics	2018 Baseline	Target	Current State (FY21-23 Status)
Number of Community Events	1 per year	5 per year by 2026	8 <sup>1</sup>
Number of Acres of Treated Stormwater Run-off	68.26 acres	90 acres by 2030	70.73 acres

<sup>1</sup> Community events include but are not limited to: American Red Cross Blood Donation Drive(s), Animal Adoption Drive(s), City of San José Combined Giving Campaign, City of San José Pride Parade, SJC Happy Tails Days, Walk a Mile in Her Shoes, Wings for All.

# Acknowledgements



## City of San José Airport Department

### Director's Office

Chad Gallacinao, Safety & Training Manager

Magdalena Nodal, Senior Analyst

Matthew Kazmierczak, Division Manager

### Facilities & Engineering Division

Christine Seadler, Electrician Supervisor

Kevin Spinks, Senior Engineer

Kristopher Quilindrino, HVAC Supervisor

Meihah Nguyen, Associate Engineer

Susan Frazier, Building Management Administrator

### Marketing & Communications Division

Julie Jarratt, Public Information Manager

### Planning & Development Division

Patrick Hansen, Division Manager

Rachel Lam, Environmental Services Specialist

Uyen Mai, Environmental Services Specialist

### Finance & Administration Division

Kayla Worley, Property Manager II

Logan Carter, Senior Analyst

Stephanie Silva, Accountant II

## City of San José Public Works Department

David Mesa, Fleet Manager

### Plan Development by:

Haley & Aldrich, Inc.





***The Guadalupe River Trail provides low-carbon connectivity to our community, to wellness, and to nature.***