

Metropolitan Airports Commission

Sustainability Annual Report 2025

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mspTM

Executive Summary

The 2023 Omnibus Transportation Bill passed by the Minnesota Legislature requires the Metropolitan Airports Commission (MAC) to provide an annual report on climate mitigation and adaptation. The annual report is to include a summary of activities and evaluation of performance at the Minneapolis-St. Paul International Airport (MSP) in support of the MAC's 2030 sustainability goals and a plan and timeline for the reduction of single-use plastics. A requirement to include the MAC's 2023 waste characterization study was published in the [2023 MAC Annual Sustainability Report](#). In its 2023 report, the MAC committed to including a decision on a single-use plastic water bottle ban in the 2024 report, following additional stakeholder engagement and research. This 2025 MAC Sustainability Report provides detailed information on each of these items and showcases the MAC's industry-leading commitment to sustainability.

The MAC's 2030 Sustainability Goals

The MAC is committed to a sustainable future and has set goals and created organizational structures that reflect its commitment to sustainability. In February 2020, staff recommended and the commission unanimously adopted four sustainability goals to achieve by 2030:

- **Emissions:** Reduce MSP total emissions 80% from a 2014/2015 baseline.
- **Water:** Reduce MSP water use per passenger by 15% from a 2015 baseline.
- **Waste:** Reduce, reuse, recycle or compost 75% of MSP solid waste.
- **Engagement:** Achieve a MAC Employee Sustainability Score of 85.

Highlights from 2025

- Added renewable energy through the Terminal 2 North Expansion project. Ground source heat pump wells and solar panels are projected to reduce reliance on grid electricity at a rate comparable to the electricity use of 121 average homes per year, for an annual savings of \$140,000 on utility bills.

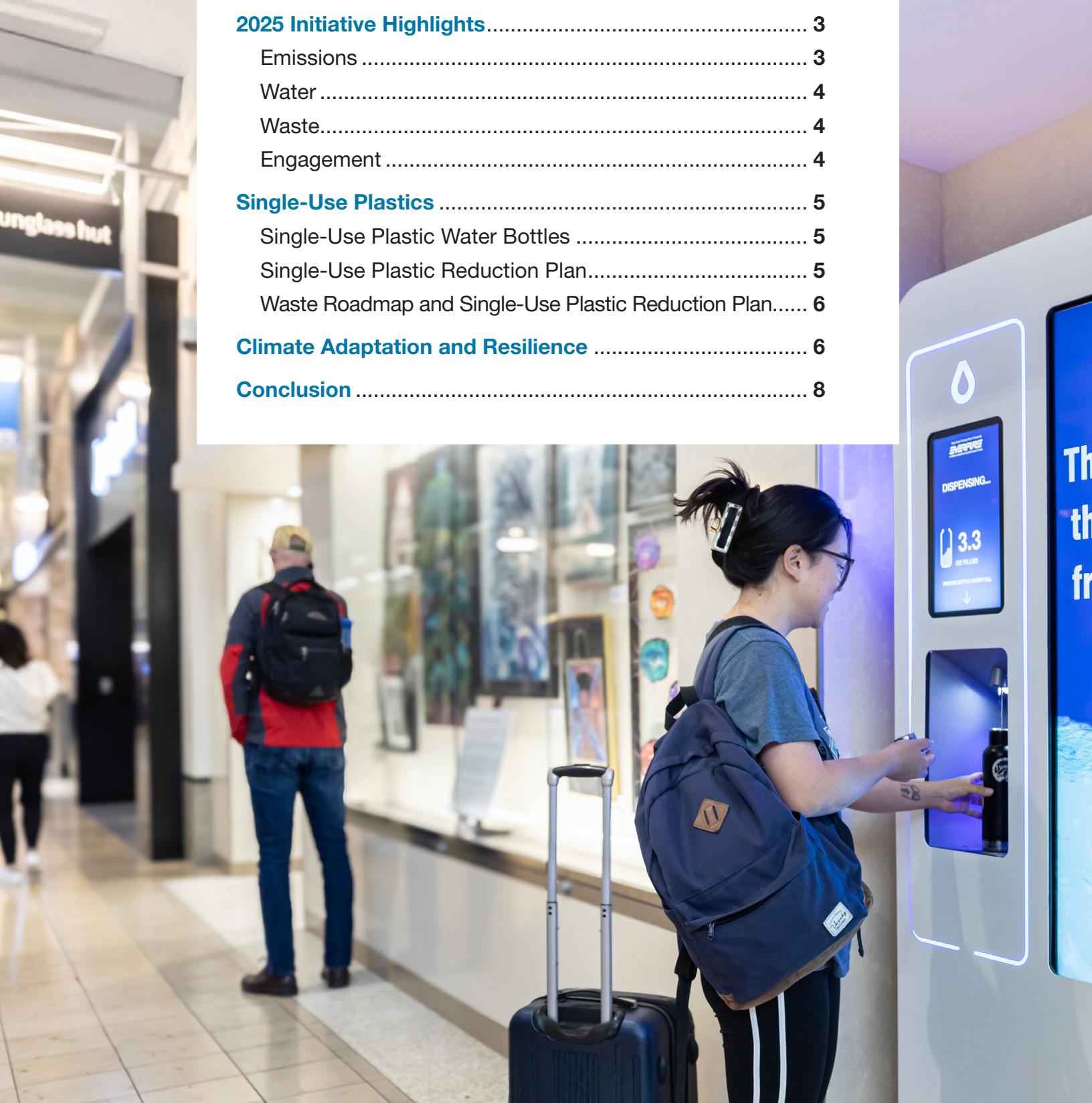
- Included requirements for sustainable packaging in new lease agreements to reduce single-use plastics in restaurants and concession spaces.
- Continued to phase replacement of vehicles and equipment with low or zero-emissions alternatives – including seven electric vehicles and modern, more-efficient snow removal equipment – and installed telematics on all vehicles to improve efficiency.
- Reduced restroom water usage by replacing aging toilets with more efficient models and harnessing rooftop water reclamation for toilet flushing in three major construction projects.
- Expanded restroom paper towel collection program to include most secure areas of MSP. Installed compactors for paper towels and concourse waste to reduce reliance on plastic liners for bins.
- Secured a new strategic partnership with Intuitive AI to add 10 additional Oscar AI sorting assistants at MSP to help travelers correctly recycle.
- Partnered with Pentair and Hope Hydration during Earth Month to distribute 2,000 reusable water bottles at MSP to people who signed a pledge to use a refillable water bottle and reduce waste. Refill stations were used 9.1 million times in 2025, an increase from 8.5 million uses in 2024.
- Formed a new employee engagement team called the Sustainability Squad, representing a wide range of functions across the MAC, which hosted numerous engagement opportunities in 2025.
- Continued exemplary participation in donation programs, such as Loaves and Fishes, donating 66,400 pounds of food in 2025, equivalent to 55,320 meals.
- Continued pursuing LEED® certification on four major projects currently under construction at MSP and the St. Paul Downtown Airport, totaling nearly 600,000 square feet.

Next Steps

The MAC will continue to measure and share progress toward its 2030 sustainability goals on [metroairports.org](#). The MAC is proud to present this report and encourage full readership to learn about the many initiatives the MAC is leading to advance sustainability at MSP.

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About the MAC

The Metropolitan Airports Commission (MAC) owns and operates one of the nation's largest airport systems, including Minneapolis-St. Paul International Airport (MSP) and six general aviation airports. The MAC's purpose is to provide exceptional airport experiences so Minnesota thrives. The airport system connects the region to the world and showcases Minnesota's extraordinary culture to millions of passengers from around the globe who arrive or depart through MAC airports each year. Though a public corporation of the state of Minnesota, the organization is not funded by income or property taxes. Instead, the MAC's operations are funded by rents and fees generated by users of its airports.

In 2025, the MAC earned global recognition for customer experience and operational excellence as MSP was [ranked #1 in customer satisfaction among mega airports by J.D. Power](#)¹ for the third time in the past four years. In 2025, the MAC earned an honorable mention for Engaging Passengers in the Sustainability Journey at the 2025 Airports Council International-North America Environmental Achievement Awards in the Outreach, Education, and Community Involvement category.

The MAC's Sustainability Commitment

The MAC is committed to a sustainable future. In February 2020, staff recommended and the commission unanimously adopted four sustainability goals to achieve by 2030:

- **Emissions:** Reduce MSP total emissions 80% from a 2014/2015 baseline.
- **Water:** Reduce MSP water use per passenger by 15% from a 2015 baseline.
- **Waste:** Reduce, reuse, recycle or compost 75% of MSP solid waste.
- **Engagement:** Achieve a MAC Employee Sustainability Score of 85.

Building upon its 2030 sustainability goals, the organization's [2023-2027 enterprise strategic plan](#) includes a focus area to "actively manage sustainability and stakeholder and community relations." MAC staff established an internal structure that facilitates, guides and supports collaboration, innovation and measurable progress in sustainability. In addition to an active Executive Sustainability Committee composed of leaders from across the organization, the MAC has

dedicated working groups for emissions, water, waste and engagement that exist to develop roadmaps, action plans and strategies to advance its sustainability commitments.

The MAC continues to participate in influential sustainability collaboratives. The MAC is a supporting partner of the Minnesota Sustainable Aviation Fuel Hub (SAF Hub), which launched in 2023. The organization has been a member of the Minnesota Sustainable Growth Coalition since 2016. MAC employees actively participate in Airports Council International-North America's sustainability working groups. The Airport Carbon Accreditation (ACA) program, the industry certification committed to reducing carbon and increasing airport sustainability, has recognized the MAC for its carbon emissions reduction efforts at MSP every year since 2017. In 2025, MSP achieved Level 3 of the program for the second year in a row, and all six of the MAC's general aviation airports achieved Level 1 of the program for the first time.

These formalized MAC-wide commitments follow decades of signature projects and progress focused on environmental stewardship. Some

¹ Minneapolis-St. Paul International Airport received the highest score among mega airports (33 million or more passengers per year) in the J.D. Power 2022, 2024 and 2025 North America Airport Satisfaction Studies of customers' satisfaction with the airport they traveled through. Visit jdpower.com/awards for more details.

examples of signature projects include building one of the largest rooftop solar energy facilities in Minnesota, installing water-saving fixtures in restrooms, and creating a successful organics recycling and food recovery program for airport businesses. The MAC is advancing sustainable design by pursuing LEED® certification on four major projects currently under construction at MSP and the St. Paul Downtown Airport, totaling nearly 600,000 square feet. These projects reflect the MAC's commitment to energy efficiency, environmental responsibility, and the health and well-being of building occupants. They incorporate proven best practices alongside innovative technologies new to MSP, such as rainwater capture and reuse, geothermal heating and cooling, green roofs, low-carbon materials, on-site renewable energy, and more.

Minnesota Legislative Report Requirement

The 2023 Omnibus Transportation Bill passed by the Minnesota Legislature requires the MAC to provide an annual report on climate mitigation and adaptation. The annual report is to include a summary of activities and evaluation of performance at MSP in support of the MAC's 2030 sustainability goals and a plan and timeline for the reduction of single-use plastics. A requirement to include the MAC's 2023 waste

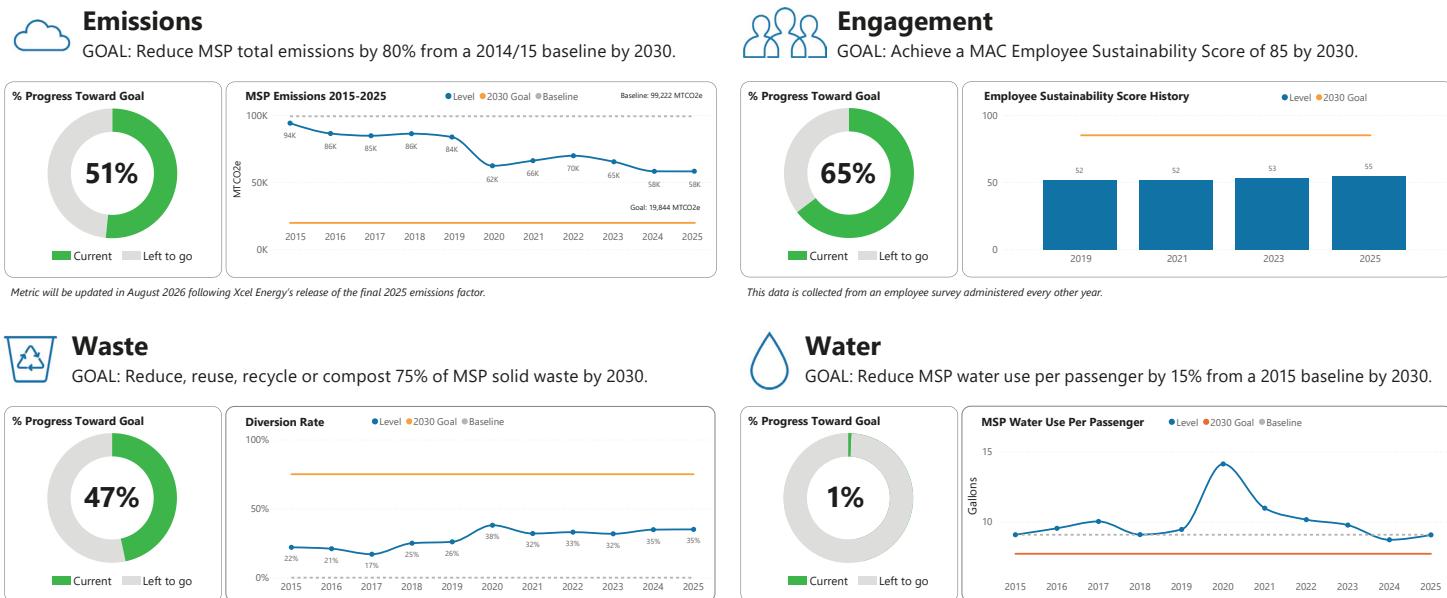
characterization study was fulfilled in the [2023 MAC Annual Sustainability Report](#). A requirement to consider banning the sale of single-use plastic water bottles at MSP has been fulfilled. The 2023 and 2024 reports detail the extensive engagement and research that supported the decision not to ban the sale of single-use plastic water bottles at MSP at this time. The MAC will reexamine this decision periodically as it monitors changes to the supply chain, recycling infrastructure and circularity, emerging research on microplastics and other contaminants of concern, partnership opportunities, and product or material innovations.

Progress Toward 2030 Sustainability Goals

The MAC annually reports progress on its 2030 sustainability goals. This information is publicly available on [the MAC's sustainability website](#). The scorecard below depicts progress as of Dec. 31, 2025. Note that the emissions progress is preliminary, calculated using Xcel Energy's forecasted 2025 emissions factor, and will be updated when Xcel Energy publishes its final 2025 emissions factor (anticipated in mid-2026).

Metrics for 2025 were similar to 2024, showing incremental improvement on the waste and engagement goals and a slight decline on the emissions and water goals. However, multiple years

Scorecard



of data and key performance indicators demonstrate that the MAC is consistently progressing on all four goals. Variables in 2025 that hindered progress included more extreme weather, fewer passengers and reduced special materials generation.

A few notable efforts that positively contributed to the progress are:

- Reduced emissions through new hybrid and electric vehicles, energy-efficient equipment upgrades and cleaner power from Xcel Energy.
- Reduced water use by maintaining low irrigation practices, minimizing water losses and continuing to increase restroom efficiencies.
- Reduced solid waste by expanding the restroom paper towel collection program, capturing materials from tenants for donation, and improving waste education and infrastructure for custodial and airline cleaning staff.
- Increased employee engagement by initiating an engagement team, improving communications materials and channels, and including more employees in working groups and events.

2025 Initiative Highlights

The MAC executed several sustainability initiatives over the course of 2025, many in partnership with airlines, tenants and employees. These initiatives included infrastructure and capital improvements, as well as researching and studying potential technologies and solutions for future projects.

Emissions

Renewable Energy Portfolio

As facilities at MSP expand to accommodate future needs, the MAC is leveraging efficient design and adding renewable energy to minimize energy use and emissions. In the Terminal 2 North Expansion project, ground source heat pumps and solar are projected to save \$140,000 on the facility's annual utility bills and reduce reliance on grid electricity by more than 1.1 gigawatt hours per year. This is comparable to the electricity use of 121 average homes per year and increases the MAC's total renewable energy portfolio by 27%.

Emissions Tracking and Reporting

In 2025, the MAC achieved Level 3 of the ACA Program for MSP for the second year in a row and achieved Level 1 of the program for all six of its general aviation airports for the first time. Additionally, the MAC undertook an effort in 2025 to enroll all MSP buildings in Minnesota's energy benchmarking platform and completed a study to determine submetering requirements at MSP.

Vehicles and Equipment

The MAC continues to replace aging vehicles and equipment with low or zero-emissions options, adding another seven electric vehicles to the fleet in 2025. In addition, the MAC made a major investment in modern, more efficient snow removal equipment, which will significantly increase the fleet's efficiency. In 2025, the MAC also installed telematics devices on all fleet vehicles, which provides robust usage data that will be used to help reduce idling and increase efficiencies.

Energy Efficiency and Conservation

Energy efficiency and conservation remains a cornerstone of the MAC's sustainability approach. In 2025, the MAC leveraged Minnesota's Conservation Improvement Program to complete new energy efficient projects, which will save electricity comparable to that used by 108 average homes annually. Tunnel lighting upgrades beneath Runway 12R-30L reduced energy bills by \$70,000 per year while improving visibility and reducing ongoing light fixture maintenance. Additionally:

- Heating, ventilation and air conditioning upgrade projects completed in 2025 will reduce an estimated 408,900 kilowatt hours (kWh) annually.
- Lighting upgrades will reduce an estimated 597,400 kWh annually.

In 2025, the MAC leveraged \$11.68 million of Federal Aviation Administration grant funding to support energy efficiency and conservation projects at both terminals, including the new ground source heat pumps at Terminal 2.

Water

Condensate Study

In 2025, the MAC conducted a study to understand the opportunity to capture and reuse condensate water from air handling units. The study estimated that 300 gallons of water could be captured from each unit on a hot day. The MAC is evaluating the feasibility of installing capture systems as part of new construction projects.

Leak Preparedness and Response

In 2025, the MAC reviewed water leak preparedness and response procedures to identify gaps and opportunities. As a result, the MAC Trades team cross-trained all plumbing staff on indoor and outdoor systems, ensuring knowledge and access to shut-off valves. In addition, the MAC is working to update GIS data with critical plumbing data and to provide enhanced training for construction teams.

Water Reclamation

In 2025, the MAC installed its first industrial-sized water reclamation tank to store water from rooftops and use it for flushing toilets or other purposes. Rooftop water reclamation is included in three major projects underway – the Concourse G Infill, Terminal 2 North Expansion, and Safety and Security Center – and will save an estimated 1.7 million gallons of water per year.

Toilet Replacement

In 2025, the MAC began replacing aging 3.5 gallon per flush toilets with 1.6 gallon per flush toilets. Over the course of 2025, 36 toilets were replaced; another 18 toilets will be replaced in 2026. The MAC estimates that replacing all aging toilets will reduce overall water use at MSP by at least 7%.

Waste

Organics Expansion

The MAC continues to expand organics collection beyond MSP restaurant kitchens. In 2024, the MAC began collecting paper towels in select MSP restrooms and expanded the effort in 2025 to include the majority of secure areas at Terminal 1 and Terminal 2. The MAC also expanded the employee composting program to eight new locations, including the Trades Building and fire stations.

Assistive Sorting Technology for Passengers

Since 2024, the MAC has been piloting Oscar AI, an artificial intelligence sorting assistant that helps users determine whether items are recyclable or compostable. The assistant collects data that can be used to tailor education and includes a screen that can display sustainability messages. In 2025, the MAC secured a new strategic partnership with Intuitive AI and installed an additional 10 Oscar AI units throughout MSP, resulting in 12 total units.

Surplus Food and Other Items Donation

The MAC strives to donate surplus food and other items to nonprofits where possible. The MAC continued partnerships with Loaves and Fishes, Mano a Mano and Bridging. In 2025, the MAC donated:

- 55,320 meals (66,400 pounds) to Loaves and Fishes.
- 2,800 pounds of medical donations such as canes, walkers and wheelchairs to Mano a Mano.
- 2,650 pounds of items being replaced by tenants, such as tables, chairs, plates, bowls and utensils to Bridging.

Cigarette Waste Recycling

In 2025, the MAC began collecting passenger-facing cigarette waste for recycling using a free program funded by a tobacco company. The program will recover an estimated 350,000 cigarettes per year. The recycler processes the cigarettes, sending filters to organics recycling and making outdoor products from other components.

Engagement

Increased Employee Engagement

In 2025, the MAC formed a new sustainability engagement team and champions program, representing a wide range of functions across the MAC. The team organized numerous opportunities for all employees, including two adopt-a-highway cleanups, a bike-to-work week, a compost event, an apiary tour, a MSP waste tour, native seed planting at the Lake Elmo Airport, and a competition to turn off lights and monitors.

Coalition Participation

The MAC continues to actively participate in coalitions working to advance sustainability at the local and industry levels.

- As a member of the Minnesota Sustainable Aviation Fuel (SAF) Hub led by Greater MSP, the MAC supported state legislative initiatives to continue funding for tax credits, conducted messaging campaigns at the airport and through newsletters, and participated in Hub events.
- Through the Sustainable Growth Coalition, the MAC attended biodiversity workshops led by the University of Minnesota.
- The MAC participates in industry sustainability groups led by Airports Council International-North America and the American Association of Airport Executives.

Biannual Engagement Survey

The MAC administered a biannual employee sustainability engagement survey in the summer of 2025. MAC Sustainability visited every department in advance of the survey to educate and engage employees. The survey score increased from 53 to 55 in 2025, resulting in 65% progress toward the MAC's overall engagement goal.

Sustainable Design and Construction

The MAC is pursuing LEED® certification on four major construction projects currently underway. LEED® certification ensures that projects meet high sustainability standards and provides an opportunity to engage a broader range of stakeholders in sustainability through the design, monitoring, operation and use of the space. Additionally, the Terminal 2 North expansion project includes sustainable design elements like a mass timber structure over the gate areas, which will provide passengers with a warm, natural connection to Minnesota's north woods.

Single-Use Plastics

The 2023 Omnibus Transportation Bill passed by the Minnesota Legislature required the MAC to include a plan and timeline for the reduction of single-use plastics, including but not limited

to a potential ban on plastic water bottles. A requirement to consider banning the sale of single-use plastic water bottles at MSP has been fulfilled. The 2023 and 2024 reports detail the extensive engagement and research that supported the decision not to ban sales at this time.

Single-Use Plastic Water Bottles

The MAC determined all single-use water bottles have environmental, social and economic trade-offs. As a result, the MAC plans to proactively work to increase options for consumers at MSP and to reduce single-use plastic waste by:

- Increasing aluminum single-use bottles and other reusable options at MSP.
- Promoting water bottle refill stations and encouraging reusable bottles.
- Focusing on reducing single-use plastics which cannot easily be recycled.
- Increasing use of aluminum and reusable bottles at MAC events.

The MAC will reexamine this decision periodically as it monitors changes to the supply chain, recycling infrastructure and circularity, emerging research on microplastics and other contaminants of concern, partnership opportunities, and product or material innovations.

Single-Use Plastic Reduction Plan

The MAC began implementing a Single-Use Plastic Reduction Plan in 2024 in conjunction with a broader Waste Roadmap ([see Table 1](#)). The MAC achieved all activities identified in its 2025 roadmap. Single-use plastic reduction highlights in 2025 include:

Promoting reusable bottles and refill stations

As part of 2025 Earth Day outreach in April, the MAC partnered with Hope Hydration and Pentair, MSP's official water sponsor, to distribute 2,000 free, reusable water bottles in the MSP Airport Mall. MSP passengers were asked to sign a pledge to refill water bottles and reduce waste while traveling. The effort raised awareness of the MSP refill stations and the MAC's waste goals, both for travelers and for MSP workers. In 2025, MSP refill stations were used

9.1 million times, reducing an estimated 780 pounds of single-use bottles every day.

Sustainable Packaging Requirements

In 2024 and 2025, the MAC modified leases for new concessions agreements. If plastic bottled water is sold, concessionaires are required to offer at least one aluminum bottled water option. The agreements also prohibit the use of plastic bags, straws, utensils and stir sticks. They also reserve the right to require that other products such as containers meet sustainability specifications. These requirements build on voluntary single-use plastic pledges that most MSP airport businesses have signed onto.

Plastic Glove Recycling Pilot Project

In 2025, the MAC began recycling flexible plastic film as part of the [MBOLD partnership](#). The first shipment to Rogers, Minnesota, was over one ton, which equates to over 550,000 sandwich bags. To grow the program, the MAC added new collection points in the terminals and educated MSP businesses. In addition to recycling plastic film, the MAC is reducing its usage by installing trash and recycling compactors in MSP concourses, which will significantly reduce the number of plastic bin liners used.

Plastic Film Recycling and Reduction

In 2025, the MAC partnered with the TSA on a pilot project to collect and recycle plastic gloves with a specialty recycler. The pilot was successful, sending over 4,300 pairs of plastic gloves to recycling instead of the trash. The MAC is exploring the feasibility of expanding this program next year to address the estimated 80,000 pounds of plastic glove waste generated by businesses and service providers per year at MSP.

Waste Roadmap and Single-Use Plastic Reduction Plan

The MAC developed a waste roadmap and single-use plastic reduction plan based on the results of the 2023 waste characterization study and guided by the MAC's goal to reduce, reuse, recycle or compost 75% of waste from MSP by 2030. To ensure the plan remains effective and leverages best practices, the MAC regularly reevaluates the current strategy, explores new waste reduction

technologies and programs, and adjusts the roadmap as needed. The MAC will conduct another waste characterization study in 2026 to refresh the waste composition. **Table 1** on the next page summarizes the roadmap's initiatives and categories they will address.

Climate Adaptation and Resilience

As the owner and operator of seven airports, the MAC monitors and adjusts to short-term weather patterns and longer-term climatic shifts. The MAC integrates an up-to-date Climate Resilience Plan into planning and processes. The plan's intent is to ensure the MAC is prepared for and responding to climate change. The plan includes consequences, risks to functional areas and vulnerabilities associated with climate impacts at MSP. The most recent assessment determined that the MAC had a high level of ability to adapt to the changing climate and respond to potential consequences associated with climate impact. Opportunities were identified to further enhance organizational and operational resilience, including integrating climate change into planning mechanisms, design and construction, monitoring, training and staff capacity, funding opportunities, and public safety.

In 2025, the MAC undertook the following efforts to prepare for and respond to climate changes:

- Pursued on-site solar and battery storage in two major new construction projects to improve energy resilience and reduce the risk of disruptions from power outages.
- Advanced the organization's enterprise risk management framework, which includes climate changes as a risk factor to monitor and address.
- Attended the Midwest Climate Resilience Conference and participated in the resiliency roundtable at the Airports Going Green conference.
- Held planning sessions with key stakeholders and executive leaders to initiate action planning.

Table 1. 2030 Waste Roadmap and Single-Use Plastic Reduction Plan (updated in 2025)

DIVERSION RATE GOAL BY CATEGORY	INITIATIVE	SINGLE-USE PLASTIC REDUCTION COMPONENT	PERCENT OF TRASH IN 2023	TIMELINE OF ACTIONS
Employee sorting error 10%	Multi-faceted tenant engagement program, including expanding and improving ongoing training, auditing; launch reward/recognition programs	Yes	15%	2024: Training/auditing program (COMPLETE) 2024: Deplaned Waste Study (COMPLETE) 2025: Expand engagement and training (COMPLETE) 2026-2028: Enhance reward/recognition and training programs
Food waste 10%	Expand food waste organics collection beyond restaurant kitchens	No	15%	2024: Pilot public-facing composting program (COMPLETE) 2025: Expand organics to all MAC work areas (UNDERWAY) 2026-2030: Phased public-facing compost roll out
Restroom paper towels 10%	Divert restroom paper towels to organics	Yes — eliminates plastic liners used for receptacles	12%	2024: Limited launch (COMPLETE) 2025: Expansion of locations (COMPLETE) 2026-2027: Expand to remaining locations
Passenger sorting error 5%	Test new assistive techniques and educational campaigns	Yes	10%	2024: Assistive technology pilot (COMPLETE) 2024: Further research on single-use plastic water bottles (COMPLETE) 2025-2026: Test new assistive techniques (UNDERWAY)
Single-use food service ware 4%	Reduce non-recyclable single-use plastic service ware	Yes	5%	2024: Invite tenants to pledge to eliminate plastic bags, straws, stir sticks (COMPLETE) 2025: Audit pledge and include requirements in new leases (COMPLETE) 2026-2030: Increase recyclable or compostable products, synced with public-facing organics collection
Plastic film 3%	Reduce and recycle plastic film waste	Yes	3%	2024: Roll out to logistics and operations (COMPLETE) 2025: Launch program for airport businesses (COMPLETE) 2026-2027: Expand collection

Data Source: May 2023 Waste Characterization Study and November 2023 small-scale plastic water bottle audit.

Conclusion

A commitment to a sustainable future is key to achieving the MAC's purpose of providing exceptional airport experiences so Minnesota thrives. The MAC continues to prioritize efforts to lessen its environmental impact both within its airports and as partners across the industry and region. The MAC is committed to working in partnership with staff, stakeholders and the community to meet its sustainability goals.



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