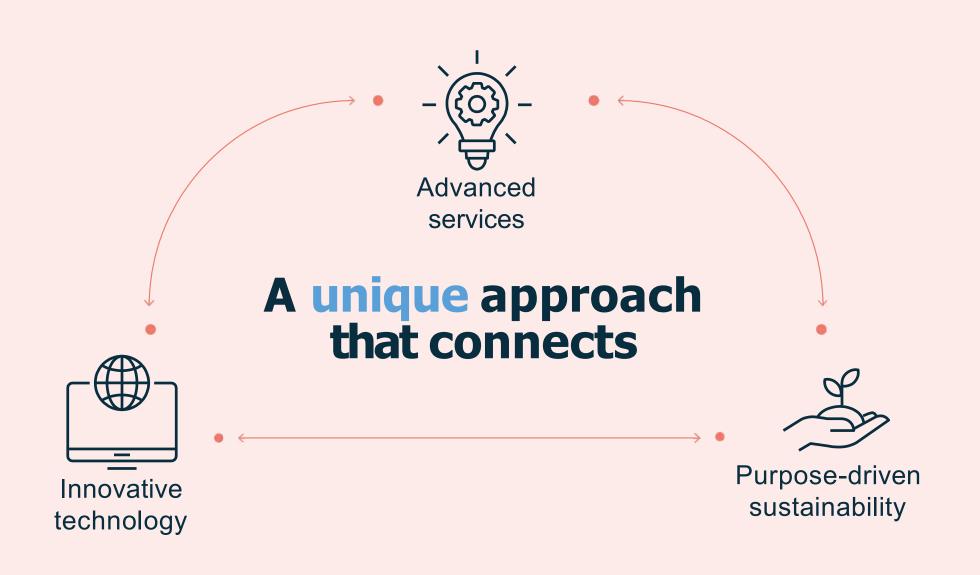


As a leader in our industry,

we have both the responsibility and the desire to do things right

We made a clear choice to integrate sustainability as part of our model

To offer you innovative, ever more sustainable solutions for your business and sustainability challenges



Our sustainability program

FUTURE P NOW.



Acting for a positive impact in the air cargo industry

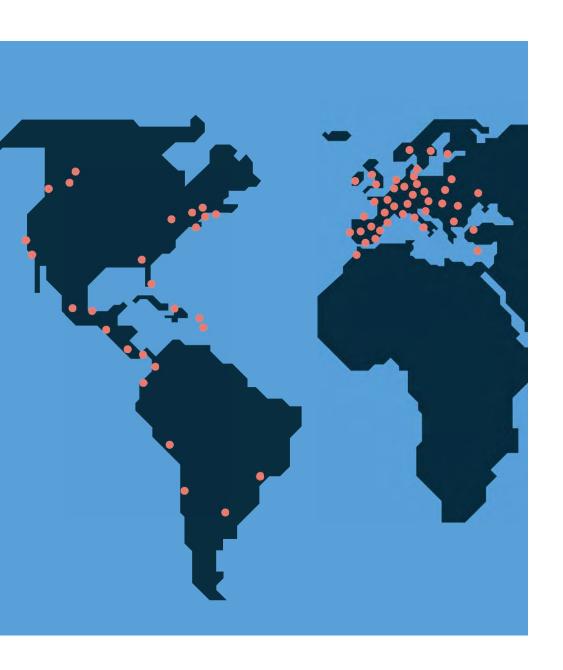
1 STRONG GOVERNANCE



1 Chief Sustainability Officer



1 dedicated team



65 ambassadors worldwide

2. BOLD COMMITMENTS

A robust action plan

ESG REPORTING

and performance management tool



Alignment with the



DUAL MATERIALITY ANALYSIS

reviewed by an external auditor to evaluate our impacts, risks and opportunities

• A CONCRETE CLIMATE PLAN -10% CO₂ EMISSIONS BY 2030

(scope 1& 2 vs. 2022)







Shipment CO₂ Efficiency Score

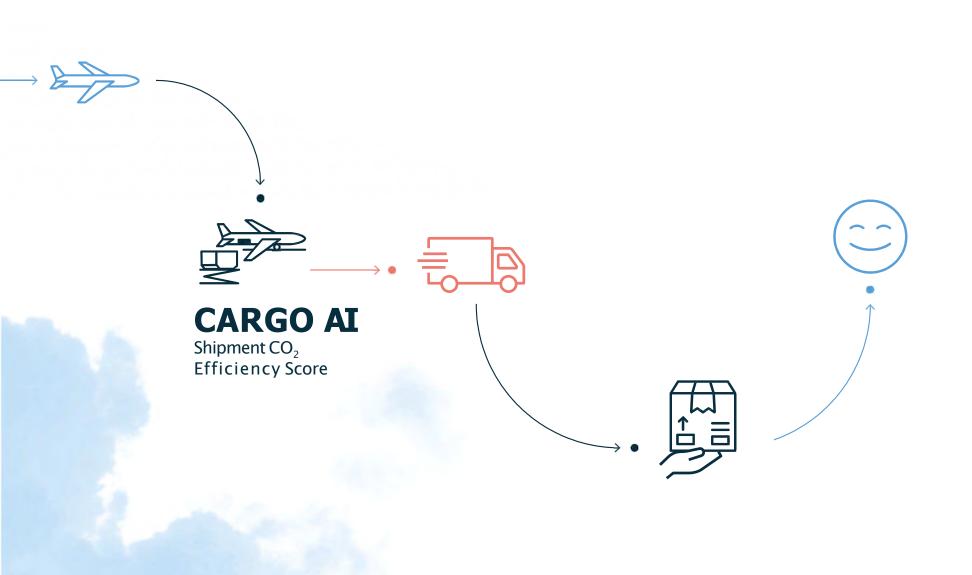












3. EMBRACING CHANGE

16 DEDICATED TRAINING MODULES ethics, cybersecurity, climate

3 EMBRACING CHANGE

2 CLIMATE SCHOOL TRAINING SESSIONS per employee per year*

1100 HOURS

of volunteering in 2024*



"Future Now is an evolution of our processes and governance, a place of innovation and co-creation and a clear roadmap for the coming years.

But above all, it is real, concrete actions developed both within our teams and through our partners."

Adrien Thominet, CEO

OUR ESG ROADMAP

2022
Definition of our
"Principles & Guidelines"
in line with the UN SDGs

2024

- Dual materiality analysis (CSRD compliance)
- · Launch of our climate action plan
- · Launch of our internal Climate School
- · ISO 27001 certification

2026

- · First ESG public report
- Top management incentives linked to sustainability performance
- Investment in carbon contribution projects within our value chain

2030

Meet the Paris Agreement regarding scopes 1&2

2025

- · First Ecovadis assessment
- Joining and supporting UN Global Compact
- · Sustainability ambassadors empowerment
- · First Impact Week

2023

- First carbon footprint on our three scopes (GHG Protocol)
- · First internal training on Sustainability
- · Implementation of an ESG reporting tool
- · Launch of our charity program