

OUR SUSTAINABILITY ROADMAP

COMMITMENTS & ACTIONS

October 2025



FUTURE NOW PROGRAM: FOR A POSITIVE IMPACT ON...



SOUR PEOPLE & VALUE CHAIN

➢ OUR INDUSTRY

1. UNDERSTAND & RAISE AWARENESS ON ENVIRONMENTAL ISSUES

- 3. FOSTER A COMMITTED,
 INCLUSIVE AND EMPOWERED
 WORKFORCE FOR
 SUSTAINABLE IMPACT
- 5. BUILD IMPACT-DRIVEN
 PARTNERSHIPS TO SHAPE
 THE FUTURE OF AIR CARGO

- 2. DESIGN AND DEPLOY A
 CONCRETE AND AMBITIOUS
 CLIMATE ACTION PLAN
- 4. EMBED RESPONSIBILITY AND BUSINESS ETHICS WITHIN THE VALUE CHAIN
- 6. LEVERAGE INNOVATION AND TECHNOLOGY TO SUPPORT AIR CARGO TRANSITION





Ensure robust ESG management aligned with global standards and validated by trusted third parties (UN Global Compact, EcoVadis, CSRD)





FUTURE NOW PROGRAM | KEY ENGAGEMENTS

OUR PLANET

1. UNDERSTAND & RAISE AWARENESS ON ENVIRONMENTAL ISSUES



ACTIVATE AND EMPOWER INTERNAL LEADERSHIP

A network of 85 Sustainability Ambassadors

Incentives based on Sustainability performance at local and global level

RAISE AWARENESS AND TRAIN EMPLOYEES IN SUSTAINABILITY

E-learning platform with 16 dedicated training modules (climate, ethics, cybersecurity) Climate: 5000 hours of training & 6000 courses completed since 2023

2. DESIGN AND DEPLOY A
CONCRETE AND AMBITIOUS
CLIMATE ACTION PLAN



REDUCE OUR DIRECT CARBON FOOTPRINT AND ENERGY FOOTPRINT

Reduce our scopes 1 and 2 carbon emissions by 25% (vs 2022) Reduce our scope 3 carbon emissions excluding FTK* by 10% vs BAU (vs 2022)

ENGAGE TEAMS IN REDUCING OPERATIONAL EMISSIONS THROUGH CONCRETE, LOW-CARBON PRACTICES

Promote eco-friendly behaviors among staff in day-to-day tasks at the office and at home (water, paper, waste, energy, digital usage, travels)





FUTURE NOW PROGRAM | KEY ENGAGEMENTS



OUR PEOPLE & VALUE CHAIN

3. FOSTER A COMMITTED, **INCLUSIVE AND EMPOWERED WORKFORCE FOR** SUSTAINABLE IMPACT



1100 hours of volunteering in 2024

FOSTER AN INCLUSIVE WORKPLACE THAT VALUES DIVERSITY AND ENSURES EQUAL **OPPORTUNITIES FOR ALL**

STRENGTHEN OUR EMPLOYER BRAND WITH TRANSPARENCY, GROWTH, AND CONSISTENCY ACROSS THE CAREER JOURNEY

PROMOTE A HEALTHY, BALANCED, AND ENGAGING WORK ENVIRONMEN

4. EMBED RESPONSIBILITY AND **BUSINESS ETHICS WITHIN THE VALUE CHAIN**



Mandatory training on Code of Ethics & Business Conduct for all employees

DEPLOY A RESPONSIBLE PROCUREMENT STRATEGY

Obtain supplier commitment to responsible and ethical practices

Assess major suppliers with sustainable criteria





FUTURE NOW PROGRAM | KEY ENGAGEMENTS

⇒ Pillar 3 - Our industry

5. BUILD IMPACT-DRIVEN
PARTNERSHIPS TO SHAPE
THE FUTURE OF AIR CARGO



INVEST IN CARBON CONTRIBUTION PROJECTS

Invest in certified carbon credits

COLLABORATE ON THE DEPLOYMENT OF LOW-CARBON TRUCK AND AVIATION FUELS TO SUPPORT THE TRANSITION OF THE SECTOR

Promote and establish SAF/HVO partnerships

6. LEVERAGE INNOVATION AND TECHNOLOGY TO SUPPORT AIR CARGO TRANSITION



DEVELOP DIGITAL SOLUTIONS TO IMPROVE CO₂ EFFICIENCY

Enhance the use of Cargo Ai: e-booking platform that enables to show the shipment CO2 Efficiency Score compared to the other routes options available and offers the possibility to purchase SA.

PARTICIPATE IN INNOVATIVE & SUSTAINABLE INITIATIVES WITHIN THE INDUSTRY

Invest in impact-driven startups to scale transformation







Our sustainability program is based on recognized standards and data verification by independent third parties

CSRD



Corporate Sustainability Reporting Directive is a European directive requiring companies to provide a more precise non-financial reporting.



We conducted a dual materiality analysis (based on CSRD requirements) in 2024 and will publish our first voluntary sustainability report by the end of 2025. ISO 27001



Is an internationally recognized information systems security standard.



Achieving ISO 27001 (holding level) demonstrate a clear commitment to data security to our customers.

UN Global Compact



Is the world's largest corporate sustainability initiative, representing over 23,000 companies.



By taking part to the UN Global Compact, we are required to report annually on the progress we make in aligning with the SDGs.





...AND ASSESSED BY ECOVADIS

In 2025, Quito took part in the EcoVadis assessment and was proud to receive the Bronze Medal.







2025 KEY FACTS

The year 2025 marked a pivotal milestone for us. With the complete overhaul of our Future Now! program, we achieved meaningful progress. At the same time, we recognize that these accomplishments are only the beginning, and that significant challenges still lie ahead.

CHALLENGE

Build a meaningful corporate culture and develop initiatives that engage employees while benefiting local communities.

SUCCESS

Impact Week - Collective engagement for positive change

In June 2024, Quito held its first annual Impact Week, a global initiative, part of our charity program, engaging hundreds of employees in social and environmental actions. Activities included biodiversity protection in Malaysia, food and clothing drives in Europe and support for vulnerable families in Turkey and Canada.

NEXT STEP

Strengthen our commitment for an inclusive and empowered workforce, starting with an external social audit and employee survey.

CHALLENGE

Actively contribute to emissions reduction beyond our core business, in alignment with our value chain and areas of influence.

SUCCESS

Carbon contribution with social impact – Ecodair partnership

Our successes

and challenges

ENVIRONMENT

IT is at the heart of our strategy, covering services, data, and processes. To further reduce our impact, we support Ecodair, a social enterprise that refurbishes IT equipment, reducing electronic waste and extending device lifecycles. The initiative also creates jobs for people with mental health challenges or employment barriers and enables investment in Rainbow Standard-certified carbon credits, ensuring high-quality avoidance and removal projects.

NEXT STEP

Actively build impact-driven partnerships across our value chain to reduce air cargo emissions, through collaboration on low-carbon fuels and promotion of innovative sustainability initiatives.

CHALLENGE

Ensure that our sustainability strategy and action plans are effectively implemented and supported at the local level.

SUCCESS

Sustainability Ambassadors onboarding In June 2025, we held a training session with Axa Climate

School to support our 85 sustainability ambassadors. Individual interviews beforehand helped us understand their main challenges and find ways to enhance their impact. Based on these insights, we created a practical onboarding kit with clear steps, a timeline, and tools to help them engage their teams effectively.

NEXT STEP

Ensure the optimal performance of our ESG monitoring and data systems, and roll out our ESG roadmap through a continuous improvement approach.





OUR ESG ROADMAP AT A GLANCE





