

**FUTURE
NOW!**

OUR SUSTAINABILITY ROADMAP

COMMITMENTS & ACTIONS

October 2025



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

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OUR PLANET

1. UNDERSTAND & RAISE
AWARENESS ON
ENVIRONMENTAL ISSUES

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

OUR PEOPLE & VALUE CHAIN

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

4. EMBED RESPONSIBILITY AND
BUSINESS ETHICS WITHIN THE
VALUE CHAIN

OUR INDUSTRY

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

6. LEVERAGE INNOVATION AND
TECHNOLOGY TO SUPPORT
AIR CARGO TRANSITION





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)



OUR PEOPLE & VALUE CHAIN

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



ENCOURAGE CIVIC ACTION AND SOCIAL CONTRIBUTION THROUGH OUR CHARITY PROGRAM

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



ENSURE ETHICAL STANDARDS IN OUR OPERATIONS

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

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

A STRATEGY ALIGNED ON GLOBAL STANDARDS...

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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

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



This recognition ranks Quito in the **top 35% of companies** in terms of ESG management systems.

2025 KEY FACTS

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OUR ESG ROADMAP AT A GLANCE

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