

**FUTURE
NOW!**

OUR SUSTAINABILITY ROADMAP

COMMITMENTS & ACTIONS

2026



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

2

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



A STRONG AND TRANSPARENT GOVERNANCE

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





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 +20 dedicated training modules (climate, ethics, cybersecurity)

Climate: 6000 hours of training & 8000 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)

*FTK = Freight Ton Kilometer, the standard unit measuring freight activity (tons transported × distance traveled).

FUTURE NOW PROGRAM | KEY ENGAGEMENTS

4



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

1800 hours of volunteering in 2025

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 ENVIRONMENT

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

PARTICIPATE IN INNOVATIVE & SUSTAINABLE INITIATIVES WITHIN THE INDUSTRY

Invest in impact-driven startups to scale transformation

*SAF = Sustainable Aviation Fuel / HVO = Hydrotreated Vegetable Oil

A STRATEGY ALIGNED ON GLOBAL STANDARDS...

6

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

7

In 2025, Quito took part in its first EcoVadis assessment and was awarded the Bronze Medal, followed by the Silver Medal in 2026.



This recognition ranks Quito in the **top 15% of companies** in terms of ESG management systems.

2025 KEY FACTS

8



2026 KEY PROJECTS

9

- ● **Strengthening Diversity, Equity & Inclusion and Quality of Work Life**
Audit of current DEI & QWL practices + employee engagement barometer survey
Results sharing and deployment of a targeted action plan to foster inclusion, engagement, and collective performance
- ● **Accelerating the Climate Action Plan through Sustainability Ambassadors**
Dedicated training sessions for Ambassadors
Support for the local implementation and monitoring of concrete climate actions
- ● **Consolidating and scaling key ESG Achievements**
EcoVadis: improvement focused on Purchases and HR scores
Supplier ESG assessments: rollout of one supplier assessment per entity (2026–2027), building on the first 10 HQ suppliers assessed in 2025
Governance & reporting: update of the first Voluntary ESRS-based ESG report for mid-cap companies (published in 2025), following methodology review and carbon footprint analysis done by PwC
UN Global Compact: first Communication on Progress (COP) following registration in 2025
ESG & Climate training: expansion of the Climate School with 7 new long modules (22 courses in total) and 12 new short learning & raising awareness episodes

OUR ESG ROADMAP AT A GLANCE

10

