

Accelerate the world's transition to **sustainable aviation** through digital technology





Save Fuel, Save Money,

Save the Planet!

Thank you to the OpenAirlines team for their commitment, dynamism and positivity in all their actions. 🌱

Many of the photos throughout this report feature OpenAirlines team members around the world. Additional imagery is courtesy of Unsplash, Pexels...

About the report

For 2023, we decided to go further in the presentation of our business as well as our social and sustainability initiatives. As our company grows, we work hard to embed our culture and values into everything we do.

Our 2023 sustainability and corporate responsibility report provides a comprehensive overview of the company's mission, values, and initiatives.

Our intention with this report is to be transparent, not only about who we are but also, about how we pursue our sustainability objectives and the challenges we are currently facing in pursuing them.

"As we grow, our CSR commitments make more sense than ever"



Methodology and acknowledgment

The 2023 report was created by the OpenAirlines CSR team. OpenAirlines' carbon assessment was conducted by Greenly, and its carbon avoidance computation methodology was validated by Carbone 4.

In this report

07 Our north star: Save the Planet!

10 Proudly recognized by peers

08 The leading cleantech in aviation

12 Our commitment to the UN SDGs



Protecting our Planet

ACCELERATE THE WORLD'S TRANSITION TO SUSTAINABLE AVIATION

- 15 Aviation roadmap towards net-zero objective
- 16 Our impact today with SkyBreathe®
- 17 Going further with new products
- 18 Engaging the community
- 19 Educating on sustainable aviation

ACTING GREEN INSIDE

- 20 Contributing actively to the net-zero goal
- 21 First Things First: Avoid, Reduce, and only after that Compensate
- 23 Learning together about climate
- 24 Working with more sustainable materials & tools
- 24 Committing to a sustainable mobility campaign



Supporting our communities

INTERNATIONAL SOLIDARITY

- 26 Acting for Ukraine
- 26 Supporting Morocco
- 27 Extend our actions

ENCOURAGE POSITIVE ACTIONS

- 29 Encourage positive and collective actions



Developing our people

ANOTHER WAY TO DO BUSINESS

- 32 Improve employees' well-being and the bottom line

EMPOWER WOMEN

- 34 Actively encourage hobbies

EMPOWER WOMEN

- 35 Stand for diversity and inclusivity

GROW PEOPLE

- 36 Continuous improvement
- 37 Promote Learning





Sustainability is at the heart of OpenAirlines' mission:

**“Accelerate the world’s transition
to **sustainable aviation** through
digital technology!”**

Sustainability is a driving force that helps us tackle challenges and work together. Today, we go beyond recognizing the value of sustainability and corporate social responsibility, we are actively implementing it to drive our business and our targets reflect this vision.



Our company

Save Fuel, Save Money, Save the planet

Did you know that every year nearly **1 billion tons of CO₂** are emitted by airplanes? This is more than **20,000 kg of CO₂ per second¹**.

OpenAirlines' mission is to help airlines reduce their environmental impact and increase efficiency and savings. We developed SkyBreathe® 360° eco-flying solution, a platform that gives airlines all the tools they need to build and grow a successful fuel efficiency program.

The software solution enables them to reduce their CO₂ emissions by up to 5% without any modification of the aircraft.

Thanks to the talent and the determination of our highly qualified team, OpenAirlines is today the leading cleantech in fuel-saving optimization. We are operating across 66+ airlines in 39 countries, and thousands of teams around the world rely on the SkyBreathe® platform to manage their fuel program and improve their green culture.

1 IATA (2020) Climate Change Fact Sheet, https://www.iata.org/contentassets/d13875e9ed784f75bac90f000760e998/fact_sheet_on_climate_change.pdf.

#2 french CleanTech

In in CO₂ reduction² (arguably).

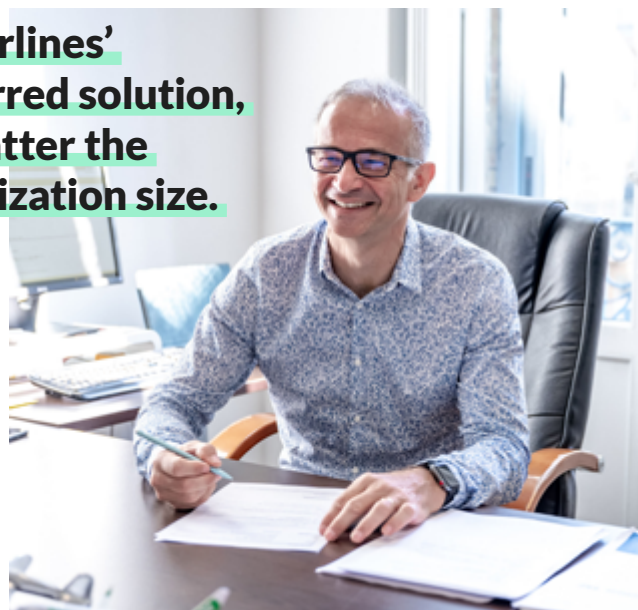
2013

Launch of SkyBreathe® after 5 years of R&D

2006

OpenAirlines Founded by Alexandre Feray

It is airlines' preferred solution, no matter the organization size.



Why do we need to act for a greener aviation?

915 Million

Tons of CO₂ were produced by flights worldwide in 2019³ to 2022

x4

Expected **increase of CO₂** emissions by 2050⁴



2 Based on our calculation method (validated by Carbone 4) and on official public reports, we are considering Blablacar as the first cleantech in terms of CO₂ reduction.

3 IATA (2020) Climate Change Fact Sheet, https://www.iata.org/contentassets/d13875e9ed784f75bac90f000760e998/fact_sheet_on_climate_change.pdf.

Pure player

Pure green

Sustainability is an essential value in our corporate DNA since day one. We always stay up to date using the latest technologies and searching for new fuel efficiency best practices to put innovation at the service of the planet's health.

We're impressed by the magic that can happen when people who share a same purpose act together. At OpenAirlines, sustainability is a driving force that helps us tackle challenges and work together. That's how we keep moving fast.



Happy index[®]
AtWork

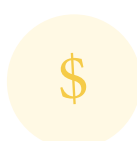


Our impact in 2023

1 400 000 tons of CO₂ saved together⁴



420 Million
kg of fuel saved



490 Million
USD saved



175 Million
trees equivalent

⁴ Calculation methodology validated by Carbone 4

Proudly recognized by peers

Multiple supports and recognitions that push us to go further and further

In 2015, OpenAirlines raised capital with Alter Equity, the leading European impact private equity fund supporting responsible growth.

They are committed to a more responsible and profitable economy. Their investment philosophy is based on the idea that the search for profitability is perfectly compatible with ethical business practices. It aims to steer this responsible behavior towards activities and principles of action fundamentally respectful of the long-term interest of human beings and nature⁵.

⁵ Alter Equity (2022) Alterequity website: alter-equity.com

“ We have only one planet, there is no fallback plan. We must develop solutions to preserve the long-term future of nature.

alterequity



Certified B-Corp

In 2020, OpenAirlines obtained the B-Corp certification.

Certified B-Corporations are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. B-Corps are accelerating a global culture shift to redefine success in business and build a more inclusive and sustainable economy.

 [B-Corporation](#)




Happy at work

At OpenAirlines we love the quote: ***“If you can’t measure it, you can’t improve it”*** by Lord Kelvin.

It is therefore quite natural that we called on *ChooseMyCompany* to measure the well-being at work of our employees. *ChooseMyCompany* surveys help companies and schools to improve and enhance their relationship with each of their stakeholders.

We obtained a score of 82.1pts/100.

 [Choose my company](#)



Labeled Solar Impulse

SkyBreathe® eco-flying solution was labeled “Solar Impulse Efficient Solution” in 2018.

We are proud to be part of the 1000+ clean and profitable solutions to protect the environment.

The label was created by Bertrand Piccard, the visionary founder of the Solar Impulse foundation. It awards solutions that meet high standards of sustainability and profitability.

 [Solar Impulse](#)

RECOGNITIONS

From the ground up, OpenAirlines has bet on innovation as a differentiating factor in its development strategy and solution offering. We have been awarded by **35 trophies**. Here, some of our recent recognitions:

- Challenge Innovate 4 Tomorrow, 2022
- X-Hub Tokyo, 2021
- Horizon Impact Award, 2020
- Innovation Trophy, 2019
- EU Startup Prize for Mobility, 2019
- 10,000 Startups to Change the World, 2019
- Cleantech Open Global, 2018



17 Goals to Transform Our World



Our contribution to the United Nations Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) are a series of 17 goals fixed by the United Nations and adopted by 193 countries in 2015. Through sustainable (economic, environmental, and social) development, their overall objective is to create a better world, and a better life for all, by 2030.

We are committed to managing our firm—and our work with customers—in ways that are socially responsible and environmentally sustainable.

SUSTAINABLE DEVELOPMENT GOALS



Our themes

Our contribution to the UN's sustainable development goals is highlighted under the 3 main pillars below.

I. Protecting our planet

Environmental responsibility



SDG 9: Industry Innovation and Infrastructure.

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



SDG 12: Responsible consumption and production.

Ensure sustainable consumption and production patterns.



SDG 13: Climate action.

Take urgent action to combat climate change and its impacts.



SDG 14: Life below water.

Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



SDG 15: Life on land.

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

II. Supporting our communities

Social responsibility



SDG 1: No poverty.

End poverty in all its forms everywhere.



SDG 2: Zero Hunger.

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.



SDG 11: Sustainable Cities and Communities.

Make cities and human settlements inclusive, safe, resilient and sustainable.



SDG 16: Peace, Justice and Strong Institutions.

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.



SDG 17: Partnerships for the Goals.

Strengthen the means of implementation and revitalise the global partnership for sustainable development.

III. Embracing our values

Societal responsibility



SDG 4: Quality Education.

Ensure inclusive and quality education for all and promote lifelong learning.



SDG 5: Gender Equality.

Achieve gender equality and empower all women and girls.



SDG 8: Decent Work and Economic Growth.

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



SDG 10: Reduced Inequalities.

Reduce inequality within and among countries.



Protecting our Planet



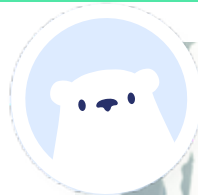
Let's face it, the planet needs bold actions now!

Around 2% of human-produced CO₂ emissions come from aviation. The whole sector is committed to combatting climate change, by investing in new technology and infrastructure, improving efficiency, and developing sustainable aviation fuels⁶.

At OpenAirlines, we consider the environment to be a key stakeholder and we are committed to harnessing our culture of innovation to improve the state of the world.

To do this, we're involved at different levels. We are engaged to minimize our company's impact and we involve our teams in achieving this goal. We can leverage the power and expertise of our people and our products to reduce the impact of aviation on the planet.

⁶ Aviation Benefits (2022), Geneva-based Air Transport Action Group, Environmental efficiency section.



PART 1

Accelerate the world's transition to sustainable aviation through digital technology.



Aviation roadmap towards net-zero objective

Air travel faces pressures from all sides, **environmental, political, social, and economic**⁷. It needs to organize its ecological transition, more than ever. The industry acts, and solutions exist. However, many people ignore it. And as societies point at air traffic's impact on the environment, aviation workers who once admired "the ones who could fly" are losing their passion.

Working together to act and promote greener ways of flying will, with no doubt, accelerate aviation's energy transition towards more sustainable models and revive aviation passion.

Aviation environmental pressure

Aviation represents more than 3% of worldwide CO₂ emissions and air transport accounts for 12% of transport-related emissions. And, the challenge of air transport is its growth: around 4 to 5% per year.

Given the growth in air traffic, if nothing is done, aviation's carbon footprint is expected to triple or even be multiplied by 4 by 2050 (Figure 1).

7 IATA, 2022, Global Outlook for Air Transport, Times of Turbulence, <https://www.iata.org/en/iata-repository/publications/economic-reports/airline-industry-economic-performance---june-2022---report/>

8 Aviation benefits Beyond Borders, 2022, Waypoint 2050, <https://aviationbenefits.org/environmental-efficiency/climate-action/waypoint-2050/>

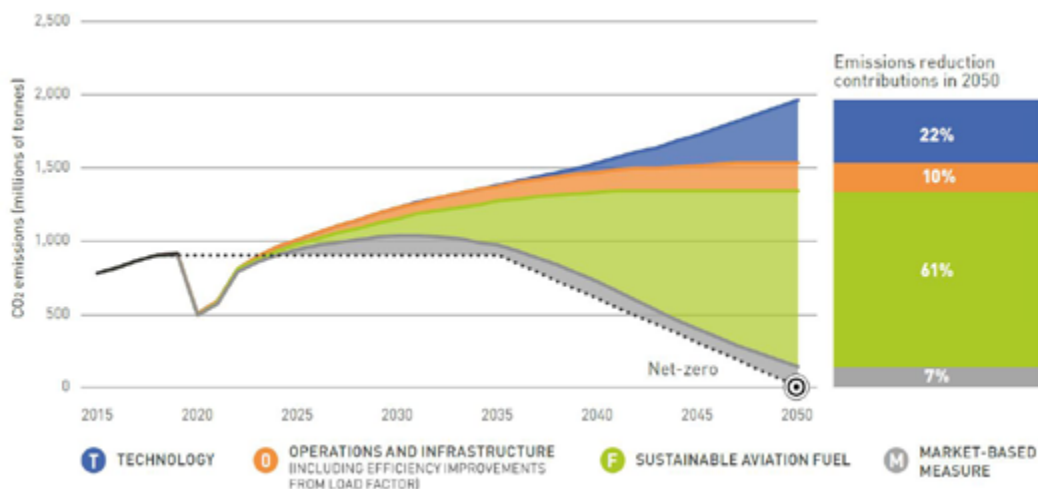


Figure 1: The Waypoint 2050 report, Scenario 1: pushing technology and operations⁸

Innovate to optimize flight operations

Without waiting for the hydrogen or electrical aircraft, there are opportunities to reduce fuel burn and consequently CO₂ emissions **by optimizing current fleets' operations. Operations improvement can contribute to 10%+ savings.**

The average flight today will produce around half the CO₂ that the same flight would have in 1990, thanks to collaborative efforts through new technology and better operations⁹.

Each new generation of aircraft is 15-20% more fuel efficient than the generation it replaces.

But more comprehensive partnerships between commercial manufacturers and governments on research and development (R&D) are needed if this progress is to be built on¹⁰.

SkyBreathe®, OpenAirlines' fuel-saving software solution, is a direct outcome of a European-funded CleanSky research project.



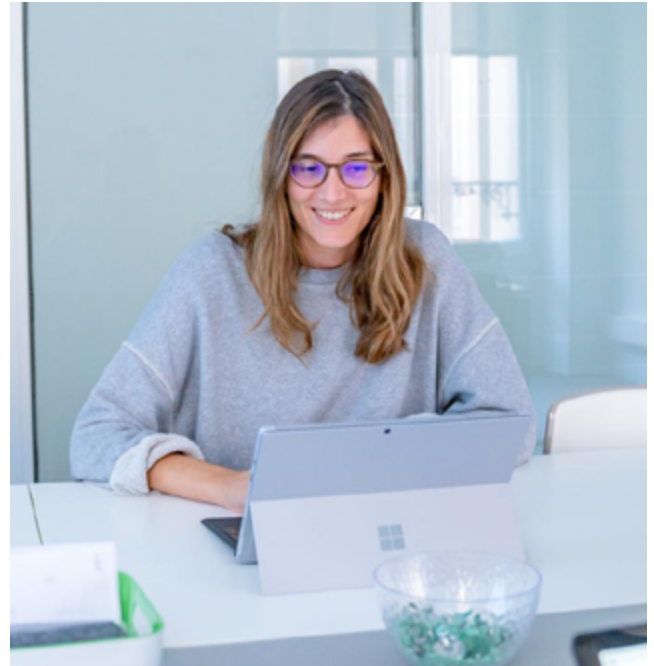
Our impact today with SkyBreathe®

Ensure our customers' success

Our sustainability strategy has, at its core, a commitment to support our customers in understanding and acting to lower flight carbon footprint and to help them achieve their ambitions of Net-Zero 2050.

This is possible today thanks to the digital world, Machine Learning, Big Data, and Artificial Intelligence

that enable us to push the boundaries of our imagination. We're accelerating innovation to make this happen, working in partnership with our 50+ customers to help them execute their operations more efficiently today.



Last year, our solution helped airlines save 420,000 kg of fuel and 1,4 million tons of CO₂, and we intend to increase our contribution by 30% per year.

⁹ Aviation Benefits (2022), Geneva-based Air Transport Action Group, Un Sustainable development goals, SDG 13, climate action, <https://aviationbenefits.org/un-sustainable-development-goals/sdg13-climate-action/>

¹⁰ Aviation Benefits (2022), Geneva-based Air Transport Action Group, Un Sustainable development goals, SDG 13, climate action, <https://aviationbenefits.org/un-sustainable-development-goals/sdg-9-industry-innovation-and-infrastructure>



Going further with new products

Taking efficiency to the next level

Today considered the world's leading fuel efficiency solution, SkyBreathe® enables airlines to reduce fuel consumption and CO₂ emissions by up to 5%, saving thousands of tons of CO₂ each year.

But we need to go further to rip the 15% savings that can be squeezed from operations.

It is considered that at least 15% of CO₂ can be spared by improving the operations at the airline and ATM levels.

To reach this goal of 15%, we have built a Science Team with the best PhDs in Maths and Aeronautics, Data Scientists, Big Data, and IT gurus to constantly find new fuel best practices to decrease aviation's impact. They are working hard, in an agile environment, on data analysis and algorithm conception to improve the performance of our products. This is key to inventing innovative solutions and raise to the biggest challenge aviation has ever faced.

Our goal is to continue to develop our technology with two axes to help all our customers maximize fuel savings:

1. Engage all teams in green culture: With the SkyBreathe® 360° platform, we propose to embark all the airlines' stakeholders (flight ops, dispatch, ground ops, maintenance...) around an effective fuel preservation project. We help the fuel program be a company-wide project because each function in the airline can contribute a few percent of fuel saved.

For all the good intentions of airline management

and sustainability policies, achieving fuel reduction requires the participation of front-line crew and one of an airline's most valuable assets - its pilots. Individual briefing/debriefing apps such as SkyBreathe® MyFuelCoach are designed to empower flight decks to have agency over fuel-conscious choices, make more informed decisions, and adjust their operations. During the flight, an EFB application like SkyBreathe® OnBoard can provide real-time support by pushing relevant and timely notifications to pilots about fuel-saving opportunities, while increasing safety.

2. Add more and more Artificial Intelligence to our software.

We already have a lot of AI, including Machine Learning in our Big Data algorithms, but we are currently working on applying new approaches known as Deep Learning to go further. Deep learning algorithms go beyond the human brain's capability by analyzing billions of data points. For instance, it will automatically identify all causes of over-consumption in a flight and make predictions of a trend.

It's a mindset that sparks big rewards for everyone, especially for the planet.





Engaging the community

Green Pilot label

We can do far more together than alone. To engage people for a greener future in aviation and take care of the world, we imagined and launched the Green Pilot Movement¹¹. It aims at:

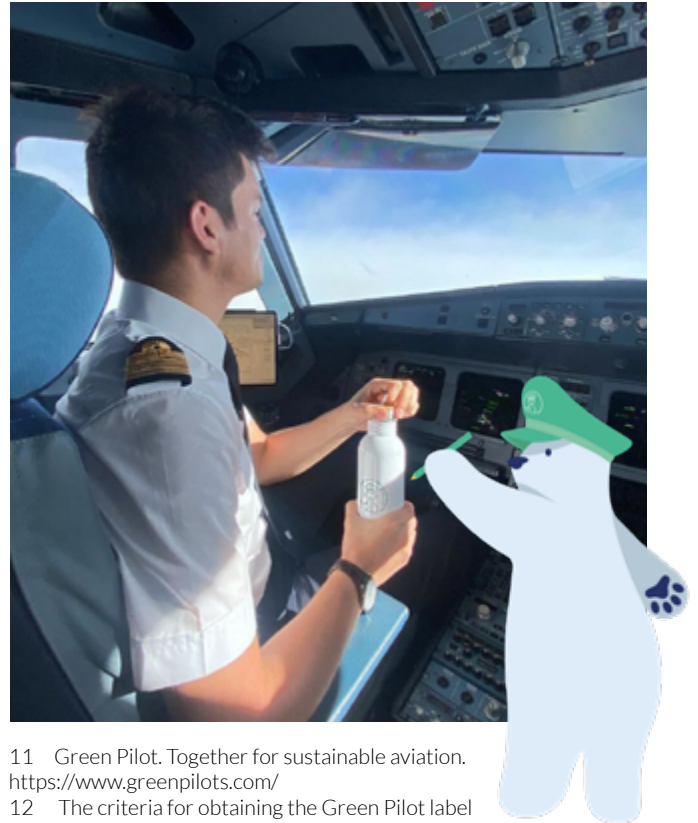
1. Creating a community gathering all pilots, aviation professionals and enthusiasts, and airlines willing to accelerate the transition to sustainable aviation and educate on eco-flying practices.

The goal is to strengthen synergies between members to promote green actions, reduce CO₂ emissions, and foster eco-flying behaviors.

The community also raises awareness among the public about the aviation industry's efforts and actions to limit their impact.

2. Verify airlines commitment with the Green Pilot Certification. This demanding, rigorous, and transparent¹² label is dedicated to airlines placing climate change at the heart of their concerns, implementing an efficient, sustainable policy internally, and having employees committed to reducing their impact at work. It provides them with a third-party assessment that attests their effectiveness in their actions to reduce their flights' impact. When certified, the airlines benefit from both internal and external support. To engage their employees, develop their expertise in eco-flying initiatives, and consequently improve the airline's environmental performance, Green Pilot provides them with educational resources and other informative elements. Regular updates with the certified airlines are planned to follow up on their projects and engage them to progress continuously.

The Green Pilot initiative aims to place sharing and human values at the heart of its projects to act collectively and achieve a common goal: eco-friendly aviation.



¹¹ Green Pilot. Together for sustainable aviation. <https://www.greenpilots.com/>

¹² The criteria for obtaining the Green Pilot label are described on the Green Pilot website. <https://www.greenpilots.com/>



Educating on sustainable aviation

Green fuel books

In addition to our core business of reducing CO₂ emissions from air transport, our mission is to raise awareness on global warming among the aviation community.

It's interesting to know that, more than 50% of businesses would do more to minimize their environmental impact if they had more knowledge about how to do so or had more help and access to resources.

Fuel efficiency as a concept or an initiative is well-known in our industry but too many airlines do not have a fuel efficiency program.

To raise awareness on fuel saving Best Practices, we have published "*The Green Airlines Fuel Book*" a booklet to spread the fuel-efficiency culture in all airlines. We have also published a second book, with other industry experts, entitled "Decarbonizing aviation: mission possible", which focuses on the industry's development towards cleaner operations.

To educate an ever-wider audience, we are running a blog and a LinkedIn page relaying various educational contents around fuel efficiency and aviation challenges.



OpenAirlines Academy

In order to bolster the skills of airline professionals in fuel efficiency, we have made the decision to launch the OpenAirlines Academy, where we will share our expertise on the subject.

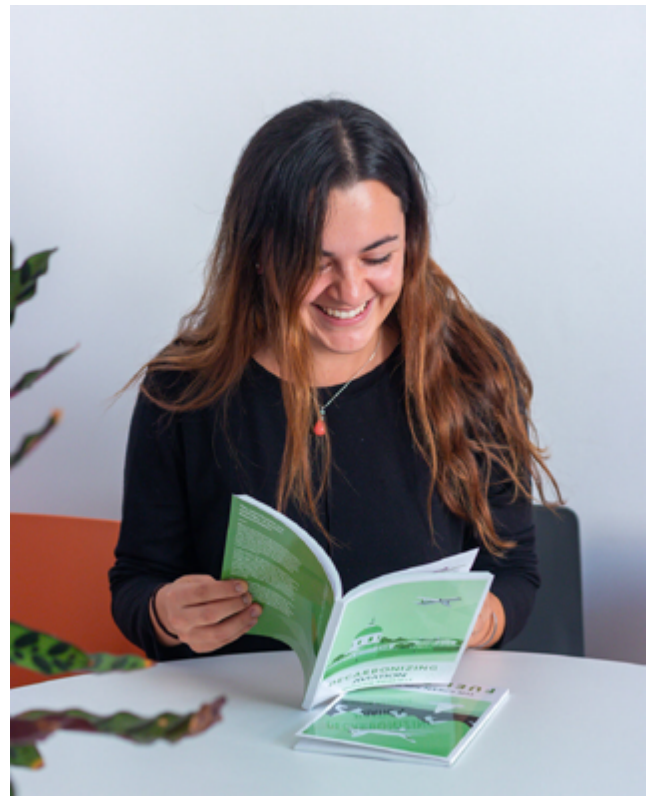
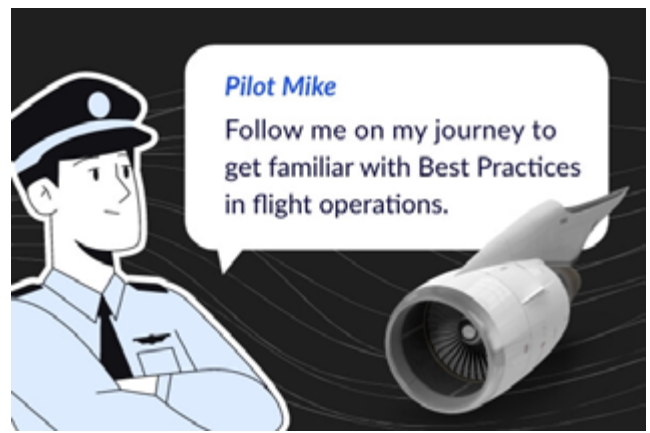
The academy's very first e-learning course was released in August 2023, focusing on "Fuel Efficiency Basics: An Introduction to Pilot Eco-Flying Techniques". The aim is to improve airline professionals' knowledge of fuel efficiency and deliver the most effective techniques pilots can use to reduce CO₂ consumption during their flights. Just a few weeks after its launch, over 430 learners had registered and successfully completed this first module.

Convinced of the potential of this academy to strengthen airlines' fuel initiatives and foster sustainability awareness among aviation professionals, our ambition is to develop more e-learnings in the

future.

The projects' mission is to gather premium e-learnings and certifications, with exclusive content and real-world examples of airlines taking their fuel efficiency programs to the next level.

Our experts have designed this service specifically for airlines and aviation professionals wishing to deepen their knowledge of fuel efficiency, use new levers or pursue more transformational changes within their company to improve its overall environmental performance.



PART 2

Acting green inside



Contributing actively to the net-zero goal

All our actions and communications raise awareness for greener aviation. We apply these principles to ourselves, always intending to put innovation at the service of the Planet's health. Following Ademe and Net Zero Initiative (NZI) guidelines we are proud to contribute to collective neutrality¹³.

Carbon assessment

Since our early days, we have implemented a Green IT approach for our development and operations. Between 2018 and 2020, we reduced our power consumption per work unit by 24%.

We want to go further in reducing our impact, that's why since 2022, we are helped by Greenly, labeled by the French Ministry of Ecological Transition, to assess our business carbon footprint.

This in-depth analysis from Greenly involves conducting an audit of all of the company's activities to implement an effective and coherent strategy. We have found that, according to the parameters taken into account by Greenly in the scopes and calculations, the total sum of emissions generated by OpenAirlines in 2021 was 392 tons of CO₂¹⁴ (Figure 2).

It represents 7 tons of emissions generated per employee while the industry average is 26 tons.

To contribute to collective neutrality, we will reduce those emissions to the greatest extent possible and only use offsetting as a last resort.

It is important to take into consideration that 2021 was a particular year impacted by the drop in activities due to the pandemic. We certainly have an unusually small carbon footprint, particularly due to the reduced travel of our international teams. We will continue our analysis in the years to come and will continue to take into account external factors to always put our emissions into perspective.

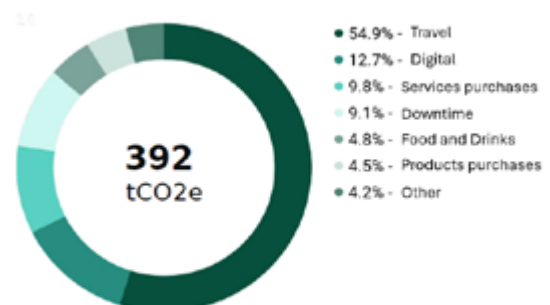


Figure 2: Overview of OpenAirlines' 2021 CO₂ emission report establish by Greenly.

¹³ According to Carbon 4 : "Three axes proposed by ADEME (climate strategy, downstream decarbonization, carbon finance) overlap perfectly with the three pillars of NZI (reduce emissions, avoid emissions, sequester carbon)". Carbon 4, 2021, Decoding ADEME's opinion on carbon neutrality. <https://www.carbone4.com/en/decoding-ademe-carbon-neutrality>.

¹⁴ The approach used by Greenly is based on the ADEME guidelines. It includes the analysis of scopes 1, 2 and 3 emissions, taking into account physical flows and monetary flows to then develop your digitalized action plan and reduce them sustainably.



First Things First: Avoid, Reduce, and only after that Compensate

To reduce our impact we are using the recommended path: Avoid, Reduce, Restore, Compensate/Offset. These hierarchies are inspired by Muir's Preservation theory (avoid/protect) and Pinchot's Conservation theory (reduce/compensate)–the basis of environmentalism in the United States¹⁵.

Step one: avoid

Decrease mobility impact. By locating our offices in the city center we chose to make them accessible via public transport, which avoid the carbon impact caused by car commute. We also run an incentive program for those who bike to work. Based on our 2021 CO₂ emissions analysis, 97% of main mode of transportation used by our team to commute to work were low-carbon emission (Figure 3).

How do the OpenAirlines' team commute to work?

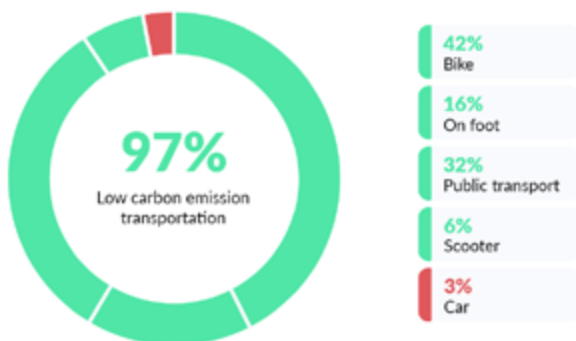


Figure 3: Main mode of transportation to get to work - OpenAirlines' 2021 CO₂ emission report established by Greenly¹⁶.

As part of our policy, we also reimburse 50% of our staff's subway passes and have in addition a sustainable mobility package initiated by the LOM (Loi d'orientation des mobilités) law¹⁷.

These new measures encourage our employees to use green or low-emission means of transport to commute to work, such as:

- Personal bicycles
- Carpooling
- Rental or self-service shared personal transport
- Power supply costs (car, scooter, etc.)
- Personal electric scooter or skateboard
- Public transport passes

In 2023, 63 OpenAirlines employees benefited from this sustainable mobility charter.

One of the major levers to decrease mobility impact is remote working. During 2021 we reinforce our work-from-home policies.

At the heart of OpenAirlines' past, present and future success is teamwork.

In all cases, employees can choose to come to work on site on the days scheduled for remote.

Since 2023, it is also possible for our employees to work remotely from wherever they want within the limit of 3 weeks per year and 4 hours of time difference. This «Work from Everywhere» system gives our teams greater flexibility and a better work-life balance.



¹⁵ WWF, 2020, Article: "First Things First: Avoid, Reduce ... and only after that - Compensate" https://wwf.panda.org/wwf_news/?362819/First-Things-First-Avoid-Reduce--and-only-after-thatCompensate

¹⁶ Greenly, 2021, Chart: "How Do the OpenAirlines' team commute to work?". OpenAirlines' 2021 CO₂ emission report establish by Greenly

¹⁷ LOM law, 2019. The three pillars of the law on the orientation of mobility are: Investing more and better in everyday transportation, Facilitating and encouraging the deployment of new solutions to enable everyone to get around, Initiating the transition to cleaner mobility. <https://www.ecologie.gouv.fr/loi-dorientation-des-mobilites>

Step two: reduce

Limit our food impact. The impact of employee meals represents a significant portion of a company emissions. The best way to reduce it is to educate individuals to encourage a change of habit towards more local and vegetarian menus. A vegetarian meal emits 3 times less CO₂ than a chicken meal and 12 times less than a beef meal¹⁸. We evaluate the impact of our employees' diet and their willingness to implement a more vegetarian diet in their daily lives.

Our analysis is that 69% of our collaborators in favour of meatless meals at least once a week (Figure 4).

Sensitivity to the implementation of meatless days in OpenAirlines' team daily life

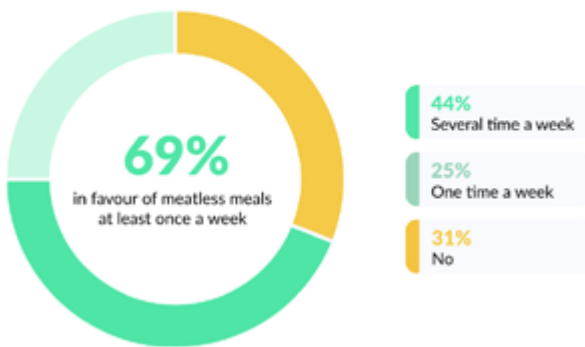


Figure 4: Focus on team members food impact - OpenAirlines' 2021 CO₂ emission report established by Greenly¹⁹.

To limit our food impact, we have also created a partnership with a sustainable local farmer company. Every week our employees can order local products and have them delivered directly to the premises. As an added bonus, a local fruits basket for each office is available to all our teams in France.



Create eco-friendly offices. We have incorporated sustainable practices at our offices, such as implementing a recycling program, minimizing our waste, turning-off unused electronic devices, limiting cooling and heating, setting up a composting station, and cutting down on paper use. We also created a quarterly green challenge called «Viktor's Challenge» to reduce our carbon footprint.



Step three: compensate

After having compensated for all our transport emissions since 2015, we have decided to go one step further and have decided to voluntarily offset the carbon footprint associated with all our activity (Scope 1 to 3), starting in 2021.

In compliance with the good practices recommended by ADEME²⁰, we have chosen projects certified by the UNFCC (United Nations Framework Convention on Climate Change) through the REDD+ label mandated by the COP in decision 2/CP.1.3.

The UNFCC REDD+ label seeks to reduce emissions from deforestation and forest degradation in developing countries.

To maximize the social impact, we have selected projects with social benefits in line with the UN SDG and spread three geographical zones: South America, Africa, and South-East Asia.

¹⁸ ADEME, French agency of the ecological transition, <https://www.ademe.fr/>

¹⁹ Greenly, 2021, Chart: "Sensitivity to the implementation of meatless days in OpenAirlines' team daily life", OpenAirlines' 2021 CO₂ emission report establish by Greenly

²⁰ ADEME, 2019, La note de l'ADEME « Compensation carbone volontaire : 5 règles de bonnes pratiques préconisées par l'ADEME », <https://librairie.ademe.fr/changement-climatique-et-energie/516-compensation-carbone-volontaire.html>



Learning together about climate

OpenAirlines is committed to extend and improve each year the scope and strength of our green culture. In this context we put in place various actions to sharpen the knowledge of our employees on climate and environmental issues.

Group workshops to raise awareness

Climate Fresk. In order to take action and build solutions, we first need to understand the problem. In our annual company retreat of 2021, we organized a “Climate Fresk²¹” workshop. It is the most powerful tool for providing a quality climate education that is accessible to anyone and can be scaled quickly within an organization or a community.

The collaborative Climate Fresk workshop teaches you the fundamental science behind climate change and empowers our employees to take action.

Fresqu’Aero. Following our 2021 path, our team participated in a new workshop similar to the «Climate Fresk» but dedicated to the aeronautical sector ²².

A remarkable work conducted by Isae-Supaéro (Institut supérieur de l’aéronautique et de l’espace), ENAC (Ecole Nationale de l’Aviation Civile) professors, and other academics, professionals, and volunteers, to help us understand the causes and consequences of the current impact of aviation, and the solutions available.

Educational campaign on climate change

Stand-alone training module. Nourishing minds and informing is the most sustainable action we can take for the climate. We have taken the necessary steps to support our employees in this regard.

Beginning in the last quarter of 2022, a Greenly training questionnaire is sent every month to all employees as part of our educational campaign on climate change.

With playfull recurring quizzes we follow the evolution of our employees in the awakening of their ecological consciousness. As always at OpenAirlines, the most invested ones are always rewarded.

²¹ Climate Fresk, The Climate Fresk is an innovative, efficient and accessible tool to understand the scientific bases underlying climate change, <https://climatefresk.org/>

²² Fresqu’Aero. The Fresqu’Aero is a playful, scientific and collaborative workshop that aims to raise awareness and question as many people as possible about the place of air transport in society, by highlighting the societal and environmental impacts, the vulnerabilities and the levers of action.





Working with more sustainable materials and tools

OpenAirlines strives to maximize its action in favor of the environment by equipping its workforce with the most responsible equipment and tools possible.

Purchase of reconditioned equipment

Tablets, computers and other equipment used daily by our employees are refurbished. Since the end of 2022, we privilege the acquisition of reconditioned equipment to give them a second life and maximize their lifespan.

In just a few months, we have acquired over twenty refurbished tablets and computers, which our teams use daily as work tools.

As our team grows and our need for electronic equipment grows, we intend to favor reconditioning, which is very efficient for us.



Committing to a sustainable mobility campaign

NooS campaign for sustainable mobility

Because challenges can inspire change, we have initiated an internal sustainable mobility campaign proposed by Noos, entitled 'Move For The Planet'. This seven-week challenge aims to inform our employees about reducing the carbon footprint of their mobility.

To achieve this, a set of learning nuggets consisting of quizzes, articles, videos and various other content were accessible to acquire skills on sustainable mobility. Participants were also invited to take action by completing weekly challenges to act more responsibly and efficiently in their daily mobility.

Come to work by bike or public transport, creating Strava routes with recognizable shapes on the map, learning about soft mobility, best practices, and companies committed to this cause. All these actions enabled contributors to earn points based on their involvement.

Our common goal was to reach a total of 25,000 points, thanks to the participation of as many of us as possible. We achieved the required score in only six weeks and unlocked a reward of 1500€. In this way, we were able to donate the entire amount raised to the *Hombre y Territorio* association, dedicated to the preservation of deep-sea coral.

We are not only protecting the air, but also the seabed, with 100 square meters of coral preserved in the Mediterranean Sea, thanks to our involvement.

The association was chosen by a vote of all participants at the beginning of the challenge.





Supporting our communities



OpenAirlines strives to be responsible and ethical, providing a safe and satisfying workplace for its people.

But we have an equally strong responsibility to the broader community, by being good corporate citizens, and helping to make our world a better place. We cannot be a high-performing organization unless we get this right.



OpenAirlines is committed at the societal level. We care deeply about the communities where we operate or where our customers operate.

We support them and encourage our employees to actively support local causes by different means.



PART 1

International solidarity



Acting for Ukraine

We have been working for many years with Ukraine International Airlines and SkyUp Airlines, our Ukrainian partners, and were devastated to hear about the war.

« Our thoughts are with all the Ukrainian people and all our partners and friends affected by this horrific event.»

OpenAirlines decided to donate 5% of its 2021 profit to the UNHCR²³, the UN Refugee Agency, and in addition, to double the donations of all its employees. UNHCR provides protection and humanitarian assistance, including emergency shelters, repairs for homes damaged by shelling, emergency cash assistance, and protection such as psychological support. Winter relief is also provided for displaced people in need as temperatures plummet, such as high thermal blankets.

Despite all the struggles they faced, our customers try to maintain their airlines alive and continue to operate (outside Ukraine). Despite the war they don't want to give up on increasing their environmental performance. As a consequence, to support them as much as we can, and show solidarity, we have decided to offer them the right to use SkyBreathe® (with all associated support) until the end of the war.



Supporting Morocco

In September 2023, a powerful earthquake measuring 6.9 on the Richter scale devastated the western part of the country. It was the strongest in 120 years and caused significant damage and panic in Marrakech and other cities, including Rabat, Casablanca, Essaouira, and Agadir.

Royal Air Maroc is one of our oldest customers, and fortunately, our contacts within the company were unharmed by the disaster. However, we were deeply touched by the disaster, which impacted nearly 2 million people on-site.

Our teams decided to support the rescue operations on site by offering employees the chance to make a donation to Unicef¹⁸.

To maximize the impact of the donation, OpenAirlines pledged to match each employee's contribution. For every €1 donated, OpenAirlines distributed an additional €1. In total 700€ was donated to the association.

²³ UNHCR, the UN Refugee Agency, is a global organization dedicated to saving lives, protecting rights and building a better future for refugees, forcibly displaced communities and stateless people.



Extend our actions

Blending green and social concerns

As part of our voluntary offsetting program, we favored projects that are part of an international solidarity and general interest approach with a good impact on the quality of life of communities. Our actions focus on developing countries with a balanced approach to benefit several regions of the world and address UN sustainable development goals beyond climate change.

The projects we have selected are:

- Envira Amazonia REDD+ Forest Protection (Brazil).
- Rimba Raya REDD+ Forest Protection (Indonesia).
- Ripple Africa Fuel-efficient cookstoves (Malawi).

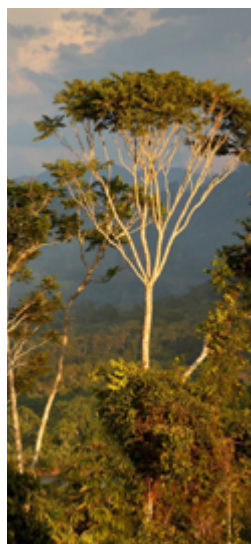
The Envira Amazonia Project is a VCS and CCBS-designed REDD+ project in the Brazilian state of Acre, which aims to protect up to 200,000 hectares of tropical rainforest. The project will simultaneously

preserve rich biodiversity and a wide range of ecosystem services, provide direct benefits to local communities, and mitigate the release of roughly 12.6 million metric tons of carbon dioxide emissions over its first ten years.

The project will also mitigate deforestation pressures in the wider region using a combination of environmental and social programs to improve the livelihoods of community members living in the vicinity. Social projects and programs for the local communities will not only generate sustainable economic opportunities but will also result in a reduction in deforestation in the region and the preservation of biodiversity.

The Rimba Raya²⁴ peat swamp forests are located in Central Kalimantan province on the island of Borneo in Indonesia. Prior to the project's establishment, these immensely biodiverse tropical peatlands were scheduled for conversion into four palm oil estates by the provincial government.

The Rimba Raya Biodiversity Reserve protects 91,215 hectares of rich, tropical peat swamp forests, which are monitored by local rangers as well as by satellite and aerial imagery. The reserve is adjacent to the world-renowned Tanjung Puting National Park and forms a physical buffer zone along the park's eastern border. As well as preserving ecosystem diversity and the habitat of endangered species such as the Bornean orangutan, the project reduces emissions by preventing the planned deforestation of over 47,000 hectares of forest for palm oil production.



²⁴ Rimba Raya "partner with local communities to develop solutions which provide sustainable growth of the economy while protecting and preserving limited and vulnerable natural resources."

Ripple Africa²⁵ introduced the fuel-efficient cookstove in Africa to communities in Malawi to provide a safer and more sustainable alternative to the three-stone fire. They are known locally as the Changu Changu Moto (Fast Fast Fire). Each fuel-efficient cookstove reduces household wood use from three bundles of wood per week to just one. Distributed to 47,000 homes, every week, they save 94,000 bundles of firewood, reduce health problems in the household, and free women's time that would otherwise be spent collecting wood.



We hope that extending the knowledge around sustainable aviation and helping create partnerships between all aviation industry sectors enable the global air transport industry to operate better and safer to meet the United Nations' objectives.



25 Ripple Africa "empowering communities to achieve a sustainable future by providing a hand UP, not a hand out.", <https://rippleafrica.org/project/fuel-efficient-cookstoves-in-malawi-africa/>

26 The World Bank Group is a unique global partnership: five institutions working for sustainable solutions that reduce poverty and build shared prosperity in developing countries, <https://www.worldbank.org/en/home>

Supporting and connecting

We promote knowledge and sustainable technologies to developing countries. In addition to our support to developing countries and reforestation actions in Brazil, Malawi and Indonesia, our technology has been deployed in many low and lower middle-income countries as defined by the World Bank²⁷: India, Indonesia, Ivory Coast, Morocco, Philippines, Ukraine...

We are actively promoting the development and diffusion of knowledge related to green aviation and eco-flying technologies to developing countries. They are at the core of project design, decision process, prioritization, and implementation of activities.

PART 2

Encourage positive actions, through our employees



Encourage positive and collective actions

Use sport as powerful engine of commitment and solidarity.

Sportive events allows us to surpass ourselves, to take up challenges and to promote well-being among our teams.

La course des lumières. The *light Race*²⁸ is a solidarity event where thousands of people run at night to benefit the Toulouse Cancer Health Foundation and the fight against cancer.

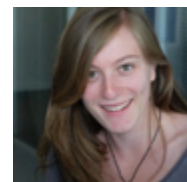
Our support resulted in a donation for each registered OpenAirlines runner. The donations will help research teams based in Toulouse or the region either to bring in and set up international doctors and researchers or to invest in technological platforms.

Greening the urban environment

Micro forêt des pionniers. As we all know, trees are essential to the balance of life on earth. We are proud to have supported “Toulouse en Transition Association”, by contributing to the plantation of the pioneer micro-forest²⁹ in the Toulouse region.

We supported this project on the recommendation of one of our ex-collaborator: Laure Chausse.

“In my personal life, I am active in the «Toulouse en Transition Association». We follow the Miyawaki method that imitates a primary forest by densely planting various indigenous species that grow faster. This makes them unique ecosystems where many plants, insects, and fungi can thrive.



In urban areas, forest patches improve health, cool cities more effectively than ornamental vegetation, and remove pollutants. One of the most important things is that you give people the opportunity to be involved in nature in the neighborhood, I have a good feeling the trend will continue. And the more these tiny forests there are, the more chance they have of fighting a warming climate.”

The project achieved 370m2 of regenerated soil with 1,100 trees from 19 different species.



²⁸ Since 2010, the Light Race has been supporting organizations fighting against the disease and financing research (hospitals, foundations, associations...), <https://www.coursedeslumieres.com/>

²⁹ Micro forêt des pionniers, <http://toulouse.entransition.fr/micro-foret-urbaine/micro-foret-des-pionniers/>



Training the younger generation in tech-related professions.

In this pivotal period where digital technology is omnipresent in our society, it is important to promote social inclusion in the tech industry and convey an inclusive image of the web. It is with this goal in mind that South Side Tech³⁰ was established in 2022.

Every day at OpenAirlines, we work towards making aviation greener through technological solutions and are thus convinced of the potential of tech to support various important causes. Therefore, we support this association under the recommendation of two of our employees, Josué Llopez and Sami Chibani, who are members and founders of South Side Tech.

Thanks to their activities, we have enabled three students to explore the world of tech firsthand by offering them internships at OpenAirlines.

To go further, a collection of equipment is also underway, and OpenAirlines will donate equipment to support the organization's activities.



³⁰ South Side Tech is a 1901 association based in Toulouse, committed to digital inclusion.



Developing our people



Our communities, employees, and customers represent a diverse set of cultures, nationalities, religions, races, genders, belief systems, and identities.

Our values and ethical ambitions are a source of pride and unity at OpenAirlines. We empower our employees to achieve personal excellence, offering knowledge and opportunities and a strong sense of belonging in a safe environment that embraces diversity.

To do that, we introduced a set of measures that are part of our quality of life at work charter: offices in the center of Toulouse; an annual company retreat to gather all teams worldwide; fun team-building activities; a buddy community to welcome newcomers; amazing parties to celebrate achievement; “FedEx Days” to foster innovation; sustainable mobility package and culture passes for each employee; conferences and on-demand online courses; internal promotion opportunities to grow our resources and more...



PART 1

Another way to do business



Improve employees' well-being and the bottom line

Where do we stand

Alexandre Feray founded OpenAirlines in 2006 to tackle aviation impact by going digital. Our core product SkyBreathe® came out into the market in 2013 after five years of R&D developed hand in hand with airlines and fuel experts.

Since then, the team has made great strides to become the world market leader in fuel efficiency software.

OpenAirlines' growth rate has been +30% each year since the beginning and reached 50% in 2022. Our employees are the actors of our growth and our success so we want to reward them properly. The company has opened 10% of its capital to all employees. A significant part of the executive and senior managers' remuneration is subject to achieving our Extra Financial Business Plan's goals.

From the beginning, OpenAirlines has bet on innovation as a differentiating factor in its development strategy and solution offering. OpenAirlines invests more than 30% of its revenues in Research & Development to constantly find new ways to lower CO₂ emissions of aviation. It has been labeled "Young Innovative Enterprise" by the French

Ministry of Research for the innovative breakthroughs it introduces to the airline industry.

Culture and values

As it is a performance driver and a reflection of the company's values, OpenAirlines has decided to place ethics at the core of its strategy, management, and the professional practices of its employees.

Our team is growing super-fast, and we are doing our best daily to keep it tight, authentic, and caring to maintain our strong culture.



We have identified 10 fundamental aspects that represent our culture since the beginning. Among them are kindness, solidarity, and diversity - for example, women hold 64% of our senior management positions.

We are also no-ego-doers, and we collectively perform in innovation with a supportive mindset.

To reach our challenging objectives, we offer our employees a lot of autonomy and transparency, and no information is under wraps.

"FedEx Days", music, collective activities for the environment and afterworks fly to OpenAirlines' universe. We are a team of passionate innovators who want to revolutionize the aviation industry.

**+50%**

Revenues growth in 2021

**International**

Toulouse, Miami, Montréal, Hong Kong

**90+**

Employees around the world

**7**

departements



PART 2

Supporting employees' passions



Actively encourage hobbies

Although professional life is important, we also recognize the importance of nurturing and supporting employees' external passions and activities.

Sponsoring a rugby team

In Toulouse, rugby holds a special place in the local culture and is part of the everyday life of the citizens. Several OpenAirlines talents are playing on the local MAX XV team.

Since 2023, OpenAirlines has assumed the role of an official sponsor for the MAX XV team. Comprised of individuals who are alumni of ENAC Ecole Nationale d'Aviation Civile, Wyll, Tower of Longon, as well as employees of Meteo France and OpenAirlines, we pledge our unwavering support to propel them towards victory in every forthcoming season.



“

Thank you very much for your support during the quarter and semi final games, you have been the best fans we ever had!!



Erik, member of MAX XV rugby team and OpenAirlines employee.



Aero Beats in-house band

Our workforce at OpenAirlines is a harmonious blend of accomplished musicians and ardent music enthusiasts. Since 2022, we have fostered our own musical band, known as Aero Beats, which has evolved from a small group of talented musicians to a vibrant collective of 15 players. The band members encompass a diverse range of instrumentalists, including singers, backing singers, drummer, bassists, pianists, saxophonists and trumpeters.

Aero Beats trains regularly to perform on various occasions, including the famous *Fête de la Musique* and internal company gatherings throughout the year. In 2023, the band orchestrated three key events, exemplifying our corporate culture by fostering moments of unity and energy through music.

PART 3

Empower women



Stand for diversity and inclusivity

Among all our values we give an important place to diversity and inclusivity.

OpenAirlines commits to provide equal opportunities to every woman and man employed in the company, that's why 64% of our managers and comex members are women.

Empower women

In 2022, our team attended the International Aviation Women's Association Connect Conference to promote gender equality in aviation.

The International Aviation Women's Association (IAWA)³¹, an international organization that supports

women in aviation and aerospace including established executives, students, and women beginning their careers.

The International Aviation Women's Association exists to promote air transport as a career choice for women, and support their advancement in the industry.

We are very proud to count Maedeh Ravan, a young Iranian aeronautics engineer, winner of the coveted IAWA scholarship in our team.



31 Aviation Women's Association (IAWA), <https://www.iawa.org/>



PART 4

Grow people



Continuous improvement

Supporting our people growth

Grow Resources is neither a process, nor a method or a tool. Grow Resources is a state of mind that we're trying to put in every manager's psyche at OpenAirlines once fully bathed in the culture of the company.

Grow Resources is based on the idea that human resources are essential to a company's success, and we should proactively promote the development of our people for their own growth as well as for the company's. It is not career planning where everything is settled in advance, or people are set on rails. It is more of a proactive/potential analysis thinking that can be turned into concrete actions at any time.

We like to reflect on the potential of our people and on how they can flourish, and develop new skills and potential to make them better professionals, better human beings, and more affluent assets for the company.

Training and masterclasses. Our teams must stay up to date in their field. That's why at OpenAirlines, we offer learning and development content to all employees via TalentLMS, our interactive learning platform. Ongoing qualification and further training benefit both our

employees and our company – as well as society as a whole.

Since 2022, OpenAirlines teams have also had access to the online learning platforms Udemy and Coursera, which offer a wide range of online courses, enabling them to continue learning and developing new skills.

Self-learning and "FedEx days". We give our team members opportunities to innovate and make progress on issues that are important to them. With the "FedEx day" event, every quarter we give our collaborators the chance work on anything they like and deliver it in 24 hours. This work can be collaborative as well as solo, the only constraint is the time imposed before the demo presentations. It's energizing to see what talented people can do in a day, not just the size of a feature, but also the creativity behind it.



Promote learning

Sharing our knowledge. Increasing our competence and staying up to date in each field is one of our major concerns. Because we are focused on skills development, we operate in schools and universities, deliver classes and share our experience and expertise.

We are also happy to welcome trainees and apprentices to facilitate their integration into the professional world. Their number grow every year.

Our involvement with students doesn't stop with courses in their schools. In 2023, we welcomed 25 marketing students from Purdue University to our offices. On this occasion, we prepared a 2-hour course on sustainable aviation strategies, marketing strategies and OpenAirlines' missions.

Evolution of the number of apprentices and trainees in the team

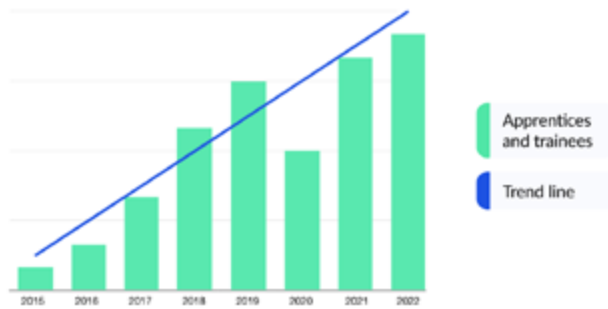


Figure 5: Evolution of the number of apprentice and trainee at OpenAirlines between 2015 and 2022.



See you next year...

Learn more about our products at:

openairlines.com

**We welcome your comments and questions
regarding this report. Please contact us at:**

info@openairlines.com

OpenAirlines