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

Sustainability and Corporate Responsibility Report 2025

OpenAirlines



About the Report

This Sustainability and Corporate Responsibility Report covers the fiscal year from January 1st to December 31st, 2025, and provides a comprehensive and transparent account of our environmental, social, and governance commitments, actions, and progress.

Purpose
OpenAirlines was founded on the conviction that digital technology can play a decisive role in making aviation more sustainable. As our company continues to grow, the scope of our responsibility expands accordingly.

This report is published voluntarily. While not yet subject to the Corporate Sustainability Reporting Directive (CSRD), given our size, we have chosen to adopt a structured sustainability reporting practice as a reflection of our values and our commitment to accountability.

Through this report, we provide our stakeholders with a transparent, factual basis for evaluating our commitments and the progress we have made towards them.

Our Ambition
Our mission is to accelerate the world's transition to sustainable aviation through digital technology. This report translates that mission into structured, measurable commitments across three dimensions: the environmental outcomes we help our clients achieve, the innovation capacity we invest in to advance operational efficiency, and the inclusive, high-standards workplace we build for our teams.

Our Governance
Our shareholders are Eiffel Essentiel, Mirova, and the CRPN (Caisse de Retraite du Personnel Navigant), France's pension fund for civil aviation crew. Eiffel Essentiel and Mirova are two leading European impact funds, both B Corp certified, who apply strict ESG criteria when selecting the companies they back and continue to hold them to those standards over time. The CPRN brings aircrew themselves into our shareholder base.

Methodology and Acknowledgment
This report was prepared by OpenAirlines' Corporate Social Responsibility team. OpenAirlines' corporate carbon footprint assessment was conducted by Greenly, a carbon accounting platform. OpenAirlines' carbon-avoidance computation methodology has been independently validated by Carbone 4, a climate strategy consultancy specializing in carbon accounting and emissions-avoidance quantification, and AXA Climate, AXA Group's climate risk and environmental consulting subsidiary, which conducted a critical review of the calculation assumptions using the GHG Protocol and the WBCSD guidance on avoided emissions.

Guiding Framework (SDG)
This report is structured around three of the seventeen United Nations Sustainable Development Goals (SDGs), adopted in 2015 as part of the 2030 Agenda for Sustainable Development. Three SDGs have been identified as the most relevant to the company's activities, capabilities, and impact.



SDG 13: CLIMATE ACTION



SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE



SDG 8: DECENT WORK AND ECONOMIC GROWTH

These three pillars serve as the guiding framework for this report, ensuring a clear, structured reading of the company's sustainability efforts.

carbone4 greenly AXA Climate



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A Word from Alexandre Feray

OpenAirlines Founder and CEO



OpenAirlines' purpose is to accelerate the transition of aviation towards its sustainable development through digital technology.

In 2006, we introduced a different approach to fuel efficiency: one based entirely on data. Nearly two decades later, that approach has scaled to over 80 airlines in 40 countries, becoming a global movement.

Environmental engagement is not a strategy we adopted. It is the core of our mission. It is what drives our investors Eiffel Essentiel and Mirova, two leading impact funds, and what gives meaning to the work of every person in this company.

OpenAirlines operates at the intersection of two imperatives: the operational performance of airlines and the environmental urgency facing the aviation sector. We have always believed these two objectives are not in conflict: they reinforce each other. Every kilogram of fuel saved strengthens an airline's economics and reduces its environmental footprint. Fuel efficiency is not a compromise, it is the very path to sustainability.

As our organization grows, so does our responsibility. This applies not only to the impact we enable for our clients, but also to how we conduct our own operations. We are committed to applying to ourselves the same discipline of measurement, transparency, and continuous improvement that we deliver to the airlines we serve.

Aviation's decarbonization will take decades. In the meantime, the most responsible thing we can do is optimize what already flies.

Alexandre Feray



OpenAirlines at First Sight

100+
Employees

80+
Customers

11.8M €
Turnover

+30%[1]
Revenue invested in R&D

Since 2013:

6,800+
Aircraft monitored

30M
Flights analyzed

2006
OpenAirlines founded by Alexandre Feray

2013
Launch of SkyBreathe® after 5 years of R&D

2015
Opening of the Hong Kong Office

2018
Opening of the Miami Office

2022
Opening of the Montreal Office

2023
SkyBreathe® 10 years

In 2025:

6.3M
Flights analyzed by SkyBreathe®

50,000+ Users (pilots & analysts)

[1]*Internal financial reporting - OpenAirlines*



Chapter 1

SDG 13: CLIMATE ACTION

SDG 13: Climate Action

1. Our Position in the Industry on the Net Zero Initiative

Aviation is a cornerstone of the global economy, connecting billions of passengers annually and supporting millions of jobs worldwide. However, the sector currently accounts for approximately 3% of global CO_2 emissions[2] and 13.9 % of transport-related emissions[3].

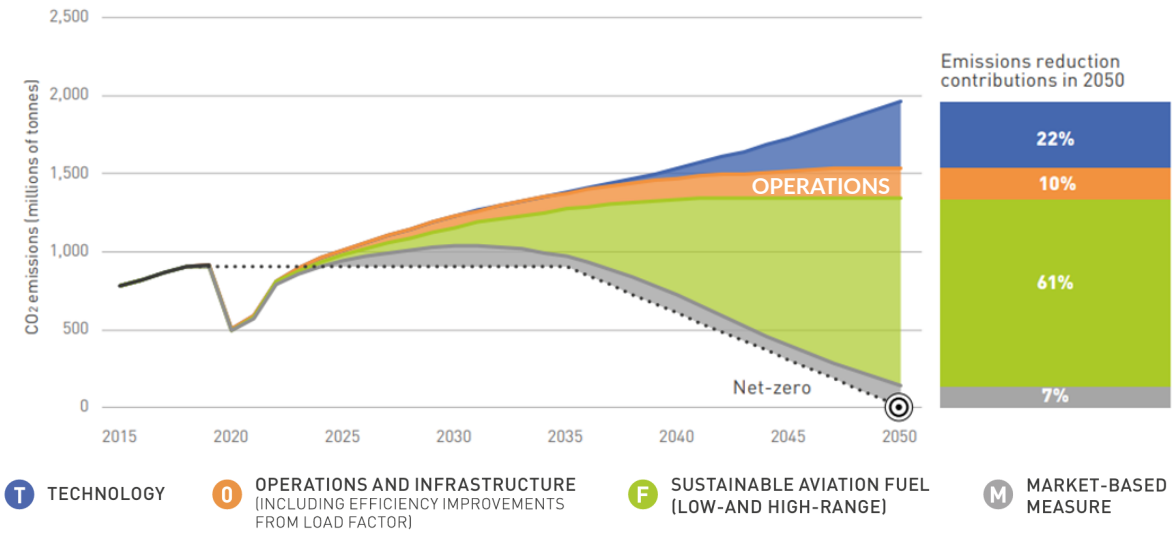
With air traffic projected to grow **4-5% per year**[4], these figures are expected to increase significantly by 2050 if there is no meaningful intervention.

Recognizing this challenge, the industry committed in 2021, through IATA's Fly Net Zero[5] resolution, to achieve **Net Zero carbon emissions by the end of 2050**, consistent with the Paris Agreements' 1.5°C trajectory[6].

Within this context, and guided by frameworks such as the **Net Zero Initiative** and ADEME methodology, OpenAirlines contributes to this effort by **leveraging data analytics and artificial intelligence to optimize flight operations.** This technology is one of the most readily deployable levers for emissions reduction available to airlines today.

[2] *Air Travel & Sustainability.* (n. d.). https://www.iata.org/en/youandiata/travelers/environment/.
[3] *Reducing emissions from aviation.* (May 20th, 2026). European Commission. https://climate.ec.europa.eu/eu-action/transport-decarbonisation/reducing-emissions-aviation_en.
[4] *Our Commitment to Fly Net Zero by 2050.* (n.d.). IATA https://www.iata.org/en/programs/sustainability/fly-netzero/
[5] *Paris Agreement.* (Nov 29th, 2018). UNFCCC. http://unfccc.int/sites/default/files/english_paris_agreement.pdf
[6] *Flightpath 2050 : Europe's vision for aviation : maintaining global leadership and serving society's needs.* (2011). European Commission [Directorate-General for Research and Innovation, Directorate-General for Mobility and Transport] Publications Office. https://data.europa.eu/doi/10.2777/50266.

As shown below, the Net Zero Initiative relies on four complementary pillars. Sustainable Aviation Fuel (SAF) is expected to deliver the largest share of emissions reductions (61%), followed by new aircraft technology (22%), **operations and infrastructure** (10%), and market-based measures (7%). While SAF and next-generation aircraft remain subject to significant scaling, certification, and supply chain constraints, operational efficiency represents a lever that can be activated with existing fleet and infrastructure. **This is precisely where OpenAirlines operates.**



Waypoint 2050. (Sept, 2021). Air Transport Action Group. https://aviationbenefits.org/media/167417/w2050_v2021_27sept_full.pdf

Through data-driven flight operations optimization with SkyBreathe® 360° solution, OpenAirlines addresses a segment of the sustainable pathway that is immediately actionable and does not depend on external technological or regulatory breakthroughs.

SkyBreathe® processes flight data (Flight Data Records, operational flight plans, weather data, etc...) and applies domain-specific algorithms to identify fuel-saving opportunities across all flight stages: ground operations, climb, cruise, descent, and approach. It is currently used by over 80+ airlines in 40+ countries. In an industry where the majority of the Net Zero roadmap relies on solutions still in development, the ability to deliver measurable fuel savings now constitutes a contribution to the broader transition.

For companies like OpenAirlines operating under the Net Zero Initiative, the imperative is clear: deliver measurable emissions reductions today using the data and assets already available, as part of an industry-wide commitment to Net Zero by 2050.

SDG 13: Climate Action

2. Our Efforts towards Net Zero

In 2025, with SkyBreathe®, we enabled our clients to make measurable progress in their environmental transition.

In concrete terms, this translates into[7]:

2.3 million tons of CO_2 avoided

728,000 tons of fuel saved

$600 million in cost savings for our airline partners

This is equivalent to:



1,116,505[8]
Roundtrips Paris-New York by plane

[7] *Internal calculation, validated by AXA Climate.*
[8] *Comparateur carbone | Impact CO_2.* (n.d.). ADEME. https://impactco2.fr/outils/comparateur.

These savings are measured across **6 million actual flights** operated by more than 80 airlines in 2025. These results illustrate **how digital optimization of flight operations can serve as a powerful lever to reduce CO_2 emissions** from air transport, delivering both environmental and financial benefits to the airlines we work with.

These results are achieved with no aircraft modifications, no fleet renewal and no new infrastructure; they are purely through **operational optimization of existing fleets using our innovative solution, SkyBreathe®.**

As a concrete illustration:

norwegian

Norwegian saved $27 million per year, which is equivalent to 140,000 tons of CO_2 since they started using SkyBreathe®

cebu pacific

CEBU Pacific saved $35 million over 3 years using SkyBreathe®

enterair

Enterair saved 1,983 tons of CO_2 from October 2023 to May 2025, considering 4 best practices in SkyBreathe®

SDG 13: Climate Action

Reducing our customers' emissions is only meaningful if we hold ourselves to the same standard. This is why, in 2020, OpenAirlines chose to submit its own practices to the independent assessment B Corp.

B Corp certification

B Corp certification is administered by the non-profit B Lab. To earn it, a company must score above 80 or higher out of 200 on the B Impact Assessment, which covers governance, workers, community, environment, and customers.

- **In 2020, OpenAirlines earned B Corp certification** scoring 92.1. The certification must be renewed every three years through a full reassessment.
- **In 2023, we submitted our application for recertification, and in 2024, it was recertified with a** score of 97.3, reflecting that our growth from a startup to a scale-up did not come at the expense of our social and environmental commitments.

What does it mean for OpenAirlines?

Concretely, the B Impact Assessment provides a structured framework for OpenAirlines to evaluate its **practices across governance, environmental management, and employee engagement.** It establishes a discipline of measurement and accountability that reinforces the initiatives already in place. B Corp ensures that actions towards sustainability are documented and that we hold ourselves to improving them over time.

This culture of accountability extends beyond our own walls. Several of our key investors, including **Eiffel Essentiel** and **Mirova**, are themselves certified B Corps and mission-driven funds, which means that **the governance and impact standards are aligned across the entire ecosystem**, from shareholders to customers.

For the airlines we work with, the B Corp certification provides an independent, third-party guarantee that the company applies **fair, transparent, and responsible business practices**, including in how we handle their data, manage our operations, and measure the impact we claim to deliver.

Holding ourselves to these standards also means being transparent about our own environmental footprint.



SDG 13: Climate Action

3. Understanding our Impact

Since 2022, we have partnered with **Greenly**, a carbon accounting platform certified by the French Ministry of Ecological Transition, to conduct an annual assessment of our **corporate greenhouse gas emissions**. The methodology follows the GHG Protocol framework and covers all three emission scopes.

Absolute	+22%	Per employee	-6%	Per revenue (M€)	-2%
594 tCO_2e		5.4 tCO_2e		50 tCO_2e	
		Total employee number: 110		*Total revenue: 12M€*	

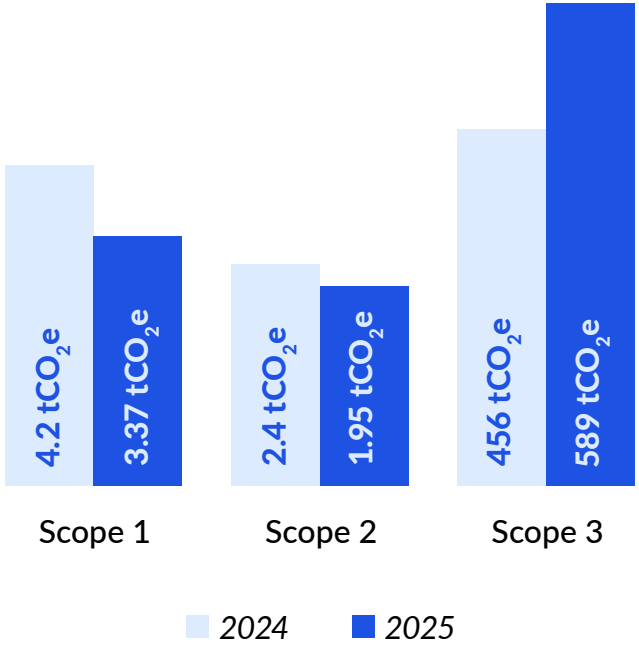
OpenAirlines emitted **594 tons of CO_2 equivalent in absolute**, 5.4 tons of CO_2 equivalent per employee, and 50 tons of CO_2 equivalent per revenue[9].

Absolute emissions increased by **22%**, compared to 2024, which may appear significant at first glance, but it is a natural consequence of our growth. **As our teams and client base expand, so does our footprint**. The main point to note is the proportional relationship. The fact that our emissions per employee and per revenue unit are decreasing shows that, in relation to our business activities, we are producing fewer emissions than last year. **This suggests that as our company grows, our environmental impact stays stable or decreases.**

Scope 1: direct emissions
(e.g. combustion of fossil fuels)
= 3.37 tCO_2e

Scope 2: indirect emissions linked to energy consumption
(e.g. electricity consumption)
= 1.95 tCO_2e

Scope 3: other indirect emissions
(e.g. transportation, purchased goods and services...)
= 589 tCO_2e

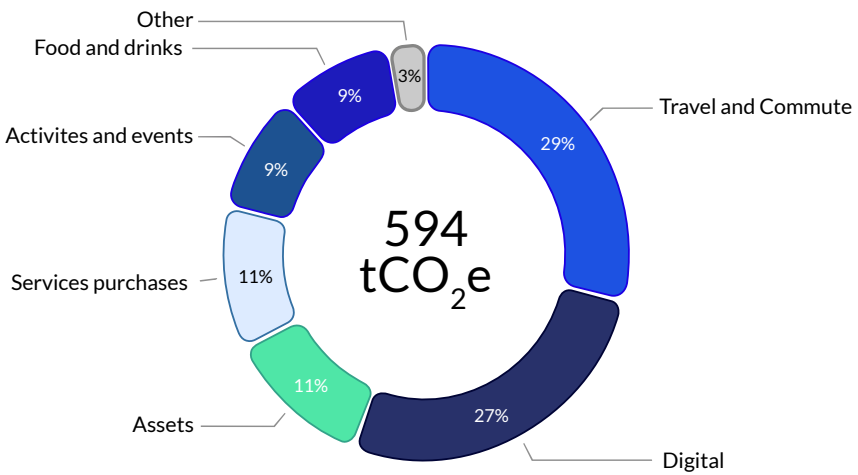


[9] *GHG emissions report for OpenAirlines.* (April, 2026). Greenly.

SDG 13: Climate Action

The chart below provides a breakdown of OpenAirlines' total emissions by activity category, illustrating how the 594 tCO_2e are distributed across the company's main operational areas:

Total emissions of OpenAirlines by activity (%tCO_2e)



GHG emissions report for OpenAirlines. (April, 2026). Greenly.

As OpenAirlines' absolute emissions have increased, in line with the growth of our workforce and the expansion of our operations, we track these figures precisely to identify where reduction efforts will have the greatest impact.

4. Offsetting our Emissions

Our approach to reducing and contributing follows two parallel tracks: compensating a share of our residual emissions through certified carbon projects and embedding lower-carbon practices into our everyday working conditions.

On the compensation side, we contribute to certified carbon projects selected through the Greenly platform. In 2024, we offset 16.8% of our total emissions through projects including 5 initiatives. For 2025, we are currently in the process of selecting our offset projects, which will be finalized later this year. These are not presented as a substitute for reduction. They are a complement, applied to the portion of our footprint that we cannot yet eliminate.

In terms of operational strategies, we have intentionally selected work locations and arrangements that inherently reduce our emissions. All our offices are situated within city centers, thereby minimizing reliance on personal vehicles and facilitating employees' commutes via public transportation, cycling, or walking.

In Toulouse, our headquarters run on renewable energy, and we offer a sustainable mobility package to all employees, an allowance that supports low-carbon commuting options such as cycling, public transport, or carpooling. A similar scheme has since been extended to our international subsidiaries.

We also maintain a **flexible remote work policy**, which directly reduces commuting emissions and office energy consumption. In 2025, the average employee worked remotely **two days per week.**

On the awareness side, we run semi-annual Fresque du Climat workshops for all new employees. It is a collaborative, science-based exercise that maps the cause-and-effect chains of climate change. Understanding the mechanisms of climate change is a prerequisite for making informed decisions across product development, customer engagement, and day-to-day operations.

These measures reflect a consistent effort to **align our working environment with the environmental standards we promote to our customers.**

From the emissions we help our customers avoid to the way we measure, reduce, and compensate our own, **climate action is not a separate initiative at OpenAirlines.**

It is the substance of what we do and how we operate. It is embedded in our core business, in the tools we build, in the standards we hold ourselves to through B Corp, and in the everyday choices we make about how we work. Our responsibility does not stop at delivering fuel savings to airlines. It extends to ensuring that our own operations, our infrastructure, and our people are aligned with the transition we claim to support.



Chapter 2

SDG 9: INDUSTRY, INNOVATION & INFRASTRUCTURE

SDG 9: Industry, Innovation & Infrastructure

1. Our Product

OpenAirlines develops digital technologies that help airlines improve operational efficiency, reduce fuel consumption, and lower CO_2 emissions, combining aeronautical expertise, data science, artificial intelligence, and close collaboration with aviation stakeholders.

SkyBreathe® is OpenAirlines' comprehensive eco-flying platform, supporting airlines across the full flight-operations cycle, from pre-flight preparation and in-flight decision-making to post-flight analysis, aircraft performance monitoring, and environmental reporting.

The eco-flying platform is designed to unite all stakeholders around fuel efficiency and cultivate a sustainable culture within the airline. It guides all teams in their fuel efficiency efforts, enhancing productivity, collaboration, and communication.



SkyBreathe®

By transforming operational flight data into measurable insights and recommendations, the platform helps airlines identify and implement fuel-efficiency initiatives.

SkyBreathe® Analytics

Depending on operational context, baseline performance and level of adoption, SkyBreathe® can support reductions in fuel consumption and CO_2 emissions of up to 5%.

SkyBreathe® suite is structured around four capability areas

1 Analytics and decision support

SkyBreathe® Analytics uses aeronautical algorithms, artificial intelligence, and big-data analytics to identify fuel-saving opportunities and translate them into actionable recommendations.

2 Pilot engagement and in-flight support

SkyBreathe® MyFuelCoach enables pilots to review previous-flight performance, prepare upcoming flights and collaborate with their airline's fuel-efficiency team. It is used by more than 50,000 pilots worldwide.

SkyBreathe® OnBoard is an Electronic Flight Bag (EFB) application that provides pilots with contextual fuel-efficiency information during the flight, supporting operational decision-making while preserving the crew's full authority over safety and flight operations.

3 Fleet and operational performance

SkyBreathe® NewGen APM continuously monitors aircraft performance, detects unusual deterioration and supports the identification of root causes and corrective actions.

SkyBreathe® OTP helps operational teams analyze on-time performance, identify recurring delay drivers, and prioritize improvement initiatives.

SkyBreathe® Advanced Trajectory analyses aircraft trajectories and air traffic constraints to identify potential savings related to flight planning, operational procedures, and airspace use.

4 Environmental reporting and benchmarking

SkyBreathe® Emissions enables airlines to measure, monitor and report CO_2 and non-CO_2 aviation effects, including contrails and nitrogen oxides (NOx), using consistent and traceable calculations.

SkyBreathe® Benchmark provides confidential, anonymous comparisons of fuel efficiency and environmental performance with peer airlines.

SDG 9: Industry, Innovation & Infrastructure

Innovation grounded in aeronautical science and data.

OpenAirlines' research behind SkyBreathe® includes **three projects under the European Clean Sky program** (2010–2014) and, more recently, an ADEME-supported project (2021–2024) applying SkyBreathe® technologies to Air Traffic Management optimization through ADS-B trajectory analysis.

At the core of innovation, SkyBreathe® AI engine **processes more than 150 parameters per second of flight and produces over 2,200 measures per flight**, with models drawing on more than **30 million flights processed to date.** Rather than relying on statistical averages alone, it combines **flight-physics models with machine learning to reproduce the real conditions of each flight**, taking into consideration the individual aircraft, weather, airline procedures and air traffic constraints. Artificial intelligence also drives data-quality controls and detects unusual patterns to a level of precision that is essential for recommendations to earn pilots' trust and engagement. This domain-specific approach ensures that every recommendation is **operationally relevant and compatible with aviation safety requirements.**

These capabilities are extended through SkyBreathe® Advisor, a set of **AI-assisted features drawing on trillions of flight data points to deliver insights, predictions, and simulations**, helping airline teams investigate performance drivers and prioritize initiatives with the greatest expected value.

Recent developments show how this translates into product capability.

The new MyFuelCoach pilot app:

The pilot app was redesigned in 2024–2025, introducing a new 4D flight view that allows pilots to replay their flights and understand exactly what happened during each one. The tool is designed to promote learning and ongoing improvement in eco-flying techniques.

The main aim is to help pilots better understand their eco-flying performance throughout the flight and identify areas for improvement.

These interactive debriefs increase engagement with the pilot app, which correlates with higher adherence to fuel best practices.



SkyBreathe® MyFuelCoach

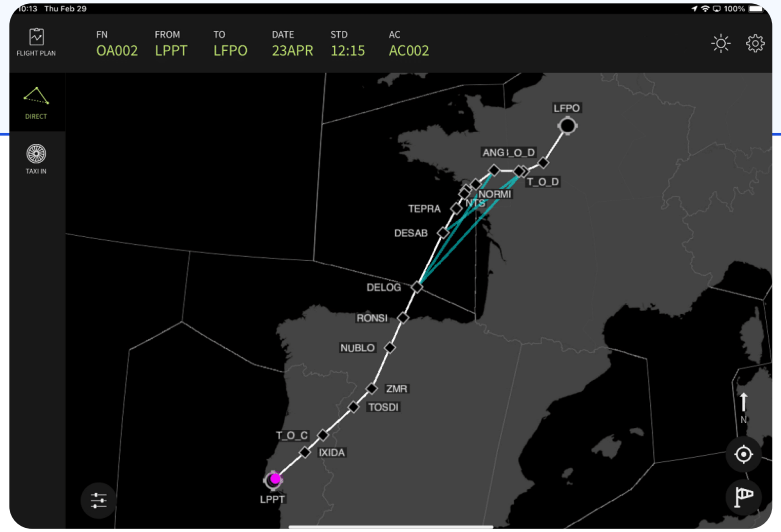
"The 4D view feature offers significant potential for training new pilots, especially for CDA's and optimising inputs during the approach phase. It transforms post-flight debriefing into an interactive experience, visualising key milestones and enabling pilots to cross-reference actual performance against potential savings."

Ross Grieve, Flight Efficiency Analyst at Loganair

SDG 9: Industry, Innovation & Infrastructure

SkyBreathe® OnBoard

Launched in 2023 after four years of R&D, is an Electronic Flight Bag (EFB) application that provides pilots with real-time fuel-saving recommendations directly in the cockpit. Using AI and flight data analysis, it suggests optimized routes and identifies when pilots can safely reduce engine use during taxiing.



"SkyBreathe® OnBoard marks a significant leap forward in our commitment to innovation, sustainability, and operational efficiency. Imagine our pilots, poised at the controls, armed with a powerful ally in the form of AI."

Capt. Stanley K. Ng, President & COO at Philippine Airlines

A sustained commitment to research and development.

Founded in Toulouse in 2006, OpenAirlines operates within one of Europe's leading aeronautical ecosystems. The company is an active member of Aerospace Valley and Toulouse Pioneers, and collaborates with academic institutions and aviation-industry organizations.

Our teams include more than 100 specialists across aeronautics, data science, artificial intelligence, product development and software engineering. **OpenAirlines reinvests more than 30% of its annual revenue in research and development.**

Three teams are central to our R&D efforts

- The **Science team** develops and validates the algorithms, aeronautical models and machine-learning capabilities underpinning SkyBreathe®.
- The **Product team** defines the roadmap and prioritizes development.
- The **Engineering team** builds, integrates, tests and deploys the platform while maintaining its performance, availability and security.

These teams work in approximately six-week development cycles, enabling regular delivery while maintaining scientific and technical quality. Security practices, testing procedures, and quality controls are embedded throughout the development lifecycle, including in the development and use of artificial intelligence.

SDG 9: Industry, Innovation & Infrastructure

External recognition

Since its founding, **OpenAirlines has received more than 30 awards and distinctions recognizing its contribution to innovation and sustainable aviation.**

In 2025, OpenAirlines was named the recipient of the "Positive Impact Award", presented by the France-Canada Chamber of Commerce and Industry at its annual Gala[10]. This category recognizes Canadian or French companies that distinguish themselves through their environmental, governance, and/or community actions.

SkyBreathe® received the Solar Impulse Efficient Solution label, following an independent assessment of its environmental benefits and economic viability.

> **"SkyBreathe® is one of the most significant innovations of the last years in terms of mobility."**
>
> *– Bertrand Piccard, founder of the label.*

At the end of 2025, OpenAirlines also obtained ISO/IEC 27001:2022 certification for its Information Security Management System, covering the company's entire organizational scope: software, data, premises and organizational processes.

These recognitions reflect our commitment to combining measurable environmental impact, aeronautical rigor, responsible technology and information security.

The innovation behind OpenAirlines' product is also built with the airlines that use the platform every day, through sustained collaboration on operational practices, data sharing, and joint experimentation.

[10] *Gala 2025.* (n.d.). CCI Française Au Canada. https://www.ccifcmtl.ca/gala/gala-2025.html



Olivier Paillot, General Manager Americas at OpenAirlines, receiving the Positive Impact Award from the French Chamber of Commerce in Canada.

SDG 9: Industry, Innovation & Infrastructure

2. Our Clients

Innovation through collaboration

SkyBreathe® is developed in close cooperation with the airlines that use the platform every day. Customer feedback, operational data, prototype testing, and joint experimentation help ensure that new capabilities address real operational constraints and imagine the future of operations.

OpenAirlines works with a community of approximately **80 airlines worldwide**, including network, low-cost, charter and cargo operators. The platform is deployed on over **6,000 aircraft** of all types and has processed more than **30 million flights** since 2013.



Our clients typically achieve a positive return on investment within the first months of go-live, with savings that significantly exceed the cost of the platform over the contract period.

The impact of SkyBreathe® is documented through published customer results:

Pegasus Airlines (Turkey)– SkyBreathe® user since 2024. Through the gradual adoption of the EOTI (Engine Out Taxi In) practice via MyFuelCoach, Pegasus Airlines increased its complance rate from **24.7%** in January 2025 to **46%** in June 2026, generating **savings of 4,469 tonnes of CO_2.”**

Icelandair (Iceland) - SkyBreathe® user since 2014. Total fuel savings increased by **247%** between 2018 and 2024, and CO_2 emissions decreased by **6%** between Q1 2024 and Q1 2025.

Cebu Pacific (Philippines) - SkyBreathe® user since 2018, operating 85 aircraft. Three data-driven fuel initiatives delivered measurable results:

Reduced Pilot Discretionary Fuel (XTRAF)

954 tons of fuel saved

2025

Reduced Pilot Acceleration Altitude (RAAL)

135 tons of fuel saved

January to April 2025

Reduced Flaps at Landing (RFLA)

145 tons of fuel saved

January to April 2025

SDG 9: Industry, Innovation & Infrastructure

Customer satisfaction is measured through an **annual NPS survey** that includes detailed feedback on features, areas for improvement, and support quality.

In the SaaS industry, the average NPS typically ranges between **+30 and +36**. A score above +50 is considered excellent. OpenAirlines' NPS reached **64 in 2025** (up from 63 the previous year), placing it well above industry benchmarks.

This satisfaction is supported by a dedicated **Customer Success team** of 30+ people who work directly with each airline, from implementation through ongoing optimization. Every client is assigned a **Customer Success Manager**, and the team conducts **2+ business reviews per year per client.** Support is unlimited and included in all pricing editions.

enterair

"We benefit from regular meetings with our Customer Success Manager, where we align on strategy and next steps. The insights, tops, and guidance shared have been truly invaluable."



OpenDay 2024

But satisfaction alone doesn't explain how the product stays relevant. That comes from the airlines themselves, through a structured ecosystem of exchange.

The SkyBreathe® Community brings together all 80+ client airlines, and its **annual event OpenDay,** allows 100+ flight ops professionals from around the world to reunite for 4 days to learn, connect, and elevate operational excellence together. The conference offers a strong opportunity to exchange best practices and learn from real airline case studies, trainings, workshops, and plenary sessions.

Throughout the year, **regional OpenDay Connect meetups in the Americas and APAC are organized to extend this dialogue locally**, giving airlines the chance to exchange on regional specifics.

This community also exchanges fuel-efficiency practices through confidential peer comparison within SkyBreathe® Benchmark, a module included in the platform.





OpenDay 2024

About OpenDay, Viva Aerobus said:

"OpenAirlines has truly created a community of airlines and we are very pleased to be part of that."



SDG 9: Industry, Innovation & Infrastructure

This constant exchange of operational insights and real-world feedback is a powerful driver of innovation: it ensures that new features and product developments are shaped by the airlines that rely on them every day, and tailored for their specific needs. **This fosters an innovation model that is collaborative, industry-driven, and designed to accelerate the adoption of more sustainable practices at scale.**

This collaborative approach also extends beyond the client base. In late 2025, **OpenAirlines announced a partnership with Simaero**, a specialist in pilot training with simulation centers worldwide[11]. The ambition is to connect pilot training with operational efficiency by integrating eco-flying content into Simaero's training catalog, embedding fuel efficiency awareness into pilot culture from the start.

The platform also supports evidence-based engagement with Air Navigation Service Providers. Trajectory analyses, quantified data and visual maps help airlines demonstrate the environmental impact of airspace constraints and propose more efficient procedures. OpenAirlines has supported customer discussions relating to improving procedures at airports including Keflavík, Paris-Orly and Paris-Charles de Gaulle.

Clients, community, and partners reinforce each other and accelerate the adoption of fuel-efficient practices across the industry.

However, innovation and fuel efficiency expertise only deliver their full potential when they reach beyond the companies that develop them. To this end, OpenAirlines also invests in raising awareness within the broader aviation community of the environmental challenges facing the industry and the solutions that already exist.

[11] *How Pilot Training Can Support the Industry's Decarbonization Goals.* (March 10th, 2026). SIMAERO. https://www.sim.aero/news/sustainable-aviation-pilot-training-supports-decarbonization-goals

SDG 9: Industry, Innovation & Infrastructure

3. Raising Awareness within the Community

In aviation, the concept of fuel efficiency is well known, yet many airlines still lack a structured fuel-efficiency program. This gap is not always a matter of willingness, but often a matter of **access to knowledge.**

That is why, alongside its software platform, OpenAirlines produces and distributes **educational content to spread a culture of fuel efficiency and innovation** across the industry.

These publications and educational initiatives draw directly on the innovations and operational expertise developed through SkyBreathe®, making them accessible to airlines without a structured fuel-efficiency program. By doing so, they **help spread proven practices across the industry and enable more airlines to begin reducing their emissions.**

The Green Airlines Fuel Book is a 70-pages practical guide covering fuel-saving best practices across all flight phases, from dispatch and pilot extra fuel to taxi, climb, cruise, descent, and ground operations. Published as a free download, it has been **downloaded 500+ times** since its release and is used by airlines, training organizations, and aviation professionals worldwide as a reference document for building or strengthening fuel efficiency programs.



"Decarbonizing Aviation: Mission Possible" takes a broader perspective. Co-authored with industry experts, including contributors from Eurocontrol, ZeroAvia, Air France, and the Solar Impulse Foundation, this second publication explores the full spectrum of decarbonization levers: sustainable aviation fuels, hydrogen, electric propulsion, operational improvements, and air traffic management. It has been **downloaded 450+ times** and serves as an accessible entry point for anyone seeking to understand the industry's pathway to Net Zero.



These long-form publications are complemented by a continuous flow of content through the OpenAirlines blog and LinkedIn page. The blog publishes case studies, technical articles, and expert interviews on fuel efficiency and sustainable aviation. There have been **almost 200 articles** published to date. The LinkedIn page, with **11k followers**, relays this content and shares industry news, product updates, and event highlights, reaching an audience that extends well beyond the existing client base.

Finally, the **OpenAirlines Academy** brings this educational mission into a structured, interactive format. Launched in 2023 as a **pilot-centered resource center**, it hosts articles, videos, and e-learning courses designed to strengthen aviation professionals' understanding of fuel efficiency. Its e-learning modules have trained pilots from **over 60 airlines**, with a **71%** certification rate. The Academy's ambition is to become the reference platform for eco-flying education, gathering premium e-learning and certifications with exclusive, data-driven content. In 2025, the Academy was further enriched with new resources and is now integrated into the **Simaero partnership**, with plans to embed OpenAirlines' e-learning into Simaero's pilot training catalog.

Innovation, client collaboration, and knowledge sharing form a single virtuous cycle. The technology drives measurable fuel savings; the airlines that use it shape its evolution through continuous feedback; and the expertise built along the way is shared openly to raise the entire industry's standards. **This is how OpenAirlines contributes to making aviation more sustainable, through an ecosystem designed to scale impact and innovation.**



Chapter 3

SDG 8: DECENT WORK & ECONOMIC GROWTH

SDG 8: Decent Work & Economic Growth

In 2024, OpenAirlines ranked 1st in the HappyIndex® Trainees classification in its category[12], an independent label awarded by ChooseMyCompany based on anonymous surveys of interns, apprentices, and VIEs. This recognition raises a natural question:

HappyIndex®Trainees FRANCE 2024

What makes OpenAirlines a place where people want to work, grow, and stay?

1. Our Hiring & Onboarding

Behind every flight optimized by SkyBreathe® is a growing, diverse, and engaged team. Investing in our employees is central to OpenAirlines' mission.

Every new employee joining OpenAirlines is assigned a **dedicated buddy**: a colleague designated as their primary point of contact, mentor, and guide during the first weeks. The buddy's role is to **facilitate integration** into the company's culture and operations and **provide support** in navigating internal tools and processes.

In addition, biannual **Welcome Days** bring together all recent arrivals for a half-day session during which each department presents its activities and team, and where Climate Fresk workshops also take place. In 2025, **100%** of new employees at headquarters were accompanied through this program.

OpenAirlines welcomed 22 new employees in 2025, bringing the company past the 100-employee milestone across its four offices in Toulouse, Hong Kong, Montreal, and Miami.

[12] *Classements HAPPYTRAINEES2024*. (2025). ChooseMyCompany - Avis certifiés. https://choosemycompany.com/fr/classements/2024/trainees?regionCode=FR&size=1-24



The company's turnover rate stood at **8.1%*** in 2025, reflecting a stable and engaged workforce.

We are committed to providing access to employment for young professionals. In 2025, **29%** of new hires across the Group were starting their **first job**. OpenAirlines also welcomed **6 interns, apprentices, and VIEs** during the year, and **2 former interns were hired on permanent contracts** after completing their internship.

Moreover, the company's workforce represents **18 nationalities** across Europe, America, Africa, and Asia, making diversity one of our strongest assets. Our employees reflect the global nature of the industry we serve. For a company headquartered in Toulouse, this diversity is both a strength and a natural consequence of operating across four continents.

From international recruitment to structured onboarding, these practices are the first building block of a broader commitment to creating an inclusive and equitable workforce.

* Permanent contracts only

SDG 8: Decent Work & Economic Growth

2. Our Gender Parity

Building an inclusive workforce also means ensuring that growth and opportunity are shared equally between women and men. OpenAirlines tracks and acts on **gender balance across all levels of the organization.**

At OpenAirlines, women represent **31%** of the total workforce, a figure that reflects the broader gender imbalance in aviation technology, but one that OpenAirlines actively works to improve.

GOVERNANCE BODY	2024		2025	
	WOMEN / TOTAL	% WOMEN	WOMEN / TOTAL	% WOMEN
Managers	4 / 12	33,3%	6 / 15	40%
Executive Committee	3/8	37,5%	3/8	37,5%
Supervisory Board	2 / 7	29%	2 / 7	29%

% WOMEN = (WOMEN / TOTAL) × 100

These figures show that women at OpenAirlines are not only present in the workforce but also **hold decision-making positions.**

OpenAirlines scored 92 out of 100 on the Penicaud Index, exceeding both the national average of 88.5/100 for 2025[13] and the sector average of 87/100 for companies with specialized, scientific, and technical activities for 2024[14].

Beyond internal metrics, **OpenAirlines actively supports its employees' involvement in organizations that promote women's leadership in aviation. Maedeh Ravan,** Customer Success Manager at OpenAirlines, is an active member of the International Aerospace Women's Association (IAWA), a global network dedicated to supporting women in aviation and aerospace through leadership development, mentorships, scholarships, and international networking.

In September 2025, **OpenAirlines sponsored IAWA European Forum in Toulouse.** Five OpenAirlines colleagues attended the event, reinforcing the company's engagement with the broader aviation community on gender equality and inclusion.





Alexandre Feray during the IAWA European Forum in 2025 and Maedeh Ravan, OpenAirlines' employee and active member of IAWA.

[13] *Résultats de l'Index égalité professionnelle et de la loi Rixain pour 2025.* [Results of the professional equality index and the Rixain act for 2025] (March 7th, 2025). Ministère du Travail et des Solidarités. https://travail-emploi.gouv.fr/resultats-de-lin-dex-egalite-professionnelle-et-de-la-loi-rixain-pour-2025

[14] *Bilan de l'Index Egalité Professionnelle et de la Représentation Equilibrée Femmes-Hommes.* (March 4th, 2025). Ministère du Travail, de la Santé, des Solidarités et des Familles - Direction générale du travail. https://www.strategie-plan.gouv.fr/files/2025-03/04032025_HCREP-DGT.pdf

SDG 8: Decent Work & Economic Growth

3. Our Work Environment

OpenAirlines is equally committed to fostering a stimulating and supportive work environment that promotes continuous learning, team cohesion, and employee engagement.

In 2025, **47 employees** participated in at least one training program, totaling **531 hours** of professional training. The company provides access to e-learning platforms for professional training and for product-specific e-learning, enabling employees to pursue continuous learning alongside their day-to-day responsibilities.

But training at OpenAirlines goes well beyond scheduled courses. Several recurring events create space for learning, innovation, and cross-functional collaboration.



Every quarter, "**FedEx Day**" gives employees 24 hours to form teams and work on projects of their choosing. The only condition is that **the result must benefit the company.** Topics range from product improvements and internal tool development to sustainability initiatives, such as the development of new flight analysis features. The format is deliberately open: serious innovation and creative freedom are not treated as opposites.

Engineering Day brings together the technical teams for off-site sessions focused on emerging technologies. In 2025, a dedicated session explored the practical applications of AI in daily engineering work, with hands-on experimentation and structured knowledge sharing. Key takeaways included the importance of scoping before delegating to AI tools, the critical role of context in achieving reliable outputs, and the value of systematic self-critique before accepting AI-generated results.

The **Printemps des Talents** is an annual series of afterwork sessions held each spring during which employees share personal skills and passions with their colleagues, from cooking and music to photography and crafts. What began as an informal initiative has become a company tradition that reflects the team's diversity and openness.

The Company Retreat brings together all employees from the four offices every 18 months for three days of presentations, workshops, and team-building activities.

Employees also collectively participate in initiatives beyond office walls: the **Corrida de Noël charity run**, **Digital Clean Up Day** to reduce the company's digital footprint, and **bokashi composting** at the Toulouse offices.



SDG 8: Decent Work & Economic Growth

OpenAirlines' commitment to decent work and economic growth extends beyond the company itself.

South Side Tech is a Toulouse-based nonprofit founded in 2022 by two of our employees that promotes access to careers in the digital sector for people from underprivileged backgrounds. It organizes informational sessions at vocational schools and job fairs, supports individuals transitioning into tech careers, and provides them with practical advice on finding internships and entering the workforce. The nonprofit partners with schools such as Simplon and Holberton School.

> "The connection with OpenAirlines is strong and growing."
>
> *- Josué Llopez, co-founder of South Side Tech and OpenAirlines employee*



The company actively supports the association's efforts and enables it to present digital careers in schools, highlighting OpenAirlines and its tech teams. Conversely, several training groups have visited the company to learn more: presentations on the data science department, discussions with employees, and more.

As part of our efforts to promote professional integration, **two individuals** undergoing career transition completed an observation internship at OpenAirlines in 2025. One of them, with the association's support, completed the entire process (observation internship, internship, and permanent hire) and is **now working at the company**.

4. Our Intervention with Students & Schools

OpenAirlines considers its responsibility as an employer to extend to the broader educational ecosystem, particularly in a sector where **awareness of sustainable aviation careers** remains limited.

In 2025, the company participated in 12 events that connected students, young professionals, and the broader tech community with its teams and mission.

Within its offices, OpenAirlines welcomed students from **ENAC** (École Nationale de l'Aviation Civile), **TBS** (Toulouse Business School), and **Galway University.** These visits give students direct exposure to the intersection of data science, aviation, and sustainability, a combination that few academic programs cover in depth.

Team members also contributed to conferences and panel discussions at **ENAC**, **WoGiTech & Simplon** to promote diversity in tech.

Finally, OpenAirlines participated in several **external events**, including a job dating session at **Holberton School Toulouse**, sponsorship of the **IAWA European Forum** in Toulouse, and participation in **DevFest Toulouse** and **Téléthon ISAE-Supaéro**, engaging directly with candidates interested in applying technology to environmental challenges.

The quality of a company's workforce, its stability, diversity, and development, directly condition its capacity to deliver on its broader commitments.

At OpenAirlines, the practices described in this section are not peripheral to the company's mission; they are operational prerequisites. A platform used daily by over 80 airlines requires sustained engineering capability, low turnover, and a team capable of engaging with a technically demanding, international client base.

Learn more about our products at:
openairlines.com

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