

Sustainability & Corporate Responsibility Report

2021

OPENAIRLINES

Accelerate global transition to sustainable aviation
through digital technology





Sustainability is at the heart of our OpenAirlines' purpose to «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 don't just recognize the value of sustainability and corporate social responsibility, we are actively implementing it to drive our business and our targets reflect this vision.

Backed by Alter Equity

OpenAirlines conducted fundraising in 2015 with Alter Equity, an investment fund supporting responsible growth. 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 nature.

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Certified B-Corp



In 2020, OpenAirlines has been certified B-Corp. 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.

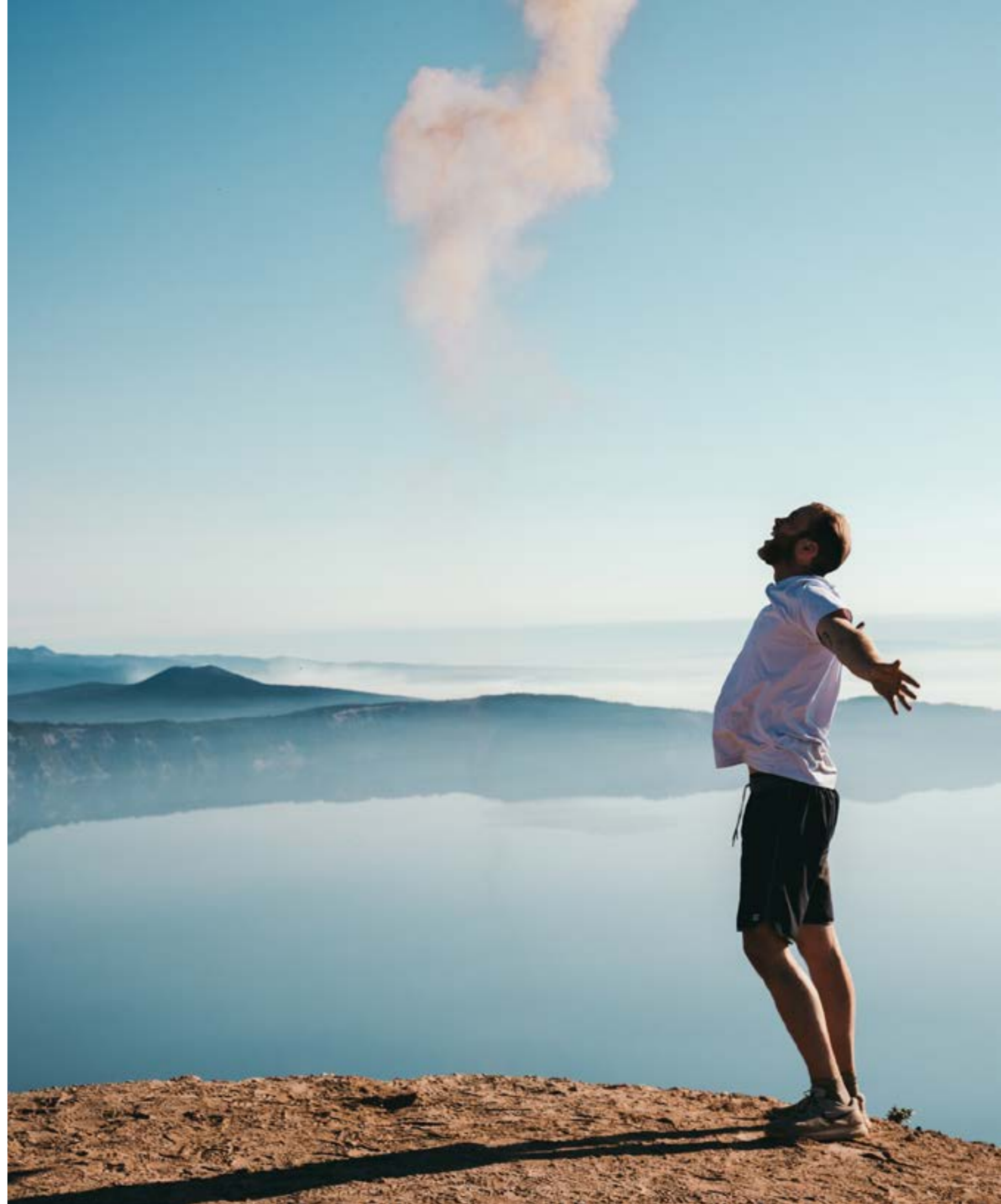
<https://bcorporation.net/>

Labeled Solar Impulse



In 2018, SkyBreathe® eco-flying solution was labeled « Solar Impulse Efficient Solution ». Created by Bertrand Piccard, the initiator and visionary behind Solar Impulse, this label awards solutions that meet high standards of sustainability and profitability.

<https://solarimpulse.com/>



17 Goals to Transform Our World

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



Planet

The planet needs bold action now. 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. We leverage the power of our people and our products to reduce the impact aviation has on the planet.

Our core product is SkyBreathe®, an eco-flying software based on Big Data, Artificial Intelligence, and Machine Learning. By automatically analyzing the vast amount of data available in the aircraft's black boxes, it assesses the fuel efficiency of flights and makes recommendations to reduce aircraft fuel consumption and CO2 emissions.



SkyBreathe® impact in 2019

190 000 tons of saved fuel

590 000 tons of CO2 saved

75 million trees equivalent

Our contribution to the SDGs



- We have implemented a Green IT approach for our developments and operations, and have reduced our power consumption per work unit by 24% over the last two years.
- We have systematized recycling on our premises and encourage our employees to reuse organic waste in their composts.



- In addition to our core business of reducing CO2 emissions from air transport, we have set up events to raise awareness of global warming among our customers and employees.
- For our own travel, which we cannot avoid, we have set up a full compensation of CO2 emissions through reforestation actions in Peru.

People

OpenAirlines have offices in Toulouse, Hong-Kong, and Miami. Our communities, employees, and customers represent a diverse set of cultures, nationalities, religions, races, genders, belief systems, and identities. 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:

- Accessible offices to all by public transport and close to points of interest.
- Quarterly FedEx days Days that promote teamwork and innovation.
- Team meetings to bring the team up to speed on what's happening in the company.
- Mentoring reviews and One & One meetings that help to identify and achieve career goals.
- Regular internal events and an annual seminar to strengthen the team.



Our contribution to the SDGs



- At OpenAirlines we offer learning and development content to all employees via TalentLMS, our interactive learning platform. Ongoing qualification and further training benefits both our employees and our company – as well as society as a whole.



- OpenAirlines commits to provide equal opportunities to every woman and man employed in the company, that's why 50% of our managers and comex members are women.



- OpenAirlines have a 30% annual growth in employment.
- The company have opened 10% of its capital to all employees.
- A significant part of the executive and senior managers' remuneration is determined by the quality of the achievement of the objectives of an Extra Financial Business Plan.

Community

OpenAirlines is also committed at the societal level by implementing its software in low-income countries, sharing its knowledge, and with the willingness to participate in the reduction of global inequalities. We also care deeply about the communities in which we live and work and encourage our employees to take an active role in supporting local causes.



Our contribution to the SDGs



- Our CO2 offsetting actions through reforestation in Peru allow, via social workers, peasants to live on a decent income.



- We participate in the «Challenge against Hunger», a solidary and sporting event with donations.



- We operate in schools and universities to give courses and share our experience and expertise.
- We welcome trainees and apprentices to train them and encourage their integration into the professional world.



- In addition to our reforestation actions in Peru, our technology has been deployed in many low and lower middle-income countries as defined by the World Bank: India, Indonesia, Ivory Coast, Morocco, Philippines, Ukraine...

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**Corporate social
responsibility report 2021**