

# SUSTAINABILITY REPORT

DIGEST  
2021

# Statement from CEO

In 2021, we have updated our Core Values to include:  
- "I strive for protecting and preserving Planet Earth".

This value has been added as part of the Luxaviation Group's commitment to having sustainability as a cornerstone of our company. We are engaged to creating added value for our customers, employees, and investors, and do so in full consideration of our responsibilities toward the environment and society.

At Luxaviation we are obliged to delivering excellence, all the while supporting a new era of sustainable travel. An era that will revolutionise the industry and engage the Group's Go-To-Zero Journey.

Our long-term business prospects, and those of our clients, employees, and their families, strive for a sustainable planet, and future prosperity. We recognise the importance to inherently embed sustainability into our decision-making process, actively tackle social and environmental concerns that surround our business, and continuously seek to improve our ways of operating – both on the ground and in the air.

Our uncompromised liability to corporate social responsibility ensures our values and moral ethics are adopted throughout the entirety of our organisation. Our workforce is enriched with people of multi-ethnicity and we pride ourselves in the uncompromised support our organisation and workforce direct towards diversity and inclusion, coinciding with social equality. We believe combined skill, knowledge, and commitment will sustain the business' trajectory of success.

Since Luxaviation's inception in 1964, our core foundations have been built upon the commitment and talents of our employees, and we place great importance on recruiting and developing a diverse, highly skilled, enthusiastic, and passionate team.

Our indebtedness to corporate social responsibility influences a continuous analysis and comprehensive review of our policies and procedures. Viewed in isolation, we have discovered that we could and should be doing more to create a positive influence on society. We aim to increase the company's support of individuals and charitable organisations. We endeavour to enhance our capabilities and upscale our contributions in these subject areas.

Social responsibility and human rights are an obligation that is very important for Luxaviation. It is ensured through an extensive list of human rights related policies consolidated in the Luxaviation Group's Employee Handbook.

Carbon emission reduction is fundamental to unlocking the future and sustaining our beloved industry. Luxaviation's imperative to align internal engagement with external collaboration will accelerate widespread decarbonisation, and in response to the science-based target setting implemented for the aviation sector, our corporate sustainability strategy will focus on three key pillars. With an aim to significantly reduce GHG emissions, transformative change will perpetuate the delivery of our robust Go-To-Zero strategy.

Community engagement is a deep-rooted passion and core element comprising Luxaviation's DNA. The integrity of our employees is infectious, and an attribute that is esteemed throughout our loyal workforce. The emphasis on SDGs 1,3,4,5, and 15 denotes our past, present, and future commitments to pro-actively achieve a more sustainable future for all. Correlating carbon offsetting projects will scale up community engagement activities over the coming years, stimulating a tipping point in localised economic growth.

According to an internal survey, unfortunately a mere 55% have heard of the UN Sustainable Development Goals. It was time to change this. In response; we believe the publication of our sustainability strategy and related progress on selected UN SDGs detailed in our first sustainability report will improve awareness organisation-wide.

At Luxaviation Group, one of the largest business aircraft and helicopter operators worldwide, we have reinforced our corporate sustainability strategy further with the launch of several initiatives in 2021 that expressly underline the role of sustainability as a cornerstone of our Group.

The Luxaviation Group is rolling out electrified ramp vehicles, exploring Sustainable Aviation Fuel (SAF) procurement opportunities and digitizing processes to reduce paper waste. And the Luxaviation Group's push into the eVTOL (electric vertical take-off and landing aircraft) is another testament to our desire to be part of the solution while remaining passionate for flying. Going forward, Luxaviation will adopt an open book policy and publish a yearly sustainability report to share its progress with its clients, employees, and stakeholders.

Finally, our employees are the most important asset in our business. Without them, and their outstanding work, there would be no Luxaviation Group. The responsibilities they accept every day, and the professionalism with which they meet those responsibilities, are vital to the future of this business. We will continue to strive to develop a well-trained and diverse talent base and will encourage them all to preserve our planet, to continue adapting and developing our societal behaviours to ensure environmental protection is at the forefront of everything we do.



Patrick Hansen  
Chief Executive Officer

*I am very excited to see the spirit of sustainability develop in all the corners of our business around the world, and while this first Sustainability Report in our history is painting the canvas for the years ahead. I am already excited to imagine the content of these reports in the years to come knowing what a leading business like us can achieve when we put our focus to it.*

*Enjoy the voyage with us!*

A handwritten signature in black ink, which appears to read "Patrick". The signature is stylized and fluid, written in a cursive-like script.



# Our Mission, Promise and Commitment



## Our Mission

We deliver excellence in a comprehensive range of business aviation services tailored to our customers and partners.

We are dedicated to achieving the highest level of safety and strive to create an engaging workplace through cultivating genuine, open and engaging relationships with passionate colleagues.

We conduct our business in a socially responsible and ethical manner. We protect the environment and benefit the communities where we work.



## Our Promise

Our employees are the driving force behind our success and the continuous improvement of the organization.

Through open communication and recognition, ideas and opinions are valued, and teamwork is key to progress.

We create a rewarding work environment based on mutual respect and invest in individual talents so that both our people and our business can grow together.



## Our Commitment

We are an international business aviation group where excellence, safety and sustainability form the cornerstones of our organization.

Our collective passion for outstanding customer service sets us apart from all others.

We commit that every customer interaction will be unique and memorable, creating lasting relationships.

We actively pursue social and environmental concerns that surround our business and industry.



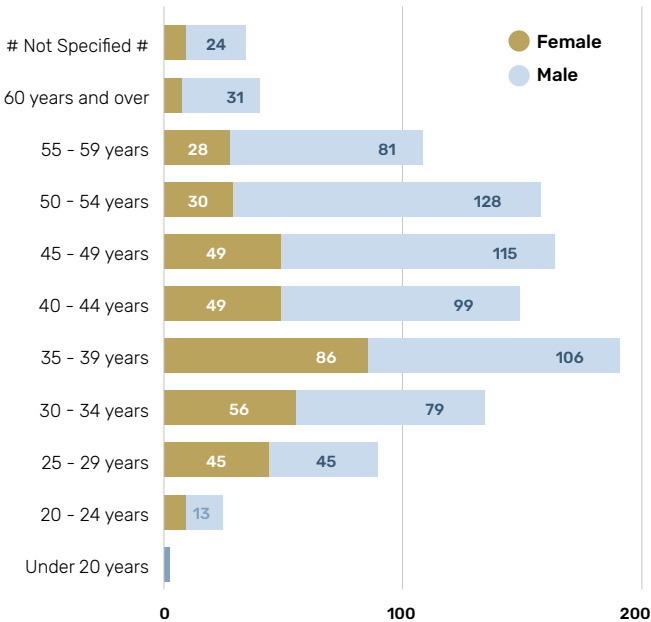
# Diversity, equal opportunities, and inclusion

Luxaviation Group is committed to promoting equal opportunities in employment for all staff and job applicants and, aims to achieve a working environment which is free from unlawful discrimination, harassment, or victimisation. The Group has an equal opportunities policy and takes a strict approach to any breaches of this policy.

Luxaviation yields highly diverse staff. We promote interaction and knowledge-sharing across all continents and aim for a “one-family” culture.



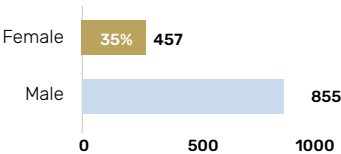
## Workforce by age group and Gender



## Spotlight on our Women in Aviation

Our young generation of employees (<40 years) is composed of no less that 47% of women - a step towards gender equality in Business Aviation. Each year Women in Aviation International organise the annual Girls in Aviation Day. In 2020 the event took place via the Aviation for Girls app.

Each year, thousands of girls aged from 8-17 participate in this event, which inspires girls and young women into a career in aviation. In 2019 the event proved to be a success, attracting around 20,000 attendees from the US, Australia, Africa, Asia, and Europe.



When Danielle Stoney, captain at Luxaviation UK was asked why she thought so few women became pilots she answered that when she was younger, becoming a pilot simply didn't feel like an option. She didn't know any pilots, she saw no adverts, and at school there was no mention of it. Whilst that has changed a lot today, it remains, like many others, a male-dominated industry.

Through awareness-raising events and campaigns, Luxaviation works hard to increase the number of women involved in aviation. We celebrate Girls in Aviation Day and Women of Aviation Week, global events that acknowledge the roles women have played in aviation since its conception.



# Luxaviation's Go-to-Zero Journey

To drive down CO<sup>2</sup> emissions and achieve carbon neutrality, we believe everyone has a role to play.

We are therefore launching a CO<sup>2</sup> reduction awareness campaign to engage all our stakeholders in our Go-to-Zero journey. With this campaign we aim to achieve the following improvements:

- Increasing customer awareness about CO<sup>2</sup> emissions and the impact of their contributions by:
  - flying with SAF and/or offsetting their flight
  - investing in fuel efficient and environment friendly aircraft
- Reducing our empty legs thanks to early booking and improved customer engagement
- Increasing awareness of the pilots about the importance of improving fuel efficiency and reducing CO<sup>2</sup> emissions
- Driving purchase of electrified FBO vehicles
- Driving purchase of green electricity contracts

As per the Science-Based Target Setting for the aviation sector<sup>1</sup>, we base our GHG emission reduction strategy around 3 pillars:

- Improving fuel efficiency
- Using Sustainable Aviation Fuels (SAF)
- Carbon offsetting of the remaining GHG emissions

Emissions	2021
Sum of TCO <sup>2</sup> emissions	105,355
Sum of CO <sup>2</sup> emissions (EU-ETS)	32,461
Sum of TCO <sup>2</sup> Offset (EU-ETS)	20,023
% Offset from EU-ETS emissions	97%
Sum of TCO <sup>2</sup> Offset (EU-ETS)	27%

GHG emissions	2021
Scope 1 emissions Ton CO <sup>2</sup> – GRI 305-1	118,074.64
CO <sup>2</sup> emissions (g)/ Km Revenue (M€)	1.76



# Industry Engagement

We have been exploring opportunities to play a role in the deployment of electric aviation for some time.

The year 2021 is marked by a number of important new partnerships that will position our Group for the future.



Action	2021	Target
Electrification of FBO ground handling equipment	30%	100% by 2030

**The group aims to electrify all ground equipment by 2030.** Approximately 30% of the ExecuJet FBO's ground handling equipment has already been converted.

We are currently finalising partnerships with industry leaders **Shell Aviation and Rolls Royce.**



# Multi-Stakeholder Engagement Program

## Aircraft Manufacturers

- Design of fuel efficient aircrafts
- R&D in fossil-free combustion engines

## Maintenance

Optimise preventative maintenance in order to improve fuel efficiency and drive down air pollution

## Procurement

- Procurement of electrified FBO vehicles
- Green electricity contracts
- Select purchases based on environmental footprint.

## Pilots

- Always optimise load and fuel efficiency
- Avoid/Reduce fuel tankering

## Fuel Suppliers

Increase production and availability of SAF including e-fuels (Power-to-gas)

## Management

- Partnerships in state-of-the-art aviation technologies
- Advocacy for use of SAF and voluntary carbon-offsets
- Drive internal and external communication about GHG emission reductions

## Customers

- Fly with SAF
- Fly carbon neutral by off-setting your flights
- Early bookings
- Use our empty legs
- Prioritise purchase of fuel-efficient aircraft

## Policy Makers

- Develop policy frameworks that drive economic incentives to significantly increase the uptake of SAF including e-fuels
- Develop policies that attracts PPA with additionality

## Sales

- Design of fuel efficient aircrafts
- R&D in fossil-free combustion engines

## Ops

- Optimise flight routing and repositioning as well as flight profile





# Responsible Sourcing

To actively engage our suppliers in our sustainability journey, we developed a code of conduct in 2021. The supplier code of conduct is an integral part of Luxaviation Agreements implemented with the suppliers for FBO, fuel and several other areas of the business.

The supplier code of conduct covers the following topics:

- Legal and regulatory compliance
- Anti-corruption, anti-bribery and money laundering
- Conflict of interest
- Data protection and privacy
- Workplace health and safety
- Respect of human and labour rights

When selecting suppliers, environmental criteria, such as complying with the highest environmental standards and best practices are considered, i.e.

- Luxaviation Supplier CoC
- ISO 14001:2015: Environmental Management System.
- ISO 20400:2017: Sustainable Procurement
- BS 8903: Sustainable Procurement

Action	2021	Target by 2030
Signature code of conduct	80% of contracted FBO/ Handling agreements. 100% of contracted Fuel agree- ments (Valcora)	100%
Percentage of new sup- pliers that were screened using environmental criteria (GRI 308-1)	100%	100%



# Supporting the UN Sustainable Development Goals (SDG)

These are some highlights of the projects that have taken place in previous years in support of the UN SDG.



## No Poverty

- The UK team has been working with Jimmy's Shelter, a Cambridge based charity for the homeless. Home - East Anglia's Children's Hospices | Norfolk Cambridgeshire Essex and Suffolk (each.org.uk). Jimmy's Shelter initiative has been well received by employees. During the collaboration, staff were not asked to raise cash donations but instead donations of items that are most important to life on the streets. Things such as first need items also comfort items.
- The UK team has also organised food bank collections for Open Door in Newmarket which is the food aid network for those individuals and families who are suffering from food poverty locally.
- ExecuJet South Africa participated in the Santa Shoebox Project. Each year the Santa Shoebox Project collects and distributes personalised gifts of essential items and treats for underprivileged children throughout South Africa and Namibia. And in the past 12 years the project has reached almost 800,000 children. Team ExecuJet South Africa pledged a total of 40 boxes.



## Life on Land

- On 22 May 2019, ExecuJet South Africa were honoured to assist with a 3.5-hour flight to relocate 3 young male lions from the Addo Elephant National Park close to Port Elizabeth, South Africa to their new home at Madikwe Game Reserve, situated against the Botswana border. – with video ExecuJet South Africa assist with Lion Relocation in Addo Elephant National Park to Madikwe Game Reserve - Luxaviation
- ExecuJet supports The Strategic Protection of Threatened Species (SPOTS) which is a registered conservation company focused on the conservation and protection of all threatened species while utilising the latest technology and anti-poaching strategies. Their Mission is to ensure that they use their expertise and UAV to produce results which reduce poaching. Their Vision is to bring together conservationists, governments, individuals, and businesses in a combined effort to end the destruction of threatened species.



## Quality Education

- ExecuJet has provided monetary donations to Ripple Reading, a registered Non-profit Organisation, which focuses on delivering multisensory program. Their mission is to support and empower children from impoverished areas, to learn to read with understanding. The programme invites the learner to positively engage with learning material in an interactive and exciting manner that is powered by research, fuelled by experience, and implemented by a dynamic team. We supported this programme as we believe that literacy is the foundation for lifelong learning and that it is essential to social and human development as well as one of the first steps to empowering individuals to improve their lives. Below is a quick snapshot of the projects that our teams have invested their passion and time in and have made an impact in the communities we are operating in. These projects during 3 years cycle 2019-2021 range from wildlife conservation to supporting local school children.
- ExecuJet South Africa has supported U-Dream Global's Cape to Cairo Programme, which is an ambitious aviation outreach initiative for teenagers, founded by teenager Megan Werner. The purpose of this initiative was to inspire young people throughout the world to dream big and to promote aviation, education, entrepreneurship, innovation, tourism, and literature. The project was also aimed at self-empowerment and to create awareness that anything is possible if you put your mind to it.