



AVIATOR

Sustainability Report 2022

CEO's comments

In 2022, we witnessed a welcomed recovery in flight volumes. With the challenges of the pandemic receding into the past, we gradually regained our footing and returned to a strong level of business and operational performance.

In 2022 Aviator celebrated a series of wins as we not only renewed but also expanded several long-standing contracts with esteemed partners. Among them were Turkish Airlines, LOT, Wizz Air, Swiss, Air Baltic, Japan Airlines, Pegasus. Simultaneously, our team inked new partnership agreements with Vueling, Jettime, and Atlantic Airways to name a few. We are honored by our partners trust in our unwavering commitment to excellence.

The Ukraine conflict also impacted us as it affected our clients when the airspace closed over Russia, with a decline in traffic volume as a consequence of cancelled and altered routes. In the majority of our stations we were able to manage the fluctuation in volume through our existing processes.

During the year we started the process of attaining ISO 9001 Quality management systems, ISO 14001 Environmental management systems and ISO 45001 Occupational health and safety management systems certificates for all the stations.

In our efforts to strengthen our sustainability focus we recruited a Group Compliance Manager and started the adaptation of the Corporate Sustainability Reporting Directive (CSRD). Also worth mentioning is that we started sourcing carbon neutral deice fluid (Glycol) at two major stations.

Aviator has been on a mission to aid in the efforts of making aviation a more sustainable and green industry, hence an increasing part of aircraft turnarounds are today carbon neutral. Gladly, our green ambitions are fueled by the need of new and existing clients' requirements for new and improved GSE. To meet the needs and demands of our clients, who expect quality and professionalism every step of the way, we have invested in a high amount of new equipment.

We're actively engaged in crafting a comprehensive Vehicle Renewal Plan and emission reduction Road Map. These initiatives predominantly center around the expansion of our electric vehicle fleet and the introduction of low-emission vehicles, with a primary aim to reduce

emissions within Scope 1. With a current fleet comprising 994 vehicles, we're resolutely dedicated to achieving carbon neutrality by 2026. Notably, 52% of our existing vehicle fleet already consists of electric vehicles, bolstered by the inclusion of three additional hybrid vehicles.

Throughout the year, we've launched a series of impactful initiatives aimed at enhancing our sustainability and operational efficiency. Notably, we bolstered our 'Know Your Customer' (KYC) process, reinforcing our commitment to combat money laundering, corruption, and the financing of terrorism by the recruitment of a Group Compliance Manager. In addition to these efforts, we've introduced significant upgrades in our Ground Support Equipment, such as the integration of Vestergaard electrical chassis.

Furthermore, we're proud to report that a number of Aviator's ground handling stations have transitioned to using renewable HVO Diesel (Hydrotreated Vegetable Oil), contributing to a more eco-friendly and sustainable future.

This is our sixth consecutive sustainability report, we can present comparable numbers as well as our future goals and focus areas. We use this report not only to display the topics mentioned above internally and externally, but it is also a way to ensure we drive our sustainability work in a structured manner.



Jo Alex Tanem
CEO, Aviator

A GLANCE AT AVIATOR

Aviator Airport Alliance (Aviator) is a full-range provider of aviation services at 15 airports across the Nordics and since 2020 a family member of one of the largest aerospace service groups Avia Solutions Group. Aviator has a long history of providing Aviation Services to meet the demand from airlines and airports. We take care of our customer airlines' passengers and the aircrafts while on ground. This includes Passenger and Baggage Handling, Lounge Services, De-icing, Cargo and full Freight Handling, PRM Services and the Nordic Dino Aircraft Washing Robot. Our customer-oriented solutions can meet the highly varied service needs of five-star airlines, low-cost airlines and cargo airlines.

Delivering Quality Aviation Services Throughout the Nordic Region

Aviator was founded in December 2010 when Aviator acquired independent Swedish, Norwegian and Danish ground handling providers. Looking back on the last years, Aviator has strengthened its position as an independent Nordic Ground-handling company. We are continuously growing and willing to expand even more in order to deliver qualified services for our current customers.

Aviator actively employed more than 1 900 FTE in 2022. The group started in Scandinavia and has now developed throughout the Nordics, being a full-range provider for Aviation Services.

Even though Ground Handling, De-icing and Lounge are the largest service areas for Aviator, other adjacent services are also part of the service portfolio, such as Workshop and PRM Services.

Ground handling	Cargo handling	De-icing	Lounge	Other services
 <ul style="list-style-type: none"> • Ramp handling • Passenger services • Load control • Flight operations and crew administration • Crew transportation • Ticketing 	 <ul style="list-style-type: none"> • Freight handling • Mail handling • Freight ramp services • Document handling • Warehouse service 	 <ul style="list-style-type: none"> • De-icing • Anti icing / preventive de-icing • Snow blower • Fan blade heating • External de-ice training and support 	 <ul style="list-style-type: none"> • Operating Aviator branded lounges • Co-branded Aviator lounges • Membership collaborations • Walk-in segment 	 <ul style="list-style-type: none"> • Removal of de-icing fluid • PRM services • UM services • General aviation handling • Interior aircraft cleaning • Exterior aircraft cleaning

Aviator is a Nordic one-stop shop for aviation services. We are a full-range provider of aviation services, taking care of passengers and equipment at 15 airports from Copenhagen to Tromsø. There is a continued focus to grow further, in existing and adjacent business, in the regions where we are present and beyond.

We want to deliver high quality solutions to our customers, and we work proactively to anticipate customer needs and then ensure our service meets them.

Some of our customers



"You are the only genuine and honest provider we have, and among our best performers"

- Customers

AVIATOR CARES

Aviator understands that how we manage our business has an impact on our staff, customers and the environment where we operate. A sustainable business is a prerequisite for Aviator to achieve success and continued growth. To formalize our sustainability work we have created something we call Aviator Cares. This includes the three areas; Care for You, Take Care and Care for Customers.



Determining Material Aspects

Four years ago, Aviator conducted a materiality analysis to understand what aspects matter the most to our key stakeholders. Last year we were guided by our materiality analysis from 2019 included in the 2021 report but in the beginning of 2022, we updated the materiality analysis and aligned it with Avia Solution Group. In order to understand and prioritize our current and potential impacts on the environment and society, and, therefore, which information shall be included in this report, the assessment of the company's material matters has been key.

The process has been developed by:

Understanding the industry context is essential to having an overview of the organization and to understand both where to focus non-financial reporting information and where to place more emphasis when implementing our Environmental, Social and Governance strategy.

A list of key topics have been identified to be evaluated. The selection has been based on an internal analysis as well as Avia solutions Group's materiality analysis, which takes into account the different sources such as peers benchmarking, sustainability global standards, ESG ratings and agencies methodologies, as well as specific industry materials.

In order to have a wide understanding of the context, we've identified the main stakeholders within the organization, including:

- Clients
- Employees
- Lessors, suppliers, and airports
- Governments and institutions
- Investors and ESG agencies
- Partners
- Local communities, associations, and Non-Governmental Organizations (NGOs)
- News media
- Unions

Aviator plans to conduct continuous dialogues with stakeholders to ensure that our sustainability efforts are in line with their expectations.

Stakeholder groups and their top priority aspects

Given the full list of key topics that we have previously identified, we've used the inputs gathered in the process to understand our actual and potential impacts on the environment and society.

In order to assess the significance of such impacts, we've been working with different stakeholder's consultation methods such as surveys to customers, suppliers and employees as well as an internal analysis of different sources, where global sustainability standards, current and emerging new regulations, and international agreements were considered and studied.

The consultation methods used lead to the opportunity to be closer to our stakeholders as well as getting a better understanding of their concerns. Such practice reinforces the ongoing progress in strengthening our stakeholder dialogue.

Our material topics are:

Environment

- Energy consumption and greenhouse gas emissions
- Air pollution

Governance

- Corporate governance
- Business ethics
- Risk management

Social

- Customer satisfaction and privacy
- Health, safety, and wellness
- Training and development
- Equality, diversity, and inclusion

Making Strategy Happen

Our strategy for the upcoming years places a strong emphasis on sustainability, treating it as a key component of our success within each Strategic Focus Area. To drive this strategy, each Aviator country has developed initiatives, complete with Key Performance Indicators (KPIs) to monitor and track our progress.

We employ our 'Continuous-Improvement-Aviator' model (CIA) across all our countries to identify and manage new, ongoing, and completed projects, measuring their advancement and setting our goals accordingly. This approach seamlessly integrates sustainability into our business model, making it a natural part of our operations. Monthly sustainability assessments are conducted alongside other business performance evaluations.

In addition, in 2022, we introduced an additional Strategic Focus Area: 'F. Digitization and Automation.

Aviator Strategy Model

Vision	Aviator is the leading full-service provider of airport services, continuously exploring opportunities for growth. As a preferred employer and partner we are recognised for dedication to safety, proactivity, sustainability and exceeding customer expectations.					
Wanted Position 2030	<p>Aviator shall be the leading airport full-service provider in our geographical presence, in terms of customer satisfaction, sustainability and returns. This will be achieved by being the industry's preferred employer, having the most engaged and motivated staff as well as entrepreneurial managers that take extensive ownership together. Everyone providing a qualitative and consistent delivery with safety and efficiency focus at all levels.</p> <p>Aviator will grow profitably, organically and through acquisitions, with existing and new customers in ground handling, cargo and adjacent businesses.</p> <p>Aviator, by focusing on motivated staff as well as entrepreneurial managers will generate returns above the industry average which will make it possible to invest in people, IT solutions and equipment thereby reinforcing its leading position and provide a good return to its owners.</p>					
Strategic Focus Areas	A. Engaged Personnel	B. Long term and close Customer Relations	C. Strong, entrepreneurial and proactive management	D. Continuous efficiency improvement	E. Profitable and sustainable growth	F. Digitization and Automation
Key Success Factors & Targets	1. ... 2. ... 3. ...	1. ... 2. ... 3. ...	1. ... 2. ... 3. ...	1. ... 2. ... 3. ...	1. ... 2. ... 3. ...	1. ... 2. ... 3. ...
Initiatives						
Follow-up	Follow-up at Business Rev. and quarterly in Board					
Core Values	Respect	Flexibility	Customer Focus	Passion	Responsibility	

Governance Structure

Sustainability governance goes hand in hand with Aviator's governance structure in general. Aviator's CEO has a strategically lead on sustainability under the guidance of the Board of Directors. The initiatives to drive towards the targets for the sustainability focus area is then delegated to country MD's and Group functions. The Business Improvement Director has a responsibility for the sustainability structure.

Safety and Compliance management system review

We are an organization thriving in a highly competitive market, actively pursuing transformation to enhance our operations, elevate overall performance, and ensure the well-being of our people and the resilience of our business. We have evolved from a collection of independent entities into a cohesive team, collectively providing ground handling and support services to a diverse clientele. Today, we proudly stand as an integral part of a leading global aerospace services group.

Our commitment to progress led us to engage Baines Simmons for an audit of one of our largest stations, Arlanda, a few years ago. The insights from that report continue to serve as our guiding light in matters of safety and compliance.

Furthermore, in 2020, we introduced our Know Your Customer (KYC) process, a pivotal step in our ongoing journey. This process was further refined and fully implemented in 2022. It is a mandatory procedure for identifying and verifying the identity of our clients and suppliers before initiating collaboration and subsequently at defined intervals. This diligent client onboarding process not only fosters security but also aids in the detection and prevention of money laundering, terrorism financing, and various illicit financial activities.

CARE FOR YOU

As a ground handling company, we provide our service to customers. Our service is based on our employees, which are our most valuable asset. Together with the right tools, processes and leaders, they are the basis of our business model.

Health and Safety

Providing a safe work environment for our employees is our top priority. This relates to safe equipment, well defined procedures, based on clear communication of information, instructions, and regulations. Together with training and a close relationship with supervisors we continuously strive to maintain and improve our level of safety.

The information and regulations on occupational health and safety are contained in the Safety Management Manual (SMM) and the Quality Management Manual (QMM). These manuals structure our work to reduce the risk of injury, any deviation or incidents. These are reported in our deviation reporting system, which is also a way to measure our business success. We do not want Aviator's work to cause harm to an employee. It is therefore essential for us to ensure a high level of safety.

Retain and Develop Talent

Beyond our ongoing employee training programs, we recognize the vital importance of equipping our supervisors and leaders with the skills to achieve outstanding results. The Aviator Leadership program initially planned for a 2020 launch, was temporarily delayed due to the pandemic. In 2022, we proudly unveiled the long-awaited Leadership program, highlighting our commitment to nurturing and harnessing the talent within Aviator.

To ensure our core values, communication, comprehensive training, effective leadership, and internal career growth opportunities have been identified as the foundation of our success, particularly within the Engage Personnel framework. These principles are instrumental in retaining and cultivating our human resources.

Aviator invests in a variety of training programs to develop talent, whether physical or digital, because we want our employees to be confident in knowing their duties well. There has been and still is a major change in technology due to digitalization, where Aviator has transformed many courses into e-learning and is also exploring new digital possibilities, such as VR.

New generations have new and different demands towards their employer. It is no longer just salaries that make an applicant choose a job. There are also factors such as work environment, private benefits and flexibility. Here as well, Aviator gives its best to support its employees in order to be and remain an attractive employer

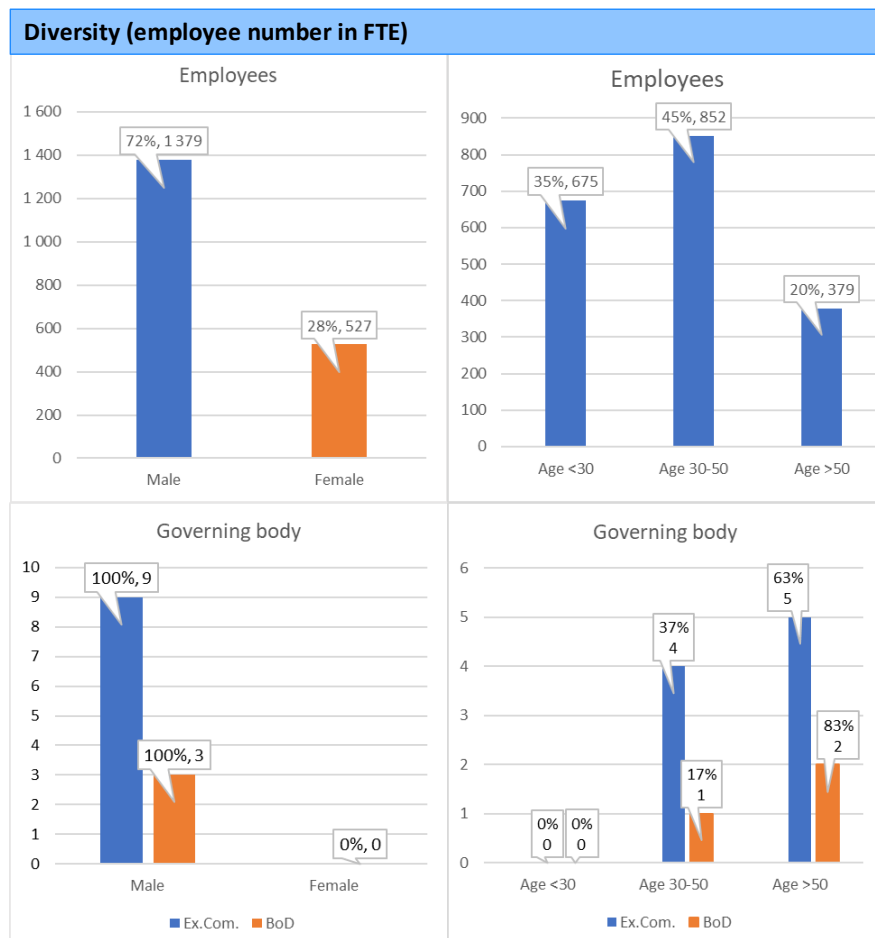
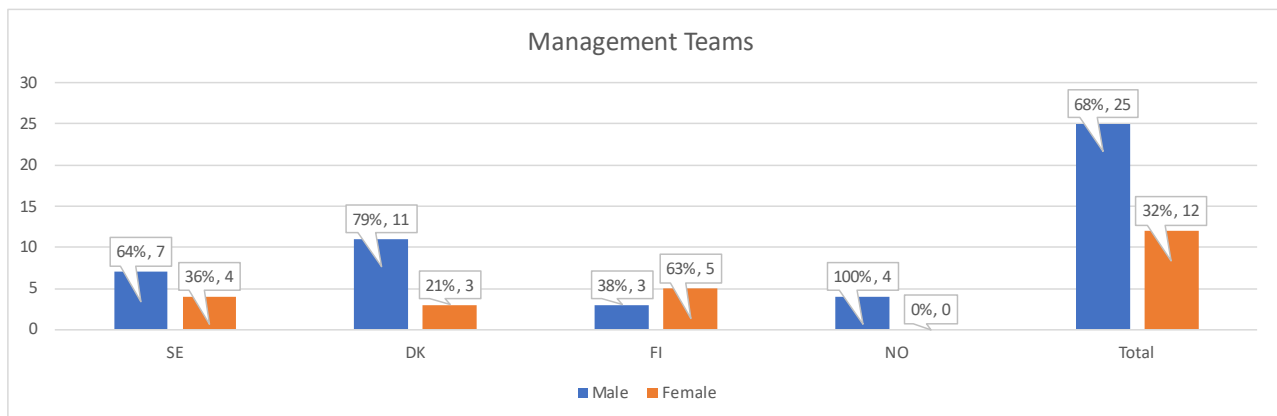


Diversity and Equal Opportunity

At Aviator, we believe that diversity and equal opportunity are fundamental to our success. We understand that it's the diverse perspectives and ideas of our team that make us stronger together.

We proudly provide opportunities to individuals irrespective of their ethnicity, religion, sexual orientation, gender, disability, or age. Our commitment to inclusivity reflects the diversity of the society we serve and the wide range of passengers we encounter every day.

In comparison to last year, there has been a 30% increase of female (3 more women comparing with 2021) in the countries management teams driven by Sweden and Finland whereas Denmark and Norway remain on last year's level.

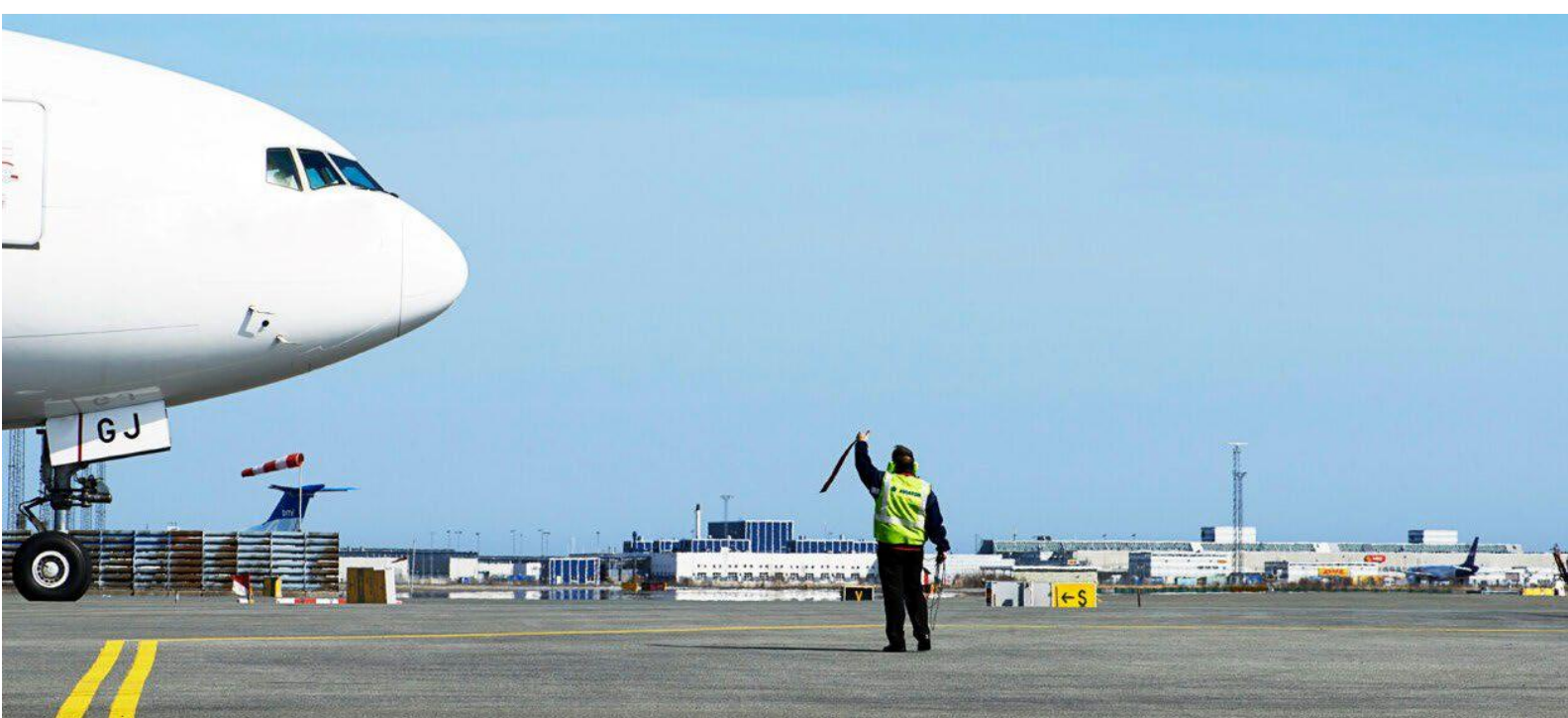


The distribution of the country management shows that, the countries themselves, with a total distribution of 68% (male) and 32% (female) respectively, are dominated by males. The Executive Committee and Board of Directors consists of 100% male. The development in the countries is positive, but the disproportional level of males remains a concern as it potentially affects the diversity of Aviators Executive Committee since future members are likely to be recruited from these management teams.

The total distribution of the number of our female employees was 28% (29%) which is a decreased with 1% compared to last year.

The general age distribution made a clearly visible turn towards "Age:30-50". In 2021, 46% of our employees were between 30 and 50 years old, 2022, 45% are between 30 and 50 years old, 35% are 30 years old and younger whereby in 2021 33% were "Age 30 and younger". In 2022 20% were 50 or older compared to 21% in 2021.

The Board of Directors now consists of 3 male members, the majority of whom are older than 50 years. At the end of 2022, the Executive Committee consisted of 9 men. The majority were over 50 years old. There is a highlighted focus to level out the gender mix in new recruitments to the governing bodies. Nevertheless, we give every applicant the same opportunities, without favoring or discriminating against anybody.



Employee Satisfaction Survey

Aviator consistently conducts employee satisfaction surveys to gather valuable feedback on various aspects, including job content, work environment, safety, career development, goals, benefits, management, overall satisfaction, and sustainability. These surveys play a crucial role in assessing our performance across different areas and determining our future priorities for enhancement. The insights derived from these surveys guide our strategic focus and areas for improvement.

In 2022, Aviator embraced the Avia Solution Group framework and administered an Employee Satisfaction Survey in alignment with our parent company. When we compare the results with those from 2021, we can clearly observe significant improvements in 2022.

Focus KPI's for 'Care for You'

Employee Satisfaction Index			Leadership Index		
2021	2022	Target % Increase each year	2021	2022	Target % Increase each year
31%	33%		37%	41%	



Our Focus

Because of our *materiality analysis*, Aviator has selected two focus aspects for *Care for you*.

1: Aviator shall provide a safe and sound work environment for all employees 2:

Aviator should have a collaborative and constructive union relationships

These focus aspects are also catered for as key success factors in our group strategy where each country has developed initiatives to drive towards these focus aspects. We will measure our delivery by the below KPI's.

The overall report rate (number of reports per 1000 departure) for 2022 was 56, this exceeds our target of 20 considerably. The report rate is essential to make sure that corrective actions are in place for incidents, such as updating procedures or training. The goal for injuries is zero, but for Personal Injuries an intermediary goal is set while approaching zero. The employee turnover for 2022 is not comparable as it is distorted by the aftermath of COVID-19, since we had many fixed-term employment and seasonal employment that we could not offer permanent employment, hence a high staff turnover.

Focus KPI's for 'Care for You'

Personal injury				Absentee rate for employees				Employee turnover			
2020	2021	2022	Target	2020	2021	2022	Target	2020	2021	2022	Target
0,59	0,54	0,66	<0,5	6,25%	4,26%	6,44%	4,0%	4,2%	12,4%	26,6%	1% point yearly improvement
Number of injuries leading to sick-leave per 1000 departures				Number of hours on sick-leave/ number of worked hours							

The number of personal injuries trend increased but there were no serious injuries last year. Lowering this number is one of our biggest goals, in order to, as stated above, provide a safe and sound work environment, with little or no risk of injury.

Against our goal of lowering the absentee rate to 4.0% it increased about 2,8% from last year which is our highest rate since we started publishing our report. As a consequence, we initiated health talks and a follow up procedure.



CARE FOR CUSTOMERS

Our customers are the base for being Aviator and our collective efforts strive to meet their expectations and help them in their development by focusing on our contribution. A sustainable business depends on Sustainable Customer Relations, which is one of Aviator's Strategic Focus Areas. Aviator has a vision to be the leading aviation service provider in terms of customer satisfaction – today and every day.

The Care for Customers Process

In order to ensure high customer satisfaction and strong partnership with Aviator's customers, we work according to our *Care for Customers Process*, with a clear decentralized contract ownership. The strong and close relationship between Aviator and our customers is one of our major focusses and one of our core values. Throughout the last years, this is one of the things that has been mentioned by many of our customers, which strengthens us in our approach. Aviator is not only a service provider, we are a partner.

GOVERNANCE

- ★ Contracts are owned by the stations who are deeply involved in caring for our customers, prolonging partnerships and winning new customers
- ★ The interactions with the customers have a personal touch. The internal follow-up is structured, transparent and coordinated across stations and countries

Care For Our Customers

- ★ Secure compliance and a strong operative delivery and business excellence. Structured operative follow-up
- ★ Strive for partnership with our customers, with a transparent and personal touch
- ★ Proactive development and improvements of service to customers

Prolong Partnerships

- ★ Contract prolongations based on strong operative delivery, structured follow up and personal relationships with decision makers
- ★ A proactive approach to prolongation
- ★ Be fair – long relationships are based on mutual value gains and trust

Establish New Partnerships

- ★ Maintain broad relationships in the market
- ★ Be easy to work with in the tender process (proactive, fast, pleasant)
- ★ Structured hand-over of contracts to the stations, to secure operations



Our Focus

Because of our materiality analysis, Aviator has selected three focus aspects for Care for Customers.

- 1: Ensure a high degree of customer satisfaction
- 2: Compliance to internal, customers' and authorities' requirements
- 3: Pro-actively work with anti-corruption

These focus areas are also incorporated into our group strategy, with linked initiatives. The KPI's below are set to measure our delivery and progress. Several initiatives are in progress to seek to improve on our selected focus aspects concerning customer satisfaction, safety, anti-corruption and sanctions compliance.

The aviation industry is highly competitive and bears the risk of corruption. Since corruption can have many grey areas, Aviator addresses it clearly through an anti-corruption policy and in the Code of Conduct. During 2022 we bolstered our 'Know Your Customer' (KYC) process, reinforcing our commitment to combat money laundering, corruption, and the financing of terrorism by the recruitment of a Group Compliance Manager. In 2022 we have not had any reported incident of corruption, nevertheless we continuously train our governing body, as well as our employees, on how to act in order not to get involved or affected by corruption.

We increased our On-Time performance by 1,32 % from 2022 and maintained good results in our Safety Awareness. Aviator is heavily involved in more extensive analysis of incidents and operational quality to find root causes and implementing risk assessment tools.

Focus KPI's for 'Care for Customers'

On-time performance			Aircraft damage			Safety Awareness		
<u>2021</u>	<u>2022</u>	<u>Target</u>	<u>2021</u>	<u>2022</u>	<u>Target</u>	<u>2021</u>	<u>2022</u>	<u>Target</u>
96,38%	97,70%	>98.5%	0,22	0,09	0	98,61%	98,55%	>96.9%
Percentage of flights that leave within 15 min of schedule			Number of ACD per 1000 departures			Average score at performed internal inspections. 3% of turn-arounds inspected.		

"You are the only genuine and honest provider we have, and among our best performers."

- Customer

"We have a few very long-term providers we have excellent relationship with, and you are right up there among the best, and have gotten there in the shortest time."

- Customer

TAKE CARE

"Take Care" means for Aviator to take responsibility for our environment, where "environment" refers to nature as well as to our fellow human beings. Our environmental footprint is mostly driven by fuel and electricity consumed by the Ground Support Equipment (GSE) used when delivering our service.

Move Less or Move Towards Electrical

Most Aviator's emissions come from usage of vehicles and other equipment when delivering ramp service or de-icing to airline customers. These are (Scope 1) emissions, derived from directly controlled sources. In general, our electricity usage in facilities at the airports are part of the rental agreements and the usage is not controlled by Aviator (scope 2), hence the focus is around the GSE.

We have focused on improving the usage of vehicles to minimize unnecessary driving. Improvement activities are to introduce a stricter parking regime, implement GPS' tracking on the GSE in order to optimize vehicle usage and minimize driving. Currently we are still evaluating the GSE tracking. This is combined with moving from diesel to electricity as energy source for the GSE. Aviator's replacement plan for GSE is based on electrical being first choice when applicable. The development of GSE has improved a lot and Aviator is already using several electrically powered GSE, as trucks, TBLs, stairs and smaller vehicles at stations like CPH, HEL and ARN. Aviator was the first in the world to push back A380 fully electric (Kalmar FB600). Besides that, we were also the first in the world with fully electric High Loader (JBT), and we were the first to order fully electric Container Transporter (Mulag).

Aviator has a large de-icing business at several airports. A focus for this business has been and still is to use the right amount of de-icing fluid (glycol) for each occasion and weather. This is done by extensive training, experienced de-icing staff and by using mainly proportional-mix vehicles that allow Aviator to use the correct mix between water and glycol, depending on the weather.

While working closely together with different airports and their providers, we are aware and interested in their work on sustainability as well. All the airports we operate at are certified after ISO14001. All the airport providers work closely together with the EU in order to reach the goal to have 100% carbon neutral airports in Europe by 2030 and some of our operating airports are already carbon neutral. In 2021 Aviator set the target to be carbon neutral by 2026 and our roadmap to achieve it was finalized in 2022.

Our environmental performance

Ground handling and fueling fleet:

Aviator is currently working on a Vehicle Renewal Plan and Road Map respectively, which are mainly focus on the acquisition of more electric vehicles and addition of low-emission vehicles that will reduce the emissions in scope 1. Aviator's fleet is compounded by 994 vehicles, 52% are electric and there are 2 additional hybrids vehicles. The Road Map is fully focus on renewing the whole fleet by electric vehicles and pursuing to become CO2 neutral by 2026.

Efficiency in operations

Ground-handling operations:

Aviator is operating in the Nordic region, where sustainability focus has been high on the agenda of governing bodies for a long time. Four of the airports where Aviator operates have already achieved the certification of carbon neutrality or net zero CO². Sweden has 10 airports operated by Swedavia, that have already achieved net zero carbon emissions, operating fossil-free since 2020 and Finland has 19 airports operated by Finavia which achieved carbon neutrality in 2019.

The majority of the Scandinavian airports are part of the Airport Carbon Accreditation (ACA) program where the progress is followed up. ACA is an industry scheme that airport operators can accredit themselves in. The purpose of the scheme is to reduce greenhouse gas emissions from airports worldwide.

Other emissions in scope 3: From conventional glycol to recycled glycol:

For safety reasons, aircraft wings must be free of ice and snow. For this purpose, our ground handlers use glycol for de-icing operations. Emissions are generated during the glycol production process. Aviator is actively working on reducing the CO₂ footprint related to the glycol used in the de-icing operation. Aviator is proactively engaged in minimizing the CO₂ impact associated with the glycol utilized in de-icing operations. In 2022, an endeavour was initiated to procure carbon-neutral de-icing fluid (glycol) at two key stations.

Our Focus

The identified focus aspect for *Take Care* is:

- 1: Reduce emissions from GSE
- 2: Reduce emissions from Deicing

Our sustainable work is not a project and our focus has not changed. The KPI's below measure our general use of energy per FTE as well as our CO₂ emissions per departure. The figures represent the energy consumption of Aviator Group, compared to last year. During 2022 our energy intensity decreased by 2.6 MWh/FTE driven and our Emission Intensity was 42% lower than 2021, reduced by 8,8 kg CO₂ /departure, driven by higher volume and less fuel.

Focus KPI's for 'Take Care'

Energy Intensity			Emission Intensity *		
2021	2022	Target	2021	2022	Target
8,2	5,6	-	20,7	11,9	-
Energy consumption (MWh) per FTE			Total kg CO ₂ emissions per departure		

(CO₂ emission per type: Diesel: 2 681gr./liter, HVO100: 695 gr/liter, Petrol: 2 859 gr./liter)



Other Ways to Care - Mashimoni Children Centre

“We at Mashimoni would like to extend a big thanks to Aviator for the contribution during the year 2022 and for the support year after year. Your continuous support is life-changing for all the kids at Mashimoni! We look forward to having you with us in 2023 and showing you the haven where children can develop in safe surroundings.”

For years Aviator have been working with and providing support to MASHIMONI CHILDREN CENTER, an orphanage in Kenya. This year was not an exception, In 2022 Mashimoni Children center did an amazing job and Aviator proudly had a part in all these amazing initiative.

- Paid for more than 40 children's school fees for all the children the center are responsible for.
- Trip to Nairobi National Park and Mamba Village, providing the children an exciting experience during the March school holidays.
- 2022 the center had its first student at university, Morgan started an engineering course at Pioneer International University in Nairobi. He is hard working, eager, determined, and conscientious. It has been an exciting process. From the second year of university, students who do well can have the opportunity to receive a scholarship from the state that covers some of the expenses.
- The new orphanage was built this year. The new orphanage has solar panels which will provide electricity to the orphanage.
- The center started to build a new school in May and by July the school was finished.
- Today Mashimoni Children Center owns its own plot of land, school and orphanage. This will save the center a lot of expenses such as rent, electricity and school fees for the little ones.
- Climate change is making access to water difficult in the orphanage. Now 30% of center household budget is spent on water. The center buys drinking water and water for washing and irrigation of two different qualities to save money.
- The center celebrated more than 40 children's birthdays this year.
- Hundreds of kilograms off clothes, toys, food and other important things were donated this year.
- Mama Faith was for many years the guardian of some of the children living with center today, but after the center took over the responsibility, she has become a grandmother instead of a guardian. This is good for a woman of over 80 years. Mama Faith still lives at the old orphanage in Malaa where the children used to live.
- Christmas presents for all Mashimoni center Children's.

We are so happy to be able to contribute to such an amazing initiative and support children in need!





AVIATOR

service that moves you

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