

CHARLIE VICTOR

THE CARGOLUX MAGAZINE



#15

The Aquarius AFF issue

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The AFF issue

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WELCOME



Managing a business is not only about one-off successes or individual achievements— it is about creating value for all our stakeholders over the long term. At Cargolux, we strive to align our corporate strategy with this engagement. Only by thinking ahead and future proofing all areas of our company can we deliver on our promise of long-term sustainability.

In these pages, you will learn more about our ambition for the future and the importance we place on lending our expertise to causes we hold dear. The heartwarming story of Tsar and Jamil, for example— two rescue lions that Cargolux recently transported. Or the complex organization required to move invaluable historical artifacts halfway across the world to support cultural institutions.

You will also discover our new business venture— Aquarius Aerial Firefighting. While Cargolux was looking into diversification and exploring different avenues, the idea of aerial firefighting emerged. Wildfire occurrences are spreading globally and the lack of aerial firefighting capacity is becoming increasingly apparent.

At the time of finalizing this edition, Aquarius has been deployed on its first mission and I look forward to witnessing this entity grow, develop, and successfully contribute to the fight against wildfires.

The stories and testimonials we share in each issue reflect the Cargolux Spirit— a spirit of passion and dedication that drives each decision we make as a company. This edition showcases the commitment of Cargolux and its people to steer the business forward and ensure it continues to thrive over time.

RICHARD FORSON
CARGOLUX PRESIDENT & CEO

News from the last few months

CARGOLUX IS FAMOUS FOR ITS PIONEERING SPIRIT, AND EVERY STEP THAT IS TAKEN TODAY PAVES THE WAY FOR A BRIGHT AND SUSTAINABLE FUTURE.

DIVERSIFICATION, NEW TECHNOLOGY, AND INNOVATIVE PROCESSES ARE ALL PART OF THE COMPANY'S DAILY EFFORTS TO CONTINUE DELIVERING SERVICE EXCELLENCE FOR OUR CUSTOMERS.



Runners' high!

The medals for Luxembourg's annual ING night marathon soared high through the skies to reach their destination in time for the race. The precious badges of honour were transported to the Grand Duchy on a Free of Charge (FOC) flight by Cargolux ahead of the event.

Inspiring youth

Two Summer Academy sessions were organized to introduce young people to the fascinating world of air cargo. The youngsters were welcomed to the HQ, where a number of workshops were held over the course of several days. Our in-house subject matter experts were proud to share their passion and maybe even spark a few vocations!



Powering the future

Cargolux and Arthur Welter Transports have joined forces to bring an exceptional project to life. The long-standing partners launched a two-year trial for a hydrogen-powered truck, customized for air cargo. We look forward to building the future of air cargo.



Learn more about our sustainability program

Cargolux's 2023 Sustainability Report is now available! This detailed document gives insight into the company's sustainability approach, its initiatives, and progress over the past year.

FEEL FREE TO VISIT OUR WEBSITE, DOWNLOAD A COPY, AND GET IN TOUCH IF YOU HAVE ANY QUESTIONS.




Konnichiwa, World Expo!

Cargolux has been announced as the first sponsor for the Luxembourg Pavilion at the World Expo in Osaka. The event will take place in 2025 on the theme "Designing Future Society for Our Lives". Cargolux is proud to support Luxembourg, its home base, in presenting its rich cultural heritage to the world.

Faring well at Air Cargo China

Air Cargo China is one of the industry's unmissable events and an opportunity to meet a wide range of air cargo specialists. The event, held in Shanghai, was a huge success and the perfect occasion for Cargolux to showcase its expertise and catch up with new and existing partners.





AFTER MANY HURDLES, THE LIONS WERE SAFELY TRANSPORTED TO THEIR FOREVER HOME IN THEIR ANCESTRAL LAND. CARGOLUX IS PROUD TO HAVE HELPED MAKE THIS INITIATIVE A SUCCESS.



SHOWCASE



A roaring adventure

FROM PET DOGS TO THOROUGHBRED HORSES, AND EVEN BELUGA WHALES, EVERY ANIMAL TRAVELING ON BOARD A CARGOLUX FLIGHT RECEIVES A TAILORED SERVICE. ANIMAL WELFARE IS THE AIRLINE'S TOP PRIORITY, ESPECIALLY WHEN THE SPECIAL GUESTS ON BOARD ARE BEING RESCUED FROM A WAR-TORN COUNTRY. IN COLLABORATION WITH THE UK-BASED CHARITY BORN FREE, CARGOLUX WAS **PART OF A VERY SPECIAL MISSION TO BRING TWO LIONS** FROM THE FRONTLINE IN UKRAINE TO A BIG GAME NATURE RESERVE IN SOUTH AFRICA.

Cargolux has plenty of fascinating stories when it comes to live animal transports but bringing these two rescue lions, Tsar and Jamil, to a sanctuary in South Africa is a success story the team can truly be proud of. Given the lions' backgrounds and life experiences, it was crucial for Born Free to work hand in hand with their partners every step of the way to make the relocation a success.

Cargolux's reputation as an advocate for animal welfare made it the obvious choice as a transport partner. Maggie Balaskas, Born Free's Head of Rescue and Care, explains how they were looking for a reliable and experienced air transport partner when Cargolux was recommended: "When we learnt about Cargolux's dedication to animal welfare and some of the animals they had flown before, we reached out in the hope that they could help us get Tsar and Jamil safely to their new home."

Moved by the two big cats' story of resilience, Cargolux offered to support the project with a Free of Charge (FOC) flight. The logistics of the move encompassed more than just preparing for the flight and ensuring the lions were fit to travel. Preparation work took several months, during which both teams collaborated closely to make sure every aspect was covered to mitigate any adverse effects on the animals.

Relocating animals internationally, especially when they are listed as Appendix I species by CITES*, is a demonstration of teamwork and dedication. From bespoke crates to export and import permits, veterinary permits, and biosecurity requirements, no detail is left to chance. Application for these permits can be lengthy, and there is no guarantee they will be granted.

Thankfully, the cooperation was seamless, and all involved were determined to make the mission a success. As Maggie highlights: "Cargolux and Born Free worked closely over several months to prepare for the lions' journey. The Cargolux team not only ensured the logistics for the flight were in place but also worked closely with us to ensure formal agreements, communications plans, and contingency plans were in place."

All the work invested in the project paid off in the end, and Tsar and Jamil were successfully relocated to the sanctuary. After an early life filled with hardship, the closely bonded pair can now enjoy their new spacious environment, surrounded by local wildlife, and experience the tranquility of a well-deserved big cat life.

* The United Nations Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) lists lions as an Appendix I species (species threatened with extinction. Trade in specimens of these species is permitted only in exceptional circumstances).

A challenging road to freedom

Born in a zoo in Ukraine, Tsar and Jamil were separated from their mother at a very young age and sold to a farm where they were exploited as tourist attractions. Kept in dire conditions, the lions were malnourished and suffered from health problems before being rescued and placed in a wildlife rescue center in Kyiv. After a short respite and recovery, hardship hit again with the outbreak of the war in Ukraine. Thanks to the joint efforts of the team at the Ukrainian rescue center, a Polish zoo, and Natuurhulpcentrum (NHC), the cats were evacuated to the safety of NHC's wildlife rescue centre in Belgium after a brief stay in Poland. This center served as a safe haven for the lions while Born Free worked tirelessly on a plan to bring them to their big cat sanctuary at Shamwari Private Game Reserve in South Africa.



A LOOK BACK
AT THE LIONS'
JOURNEY

THE CLOSELY-BONDED ANIMALS
CONTINUE TO LIVE TOGETHER
AND PROVIDE EACH OTHER
COMPANIONSHIP WHICH IS
VERY IMPORTANT FOR THESE
HIGHLY SOCIAL ANIMALS.



“The welfare of the animals is always paramount for Born Free. Having a transport partner who echoes this ethos is incredibly important and meant we could work together toward the common goal of getting Tsar and Jamil safely to their new home.”

Maggie Balaskas, Head of Rescue & Care, Born Free



**RICHARD FORSON,
PRESIDENT & CEO**

Gearing Cargolux towards a sustainable future

AFTER MORE THAN 50 YEARS AT THE FOREFRONT OF THE AIR CARGO INDUSTRY, CARGOLUX IS LOOKING TO **DEVELOP ITS BUSINESS MODEL** TO ENHANCE RESILIENCE AND INVEST IN LONG-TERM SAINABILITY. WE CAUGHT UP WITH OUR PRESIDENT AND CEO, RICHARD FORSON, WHO **SHARED SOME UPDATES** ON THE EXCITING DEVELOPMENTS UNDERWAY IN THE COMPANY. >



Sustainability, digitalization, and new ventures: Cargolux is embracing new initiatives and preparing for the future. Could you please share some insights on the vision behind this ambition?

The first steps have already been taken with the creation of Luxcargo Handling, a wholly owned subsidiary of Cargolux, which was awarded a ramp license by the Luxembourg airport authorities and subsequently purchased the activities of LuxairCargo from Luxair. This will enable Cargolux to be in control of the entire process, from the receipt of the cargo at the warehouse to loading of the aircraft for flight. This also applies to the arrival of all flights with import cargo. This has been our vision for quite some time, and we have finally realized it.

It is also part of a long-term sustainability strategy, as it is our intention to make significant investments into more sustainable equipment, warehouse capabilities, and systems to reduce our carbon footprint.

The investment in a new-generation freighter aircraft, the B777-8F, as a replacement for our B747-400s, has also been approved by our Board, and we look forward to receiving this aircraft into our fleet.

We are also procuring SAF on a regular basis for our customers and have an intensive ongoing internal process to identify all areas where improvements can be made in terms of sustainability. One concrete example is the installation of solar panels on our HQ and maintenance buildings to avoid having to purchase electricity for our daily needs.

The launch of Aquarius Aerial Firefighting was announced at the end of 2023. How did the idea of aerial firefighting emerge, and how did it materialize into a concrete business plan?

This has always been a vision of mine, and it has become especially relevant over the past couple of years due to the increasing number of wildfires and the resources required to combat this threat. There is a global undersupply of aerial

capacity to tackle these fires, especially at the point of identification before they grow and get out of control. Our focus now is to get our selected pilots trained up for firefighting before deployment, as it is a more hazardous activity than normal commercial flying.

This diversification is unrelated to Cargolux's core business. To what extent do you expect to leverage Cargolux's experience and expertise (safety, sales team, M&E, etc.)?

We will especially draw upon the safety management system from Cargolux's core activities thanks to over 50 years of experience as a dedicated freighter airline. This is one of the essential elements to ensure we operate as safely as we can in the aerial firefighting business. Mechanics from Cargolux's Maintenance division have also been trained on the aircraft, which is much simpler in terms of systems and structure than our B747 fleet. Aquarius will also have a dedicated Business Development Manager to build our brand in the market.

Branching out into a new business is an opportunity to future-proof the company and ensure sustainability and growth. What other measures is Cargolux taking to ensure long-term success?

The major point is to ensure the airline's economic resilience during times when capacity exceeds demand in our core business. I am happy to say that the financial position of the Cargolux Group is probably the strongest it has been in its history. We are also actively exploring other areas of diversification and broadening our business model to establish long-term survivability in what is one of the most competitive and volatile industries globally.

What initiatives are planned to ensure that all three key aspects of sustainability are addressed (environmental, social, and financial)?

The identification, implementation, and fine-tuning of initiatives covering all areas of sustainability are being actively worked on. I have already mentioned our re-fleeting program, which is one of our core initiatives, as well as the procurement of SAF. These two activities form the core of our carbon emissions reduction efforts.

We are researching the impact of flying at different altitudes to reduce contrails and are also planning more direct flight routings wherever possible, or requesting them in-flight if they are not available at the time of departure.

With regard to social sustainability, we clearly implement all applicable regulations for our business and industry. We have also introduced a work-from-home scheme and provide on-site mental health support for employees who need it (on an anonymous basis), along with on-site sessions with a qualified physiotherapist.

For the financial aspect, the past few years have given us the opportunity to build up our sustainability in that area. We are also updating or replacing our core systems, as the ones currently in use are nearing the end of their life. This will have a positive impact on work processes and help us become more efficient.

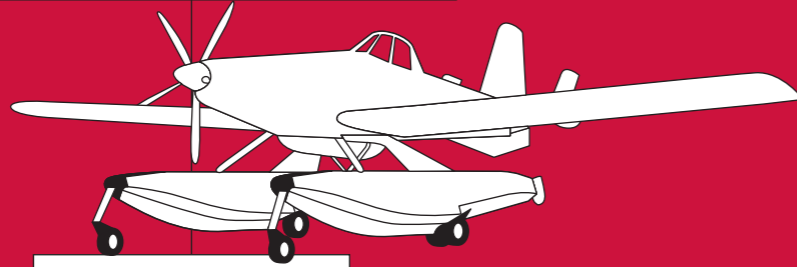
Any other exciting projects in the pipeline that you would like to share?

As they say: "Watch this space!"



"We are researching the impact of flying at different altitudes to reduce contrails and are also planning more direct flight routings wherever possible."

AT-802F FIREBOSS



TAKEOFF DISTANCE: 600 M

RANGE: 1,287 KM

CRUISE SPEED: 275 KM/H

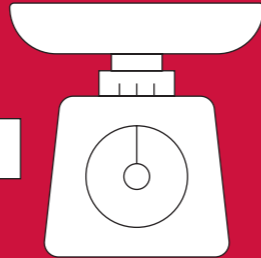
WORKING SPEED: 200 KM/H

7,257 KG

MAX. TAKE-OFF WEIGHT: 7,257 KG

ENGINE POWER:
1,600 HP CONTINUOUSLY,
2,000 HP MAX

3 HOURS OF FIREFIGHTING
ENDURANCE



DISCOVER AQUARIUS AERIAL FIREFIGHTING



Aquarius Aerial Firefighting – Flying to protect

THE SPREAD OF WILDFIRES WORLDWIDE SHOWS THAT THE ISSUE IS NO LONGER LIMITED TO PARTICULAR REGIONS OR SEASONS. IT HAS ALSO HIGHLIGHTED THE LACK OF AERIAL FIREFIGHTING CAPACITY ON A GLOBAL SCALE. EQUIPPED WITH ITS GROWING FLEET OF FIREBOSS AT-802 AIRCRAFT, AQUARIUS' MISSION IS TO **SUPPORT THE FIGHT AGAINST THESE DEVASTATING PHENOMENA.** >



ONCE STATIONED AT ITS MISSION'S BASE, **THE FLEXIBLE TEAM CAN BE DEPLOYED AT SHORT NOTICE.** TAKEOFF IS TYPICALLY ACHIEVED WITH LESS THAN 15 MINUTES SCRAMBLE TIME.

AQUARIUS OPERATES A GROWING FLEET OF NEWLY BUILT AIR TRACTOR AT-802 FIRE BOSS AIRCRAFT— **ONE OF THE FEW PURPOSE-BUILT FIREFIGHTING AIRCRAFT** ON THE MARKET.





AQUARIUS BUILDS ON CARGOLUX'S **OPERATIONAL EXPERIENCE AND REFINED SAFETY MANAGEMENT SYSTEM.** THE FLEET WAS CHOSEN FOR ITS LOW FUEL CONSUMPTION AND RUGGED DESIGN THAT KEEP THE ASSOCIATED COSTS LOW.





THE CREW OPERATING THESE
UNIQUE AIRCRAFT INCLUDES
A **BLEND OF SELECTED PILOTS**
FROM THE CARGOLUX OPERATION
AND SEASONED AERIAL
FIREFIGHTING PILOTS.



EACH AIRCRAFT CAN DROP UP TO 50,000 LITERS OF WATER ON A FIRE. THE CAPACITY IS SCALEABLE AS THE AIRCRAFT ARE NORMALLY OPERATED IN FORMATIONS RANGING FROM TWO TO SIX.



Charlie Victor — The AFF issue — DISCOVERAAF

AT-802F FIREBOSS

TANK CAPACITY (L): 3,104

FILLS PER HOUR:

17

POTENTIAL DELIVERY CAPACITY PER HOUR AND AIRCRAFT (L/H): 52,768

COMPUTER-CONTROLLED FIRE RETARDANT DISPERSAL SYSTEM (FRDS)



FAST DEPLOYMENT (TYPICALLY **LESS THAN 15 MINUTES** SCRAMBLE TIME)

ON-BOARD ELECTRONICALLY CONTROLLED MIXING SYSTEM TO **TRANSFORM WATER INTO GEL OR FOAM**

CAPABLE OF DELIVERING **WATER, RETARDANT, FOAM, OR GEL**

A LONG-TERM PARTNERSHIP

The art of transporting cultural treasures

AS A PROUD SUPPORTER OF ARTS AND CULTURE, CARGOLUX IS A LONG-STANDING PARTNER OF LUXEMBOURG'S NATIONAL MUSEUM OF ARCHEOLOGY, HISTORY, AND ART (MNAHA).

THE CARRIER HAD THE HONOR OF TRANSPORTING A SELECTION OF LUXEMBOURG'S RICH COLLECTION OF HISTORICAL ARTIFACTS TO ZHENGZHOU, CHINA, AS PART OF A CULTURAL EXCHANGE.

Well versed in the art of transporting delicate and valuable shipments, it is always a pleasure for Cargolux to lend its expertise to cultural institutions.

This shipment was particularly significant as it was part of a cultural exchange program between the Luxembourg-based museum MNAHA and its counterpart, the Henan Museum in Zhengzhou, China.

As a long-standing partner of Luxembourg's oldest museum, Cargolux was involved in this cultural project since the very beginning. In 2018, the airline transported a selection of archaeological relics that showcase the origins of Chinese civilization. The original plan was to reciprocate the loan two years later by bringing a snapshot of Luxembourg's rich history to China. Following a delay due to the global pandemic, the stars finally aligned, and, in 2024, MNAHA could at last prepare its exhibition for travel.

Transporting precious and delicate objects requires careful planning to ensure the artwork travels with minimal manipulation to avoid any potential damage. Cargolux's fleet of purpose-built 747 freighters offers a significant advantage in this regard. Muriel Prieur, Head of Department at MNAHA, explains: "Cargolux has higher decks than other airlines, which makes a big difference when transporting paintings. We don't have to unframe or un-stretch paintings because the crates fit perfectly."

Some precious pieces also require a temperature-controlled environment and must be stored in customized climate crates. Thankfully, the aircraft is equipped with four independently

controlled climate-regulated zones to further reduce any risk of temperature excursions. The geographical location of Cargolux's hub at Luxembourg Airport helps to ensure the integrity of the shipments, as it is only 20 kilometers from the museum's storage space where the artwork is prepared for transport.

The strongest bond between the two partners is their commitment to promoting the spirit of their home country, Luxembourg, around the world. A strong supporter of the arts, Cargolux is dedicated to facilitating cultural programs that enhance the Grand Duchy's cultural influence. The cargo carrier has become renowned for its unwavering engagement. "Cargolux is a sponsor of the National Museum of Architecture, History, and Art," Muriel highlights. "It enables us to transport works of art for free; that's a great advantage for us."

Over the years, Cargolux has supported a few such projects on behalf of the MNAHA and looks forward to continuing on this journey. As Michel Polfer, Director of the MNAHA, highlights: "We have been collaborating with Cargolux for quite some years as our primary partner for transportation. We have realized a number of projects together, involving individual pieces of art or objects, as well as entire collections."

Transporting valuable works of art is an exceptional feat, especially when they are traveling between two key destinations in the Cargolux network: Luxembourg and Zhengzhou. Leveraging a long-standing partnership for such an important cultural exchange is a true honor for the airline. As a proud Grand Ducal company spanning the world, Cargolux is pleased to play its part in showcasing Luxembourg's heritage globally. ◻

"The current project we are presenting in Henan is certainly the most ambitious and also the most complex, both in terms of the quantity and quality of the objects involved."

Michel Polfer, Director MNAHA



TO FIND OUT MORE ABOUT THIS EXCEPTIONAL TRANSPORT, SCAN HERE





**AQUARIUS AERIAL
FIREFIGHTING**

Aquarius: a new business venture

BUILDING ON ITS SAFETY MANAGEMENT EXPERIENCE AND COMMITMENT TO SUSTAINABILITY, CARGOLUX HAS TAKEN THE EXCITING STEP OF LAUNCHING A NEW BUSINESS DEDICATED TO AERIAL FIREFIGHTING: **AQUARIUS AERIAL FIREFIGHTING**. BETWEEN TWO MISSIONS, **WIEGER KETELLAPPER**, CEO & ACCOUNTABLE MANAGER, AND **MICHAEL NEUHUBER**, EXECUTIVE VICE PRESIDENT OPERATIONS & NOMINATED PERSON FOR FLIGHT AND GROUND OPERATIONS, TOOK THE TIME TO TELL US MORE ABOUT THE EXCITING BEGINNINGS OF AQUARIUS AND WHAT'S IN STORE FOR THE FUTURE. >

Aquarius Aerial Firefighting, Cargolux's new business unit, has not experienced a dull moment since its creation. From the get-go, Aquarius AFF received overwhelming support from within Cargolux. The vision of leveraging in-house expertise to address the shortage in aerial firefighting capacity and fight devastating wildfires resonated strongly throughout the company.

Wieger and Michael were rapidly approached by many colleagues, keen to jump on board this exciting venture. They were thrilled with the company's reaction. "The initial response exceeded all expectations," shares Wieger. "Within a few days of announcing openings, over 50 pilots and more than 30 mechanics and engineers applied. Many colleagues from the office approached proactively, offering their support."

The Aquarius team was eager to tap into internal resources, building on the expertise available at hand and the motivation displayed by candidates. "When it comes to aviation management and regulations, our people have the skills required to support such an endeavor," Wieger explains. "A number of experts have been recruited to address the firefighting aspect, and we are confident this team will be a successful driver for Aquarius," he adds.

Building the business

Since the announcement of the project, recruitment and training have been proceeding at full steam, along with the incorporation of the company as a standalone subsidiary of Cargolux. So far, 15 staff members from within the airline have received training to man the operations. Seven mechanics have completed their Level 3 courses and eight pilots have been trained on the aircraft type operated by Aquarius. They are supported by a hand-picked team of experts with years of aerial firefighting experience.

The AT-802 Fire Boss selected by the Aquarius team is one of very few aircraft delivered by the manufacturer as a dedicated firefighting plane. This unique feature is complemented by exceptional capabilities and cost efficiency, as it boasts the lowest cost per volume dropped in its category. The aircraft has the ability to scoop water directly from neighboring bodies of water, giving it a distinct operational advantage. The fleet currently consists of three aircraft and aims to expand to 12 in the coming years – an ambitious figure for a fledgling enterprise.

Operational takeoff

A successful company conversion course was held at Welzow Airport in Eastern Germany. The airfield is located close to a lake, making it the perfect training ground for the team. The exercise included real-life simulations for both pilots and ground crew, giving

them the opportunity to practice the skill and coordination expected during a mission.

"When operating on a wildfire site, the situation is highly dynamic," Michael says. "Each situation is unique, and plans have to be frequently revised, sometimes at very short notice." Enormous coordination efforts are required to ensure that all stakeholders are aligned and that a safe intervention is achieved.

That is the spirit that will guide Aquarius' maiden mission. The three aircraft, along with their crews and engineers, have been deployed to Spain for a lessor operating on behalf of the Spanish federal government. The team is now based in Viver, about 50 kilometers north of Valencia, for the summer. The private airport boasts excellent facilities, reliable maintenance services, and a large stock of spare parts. It is the perfect setting for Aquarius' first main operating base, where missions to all corners of Spain and beyond can be launched. As Michael highlights: "The deployment structure, in cooperation with a highly experienced partner and at a base with excellent maintenance support, is the safest way to operate in a new environment."

Wieger points out that the airfield is actually the home base of Air Tractor Europe (ATE), the European representative of the manufacturer of the aircraft operated by Aquarius. Surely a great omen for the team's first mission! ◻



FOR ITS FIRST MISSION, **THE TEAM IS STATIONED IN SPAIN** WHERE WILDFIRES HAVE BECOME INCREASINGLY WIDESPREAD OVER THE YEARS. THEY THREATEN LIVELIHOODS, PROPERTY, NATURAL RESOURCES AND WILDLIFE IN AFFECTED COMMUNITIES.



"Safety management is one of Cargolux's hallmarks that we leverage for aerial firefighting. The airline's standards and the operational reliability of our selected aircraft are unique in the industry."

Wieger Ketellapper, CEO, Aquarius AFF



SUSTAINABILITY

Safeguarding the future

FROM ENVIRONMENTAL CONCERNS TO HUMAN WELFARE, GOVERNANCE, AND SUPPLY CHAIN RESILIENCE, THERE ARE A MULTITUDE OF SUBJECTS TO ADDRESS REGARDING **SUSTAINABILITY** IN AIR CARGO. CARGOLUX HAS MAPPED OUT ITS MATERIAL TOPICS AND STAKEHOLDER ENGAGEMENT TO DEFINE ITS **ROADMAP TO A SUSTAINABLE FUTURE.**

Sustainability has long been a priority for Cargolux, and numerous initiatives have been implemented over the years to mitigate the adverse effects of the airline's operations. In 2023, efforts from across the company were consolidated under one entity: the Sustainability department, led by a dedicated Chief Sustainability Officer. This streamlined approach allows for a better overview and more meticulous planning of the Sustainability roadmap.

The centralization provides a clearer understanding of past achievements and how to leverage this legacy to expand the scope of action. As Tertius Beneke, Chief Sustainability Officer, highlights: "It's important to recognize the excellent work that has been done at Cargolux throughout the years as a solid foundation for our Sustainability strategy. We now look toward the future to fulfill our commitments."

The strategy is structured around three major topics: environmental, social, and governance. Given the nature of the business, environmental concerns and

decarbonization are primary focuses, and Cargolux has embraced the industry goal of achieving net-zero emissions by 2050. The roadmap also encompasses other topics identified as material for the company, including Human Rights and Diversity, Equity, and Inclusion (DEI).

As a cargo carrier, Cargolux is a central actor in the global supply chain and a pivotal element in ensuring best practices throughout the network. One key development is the public commitment to Human Rights and their formal integration into the corporate Sustainability strategy. This will dictate the approach to follow to enable a more transparent, cooperative, and responsible Human Rights framework at Cargolux. A dedicated Human Rights Officer has been appointed to oversee the implementation of this framework within the company.

To further future-proof its operations, Cargolux is also investing in its people, with a particular focus on talent attraction. With a wide range of roles in many different fields, it is crucial to ensure that profiles match the sometimes very particular positions. People are at the heart of the company's success, and Cargolux has also developed a range of initiatives allowing employees to advance their careers. From training and internal mobility to professional mentoring, there are many options available to broaden and diversify career paths.


The highlighted initiatives reflect the company's commitment to investing in the future and securing its business for the long term. Dedicated working groups, including subject matter experts, have been established to define and implement the strategy for their respective areas. Awareness is rapidly growing within the company, and initiatives are being explored across all sectors to instill a sustainable mindset throughout Cargolux.

YOU CAN READ MORE ABOUT CARGOLUX'S SUSTAINABILITY COMMITMENT ON OUR WEBSITE WWW.CARGOLUX.COM/OUR-RESPONSIBILITY




ROUTE MAP

Mexico City




AFTER YEARS OF OPERATION TO THE MEXICAN CAPITAL'S MAIN AIRPORT, IN 2023, OPERATIONS MOVED TO THE **NEW FELIPE ANGELES INTERNATIONAL AIRPORT**, 35 KILOMETERS NORTH OF THE CITY. THERE ARE CURRENTLY EIGHT INBOUND AND SIX OUTBOUND FREQUENCIES TO MEET HIGH DEMAND IN THE REGION.

Komatsu



CARGOLUX SERVICES TO KOMATSU **STARTED IN 1994**. THE STATION AND ITS FOUR-STRONG TEAM NOW WELCOME **THREE WEEKLY FREQUENCIES**. THE MAIN EXPORTS INCLUDE AUTOMOTIVE, ELECTRONICS, AND PHARMACEUTICAL SHIPMENTS AS WELL AS CLASSIC CARGO.

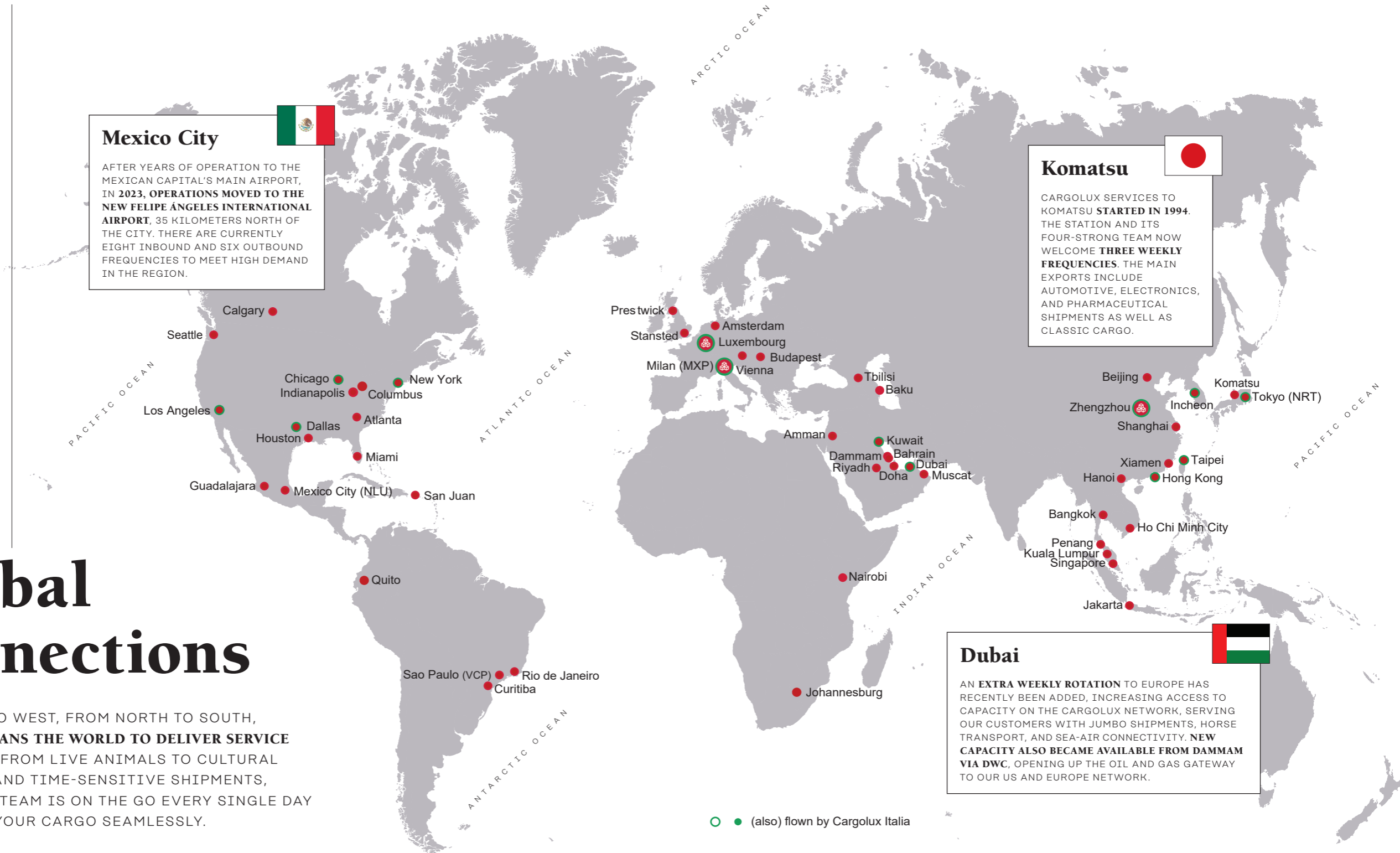
Dubai



AN **EXTRA WEEKLY ROTATION** TO EUROPE HAS RECENTLY BEEN ADDED, INCREASING ACCESS TO CAPACITY ON THE CARGOLUX NETWORK, SERVING OUR CUSTOMERS WITH JUMBO SHIPMENTS, HORSE TRANSPORT, AND SEA-AIR CONNECTIVITY. **NEW CAPACITY ALSO BECAME AVAILABLE FROM DAMMAM VIA DWC**, OPENING UP THE OIL AND GAS GATEWAY TO OUR US AND EUROPE NETWORK.

Global connections

FROM EAST TO WEST, FROM NORTH TO SOUTH, **CARGOLUX SPANS THE WORLD TO DELIVER SERVICE EXCELLENCE**. FROM LIVE ANIMALS TO CULTURAL ARTIFACTS, AND TIME-SENSITIVE SHIPMENTS, OUR GLOBAL TEAM IS ON THE GO EVERY SINGLE DAY TO DELIVER YOUR CARGO SEAMLESSLY.



CHARLIE VICTOR

THE CARGOLUX MAGAZINE

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