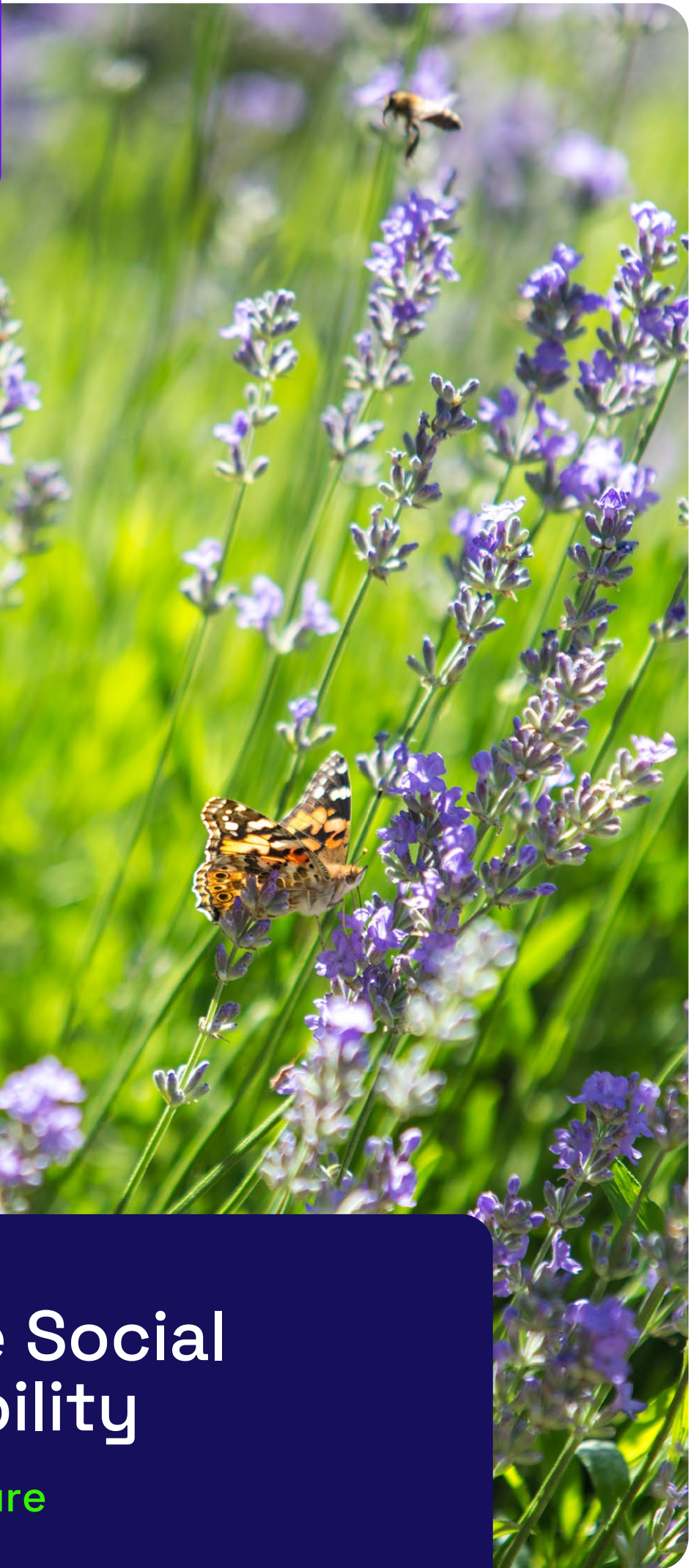


# AirPlus

Smarter payment. Better business.



## Corporate Social Responsibility

For a better future



**At AirPlus, we are committed**  
to sustainable action  
and contributing to a better  
future for our customers,  
partners, employees, and the  
environment.



**Our fields of action**



Environment  
and climate



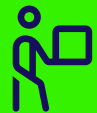
Sustainable  
product solutions



Commitment to  
our employees



Commitment to  
the community



Corporate  
governance



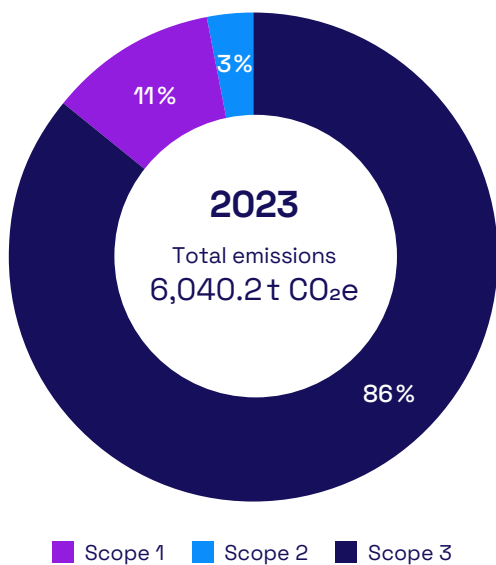
## Environment and climate

We protect our environment and ensure sustainable practices.



We regularly generate a CO<sub>2</sub> balance sheet (corporate carbon footprint) for our company.

Greenhouse gas emissions divided into the three scopes according to GHG Protocol



### Scope 1:

Scope 1 comprises emissions from sources for which companies are directly responsible or in control. These include emissions from energy sources at the company's site, such as natural gas and fuels, coolants, and emissions from its own vehicle fleet.

### Scope 2:

Scope 2 comprises indirect greenhouse gas emissions from energy used by the company, including electricity and district heating.

### Scope 3:

Scope 3 includes all other indirect emissions that occur within a company's value chain. These include business travel, commuting, waste disposal, transportation and delivery, purchased goods and services, leasing, and franchising.



## Sustainable product solutions

We believe in a sustainable future for our industry. Through AirPlus' certification with the impact label from myclimate, all AirPlus products are certified as climate-friendly.

### Targeted climate protection based on data

With AirPlus Green Reports, companies can determine their emissions balance using our detailed evaluation tools. For each flight paid for with the AirPlus Company Account, the emission values are automatically calculated according to the emissions calculator of the nonprofit climate protection organization atmosfair, which has been verified by the German Federal Environmental Agency.

### Digitalized processes

Our modern and digital payment solutions, including the AirPlus Company Account and AirPlus Virtual Cards, eliminate paper invoices and other paper-based processes. This saves us more than 15 million pages of paper per year. If paper-based shipping is required, we use the climate-friendly shipping service of Deutsche Post "GoGreen".

### Strong partnerships for sustainable solutions

As part of the mandatory expansion of sustainability reporting from January 1, 2024 in accordance with the EU Corporate Sustainability Reporting Directive (CSRD), AirPlus is continuously working to support customers with implementation. We have recognized that customers are willing to go beyond the regulatory requirements of the CSRD. In addition to the obligation to report CO2 emissions from corporate mobility, many companies are going one step further by reporting CO2 emissions from hotel stays on business trips and including them in their offsetting initiatives. Thanks to our strong partner network and collaboration with climate tech companies, we can create transparency in the area of sustainable hotel bookings with a joint solution.

### Responsible use of resources

For our non-digital payment solutions, we will be using recycled card plastic in the future. Recycled polyvinyl chloride (rPVC) is a plastic that is made from PVC that has already been used and thus "gives the plastic another life".



**GOGREEN**





## Commitment to our employees

It is important for us to offer our employees a positive working environment.

### Health

We promote the wellbeing of our employees.

- Regular health weeks and medical services
- Wide range of corporate sports activities
- Balanced meals in the corporate cafeteria

### Promoting our talent

We enable talent to grow above and beyond – at every step of their career.

- Young talent
- We offer entry-level opportunities for high school and college students, as well as those with no work experience.

### Development

- We attach great importance to empowering employees to realize their potential.
- Training and further education opportunities such as language courses, intercultural training, and learning new working methods.

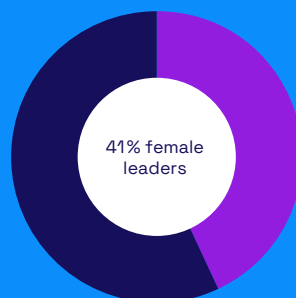
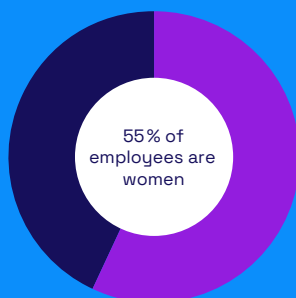
### Reconciliation of family and working life

We offer our employees flexible working conditions that fit their current circumstances.

- Flexible working hours
- Hybrid work model
- Part-time opportunities
- Parent-child office
- Up to 30 days mobile working within the European Union
- Sabbatical

### Diversity and variety

We actively promote a corporate culture that respects and values all employees, regardless of sexual orientation, gender, origin, or age.



as of April 2024

1,261  
employees

59  
nationalities





## Commitment to the community

We are aware of our social responsibility and are involved in multiple social projects.

We support the organization Zwerg Nase, which runs a home for 84 severely disabled children and young adults.

AirPlus employees support Micky + Mwarambo African Kids Care, a private organization that supports the education of children in Kenya.

AirPlus China, together with Help Alliance China, collected warm clothing, essential school supplies, and toys. The donations were then delivered to children and teachers in remote areas of Sichuan province.

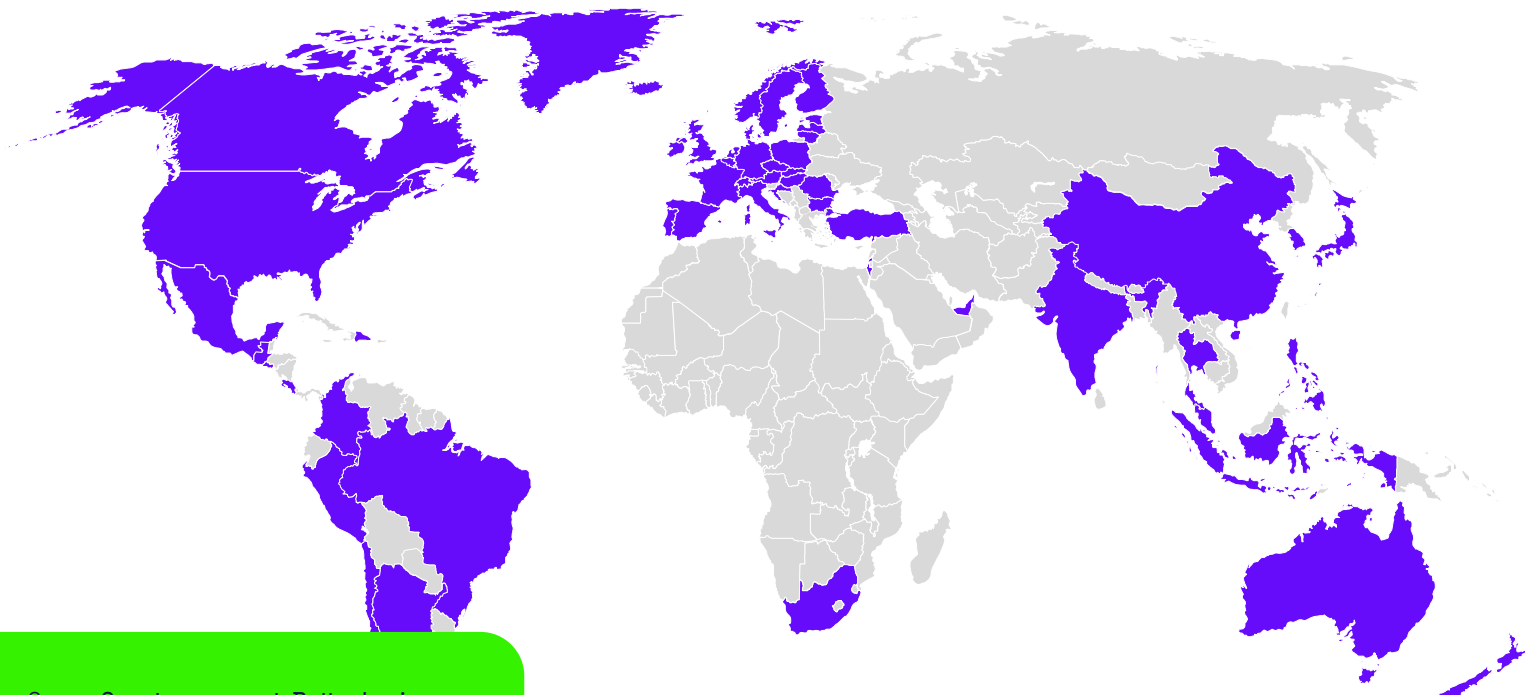
Our team in France buys office supplies from an organization that employs people with disabilities and participates annually in the "Imagine for Margo" contest to support pediatric cancer research. Donations were also made to Team For the Planet, a fund that invests in innovations that significantly reduce CO<sub>2</sub> emissions.

Since 2015, our cafeteria supports sustainable projects by selling Charitea and Lemonaid beverages.

Our team in Italy supports the local organization "Onconauti", which is committed to nutritional education. In collaboration with Rise Against Hunger Italia, the team put together care packages for people in need.

Our UK team completed a 26km sponsored walk along the River Thames to raise funds for the local charity organization "Integrated Neurological Services." Additionally, they hosted an international food day at the London office to support a local food bank. Assisting at a community beekeeping center is also part of the annual volunteer activities.

We hold regular blood donation drives.







## Corporate governance

We maintain responsible corporate governance practices with efficient control systems. As a financial service provider, we bear responsibility for our customers, shareholders, society, and each other by adhering to the highest ethical standards. We also expect this from our partners.

AirPlus is legally obliged to take measures to prevent money laundering and terrorist financing, thereby making an important contribution to protecting the integrity of international financial systems.

For AirPlus, responsible and legally compliant behavior is an indispensable prerequisite for sustainable economic success. The AirPlus Code of Conduct summarizes the principles and guidelines that employees must observe in their day-to-day business. The Code of Conduct also serves as a guide for our business partners.

Compliance guidelines define responsible and legally compliant conduct for all employees and help to identify, escalate, and prevent legal and reputational risks.

### Suppliers

As a service company, we do not have a classic upstream and downstream supply chain like manufacturing companies, but we do procure goods and services.

We expect our suppliers, including their employees, agents, and subcontractors, to comply with the principles of the UN Global Compact and the fundamental principles of the International Labor Organization (ILO).

To this end, our suppliers must:

- support and respect the protection of internationally proclaimed human rights in their own area of influence
- ensure that they are not complicit in human rights abuses
- uphold freedom of association and the effective recognition of the right to collective bargaining
- are opposed to any form of forced and compulsory labor
- be opposed to child labor
- eliminate discrimination in respect of employment and occupation
- support a precautionary approach to environmental challenges
- support initiatives to promote greater environmental responsibility
- encourage the development and diffusion of environmentally friendly technologies
- be opposed to corruption in all its forms, including extortion and bribery

Our suppliers have committed to complying with our sustainability guidelines. At the same time, we also meet the sustainability demands they place on AirPlus as their supplier.





[Learn more about our sustainability standards](#)

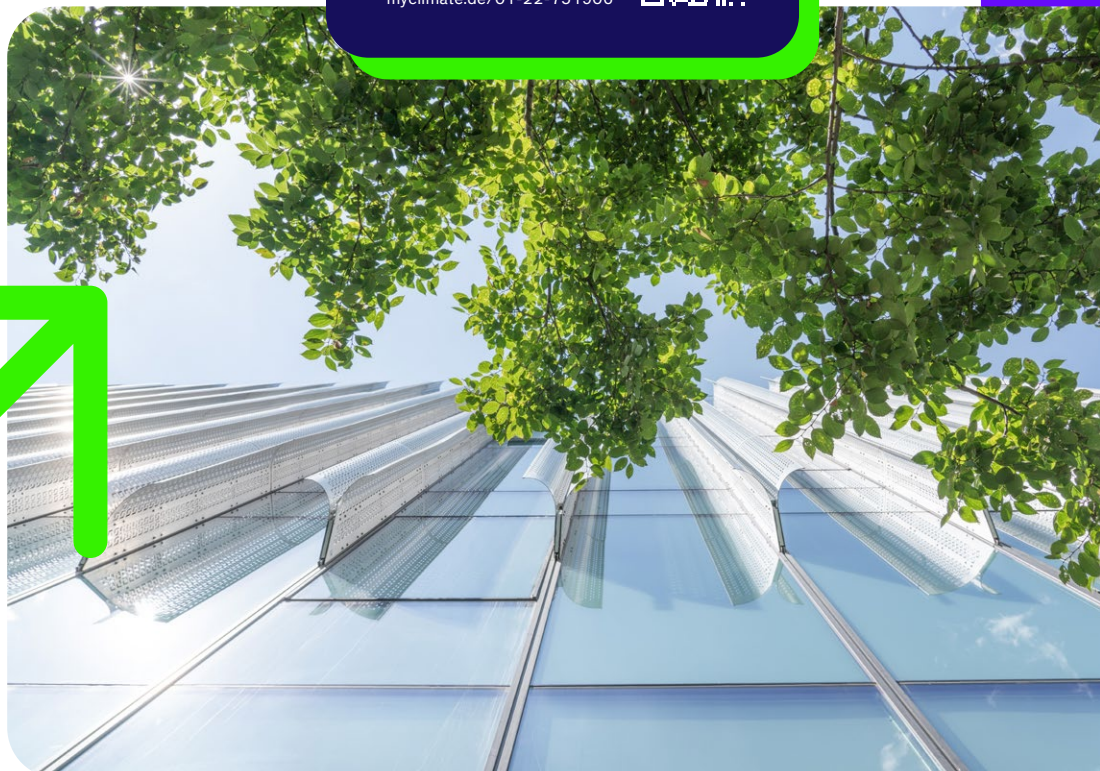
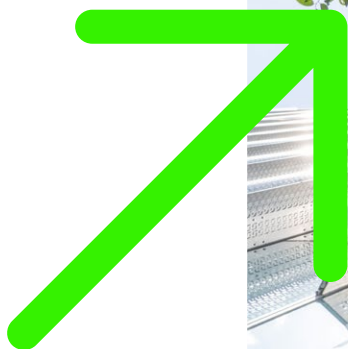
AirPlus supports the 17 global goals for sustainable development of the 2030 Agenda, which were adopted by the United Nations in 2015. We have focused on the Sustainable Development Goals (SDGs), where we can reduce negative impacts and increase positive impacts in line with our business model.

AirPlus works on reducing and avoiding greenhouse gas emissions wherever possible. For the remaining carbon footprint, AirPlus makes a financial contribution

to a certified climate protection project of the international nonprofit organization myclimate.

The impact label confirms that the unavoidable CO<sub>2</sub> emissions have been calculated and a corresponding contribution is made towards a high-quality [climate](#) protection project by [myclimate](#). This is in line with the EU's commitment to global climate protection measures under the Paris Agreement.

**myclimate**  
Engaged for Impact  
Company  
[myclimate.de/01-22-751906](https://myclimate.de/01-22-751906)







Do you have any questions?  
Feel free to contact us!

AirPlus International  
 [airplus.com/contact](https://airplus.com/contact)