

CEO'S UN GLOBAL COMPACT STATEMENT

AIR FRANCE KLM is an airline Group with three powerful and authentic brands, Air France, KLM, Transavia, and other subsidiaries, which have a long-standing commitment both to protecting the environment and to promoting social values.

Sustainable development is one of the fundamental pillars of the Group's strategy, which, as a listed company, has a great responsibility towards its shareholders, investors and partners. Our ambition is to make Air France-KLM a European leader in terms of more sustainable air travel.

Air France, KLM, Transavia and all the Group's businesses are fully mobilized around offering all our customers an increasingly responsible journey.

Our signature of the United Nations' Global Compact and our long-term business management vision reinforce our commitment to corporate social responsibility standards.

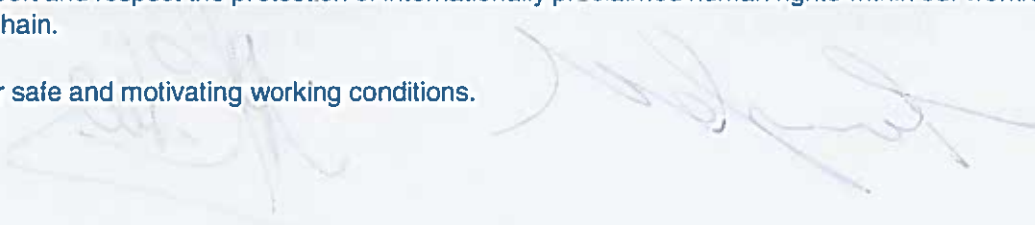
We also do this by implementing a set of clearly-defined commitments to ensure profitable and sustainable growth.

AIR FRANCE-KLM is committed to developing trust with all its stakeholders.

- We act with integrity and strive to build trust with our employees, customers, suppliers and business partners, the authorities and public authorities, local communities and actors of civil society such as NGOs.
- We proactively pursue dialogue notably with representatives of the airport communities.
- We ensure transparency in the information we provide.
- We strive to contribute to regional development in areas where we operate, particularly with regard to employment and economic growth.
- We respect and protect human rights as described by the Universal Declaration of Human Rights and the International Labour Organisation's Conventions on Fundamental Principles and Rights at Work. We undertake to enforce Human Rights, to oppose all forms of child or forced labour, to apply the law and to request our suppliers and subcontractors to comply with these principles.
- We pursue a responsible purchasing policy throughout our processes and mobilize our suppliers to innovate in favor of social and environmental issues.
- We are actively supporting international standards for a responsible air transport industry, following ambitious IATA commitments to mitigate air transport carbon emissions globally.

AIR FRANCE KLM considers health, safety and security to be unquestionable obligations.

AIR FRANCE KLM is committed to ensuring socially responsible practices both on a national and international level.

- We support and respect the protection of internationally proclaimed human rights within our workforce and supply chain.
 - We offer safe and motivating working conditions.
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- We foster employment and mobility through personal development and by enhancing skills.
- We strive to promote diversity as reflected in society, and to ensure equal opportunities among all staff.
- We pursue social dialogue as a guiding principle and ensure that our employees and their representatives are kept informed and consulted.
- We work against corruption in all its forms, including extortion and bribery.

AIR FRANCE KLM has a long-standing concrete commitment to the environmental transition.

- We are stepping up our commitments, setting ambitious targets to reduce CO2 emissions for flight and ground operations, and reducing non-recycled waste from the cabin and ground activities.
- We endeavour to introduce the latest sustainable technologies available in fleet renewal and to operate the most efficient procedures and operations to reduce noise and limit emissions.
- We also adopt a responsible approach to reducing global carbon emissions by supporting the implementation of the global climate agreement (CORSIA) with a fair contribution for aviation.
- We act continuously to reduce carbon emissions on our operations, we participate in the energy transition of the sector by supporting the development of sustainable aviation fuels and we carry out regulatory offsets as well as voluntary offsets.
- We ensure that all premises of AF, KLM and their subsidiaries comply with environmental regulations and standards.
- We educate and train all our employees in environmental considerations and encourage their creativity by subscribing to innovative projects.
- We request our suppliers and subcontractors to implement measures aimed at reducing the environmental impact of their activities.

As a signatory of the United Nations Global Compact since 2003, Air France KLM repeats its continued support of the respect of the ten fundamental principles, seeking to conduct and develop all of its activities in an ethical manner, with responsibility and while aiming for a positive and value-creating impact for all our stakeholders. This is illustrated by continuous progress and innovation on the above listed commitments, across all Air France-KLM entities, pursued company-wide in all our day-to-day tasks.

We do this by implementing ambitious and dedicated action plans across the Group and the airlines, where we set objectives, we report and audit the results.

We also encourage our suppliers and employees as well as all others who are committed to building a responsible air transport industry, to endorse the above commitments, in alignment with the Ten Principles of the UN Global Compact.

Paris, May 17th, 2021

Ben Smith
Chief Executive Officer
of Air France-KLM



Anne-Marie Couderc
Chair of the Board of directors
of Air France-KLM

