

Sustainability Report 2025

What *drives* us,
elevates the world



Our Sustainability Route

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Flight deck

A successful takeoff demands clarity and alignment. Throughout these pages, our leadership outlines the strategic vision and core commitments steering Omni Group toward a more resilient future.

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1.1 ABOUT THIS REPORT

Thank you for your interest in Omni Helicopters International's (hereinafter referred to as "Omni Group" or "Omni") third Sustainability Report. In the following pages, we share progress on our commitments for the 2025 financial and calendar year, covering operations in Brazil, Guyana, Mozambique, and Portugal.

This report was prepared in collaboration with Anthesis and Gardenia Technologies. Anthesis provided support in shaping the report's content and structure, while Gardenia provided methodology guidance and certification for Omni Group's greenhouse gas emissions calculation.



The report has been prepared in reference to the Global Reporting Initiative (GRI) Standards and in preparation for future alignment with European Sustainability Reporting Standards (ESRS) E1 requirements. Emissions were calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1:2018, incorporating all material sources across Scopes 1, 2, and relevant Scope 3 categories.

Entities covered remain consistent with last year. Should you have any questions or comments about this report or our sustainability approach, please contact our team at sustainability@ohi.pt



Organizational Details

Omni Group¹ is Latin America's largest provider of vertical air mobility and delivery solutions, and one of the most innovative players in the global vertical lift sector.

The Group's legal headquarter is in **Luxembourg**, where strategic oversight functions are centralized. The Group's services hub, Omni Helicopters International, S.A. (OHI PT), responsible for operational and shared services activities, is located in **Lisbon, Portugal**.

The Group delivers services in **Brazil** through its subsidiaries Omni Táxi Aéreo S.A. (OTA) and Revo S.A.; in the CARICOM region through Omni Helicopters **Guyana** Inc. (OHGI); and in **Mozambique** through Omni Helicopters International Mozambique S.A. (OHIM).

1) The Group structure also includes other companies that support specific operational, commercial, or administrative activities



Our network spans
14 bases



operating a fleet of
88 helicopters across 10 models, 3 drones
from 2 drone programs



and a team of approximately
2,000 professionals
dedicated to meeting a wide spectrum of client needs.



From a sustainability perspective, 2025 was a year of two halves on the global stage. COP30 in Brazil put climate action back in the spotlight, particularly around phasing out fossil fuels and deforestation, which speak closely to our business as it is now and where we want to take it. At the same time, we saw polarization around ESG as a concept and a watering down of EU sustainability regulations.

For us, sustainability is not, and has never been, a tick box or regulatory exercise. It is about value creation. A sustainability focus supports critical innovation, helping us grow and adapt. It also supports our license to operate in many of the regions and communities in which we serve. It helps build pride in teams who see us take responsibility for our impacts and strive to do better.

This is not to say it is easy or that we have it sorted. Sustainability remains a journey for us, and we approach it with humility, transparency, and accountability. We recognize the realities of our industry and the difficulties ahead of us to achieve our ambitions.



Jeremy Akel, Group CEO

In 2025, we continued to deliver on our growth objectives and strengthen our institutional profile, while laying the foundations for a more sustainable future. This included an important step in the evolution of our business, with our organizational restructuring. The decision was driven by a clear purpose: to enable long-term growth and improve execution by creating functional areas of quality. This new structure is helping us build accountability and focus across the group, including in sustainability, where clearer lines of responsibility are essential to achieving our goals.

We continued to work to improve our sustainability performance. This included signing contracts for electric aircraft that will begin delivery in the coming years. This industry-leading agreement is a vital part of our long-term strategy to diversify our fleet and explore new technologies, including electric Vertical Take-Off and Landing (eVTOL) and unmanned aerial vehicles (UAV), which we see as critical to the future of aviation. For me, our work in Guyana, to prioritize local employment through investment in training and development, is a source of enormous pride. As is our rigorous approach to safety, which received renewed focus in 2025.

As we look ahead, our commitment is clear: if we do the right thing, we will create value. Sustainability is not a separate agenda – it is integral to how we grow, innovate, and lead. We are proud of what we have achieved and excited about what lies ahead.

Sustainability remains a defining priority for Omni Group, and 2025 has been a year of meaningful progress and reflection. The global conversation around sustainability continues to evolve, and while the challenges are real, we are proud of the approach we have taken to strengthen and embed sustainability across our organization.

The organizational restructure has been an important step in creating a coherent and unified approach to sustainability. This cohesive structure is already delivering benefits, from global training platforms to better coordination between teams. For example, we have moved to a group-wide cybersecurity approach, which will lead to increased efficiency and protection. The restructuring is a foundation we will continue to build on and develop.

One of the most significant achievements this year has been the work in Guyana, which has become a case study for how we deliver holistic impact. Through prioritizing local participation and investing in training and development, we have created opportunities that directly benefit both communities and our clients.

We continue to be engaged with growing the aeronautical industry in the countries we operate through partnerships with technical schools and local apprenticeship or internship opportunities. This approach is shaping how we think about sustainability across all our markets and we are looking forward to bringing this forward into 2026.

We have also deepened our work on decarbonization. While setting formal targets remains complex, we have advanced our understanding of emissions drivers and begun identifying practical levers for change. This progress reflects the commitment of our teams and the collaborative spirit that defines the Group. We know there is more to do, and we are determined to keep moving forward.

As always, safety is a foundational topic for us and has been improved upon in the last year through several health and safety initiatives which increase awareness and the shared responsibility for safety in all of Omni's operations. Through our Eyes on Safety program, we ensure that this core topic is considered by all functions and encourages a safety-first approach.

We have prepared our sustainability report this year to show the clear alignment between our Omni Way behaviors, strategic objectives, and sustainability programs. Weaving our behaviors into our priority topics ensures that every section reflects not only our operational priorities but also the cultural values that guide how we work. This alignment also highlights that sustainability is not an isolated initiative. It is embedded in the way we think, act, and deliver value to our stakeholders.

Looking ahead, we are focused on partnerships that support our decarbonization strategy, quantifying emissions reduction opportunities, and strengthening the group mentality that underpins our success.

We will also continue to engage with our clients to position Omni Group as a trusted partner for ESG-positive missions beyond oil and gas. Sustainability is not a destination but a journey of adaptation, collaboration, and leadership. We are proud of the progress we have made and excited about the opportunities ahead.



Emin Aleskerov, Group Chief of Staff

This year, resilience and durability have become defining measures of value. As climate volatility, geopolitical risk, supply disruption, infrastructure pressure, and accelerating technology reshape operating conditions, the organizations that lead are those that convert preparedness and adaptability into lasting protection for assets, customers, and communities. Omni Group has been evolving with that objective in mind.

Since 2019, Omni has shifted from a legacy concentration in offshore energy missions to a broader portfolio of air mobility and delivery services. It has done so thanks to the use of sustainability and innovation to access new markets, while leveraging its network to deepen relevance for customers. In advancing research, development, and execution across unmanned aerial services and advanced air mobility, the Group has helped pioneer what is now recognized as the Low Altitude Economy.

This shift is visible in the critical services delivered and the technologies deployed: early detection of wildfires and oil spills (and associated emergency response), critical infrastructure monitoring and maintenance, least-invasive construction and operation of power transmission assets, and the foundations of urban air mobility. The combination of modern helicopters, UAVs and preparations for next generation eVTOLs is enabling Omni to build a scalable model that strengthens customers' risk management and turns time sensitivity into operational advantage.



Gregorio Napoleone, Co-Founder, Executive Chairman, Stirling Square Capital Partners

Omni Group's network translates strategy into local value. In Brazil, a renewable energy-led ecosystem of continental scale facing major infrastructure expansion alongside rising environmental risks, the Group has positioned itself as a critical solutions provider across industries and a champion of local content. In Guyana, a net carbon-absorbing country experiencing rapid economic transformation linked to offshore energy production, Omni's commitment to local hiring and capability building has strengthened trust with communities and supported the responsible development of a new industry.

Omni Group has used the past few years to demonstrate strategic clarity and operational robustness. It will use the next ones to help reimagine the industry across the emerging Low Altitude Economy: protecting critical assets and stakeholders through smart, agile risk management powered by ingenuity, technology, and operational excellence. Looking ahead, Omni will continue contributing to socio-economic development in the countries where it operates, while asserting thought leadership in risk solutions, sustainability, and innovation.

On behalf of the Board of Directors, I express my sincere thanks to the Omni Group teams for their commitment and drive. It is a privilege to be part of this journey.

Airframe & propulsion

Flight sustainability depends on the strength of the structure. Here, we outline the values and purpose that form the foundation of our Omni Way, allowing us to move forward with integrity.

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2.1 OUR PURPOSE, VISION AND VALUES

Our corporate culture is built on the values and a set of behaviors – **The Omni Way** – that guide us every day.

It brings us together around a shared purpose and shapes how we work, collaborate, and move forward in pursuit of our bold vision.



Our Purpose

To deliver exceptional customer outcomes from the air.



Our Vision Statement

To advance pioneering air mobility and delivery solutions for a sustainable world. Crafted by passionate employees, preferred by customers.



Our Values

- Safety
- Transparency
- Integrity
- Unity
- Creativity

Bringing to Life Our Purpose, Vision, Values and The Omni Way

Rather than a static set of principles, The Omni Way is embedded in daily practice through continuous engagement and anchoring initiatives.

Global programs such as Omni Talks – live sessions led by senior leaders and broadcast across all offices and bases – provide comprehensive updates and ensure a consistent understanding of strategic priorities and shared values.



This Group-wide alignment is solidified by local engagement forums tailored to each business unit. At our Lisbon Office, the OHI Coffee Talk sessions provide a recurring space for open discussion on strategic priorities and key corporate developments. Across the other companies, structured leadership touchpoints – including Papo de Cultura at OTA, town halls at OHGI, and CEO-led team-buildings at Revo – enable direct dialogue between leadership and employees, reinforce shared values, and align teams on performance and future plans.

Collectively, these initiatives transform The Omni Way from a framework into a living culture, reflected in decision-making, collaboration, and daily interactions. Our global workforce not only understands the Group's narrative but actively champions it, reinforcing our position as a dynamic and innovative reference in the industry.

The Omni Way as Our Guiding Framework

Sustainability for Omni represents a continuous journey – a journey that is built on The Omni Way, the core behaviors that define the Group's approach to sustainability.

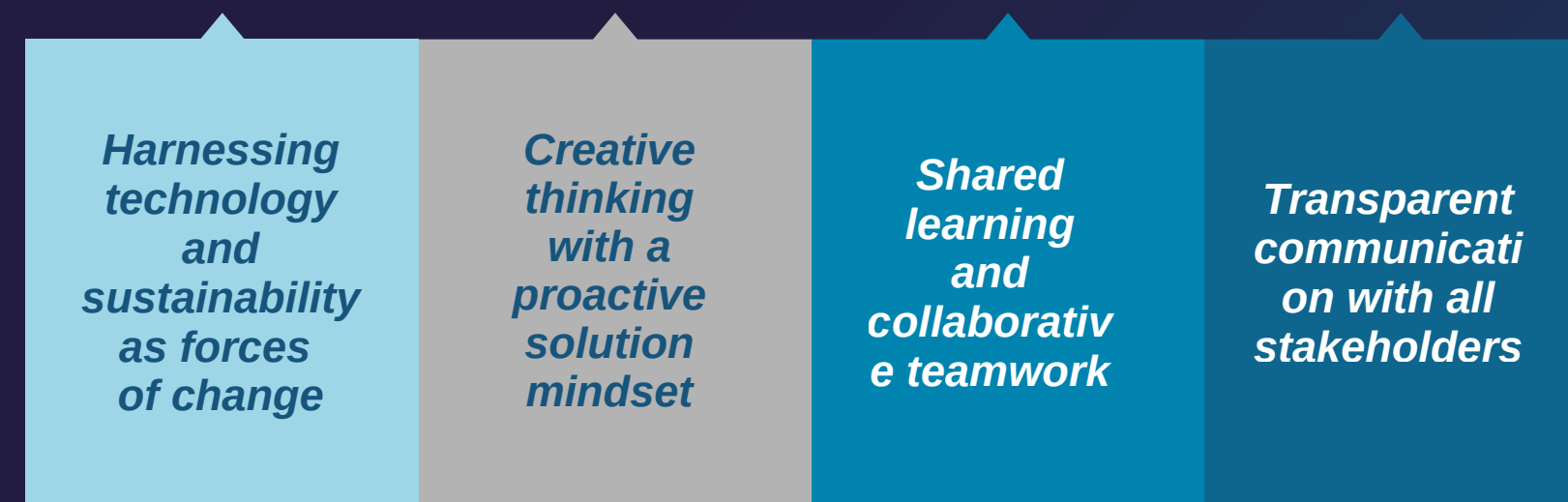


The Omni Way is essential to keeping the Group aligned, accountable, and consistently focused on doing the right thing.

James Howell Richardson,
General Counsel & Executive
Vice President, Omni Group



Our key behaviors:



Omni operates in the Low Altitude Economy (“LAE”) and strives to lead it with a clear vision for innovation and progress. Through pioneering technologies and a commitment to excellence, we are shaping solutions that redefine mobility and create value for our stakeholders.



Activities and Services

Recognized as an industry leader, Omni provides advanced air mobility and delivery services to clients across Latin America and the Caribbean. Beyond delivering services at the highest standard, we strive to play an active role in forging the future of the vertical lift industry. We do so by pioneering initiatives, such as introducing new aircraft types, piloting unmanned aerial vehicles for cargo transport, advancing electric Vertical Take-Off and Landing (eVTOL) solutions for urban mobility and developing advanced missions and capabilities in our operating markets.

Over the past two decades, we have transported more than six million passengers in support of the oil and gas (O&G) industry. For offshore clients, we deliver essential services including reliable crew change, emergency medical transport and Search & Rescue. Guided by our strategic objectives, we are expanding beyond offshore operations to offer critical

onshore and non-O&G related services. These services include specialized cargo and utility support in remote areas using helicopters and drones, as well as firefighting.

Operational safety and innovation guide every mission, from offshore passenger transport to new onshore solutions. Our fleet, comprising 10 helicopter models and 2 UAV models, with an average age of around eleven years, is among the most modern in our markets and we are known for introducing new platforms to the sector. At the very forefront of Omni’s commitment to innovation is Revo, our urban air mobility division, which continues to expand through new partnerships, and positions itself as a pioneer in electric vertical take-off and landing technology.

Beyond flight operations, we invest in the future of aviation as we train the next generation of pilots and mechanics and support the communities around us.

2.2 ABOUT OMNI GROUP



Business-to-business Offshore

Omni provides aviation solutions for the oil and gas industry, transporting passengers to offshore platforms and vessels to ensure their safe and continuous operations.



Offshore installations, including: Floating Production, Storage, and Offloading (FPSOs) and production platforms, Mobile Offshore Drilling Units (MODUs), Accommodation Units, and Construction Vessels



Search and Rescue and Emergency Medical Services

Operations in Brazil, the CARICOM region and Mozambique.



Business-to-business Onshore

We deliver onshore aerial solutions, supporting utilities, environmental agencies, oil and gas operations and providing emergency response in remote and hard-to-access areas.



High-voltage transmission towers



Search and Rescue and Emergency Medical Services



Forest patrol and firefighting



External cargo



O&G installations



Business-to-business UAV

We offer Unmanned Aerial Vehicle (UAV) solutions that enhance offshore logistics and services in remote areas.



Agrobusiness



Transmission towers



Offshore installations

Drone-based operations improve efficiency, reduce costs and support the transport of critical components, inspections and environmental monitoring.



Business-to-consumer Advanced Air Mobility services

Through Revo, we provide premium urban air mobility services in São Paulo, supported by a digital booking platform. Currently offering two booking options:

Dedicated Flights: private flights with customizable routes and schedules



Shared Flights: scheduled flights where customers book individual seats

This business will integrate future Advanced Air Mobility technologies, including electric vertical take-off and landing (eVTOL) aircraft.



Omni is responsible for the flight operation and the maintenance of the aircraft/drones that it operates.



The Operations Control Center manages the scheduling and coordination of flights in close collaboration with client teams, regulatory agencies and airport operators.



These enabling activities take place at our mainland bases, where our back-office teams are also located.

Business Diversification

Whilst Omni was created to serve O&G clients with offshore helicopters services in Brazil, we have been leaning on our long-standing experience operating in a safety-critical area to broaden our business footprint. Offshore O&G remains our core business, but we are actively diversifying into new services aligned with global priorities and sustainability goals.

Our diversification strategy focuses on high-impact areas, including firefighting, demonstrated by our IBAMA contract protecting the Pantanal with an Airbus H225, Emergency Medical Services supporting remote infrastructure projects, and Search & Rescue through operations in Guyana and partnerships with Suriname's Coast Guard and Navy.



We also provide aerial logistics for power and transmission projects, such as our 2024 work with TAC-Alupar to reduce environmental impact in sensitive areas. In parallel, we continue progressing Advanced Air Mobility through Revo's collaboration with Eve Air Mobility ahead of eVTOL operations planned for 2027, and expanding drone cargo operations.

Fleet Composition

Designed for versatility, our fleet includes a diverse range of aircraft tailored to offshore and onshore operations:

Heavy Helicopters: 20 units (S-92A, H225)

Super Medium Helicopters: 16 units (AW189, H175)

Medium Helicopters: 47 units (AW139, H160, H155, S-76C)

Light Helicopters: 5 units (H135, H145)

Drones: 3 units (Camcopter S-100, SwissDrone SDO 50 V3)

This composition ensures flexibility, efficiency, reliability and safety across all mission profiles, from crew change and emergency medical transport to advanced air mobility and utility support.



“Omni operates one of the industry’s most diverse and modern helicopter fleets, enabling us to deliver the optimal aircraft for every mission with flexibility, operational efficiency, and cost effectiveness. Our commitment to operating the latest generation, fuel efficient aircraft reinforces our leadership in sustainable air mobility. Combined with our portfolio of high endurance, long range unmanned aerial systems, we deliver safe, innovative, and environmentally responsible aviation solutions.

Roberto Coimbra, CEO OTA and CEO OHI Unmanned



Group Structure

Strengthening Organization for Growth and Efficiency

During 2025, Omni Group transitioned from a regional to a functional operating model to better support our strategy and growth pace we have shown to date.

Moving to functional areas of excellence enables greater knowledge sharing, improved efficiency, and more coordinated execution.

This model strengthens alignment with our strategic objectives, reinforces The Omni Way, accelerates decision-making, and supports focused execution.

Leadership roles and structures were updated accordingly to reinforce growth, innovation, and operational excellence.

Key sustainability-related changes include:

The former Chief Sustainability Officer assumed the newly created **Chief of Staff** role, with responsibility for sustainability, business strategy and communications.

A **Chief People Officer** role was created to lead people management, talent development, and organizational culture.

A new **Chief Safety Officer** was appointed to further embed safety as a cornerstone of our operations.

A new **Executive Vice President, Fleet** was appointed to enhance fleet efficiency, optimize aircraft utilization and support lifecycle management.

A **Director of Digital & Information Technology** was introduced to reinforce technology performance, governance and operational integration.



This new model and leadership structure underscore our commitment to innovation and long-term value creation, ensuring Omni remains well-positioned to deliver smarter solutions and sustainable growth.

For more information on Omni Group's leadership, please visit:
<https://www.omnihelicoptersinternational.com/about/>

Employee Distribution

In 2025, our workforce grew by approximately 16%, driven mainly by further development of our operations in Guyana and Brazil. In addition to carrying out local operations, our Guyanese teams also supported temporary missions in neighboring Suriname.



Guyana – Omni Helicopters Guyana (OHGI)	2025	2024
Number of people	75	59
Number of operating bases	1	1

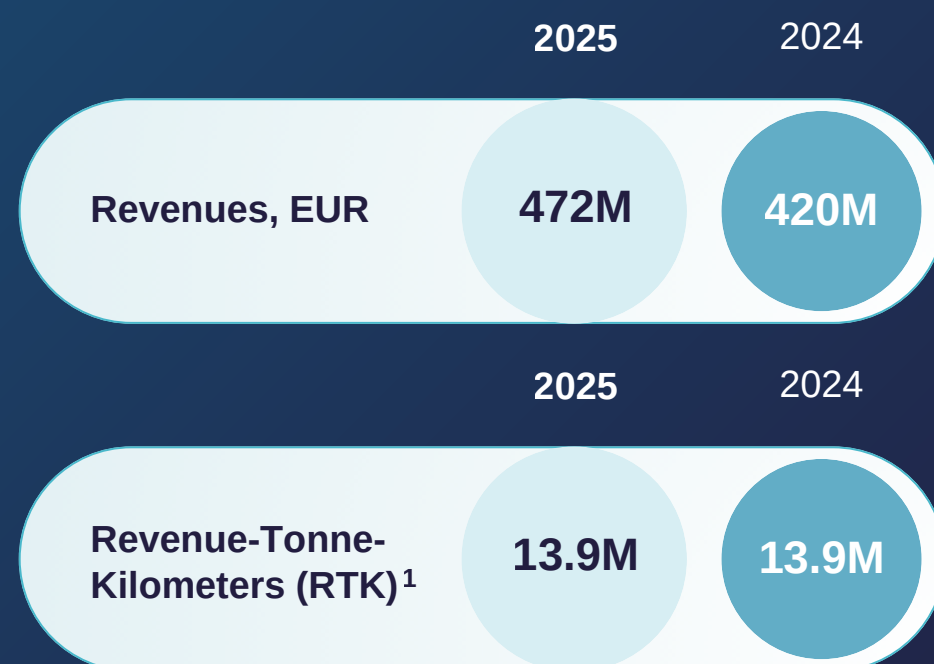
Brazil – Omni Táxi Aéreo (OTA) ² and Revo	2025	2024
Number of people	1,973	1,699
Number of operating bases	12+2	11+2

Portugal – OHI Portugal	2025	2024
Number of people	37	38
Number of operating bases	1	1

Mozambique – Omni Helicopters International Mozambique (OHIM)	2025	2024
Number of people	9	9
Number of operating bases	1+1	1+1

1) FTE: Full-Time Equivalent; 2) It includes the team working for our unmanned business segment

The Group in Figures



1) The revenue load (passengers and cargo) multiplied by the distance flown; 2) MACE = Medium Aircraft Equivalent

	2025	2024
Countries of operation	5 (Portugal, Brazil, Guyana, Suriname, Mozambique)	4 (Portugal, Brazil, Guyana, Mozambique)
Passengers transported (PAX)	803K	762K
MACE ² Flight Hours	91.9K	83.9K
Total headcount at year end, FTE	2,094	1,805
Average number of passengers transported per week	13,430	12,942
Average no. flights per week	709	652
Non-Oil & Gas business (% total revenue)	7%	5%

MACE is a metric that standardizes the capacity of a diverse fleet. Because aircraft differ in size, capacity, and performance, MACE provides a consistent way to compare them. One MACE represents the capacity of a medium-sized aircraft and is equivalent, for example, to 2 light aircraft.

 Helicopter type	 Passenger Capacity	 MACE Equivalent
Light	4–6 passengers	0.5 MACE
Medium	12–16 passengers	1 MACE
Super-medium	16–19 passengers	1.5 MACE
Heavy	18–19 passengers	2 MACE



Value Chain

We strive to lead the way in vertical air mobility and delivery, with a clear focus on sustainability and innovation. Our goal is to keep expanding capabilities that shape the future of the sector and deliver measurable progress.

Driving sustainable change requires partnership and collaboration. At Omni, we work closely with businesses across our value chain to create positive impact. This includes developing tailored solutions for diverse sectors, from offshore energy and emergency medical services to cargo and monitoring operations, ensuring efficiency, safety, and environmental responsibility in every mission.

Examples of the innovative and sustainable ways we worked with our

value chain during 2025 include close collaboration with clients and original equipment manufacturers (OEMs) on SAF (Sustainable Aviation Fuel) opportunities and alignment with OEMs on upcoming decarbonization requirements for our helicopter businesses.

In parallel, through our UAV business, we worked closely with drone OEMs to co-develop new features and operational capabilities, helping pave the way for wider industry adoption of unmanned aviation solutions. Sustainability considerations were also embedded into our infrastructure projects, e.g. the construction of our Revo guest lounge prioritizing sustainably sourced materials and partnerships with like-minded providers.







Navigation

Navigating complex scenarios demands precision and adaptability. In this section, we present the strategic route and innovation vectors defining our path toward decarbonization and operational efficiency.

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We are committed to redefining air mobility and delivery through solutions that prioritize responsible growth and environmental performance. Our vision combines cutting-edge innovation with the dedication of our teams, earning the trust of clients who expect excellence.



Our Sustainability Strategy

Sustainability is an integral part of our corporate strategy, turning ambition into action and driving continuous improvement across operations. It ensures that our progress as a company benefits people and the planet.

In 2022, we carried out a materiality assessment and a climate risk analysis to pinpoint the issues most relevant to our stakeholders and business. These insights contributed to the foundations of our Sustainability Strategy and continue to help us prepare for the challenges ahead.



Materiality Assessment

We conducted a structured materiality assessment to prioritize sustainability topics with the greatest impact on our business and stakeholders. This included reviewing our ESG performance and benchmarking against peers, followed by engagement with internal and external stakeholders to gather perspectives on financial, operational, social, and environmental priorities.

Participants included senior leadership, representatives from finance, commercial and engineering teams, shareholders, clients, and suppliers. Their input helped us rank priority topics by importance and relevance.

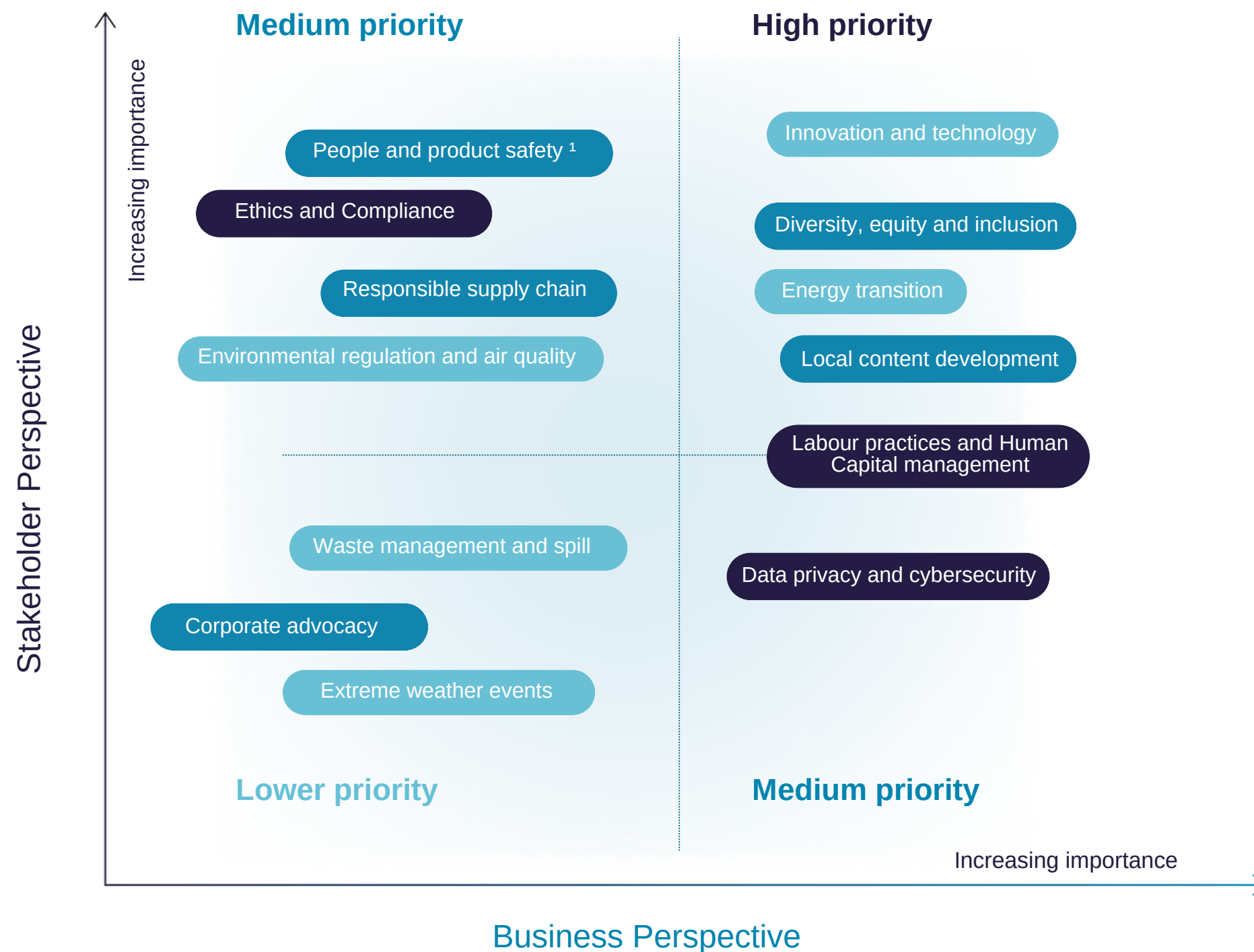
Enhanced by a detailed climate risk analysis, these findings shaped the goals, actions, and KPIs that guide our response to critical issues.

This approach positions Omni to tackle pressing challenges and move confidently towards long-term objectives.

Moving forward, we plan to conduct a double materiality assessment aligned with evolving EU regulations, including the Corporate Sustainability Reporting Directive (CSRD) and implement best practices.

Materiality Matrix

- Governance topic
- Social topic
- Environmental topic



1) Safety is treated as overarching 'licence to operate' topic, not ranked within the matrix

Our Sustainability Strategy

Our sustainability strategy leverages insights from our materiality assessment and climate risk analysis to set clear goals, actions, and KPIs that tackle issues most critical to our business and stakeholders.

Omni Group's Sustainability Strategy			
Pillars	Environmental	Social	Governance
Goals	Support global transition to a low-carbon future	Develop a diverse and inclusive workforce, while supporting local talent	Promote transparency across our operations to help foster greater confidence with our stakeholders
Commitments	We will take steps to reduce and minimize the impacts of our operations on the environment through our culture of innovation, efficient operations, and by developing pioneering decarbonization solutions	We will help to develop talent from local communities for our operations through knowledge and skills transfer. We will support our employees to drive ideas forward to operationalize unique solutions at speed	We will apply a rigorous focus on ethics and security standards to all parts of our business and the entire value supply chain, to prioritize safety, reliability and business continuity
Priority topics	- Decarbonization and energy transition - Innovation and technology	- Diversity, equity, and inclusion - Supporting local communities - Our people - Health and safety	Data privacy and cybersecurity

3.1 STRATEGY

Our Goals

To advance our strategy, we have defined specific goals that shape our transformation roadmap. These goals are mapped to priority topics to ensure focus and impact.



	Priority Topic	Goal	Progress 2024	Progress 2025
E	Energy transition	Goal 1.1: Develop a comprehensive greenhouse gas reduction strategy that covers 100% of emissions		
	Innovation & technology	Goal 2.1: Improve Research & Development competencies and boost development of innovative technology		
S	Diversity, equity & inclusion (DEI)	Goal 3.1: Establish a DEI governance structure and review HR management processes and systems to identify areas for improvement and eliminate all unconscious biases		
		Goal 3.2: Promote greater diversity in the organization's senior management, as well as in those categories where an imbalance may exist		
		Goal 3.3: Partner with local and national organizations to develop programs for people with special needs and to address youth unemployment		
	Supporting local communities	Goal 4.1: Strengthen governance and senior management engagement on local development topics Goal 4.2: Create a social initiatives policy and enhance internal and external awareness and engagement Goal 4.3: Enhance Omni's contribution to economic growth and social development of communities in which we operate	  	  
	Our People	Goal 5.1: Promote "The Omni Way" across the entire organization so that people are encouraged to reflect the organizational culture in their behaviors, speak up and share ideas Goal 5.2: Improve the professional development of employees Goal 5.3: Implement measures to promote flexibility and work-life balance within the group Goal 5.4: Link the achievement of sustainability objectives/performance to executive compensation Goal 5.5: Promote high standards in working conditions at Omni and throughout the value chain	    	    
G	Data privacy & cybersecurity	Goal 6.1: Strengthen cybersecurity processes, systems and communication in line with best practices and national/international requirements Goal 6.2: Strengthen data privacy processes, systems and communication in line with best practices and national and international law Goal 6.3: Improve communication between employees and leadership, and increase their engagement in data privacy and cybersecurity-related matters	  	  
	Corporate	Goal 7.1: Establish a deeply ingrained sustainability culture through improved governance, training and engagement		

Our sustainability efforts are managed as a combination of top-down and bottom-up approaches.



Organization

Our Board of Directors holds the ultimate responsibility for integrating ESG considerations into the Group's activities, supported by the Global Executive Team (GET), which discusses sustainability priorities as part of business strategy.

The coordination of all Group sustainability efforts sits with the Chief of Staff (formerly, Chief Sustainability Officer), supported by the Group Sustainability Manager, who brings additional focus and coordination across entities.

OTA's ESG Committee, established in 2023 and composed of operational representatives, remained a key governance forum for advancing and monitoring ESG initiatives in our largest region, Brazil. In 2025, the Committee expanded to welcome the Group Sustainability Manager, promoting further integration with the Group's overall ESG agenda.

With the transition to the new organizational model, the OTA ESG Committee started migrating into a Group-level forum, progressively adding representatives from other regions to promote consistency and share best practice across Omni.

ESG performance dashboard

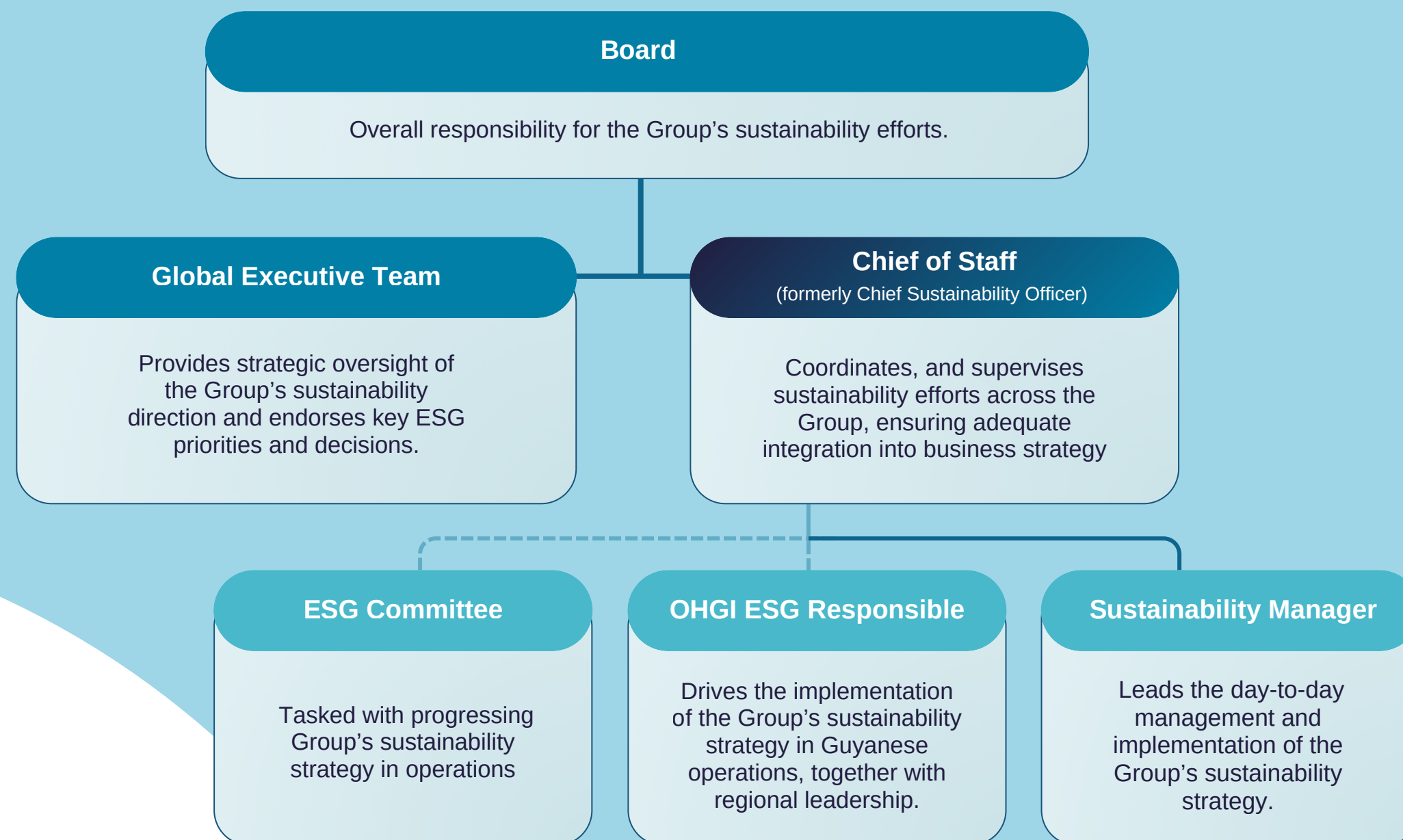
As a KPI-led business, we continuously monitor performance against a wide spectrum of targets, including sustainability. A third-party technology solution is used to regularly track our ESG indicators.

Sustainability KPIs are reported to the Board, to the Global Executive Team, and to clients, as required, as well as disclosed publicly via sustainability reports. In July 2025, we published our [second sustainability report](#), demonstrating our commitment to systematic data collection and clear, regular disclosure.



Sustainability becomes real when embedded in daily decisions. With stronger governance, better data and aligned teams, we're building a consistent, accountable approach that turns ambition into measurable progress.

Carolina Malta Vacas, Sustainability Manager



Stakeholder Engagement

In 2025, we strengthened engagement with key stakeholders through structured initiatives and transparent communication.



Clients

Sustainability topics were regularly addressed in monthly Client Meetings, reinforcing alignment with customer priorities.

We participated in Petrobras' PEOTRAM Excellence Audit, where energy transition was a key element of the organizational culture assessment.

We responded to 2024 CDP Corporate Questionnaire, requested by three clients, providing detailed ESG data on Climate Change and Water Security.

ESG information is also increasingly requested as part of tender processes and contracts, reflecting sustainability's growing importance in client partnerships.

We engaged with our clients on a wide array of topics such as SAF, DEI, and decarbonization.

Suppliers and Clients

We launched Klassfor, a new platform for supplier and customer registration. Integrated with internal systems, Klassfor strengthens governance as it ensures suppliers acknowledge the Group's Code of Conduct and assesses their data-processing practices and potential privacy risks.

In 2025, 87% of supplier contracts included a sustainability clause.

Information requests on our sustainability approach – particularly related to climate change – also increased, notably from airport managers.

Shareholders and investors

ESG performance was assessed through Stirling Square's sustainability engagement program, an annual review by our majority shareholders.

This process benchmarks Omni against portfolio peers, aligns with evolving investor expectations, and informs prioritization and target-setting.

Sustainability information was also requested by other prospective investors, reflecting growing interest in ESG as a key investment criterion.

Internal Engagement

Sustainability remained a standing topic in Board meetings and featured prominently in Omni Talks, our live global broadcast series.

Monthly dashboards covering GHG, People, and Safety continued to promote transparency and alignment through Global Executive Team meetings.

In 2025, close to 90% of all employees had completed training on the Sustainability Policy.

Other Stakeholders

We maintained an active presence on social media, sharing ESG milestones and partnerships, and participated in industry fairs and events.



Lesson Learned

ESG Demand: Turning Governance into a Commercial Advantage

Challenge

Client expectations around ESG transparency and performance intensified, requiring clearer, more consistent information.

What we did

Omni engaged more systematically on sustainability topics, including CDP disclosures, structured client touchpoints and enhanced assessments.



What it unlocked

ESG governance emerged as a commercial asset, helping the Group respond to client demands and build stronger, trust-based partnerships.

ESG Thought Leadership

On February 7, 2025, we published a thought leadership article titled **Developing Brazil's Low Altitude Economy: What It Takes to Make "Back to the Future" a Reality**, written by João Welsh, Executive Vice President for Next Generation Air Mobility and CEO of Revo.



The Rise of the Low Altitude Economy

Electric Vertical Take-Off and Landing (eVTOL) aircraft are set to transform urban mobility by reducing road congestion and GHG emissions. This emerging sector, known as the Low Altitude Economy, focuses on civil manned and unmanned aerial vehicles operating below 1,000 meters. To make this vision a reality, a complete ecosystem must be developed that includes regulation, infrastructure, technology, and public acceptance.

eVTOLs depend on advances in electric propulsion, battery performance, automation, and lightweight materials. Regulatory agencies such as the Federal Aviation Administration (FAA) in the United States, the European Union Aviation Safety Agency (EASA), and Brazil's Agência Nacional de Aviação Civil (ANAC) are adapting safety standards for pilot certification, airspace management, and battery safety. Advanced Air Mobility also requires new traffic management systems powered by artificial intelligence and real-time data to handle high-density urban operations.

Infrastructure, Adoption and Sustainability

For successful adoption eVTOLs need vertiports located in strategic areas and integrated with transportation hubs. These facilities must include fast-charging stations and maintenance capabilities to ensure reliability and scalability. Revo's experience in São Paulo's complex helicopter environment provides a strong foundation for this transition.

Public trust is essential. Clear communication about safety, environmental benefits, and accessible pricing will encourage adoption. Brazil's renewable energy matrix offers a unique advantage, allowing eVTOLs to deliver on their promise of cleaner and more efficient transportation.

The successful integration of technology, regulation, and infrastructure is expected to unlock a new era of urban mobility. At Omni and Revo, we are committed to shaping this future and bringing advanced air mobility closer to reality.

Ethics, Compliance and Transparency

2025 marked a significant step in our commitment to ethics, compliance, and transparency. We completed the rollout of the Group Code of Conduct, developed with input from teams across all regions. The document sets clear principles on non-discrimination, anti-bribery, and anti-corruption, ensuring consistent ethical standards across the Omni Group.

To embed these values, we introduced mandatory training for all employees and launched engaging communications, including quizzes and interactive content, to reinforce the understanding of the Code.

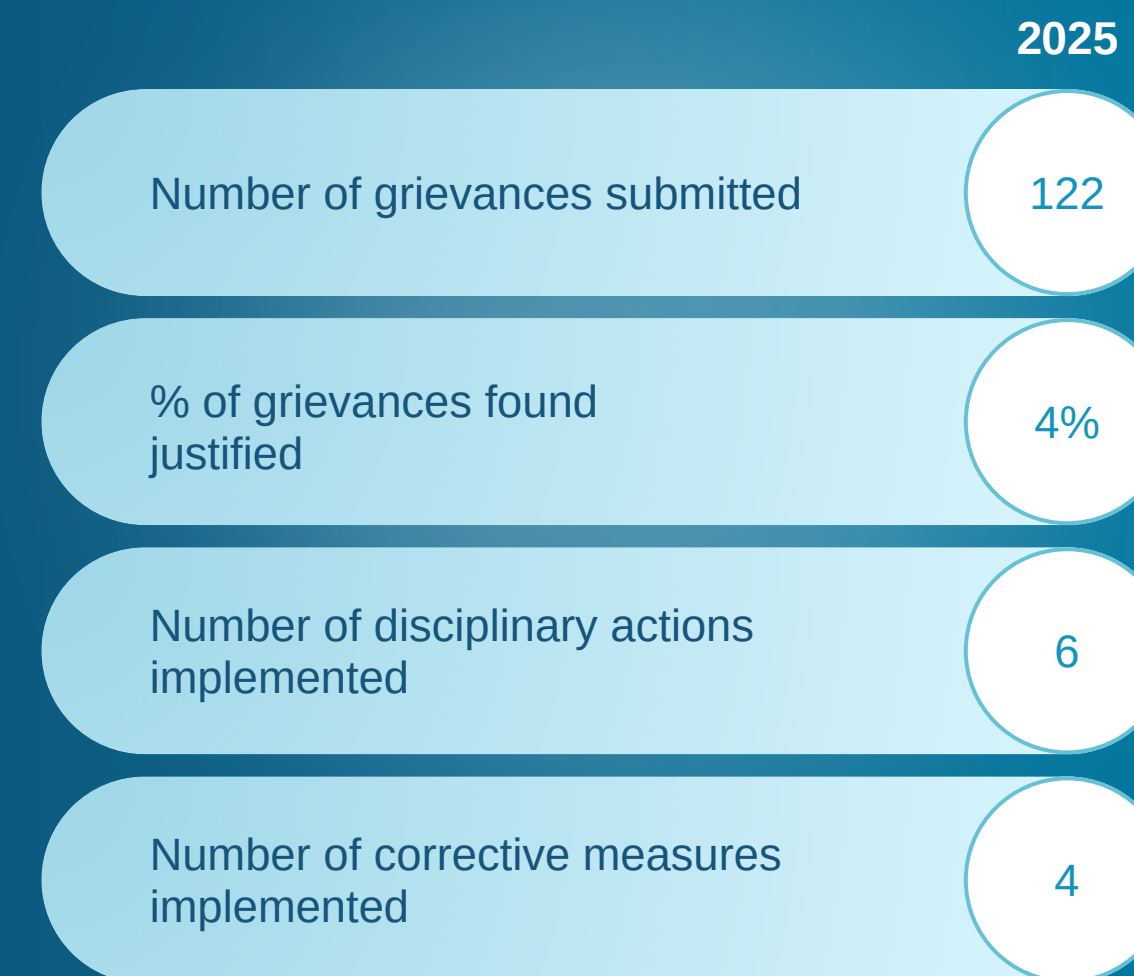
To further strengthen these commitments, we launched a new Transparency Channel for reporting violations of the Code of Conduct, applicable laws, and internal policies and guidelines. Available to employees and external stakeholders and operated by an independent third party, the channel provides a safe and confidential environment, supports anonymous reporting and includes an exclusive channel for women.

The new tool also improved operational effectiveness and user-experience through a dedicated mobile app and a more structured reporting form to ensure complete and consistent submissions while minimizing out-of-scope reports. In addition, the investigation workflow was revised to enhance the effectiveness of case handling.

The Transparency Channel is available via mobile app, telephone, and website, in Portuguese and English, with support from qualified psychologist ombudspersons, enhancing reliability, empathy, and the overall quality of reports.

In 2025, 93% of employees acknowledged the Code of Conduct and 90% completed Code of Conduct training.

Transparency Channel



Lesson Learned

Ethics & Transparency: Turning Tools into Everyday Practice

Challenge

Policies and tools risk becoming ineffective unless people feel safe, informed and able to use them.

What we did

Omni embedded the Code of Conduct through training and ongoing communication and strengthened the Transparency Channel as an independent, easy-to-use reporting mechanism.



What it unlocked

A stronger foundation for a culture of speaking-up where ethics and transparency become lived behaviors, supported by clear processes and trusted channels.





Operational core

Operational excellence stems from precision and rigorous standards. We outline here how our commitment to safety, uncompromising quality, and energy efficiency ensures the consistency of our global operations.

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Driving Growth through Energy Transition

Progress toward a low-carbon future demands ambition and innovation. At Omni, we turn this ambition into action, we develop solutions that accelerate decarbonization and create new opportunities for sustainable growth.

The aviation sector faces a significant challenge: meeting mission-critical needs such as transporting people to remote areas, delivering essential goods, and providing rescue services, while accelerating the shift away from fossil fuels to meet global net-zero ambitions.

Decarbonization is a central pillar of our sustainability strategy. Our approach focuses on three priorities:



Advancing alternative fuel solutions, including Sustainable Aviation Fuels and electric propulsion, to cut greenhouse gas (GHG) emissions.



Reducing operational impact through innovative technologies and greater efficiency.



Exploring new business opportunities tied to environmental protection services and the global transition toward renewable energy sources.

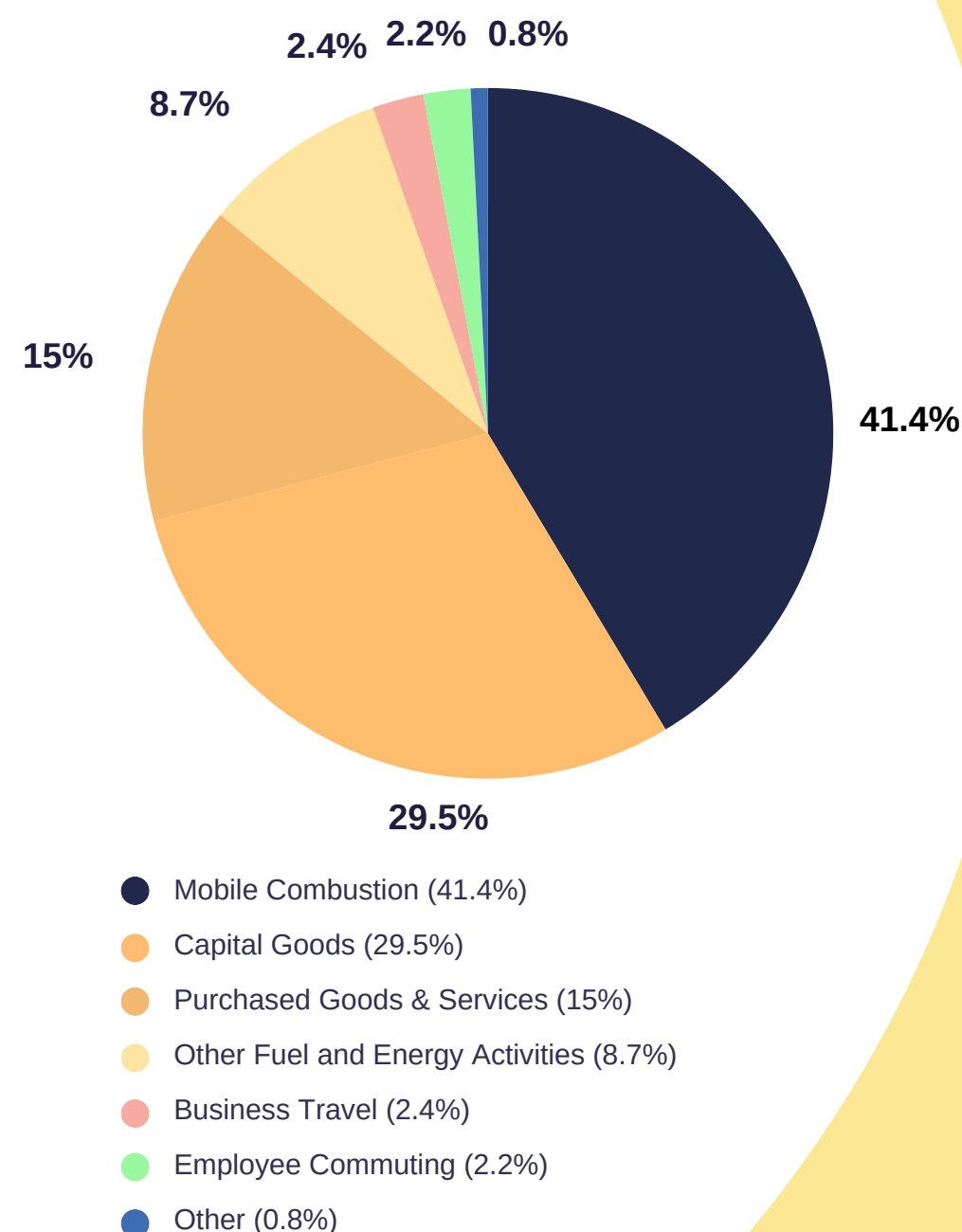
These focus areas guide our work to develop a decarbonization trajectory for helicopter fuel emissions. Lessons learned during this process are now being applied to operationalize decarbonization initiatives already underway, aiming to reduce emissions intensity in the short and medium term and keep us on track toward our long-term net-zero goal.

In a hard-to-abate industry like aviation, transparency on our starting point and progress is essential. In 2025, Omni submitted its fourth CDP Climate Change questionnaire, achieving a B- (Management) score, improving on the previous year and reflecting stronger environmental performance and disclosure.

Our Carbon Footprint

Omni Group began calculating its GHG emissions inventory in 2020 for Scope 1 and Scope 2, expanding in 2023 to cover all relevant Scope 3 categories. Building on this progress, a dedicated emissions accounting software was commissioned in 2024, enabling continuous tracking and real-time insights to support strategic decisions. In 2025, we continued to leverage this system, with our Global Executive Team periodically reviewing the GHG dashboard as part of our Strategic Goals.

2025 GHG Emissions per category



Footprint Composition: Fuel as the Main Driver

Fuel-related emissions are the dominant source of our total emissions. Mobile Combustion accounts for 41.4% of total emissions and covers direct fuel use (Scope 1), including aviation fuel for flight operations and diesel and gasoline for ground vehicles and equipment. Other Fuel and Energy Activities account for 8.7% (Scope 3.3) and correspond to upstream emissions associated with fuel, also referred to as well-to-tank emissions.

Together, fuel-related emissions represent 50.1% of total emissions, 99% of which correspond to helicopter (aviation) fuel. Aviation fuel therefore remains the primary driver of Omni's overall GHG emissions and the largest contributor to both Scope 1 and fuel-related Scope 3 emissions.

Other Emission Sources Across the Value Chain

Beyond fuel, Capital Goods account for 29.5%, reflecting investments in aircraft and other long-term assets. Purchased Goods & Services contributed 15%. Smaller but relevant categories include Business Travel (2.4%) and Employee Commuting (2.2%).

Other sources combined total less than 1%: upstream Transportation and Distribution (0.3%), Waste (0.2%), Stationary Combustion (0.1%), Purchased Electricity and Water (0.1%) and Fugitive Emissions (0.0%).

2024 Restatement and Methodological Improvements

In 2025, we recalculated our 2024 emissions, resulting in a +4.2% change, from 206,268 tCO₂e to 214,995 tCO₂e. Updated emission factors drove a 5.5% increase (+11,427 tCO₂e), while improvements in data collection and accounting methodology led to a 1.4% decrease (-2,946 tCO₂e). All 2024 figures presented below correspond to the restated values.

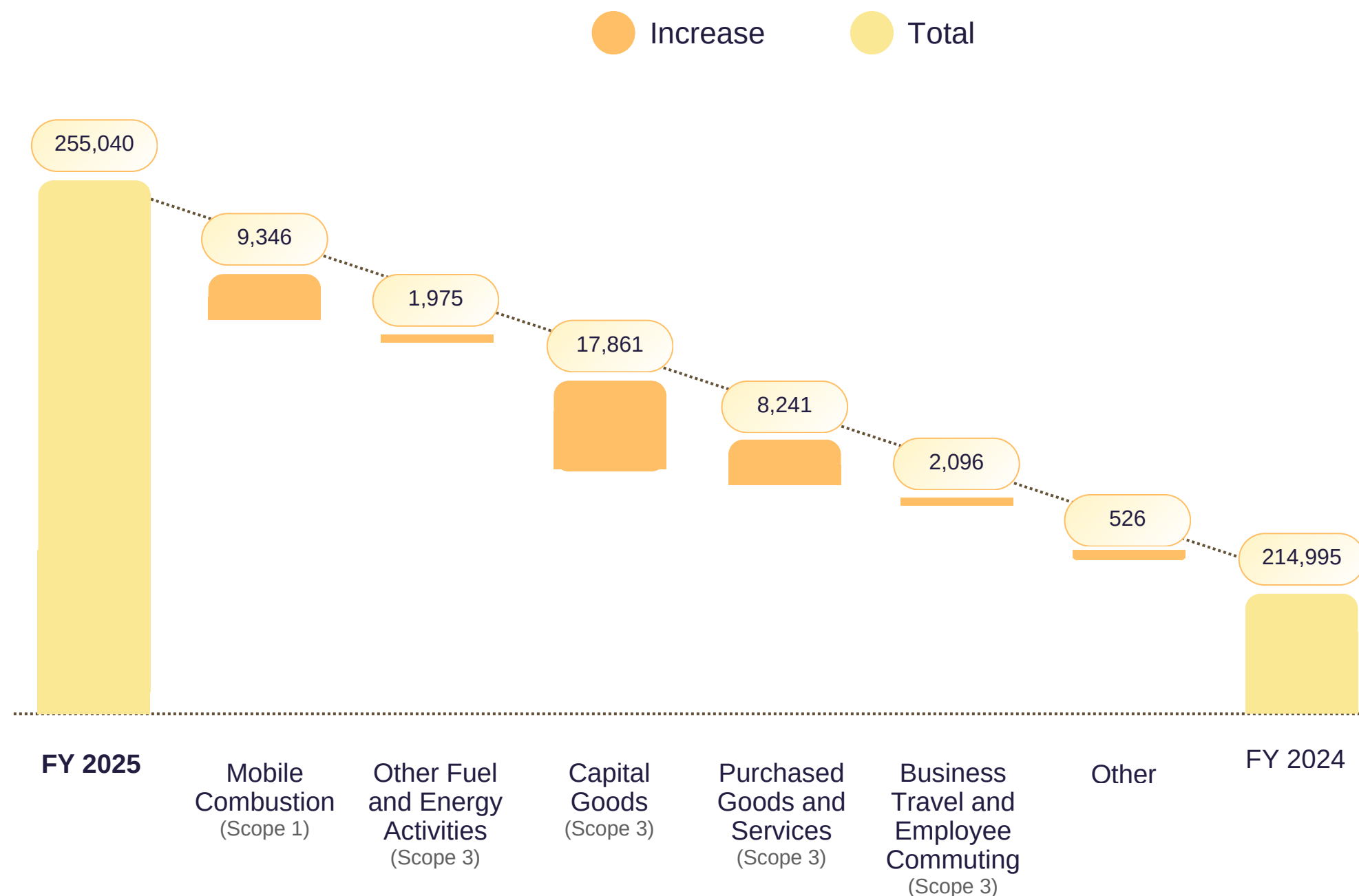
2025 Emissions Performance

Understanding the baseline is central to any optimization effort.

During 2025, Omni emitted 255,040 tonnes of CO₂e (214,995 in 2024), representing an increase of 18.6% compared to 2024, driven primarily by higher operational activity. This increase was primarily driven by higher mobile combustion emissions associated with flight operations, which contributed an additional 9,346 tCO₂e compared to 2024.

Expanded business activity and aircraft mobilization also led to a 25.9% rise in Scope 3 emissions, particularly in Purchased Goods & Services and Capital Goods, which capture value-chain activities required to maintain aircraft readiness and support growth. Capital Goods increased primarily due to higher investment in airframe components (+47.6% vs. 2024), while changes in Purchased Goods & Services were driven by greater procurement of maintenance materials, spare parts, and outsourced technical services to support expanded fleet activity.

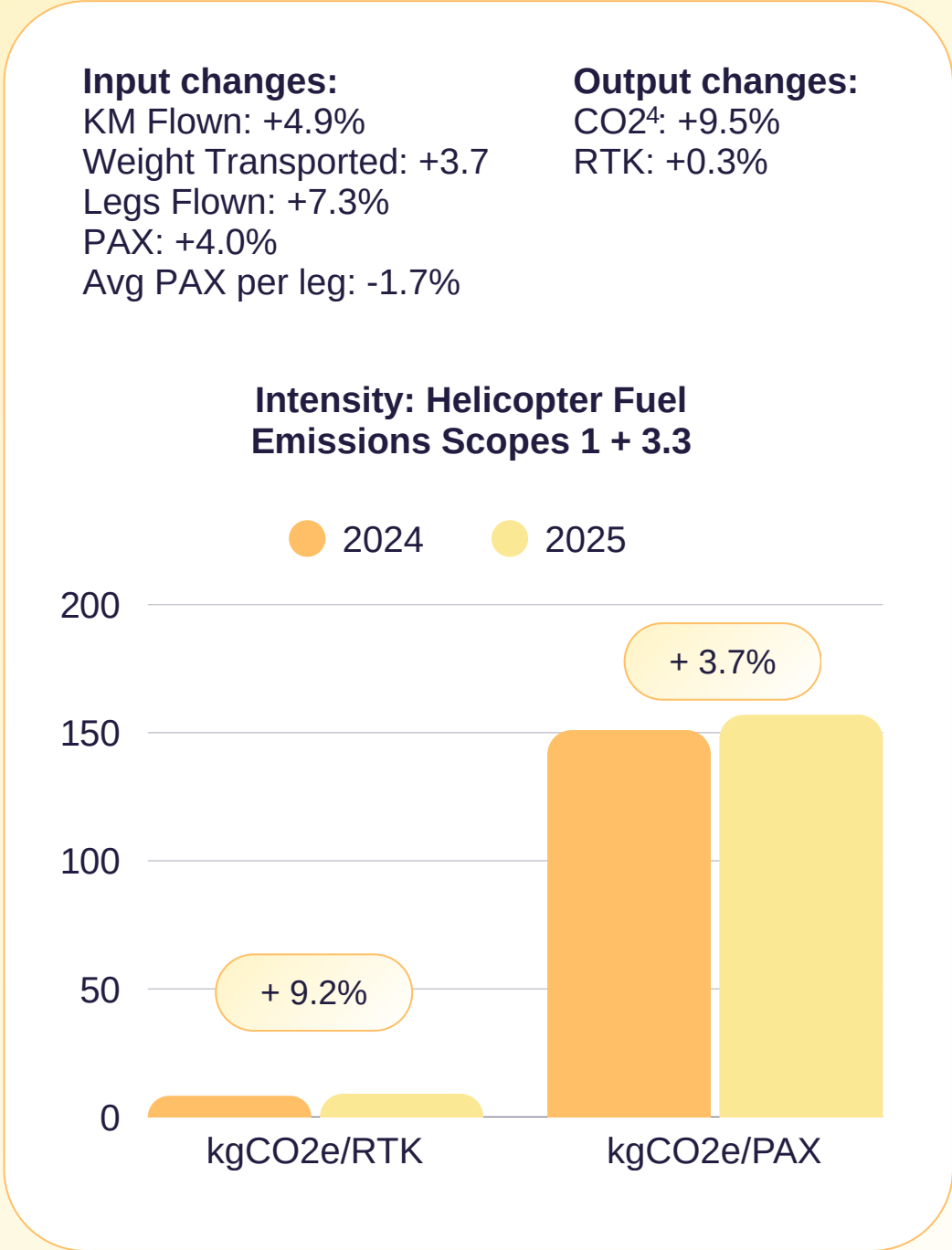
Key Drivers of Emissions Change (tCO₂e)





	2025	2024
Jet fuel consumption (liters)	41.1M	37.5M
Energy consumption (Total excluding jet fuel, kWh ^{1,2,3})	1.90M	1.70M
Total GHG Emissions (tCO2e)	255,040	214,995
GHG Scope 1 (tCO2e)	106,001	96,560
GHG Scope 2 (tCO2e)	210	201
GHG Scope 3 (tCO2e)	148,830	118,234

1) Although Omni Group does not currently operate own sources of renewable energy or purchases it under Power Purchase Agreements (PPAs) or similar arrangements, most of our energy consumption is in Brazil, where market energy mix is close to 90% of renewable nature; 2) Consumption for Revo was not available but is deemed de minimis; 3) Energy consumption in 2024 was restated from 1.62M to 1.7M due to improved data collection and correction of previously estimated data



4) CO2 only from Helicopter Fuel Emissions Scopes 1 + 3.3

Carbon Intensity Trends

Carbon intensity of flight operations showed an upward trend: helicopter fuel emissions per RTK increased to 9.1 kg CO₂e (8.3 kg CO₂e in 2024), driven primarily by higher emission intensity in medium and heavy aircraft. Although more kilometers and legs were flown, the average weight transported and passengers per leg decreased, keeping the RTK denominator down.

Emissions per passenger rose from 151 kg CO₂e in 2024 to 157 kg CO₂e in 2025, as overall the growth in total helicopter emissions outweighed the increase in passengers transported.

This trend reinforces the importance of deeper dialogue with clients about the emission profiles of missions flown on their behalf – from aircraft selection to payload optimization and operational planning.

RTK = Revenue-Tonne-Kilometers



It also reflects the structural complexity of the offshore oil and gas value chain: fleet composition and aircraft deployment depend on OEM production timelines and lessors' availability, while mission design, aircraft type, and payload are largely determined by client requirements and contractual frameworks, where operational resilience, availability, and cost efficiency remain key drivers.

With this measurement framework in place, we are advancing toward a clear decarbonization roadmap.

Lesson Learned

GHG Measurement: From Visibility to Decision-Use

Challenge

Emissions data was available, but its use in day-to-day decisions was uneven.

What we did

Omni embedded automated GHG accounting and a leadership dashboard into strategy and operational discussions.

What it unlocked

Emissions insight is increasingly used in client dialogue, turning visibility into practical decarbonization decisions.





Decarbonization Targets

While we have not yet set formal decarbonization targets, in 2025, we began exploratory work on our climate transition approach. We are focusing on helicopter fuel emissions, the most material of our operational footprint.

This work represents a pioneering effort to assess methodologies, assumptions, technical levers, and organizational readiness for GHG reduction within the constraints of our sector. We are evaluating the feasibility of key pathways, including phased efficiency measures, alternative fuels (SAF), and operational improvements, while considering technological maturity and infrastructural availability.

Building on prior work, we are conducting research, engaging stakeholders, and developing a robust approach to address the complexities of target-setting within our industry.

This includes refining methodologies, incorporating scenario planning, collaborating with multidisciplinary experts and applying lessons learned from early efforts to operationalize decarbonization initiatives. Rather than defining a fixed roadmap at this stage, the aim is to establish a practical, evidence-based framework to guide future target-setting and support the progressive operationalization of GHG reduction initiatives.

Our investment in these next steps is accelerating, laying out the groundwork for informed decisions and measurable progress over time.

Supporting Orderly Energy Transition

At Omni, we recognize the critical role clean energy plays for the world and for aviation. Achieving large-scale change requires collaboration among businesses, governments, and society. We support regulations that promote an orderly transition and act proactively to support renewable energy development.

For example, in 2024 we supported Brazil's power grid expansion using heavy-lift helicopters, removing 28 outdated transmission towers and installing 33 new ones in sensitive natural areas. This aerial solution shortened project timelines, reduced deforestation, and improved energy access in remote regions.



Looking ahead, we are exploring innovative aerial solutions, including unmanned aerial vehicles (UAVs). Through our UAV business unit, we began proof-of-concept missions for powerline inspections, wind turbines monitoring, environmental monitoring, and offshore cargo operations – including Beyond Visual Line of Sight (BVLOS) flights. These initiatives demonstrate the potential of unmanned aviation to reduce emissions, improve efficiency, and enable new services that support a lower-carbon, nature-positive economy.

While offshore oil and gas remains a core part of our operations, new solutions reflect our proactive steps toward cleaner, more efficient energy solutions and sustainable infrastructure development.

Fleet Optimization

Optimizing our fleet is essential to reducing our carbon footprint and delivering on our sustainability ambitions. A modern, mission-aligned fleet enables these goals by selecting the most efficient aircraft, optimizing logistics to reduce emissions, and sharing helicopters between clients to minimize the overall footprint.

Innovation and data are central to delivering more efficient and sustainable solutions. We use advanced digital tools to improve asset utilization, optimize flight patterns through data insights, and match aircraft to mission requirements.

In 2024, we expanded our “Ideal Fleet Mix” model to integrate environmental performance and acquired seven new super-medium helicopters, including Leonardo AW189 aircraft known for improved CO₂ efficiency and reliability.

In 2025, we built on this foundation, adding two more AW189 helicopters to increase capacity while lowering GHG emissions per seat. We also introduced the latest generation Airbus H-160 aircraft, known for its superior emissions and noise profiles.

Innovation goes further than fleet upgrades. Trials of Class 1 drones for cargo delivery showed promising results. When fully deployed, this technology could replace helicopters on light cargo missions, reducing fuel use and emissions by up to 95%.

In 2025, our AAM subsidiary Revo entered a binding €250 million contract with Eve Air Mobility for eVTOL aircraft, reinforcing its leadership in the low-altitude economy.

Looking ahead, we will continue unlocking technology’s potential to create value for clients and the environment, supported by a new fleet strategy and continued use of drones.



A sustainable helicopter fleet is built on every decision we make – adding the right aircraft enables us to improve efficiency, reduce emissions, and shrink our carbon footprint with every flight.

Roberto Farnese, Executive Vice President, Fleet

Lesson Learned

Operational Efficiency: From Insight to Standardization

Challenge

The Group needed near-term decarbonization levers while next generation technologies mature.

What we did

Omni advanced fuel and flight optimization using operational data, advanced monitoring tools and targeted pilot programs in live operations.

What it unlocked

The organization gained clear evidence that disciplined efficiency programs can deliver emissions reductions when integrated into standard operating practice.



Fuel Use Optimization

Driving behavioral change in aviation requires technological advancements and structured change management. We initiated this transformation and started introducing new protocols and systems, including continuous GHG accounting and modernized flight data management across the fleet. By controlling flight parameters, we can decrease fuel consumption and the related carbon footprint. Past preliminary tests showed altitude adjustments alone could deliver up to 5% savings. Building on this premise, in 2025 we conducted further tests to assess the potential of altitude optimization, with work continuing in 2026 as we refine these approaches.

Throughout 2025, we also analyzed operational data to identify opportunities for clients to optimize flight schedules and aircraft usage. Omni became the first helicopter company to sign Cassiopée's Alpha Green Module for Flight Data Monitoring, a system which tracks fuel consumption and emissions in real time to support smarter and greener operations.



Alternative Fuels

Sustainable Aviation Fuels (SAF) are one of the most promising pathways to reduce CO₂ emissions in aviation, with potential reductions of up to 80%¹. They are central to Brazil's "Fuel of the Future" law (Law No. 14,993/2024), which sets a SAF-driven emissions-reduction trajectory: from 1% in 2027 to 10% in 2037.

Global SAF adoption, however, remains limited. In 2023, SAF accounted for only 0.15% of the ~100 billion gallons of aviation fuel consumed worldwide. Although IATA² projects production could reach 18 billion gallons by 2028, the World Economic Forum estimates demand could reach 17 million tonnes per year by 2030 (around 4–5% of total jet fuel). Meeting this demand requires an additional 5.8 million tonnes of production capacity and timely investment decisions by 2026.

Brazil is positioning itself as a leading SAF producer, with over \$1 billion committed to biorefineries. Yet large-scale deployment is still constrained by feedstock availability, production facilities, and green energy supply.

Against this backdrop, Omni took decisive steps in 2025 to lay the groundwork for greater SAF use, focusing on collaboration and knowledge building.

We participated in Conexão SAF, a multi-stakeholder forum created under the "Fuel of the Future" law and ProBioQAV (Programa Nacional de Combustível Sustentável de Aviação, Brazil), designed to bring together public and private actors to accelerate SAF deployment.

We also joined AYA Earth Partners' climate action platform to foster collaboration, connect value-chain actors, and support Brazil's leadership in SAF development. In parallel, we engaged with Airbus SAF User Group, joining industry efforts to advance the deployment of this type of fuel.

Additionally, we worked closely with fuel suppliers and clients to explore practical pathways for SAF integration into our operations.

These partnerships reinforce Omni's role in supporting Brazil's SAF ambitions and demonstrates our commitment to collective progress and to achieving our own decarbonization goals.

1) According to the International Renewable Energy Agency (IRENA); 2) International Air Transport Association (IATA)



Lesson Learned

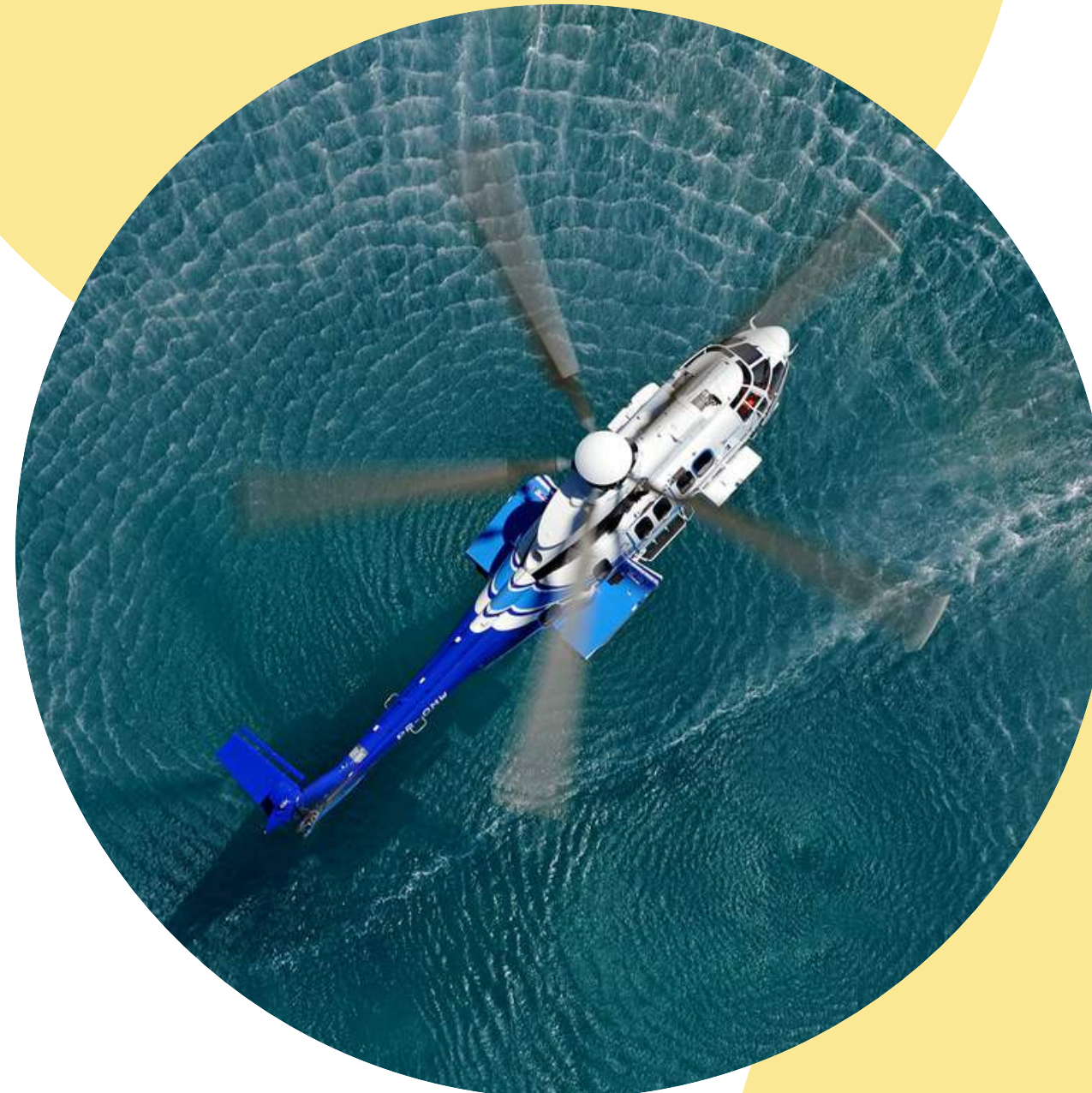
SAF Adoption: Turning Ecosystems into Action

Challenge

SAF is critical for aviation decarbonization, but constrained supply slows down meaningful adoption.

What we did

Omni deepened engagement with OEMs, suppliers, clients and multi-stakeholder forums to explore viable SAF use cases in operations.



What it unlocked

SAF moved from a high-level ambition toward a set of practical scenarios that can underpin future trials, planning and purchase decisions.

Minimizing Operational Impacts

While most of our carbon footprint comes from flying, we continue to address environmental impacts across our bases and offices. Energy efficiency remains a priority. In Brazil, where a significant share of electricity already comes from renewables, the potential for impact is smaller. Nonetheless, we plan to source green electricity and install solar panels at key operational bases.

Waste management gained further momentum. The Waste Centrals concept, introduced in our Macaé base in 2024, expanded to the Maricá base in 2025, with additional sites planned in the future. These hubs enable on-site separation of non-hazardous waste and provide detailed tracking through our waste management partner.

Complementary initiatives include the Paperless Program, which encompasses the creation of an Electronic Logbook – a crucial

operational tool now made digital and already approved by Brazil's civil aviation authority ANAC; and SigVoo 4.0, designed to guide crew activities through gamification, including paperless Logbook routines and Flight Reports. Additional efforts include phasing out single-use plastic cups in Brazil and reducing printing across operations.

Water conservation measures also progressed. In 2025, we installed valves on aircraft-washing hoses at Jacarepaguá, Maricá and Macaé, to improve control of water use. We also completed rainwater harvesting systems at Jacarepaguá (Hangar 1) and Maricá, with further installations planned, along with systems to reuse and monitor water from air conditioning units across several bases.



Case Study

Revo: Integrating Sustainability into the Guest Experience

Revo's commitment to sustainability extends to every detail of the guest experience. In 2025, the company opened its first helipad lounge in São Paulo, designed from the ground up with sustainable principles. Revo partnered with a local sustainable building company, constructing the lounge with 90% certified Cross Laminated Timber (CLT) made from reforested pine and eucalyptus. This choice eliminated the need for steel and concrete, significantly reducing emissions. Cement production typically emits approximately 0.8 tCO₂ per tonne of cement produced, and concrete generally contains 10–15% cement by mass. By contrast, CLT stores carbon absorbed during tree growth, contributing to a substantially lower environmental footprint.

The structure is fully removable, allowing the landscape to be restored after use. This natural design reduces environmental impact while creating a healthier, more welcoming space for guests.



At Revo, we are redefining urban mobility by combining electric ground and air transportation to deliver a more seamless and sustainable guest experience.

João Welsh, Executive Vice President for Next Generation Air Mobility and CEO of Revo



Local Partnerships for a Greener Experience

Sustainability also shapes Revo's hospitality offering. Guests enjoy locally sourced products, such as nuts from Bio2Me, a company dedicated to restoring native areas in Brazil's Cerrado biome. Through innovative processes, Bio2Me transforms bioactive resources from conservation zones into high-value products, creating economic opportunities while preserving biodiversity.

Overview of Decarbonization Initiatives



Performing a yearly carbon assessment of Scopes 1, 2 & 3 and publicly disclosing the results	✓ Completed in 2024 and ongoing
Commenced testing drones as an alternative to helicopters where suitable	✓ Completed in 2024
Developing new business proposition for non-O&G customers, incl. renewable energy generation or power grid construction	⌚ Ongoing, no end date
Defining decarbonization targets	⌚ In progress
Establishing an Internal Carbon Price	⌚ In progress
Creating an internal Transition Fund to finance decarbonization initiatives	⌚ In progress
Using digital technologies to reduce GHG emissions from flight operations	⌚ In progress
Implementing waste management improvement measures	⌚ In progress
Installing solar panels on selected bases	📅 Planned
Moving from helicopters to electric vertical take-off and landing aircraft (eVTOL) in our Advanced Air Mobility proposition Revo, following regulatory approval	📅 Planned
Converting fossil-fueled ground vehicles to electric propulsion	⌚ In progress

When Turbulence Lifts Innovation to Higher Levels

At Omni, innovation is driven by ideas and powered by resilience. Every challenge becomes an opportunity to learn, adapt, and advance. Setbacks fuel progress, turning risk and experimentation into breakthroughs that redefine air mobility.



Innovation and technology enhance our services by pushing the boundaries of modern aviation and elevating operational performance. They enable exceptional customer experiences, foster sustainability, and reinforce Omni's resilience in a time of continuous change.

The Omni Innovation Framework guides this journey by setting clear governance and providing a process to transform ideas into action, raise awareness, and inspire employees to contribute. Through this approach, we explore opportunities ranging from digital systems and data-driven solutions to new aircraft models and mission profiles, ensuring technology acts as a catalyst for safe growth and long-term value.

Transforming Urban Air Travel

Revo's partnership with Eve Air Mobility (Eve) aims to introduce up to 50 electric Vertical Takeoff and Landing (eVTOL) aircraft to São Paulo, bringing a hybrid fleet to one of the world's busiest helicopter markets and setting a new standard for responsible urban transport.

Revo has been collaborating closely with Eve since 2023. This partnership, combining Brazil's long-standing vertical-lift expert with an eVTOL OEM backed by Latin America's leading aeronautical manufacturer, creates the foundation to turn electric urban air travel into reality.

In June 2025, Eve signed its first binding agreement with Revo and Omni for the purchase of up to 50 eVTOL aircraft – a €250 million investment and major milestone for São Paulo's urban air mobility.

Importantly, the agreement covers an end-to-end approach, including equipment, operations, training, maintenance, and routes to market.



A New Era for Revo

Revo currently offers door-to-door travel integrating ground and helicopter services. With Eve's eVTOLs, selected routes will become fully electric, cutting emissions while maintaining fast, seamless connectivity. First aircraft deliveries are planned for late 2027, subject to regulatory approvals.

Strategic Impact

The agreement includes Eve's TechCare support package, ensuring operational readiness and performance optimization. Combined with prior joint initiatives such as urban air traffic simulations using Eve's Vector software, the partnership reinforces Omni's leadership in the low-altitude economy and accelerates diversification into sustainable mobility.

Case Study

Pioneering Unmanned Aviation

Our unmanned aviation division is leading the introduction of heavy UAVs in Brazil, for logistics, infrastructure inspection, and environmental monitoring. This technology reduces GHG emissions, improves resource efficiency, and enables new services for a lower-carbon, nature-positive economy.

In 2025, we reached a major milestone in advancing our unmanned platforms, strengthening procedures, team capabilities, and system maturity. Key achievements included:

- ✓ Successful demonstrations of the first Beyond Visual Line of Sight (BVLOS) UAV offshore cargo distribution between platforms for Petrobras.
- ✓ Multiple proof-of-concepts to validate safe and efficient missions in offshore and remote environments: powerline inspection, offshore logistics, and pipeline monitoring.
- ✓ Pilot and maintenance training for eight Omni team members to enhance operational readiness, discipline, and consistency.
- ✓ Initiation of drone evaluations for environmental monitoring in collaboration with regulators and conservation agencies.



These developments are helping to establish shared-airspace procedures between manned helicopters and UAVs and demonstrating fuel and emissions savings for small payloads and inspection activities.

Looking ahead, we are well-positioned to expand proof-of-concept and operational missions in cargo transport and large-scale mapping, supported by expected regulatory advancements. These achievements reflect both technological progress and our team's leadership in shaping new standards for unmanned aviation.

IT and Data Solutions

Our business relies on advanced digital technology, with proprietary and off-the-shelf systems supporting critical processes across the Group.

In 2025, we enhanced our maintenance systems by strengthening integration with the supply chain and launching new initiatives, including predictive maintenance. This shift from reactive and time-based practices to a condition-based model uses advanced analytics and machine learning to monitor aircraft's health, predict component failures, and optimize planning. By reducing unplanned events and improving asset reliability, predictive maintenance supports more efficient fleet operations, lowers energy use and fuel burn, minimizes the risk of environmental incidents such as leaks or spills and strengthens safety, cost control, and resource planning, contributing to long-term operational resilience and sustainability.

Omni also advanced the Aerostrat proof of concept, introducing Aerros, a globally recognized solution for heavy maintenance planning that improves efficiency, precision, and predictability. In addition, we implemented a Real-Time Labor Productivity (RTL) system at our maintenance bases, enabling accurate monitoring of manual activities and driving transparency and productivity.

Another significant 2025 milestone was the set-up of the Maintenance Control Center (MCC), a strategic structure dedicated to monitoring the fleet and supporting maintenance decisions, especially during "Aircraft on Ground" events.

The MCC's centralized oversight enables faster, more accurate breakdown analysis, reducing downtime and increasing availability.

Logistics optimization remained a priority. Revo deployed routing software to simulate routes, optimize flights, lower GHG emissions, and minimize operational risks, complementing our broader decarbonization efforts. Operations introduced a new flight punctuality-monitoring tool to identify patterns and address root causes, improving the passenger experience.



We are advancing our digital transformation through the Real-Time Labor system, gaining accurate productivity insights, strengthening operational efficiency, and enabling a more transparent, data-driven, and sustainable operation at Omni.

Pamela Castilho, Engineering and Maintenance Director

Summary of Innovation Programs and Initiatives of 2025

We advanced several initiatives that show how technology and collaboration drive progress across Omni Group.



Area	Objective	Initiative
Maintenance & Operations	Improve reliability and efficiency	Predictive maintenance through data science.
	Optimize heavy maintenance planning	Aerostrat (Aeros) – Global solution for precision and predictability in heavy maintenance.
	Enhance productivity	RTL – Real-Time Labor system implemented at maintenance bases to improve transparency, agility, and productivity control.
	Optimize logistics and reduce emissions	Routing software (Vector) used in simulation and real-life São Paulo F1 exercise.
Flight Operations	Improve passenger experience and operational efficiency	Flight punctuality monitoring tool to identify patterns and address root causes.
	Optimize flight altitude	Tests to assess the potential of optimizing flight altitude to reduce fuel consumption, which will continue in 2026.
Unmanned Capabilities	Expand capabilities and responsible operations	Proof-of-concept UAV missions for powerline inspection, offshore logistics, and pipeline monitoring; first BVLOS transport between offshore platforms; pilot and maintenance training provided by the Nordic Unmanned (OEM); drone evaluation for environmental monitoring with IBAMA & ICMBio.
Training & Capability	Advance pilot training	Omni Flying Academy – R22 simulator upgrade introducing IFR and automation concepts.

Commitment and Inclusion that Empower our People

At Omni, loyalty is mutual. We invest in our people's growth and well-being, promoting trust and psychological safety, while valuing diversity as a source of strength. In return, employees bring commitment, engagement, and diverse perspectives that enhance collaboration and drive progress.



People are at the center of our business. We dedicate ourselves to fostering a dynamic, inclusive culture that enables individuals to grow and contribute to shared success.

Organizational Transformation

Omni Group has transitioned to a functional organizational model to boost efficiency, accelerate decision-making, and cultivate stronger collaboration across business areas.



In 2025, Omni Group completed a major organizational restructure to strengthen foundations for future growth and to enhance group-wide efficiencies. This transition from a regional structure to a functional model placed decision-making and accountability in key areas: Operations, Commercial, People, Safety, Finance, Fleet and Legal, as well as Revo and the Unmanned division as stand-alone business segments of particularly high dynamism.

The new model fosters closer collaboration across regions and

embeds cross-functional coordination into daily operations.

For the People function specifically, the restructure brought in the new roles of Chief People Officer and People Business Partners.

For instance, Rio and Lisbon offices now coordinate bi-weekly on best practices and priorities. The function is working to standardize talent processes, tools, and communications across regions, supported by new unified performance measurement indicators.

Lesson Learned

Organizational Change: Structure as a Driver of Culture

Challenge

Rapid growth and increasing complexity risked creating silos and uneven cultural experiences.

What we did

Omni adopted a functional model that reinforces global alignment, cross business collaboration and shared learning.



What it unlocked

Structure now helps culture scale, supporting more consistent behaviors, clearer accountability and a stronger presence of “The Omni Way” across the Group.

People Strategy

In 2025, we built on our organizational restructure to evolve our Group-wide People Strategy, aligning it with our five-year business plan. It remains a cornerstone of our approach, with engagement, employer brand enhancement, and talent attraction serving as key dimensions of our strategy.

Collaboration across affiliates deepened, with insights from engagement analyses and workshops guiding action plans to attract, retain, and develop critical skills.

Omni's Global Workforce

We operate in fast-moving markets that create opportunities for personal and economic growth across all our regions.

By the end of 2025, our workforce included 2,094 professionals, primarily based in Brazil: 1,930 employees at OTA¹ and 43 at Revo. Since establishing operations in Guyana in 2023, we have expanded rapidly, with 75 employees supporting the operation's development and a project in Suriname. Our international footprint is further reinforced by 37 employees at the Lisbon management hub and 9 in Mozambique.

This headcount growth, estimated at 16% in 2025, reflects our ambition to be the industry's employer of choice. Anchored in The Omni Way, we are shaping a

cohesive culture that attracts talent and keeps teams engaged and motivated:

Voluntary turnover decreased by 1.7 percentage points, from 9.1% in 2024 to 7.4% in 2025. At the same time, hiring accelerated across regions, amounting to 293 net new hires throughout the year.

1) Includes the team working for our unmanned business segment



We recognize our employees as protagonists of our organizational transformation, making it meaningful and sustainable through their engagement, collaboration, and daily commitment to the Omni Way culture.

Luciana Rabelo, Organizational Human Development Manager

Engagement and Dialogue

Open communication is essential to the success of our People Strategy. As part of the organizational restructuring process, Omni Group carried out an Altus survey to capture employee perspectives and inform decisions. Altus is a web-based tool that evaluates organizational effectiveness by assessing behaviors and interactions which drive the company's collective ability to execute the value creation plan.

To reinforce culture and management capabilities, OTA launched its first Leadership Assessment cycle in August 2025. This initiative gathered employees' feedback to inform leadership development, based on The Omni Way skills. The assessment provided actionable insights to shape professional growth and ensures leaders embody essential behaviors for navigating a dynamic business environment.

We also engaged employees through global and local channels, including town halls, leadership visits, and interactive sessions.

In addition to the Omni Talks described below, Brazil's live "Papo de Cultura" created a direct dialogue between employees and with OTA's leaders, fostering cultural alignment and transparency.



Omni Talks: Connecting People and Strategy

In 2025, Omni Talks united employees across all regions in interactive sessions with the global senior leadership, offering clarity on strategy, celebrating achievements, addressing challenges, and strengthening cultural alignment.

Designed as an inclusive space for open dialogue, they reinforce key Omni Way behaviors such as collaboration and feedback. Three editions were held this year: in Maricá, Lisbon, and a fully online session, reflecting our global presence and connection.



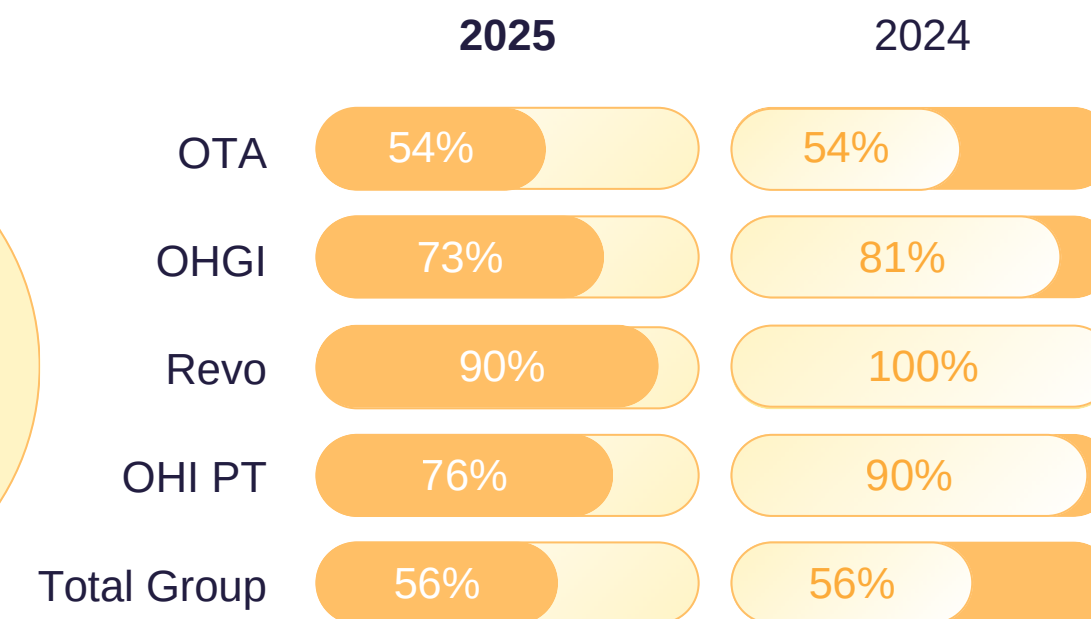
Measuring Engagement and Workplace Experience



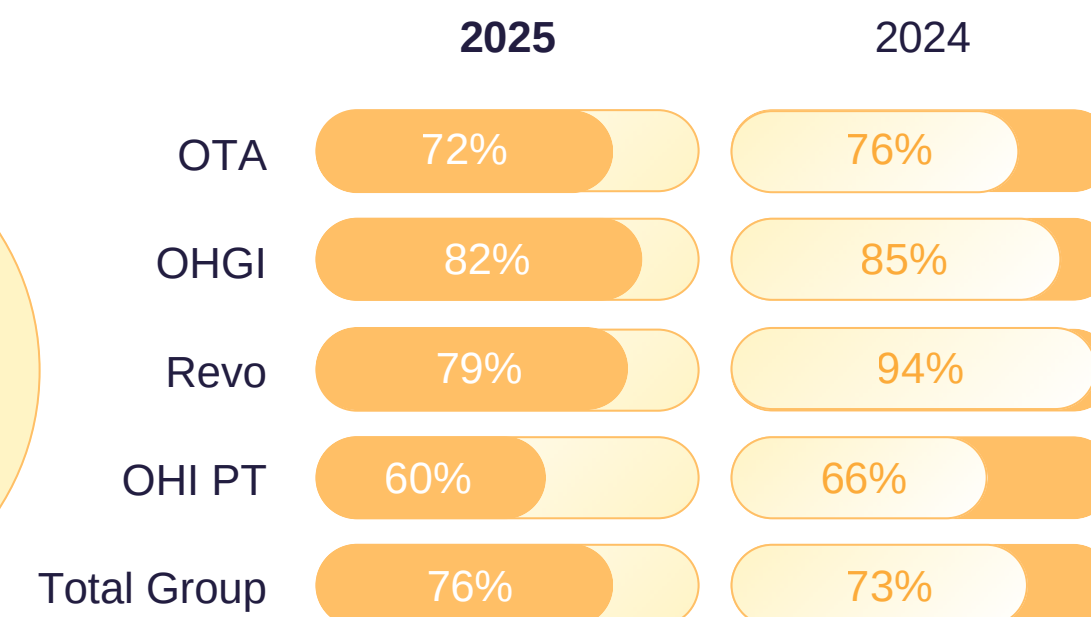
As we grow, we remain focused on fostering an environment where every individual is engaged with our mission and culture. In 2025, external recognition, including employee engagement surveys by Great Place To Work (GPTW), highlighted this progress, with an average satisfaction score of 75.9% across OTA, OHI PT, OHGI and Revo. These strong results reinforce our focus on creating an environment where people feel empowered to grow. To date, OTA, OHGI and Revo hold GPTW certifications.



Employee Survey Participation Rate



Employee Satisfaction Rate (Average of All GPTW Statements)

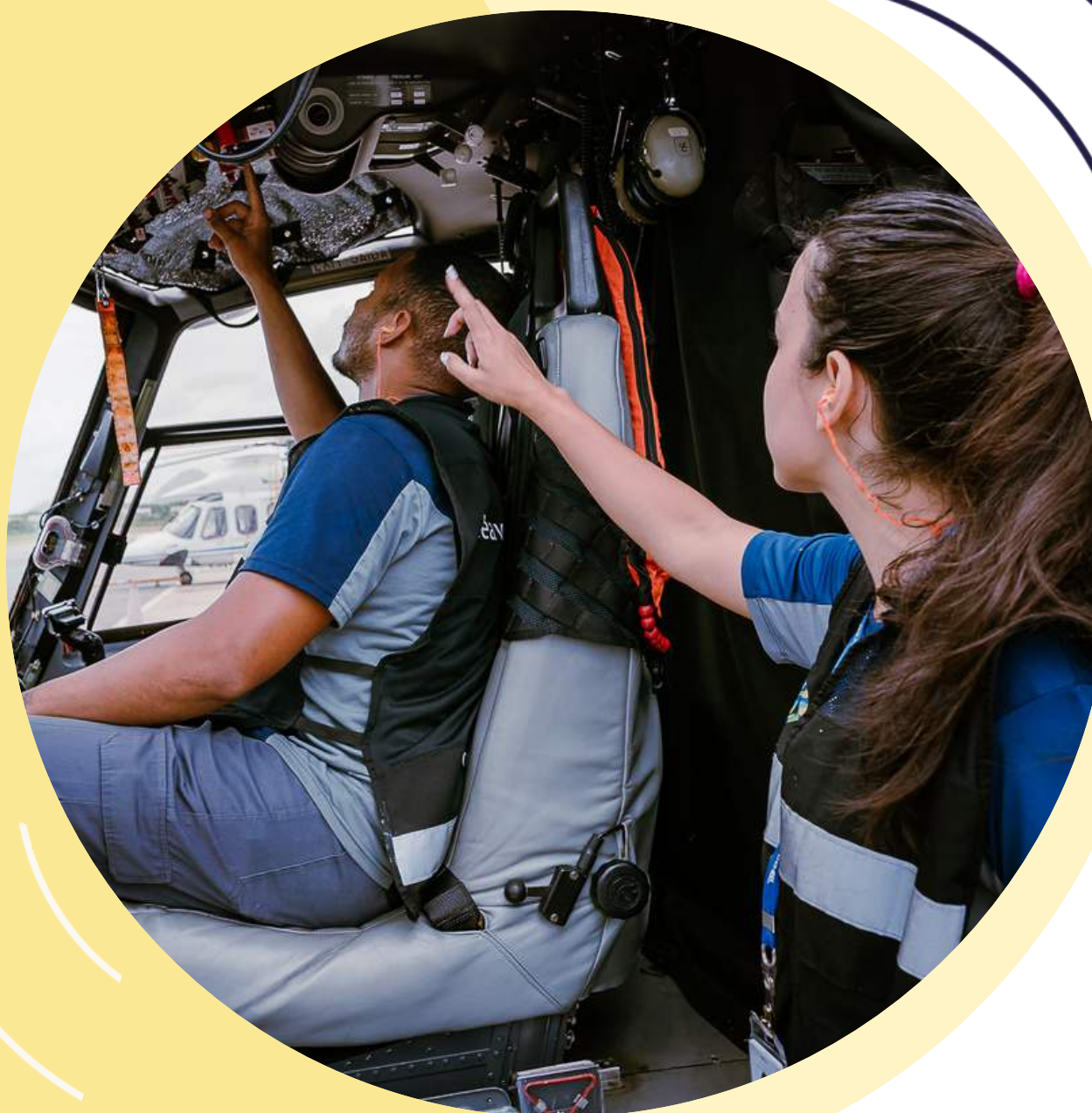


Recognizing Our People

Throughout 2025, the corporate People function advanced initiatives to celebrate employee contributions and reinforce engagement, strengthening alignment with The Omni Way.

Key recognition efforts included Valorizo Você, an OTA program that allows employees to send positive feedback to chosen colleagues, and an award for those who report risk situations, supporting a culture of safety and openness.

Recognition was also shared publicly through Omni Talks and on LinkedIn, spotlighting employees who exemplify The Omni Way behaviors and achievements.



Training

Omni Group prioritizes training as a key driver of operational excellence and employee development. Every team member journey begins with comprehensive onboarding, complemented by regular technical and regulatory training for pilots and mechanics to maintain licenses and safety compliance.

Beyond technical skills, training programs cover health and safety, soft skills, policy awareness, DEI, and responsible practices.

In 2025, we invested approximately €10.6 million in training, up from €9.8 million in 2024, ensuring teams have the capabilities to perform at the highest standards.

Key Training Initiatives in 2025



Online Learning Platform “Decola Omni” was launched to make training more agile. We have also partnered with UOL Edtech, a leading digital education company in Brazil, supporting continuous learning and upskilling.



Internship Program, including corporate and technical tracks for university and vocational students. Since its launch in 2019, over half of interns have been hired.



Career Week expanded Group-wide, giving employees opportunities to explore career development and mobility.



Training opportunities in Guyana, including pilot ab initio training, mechanic apprenticeships and partnerships with the Aeronautical Engineering School. Please see section 4.5 Community Investment and Development for more information.



Employee Training

	Total Hours	Hours per employee
2025	146,000	70
2024	136,000	63

Case Study

Talent Mobility & Career Development in Revo

Revo's Rotation Program was launched in 2024 to create internal mobility opportunities for employees mainly in ground operations, enabling them to transition into corporate roles or more complex activities in flight operations.

This initiative opened pathways for professional growth and delivered measurable social and financial benefits. Since 2024, the program has resulted in five successful employee transitions, strengthening internal career paths, and improving retention rates.



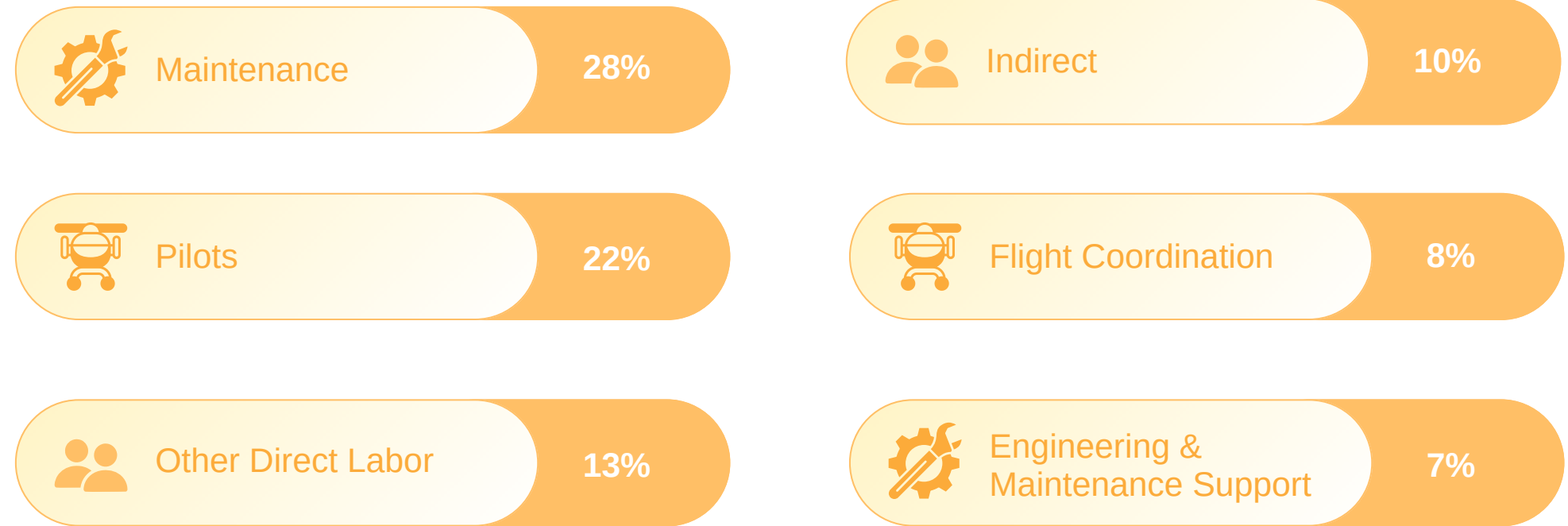
Participating in this program has been a truly career-defining experience. It helped me discover where I fit best, develop my skills, and broaden my perspective, contributing to both my professional and financial growth.

Felipe Carning, Operations Solutions
Leader at Revo

Group KPIs

Tracking Human Capital metrics provides valuable insights that inform us how we attract, retain, and grow our workforce.

KPIs: Workforce Function 2025



Other Direct Labor - Frontline operational roles such as Emergency Medical Staff (EMS) staff, load masters, tractor operators, and flight attendants, critical for safe and efficient service delivery.

Engineering & Maintenance Support - Technical teams including engineers, PCP planners, resource control, and maintenance control & planning, ensuring aircraft reliability and compliance.

Indirect Support - Covers essential support functions: storage & warehouse, logistics, inventory, training, flight safety, HSE (Health, Safety and Environment), and administrative teams, enabling smooth operations and sustainability initiatives.

KPIs: Growing with Purpose

	2025	2024
Total headcount at year end, FTE	2,094	1,805
Non-permanent headcount at year-end, FTE	104	100
New hires, FTE	604	427
Net new hires, FTE	293	163
Voluntary Employee Turnover Rate (%)	7.4	9.1



Diversity, Equity and Inclusion (DEI)

We believe diversity of thought and experience are tangible business value creators. Embedding DEI considerations into our culture benefits our work environment, improves safety and operational performance, and is directly supporting our purpose of delivering exceptional outcomes to our clients from the air.

Aviation critically depends on diverse perspectives and psychological safety to deliver safe, reliable, innovative, and sustainable missions. In 2025, we advanced this commitment through revised policies, expanded awareness, and global initiatives that empower every voice across our international team.

Four Pillars of DEI

Our DEI strategy is structured around four pillars that guide actions across the organization: Policy, Awareness, Commitments, and Engagement.



Policy

Building the foundation

In 2024, we introduced a Group DEI Policy aligned with the principles of UN Global Compact. In 2025, we enhanced our Policy to align it to our new structure and strengthen its oversight at Board level.



Awareness

Creating awareness

We promoted DEI through global events, online training, and leadership workshops. OTA managers attended sessions on DEI concepts and unconscious bias.



Commitments

Driving commitments

We took part in Shell Brazil's Inclusive Energy Program, endorsing its 2024 Commitment Letter and joining supplier exchanges to advance DEI. We also remained active in HeliOffshore's LIFT group to advance diversity in aviation, and our next climate survey is scheduled to include a DEI analysis.



Engagement

Fostering engagement

We launched a bimonthly DEI Committee in 2024. Initiatives included events highlighting women in aviation, partnerships with NGOs, and language classes for the team working in Guyana, to support integration between Brazilian and Guyanese teams.

Policy and Governance

In 2025, updated our Group DEI Policy to improve alignment across all entities after the reorganization and to clearly reflect Board oversight of DEI matters.

This policy promotes inclusive communication, a workplace free of discrimination and harassment, and accountability for minimizing bias in decision-making.

Insights from the GPTW survey informed our DEI action plan, and the DEI Committee continued its activity to promote inclusion.

What does “inclusion” mean to us?

Creating an environment where every individual feels respected, valued, and empowered to contribute to our shared success. At Omni, inclusion means listening actively, removing barriers, and ensuring equality.



Inclusion means creating a workplace where everyone feels valued, respected, heard, and empowered. Omni's commitment as a signatory helps move Shell toward a culture where respect, care, and opportunities are truly for all.

Rodrigo Barbosa, SC, Specialist Aviation Services Brazil (Shell)

Awareness and Training

Following the revision of the Group DEI Policy, we plan to roll out global DEI training to reinforce awareness and further promote inclusive behaviors. These courses will expand on DEI concepts such as unconscious bias, and offer practical steps to support equity in daily work.

To strengthen this effort, we offer education, development, and inclusion tracks for leaders, employees and the DEI Committee through our corporate education program “Decola Omni”.

KPIs: Data and Representation

To improve demographic mapping and transparency, in 2025 we launched a voluntary registration campaign in OTA, updating data on gender identity, sexual orientation, race/ethnicity, religion, and social background. By year-end, 40% of employees had participated.

Our workforce remains geographically diverse, with strong racial representation and a balanced age profile.

Gender representation continues to be a priority: in 2025, women represent 18.3% of our workforce (18.5% in 2024) and 18.9% of senior leadership (31.4% in 2024).

While representation is broadly consistent in the workforce, we recognize the need for continued efforts to support equitable development and strengthen female representation over time, especially in the senior management.

We also remain committed to local employment. In Brazil, close to 100% of employees are Brazilian nationals. In Guyana, 44% of all Omni employees operating in the country were Guyanese nationals.

In terms of racial distribution, in the entire Group, around 46% of employees and 15% of senior managers identify pre-dominantly as non-white.



For me, building my aviation career and flying an AW139 at Omni symbolize resilience and pride. Seeing more women in the cockpit confirms that competence has no gender, and Omni drives this evolution with equity.

Melissa Medrano Gomes, Pilot

KPIs: Gender Diversity

Driving diversity forward is a strategic priority for Omni, especially gender balance continues to be a challenge across the entire aviation industry.

	2025	2024		2025	2024
FTE Female (%)	18%	19%	Employees with disclosed disabilities FTE	12	12
FTE Male (%)	82%	81%	Employees identifying predominantly as non-white (%)	46%	44%
Share of women as % of senior managers ¹	19%	31%	% Senior managers identifying predominantly as non-white	15%	N/A ³
Gender-Adjusted Promotion Rate ²	0.6%	N/A ³	FTE under 30 years old (%)	19%	18%
Gender-Adjusted Promotion Rate - men	9%	12%	FTE between 30-50 years old (%)	53%	54%
Gender-Adjusted Promotion Rate - women	7%	14%	FTE over 50 years old (%)	28%	28%

1) Senior Management is defined as directors and executive managers; 2) Promotion Rate by Gender = Promotions for Gender/Total Employees of that Gender; 3) 2024 baseline not available

Navigating complexity to ensure health and safety

Safety is never simple. It requires clarity and responsibility in a complex environment. At Omni, we navigate global standards and operational risks with precision, ensuring health and safety remain the foundation of everything we do.

Strengthening Our Safety Culture

Protecting the health and safety of employees, passengers, clients and partners is a moral duty, essential to our license to operate, and critical to maintain a productive work environment. This commitment safeguards our reputation and supports the long-term success of the business.

During the year, we strengthened our focus on safety through several initiatives and programs aimed at reinforcing a safety-first culture. We launched the SAFE Program (Stop Authority for Everyone) and achieved a record number of voluntary occupational safety reports, closing the year with 767 submissions – an 83% increase compared to 2024.

Actions such as Hazard Hunt, Safety Stop, and Occupational Safety and Health Week were complemented by procedure reviews, strong leadership engagement, and the appointment of a new Chief Safety Officer, ensuring safety stays front of mind across all operations.

Maintaining zero fatal accidents remains a top priority, requiring constant vigilance and a refusal to accept risk as inevitable. Minor incidents in 2025 during routine activities, reinforced the need to keep safety front of mind at all times.

Omni is committed to leading the industry in safety standards, treating every incident as preventable and continuously improving safeguards to ensure everyone returns home safely.



Empowering employees to decline tasks or stop work when encountering unsafe conditions is fundamental to establishing a robust safety culture. In 2025, we emphasized this principle by implementing the SAFE program throughout our organization.

Duncan Moore, Chief Safety Officer

Governance of Health and Safety

Health and Safety governance is embedded in our operations through robust policies and oversight. Our approach is guided by the Eyes on Safety (EOS) framework, which is overseen by the Safety Committee and is ISO 45001 certified, reinforcing adherence to the highest operational standards. EOS includes several initiatives, for example, our Golden Rules of Safety and a “Safety Moment” at the beginning of every important meeting.



What do we mean by “Eyes on Safety”?

A comprehensive framework that includes:

- ✓ Safety policy and objectives
- ✓ Safety promotion
- ✓ Quality promotion
- ✓ Risk management

SAFE

Program Spotlight

STOP AUTHORITY
FOR EVERYONE

The SAFE Program – Stop Authority for Everyone – empowers all employees, regardless of role or seniority, to flag and stop potentially unsafe activities. By encouraging early intervention, it reinforces our commitment to proactive risk management.

In Brazil, a live “Papo de Cultura” session on SAFE was conducted by Alessandro Silva, Director of Flight Quality and Safety. The session focused on reinforcing Omni Group’s safety culture as a core value, promoting preventive behaviors, and discussing how employees can uphold safety standards.

Speakers from other businesses, specializing in aeronautical and workplace safety, shared insights and best practices to strengthen tools, processes, and team commitment to continuous improvement.



Total Stop Work Occurrences: 27

In 2025, we reinforced our safety culture through an integrated approach. Alongside SAFE, we strengthened human factors, leadership engagement and accountability to ensure safety shapes daily decisions and supports a resilient, proactive culture.

Alessandro Silva, Director of Flight Quality and Safety

Lesson Learned

Safety Culture: Empowerment as a Risk Control

Challenge

Traditional safety systems cannot capture every emerging risk in time.

What we did

Omni reinforced empowerment through the SAFE Program and broader initiatives that encourage early intervention and speaking up.



What it unlocked

Safety performance strengthened as employees act earlier on concerns, turning empowerment into a practical, human driven layer of risk management.

Employee Well-being Programs

Recognizing that safety extends beyond physical health and is directly correlated with mental well-being, we expanded our focus on mental well-being, as part of our Human Factors Risk Management Program. In 2025, this focused on managing operational pressure, including leader expectations, client demands, and self-imposed stress.

Key initiatives included:

Burnout Prevention Program: Launched in 2023 for technical staff (mechanics, pilots, and flight coordination), this initiative identifies and mitigates early signs of burnout. Managed confidentially by the Flight Safety team, it includes on-site psychologist visits, awareness sessions, and voluntary burnout assessments with follow-up support when needed. In 2025, consultations increased to 45 (from 39 in 2024), coverage expanded to more bases, and new indicators were developed to track effectiveness.

Fatigue Management Program: Uses a dedicated platform to monitor fatigue risks, such as critical shifts and limited sleep, and enable data-driven recovery actions. Throughout the year, 498 alerts were identified and addressed across technical staff (50.8% flight coordination, 42.2% mechanics, 7% crew).

Post-Traumatic Support Program: Established in 2021, this program provides psychological support to pilots and mechanics involved in aeronautical occurrences and requires formal clearance before returning to duty, regardless of aviation authority requirements.

Together, these initiatives reinforce a holistic approach to safety, addressing physical, psychological, and operational risks to ensure people are supported before, during, and after their work.



4.4 HEALTH AND SAFETY

Building on this foundation, in Brazil, our Omni Taking Care of People program promotes physical, mental, and financial well-being, aiming to reduce absenteeism and enhance workplace safety. In 2025, it was supported by a restructured health plan and a new provider, and now includes:

Corporate Wellness

Platforms: The company offers access to two corporate wellness platforms, enabling employees to use a broad network of gyms, studios, mental health applications (including meditation and online therapy), and nutrition services. As of December, 768 employees (40% of the workforce) were actively using these platforms.



Running Group Initiative:

To encourage physical activity and engagement, the company raffled 162 spots for employees to participate in four Adidas-sponsored races throughout the year, achieving an 89% participation rate and 971 km covered by the participating group.



Well-being Action Program:

Each semester, 30 employees are monitored through a structured well-being program supported by a multidisciplinary team. The initiative integrates actions covering physical, mental, and financial health.



Health Patrol Program:

The Health Patrol program offers preventive healthcare through multidisciplinary teams twice a year. In the first semester, the program was carried out at Jacarepaguá base and the Rio office, totaling 47 consultations. In the second semester, we expanded the service to ten bases in Brazil. A total of 222 consultations were conducted with a multidisciplinary team including a nutritionist and a personal trainer. Shiatsu massages were also offered.



Corporate Education:

Educational initiatives focused on mental and financial well-being were expanded through online courses and live sessions. In 2025, 381 courses were completed, covering topics such as emotional intelligence, workplace safety, nonviolent communication, mental health awareness, and personal financial planning.



Dr. Alper: The health platform from Alper, our insurance agency, was introduced, offering access to healthcare professionals and integrated solutions focused on illness prevention, early diagnosis, and improving quality of life, while expanding access to healthcare services.



Health and Safety Actions in 2025

Building a stronger safety culture through continuous improvement, decisive actions, and team engagement.



In 2025, we strengthened our commitment to health and safety through campaigns, workshops, and audits that reinforced safe practices and aligned teams across the Group. These efforts supported our zero-fatal-accident record and further embed safety as a shared responsibility.

Key Actions and Initiatives



Building a Safety Culture

Safety Campaign: To mark National Workplace Accident Prevention Day (July 27), Omni Group launched a safety campaign. Throughout July, various professionals in the field shared insights on the importance of maintaining a culture of safety within the Group, including Raymon Khan (Safety Manager for Guyana), Fabio Fernandes and Paulo Roberto de Araujo (Occupational Safety Technicians), and Duncan Moore (Chief Safety Officer).

Safety Meeting - Strengthening Our Safety Culture: Featured in-person and virtual discussions between OTA's CEO, Maintenance Director, Safety Director with maintenance teams from multiple bases.

Safety Stops: Reaffirmed our commitment to safe practices in daily operations. One of the stops was attended by our client Petrobras's representatives.



Integrated Workshops and Cross-Functional Alignment

Integrated Security Workshop: Brought together Corporate Quality, Safety, Maintenance Quality, and Omni Guyana teams to align processes and strategies.

1st Operations and Security Workshop: Addressed challenges in passenger and baggage processing and offshore operations at Jacarepaguá, our busiest base.



Education

Internal Workplace Accident Prevention Week (SIPAT 2025): Online sessions on SAFE attitude, human factors, psychosocial risks, invisible threats, traffic safety, and nutrition.

Aviation Risk Management Campaign: Introduced the Bowtie visual aid for remembering safety risks and launched a "Hazard Hunt," encouraging employees to identify workplace risks.

Health Awareness Months: Launched Breast Cancer Awareness Month and Men's Health Awareness Month, promoting preventive health and early cancer detection.

Continuous training to promote organizational culture: Throughout the year, employees completed 1,704 hours of training across 69 courses.



Monitoring and Continuous Improvement

Behavioral Audit: Preventive inspections to verify compliance, identify risky behaviors, and promote cautious attitudes. In 2025, 219 behavioral audits were carried out.

Operational Safety Survey: Ongoing tool to measure progress, identify challenges, and ensure alignment of the safety plan with operational realities. In 2025, the survey received 704 responses (compared to 613 in 2024), maintaining its focus on safety culture topics such as operational pressure, confidence in processes, risk communication, technical proficiency, and resource availability.

Case Study

Driving Safety Thought Leadership

Overview

In 2025, we consolidated our position as a safety leader by actively supporting the HeliOffshore vision of “a safer frontline served by an open, responsive and aligned industry so no lives are lost in offshore aviation”. Aligned with this vision, Omni helped advance global standards and placed safety at the core of operational decisions.

Context

HeliOffshore, a global, safety-focused association for the offshore helicopter industry, unites operators to share best practices and raise safety benchmarks across the offshore rotorcraft sector. Omni’s participation reflects a proactive approach to shaping the future of aviation safety by transparently contributing to initiatives that benefit the entire industry.

Impact Highlights

These efforts delivered measurable benefits across the organization and the industry:



Positioned Omni as a recognized safety leader in our sector, with a “trademark” in transparency and shared learning.



Deepened Omni’s alignment with global safety standards.



Enhanced internal culture by promoting a “just culture” and by incorporating external best practices and insights.



A key milestone in this partnership was the dissemination of a message from Duncan Moore, Group Chief Safety Officer, on living safety in all activities: a strong call to keep safety integrated in every action and decision. Furthermore, during the HeliOffshore Athens event, our Group CEO, Jeremy Akel, highlighted transparency and psychological safety as essential industry standards, reinforcing the importance of open communication and trust in building a resilient safety culture. These principles align closely with our approach to collaboration and mental health, psychological safety, and empowering our employees to speak up and act proactively.

4.4 HEALTH AND SAFETY

	2025	2024		2025	2024		2025	2024
MACE ¹ flight hours	91,944	83,900	Number of health and safety volunteer reports submitted under Volunteer Reports Program	767	1,286	Total Recordable Injury Rate ³	1.73	1.21
Average number of hours operated per week	1,346	1,240	Absenteeism rate	21%	19%	Benchmark: IOGP ⁴ Total Recordable Injury Rate	0.76	1.04
Average number of passengers transported per week	13,430	12,942	Work accidents	7	4	Lost time due to work-related injuries	1.24	0.91
Aircraft accidents	0	0	Work-related injuries	5	3	Benchmark: IOGP ⁴ Lost time due to work-related injuries	0.25	0.39
Accident rate per 1,000,000 flight hours ²	2.74	3.15	Number of fatalities	0	0			
Benchmark: HeliOffshore Accident rate per 1,000,000 flight hours ²	6.44	6.39	Severity rate	0.015	0.023			

1) MACE = Medium Aircraft Equivalent;
 2) Accident rate per 1,000,000 flight hours considers the number of accidents multiplied by 1,000,000, divided by the total flight hours over the last five years (moving average);
 3) TRIR = number of reportable incidents × 1,000,000 / total working hours;
 4) International Association of Oil & Gas Producers

Humility that drives community impact

True impact begins with humility. At Omni, we listen and learn from the communities we serve, ensuring that every initiative is based on authentic engagement and creates lasting benefits.

Empowering Communities Since Our Inception

Founded in Portugal, Omni Group expanded globally by embracing opportunities in countries like Brazil and Guyana while consistently investing in local talent. This commitment continues today as we support the development of local aviation industries and create career opportunities that deliver lasting benefits for communities and stakeholders alike, a legacy we are proud to uphold.



Approach to Community Investment and Development

In 2025, we accelerated our commitment to community development through initiatives that strengthen local economies and build aviation capabilities.

In Brazil, Omni's operations generated thousands of local jobs since inception, while recent efforts aim for increasing female representation and promoting aviation careers among local youth.

In Guyana, our local affiliate has created over 70 jobs for Guyanese nationals since 2023 and continues to advance national aviation capacity through supporting the country's leading Aeronautical Engineering School, training of the first-ever local search and rescue (SAR) Rear Crews, and the rollout of pilot and mechanics training pathways – initiatives that reinforce long-term workforce development.



We proudly develop Guyanese talent and create real opportunities for locals, reinforcing OHGI's commitment to Guyana's aviation future while flying the nation's colors on our aircraft.

Sean Western, Country Manager Guyana

Training and Skills Development

National aviation milestone in Guyana: Two Guyanese nationals, Somant Heeralall and Yadram Ramcharran, have been trained as first ever ab initio Oil & Gas helicopter pilots and have joined our operations team – a landmark achievement for national aviation development. Both pilots completed flight training at the leading Hillsboro Aero Academy in the US and continued their professional development with Bell 412 helicopter training in Canada.

Growth of ab initio pilot ranks: Two more national pilots, Rennison McIntosh and Antonio Dookie, commenced their training as ab initio pilots and successfully completed their first solo flights on R22 helicopters.

Search and Rescue (SAR) capability: Four new professionals joined the rescue swimmers' team in 2025. Two successfully completed their Basic Rescue Swimmers Training, while the other two are scheduled to complete their training in 2026. Two rescue swimmers successfully completed their hoist operator training in 2025 and were able to assist with the mission on Suriname as trained rescue swimmers and hoist operators. There are currently 7 trained and certified rescue swimmers, and this number is expected to grow to 9 in 2026.

SAR partnerships: We partnered with Suriname's Coast Guard and Navy to deliver Suriname's first ever SAR and Man Overboard training involving helicopters.

Mechanics apprenticeship: Our ongoing apprenticeship program in Guyana continues to develop technical skills locally. So far, three apprentices have been included in this program as a pathway for selected students at the Aeronautical Engineering School to begin their careers in the industry.

Lesson Learned

Local Capability Building: Guyana as a Repeatable Model

Challenge

Expanding operations while prioritizing local talent and long-term resilience.

What we did

Omni built structured career pathways, training partnerships and real operational exposure in Guyana and the broader CARICOM region.



What it unlocked

Active local talent pipelines now strengthen both community development and the Group's capacity to operate safely and reliably over time.

Economic Value Creation

Through our operations across multiple regions, we create economic value that supports business growth, contributes fiscally to host countries, and to the development of the sectors in which we operate.

Our activities generate direct financial returns and drive broader economic benefits, including employment, local supply chain elevation, and long-term investment in the communities where we are present.

Each year, we report on the economic value generated across our markets to provide clarity about the scale of our operations and the value delivered to various stakeholders.



	2025	2024
Direct economic value generated, EUR	472M	421M
Direct economic value distributed, EUR	188M	144M

Social Impact

In 2025, we expanded our social impact through community initiatives and youth engagement programs across our global footprint. From volunteering and partnerships to educational activities and career fairs, we are committed to creating opportunities that empower local communities and inspire future aviation talent.



Portugal

Social Impact Days in partnership with AMI and JustAChange, working on the renovation of AMI headquarters in Lisbon, and meal-prep volunteering with Refood charity.



Brazil

“Understanding Rotating Wing” presentation, participation in career courses at IBMEC University, and educational visits to Jacarepaguá for children from the “Where the Airplanes Live” project.

Sponsorship support for Hospital Cruz Verde through Revo, plus an arts book initiative supporting São Paulo’s artistic scene. OTA hosted a Maricá base visit for Occupational Safety Technician students, introducing Omni’s corporate environment and safety practices.



Guyana

OHGI’s first community project, refurbishing washroom facilities at BV Primary School, and the OHGI Work-Study Program aimed at high school students.

Career fairs at Bishops High School and the University of Guyana, plus a “back-to-school” event, providing school supplies to vulnerable children, as well as the children of our employees.

Case Study

Building National Aviation Talent in Guyana

Context

Guyana's aviation sector faces a growing need for skilled professionals to support offshore energy operations in compliance with world-class safety standards.

Action

Omni's Guyana affiliate has taken a holistic approach to workforce development, combining job creation, pilot training, mechanics apprenticeships, and Search and Rescue (SAR) capability development, alongside partnerships with local educational institutions. We continued our collaboration with the Art Williams & Harry Wendt Aeronautical Engineering School (AES), which

provides students with access to flight simulators, mechanical training, and practical experience alongside our teams. We are currently sponsoring five students at AES, who are in their final year and preparing for graduation in December 2026. These students also receive hands-on experience through afternoon apprenticeship placements.

Impact

The program has accelerated the development of national aviation talent, to result in a local pool of highly trained pilots, mechanics, and SAR professionals. Thanks to the combination of training, apprenticeships, and operational experience, Omni is supporting the growth of the national technical workforce, contributing to long-term industry sustainability and supporting broader community empowerment.



Engagement and External Partnerships

Our efforts are not limited to our internal Omni audience. We strengthened external engagement and partnerships through:



Launched the OHGI Work-Study Program in Guyana, providing high school students with hands-on aviation experience through month-long placements in operational departments.



In Brazil, supporting the Young Apprentice Program with PROA, an NGO that helps the integration of young people in vulnerable situations into the job market. In 2025, we hired five apprentices through this initiative.



Our continued partnership with Aviadoras, a Brazilian charity that promotes female aviators. We welcomed one professional from this network, as part of our commitment to diversity in recruitment.



Our engagement with universities to present Omni, its market, and career opportunities to students, supporting local talent development and expanding awareness of our industry.



Outcomes that build trust in data governance

Trust is built through transparency and continuous improvement. At Omni, we strengthen our cybersecurity and data protection practices through focused initiatives that engage employees, partners, and other stakeholders. By regularly reviewing outcomes and applying lessons learned, we keep our actions relevant and effective, reinforcing resilience, good governance, and confidence in an increasingly complex digital landscape.



Through its commitment to robust digital practices, Omni Group helps safeguard the integrity of global energy operations, reinforcing security in a sector where resilience is essential.

Omni is deeply aware of the critical risks and responsibilities linked to its mission, especially regarding cybersecurity and data protection.

With cyberattacks becoming more frequent and sophisticated across the globe, the company emphasizes the need to protect operations and secure sensitive information in a rapidly changing digital environment. This reality demands constant vigilance and proactive measures. To this end, we have deployed advanced systems and comprehensive training programs designed to prevent data breaches and leaks, to honour the trust and confidence our stakeholders have in us.

Our approach can be summarized as follows:

- ✓ Enhance cybersecurity processes, systems, and communication in alignment with leading standards. Progress is monitored through KPIs on security events, detailed later in this section.
- ✓ Improve data privacy practices and systems through gap analyses against recognized frameworks, addressing any issues identified promptly.
- ✓ Strengthen internal communication on these topics, ensuring clear alignment between management and frontline teams.

Governance Structures and Processes

Cybersecurity remains a core element of our digital governance and is overseen by Director of Digital & Information Technology, a global position created following the shift to a functional organizational model. Senior leadership and the board regularly review measures to prevent IT and privacy breaches, data loss, and financial impacts. Independent third-party assessments continue to help us identify areas for improvement.

In 2025, we advanced from entity-specific approaches to a Group-wide Cybersecurity Policy, establishing a continuous process that aligns all entities under common standards. Key IT updates also include ongoing vulnerability assessments, unified identity management, penetration testing, and enhanced Security Operations Center capabilities.

Our processes were further enhanced following an attempted cyber incident that was detected and contained, causing no compromise or financial damage. The event confirmed the effectiveness of our existing controls and underscored the need for ongoing adaptation to evolving threats.

Lesson Learned

Cyber Resilience: Scaling Protection with Growth

Challenge

A growing and increasingly digital business faces evolving cyber threats that require consistent and integrated protection.

What we did

Omni implemented a Group-wide Cybersecurity Policy and reinforced key controls, including continuous vulnerability assessments, unified identity management, penetration testing and stronger Security Operations Center capabilities.



What it unlocked

A more coherent and resilient cybersecurity posture that adapts to the business, reducing exposure and enhancing the Group's ability to prevent, detect and respond to threats.

Data Safety and Management

Omni Group is undergoing a transition to a more data-centric organization by leveraging technology to enhance operations, support decarbonization, and enable new services. As digitalization increases – particularly with more advanced aircraft – data management and cybersecurity have become critical priorities.

In 2024, the Group unified its IT systems around Office 365 to create a more secure and streamlined data environment, and in 2025 focused on reinforcing data integrity, traceability, and protection across the full information lifecycle. Best practices in cybersecurity, led by its Brazilian subsidiary OTA, are being extended across the Group.

Updates to HR data processes in 2025 at OTA and Revo improved the handling of employee personal data, ensuring compliance with the General Data Protection Regulation (GDPR) and Brazil's General Data Protection Law (LGPD).

Omni also maintains other controls which include, but are not limited to, secure authentication and strict access rules, ensuring that people only have access to the information they need to perform their roles.

Our systems and IT environment are monitored 24/7 to detect and respond to potential cybersecurity threats. Controls include intrusion detection systems, incident response procedures, and antivirus protection across all IT endpoints. Additional safeguards include regular identification and correction of security weaknesses, network firewalls, data backups, and robust privacy and data-protection policies.

Together, these measures keep corporate data secure and traceable, protected against both internal and external risks, and support operational continuity and compliance with applicable requirements.



I see cybersecurity and data privacy as fundamental pillars of sustainable business. At Omni, we continuously strengthen our resilience through governance, risk management, and alignment with global standards, ensuring that the protection of data and trust of our stakeholders remain at the core of our operations.

Frederico Freitas, Executive Manager of Digital & Information Technology

Key Activities in 2025

In 2025, we introduced several IT initiatives to reinforce cybersecurity, data management and governance across the Group:

- ✔

SAP rollout: began implementing a cloud-based ERP to improve governance, integrate processes, enable real-time data visibility and increase efficiency across finance, supply chain, and operations. SAP positions the Group for faster scaling, better resource allocation, and long-term resilience. Completion is expected in 2026.
- ✔

Office 365 integration: completed the Group-wide transition to a more secure and streamlined digital environment.
- ✔

Cybersecurity training: launched a new training module, How to Prevent Email Fraud, on preventing phishing and social engineering.
- ✔

Data privacy and cybersecurity survey: assessed employee awareness and identified improvement areas.
- ✔

Maintenance, procurement and inventory integration: revamp of the airworthiness system to provide traceability across the aeronautical maintenance program, procurement, and inventory management processes. This initiative aims to eliminate systemic gaps, foster greater alignment between maintenance, planning, and procurement, and strengthen the governance of technical and logistical data.
- ✔

KnowBe4 launch: introduced a global cybersecurity awareness tool with ongoing testing, training, and reporting to reduce human-related risks and improve security culture.

Group KPIs

This year, we expanded our cybersecurity and data privacy efforts across the Group, including the successful containment of an attempted cyber incident with no operational or financial impact.

	2025	2024
Number of identified leaks, thefts, or losses of customer data	0	0
Number of threats resolved / Number of total threats ¹	100%	100%
Number of data-related complaints from clients or other stakeholders	0	0
% OTA employees who received cybersecurity training	60%	N/A ²
% Group employees who received the e-mail fraud prevention training	60%	N/A ²

1) Percentage of identified cybersecurity threats that were triaged and resolved within established response procedures and service-level targets; 2) 2024 baseline not available

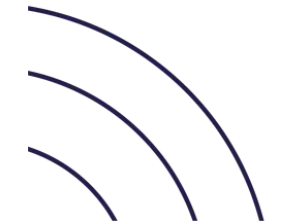


GRI Content Index

5.1 GRI CONTENT INDEX

Omni Group has reported the information cited in this GRI content index for the period 1 January – 31 December 2025 with reference to the Global Reporting Initiative (GRI) Standards. The data points disclosed for the indicators are in line with Omni's understanding of its key stakeholders' interests.

GRI 1: Foundation 2021



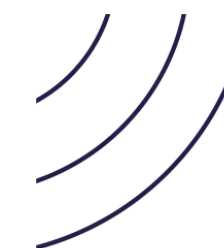
GRI Standard	Disclosure	Section in Report	Page Number
GRI 2: General Disclosures 2021	2-1	Organizational Details	5
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	2-3	Reporting period, frequency and contact point	4
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GRI 2: General Disclosures 2021	2-7	Employees	Our people & diversity, equity, and inclusion 18-19, 62,68-69
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	69
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	Health and Safety 78-79
	403-9	Work-related injuries	83

5.1 GRI CONTENT INDEX

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	2-28	Membership associations	Our people & diversity, equity, and inclusion; Health and Safety; Community Investment and Development 70, 82, 91
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Sustainability Management 35
GRI 305: Emissions 2016	305-4	GHG emissions intensity	Decarbonization and energy transition 41-42
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health and Safety 75
	403-2	Hazard identification, risk assessment, and incident investigation	76,81

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	403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety 75-76, 81
	403-5	Worker training on occupational health and safety	81
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	81-82
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Our people & diversity, equity, and inclusion 66
	404-2	Programs for upgrading employee skills and transition assistance programs	66-67
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Our people & diversity, equity, and inclusion 73
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community Investment and Development 85-91
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cybersecurity 96



Abbreviation	Term	Abbreviation	Term	Abbreviation	Term	Abbreviation	Term
AES	Aeronautical Engineering School	ESRS	European Sustainability Reporting Standards	GPTW	Great Place To Work®	OHIM	Omni Helicopters International Mozambique S.A.
AMI	International Medical Assistance	EOS	Eyes on Safety	IBMEC	Instituto Brasileiro de Mercado de Capitais	OHI PT	Omni Helicopters International, S.A.
ANAC	Brazil's Agência Nacional de Aviação Civil	eVTOLs	Electric Vertical Take-Off and Landing	IOGP	International Association of Oil & Gas Producers	OTA	Omni Táxi Aéreo S.A.
AOG	Aircraft on ground	FAA	US Federal Aviation Administration	LGPD	Brazil's General Data Protection Law	PAX	Passengers transported
BVLOS	Beyond Visual Line of Sight	FTE	Full-time Equivalent	MACE	Medium Aircraft Equivalent	RTK	Revenue-Tonne-Kilometers
CLT	Cross Laminated Timber	GDPR	EU General Data Protection Regulation	MCC	Maintenance Control Center	RTL	Real-Time Labor Productivity
CSRD	Corporate Sustainability Reporting Directive	GET	Global Executive Team	O&G	Oil and Gas	SAFE	Stop Authority for Everyone
DEI	Diversity, Equity and Inclusion	GHG	Greenhouse Gases	OEMs	Original Equipment Manufacturers	SAF	Sustainable Aviation Fuel
EASA	European Union Aviation Safety Agency	GRI	Global Reporting Initiative	OHGI	Omni Helicopters Guyana Inc.	SAR	Search and Rescue
						UAV	Unmanned Aerial Vehicles



OHI Group S.A.
42, Rue de la Vallée L-2661
Luxembourg, Luxembourg

<https://www.omnihelicoptersinternational.com/>