

SAXON AIR™



**IMPACT REPORT
2025**

TABLE OF CONTENTS



03

CEO INTRODUCTION

05

2025 REVIEW

08

**ENVIRONMENTAL
RESPONSIBILITIES**

14

**COMMUNITY &
SOCIAL IMPACT**

21

**INDUSTRY
LEADERSHIP**

27

OUR TEAM

Our Values **INSPIRE**



Sustainability



Inclusivity



Safety



Respect



Innovation



Integrity



Excellence

FROM THE CEO

Saxon Air today represents far more than a regional aviation operator. We are a multifaceted East of England based organisation whose influence stretches from the precision of our jet and helicopter operations to the classrooms, ecosystems and innovation hubs shaping the future of aviation.

This impact report brings together every dimension of the organisation's work — our aircraft operations, our varied passenger handling work, our pioneering role in electric flight, our training and education programmes, our property and infrastructure development, our community outreach, and even our beekeeping and honey-based ventures — to present a complete picture of Saxon Air's contribution to the East of England, the UK, and the wider aviation landscape.

At the centre are our flight operations, from business jets and helicopters to specialist offshore aviation support. From Norwich Airport, Saxon Air delivers a comprehensive aircraft handling service that supports a range of visiting and based aircraft, to offshore energy flights, ensuring safe, efficient and reliable movements for crews, passengers and operators. This operational backbone is complemented by a dedicated helicopter division that's become the largest onshore charter operation in the UK — connecting people, supporting industry and enabling rapid access to remote or critical locations.

But the organisation's impact extends far beyond the runway. Aviation East, Saxon Air's collaborative innovation engine, drives forward new thinking in sustainable flight, electric aviation and regional opportunity. Alongside there's a training business preparing the next generation of pilots, engineers and aviation professionals; a property company developing modern, efficient aviation infrastructure; and a growing presence in national aviation policy, advocating for a future where flight is cleaner, smarter and more inclusive. Saxon Air's commitment to community is equally visible in its outreach programmes, careers pathways, school partnerships and public engagement — initiatives designed to open doors into an industry that has often felt distant or inaccessible.

Even the unexpected elements of our organisation — beekeeping and honey-based food and drink ventures — reflect a broader ethos: that an aviation businesses can and should contribute positively to local ecosystems, biodiversity and community wellbeing.



Yet it would be incomplete to celebrate these achievements without acknowledging the challenge that faces any aviation business today. Public concern about environmental impact is real, and perceptions of business aviation can be particularly critical. Saxon Air does not shy away from this.

Instead, we address these concerns directly — investing in electric flight leadership, supporting research into sustainable operations, engaging openly with our community, and diversifying into projects that reduce emissions, strengthen local environments and increase regional opportunities.

This impact report is therefore not simply a record of activity. It is a transparent reflection on responsibility, innovation and stewardship. It shows how Saxon Air is working to redefine what an aviation company can be: a connector of people, a driver of opportunity, a champion of sustainability, and a partner to the community we serve.

Alex Durand

CEO
SAXON AIR

UN SDG'S



The United Nations Sustainable Development Goals are a universal framework of 17 goals designed to address the most pressing challenges facing our planet. From climate change and inequality to education, economic growth, and community wellbeing.

For Saxon Air, they provide a powerful lens through which to measure the true breadth of our impact as a business, and as we reflect on 2025, our activity maps naturally and meaningfully across the seventeen goals. Our strongest alignments reflect who we are at our core.

SDG 13 Climate Action: Runs through virtually everything we do, from 311.18 MWH of solar energy generation and a 64% reduction in Scope 2 emissions, to 100% fleet offsetting and our role as a founding voice behind the Aviation East Manifesto.

SDG 4 Quality Education: Is brought to life through 3,692 students engaged with, our Air League Scholarships, Elevating Horizons, and our internal training programmes.

SDG 7 Affordable and Clean Energy: Is embodied by our solar infrastructure and 107 emission-free Velis Electro flights

2025 REVIEW



Q1 - JANUARY TO MARCH

2025 got off to a flying start. We kicked off the year with an exciting social media collaboration with "The Airport Guy," bringing Saxon Air to new audiences online, while our partnership with Stansted College marked the beginning of a fantastic year of education and outreach.

February saw us take part in the Norwich Science Festival, and we opened our doors to aspiring pilots with our PPL Open Day in March. It was also a month of well-deserved recognition we were awarded Gold in the Sky Challenge Fund, picked up a Clean & Green Award, and were proud to join the Norfolk Chambers Festival of Knowledge.

March also brought the launch of our Pilot Ambassadors programme, a new partnership with XLR Jet Centre, a visit from the Dutch Ambassador, and our attendance at the prestigious Cheltenham Festival. A truly action-packed quarter.

Spring brought community, partnership, and purpose. We were delighted to sponsor matches for both Norwich City Football Club and Norwich City Women, strengthening our ties with the city we call home.

May saw us host a Flatout Zones session and host our VE Celebration Event, while June was all about engagement. We launched our involvement with the Aviation East Manifesto, made our first visit to West Earlham School, and showcased Saxon Air at the iconic Royal Norfolk Show. A busy and vibrant quarter that reflected the breadth of what we stand for as a business.



Q2 - APRIL TO JUNE

Q3 - JULY TO SEPTEMBER

The summer and early autumn months delivered some of our most significant highlights of the year. We attended the beautiful Heveningham Hall event in July and supported the Norwich City CSF Coastal Walk, while our Air League Scholarships helped open doors for the next generation of aviators.

August marked a landmark moment with the installation of our Hangar 11 solar panels, a major step forward in our sustainability journey.

September was a month to remember, we were named winners of the Green Awards Logistics & Transport Award, became finalists at the prestigious Aviation Industry Awards across three categories, attended the Climate Change Expo, visited North Walsham High School, connected with students through the Connect College Echt visit, and took part in the Only the Brave Race. A quarter that truly showcased Saxon Air at its best.



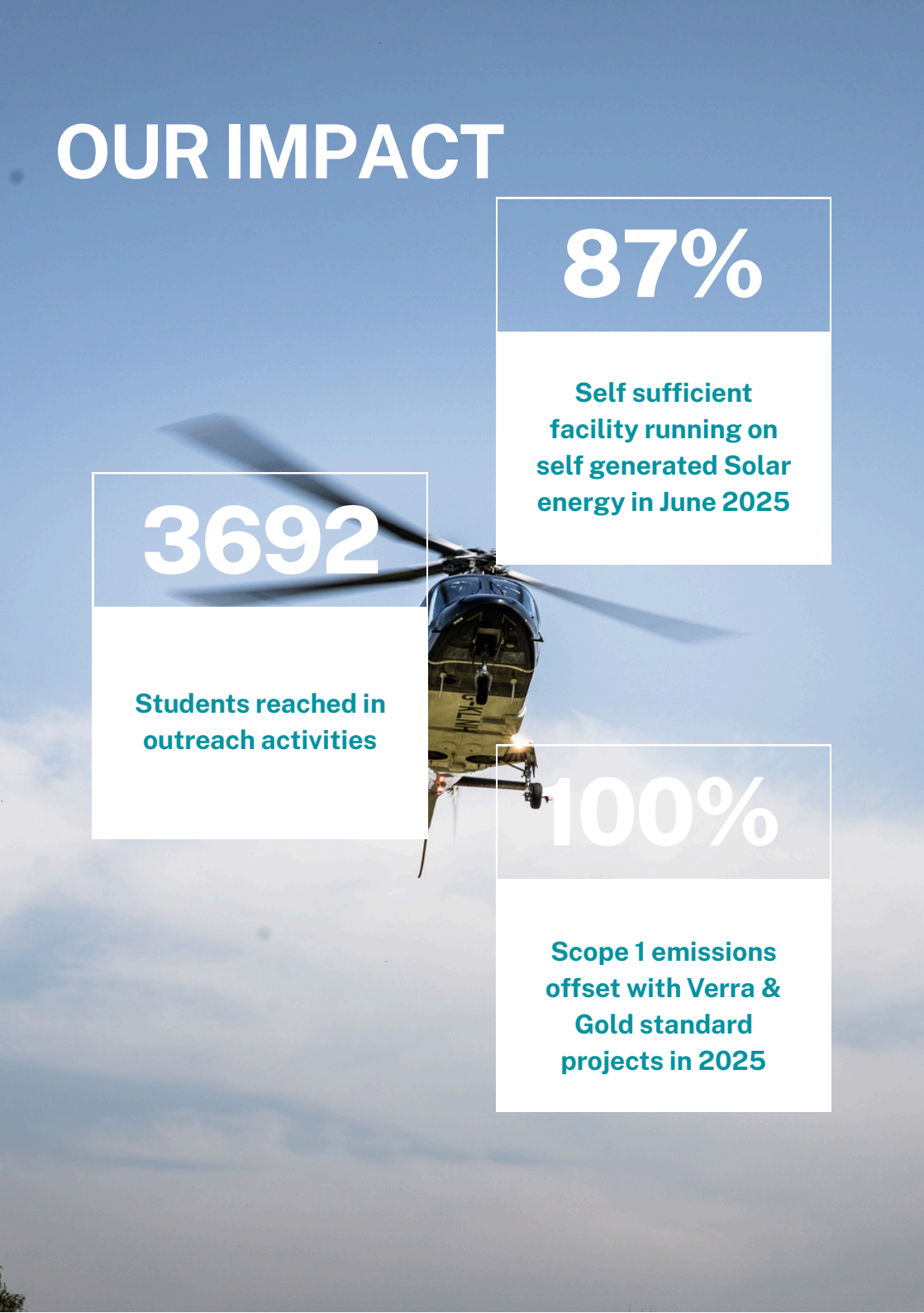
Q4 - OCTOBER TO DECEMBER

We closed 2025 in style. October saw us give back through GoGo Safari auction participation, welcome visiting pilots with our Saxon Air goodie bags, host a Friend Indeed visit, and support Explorers Against Extinction.

November was equally full, from the John Egging Trust visit and Elevating Horizons to European Rotors, the EDP Awards, our ACA Awards attendance, the launch of our drone operations course, and the wonderful news that our locally produced honey had made it onto the shelves at Jarrolds. We also made a return visit to West Earham School.

December brought the season to a fitting close with the Little Lifts Ball, the landmark Skycharge BESS project, and a double win at the EEEGR Awards, taking home Positive Impact in the Community and Going Green. A wonderful end to a remarkable year.

OUR IMPACT



3692

**Students reached in
outreach activities**

87%

**Self sufficient
facility running on
self generated Solar
energy in June 2025**

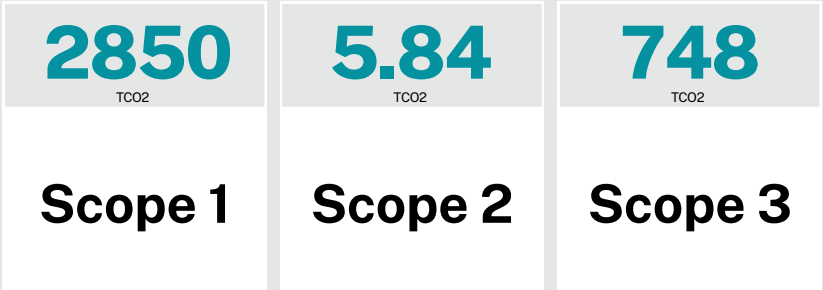
100%

**Scope 1 emissions
offset with Verra &
Gold standard
projects in 2025**



ENVIRONMENTAL RESPONSIBILITIES

SCOPED EMISSIONS



2025 has been a year of real milestones for Saxon Air when it comes to our environmental performance. Across our AOC fleet, we completed 3,772 flights, carried nearly 6,000 passengers, and logged over 2,400 flight hours and we have measured every tonne of carbon that came with it. Transparency sits at the heart of how we operate, and our scoped emissions data tells the story of where we are today and where we are headed.

Our Scope 1 emissions, generated directly from our flight operations came in at 2,850 tCO2, a 0.6% reduction on 2024. When broken down, that equates to 0.49 tCO2 per passenger, 0.76 tCO2 per flight, and 1.18 tCO2 per flight hour. These figures serve as our operational benchmark as we continue exploring ways to reduce our direct footprint further.

The headline achievement of 2025 is undoubtedly our Scope 2 performance. Indirect emissions from our on-site energy consumption fell by over 64%, from 16.43 tCO2 in 2024 to just 5.84 tCO2. A result driven by the solar energy we generate on site. In September 2025, we made the move to a fully renewable energy tariff, and we are now looking ahead to 2026 with huge anticipation: we expect to report zero Scope 2 emissions for the first time.

Our Scope 3 emissions increased by 21% to 748 tCO2, reflecting the growth in our wider business activity. We are honest about this, growth brings increased responsibility. Reducing our Scope 3 footprint is a key focus for the year ahead, and we're committed to working across our supply chain to reverse that trend and keep Saxon Air moving in the right direction.



ELECTRIC AVIATION

107 - FLIGHTS

64 - FLIGHT HOURS

100% SOLAR POWERED FLIGHT



Our Electrifying journey propelled further than ever before as 2025 marked the first full year of powering our Velis Electro with solar energy, and what a year it has been. Across 107 flights and 64 hours of flying time, our electric aircraft has been quietly making history one emission-free flight at a time.

From student aviators to special guests, the Velis has introduced a remarkable range of people to what the future of aviation truly feels like.

Among the most memorable flights of the year was the privilege of welcoming Pride of Britain winner Jacob Newson on board. A moment that perfectly captured the spirit of what the Velis represents.

Equally special was the flight of Keith Holden, an avid aviation enthusiast who has flown in over 17 different aircraft types. In his 80th year, Keith was eager to experience sustainable aviation first hand, and we're delighted to say he loved every moment of it. As our team reflected afterwards, it's so wonderful to see people of all ages embracing and celebrating the future of flight.

Every student currently training towards their PPL on our Explorer aircraft has also taken to the skies in the Velis as part of their journey, ensuring that the next generation of pilots coming through Saxon Air does so with a genuine understanding and appreciation of electric aviation. It's an experience that we believe will stay with them throughout their flying careers.

SOLAR POWER



311.18MWH ENERGY GENERATED IN 2025

93% REDUCTION IN SCOPE 2 EMISSIONS V 2023

59% REDUCTION IN GRID ENERGY USAGE V 2023

Our solar journey began with the installation of 764 panels on the roof of our Business Aviation Centre in February 2024, and 2025 has shown just how transformative that investment has become.

Across the year, our BAC solar array generated 291.6 MWH of clean energy, with peak efficiency reaching an extraordinary 87% in June. Meaning our facilities ran entirely on solar-generated power for 87% of every 24-hour period that month. The impact doesn't stop with us either; we're proud to be helping 10 on-site tenant companies meet their own sustainability goals by powering their everyday operations with the clean energy we produce.

To make the most of every kilowatt we generate, 2025 also saw the installation of our 50KWH Battery Energy Storage System, a major step forward in how we use solar power. The BESS means we can now store the energy generated during daylight hours and deploy it through the night, moving us ever closer to the goal of running our facilities on solar energy around the clock, for a full 24 hours.

2025 was also the first full year of operation for our Solar Plane Port, and the results have been brilliantly encouraging. The Plane Port generated 19.58 MWH across the year, directly powering 107 flights on our Velis Electro aircraft. Helping us electrify our fleet one clean flight at a time. And with the completion of our Hangar 11 solar panel installation, we have now ensured that every tenant across our entire site benefits from our renewable energy infrastructure, with CHC becoming the latest company to join our growing solar community.

Across our BAC panels and Solar Plane Port combined, Saxon Air generated a total of 311.18 MWH of clean, green energy in 2025, enough to power 116 homes for a full year. Further to this, we have seen an incredible reduction of 93% in our Scope 2 emissions since 2023, showing the incredible power solar energy has to power our operations forward.

OFFSETTING

3561 TCO2 OFFSET IN 2025



Saxon Air are proud to be continuing our environmental commitment by offsetting 100% of the flying emissions generated by our fleet. We take full ownership of every flight that takes place across our aircraft, and our commitment to offsetting reflects exactly that. Sustainability isn't something we talk about; it's something we act on, and our 2025 offsetting programme is a clear demonstration of that promise in action.

Working alongside our partners at Carbonside, our total Scope 1 emissions are being directed into a carefully selected portfolio of impactful projects from around the globe. Carbonside have worked closely with us to identify initiatives that deliver genuine, measurable environmental benefit. Ensuring that every tonne we offset truly counts.

Whilst supporting global projects remains essential, it is equally important to us that we are investing in sustainability closer to home. With the majority of our flying operations based in Norwich and across the UK, we are committed to channelling a significant portion of our offsetting into local community projects and supporting the sustainability journeys of the people and places that matter most to us

BIODIVERSITY



The Business Aviation Centre is proud to remain home to 80,000 bees, living right outside our hangar on site at Norwich Airport. Our bees are far more than a talking point. They are a genuine symbol of our commitment to biodiversity, actively pollinating the local area and contributing to a healthier, greener environment around us. In 2025, our busy colony has been working harder than ever, and the results have been nothing short of delicious.

This year, our honey has found its way into some truly exciting products thanks to two brilliant Norfolk businesses. Hunters Chocolate have crafted a stunning honey chocolate, whilst What A Hoot have been brewing a wonderfully indulgent honey rum. Both using our Saxon Air honey as their locally sourced ingredient of choice. It's a partnership we're incredibly proud of, supporting fellow Norfolk businesses who share our values of local provenance and responsible sourcing.

The highlight of the year for our bees, and perhaps one of our favourite moments across the whole report. Was seeing our jarred honey stocked on the shelves of Jarrolds, Norfolk's most beloved department store. To see our branding proudly displayed in such an iconic setting, and to know that our community can pick up a jar of genuinely local, responsibly produced honey, has been an incredible achievement. With all the well-documented benefits of consuming local honey, we know it's a product our community will love as much as we do.

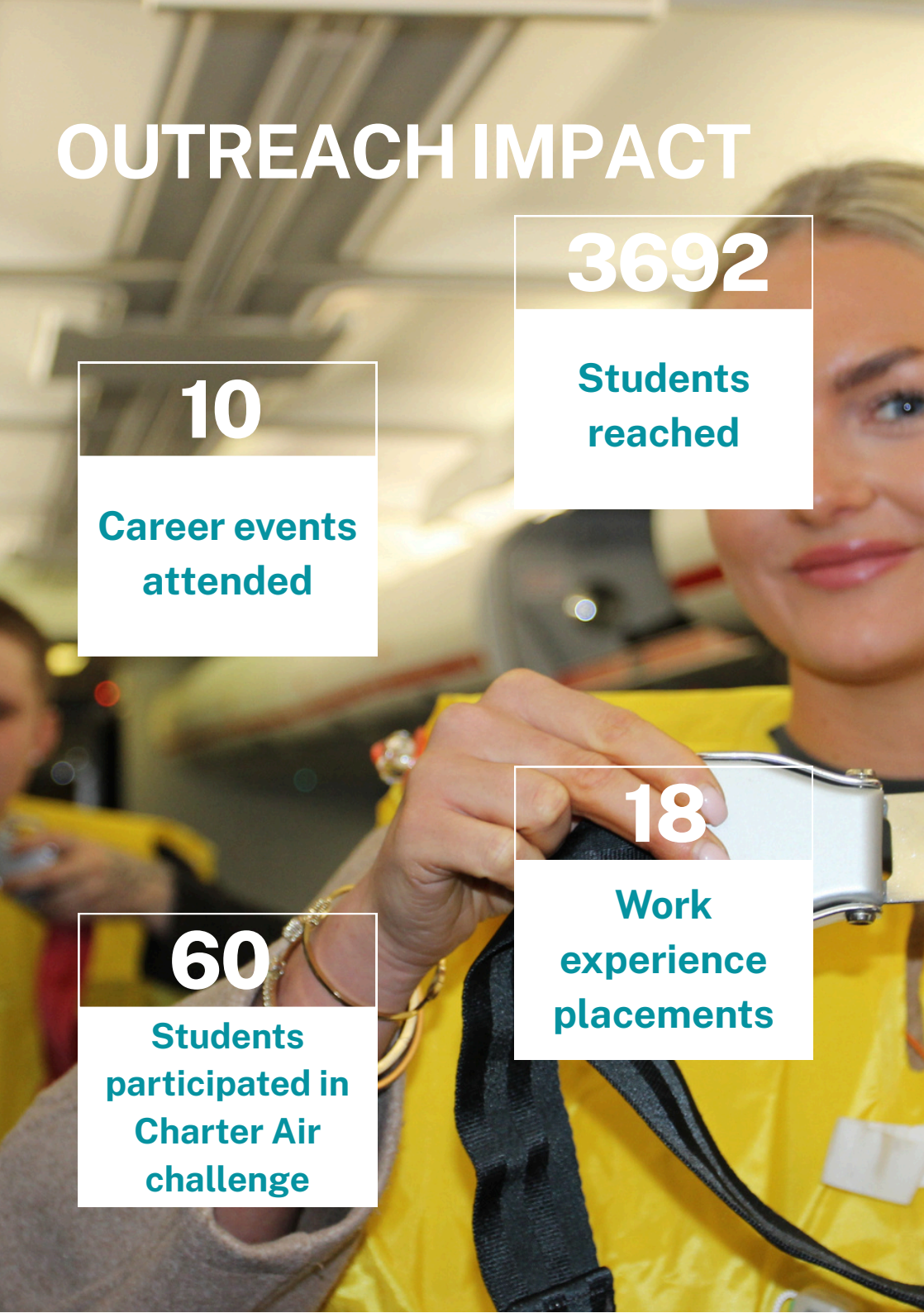
Looking ahead, we're committed to ensuring our bees have the very best care and habitat for years to come. We're actively developing in-house beekeeping training courses, growing a dedicated team of beekeepers from within our community who will look after our colony throughout the year. Because at Saxon Air, every part of what we do, right down to our bees, is worth the buzz.





COMMUNITY & SOCIAL IMPACT

OUTREACH IMPACT



10

**Career events
attended**

3692

**Students
reached**

18

**Work
experience
placements**

60

**Students
participated in
Charter Air
challenge**

SCHOOLS & OUTREACH



Inspiring young people is one of the most important investments we can make at Saxon Air, not just for the future of aviation but for the future of our region. In 2025, our schools and youth outreach programme reached an extraordinary 3,692 students across a wide range of events and initiatives, from our INSPIRE: Innovate workshops and INSPIRE: Alpha assemblies to hangar tours, careers festivals, and work experience placements. One of the year's most memorable highlights was our Charter Air Challenge supported by successful funding through Reach for the Sky, where 60 Year 5 students successfully landed drones on their very own individually designed airports of the future. A moment of creativity, excitement, and genuine inspiration that perfectly captured what our outreach is all about.

Our reach extended well beyond our own events. Across the year we attended over 10 school careers events, participated in 15 partnership-led initiatives, and hosted more than 18 work experience students from both mainstream and SEND schools, giving young people direct, hands-on exposure to the breadth of careers that Saxon Air and the wider aviation industry has to offer. We also hosted a cross-discipline conference designed to bridge the gap between education and industry, bringing together professionals and educators to connect, inspire, and help prepare the next generation for the world of work.

A particularly important focus of our outreach has been ensuring that the young people who face the greatest barriers to opportunity are among those we reach first. Through our partnership with Business in the Community, we have developed bespoke programmes for West Earlham Infant and Junior School. A community where 94% of students live in areas within the top 30% most deprived in the UK, and 71% within the top 10%. Our INSPIRE: Alpha programme brings industry professionals directly to these students, raising aspirations and opening eyes to career paths and possibilities that might otherwise feel out of reach. It is work we are enormously proud of and deeply committed to continuing.

The feedback we receive from students, parents, and educators is what drives us to keep going and keep growing. Zoe Fereday, Deputy Head at West Earlham Junior School, shared that students spoke about their visit with great enthusiasm both at home and at school, adding that the team's dedication and tailored delivery made it a truly special experience. A parent from one of our INSPIRE: Innovate events told us their son left feeling very inspired. Finally, a work experience student, Harvey, reflected that he had thoroughly enjoyed experiencing everything Saxon Air's different departments have to offer. Words like these remind us exactly why we do what we do.

AIR LEAGUE SCHOLARS

5 SCHOLARS IN 2025



Now in our third consecutive year of hosting Air League Scholarships, Saxon Air is proud to have welcomed our biggest cohort yet in 2025. What began with three scholars in our first year grew to five in year two, and this year we once again committed to a minimum of five places. With the exciting possibility of welcoming up to seven should the standard of applications call for it. It's a programme we are genuinely passionate about, and one that continues to grow in both scale and ambition.

Scholars are selected through the Air League's own application process and arrive from right across the country, bringing with them a brilliant mix of ages, backgrounds, and flying experience. That diversity is exactly what makes the programme so special. Each cohort brings its own energy, and watching students take their first steps in aviation never gets old. This year, we also enhanced the overall experience by adding a visit to the control tower and a flight in our Explorer aircraft, giving scholars a richer, more immersive introduction to the world of aviation beyond the cockpit of their training aircraft.

One of the key learnings from previous years was the challenge many scholars faced in completing their training in a single visit, with the British weather often requiring return trips from across the country. In response, we extended the duration of the course for 2025, giving students the best possible chance of completing their scholarship in one visit. Reducing disruption and making the experience far more seamless for everyone involved.

Looking ahead, we are already refining the programme further based on feedback from both students and instructors. Plans are in place to either run two scholarships simultaneously or overlap them by a couple of days, maximising efficiency and ensuring even more aspiring aviators get the opportunity to experience the magic of flight through this incredible initiative.

EVENTS & PUBLIC ENGAGEMENT



2025 has been a remarkable year for Saxon Air as a hub for events that matter. Bringing together community, industry, history, and innovation under one roof.

In March, we were honoured to host the Dutch Ambassador to the UK, Paul Huijts, as part of a prestigious two-day regional visit that shone a spotlight on Norfolk and Suffolk's extraordinary potential to become the UK's first Aviation Development Zone. The visit signalled real international interest in our region's ambitions around Advanced Air Mobility and clean aviation innovation, and provided a powerful platform for Saxon Air CEO Alex Durand to set out the once-in-a-generation opportunity the East of England holds in the future of sustainable flight.

March also saw the launch of our PPL Open Day, a landmark event for Saxon Air Flight Training built around three core pillars: accessibility, sustainability, and innovation. The day brought together inspiring partners including the Air League, Aerobility, and NUNCATS, and marked the official launch of our Pilot Ambassador Scheme, introducing six role models committed to inspiring the next generation of aviators.

June brought one of the most special weekends in our recent history, as we hosted a two-day VE Day 80th Celebration that was both deeply moving and joyfully inclusive. Saturday's Big Band Evening transformed our hangar into a 1940s world of swing music, wartime storytelling, and Ritz-style dining raising £4,000 for the USAAF Heritage Trust, with the iconic Spitfire as a backdrop and performances from local actors bringing Norfolk's wartime stories vividly to life. Sunday's free-entry Family Fun day welcomed the whole community, raising funds for the City of Norwich Aviation Museum and bringing together organisations including the Royal British Legion, SSAFA, and the Norfolk Military Vehicle Group for a day of heritage, history, and heart.

The year's public engagement reached its most ambitious moment in June with the launch of the Aviation East Manifesto, hosted at Saxon Air and attended by regional stakeholders, innovators, policymakers, and media. With backing from Connected Innovation, support voiced in the House of Commons by Norwich South MP Alice Macdonald, and Saxon Air at its heart, the launch marked the beginning of what we truly believe is a once-in-a-generation transformation for our region and for UK aviation.



CHARITY & FUNDRAISING

Supporting our local community has always been about more than words for us at Saxon Air. It is something we actively show up for, year after year. In 2025, we were proud to support a range of incredible charitable causes through events, donations, and the generosity of our wider team. From charity balls to community walks, it has been a year that has demonstrated just how much heart exists within our organisation.

Two of the year's standout evenings were the Breaks GoGo Safari Ball and the Little Lifts Charity Ball, both of which raised phenomenal amounts for their respective causes and were events we were incredibly proud to be part of.

Closer to home, our VE Day 80th Celebration Weekend served a dual charitable purpose. Saturday's Big Band Evening raising £4,000 for the USAAF Heritage Trust in recognition of Norfolk's deep wartime connection with the United States Army Air Forces, whilst Sunday's Family Funday raised funds for the City of Norwich Aviation Museum, helping to preserve the region's proud aviation heritage for generations to come.

Our team also laced up their walking boots and took on the Public Sector Challenge 12-mile walk. A fantastic effort that brought colleagues together in support of a worthy cause and demonstrated the community spirit that runs right through the Saxon Air family.

It was one of many moments this year that reminded us how much our people are willing to give, both inside and outside of the workplace.

In addition to our organised fundraising, Saxon Air donated a number of electric flight experiences throughout the year, which were auctioned off at various events in support of local charities and causes.



PARTNERSHIPS



At Saxon Air, we have always believed that the most meaningful impact is created through collaboration. Our partnerships are not simply commercial arrangements, they are carefully considered relationships built on shared values, mutual ambition, and a genuine desire to create something greater together.

From Norfolk's most iconic high street to the world of premium hospitality and sustainable transport, our 2025 partnership portfolio reflects exactly the kind of business Saxon Air is proud to be.

Our collaboration with Jarrolds, one of Norwich's most beloved independent retailers, brings together two organisations rooted in Norfolk heritage and a commitment to quality. Through curated retail experiences and bespoke gifting, this partnership gives Saxon Air a presence at the heart of the city we call home. It also provided the perfect stage for one of the year's most special moments; our Saxon Air honey finding its place on Jarrolds' shelves, the result of a wonderful triangulation between Saxon Air, our on-site bees, and fellow Norfolk producers What A Hoot Distillery, whose exceptional honey rum was crafted using our very own honey. It's the kind of authentic, locally rooted collaboration that simply cannot be manufactured.

Our partnership with the Elite Hotel Group further enhances the premium experience we offer charter clients, creating seamless, high-end travel journeys that extend well beyond the aircraft door. Meanwhile, our alignment with BMW Norwich reflects our forward-thinking approach, bringing together two premium brands united by a shared interest in innovation, sustainability, and the future of mobility.

Every partnership we pursue is measured against the same set of principles. Brand alignment, shared values, mutual benefit, and authenticity are non-negotiable. We will only collaborate with organisations that genuinely reflect the standards and ethos of Saxon Air. Sustainability, community engagement, and innovation are particularly important filters, as is our commitment to prioritising local and regional businesses wherever possible.



INDUSTRY LEADERSHIP

ELEVATING HORIZONS



In November 2025, Saxon Air proudly hosted Elevating Horizons. A week of sessions dedicated to careers, education, and industry engagement. During this week we hosted our Elevating Horizons summit, that brought together students, educators, and aviation professionals under one roof.

Through interactive workshops, career discussions, and direct face-to-face engagement with people working across aviation, engineering, and related industries, the event gave young people a genuine and inspiring window into one of the world's most exciting and diverse sectors. It was a day that crackled with energy, curiosity, and possibility.

For Saxon Air, hosting Elevating Horizons was about far more than putting on an event. The aviation industry faces a well-documented and growing skills challenge, and we are acutely aware of the role businesses like ours must play in addressing it.

By opening our doors to students and educators, we had the opportunity to showcase the extraordinary breadth of careers that aviation has to offer. Moving well beyond the cockpit to highlight the engineers, operations professionals, customer service specialists, sustainability leads, and many others who keep the industry flying. Every young person who left the day with a clearer sense of what aviation could offer them represents a real and lasting impact.

The session also provided a meaningful opportunity to strengthen our relationships with schools, colleges, and training providers across the region; making pledges to support transformative change in how young people access and engage with aviation as a career path. These are commitments we take seriously, and Elevating Horizons gave us the platform to make them publicly and with conviction.

AVIATION EAST MANIFESTO



Aviation East is one of the most exciting and significant collaborative initiatives to emerge from our region in recent years. Our manifesto brings together businesses from the aviation, energy and economic industries along with universities in a collective effort to position the East of England as a genuine hub for innovation.

The strength of Aviation East lies in the diversity of its contributors. Flight training and aircraft operations businesses sit alongside energy companies driving the transition to cleaner aviation, whilst universities and research institutions bring technical expertise and cutting-edge innovation to the table. Regional industry organisations and local authority partnerships ensure that the initiative is rooted in the real economic and social needs of the East of England.

For Saxon Air, involvement in Aviation East is not simply a badge of membership. It is an active commitment to helping lead the conversation around the future of aviation in our region. The initiative aligns closely with our own ambitions around sustainable aviation, electric and low-emission flight, skills development, and regional economic growth. By contributing our experience, our voice, and our operational insight to Aviation East, we are helping to ensure that the East of England remains a competitive and influential player in the UK's rapidly evolving aviation landscape.

FBO ONE



2025 saw a significant step forward in how our ground handling operations run day to day, with the successful implementation of FBO One across our Business Aviation Centre. Replacing a manual, spreadsheet-based system that required data entry across multiple Excel files, FBO One brings everything into one centralised platform; Passenger details, flight manifests, handling requirements, and live operational data. All entered once and accessible across every relevant area of the operation in real time. It's a modernisation that has meaningfully reduced administrative workload, minimised the risk of human error, and set our ground handling up for the demands of a growing business.

The transition was carefully managed over a four-week implementation period, with every operational shift supported directly by senior team members to ensure staff received hands-on, practical training within the live environment. Training covered the full ground handling workflow. From accepting and creating handling requests and managing aircraft arrivals, through to coordinating requirements, monitoring turnarounds, completing services, and processing payments prior to departure. The structured approach meant that operational continuity was maintained throughout, with no disruption to our day-to-day service.

As with any significant system change, the primary challenge was supporting a team accustomed to long-established manual processes through the adjustment to a new way of working. Particular care was taken to ensure staff felt confident and supported at every stage, with on-shift guidance, reinforcement of correct procedures, and a clear focus on communicating the real operational benefits the new system brings. That investment in people paid off. By the end of the implementation period, every member of the operational team was independently managing handling requests within FBO One with confidence.

The system is now fully embedded into our daily operations, and the results speak for themselves. Duplication of effort is a thing of the past, data flows seamlessly across the operation, and our team has a platform that genuinely supports them in delivering the high standard of service Saxon Air is known for.

FOREFLIGHT

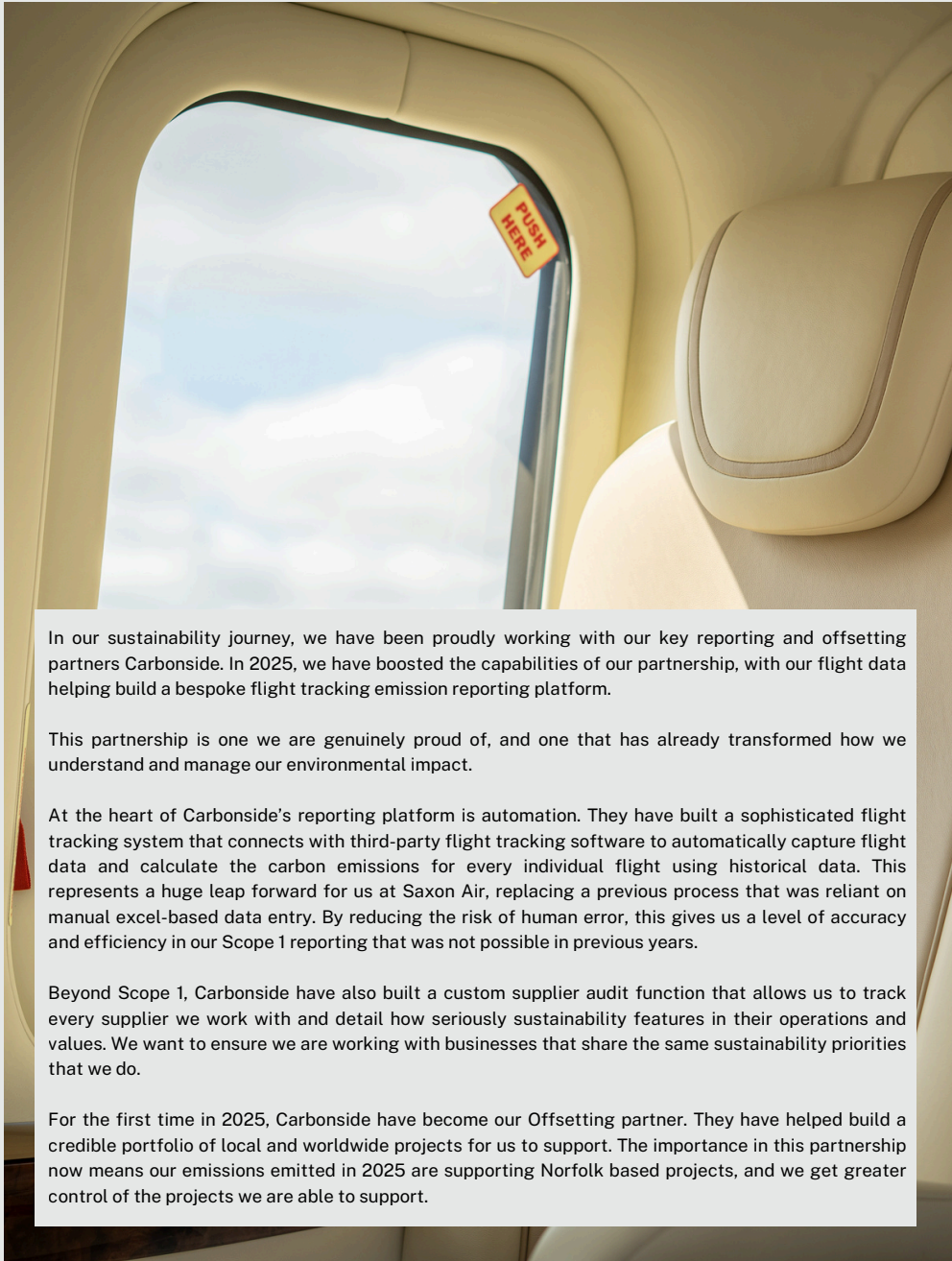
One of the most significant operational developments of 2025 for our flight operations team has been the integration of ForeFlight; a world-class, all-in-one flight planning system that replaces no fewer than four previously separate platforms: PPS, Crew Briefing, APG, and iPreflight. Where our team once navigated multiple systems to produce a single flight pack, ForeFlight brings everything together in one place. From worldwide flight plan filing and ATC approvals, to mass and balance forms, dispatch, and runway performance calculations. Accessible across any device, from PC to iPad to smartphone, and built around a paperless workflow, it represents a genuine leap forward in how Saxon Air operates in the air.

The move to ForeFlight wasn't simply a case of switching systems overnight. Due to the legal requirements of aviation operations, the transition had to follow a formal Management of Change process, requiring full CAA approval before going live. That meant a rigorous testing period of approximately three months and over 60 flight sectors, during which new and old system data was run side by side and carefully compared to ensure complete accuracy and compliance. It's a process that demanded real commitment from the team, and they delivered it.

As with any dual-running period, the transition came with its challenges. Running both systems simultaneously placed additional workload on crew and operations staff, and the associated costs of maintaining two platforms at once were not insignificant. There were also the expected early hurdles of any new system. Data discrepancies, unfamiliar layouts, and the sheer effort of double the usual workload. What stood out, however, was the way the entire team got behind the project, working through every issue with professionalism and determination. The result has been worth every moment of that effort. ForeFlight is now embedded in our flight operations, delivering real reductions in cost, time, and administrative burden. The days of managing multiple disconnected systems are behind us, and our operations team now has a single, powerful platform that supports them on every flight, anywhere in the world. A brilliant achievement for everyone involved.



CARBONSIDE



In our sustainability journey, we have been proudly working with our key reporting and offsetting partners Carbonside. In 2025, we have boosted the capabilities of our partnership, with our flight data helping build a bespoke flight tracking emission reporting platform.

This partnership is one we are genuinely proud of, and one that has already transformed how we understand and manage our environmental impact.

At the heart of Carbonside's reporting platform is automation. They have built a sophisticated flight tracking system that connects with third-party flight tracking software to automatically capture flight data and calculate the carbon emissions for every individual flight using historical data. This represents a huge leap forward for us at Saxon Air, replacing a previous process that was reliant on manual excel-based data entry. By reducing the risk of human error, this gives us a level of accuracy and efficiency in our Scope 1 reporting that was not possible in previous years.

Beyond Scope 1, Carbonside have also built a custom supplier audit function that allows us to track every supplier we work with and detail how seriously sustainability features in their operations and values. We want to ensure we are working with businesses that share the same sustainability priorities that we do.

For the first time in 2025, Carbonside have become our Offsetting partner. They have helped build a credible portfolio of local and worldwide projects for us to support. The importance in this partnership now means our emissions emitted in 2025 are supporting Norfolk based projects, and we get greater control of the projects we are able to support.



OUR TEAM

TRAINING AVAILABLE

Management training

Mental Health First Aid

Emergency First Aid

Peer Support

Fire Safety

Data Protection

Safeguarding

TRAINING & DEVELOPMENT



Our beliefs are that skilled, confident and a supported team is the foundation of everything we do. That belief is reflected within our approach and commitment to training and development, to ensure that every member of the Saxon Air team is equipped to excel in their role and grow as an individual.

Every new starter completes a core training programme where they spend time with every department to understand the full operations of our business. Along with our core induction training, we ensure that all staff are given First Aid, Fire Safety and Mental Health awareness training within their first few months with us.

Within our teams specialist roles, we also offer training opportunities to continue the growth of our team. Recently, we have had staff members complete training in Air Charter Broker, Sustainability Reporting and Drone flying.

By committing to the development of our team, we are creating a workplace culture that encourages, values and celebrates the people that are our greatest asset.

CULTURE & WELLBEING



Our commitment to building a positive workplace culture takes dedication and consistent action. We have a dedicated Wellbeing manager and a committed team behind them who continue to invest in the culture and wellbeing of our team through 2025.

Across the year we have been hosting regular Saxon Air sessions, covering everything from financial wellbeing and mental health awareness, to team building activities like yoga and gingerbread house decorating competitions.

To ensure our team are kept informed, connected and engaged we have created a weekly team newsletter. Bringing together updates from all departments and keeping colleagues from all departments in the loop of what is happening across the business week to week. Our wellbeing team compliment this with regular email updates and in person check ins around our offices.

The biggest project completed by our wellbeing team in 2025 was to conduct a company wide employee review. This gave every member of the Saxon Air team an opportunity to discuss their workplace, the culture and benefits of working with Saxon Air. The sessions had a high focus on our shared INSPIRE values and provided an opportunity for all voices to be heard and feedback to be generated into genuine change.

Our active approach to wellbeing ensures that the conversation around workplace and employee wellbeing remains open, active and visible everyday.

PEER SUPPORT



As a further commitment to the wellbeing of our team at Saxon Air, we have implemented a Peer Support programme available company wide. Whilst the CAA mandates a Pilot peer support programme for all operators and airlines, we have chosen to go significantly further. We open applications to be on our Peer Support team to all members of staff, those who are successful in applying then receive relevant training delivered by Core Aviation Psychology.

This training equips our peer support team with the skills and knowledge to listen, support and where needed signpost colleagues towards additional professional help. Training for our Peer Support team doesn't stop at induction, as they all have annual refreshers to ensure they are all up to date with the correct guidance and support to offer.

By rolling this programme out company wide, this ensures that every colleague, regardless of their role or department has access to meaningful and confidential peer support when they need this most.

Our peer support team come from a wide background and departments, covering both standard working hours and shift patterns. By covering all business hours, we are able to confidently support colleagues across the business at any time. Information on our Peer Support programme is circulated with posters across our facility and electronic communication sent to our flying crew.

No matter how or where someone works, help is never far away.

AWARDS

EEEGR AWARDS

Going Green
Award

CLEAN & GREEN

Sustainable
Workplace of
the year

THE GREEN UK AWARDS

Green Logistics
& Transport
Award

EEEGR AWARDS

Positive
Impact in the
Community

AWARDS & RECOGNITION



2025 has been a landmark year for Saxon Air on the awards circuit, with recognition coming from across the business, sustainability, and aviation industries in equal measure. Across the year, we were proud to take home four category wins and earn finalist recognition at seven further awards. A collective achievement that reflects the incredible work of every single person across our team.

Our award wins tell a story we are enormously proud of. Being named Sustainable Workplace of the Year at the Clean & Green Awards, winning the Green Logistics & Transport Award at The Green Awards, and taking home a double win at the EEEGR Annual Awards with the Going Green and Positive Impact in the Community Awards. Representing recognition of the genuine, meaningful work we are doing to operate responsibly and make a difference. These aren't just trophies; they are validation that our commitment to sustainability and community is being seen, heard, and celebrated by the industries around us.

Equally exciting has been the breadth of our finalist recognition. From the EDP Business Awards and The Green Awards through to three finalist nominations at the Aviation Industry Awards UK. Spanning Innovation, Sustainability & Environment and a prestigious nod at the Air Charter Awards for Helicopter Charter Operator of the Year. 2025 has seen Saxon Air recognised across an extraordinary range of categories. To be considered among the best in our field across so many disciplines is something we do not take for granted.

Awards are always a welcome reflection of hard work, but for Saxon Air they mean something more. Every nomination and every win is a reminder of why we do what we do. Pushing boundaries, investing in our people, our environment, and our community, and striving to be the very best version of ourselves year after year. 2025 has set a high bar, and we cannot wait to build on it.





SAXON AIR™



INNOVATING
ELEVATING
NAVIGATING