



Carbon Neutrality Plan – Neos S.p.A.

1. General Information about the Carrier

Name of air carrier: Neos S.p.A.

Address: Via della Chiesa, 68 – 21019 Somma Lombardo (VA), Italy

AOC number: IT.AOC.019

CRCO / Unique ID Number: 28484

ICAO Operator Code: NOS

Current fleet:

A/C registration	A/C type	A/C Nationality	Age (years)
I-NEOU	B737-800NG	ITALIAN	22.3
I-NEOZ	B737-800NG	ITALIAN	19.3
EI-HIL	B737-800NG	IRISH	6.8
EI-HIM	B737-800NG	IRISH	6.7
EI-RZA	B737-8	IRISH	4.1
EI-RZB	B737-8	IRISH	4.1
EI-RZC	B737-8	IRISH	3.8
EI-RZD	B737-8	IRISH	3.8
EI-RZE	B737-8	IRISH	1.1
EI-RZF	B737-8	IRISH	0.2
EI-RZG	B737-8	IRISH	0.1
EI-NEO	B787-9	IRISH	7.3
EI-NEW	B787-9	IRISH	6.8
EI-NEU	B787-9	IRISH	6.4
EI-NUA	B787-9	IRISH	5.5
EI-NYE	B787-9	IRISH	7.6
EI-XIN	B787-9	IRISH	8.1

Neos SpA

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PI/CF e n. iscr. CCIAA di Varese: 08254440012 Capitale Sociale € 20.000.000,00 interamente versato

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Company Overview and Sustainability Strategy

Neos S.p.A. is a leading Italian airline focused on quality, safety, and environmental responsibility. As part of our commitment to carbon neutrality and sustainable air travel, we have embarked on a comprehensive action throughout the Company, with several actions that focus on:

- the fleet renewal program
- the introduction of aircraft performance optimization tools
- the use of Sustainable Aviation Fuels (SAF)

In details, we are phasing out our older aircraft models - specifically transitioning from Boeing 737 Next Generation (NG) aircraft to the more fuel-efficient Boeing 737 MAX and replacing Boeing 767 aircraft with the state-of-the-art Boeing 787 Dreamliner. These next-generation aircraft are significantly more efficient in terms of fuel consumption and CO₂ emissions, contributing directly to the reduction of our carbon footprint. Our sustainability strategy integrates fleet renewal with additional decarbonization measures and investments aimed at achieving net-zero emissions by 2050, like the introduction of OptiClimb software to increase the efficiency of the take-off and climb phase of our flights and of Flitedeck software to ensure an optimal choice of the Cost Index in every flight. Finally, Neos is starting to voluntarily purchase Sustainable Aviation Fuel in addition to the quantities already provided by fuel companies to comply with ReFuelEU Regulation.

This plan forms the foundation of our commitment to future-proof aviation while maintaining the highest standards of service and safety.

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2. Historical Emissions (2013–2024)

In the following table is reported the year-by-year breakdown of Neos S.p.A.'s historical greenhouse gas emissions expressed in tonnes of carbon dioxide equivalent (t CO₂ eq) within the EU ETS scope:

Year	Emissions (t CO ₂ eq)
2013	51,412
2014	50,469
2015	54,698
2016	58,077
2017	56,478
2018	54,526
2019	79,721
2020	21,233
2021	37,771
2022	68,836
2023	74,762
2024	107,694

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3. Milestones and Goals

2025:

In 2025, three B737-8 will be phased-in (EI-RZF phased-in in February, EI-RZG phased-in in March and EI-RZH to be phased-in in June). At the same time, the oldest B737-800NG EI-GRJ has been phased-out in March.

Moreover, OptiClimb and Flitedeck have been fully implemented in January 2025.

Finally, the target for SAF use for each flight will be 4%.

The Emission Target for 2025 is 103,400 t CO₂ eq (approx. 4% reduction from 2024 despite a higher number of flights expected).

2026:

In 2026, Neos will phase-out the two remaining Italian-registered B737-800NG (I-NEOU and I-NEOZ). This way the fleet average age will be 6 years.

Moreover, a passenger engagement campaign on eco-friendly travel will be prepared to increase the passengers' awareness of Neos green policies.

Finally, the target for SAF use for each flight will be 6%.

The Emission Target for 2026 is 98,300 t CO₂ eq (approx. 5% reduction from 2025 with a similar number of flights expected).

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4. Measures and Investments

2025

Regarding 2025 measures detailed in the previous paragraph, the following investments have been set:

Project	Investment (Mln €)
Entry into service of three B737-8	10.8
Phase-out of one B737-800	1.5
Introduction of flight optimization tools	0.3
Purchase of 4% of SAF on all flights	4.5

Support & Infrastructure Needs:

- Upgrades to maintenance facilities and spare parts store for new aircraft model
- Crew training programs
- IT system enhancements
- SAF certificates reporting system to be implemented
- SAF supply chain and logistics
- Collaboration with fuel providers and airport operators

2026

Regarding 2026 measures detailed in the previous paragraph, the following investments will be set:

Project	Investment (Mln €)
Phase-out of two B737-800	3
Passenger engagement campaign on eco-friendly travel	1.3
Purchase of 6% of SAF on all flights	5.3

Support & Infrastructure Needs:

- IT system enhancements
- Marketing tools enhancements
- SAF certificates reporting system to be implemented

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- SAF supply chain and logistics
- Collaboration with fuel providers and airport operators

Pre-Carbon Neutrality Plan submission measures

The following measures have been already implemented before the submission of the present report:

- The fleet renewal process started in 2017 from the long-haul fleet. In fact, the first delivery of a B787-9 occurred in December 2017 while the old B767-300 fleet has been phased-out between 2019 and 2021.
- It then continued with the short-haul fleet with the first four B737-8 delivered in 2021.
- Neos Pilots started in 2024 with eco-efficiency training sessions during their Ground Recurrent Training. This training helped them to understand Neos green policies and it was useful for the introduction of OptiClimb and Flitedeck in the day-by-day operations.

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5. Estimated Impact of Measures and Investments

Estimated Impact – 2025

Category	Description	Estimated Reduction (t CO ₂ eq)
Low-/Zero-emission technologies	Deployment of Boeing 737 MAX and Boeing 787	18,000
Energy efficiency and energy saving	Flight optimization, pilot eco-training	5,000
Sustainable aviation fuel (SAF)	Purchase of 4% of SAF on all flights	8,000

Total Estimated Reduction (2025): ~31,000 t CO₂ eq

Estimated Impact – 2026

Category	Description	Estimated Reduction (t CO ₂ eq)
Low-/Zero-emission technologies	Completion of old fleet phase-out	20,000
Energy efficiency and energy saving	Full integration of digital tools and optimization	6,000
Sustainable aviation fuel (SAF)	Purchase of 6% of SAF on all flights	12,000

Total Estimated Reduction (2026): ~38,000 t CO₂ eq

Rationale for Selected Measures

The selected measures are based on technological feasibility, cost-effectiveness, and short- to medium-term impact potential. Fleet renewal offers the highest immediate reduction in emissions, while SAF adoption represents a scalable mid-term solution. These approaches were prioritized over more complex or less mature technologies (e.g., CCUS or hydrogen aircraft), which are not yet viable at scale in commercial aviation.

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6. Alignment of Public Promotional Activities

Neos S.p.A. actively integrates sustainability messaging into its communication with customers and the general public. Key initiatives include:

- "Fly the Future" Campaign: Focused on educating passengers about the benefits of the new aircraft fleet and Neos' commitment to carbon neutrality. Neos Website and Social Media will be integrated with a dedicated sustainability section with regular updates on progress towards environmental goals.
- Onboard Communications: In-flight magazines and announcements highlight eco-efficiency features of flights and sustainability tips for travelers.
- Customer Offsetting Options: A program enabling passengers to voluntarily offset the carbon footprint of their flights, aligned with certified climate projects, will be evaluated by the management.

These actions ensure that environmental responsibility is not only a corporate priority but also a shared journey with passengers and stakeholders.

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