

### #16

#### **CHARLIE VICTOR**

The PRODUCTS issue

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Cargolux's 55<sup>th</sup> anniversary is the perfect opportunity to reflect on how far we've come in our collective journey. Over the years, the dedication and commitment of our people have bolstered our expertise, fine-tuned our service offering and established Cargolux as a trusted partner of choice in the industry.

Our comprehensive product catalog of tailored solutions is a testament to Cargolux's long-standing expertise. The principle of service excellence is embedded in every shipment we process and upheld by the commitment of our teams across the world.

In an industry that is growing more complex, and with supply chains facing increasing strain, it is vital that we remain focused on our promise: to deliver the service excellence our customers have come to expect from us. This relies not only on our operational know-how and client-facing teams but also on the dedicated support and advisory personnel needed to carry out our core business.

As you read through these pages and the stories of our teams, we hope to give you insight into what it takes to keep the air cargo machine moving. Discover our people's passion for the job and how they work tirelessly to make our motto, "you name it, we fly it!" a reality.

For 55 years now, Cargolux has handled all your shipments with care– from the ordinary to the extraordinary – and we hope to continue for many more years to come.

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RICHARD FORSON CARGOLUX PRESIDENT & CEO

#### WELCOME

## News from the last few months

FROM THE ORDINARY TO THE EXTRAORDINARY – THIS PHRASE PERFECTLY CAPTURES EVERYTHING CARGOLUX HAS BEEN DELIVERING OVER THE PAST 55 YEARS. **IT ALSO REFLECTS THE ACHIEVEMENTS THAT ARE ACCOMPLISHED EVERY SINGLE DAY** TO MAKE THAT HAPPEN. IN THE COGS OF THE AIR CARGO INDUSTRY, EVERY INITIATIVE COUNTS TO WRITE THE REMARKABLE STORY OF THIS AIRLINE.

### What a journey!

From humble beginnings to industry front-runner, Cargolux's journey is an impressive one. With firm plans for the future and ambitious projects in the pipeline, we can look forward to witnessing more remarkable developments.

#### Happy birthday Cargolux!





#### A socially responsible company

Cargolux has renewed its ESR (Entreprise Socialement Responsable) label for the next three years. The distinction, delivered by Luxembourg's National Institute for Sustainable Development and Social Responsibility (INDR), underscores our collective commitment to corporate social responsibility and sustainable practices.

### Collaboration for sustainability

To further strengthen its commitment to sustainability, Cargolux joined the Smart Freight Centre community, endorsing its Clean Air Transport program. This initiative brings together sustainability pioneers within the air freight sector and promotes greater transparency through streamlined processes and reporting.



# 2024

#### An exceptional year!

2024 was a record year for Cargolux's offices in France. The teams handled over 40,000 tons of export freight, including more than 3,000 tons of pharmaceuticals! Congratulations to our dedicated stations for their hard work throughout the year.

#### Driving innovation in air cargo

A motivated team from Cargolux recently participated in the IATA ONE Record Hackathon — an event where industry professionals collaborate to develop innovative solutions over a short timeframe. The team worked alongside major industry players and IT service providers to accelerate the adoption of the ONE Record standard.



PRODUCI

The

Charlie Victor

04



OLAV GLORVIGEN, CARGOLUX DIRECTOR PRODUCT MANAGEMENT

### Service excellence in niche markets – You name it, we fly it!

DISCOVERING THE PEOPLE BEHIND THE TAGLINE "YOU NAME IT, WE FLY IT!" IS ALWAYS A FASCINATING EXPERIENCE. IN THIS ISSUE, WE MEET OLAV GLORVIGEN, CARGOLUX'S DIRECTOR OF PRODUCT MANAGEMENT, WHO SHARES HIS INSIGHTS INTO THE CARGOLUX PRODUCT CATALOG AND HOW TO ALWAYS LOOK OUT FOR MARKET OPPORTUNITIES.

🙆 Cargolux



OLAV AND HIS TEAM VIOLINA KAMENOVA, STAVROS EVANGELAKAKIS, AND CHRISTIAN THEIS

Meeting Olav is like meeting the embodiment of enthusiasm and industry expertise. His approachable manner and open demeanor translate into his working style: a structured method with enough flexibility for team members to explore emerging topics. The balance between data analysis and commercial flair is what drives this department forward, creating a work environment in which no two days are the same.

Raised in the hospitality sector, the Norwegian native began his career by learning the family business before turning to new heights for his professional horizons. Following a decade in the Asia Pacific region working for a leading international aviation group, Olav moved to Germany to manage Star Alliance's global sales and market development teams alongside its global product portfolio. At the same time, he achieved an Executive MBA at the Frankfurt School of Finance & Management, formalizing his leadership skills and aspirations. When the opportunity to join Cargolux as Director Product Management appeared in 2019, the timing matched his and his family's desire to relocate, and they made the move to Luxembourg. Diving into the intricacies of the air cargo industry came with a shift in mindset and fresh perspectives for Olav. "Personally, I had to adjust to the B2B environment. Service expectations and delivering success look different compared to the industry I came from - it has been an exciting journey," he smiles. And it is indeed exciting: with eight dedicated products, Cargolux's service catalog encompasses almost everything that can be transported by air.

In the department's mission to enhance product sales engagement across the commercial organization, increase business knowledge, and drive performance, Olav can count on his team of dedicated professionals. He is proud of the mix of profiles it includes, from industry veterans to new joiners with fresh perspectives, - each bring their individual knowledge and expertise to the table. Although the bulk of commodities handled are considered classic cargo, a significant segment involves more complex shipments, including live animals, perishables, medical equipment, motorized items, and sensitive or hazardous products. No matter the item, the attention to detail remains the same.

"Each piece of cargo we transport is handled according to its specific requirements. Our customers can count on specialized departments, processes, checklists, training, and quality assurance programs in each of the eight areas," Olav highlights.

One of the most striking examples of Cargolux's expertise in niche market segments is its ability to handle and transport oversized commodities. The airline's fleet of Boeing 747 purpose-built freighters - with their dedicated nose-door loading capability - is a commercial advantage in itself. However, it is the experience, attention to detail, and tailored service of the CV jumbo product that truly set Cargolux apart. "When competitors say it cannot be done, our customers turn to us for a second opinion," explains Olav. "We are proud to have achieved this level of recognition in the industry, not only for oversize shipments, but for all the services we offer."

Olav, who describes himself as having "customer service in his DNA", fully embraces Cargolux's strive for excellence and is always open to exploring new market opportunities. It is rare for entirely new commodities to emerge that require special handling and air transport. One recent example, however, is lithium batteries. Thanks to the operational team's hands-on approach, Cargolux was able to explore the market and establish itself as an industry leader early on. Additional procedures were developed within the CV hazmat product to cater to this type of commodity, including the use of tailored fire containment covers.

Always anticipating and exploring potential business opportunities, the Product department collaborates closely with internal stakeholders as well as industry organizations. The team works continuously to improve its product portfolio and enhance services to meet customer requirements.

Olav offers an example: "I was recently on a call with a medical research team to map whether today's pharmaceutical transportation solutions are adapted to precision therapy. This method is based on individual patients' cells, and such products can, therefore, not be replaced if altered during transport." This opens an exciting avenue to explore for Olav and his team, who relish taking on new challenges and developing innovative solutions.

There is certainly never a dull day in this line of business, and continuous improvement is clearly the backbone of this team. Olav's passion for the job and his skill in interpersonal relations are matched only by the pride he has in his team. When asked what three words he would use to describe his journey with Cargolux, he answers: "educational, challenging, and rewarding" - a perfect snapshot of his drive for learning and development.

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"Our specialized portfolio covers a wide range of products, from the ordinary to the extraordinary. I strongly believe that Cargolux's commitment to organizational excellence allows us to remain flexible and determined to go the extra mile for our customers."

MEET

SHOWCASE



RAP 30007 CV Wu name it, ... We fly it Cargolux Wu name it we fly it Wu name it we fly it CV pharma

END-TO-END TEMPERATURE-CONTROLLED PROCESS ENSURE PHARMA PRODUCTS REACH THEIR DESTINATION IN OPTIMAL CONDITION.

### Setting high standards for a niche market

THERE IS NO ONE-SIZE-FITS-ALL SOLUTION FOR TRANSPORTING PHARMACEUTICALS. FROM LIFE-SAVING MEDICATIONS AND VACCINES TO BIOLOGICAL THERAPY PRODUCTS AND MEDICAL DEVICES, EACH SHIPMENT REQUIRES UNIQUE HANDLING TO ENSURE IT ARRIVES WHERE IT IS NEEDED IN PERFECT CONDITION. ue to their critical role in global welfare, pharmaceutical products are subject to stringent standards when it comes to transport, handling, and storage. Cargolux recognized early on the importance of tailored solutions for these highly sensitive products and has collaborated closely with shippers and forwarders to develop best practices.

Product integrity is the industry's chief concern, and environmental fluctuations, such as temperature excursions, exposure to daylight or humidity, must be avoided at all costs. The dedicated pharma center at Luxembourg Airport can accommodate all types of products while ensuring minimal exposure during transit. It is a feature that is greatly appreciated by pharmaceutical clients, as Stavros Evangelakakis, Manager Global Product Management, explains: "Our customers regularly express admiration for our efficient ground handling processes, particularly the short distance between truck offload and aircraft onload at our hub".

In addition to complying with industry standards, such as GDP and IATA Dangerous Goods Regulations, Cargolux has developed processes, acquired skills and expertise, and invested in equipment and innovation to position itself as a front-runner in pharmaceutical transport. A dedicated cross-functional "keep cool" team focuses on continuous improvement to deliver mid- to long-term solutions. Initiatives include pioneering research on aircraft thermal capabilities, collaborating with DuPont to develop an air cargo thermal cover, and retrofitting the 747-400F aircraft with temperature-recording devices to match the automated tracking system on the 747-8F fleet.

Given the nature of pharmaceutical commodities, a high proportion of these shipments are perishable and therefore subject to tight deadlines. Communication and collaboration among stakeholders, such as Ground Operations and Sales, are key in mitigating any factors that could cause delays and impair product integrity. Committed to continuous improvement, the teams also hold regular meetings to review processes and requirements. This synergy helps drive the industry toward ever-higher standards when it comes to healthcare shipments.

Ongoing investment in its procedures, workforce, and infrastructure reflects Cargolux's commitment to delivering service excellence in this market segment. Its solutions and open collaboration have fostered trust within the shipping and forwarding industry, cementing Cargolux's position as a market leader in pharmaceutical air freight.

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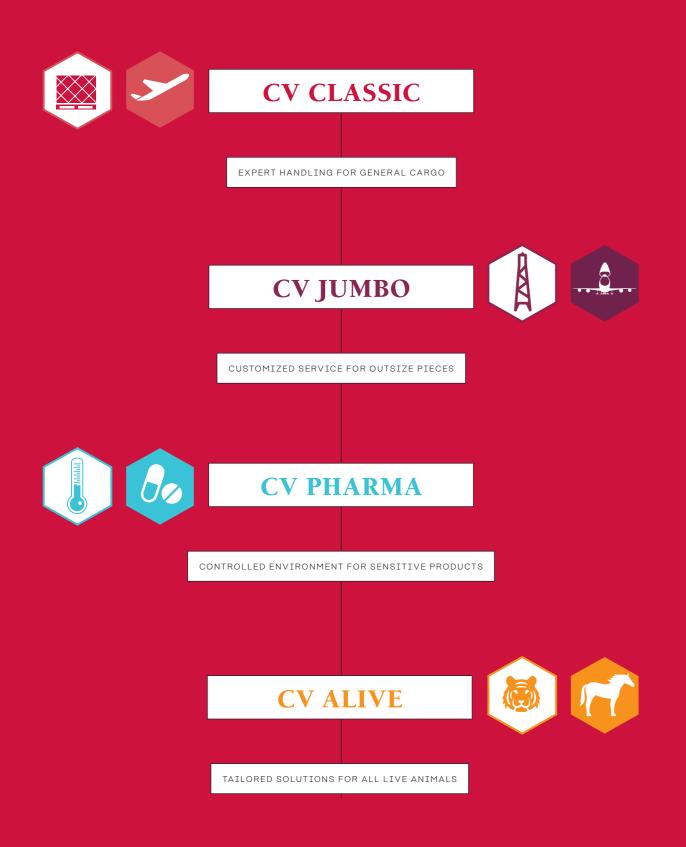


CARGOLUX AIRCRAFT AND PHARMA HUB IN LUXEMBOURG **ARE GDP CERTIFIED** TO ENSURE OPTIMAL HANDLING.

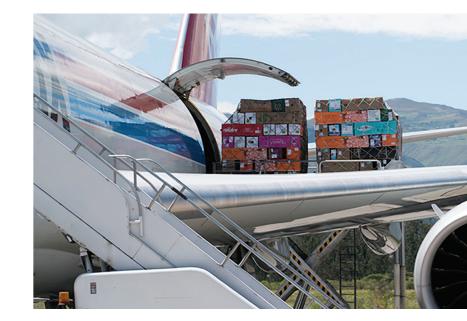


"Being part of this organization feels like being part of a supportive family, where everyone is committed to each other's success. That sense of unity makes me incredibly proud to be a member of this team."

Stavros Evangelakakis, Manager Global Product Management



**DISCOVER OUR PRODUCTS** 



### From the ordinary to the extraordinary

#### FROM **FRESH PRODUCE TO OUTSIZED PIECES AND LIVE ANIMALS**, CARGOLUX IS RENOWNED FOR ITS ABILITY TO TRANSPORT JUST ABOUT ANYTHING ACROSS ITS GLOBAL NETWORK! THE AIRLINE'S COMPREHENSIVE PRODUCT PORTFOLIO ENSURES ALL CUSTOMERS' COMMODITIES REACH THEIR DESTINATION IN PERFECT CONDITION.

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AS A DEDICATED ALL-CARGO CARRIER, CARGOLUX **OFFERS CUSTOMIZED SOLUTIONS** FOR ALL TYPES OF FREIGHT.



NOSE-DOOR LOADING AND INDEPENDENT **TEMPERATURE-CONTROLLED ZONES** ENSURES ALL SHIPMENTS CAN FLY IN OPTIMAL CONDITIONS.







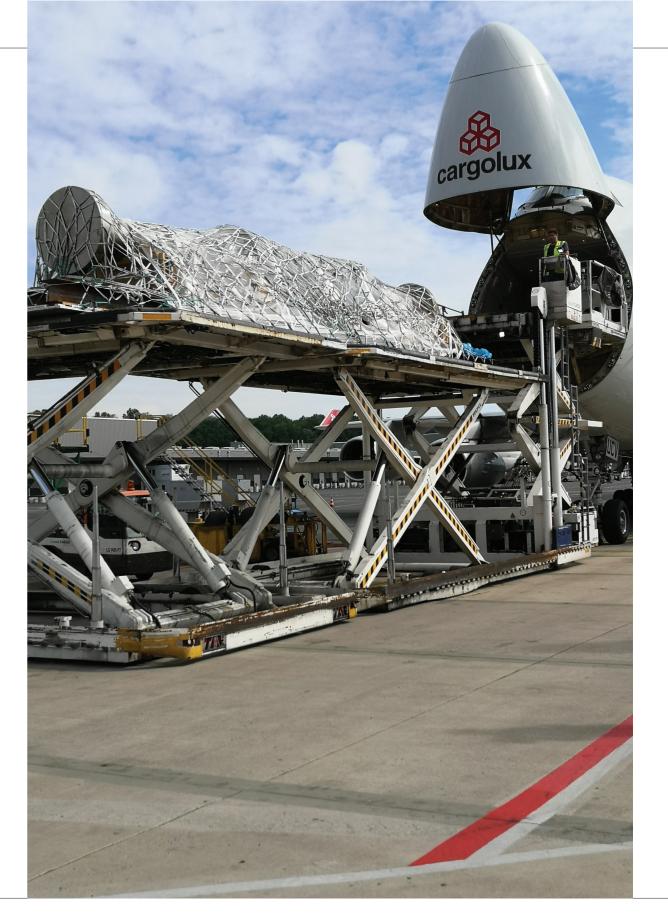
DEDICATED TEAMS OF EXPERTS DEVISE CUSTOMIZED SOLUTIONS TO MATCH EACH INDIVIDUAL SHIPMENTS' REQUIREMENTS.



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ROBUST PROCESSES AND STRINGENT STANDARDS ENSURE THAT EVEN THE MOST SENSITIVE SHIPMENTS ARE HANDLED WITH UTMOST CARE.





WITH OVER 55 YEARS OF EXPERIENCE IN THE INDUSTRY, CARGOLUX HAS DEVELOPED EXTENSIVE KNOW-HOW IN THE COMPLEX WORLD OF AIR CARGO.



SPECIAL SERVICE FOR VALUABLE SHIPMENTS

CV HAZMAT

ADAPTED PROCESSES FOR DANGEROUS GOODS



MINIMAL EXPOSURE FOR PERISHABLE PRODUCTS



TECHNICAL EXPERTISE FOR ENGINE-POWERED COMMODITIES



TESTIMONIAL

- The PRODUCTS

Charlie Victor

# **Guido Klatte Horse Transport**

EQUINE SPECIALIST GUIDO KLATTE HORSE TRANSPORT KNOWS T**HAT CLOSE COLLABORATION AND TRUST ARE KEY** WHEN IT COMES TO MOVING SENSITIVE ANIMALS LIKE HORSES. OPEN COMMUNICATION, HIGH SAFETY STANDARDS AND TAILORED SERVICE MAKE THE PARTNERSHIP BETWEEN CARGOLUX AND GUIDO KLATTE A LONG-STANDING SUCCESS.

f all the items that can be transported by air, live animals are among the most delicate, especially horses, which are highly sensitive to their environment. Ensuring minimal stress and monitoring their well-being throughout the transport process requires trust and collaboration between the airline and its customers. Guido Klatte's experienced team has been working closely with Cargolux for many years and both share an unwavering commitment to professionalism and efficiency.

Live animal transport is a complex undertaking that involves numerous logistical considerations, both for the animals' welfare and to ensure full compliance with local legislation. National laws mandate certain health measures, which could entail quarantine, vaccination, or medication treatment, and each destination requires a specific set of laboratory tests. In addition, each animal requires personalized care and attention, tailored to their individual needs.

Cargolux has been transporting horses since it first took to the skies and has developed dedicated

procedures to ensure they enjoy first-class treatment. As Lisa Donadell, responsible for Import/Export at Guido Klatte, explains: "We have experienced kind, professional and highly efficient cooperation and communication with the Cargolux Sales team around Solene Leisen and Nicolas Thermoz For everyone at Guido Klatte, the horse always comes first — we want to make sure they receive the best possible care. Cargolux understands our position and truly makes the horses' welfare their priority."

Moving equines across the globe is no small feat. For Lisa, smooth cooperation with veterinarians and airport staff is vital to safeguard the horses' welfare and health. Within the complex logistical framework of horse transport, Cargolux strives to prioritize the animals' wellbeing by offering solutions such as optimizing or re-routing flights to reduce the time the animals spend in the air.

As part of its CV alive service, Cargolux offers specially designed horse containers for the flight, as well as stabling when transiting through the Luxembourg hub. Specialized personnel are on hand to water and feed the horses, and traveling grooms are also welcome to accompany them on every stage of their journey. The fully EU-certified veterinarian station ensures that the four-legged travelers receive optimal care while in Cargolux's hands.

Throughout the years, Guido Klatte and Cargolux have worked hand in hand on numerous transport projects, but some hold a special place in the team's collective memory. When asked about the most remarkable transport the partners worked on together, Lisa mentions a part charter that was handled in 2021 for the renowned Spruce Meadows horse show in Calgary. Over 40 horses, along with their equipment and grooms, traveled on a Cargolux flight ahead of the event.

"It took a lot of preparation, flexibility and expertise to coordinate such a shipment. It was a real team effort with lots of very capable equine specialists involved from truck drivers, office coordinators, and professional grooms both in the air and on the ground to our air transport partner Cargolux," she recalls. The biggest reward for the team was, of course, the safe and smooth arrival of the whole delegation, which was then able to compete successfully at the show.

Organizing international travel for equines is a challenging and unpredictable business, but for the horse aficionados who work in the industry, it comes with invaluable rewards. Understanding these majestic animals and putting their welfare first is the key to success, and it takes strong partners to see these shipments through with pride and passion. "In our business, everything can change quite suddenly. Prompt communication and professional handling are crucial, and it is therefore very important to work with a flexible and reliable airline like Cargolux."

Lisa Donadell







DISCOVER OUR COMPLIANCE & ETHICS TEAM

### Remaining at the forefront of industry standards

COMPLYING WITH REGULATIONS AND SAFEGUARDING ANY BUSINESS IS CHALLENGING IN OUR EVER-EVOLVING WORLD. BUT PRESERVING A GLOBAL CARGO AIRLINE FROM RISK AND ADHERING TO STRINGENT STANDARDS IN A COMPLEX, MULTI-DIMENSIONAL INDUSTRY TAKES A SPECIAL KIND OF PEOPLE. THANKFULLY, CARGOLUX CAN COUNT ON THE DEDICATION AND DYNAMISM OF ITS COMPLIANCE TEAM TO UPHOLD REGULATORY REQUIREMENTS WHILE PRESERVING OPERATIONAL FLEXIBILITY.

🛈 Cargolux

rom the outside, the world of compliance might seem like a vast network of complex regulations but thanks to its resolve and understanding, the Cargolux Compliance team make navigating it look almost easy. Divided into two key departments – Export Controls and Corporate Compliance – the 25-strong team, led by Javier Coto, Vice President Compliance, deals with requests from all areas of the company on a daily basis. From shipment monitoring, customer and supplier vetting to employee advice and training, the team has got all aspects of the business covered.

The first department within Compliance, Export Controls protects the core business, its customers, and global supply chain from export control risks. Shipments are carefully assessed against embargoed, sanctioned, and exportcontrolled lists of commodities prior to acceptance, and continue to be monitored following acceptance. For a globe-spanning airline such as Cargolux this represents a significant volume of cargo every single day, across the network, on a 24/7 basis. The team's reactivity, availability and quick thinking are therefore crucial to ensuring the airline continues to operate smoothly.

The Corporate Compliance department focuses on prevention and awareness, keeping employees and business partners informed of compliance risks and how to mitigate them. Acting in a consultancy role, the team counsels all employees, including the company's Management, on a broad range of subjects such as active and passive KYC (Know Your Customer) and KYS (Know Your Supplier) processes, data protection, and other compliance-related queries. The team is a vital point of contact for both Cargolux employees and other entities acting on behalf of the airline, such as business partners or contractors.

The myriad enquiries faced by the department call for a variety of profiles with a wide range of knowledge. The multicultural team includes people from many different backgrounds, ranging from Law and International Relations to Economics and Communication. Beyond qualifications however, Javier highlights the importance of soft skills: "Our team members are passionate professionals who exercise critical thinking, empathetic understanding, attention to detail, and the ability to effectively communicate their message. Whether through compliance recommendations or training, they fulfill their mission of safeguarding our business." To ensure regulatory compliance in this volatile industry, Compliance staff must stay abreast of new rules and regulations that may affect Cargolux. Their natural curiosity means they keep themselves informed and can quickly react to changes. The team works together, contributing their various strengths and expertise, to explore the best options to implement internally. This meticulous monitoring allows for timely adjustments and preserves the airline's renowned agility.

In order to effectively promote best practices, the team also fosters crossdepartmental collaboration. Compliance is an all-encompassing concept and as such, it is important that they are recognized as a partner for all activities, even those that seem less vulnerable to compliance risks. The department's role as advisors to internal stakeholders worldwide constantly exposes them to different scenarios. "We don't work according to a manual, and each individual case requires thorough analysis. We have to view things from our colleagues' perspectives and make sure we deliver advice in a relatable and understandable manner," says Javier.

As if navigating regulatory changes in a complex industry weren't enough, the team also faces the challenges of operating in a deeply changing world. Geopolitics is key in shaping supply chains and as a global operator, Cargolux must adapt rapidly to shifting dynamics. The emergence of artificial intelligence and its increasing integration in systems and processes also raises concerns, especially regarding personal data and ethics.

All these considerations are part of the daily life in Compliance and as the team likes to say, every day brings something new. The ever-changing business landscape, innovation, and drive to make Cargolux a compliance benchmark in air cargo keep the team motivated to excel. Their professional expertise combined with dynamism and flexibility ensure Cargolux is able to establish itself as an ethical and reliable player.



JAVIER COTO (BOTTOM LEFT ON THE STAIRS) AND HIS TEAM **PROVIDE THEIR COLLEAGUES WITH GUIDANCE AND ADVICE** TO NAVIGATE REGULATIONS.



"We constantly advocate for Compliance to be recognized as an asset for conducting business; our priority is to keep the company, our colleagues, and our business partners safe, ultimately contributing to the sustainability of Cargolux. Our vision is to support the continuity and the growth of Cargolux in a secure and compliant environment." Javier Coto, Vice President Compliance

Charlie Victor — The PRODUCTS iss

SUCCESSFUL TEAMS

SPOTLIGHT ON IAH

# How Area 1 handles CV jumbo shipments

SIZE, COMMODITY TYPE, REGULATIONS, OR PERMITS — THERE IS NO OBSTACLE THE HOUSTON-BASED CARGOLUX SALES TEAM CANNOT OVERCOME. WHEN IT COMES TO OVERSIZED SHIPMENTS ESPECIALLY, THEY HAVE WHAT IT TAKES TO ENSURE SMOOTH AND SUCCESSFUL TRANSPORT.



nd what it takes is six highly passionate people who embrace any challenge and never hesitate to go the extra mile for customer service. The experienced team works closely with the Cargolux headquarters in Luxembourg to coordinate multiple stops, manage capacity availability and bookings, and meet regulatory requirements — ensuring all commodities are loaded and transported safely.

The team describes its role as a "challenging juggling act" that calls for careful balance to maximize loads and tonnages while upholding stringent regulations. Transparency and communication are key, and close collaboration with stakeholders, such as operations, global sales, and ground handling, is a real asset when it comes to finding solutions when issues arise.

Industry expertise and extensive training mean the team does not shy away when tricky requests come their way. Big, bulky, heavy, or long loads are no exception, and the first question they ask themselves is: "Can we assist our customers in making the impossible possible?" The answer is always yes. "We tackle the big and ugly. If there's something no one else wants to handle, we run with it and make it happen," says Alysia Buish, Regional Manager Sales.

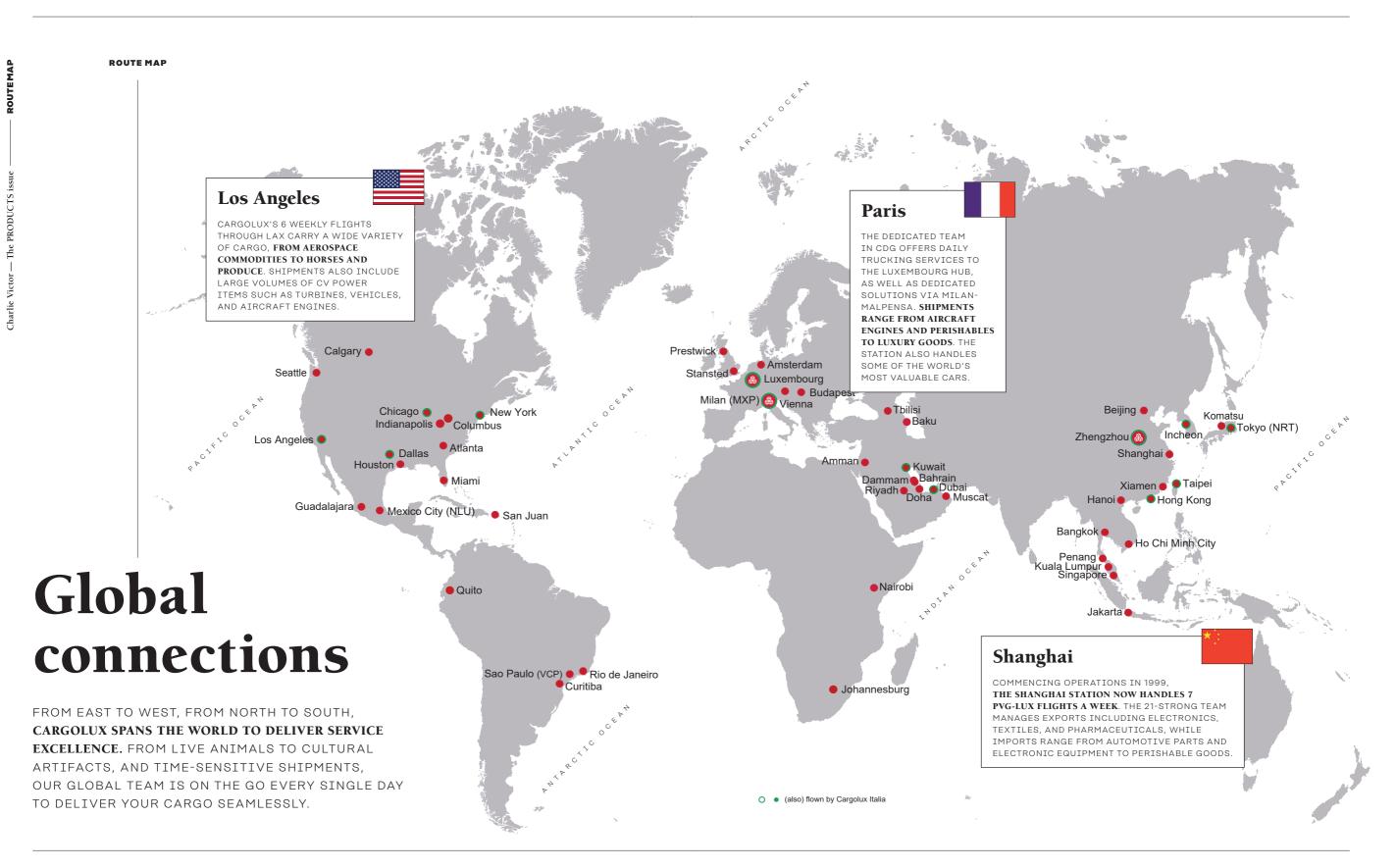
Over the years, Cargolux has become renowned for its ability to safely and securely transport jumbo shipments around the world. A dedicated product has been developed to ensure that no oversize request is too complex to handle. Building on its decades of expertise in the field and the unique loading capability of its fleet of 747 freighters, Cargolux has established a tailored approach that it continuously refines to meet market requirements.

The Houston team has truly embraced this vision, and their can-do attitude and

determination constitute a significant commercial edge for this type of cargo. From aircraft wings and engines to heavy machinery, riser tensioners, and oil and gas equipment, Houston serves a highly diverse market.

The experience contributed by Ground Engineering and Operations allows for a hands-on approach to dealing with these unique commodities. This enables the teams to grow their knowledge in a practical manner and bolsters their confidence to accept future challenges.

Although the task may seem overwhelming at times, the team is always "in awe of seeing a giant puzzle and watching it all come together." Maximizing loads and tonnages while upholding standards and maintaining service excellence, these dynamic multitaskers cover all fronts. Once these jumbo pieces are successfully transported and the adrenaline subsides, the feeling of pride kicks in... until the next shipment arrives, and the puzzle starts all over again!



### CHARLIE VICTOR THE CARGOLUX MAGAZINE

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