# Uzbekistan Airways and Integro Technologies Drive Crew Planning Optimization with PANORAMA COS

**2026 2 April**

**Uzbekistan Airways and Integro Technologies have signed an agreement for the implementation of PANORAMA COS (Crew Optimization System) – a solution for optimizing long-term crew planning and day-to-day crew management.**

Uzbekistan Airways is the flag carrier of Uzbekistan and one of the leading airlines in Central Asia, serving over 100 destinations across Europe, Asia, and North America. In 2025, the airline carried a record 6.6 million passengers, and in November of that year placed the largest order in its history – for 22 new Boeing 787-9 Dreamliner widebody aircraft, while continuing to take delivery of Airbus A321neo jets. As part of its strategy for sustainable growth and enhanced service quality, Uzbekistan Airways plans to at least double its fleet by 2030.

To support its rapid growth and boost operational efficiency, Uzbekistan Airways is banking on innovation and professionalism. Alongside the continuous training of top-tier specialists at its own flight school, the active expansion of the fleet and route network calls for the most advanced digital solutions. That is why the airline is deploying more sophisticated and highly efficient crew planning software. PANORAMA COS is a cutting-edge system that enables masterful resource management amid a growing number of flights, while ensuring full compliance with aviation regulations, stringent IOSA international safety standards, and a balanced distribution of workload among crew members.

Given these factors and the need to enhance its digital capabilities, Uzbekistan Airways is deploying new tools for both day-to-day crew management and long-term planning. By building its processes around PANORAMA COS, the airline aims to achieve its overarching goal: maximizing economic efficiency during a period of explosive growth, and beyond.

PANORAMA COS leverages prescriptive artificial intelligence that continuously calculates the optimal crew assignment plan, taking into account hundreds of constraints simultaneously. The implementation will enable Uzbekistan Airways to:

- optimize crew planning timelines to the minimum processing time;
- improve the efficiency of both the planning process and crew utilization;
- ensure fair and balanced crew assignments across routes, factoring in historical data and individual preferences, thereby boosting personnel satisfaction;
- calculate staffing requirements based on the draft schedule while accounting for crew unavailability;
- calculate crew pairings with layovers at intermediate airports and the total hotel room requirements broken down by station;
- support real-time crew management decision-making in the event of flight delays or irregular operations.

The first phase of the implementation will optimize the pairing process with cost management capabilities, as well as crew routing, including various types of flights. The second phase will cover rostering optimization, incorporating temporary and permanent personnel attributes, historical data, individual preferences, and numerous other parameters.

*“Uzbekistan Airways is in a period of large-scale transformation: we are actively expanding our fleet, launching new routes, and training personnel at our own aviation school. Under these circumstances, digitalization of operational processes is not just an advantage – it is a necessity. The implementation of PANORAMA COS is a strategic decision that will enable us to build efficient and transparent planning for both flight and cabin crews, ensure fair workload distribution, and respond swiftly to schedule changes. We are confident that Integro Technologies’ experience and technology will help Uzbekistan Airways reach a new level of operational efficiency,”* comments Shakhzod Ikramov, Deputy Chairman of the Board for Flight Operations at Uzbekistan Airways.

*“When an airline doubles its fleet and launches dozens of new routes in just a few years, crew planning complexity grows exponentially as the number of possible plan variations multiplies. This is exactly the kind of challenge we built PANORAMA COS to solve: the system uses prescriptive AI to find optimal solutions while accounting for hundreds of parameters simultaneously. We are delighted that Uzbekistan Airways trusts our expertise, and we are confident that this partnership will deliver tangible results from the very first stages of implementation,”* says Anastasia

Kornienko, Business Development Director at Integro Technologies.