



February 2025

Climate Action Plan

We care about the climate

Having operated in Asia for more than 25 years, we've seen climate change unfold before our eyes and recognise the very real threat it poses to our region and the world. In recognition of the threats that climate change poses, we've pioneered and implemented numerous efforts to help fight it.

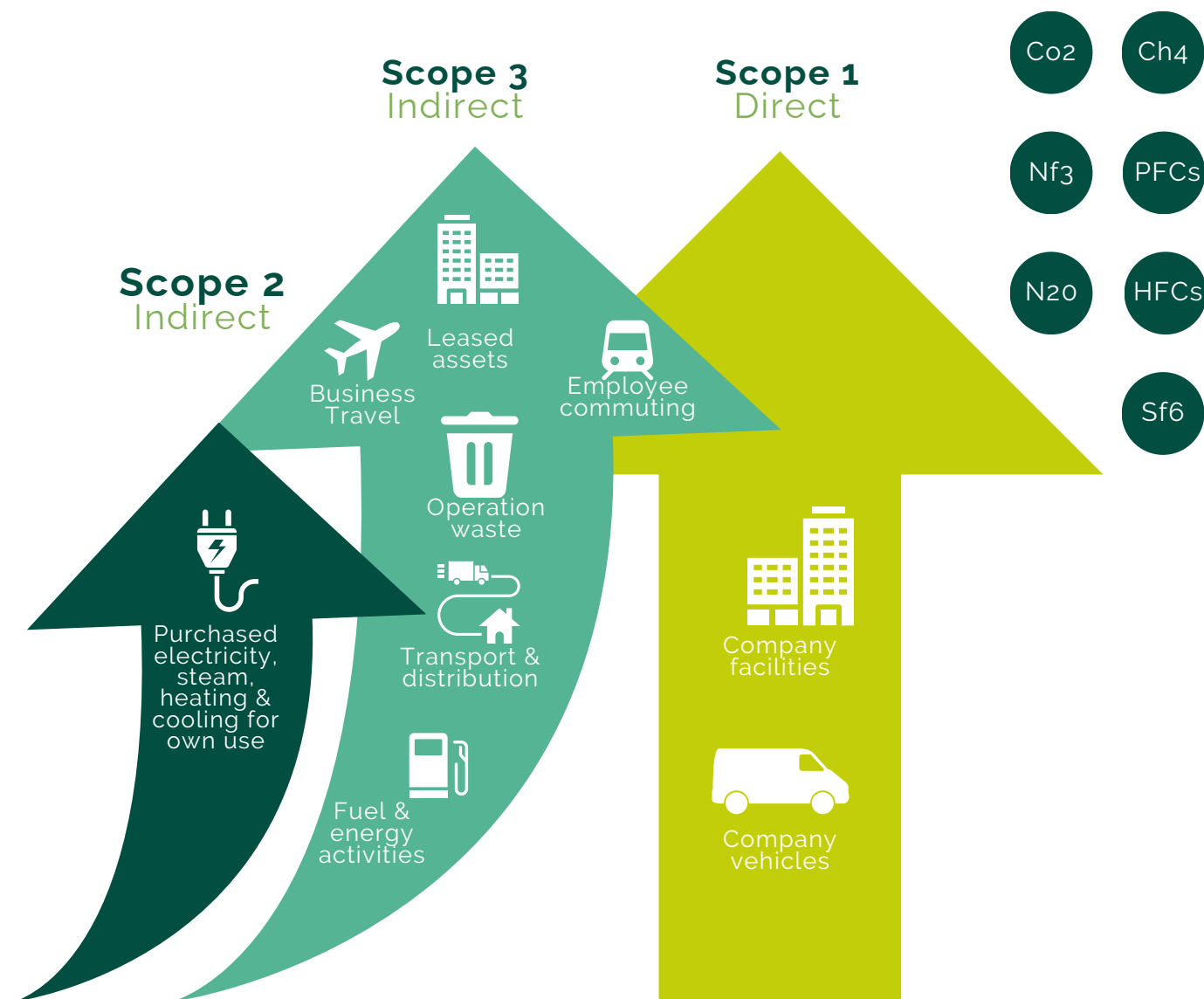
We accept the current IPCC advice stating the need to cut global carbon emissions to 55% below 2017 levels by 2030 in order to keep the planet warming within 1.5 degrees. Our Climate Action Plan helps us monitor, evaluate and improve our environmental impact.

EXO



We measure: understanding our impacts on the climate

In order to reduce our environmental impact, we must understand where our emissions are coming from. Therefore, over the past ten years, we've been measuring the use of resources in our offices and analyzing collected data to calculate our carbon footprint as accurately as possible. Working with specialist organizations on complex calculations linked to scopes 1, 2 and 3, here are the details of what we have achieved. We are working with consultants from **Ecollective** to help us measure as accurately as possible our carbon footprint. To calculate greenhouse Gas emissions associated with our operations as per guiding principles of GHG protocol and ISO-14064 under Scope 1, 2 and 3, and as indicated in the table below.



Scope 1

Direct emissions - emissions from sources that are owned or controlled by EXO Travel

Stationary combustion, mobile combustion from vehicles owned or controlled, fugitive emissions from our air-conditioning systems

Scope 2

Emissions from the generation of purchased electricity consumed by EXO Travel

Grid electricity (stationary combustion)

Scope 3

Other indirect emissions - emissions from sources not owned or controlled by EXO Travel, that occur due to our activities

Transmission & distribution (loss i.e. grid electricity). Business travel: Air and road travels paid by EXO Travel, ie: inspections, training, product development. Travelers flights: Air Travel in Asia funded by our clients. Employee commuting. Waste generation (solid waste and wastewater), water supply, promotional materials (ie: paper, printed brochures etc.)

Local accommodation

Our partner, Bookdifferent.com, has provided us with a carbon footprint travel scan of our preferred hotel partners. This analysis and report is a detailed, weighted analysis for each travel destination, where it is mapped at the supplier level and how they perform on sustainability:

- accommodation suppliers carbon footprint
- carbon footprint per accommodation types
- accommodation suppliers carbon footprint at the destination level
- carbon footprint per accommodation types per destination per guest night in kgs
- overview of the score of sustainability at country and destination level
- energy grid at the destination level,

Their calculation is based on a formula developed by the Breda University of Applied Sciences in cooperation with the Dutch tourism sector as a part of the 'Carbon Management for Tour Operators' project. Three unique values of accommodation are incorporated to arrive at an accommodation carbon footprint score measuring direct energy use of accommodation, influential accommodation attributes and countries' unique climate factors.

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Local transport

- **For flights** : we use flights routing to measure carbon emissions and input this data in our reservation system, allowing us to get a clear overview of regional / domestic flights that are booked through our services. We don't offer booking for international flights, therefore they are not included in our calculations.
- **For cars / vans / buses:** In order to measure emissions from travelers due to local transportation used in our destinations, we have extracted data from our reservation system and converted it with an online calculator based on the size of vehicles and distance travelled in kilometers.
- **For boats:** we surveyed our main suppliers in Indonesia and Thailand, where we have the highest number of tours including boats rides, and we have collected information on the number of passengers, types of engines, fuel consumption per hour etc. and converted data with an online calculator to measure the average consumption of boats we use for our trips.

Scope 3 measurement is definitely the hardest one to work on, since it is mainly accounting for travelers carbon emissions (flights, ground transport, hotel stays, activities, food etc.).

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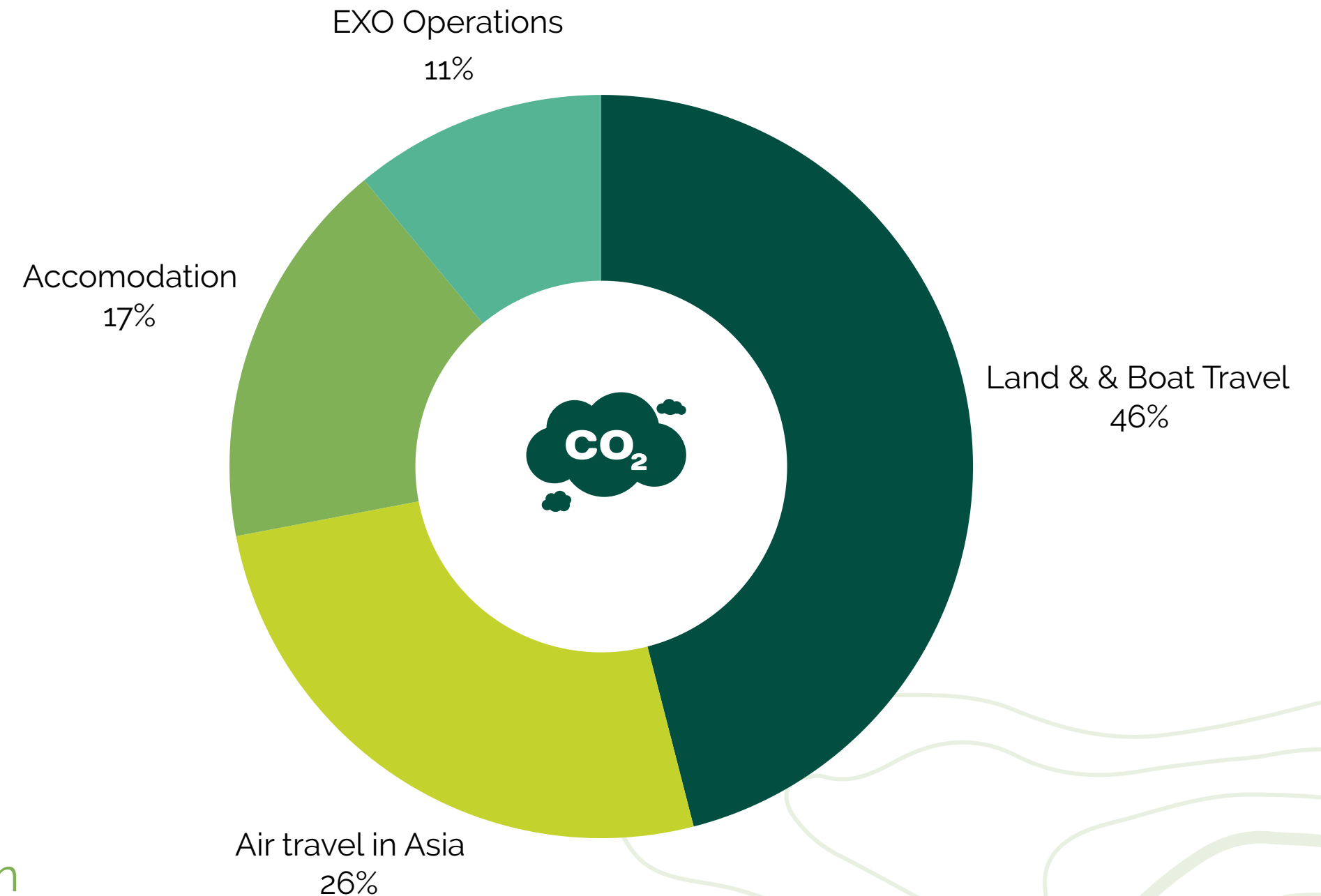
What does it look like?

Based on our measurements, here is what our carbon footprint looks like. As you can see in the graph below, emissions related to our offices represent around 10%. The rest is linked to emissions from travelers (hotel nights, local transports & activities, air travel in Asia).

However, there are several limitations to be taken into consideration. We have based our calculations on data available, and some offices are not included such as Japan, Malaysia (both certified in 2020) and Singapore (2 persons). We also haven't included the transport to destinations because it is purchased directly by our clients and we don't have any reliable data available to measure it.

Ambition

Improving our measurement methodology year on year, verifying our calculations with accredited organizations and publishing transparent reporting

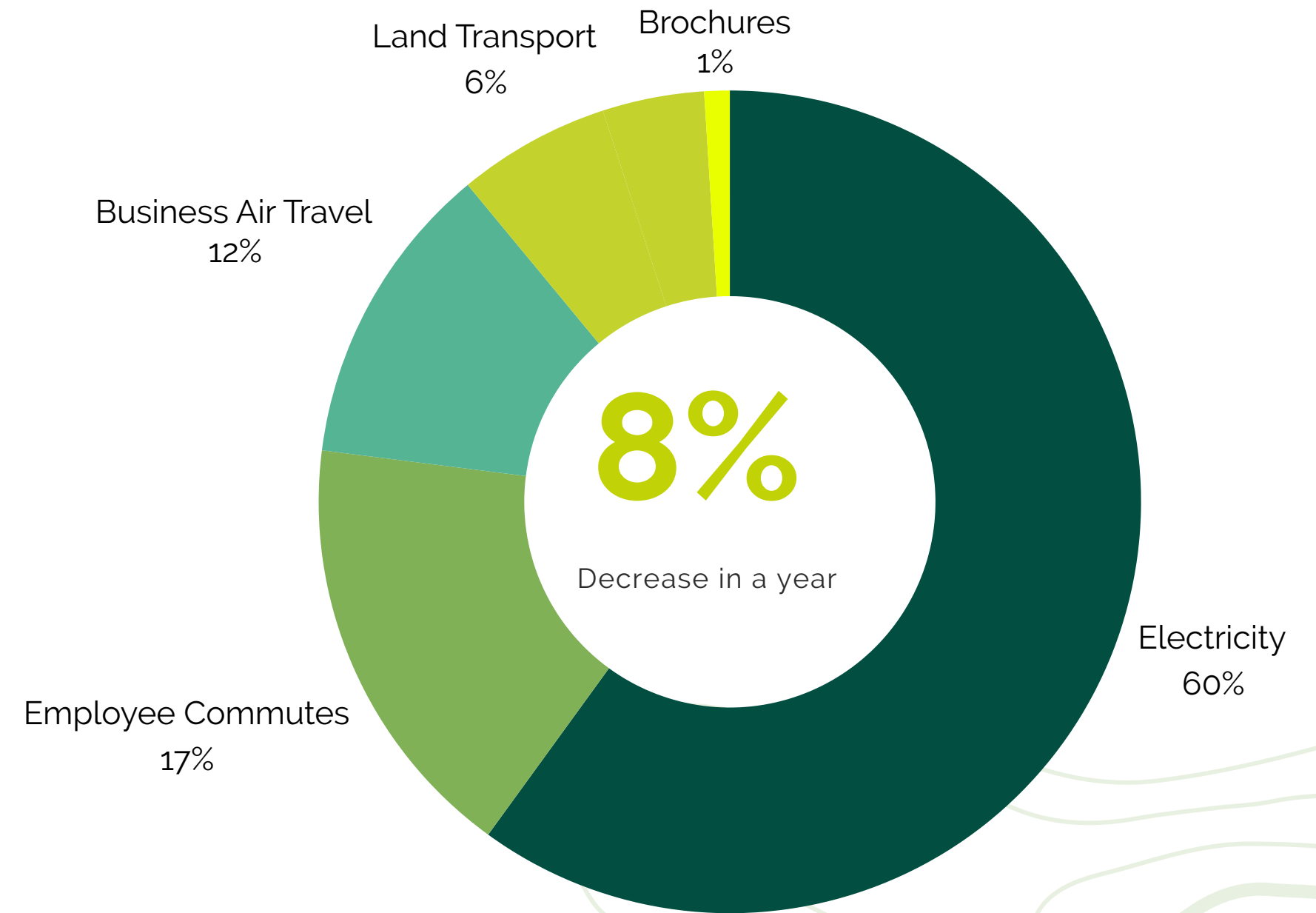


We reduce: taking action for the climate

Since 2013, we have taken measures to start reducing our environmental impacts, focusing on our offices and raising awareness among our employees. We have steadily decreased our footprint and, between 2018 and 2019, even reduced it by 8% on average. With a strong commitment to become a carbon neutral company, in 2018 and 2019 we offset the global footprint of EXO Travel operations and Air Travel in Asia through the purchase of verified gold standards carbon credits.

As for services and experiences offered to our clients, we have developed a system to classify **Travel for good** which includes the indication of travel experiences that have the lowest carbon footprint. They are highlighted on our website as 'carbon friendly'.

We will continue to apply stringent criteria for our classified responsible experiences. As we believe the creation of sustainable experiences generate more qualitative tourism products, that have less environmental impacts and create more revenues for locals.



Ambitions

We are committed to setting reduction targets for our emissions and to ensure we are exploring every opportunity to reduce our emissions and set ourselves on the path to net zero. Our objectives will be designed to support the world's progress towards limiting global warming to 1.5°C above pre-industrial levels.

1. Renewable energies

We are committed to using energy providers that harness renewable sources of energy at all our offices, especially regarding electronic data storage, wherever possible and as they become available in our destinations. We encourage remote working and therefore will continue to raise awareness among our employees on energy saving tips and efficiency.

2. Technologies

We are moving towards paperless offices and our teams are already switching to online systems to share and monitor bookings in order to avoid printing. We are incorporating remote working in our company on a large scale and will therefore reduce staff commutes, use technologies to work better from home with each other and avoid business air travels.

3. Sustainable Sourcing

We are a sustainably-certified company with B Corp and this provides us guidance for our sustainability agenda. We help our main partners to reach internationally-recognized sustainable certification requirements as well using online tools, training and favoring exchange of experiences -especially accommodations. Whenever possible we source office supplies, cleaning products, gifts for clients and food and drinks for our staff sustainably through purchasing from social enterprises, community projects, organic shops etc.



4. Slow travel

We are developing systems to offer shared transport options and to promote the use of public transport options. We actively advocate for the development of convenient and comfortable public transport options for our clients within our networks of influence. We assess the carbon footprint of all tours and experiences and find alternatives to lower them by promoting environmentally friendly options (walking, cycling etc.) with fewer flights. To respect the carrying capacity of our destinations, we encourage our clients to offer itineraries with longer stays in the same area, with more alternative destination choices.

5. Waste management

Since 2016, we have been working tirelessly to reduce plastic waste from our operations, gradually replacing plastic water bottles with refillable ones, eliminating plastic wrapped wet towels, encouraging our employees and business partners to refuse plastic packaging and replacing them with available alternatives. We invested in the development of a mobile application enabling travelers and locals alike to find [refillable stations in Asia](#). We've also developed training programs and materials to raise awareness among local communities; especially youth. We have nurtured a culture of reusing and recycling in our company and we will continue to do so.

We have invested in a circular economy that led to significant positive impacts in Vietnam, Cambodia and Indonesia. We closely monitor the outcomes of these projects and help initiate similar projects in Asia.

Given that the contribution to global warming by food wastage emissions is nearly equivalent to global road transport emissions (source: FAO), we will work proactively towards reducing waste generated in our destinations and make food waste a priority.



5. We compensate: taking accountability for the climate

We view verifiable carbon offsets as an interim solution to offset emissions until we can find effective solutions to reduce emissions from the services we provide to our clients. In partnership with Nexus for Development, we offset emissions from air travel. First, for our staff and, in 2018, for all domestic and regional flights booked by our company, even for travelers.

We support an improved cookstoves programme in Laos, where most people cook with wood and charcoal which results in carbon emissions, air pollution, and a significant loss of forest cover. This has amounted to a significant environmental threat in Laos over the last two decades.

Through the Laos Improved Cookstove Programme, local producers receive training and are now making stoves that are more efficient. The recipients of these cookstoves not only end up saving on fuel costs, but the more efficient stoves also require less fuel which results in cleaner breathing air which avoids forest degradation.

Since 2017, EXO Travel has contributed more than **\$127,000** towards the purchase of **7,000 tons** of Gold-Standard Certified carbon credits.

**Gold
Standard**
Climate Security & Sustainable Development



We support numerous reforestation projects and some of them are in Mangroves, one of the planet's largest carbon sinks, and contribute greatly to the fight against climate change. They prevent erosion and are vital nursery habitat for fish. Indeed, restoring mangrove allows biodiversity to flourish: birds, monkeys, fishes, shrimps and more.

Through our EXO Foundation, we provide ongoing support to numerous projects helping communities to protect their natural heritage and restore biodiversity in our destinations.

Our **annual contribution represents around \$100,000** given back to local projects with a positive impact, both for our planet and for communities living in Asia.

Ambition

Include an **automatic compensation scheme for 100%** of the services we provide to our clients, for every guest visiting our destinations. EXO Foundation will manage this fund and allocate it to curated local projects.



We collaborate: driving positive change for the climate

Our strength comes from our people, and we will continue supporting their growth as responsible citizens and engaged climate action leaders. Over the years, we have participated in the rise of a movement towards the promotion of responsible tourism in Asia. We have actively involved our employees, our whole supply chain, our valued clients and even our competitors in this movement. We are proud to share best practices and share experiences with like-minded companies and will continue to be active in the following initiatives:

Ambition

Influencing our communities and policy makers to engage in sustainability and adopt more responsible strategies and development plans in all of our destinations.

- **UNWTO - One Planet Network**
- **Global Sustainable Tourism Council**
- **Tourism Declares Climate Emergency**
- **Coalition for Ethical Wildlife Tourism**
- **PATA Sustainability Working Group**
- **Co-founder of Impact Vietnam for Sustainable Tourism**
- **Myanmar Network of Responsible Tour Operators**
- **CAM DMC**





This Climate Action plan is a working document, we will adjust it if needed and continue to monitor our progress.
Our annual report 'Sustainability Guide' is shared with our partners and available publicly online.