



November 2025

Environmental Policy

Certified



Corporation

Our policy statement

At EXO Travel, we are deeply committed to safeguarding the natural environments and cultural heritage of the destinations in which we operate. As a responsible travel company operating across diverse geographies, we are committed to aligning with local environmental regulations.

Through our Environmental Policy, we aim to minimise our ecological footprint, promote sustainability across our supply chain and support our communities in achieving environmental resilience. This policy serves as a guiding framework for our team, suppliers and partners in creating positive environmental impact through tourism.



Scope

This environmental policy applies to all EXO Travel offices, employees, suppliers and operational activities across all the destinations we operate in.

Legal compliance

- We commit to adhering to all applicable national and local environmental laws in each country of operation.
- Local offices are responsible for monitoring updates to environmental legislation and ensuring continued compliance.
- EXO will regularly review its operations and documentation to verify compliance with environmental and safety standards.



Resource efficiency

- We strive to reduce energy and water consumption through efficient technologies and responsible behaviour.
- All drivers and tour guides are trained to limit engine idling and optimise air-conditioning use during transport.
- Low-emission transportation options, such as walking, cycling, public transport and electric vehicles where available, are promoted when appropriate through all our team members, suppliers, clients and stakeholders.
- We prioritise energy-efficient hotels when viable options are available. Hotels with recognised environmental certifications or verified sustainability information shared with EXO Travel are identified and highlighted to our teams and clients.



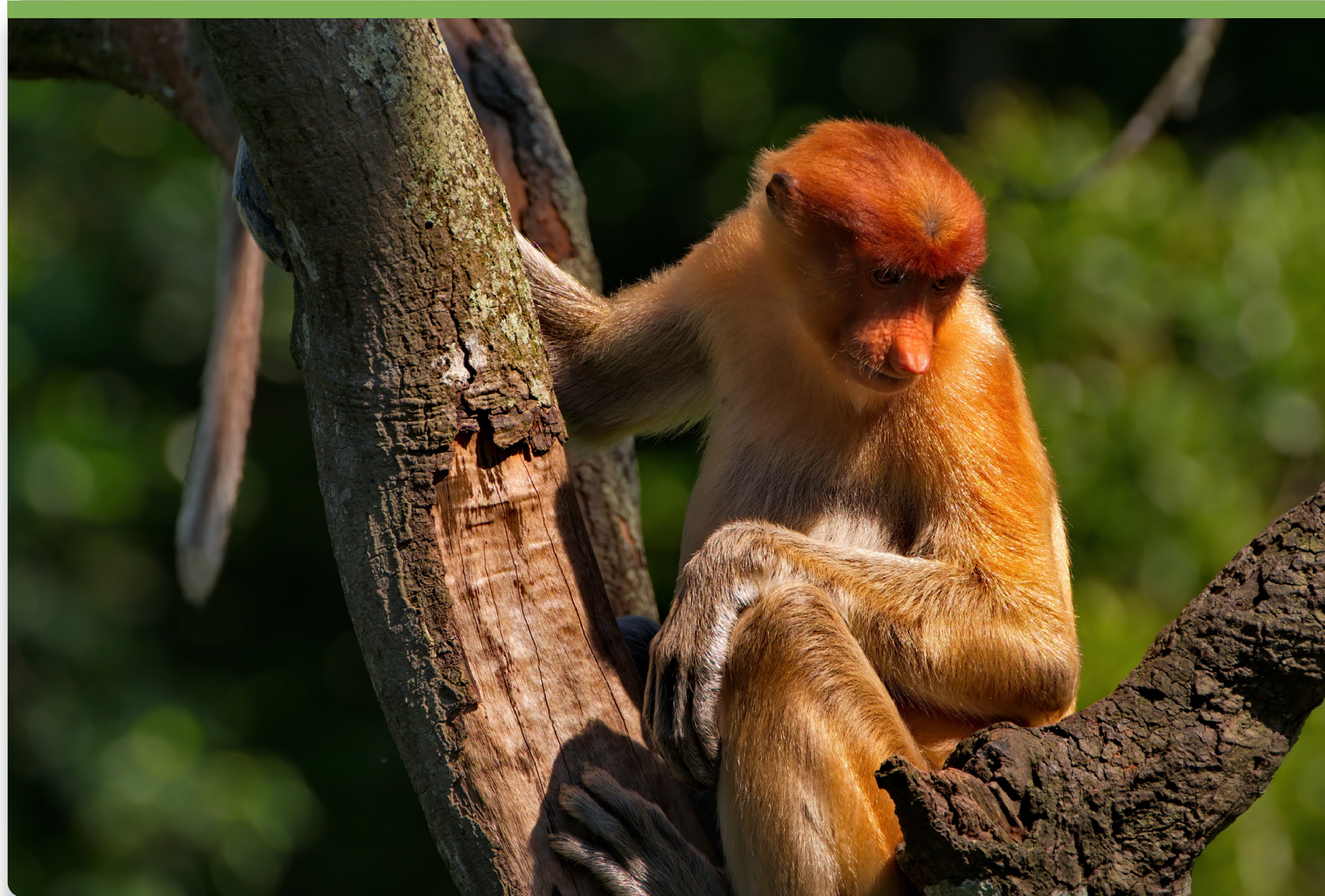
Waste management & pollution reduction

- We are committed to reducing all waste generated through our teams, operations, suppliers and client activities each year, with particular emphasis on single-use plastics.
- Waste will be appropriately separated for recycling or composting, reducing the proportion sent to landfill..
- EXO's suppliers must demonstrate proper waste handling procedures and avoid any practices that result in pollution of natural areas.



Biodiversity & animal welfare

- EXO strictly prohibits any supplier activity that causes harm to wildlife species, involves the sale of products made from protected wildlife or contributes to biodiversity loss.
- Elephant rides are banned. Only non-invasive wildlife experiences are allowed under strict ethical standards and/or certifications.
- Drivers and guides must not take clients to restaurants serving wildlife meat or exotic animal products, or to venues that exploit animals, regardless of client requests.
- Our [Animal Protection Codes of Conduct](#) further details our commitment to wildlife protection, environmental conservation and biodiversity preservation.



Sustainable procurement

- In client communications and across our contracting and product development strategies, we prioritise environmentally responsible and locally sourced products, services and accommodation.
- Suppliers are evaluated based on their environmental performance, certifications and willingness to improve. Key suppliers will be changed to viable alternatives if unwilling to improve sustainable performance.
- Whenever possible, office supplies, cleaning products, client gifts, and food and beverages for staff are sourced responsibly from local social enterprises, community projects and organic retailers.
- Purchasing is carefully managed to avoid unnecessary packaging, particularly plastic, with preference given to bulk purchasing and environmentally responsible materials.
- We ensure that suppliers do not buy, sell or trade historical or archaeological artefacts, either on their premises or as part of any activity they organise. They must also refrain from purchasing or trading products, meat or animals (dead or alive) from wildlife or endangered species, nor engage in practices that damage biodiversity.



Supplier & partner responsibilities

- All excursion and transport suppliers must comply with EXO's Standard Safety and Behaviour Guidelines, which include environmental requirements.
- Suppliers are encouraged to improve fuel efficiency, reduce waste and incorporate regular vehicle maintenance checks.
- First aid kits and emergency procedures must include responses to environmental incidents, such as fuel spills or hazardous waste.



Training & capacity building

- EXO provides regular training sessions on environmental best practices to its team members, guides and suppliers.
- Training topics include energy efficiency, waste minimisation, responsible wildlife tourism and client engagement.
- EXO team members are encouraged to nominate areas of staff training they believe would be beneficial.



Climate action framework

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 response, we've pioneered and implemented numerous efforts to help address it.

We accept current IPCC guidance on the need to reduce global carbon emissions to 55% below 2017 levels by 2030 to limit global warming to 1.5°C. We therefore acknowledge the urgent need for climate action and are committed to reducing our carbon footprint across all areas of our operations.

To achieve this:

- We annually measure and publicly disclose our Scope 1, 2 and 3 GHG emissions.
- We engage an independent third party to verify our emissions inventory.
- We regularly report progress on our climate transition plan and evaluate its effectiveness.



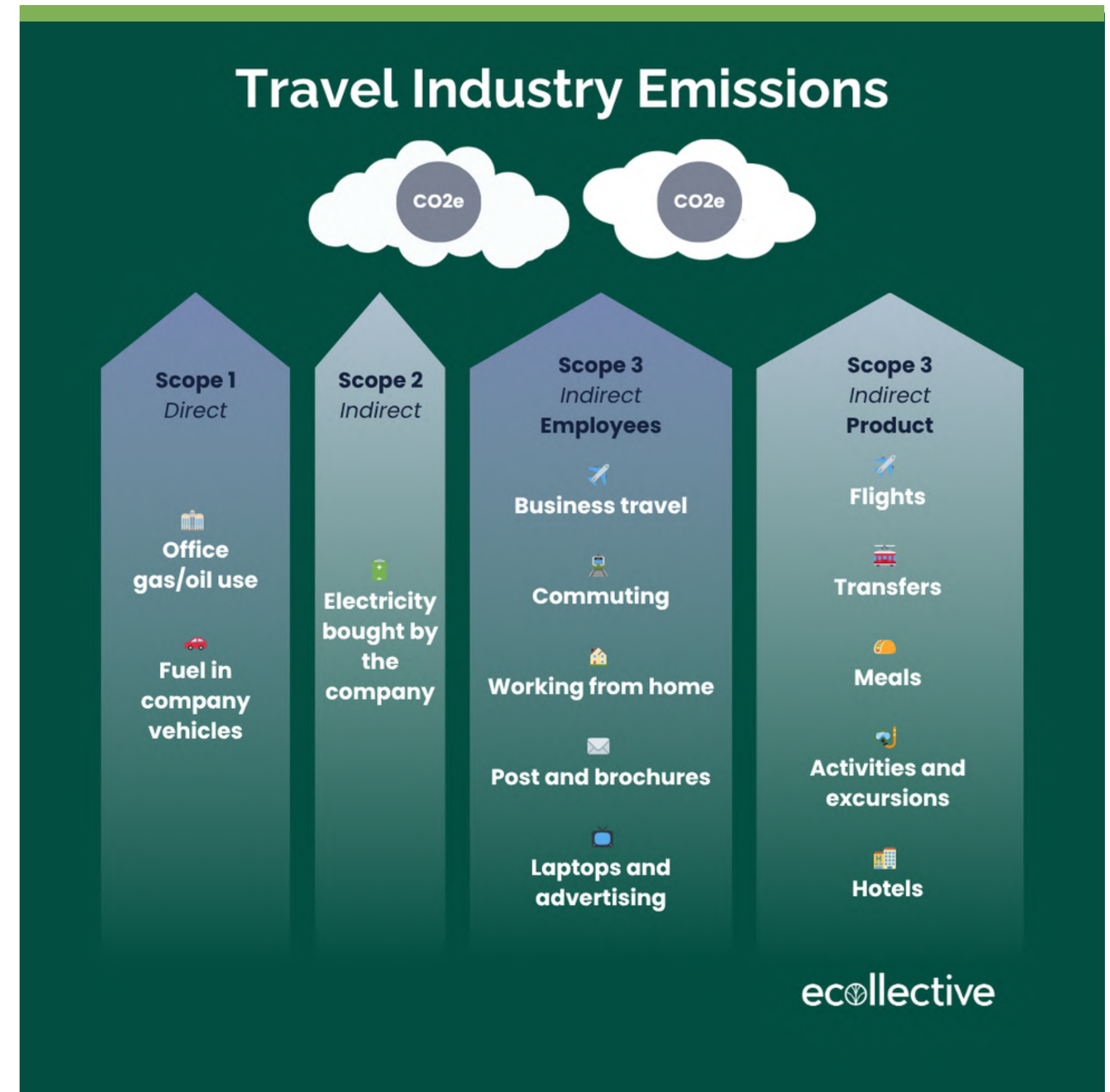
Climate action framework

As a travel company, the majority of our emissions occur within our value chain, particularly from accommodation and transportation services used by travellers. Addressing Scope 3 emissions is therefore a central priority of our climate strategy. In our operations, product development and sales processes, we:

- Encourage low-emission travel choices (e.g., rail over air, electric vehicles).
- Work with suppliers to reduce vehicle emissions through fleet efficiency improvements and driver training.
- Provide guidance to minimise energy use at offices by adopting renewable energy and energy-efficient technologies.
- Engage suppliers and partners in carbon-aware practices.

In order to reduce our environmental impact, we must understand where our emissions come from. Therefore, over the past 10 years, we've been measuring the use of resources in our offices and analysing collected data to calculate our carbon footprint as accurately as possible. Working with specialist organisations 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 our carbon footprint as accurately as possible. Greenhouse gas emissions associated with our operations are calculated in accordance with the GHG Protocol and ISO 14064 standards, covering Scopes 1, 2 and 3, as outlined in the following table.



Accommodation

As part of our commitment, we collaborate with external partners to better understand and measure the carbon footprint of accommodation services across our destinations. Using this data, we are able to highlight hotels with lower carbon emissions and provide all our partners with a roadmap for improving efficiency based on actual performance data.

This work also allows us to collaboratively develop estimates and benchmarks, including:

- Carbon footprint assessments of accommodation suppliers
- Carbon footprint benchmarks by accommodation type
- Destination-level carbon footprint analysis across accommodation suppliers
- Carbon footprint per accommodation type and destination, expressed in kilograms of CO₂ per guest night
- Analysis of local energy grid factors at the destination level, which influence accommodation emissions.

It is important to note that a hotel can dramatically reduce its footprint without reducing its guest quality simply by transitioning to renewable electricity.

Most of the calculations we use are based on a methodology developed by Breda University of Applied Sciences in collaboration with the Dutch tourism sector as part of the Carbon Management for Tour Operators project.



Local transport

Transportation represents a significant share of the emissions associated with tourism activities and forms an important part of EXO Travel's Scope 3 emissions. We therefore monitor the carbon emissions linked to transportation services as follows:

- **For domestic and regional flights**, we use flight routing data integrated into our reservation system to record emissions.
- **For road transport and boats**, we calculate emissions based on vehicle type, passenger capacity, fuel consumption and distance travelled.

These methodologies provide a consolidated overview of transportation emissions across our destinations. To reduce the environmental impact of transport within our itineraries, we are committed to:

- Increasing the use of shared transportation
- Promoting rail and other lower-carbon travel options where feasible
- Supporting fuel efficiency improvements with transport partners
- Prioritising lower-emission vehicles and suppliers



Our climate ambitions

We are committed to continuously improving the environmental performance of our operations and the travel services we design through the following priorities:

Measuring and reducing our environmental footprint

We continue strengthening the measurement of emissions linked to our operations and itineraries, including accommodation and transportation, in order to identify reduction opportunities and track progress over time.

Promoting low-carbon and responsible travel

We encourage travel models that reduce environmental impact by promoting longer stays in fewer destinations, prioritising walking, cycling and shared transport options, and minimising unnecessary flights wherever possible.

Supporting climate and ecosystem protection

Through the EXO Foundation, we support projects that contribute to climate mitigation, biodiversity conservation and community resilience.

Addressing unavoidable emissions

While our priority remains reducing emissions, we support credible carbon offset initiatives for emissions that cannot yet be avoided as a transitional measure while more sustainable solutions are developed.

Collaborating for industry-wide change

We work with partners and industry initiatives to promote responsible tourism and share best practices, including collaborations with the Tourism Declares a Climate Emergency and the Pacific Asia Travel Association.



Client engagement

- EXO incorporates sustainability information into pre-arrival documents and tour briefings, as well as includes sustainability-related questions in feedback surveys for travellers, guides and clients.
- Travellers are encouraged to lower their negative impacts (such as carbon emissions, pollution and damage to biodiversity) while increasing their positive impact by supporting local communities and businesses.

Monitoring, evaluation & improvement

- EXO has developed environmental performance indicators and regularly reviews progress in areas including energy consumption, waste collection, carbon emissions and single-use plastic reduction.
- Annual audits assess compliance with this policy and our sustainability standards.
- Offices and departments are encouraged to report challenges, innovations and improvements.



Policy review

This policy will be reviewed annually, or sooner if required by regulatory, operational or certification changes, to ensure it remains relevant and reflects new priorities.

Accountability

All EXO team members, partners and stakeholders share responsibility for implementing this policy. EXO has dedicated people and teams to monitor compliance and adapt strategies to meet evolving environmental challenges.



Mr. Hamish Keith
Chief Executive Officer
EXO Travel Co., Ltd.
1 Sep, 2025

A handwritten signature in black ink that reads "Hamish Keith".





www.exotravel.com